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Amendment No. 2

to the January 28, 1998

Schneider Electric European Committee Agreement

This Agreement (the "Agreement"), dated as of January 20, 2005 is made by and between
Schneider Electric(SE) PLC

Schneider Electric SA.,

Registered Bureau 43-45 Boulevard Franklin Roosevelt

92500 RUEIL-MALMAISON

France

Represented by Mr Jean-François PILLIARD, Executive Vice President for Human Resources & Communication

and

the full members of the Schneider Electric European Committee represented by:

Germany	represented by	Peter FLORKOWSKI Ulrich HUESCHEMENGER
Austria	represented by	Michael BIS
Belgium	represented by	Yves ROY
Denmark	represented by	Mogens DYBDAL
Spain	represented by	Juan TORRES HERRERIAS Francisca ROS RODRIGUEZ
Finland	represented by	Pasi KUOSMANEN
France	represented by	Remy BOGOTTO Gilles DUNY Patrice FAIVRE Jean VERNAY Denis VIAL
Greece	represented by	Nicolaos SARANTAKOS
Hungary	represented by	Laszlo SIMON
Ireland	represented by	Kevin CARROLL

Italy	represented by	Andrea ALBERGATI Teresa CAGLIONI Domenico PIROLA
Norway	represented by	John M ANDERSEN
Netherlands	represented by	Willem STRUYK
Portugal	represented by	Filipe ROCHA SILVA
UK	represented by	Mike LATHBURY Mick RILEY
Sweden	represented by	Richard PERSSON Goran ELIASSON
Czech Republic	represented by	Zdenek NEJEDLY
Switzerland	represented by	Fabio MASSI
Poland	represented by	Robert SADOWSKI Agnieszka STAKUC-SIEGERT

NOW, THEREFORE, the parties hereto agree as follows:

PREAMBLE

From 1994, the expansion of the Schneider Electric group in Europe came to be characterised by greater dialogue between personnel representatives from the 11 European member countries during Committee meetings.

To continue the tradition of dialogue which is a characteristic feature of the companies that make up Schneider Electric, the Management and personnel representatives do hereby affirm their shared desire to create an organisation better equipped in handling the company's business, commercial and industrial activities in Europe.

The company Management and personnel representatives are agreed that even greater effort must be made to encourage dialogue between European partners. They have therefore decided by mutual consent to set up the Schneider Electric European Committee.

The signatory parties indicate hereby their willingness to respect the spirit and the fundamental principles of the European Directive 94/45/EC and the French law of November 12, 1996 which resulted from the directive. They also agree to adopt a pragmatic attitude when implementing the provisions of this protocol.

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ARTICLE 1 (NEW): SCOPE

This agreement shall apply to the following entities:

- Schneider ElectricPlc, which has been designated the **dominant company** according to the November 12, 1996 law;
- Subsidiary companies, that is, those companies that have personnel in the EU or EEC countries;

- Other subsidiary companies, that is, those companies that have personnel in European countries outside the EU.

The list of subsidiaries as fixed on the date of signing this accord is given in Appendix 1 (modified) to the present amendment.

This list shall be updated every time the Schneider Electric European Committee is renewed and a mid-term analysis carried out in compliance with provisions set down in Article 4.

ARTICLE 2: TASK

The role of the Schneider Electric European Committee is to promote the exchange of information and views and to further dialogue on business, financial and company issues which, because of their importance, general interest and possible transnational effects need to be examined at the European level with an eye on anticipating possible problems.

The Committee shall also encourage employees of Schneider Electric's various European subsidiaries to share their experiences.

