

Salary range according to job grade

Your salary range

- To compare your salary level,
[Download the jobmeter](#) (Excel file) and enter:
 - your category (executive/non-executive)
 - your job group or grade
 - your gross monthly salary
 - your STIP target %/ SIP if applicable
- Your remuneration is automatically compared to market standards to give you arguments to use during your review.
- In the event of a significant wage gap (compa-ratio to 0.9), ask your hierarchy for a catch-up.
- Target a position with a higher grade or position group as part of your professional development, to help sustained wage increases. Negotiate your increase before changing your position.



Information about your grade or position in the group is available on request from your manager or your HRBP.

Returning from maternity/adoption leave: ask for a pay review within the year, in accordance with [the gender equality group agreement](#).

Your level of responsibility

- It is characterised by a position group or a grade in which you should be placed.

Your salary

- The more you master your job, the more your salary must increase towards the top of the range.

The minimum conventional salary

- [On CFTC website](#) you will find the minimum wage scales according to the collective agreement for the metallurgy industry.

Seniority bonus (non-executive employees)

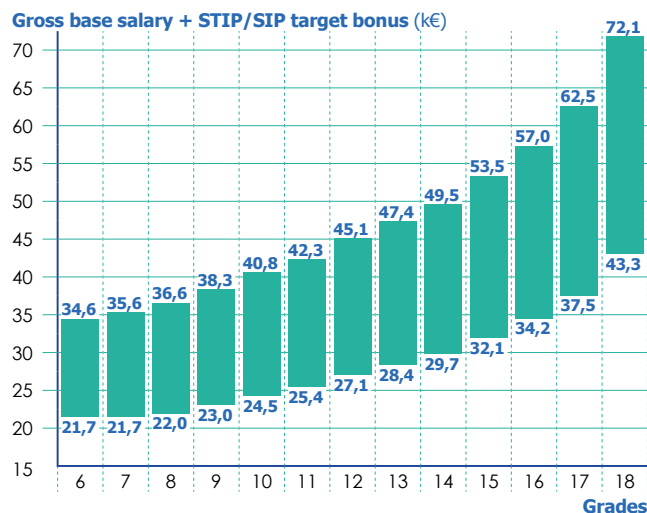
- For employees with at least 3 years' seniority. To be prorated in the case of part-time work.
- Calculated on the basis of the value of a point renegotiated each year.
- Scan this QR code to calculate or check the gross monthly value of your seniority bonus according to your site and your position.



Salary range 2025

- All sectors, all functions
- Groups of position will be phased out in January 2026 in favour of grades on a scale of 1 to 5.

Non Executive



Executive