ARTICLE 3: THEMES OF SOCIAL DIALOGUE

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Social dialogue shall concern :

- the structure and the economic and financial situation of the group
- the probable development of its business
- production and sales
- environment, health, safety, and working conditions policies
- Human Resources policy guidelines, concerning several countries
- the employment situation, and its probable development
- investment
- major changes in organisation
- massive introduction of new working methods, or new production techniques, concerning several European countries
- production transfers
- mergers
- the shutdown of firms and/or places of business
- large-scale transfers of employees and staff

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The Schneider Electric European Committee shall not replace the representative bodies of personnel specific to each company, and to each country, which shall continue to exercise their duties fully.

+ARTICLE 4 (NEW): NUMBER OF MEMBERS

For the purpose of establishing real dialogue between the members and Management, associating a number of countries representing Schneider Electric's business activities in Europe, and allowing the body thus set up to subsequently incorporate the representatives of personnel from other European countries, the signatories hereto hereby agree to refrain from using the proportional rule, with respect to members, to calculate and share out seats.

Each country belonging to the scope of activities as defined in article 1, where Schneider Electric has a legal personnel representative body and where employees are at least 50 in number, shall be represented by one seat, at least.

Supplementary seats shall be allocated in accordance with the following rules i.e.

- + 1 seat if Schneider Electric personnel in the country come to 1,000 persons
- + 2 seats if Schneider Electric personnel in the country come to between 3,000 and 6,000 persons

- + 3 seats if Schneider Electric personnel in the country come to between 6,000 and 12,000 persons
- + 4 seats if Schneider Electric personnel in the country come to between 12,000 and 18,000 persons
- + 5 seats if Schneider Electric personnel in the country come to between 18,000 and 24,000 persons

In accordance with this rule, the composition of the Schneider Electric European Committee effective from the date of signing the new agreement and for a period of four years is given in detail in Appendix 3 (modified) attached to the present amendment.

To ensure effective dialogue, the parties are agreed that the maximum number of Committee members shall be limited to 40. If, pursuant to the conditions defined in the second subparagraph, the number of members exceeds the maximum number defined, the parties are agreed that they shall meet to modify these conditions so as to be able to fulfil them.

The parties are also agreed that given the obvious practical limitations in organizing Committee meetings, the quality of the dialogues and the procedural flexibility of the European Committee will depend on using the maximum number of languages possible.

At the time of mandate renewal and the nomination of new members, a list of languages (with due consideration for the linguistic abilities of each member) shall be drawn up.

The signatories are agreed that they shall try and resolve the problem if the number of languages becomes so large as to make organizing meetings complex and expensive.

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ARTICLE 5: CHAIRMANSHIP

The ordinary and extraordinary sessions of the Schneider Electric European Committee shall be chaired by the Chairman of Schneider Electric, or by his representative, assisted by the Executive Vice President of Human Resources and Communication, and by Bureaus whose contribution is likely to enrich the dialogue on agenda issues.

ARTICLE 6 (NEW): TERM OF BUREAU

Mandate of the members:

Members of the Schneider Electric European Committee shall be designated for a single four-year term effective from January 29 of the year of mandate renewal.

Throughout the duration of the mandate, there shall be no new nominations except in the following circumstances:

- the departure of Schneider Electric or one of its European subsidiaries;
- a change in trade-union membership;
- loss of mandate of personnel representatives at the national level.

Mandate of the Secretary and the Bureau:

In the term of the mandate on January 29, in order to ensure the representative continuity of the European Committee, the mandate of the Secretary and Members of the Bureau are extended until the designation of the new members, the new Secretary and a new Bureau. This designation must be reached at the latest in the three months at the term of the mandate.

The extension of the mandates of the Secretary and the members of the Bureau is submitted to the condition that :

- The Secretary and the members of the Bureau keep an effective mandate at the national level.

ARTICLE 7 (NEW): DESIGNATION OF COMMITTEE MEMBERS

The European Committee members shall be designated according to existing national regulations or, in the following order: personnel representative bodies where they exist, personnel representatives from among themselves or trade unions. If both procedures turn out to be inadequate for nominating members, a majority vote will be taken among the employees concerned.

The Human Resources Department in each country is responsible for the proper organization of this election.

National legislations shall use the election results available on 31 December of the year preceding mandate renewal of the European Committee when determining seat distribution.

French representatives to company and establishment elections shall be elected from among elected officials, full and substitute members by trade unions according to rules identical to those used in the creation of the France Works Council and in compliance with the country transposition law of November 12, 1996.

In case of a loss of mandate of personnel representatives at the national level, the Human Resources Department of the country concerned shall designate another representative according to the procedure defined in Article 7 in accordance with the national legislation or existing local practices and following discussions with local personnel representatives.

ARTICLE 8 (NEW): REPLACEMENT OF COMMITTEE MEMBERS

In case a member of the Schneider European Committee is unable to attend a plenary session, he may send another member in his place. The replacing member shall be chosen from the list of substitute members established at the beginning of mandate. The Human Resources Department of the concerned country must be informed of this replacement before the date of the meeting.

In case of difficulty in appointing substitute members, regular members unable to attend the plenary session can also ask to be represented by another regular member of the European Committee from the same zone. When voting, this member will have two votes.

The parties are agreed that to ensure stability of the European Committee and continuity of personnel representation, members shall do their utmost to participate in Committee meetings, except in case of such difficulties as specified in Article 6 or force majeure.

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ARTICLE 9: PROTECTION OF PERSONNEL REPRESENTATIVES

Committee members shall enjoy all protection and guarantees conferred to personnel representatives by the country that employs them in the exercise of their functions according to national legislations and/or local practices and/or existing agreements.

ARTICLE 10 (NEW): BUREAU

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The Committee shall nominate a Bureau representative from each geographical zone in Europe from among its members at the end of the second training course (held at the start of mandate). The geographical zones are given in Appendix 3 of this protocol.

This Appendix shall be automatically updated according to the group's managerial organization and modified according to information received by the Bureau at quarterly meetings.

Two months before each plenary session of the European Committee, the Bureau shall meet either during the usual quarterly meeting or for the express purpose of working out an agenda to be proposed to the Management.

The Bureau has the following functions:

- it establishes the agenda for the meetings with the help of the Management and ensures liaison with other members of the European Committee between meetings;
- with the Management, it represents the European Committee during the quarterly meetings (see Articles 12 and 13 of the present protocol).
- it ensures the proper functioning of the European Committee.

In their role of Zone representatives, Bureau members shall discuss the contents of Bureau meetings with the Committee members from their zone and make a list of their questions after each Bureau meeting. They may organize a separate zone meeting for the purpose.

ARTICLE 11 (NEW) : COMMITTEE SECRETARY AND ASSISTANT SECRETARY

The European Committee shall elect a Secretary from among its regular members after the second training course (held at the start of each mandate). The Secretary shall automatically become a Bureau member.

The Secretary shall provide the interface between the Bureau and the Management and between Committee members and the Management for all matters related to the organization of the meetings (date, place, material requirements) and the working of the European committee.

The Secretary shall be provided all administrative assistance to enable him to fulfil his mission. These are to be defined by the Group's Human Resources Department and the Human Resources Department of the entity to which the member belongs.

In the event of the unavailability of the Committee Secretary, the Assistant Secretary shall take over his duties and functions.

The Assistant Secretary shall be appointed by the Bureau from among its members.

ARTICLE 12 (NEW): NUMBER OF MEETINGS

European Committee meetings

During its four-year term effective from January 29 of the year of renewal, the European Committee shall meet for a plenary session once a year at around the same time every year.

The Committee may also hold a second annual meeting if required.

A tentative date may be fixed for this second annual meeting. This meeting should be relevant to the subjects of general interest and should therefore benefit from discussions at the European level. The Management and the Bureau shall vote to decide on the relevance of this meeting. There should be a gap of at least 5 months between this meeting and other ordinary or extraordinary sessions.

Bureau meetings

In order to have a better communication within the European Committee and take into account changes within Schneider Electric, the Bureau shall meet once every quarter alternately in France and in any other European country.

The following issues shall be discussed at the meetings :

- the company's financial situation during the quarter,
- major facts regarding its business activities,
- changes in organization,
- changes in employment,

- major projects of the next quarter,
- miscellaneous issues,
- issues related to Article 10 (if necessary),
- as well as all issues related to the working of the European Committee.

Members of the European Committee:

Each member of the European Committee represents a country and must keep informed the personnel representatives of the country's local entities of all developments.

He may visit the country units once a year according to an annual visit programme established at the beginning of the year with the Human Resources Department of the country concerned and the secretaries of the local personnel representative bodies of the country units.

Expenses related to these visits shall be borne by the HRD of the entity to which the member belongs.

ARTICLE 13: EXCEPTIONAL CIRCUMSTANCES

In exceptional circumstances, having a considerable effect on workers' interests, in particular, with regard to employment, the Bureau and the Chairman hereby agree to meet for an exchange of views.

The parties hereby agree to qualify as exceptional circumstances "any important occurrence linked to a decision for which Schneider Electric management is competent, concerning

- at least two countries in the Schneider Electric European Committee's scope of activity, and concerning a significant percentage of the employees of each entity concerned, where an employment issue is concerned
- or one country, but only if the occurrence has transnational consequences".

In this case, the time-limit for convening shall be 8 days, and the agenda shall be set by the Secretary and Management.

This meeting shall take place upstream from implementation of the project, after the national bodies concerned have been informed of said project.

Information forwarded to the Bureau for the purposes of the meeting shall be made up of the documents previously forwarded to the national bodies concerned.

The members of the Schneider Electric European Committee representing the countries concerned shall be invited to participate in the exceptional meeting of the Bureau.

The Bureau may decide, at the end of this meeting, at a majority of its members, to request the convening of an extraordinary session of the Schneider Electric European Committee.

In this case, the time-limit for convening shall also be 8 days, and the file forwarded to the members of the Schneider Electric European Committee shall be the same as that forwarded to the Bureau.

The Bureau or the Schneider Electric European Committee may formulate opinions during these exceptional meetings. These opinions shall not be accompanied by any deadline for examination or investigation, and shall not adversely affect the implementation of said project.

ARTICLE 14: WORKING GROUP OF THE COMMITTEE

The Schneider Electric European Committee may, pursuant to a majority decision of its members, and in agreement with Management, set up a working group on a specific question having transnational consequences.

The mode of operation and the setting up of this working group shall be determined with the General Management of the Human Resources.

A synthesis of work undertaken shall be presented during the plenary session of the Schneider Electric European Committee.

ARTICLE 15 (NEW): AGENDA FOR THE MEETINGS

Two months before each plenary session of the European Committee, the Bureau shall meet physically or in videoconference to work out an agenda which shall be proposed to the Management. The final agenda shall be adopted by mutual agreement by Bureau members and the Management.

The General Management of Human Resources shall provide Bureau members a suitable conference room and facilities for simultaneous translation for the purpose.

Documents to be used in answering questions figuring on the agenda shall be placed at the disposal of the members in the electronic database in French and/or in English one week before the meeting, if it possible.

ARTICLE 16: PLACE OF MEETING

In order to facilitate the organization of meetings and ensure the participation of Management representatives, the meetings shall be held in Paris (France). However, Bureau members may propose another place in Europe if such a request is felt to be justified.

ARTICLE 17 (NEW): DURATION OF THE MEETING

To enable thorough discussions, each plenary session of the European Committee shall last two days; the first half-day being used for preparatory meetings between members and the last half-day being devoted to dialogues between members.

ARTICLE 18 (NEW): LOGISTIC ORGANIZATION OF THE MEETING

The General Management of Human Resources shall bear the costs of rent, food and interpretation. The Human Resources Departments of the countries 10 which the European Committee members belong shall be responsible for translating all meeting reports /minutes into the local language as soon as they receive the French and English versions from the General Management Human Resources.

ARTICLE 19: BOARDING AND TRAVELLING EXPENSES

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Schneider Electric shall bear via its subsidiaries, all boarding and travelling expenses of the staff representatives taking part in the meetings. Personnel representatives shall continue to receive salaries for the duration of the displacement.

If the staff of the concerned country asks the Committee Secretary to be present at the meeting once a year (2 days and 1 night), transport charges, lodging and food shall be borne by the General Management Human Resources according to existing rules.

The prior permission of the Secretary and the General Management Human Resources is required before the visit.

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ARTICLE 20: CREDITS

The time spent by Committee members at the meetings organised by the Management shall be regarded as working time and remunerated as such.

Depending on their missions, personnel representatives to the Committee shall be accorded a total number of non-cumulative hour credits according to the following rules:

- The Committee Secretary shall enjoy 100 hours per annum for the exercise of his mandate.
- Each Bureau member shall be given a total annual credit of 70 hours.
- Other European Committee members shall be given a total annual credit of 40 hours.

In case of acquisitions likely to significantly change Schneider Electric's business activities and consequently the staff strength in a country, the country representatives at the European Committee may be accorded extra credit hours as an exceptional case.

ARTICLE 21 (NEW): NICT (NEW INFORMATION AND COMMUNICATION TECHNOLOGIES)

Each European Committee member shall have the right to an email address carrying his name. European Committee members shall also have access to the electronic documents base that the General Management Human Resources devotes to the European Committee.

Documents presented at Committee and Bureau meetings shall be provided in English and French. Members shall promise to use the tools described above in compliance with existing rules and practices of the unit to which they belong.

ARTICLE 22: EXPERTISE

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During plenary sessions (see Article 12 of the present protocol), Committee members may be helped or advised by the following persons:

- Bureau assigned by the Management and certain Bureau members for their expertise on issues featuring on the agenda.
- external experts on such topics as "production transfers", "mergers", "company or establishment closures", "large personnel transfers". The nature of their job and budget shall be decided by mutual agreement by the Bureau and the Management.
- If the job of helping Committee members compromises the SE Bureau's position within the Management, external experts may be engaged for help under the conditions identical those given above.

A representative elected by the European Federation of Metallurgy ("EFM coordinator") may in his capacity of expert help Committee members during their preparatory meetings and the plenary sessions (see Article 12 of the present protocol).

The job of this expert is to help the European Committee members understand legislative texts better and resolve difficulties likely to arise in the functioning of the committee. The expert shall participate in all Committee and Bureau meetings.

ARTICLE 23 (NEW): MEETING REPORT

The minutes of plenary sessions and Bureau meetings shall be noted by the General Management Human Resources. The latter shall give them to the Secretary within a maximum period of ten days following the meeting. After an agreement is reached and additions made, the report shall be sent in French and English to the Human Resources Department of each country, which shall be responsible for having them translated into the local language (and shall bear the consequent expenses) within a maximum period of three weeks from reception of the aforesaid report. A copy of the translation shall be sent to the European Committee members.

A French / English copy of the report shall be placed at the disposal of Committee members in the Lotus Notes Database of the European Committee.

ARTICLE 24 (NEW): TRAINING

Committee members shall be given 5 days of training to help them fulfil their duties effectively for the duration of their term. This training program shall be organized in 2 sessions and shall be held at the start of the mandate.

To facilitate dialogue and exchanges, Committee members shall be given training in French or English if they so wish through e-Learning as far as possible and according to organizational methods of the unit to which they belong.

Bureau members may also be given intensive training in French or English if they so wish. The costs and implementation of this training program shall be the responsibility of the unit to which they belong.

ARTICLE 25: CONFIDENTIALITY

The Schneider European Committee members as well as the experts who help them must maintain the confidentiality of all information communicated to them.

ARTICLE 26 (NEW): DURATION OF AGREEMENT

This protocol shall come into force from the date of signature and shall be effective for an unspecified period.

The Management and European Committee members may propose revisions of whole or part of this agreement (to be decided by simple majority).

The present protocol may also be rejected by the Management or by the Committee members (decided by simple majority) with a three-month notice period.

At the end of this notice period and unless a new agreement is concluded with the European Committee members before the end of term, all provisions of the existing agreement shall cease to be effective on the last date of mandate.

If the present protocol is rejected in the last year of the Committee's mandate and a new agreement is not concluded before the fourth year, the mandate shall be prolonged another year in order to draft a new agreement.

In the absence of a new agreement at the end of this one-year extension period, the mandate shall expire at the end of the fourth year and subsidiary regulations shall immediately come into effect.

The present amendment becomes effective from the date of signature and for an unspecified period. Those provisions of the 28 January 1998 agreement that have not been modified shall continue to be valid and shall be integrated to this amendment .

ARTICLE 27 (NEW): WORKING LANGUAGES OF THE COMMITTEE

The official working language of the Schneider Electric European Committee is French. In case of divergent interpretations, it is the French text of the protocol that shall prevail.

Committee members and the Management shall agree to limit the number of working languages in the long term in order to maintain flexibility in functioning and effective dialogue between members.

ARTICLE 28: GOVERNING LAW

The company's registered Bureaus being based in France, all provisions not covered by the parties here shall be subject to French law.

The present amendment to the European Committee Agreement comprises 16 numbered pages from 1 to 16, and is accompanied by three appendices. It is kept in the care of the Schneider Electric Plc at the Hauts de Seine DDTEPF¹ with a copy at the NANTERRE Industrial Court.

Signed in Rueil-Malmaison on January 20, 2005.

On behalf of the Management,
Jean-François PILLIARD,
Executive Vice-President for Human Resources & Communication

Germany

Peter FLORKOWSKI

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Ulrich HUESCHEMENGER

Austria

Michael BIS

Absent during signature

Belgium

Yves ROY

Denmark

Mogens DYBDAL

Spain

Juan Torres HERRERIAS

Francisca ROS RODRIGUEZ

Finland

Pasi KUOSMANEN

France

Remy BOGOTTO

Gilles DUNY

Patrice FAIVRE

Denis VIAL

Jean VERNAY

Greece

Nicolaos SARANTAKOS

Hungary

Laszlo SIMON

Ireland

Kevin CARROLL

Portugal

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Czech Republic

Zdenek NEJEDLI

Switzerland

Fabio MASSI

Poland

Robert SADOWSKI

Agnieszka STAKUC-SIEGERT

¹Direction Départementale du Travail, de l'Emploi et de la Formation professionnelle (DDTEPF)- Regional Authority for Labour, Employment and Professional Training

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Appendix 1

List of Direct/Indirect Subsidiaries of Schneider Electric SA DECEMBER 31, 2004

COMPANIES OWNED IN THE EUROPEAN UNION AND IN THE EUROPEAN ECONOMIC AREA AFFECTED BY THE EUROPEAN DIRECTIVE

AUSTRIA:

Schneider ElectricAUSTRIA GES MBH
MGE-UPS SYSTEMS VERTRIEBS GMBH
BERGER LAHR POSITEC GMBH

BELGIUM :

SCHNEIDER MGTE NV SA
MGE-UPS

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CZECH REPUBLIC:

SCHNEIDER S.R.O
Schneider ElectricAS
LEXEL ELECTRIC A.S.

DENMARK:

ESMI A/S
HANO A/S
JO-EL ELECTRIC A/S
LEXEL ELECTRIC A/S
LK AS
Schneider ElectricA/S
TAC

FINLAND:

ELKO SUOMI
ELARI OY
I-VALO OY
JO-EL ELECTRIC OY
LEXEL ELECTRIC OY
LEXEL ELECTRIC OY
OY ESMI AB
Schneider ElectricOY
TAC

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FRANCE (where Schneider Electric SA.s head Bureau is located)
Companies owned by Schneider ElectricSA

ALOMBARD
BCV TECHNOLOGIE
BERGER LAHR POSITEC SARL
CEV

CITEF
CROUZET
DEXTUS
FRANCE TRANSFO
INFRA +
ORDOSOFTWARE
MACHINES ASSEMBLAGE AUTOMATIQUE (MAA)
MAFELEC
MARBORE
MERLIN GERIN ALES (FR)
MERLIN GERIN ALPES
MERLIN GERIN LOIRE
MGE SA
NORMABARRESA
NUM SA
NEWLOG SAS
PRODIPACT
PRO-FACE
PROSYST
RECTIPHASE VARILEC
SA2E (MGEUPS)
SAEI (MGEUPS)
SAE GARDY
SAPEM (FR)
SAREL-CORPORATE
SCANELEC S.A.
SCHNEIDER AUTOMATION SA
Schneider ElectricINDUSTRIES SAS
SCHNEIDER TOSHIBA INVERTER EUROPE SAS (STIE)
SDE - STE DAUPHINOISE ELECTRIQUE
SEA - SOCIETE ELECTRIQUE D'AUBENAS
SER (MGEUPS)
SERVILOG
SETBT
SF GARDY
SFCME
MGE UPS
SORHODEL BARDIN
TRANSFO SERVICES

GERMANY:

BERGER LAHR GMBH & CO KG
BERGER LAHR POSITEC GMBH & CO KG
BERGER LAHR SERVICES GMBH
CROUZET GMBH
ELSO GMBH
LEXEL ELECTRIC GMBH
MGE USV- SYSTEMEGMBH
NUM GUTTINGER GMBH
SAREL GMBH
Schneider Electric GMBH
Schneider ElectricMOTION GMBH

SELECTRON SYSTEMS GMBH
TAC GMBH

GREECE:

Schneider ElectricAE
MGE-UPS SYSTEMS

HUNGARY:

Schneider ElectricHUNGARIA VILLAMASSAGI
PRODAX
MG ZALA

IRELAND:

Schneider Electric MANUFACTURING CELBRIDGE
Schneider Electric LTD
THORSMAN IRELAND LTD

ITALY:

MGE-UPS
NUM SPA
PAMOCO SRL MILANO
SAIP SCHYLLER
Schneider ElectricENERGY SERVICES SPA
Schneider ElectricITALIE INDUSTRIE
Schneider ElectricITALIE SPA
Schneider ElectricSPA

LATVIA;

LEXEL ELECTRIC
Schneider ElectricLATVIJA SIA

NETHERLANDS:

CROUZET BV
MGE-UPS
PROFACE HMY
Schneider Electric B.V.
SCHNEIDER LOGISTICS BV
STAGO B.V.
STAGO PRODUCTION B.V.

POLAND:

ANDOVER CONTROLS SP.ZO.O
ELDA SZCZECINEK ELEKTROTECHNIKA S.A.
ELTRA S.A.
MGE-UPS
Schneider ElectricPOLSKA SP-CORP
SE POLSKA
WIBE SP. Z 0.0.

PORTUGAL:

Schneider ElectricPORTUGAL

MGE-UPS

SLOVAKIA:

SCHNEIDER ELECTRIC SLOVAKIA SPOL-SRO

SPAIN:

CROUZET AUTOMATISMES SAS

HIMEL SA -CORPORATE

MESA

MGE-UPS

SCHNEIDER ELECTRIC ESPANA

TELENUM

SWEDEN:

AB ELEKTROKONT AKT

AB WIBE

DELTA AB

EFAB ELECTRIC AB

ELJO AB

ESMI MULTI SIGNAL AB

HEBO-VERKEN AB

KL INDUSTRI AB

LEXEL ELECTRIC AB

NUM NORDEN

Schneider ElectricAB

STROMFORS

THORSMAN & CO AB

THORSMAN WAXJO AB

WIBE STEGAR AB

UNITED KINGDOM:

ANDOVER CONTROLS

AVENUE SOLUTIONS

BERGER LAHR POSITEC LTD BERSHIRE

CROUZET

JO-EL ELECTRIC LTD.

MGE-UPS SYSTEMS

MITA (UK) LIMITED

NUM UK

SAREL LTD

Schneider ElectricLTD

TAC

THORSMAN LTD

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COMPANIES OWNED IN COUNTRIES LOCATED OUTSIDE THE EUROPEAN UNION AND THE EUROPEAN ECONOMIC AREA

BULGARIA:

SCHNEIDER ELECTRIC BULGARIA COMMERCIAL

SCHNEIDER ELECTRIC BULGARIA PERUSHTITSA PLANT

CROATIA:

SCHNEIDER ELECTRIC LTD

NORWAY:

ESMI A/S

ELKO A/S

LEXEL ELECTRIC AS

MGE-UPS

SCHNEIDER ELEKTRIC NORGE AS

TAC

WIBE STIGER A/S

ROMANIA:

SCHNEIDER ELECTRIC ROMANIA SRL

RUSSIA:

LEXEL ELEKTROMATERIAL Y RUSSIA

OURAL ELECTRO CONTRACTOR -RUSSIA

TAC -RUSSIAN

ZAO SCHNEIDER ELECTRIC- RUSSIA

SERBIA:

SCHNEIDER ELECTRIC JUGOSLAVIJA DOO

SWITZERLAND:

MGE-UPS

BERGER LAHR POSITEC AG

FELLER AG

NUM GUTTINGER AG

SCHNEIDER ELECTRIC AG

SELECTRON SYSTEMS AG

UKRAINE:

SCHNEIDER ELECTRIC UKRAINE

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Appendix 2

Schneider Electric

Geographical Zones

- **GERMANY**
- **BIS: BELGIUM -NETHERLANDS -IRELAND -SWITZERLAND**
 - BELGIUM
 - IRELAND
 - NETHERLANDS
 - SWITZERLAND
- **CEE-CIS**
 - CZECH REPUBLIC
 - AUSTRIA
 - BULGARIA & MACEDONIA
 - CROATIA & BOSNIA HERZ. SLOVENIA
 - GREECE
 - HUNGARY,
 - POLAND
 - ROMANIA & MOLDAVIA
 - RUSSIA
 - SERBIA & MONTENEGRO
 - SLOVAKIA
 - UKRAINE
- **FRANCE**
- **IBERIAN ZONE**
 - PORTUGAL
 - SPAIN
- **ITALY**
- **UNITED KINGDOM**
- **SCHNEIDER NORDIC BALTIC**
 - DENMARK
 - FINLAND
 - NORWAY
 - SWEDEN
 - 3 BALTICS COUNTRIES (ESTONIA, LATVIA, LITHUANIA).

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Appendix 3

Distribution of Seats Headcount from December 31, 2004

Headcount December 31, 2004		Total Seats
Austria	145	1
Belgium	547	1
Bulgaria	303	1
Czech Republic	816	1
Denmark	881	1
Finland	822	1
France	23603	6
Germany	1587	2
Greece	196	1
Hungary	1023	2
Ireland	120	1
Italy	2463	2
Latvia	187	1
Netherlands	566	1
Norway	469	1
Poland	1254	2
Portugal	234	1
Romania	107	1
Russia	469	1 ²
Slovakia	81	1
Spain	3241	3
Sweden	1948	2
Switzerland	674	1
Ukraine	127	1 ³
United Kingdom	2374	2
Total		38

² No legal personnel representatives bodies (at this date: January 2005)

³ No legal personnel representatives bodies (at this date: January 2005)

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