

Geographical mobility

What is mobility?

Mobility is a professional transfer constituted by a change of assignment within the Schneider Electric Group.

It allows an change of your remuneration with possibilities of support for your family (except for personal requests).

Minimum wage increase of 5%

The salary increase shall not be considered as an increase due to performance or a promotion.

Refine your plan in a real-life situation!

Any employee wishing to change jobs or retrain can take part in a '**live my life**' or **discovery internship** lasting 1 to 5 days.

See page 13.



Options depending on my travel time

Eligibility conditions for mobility

- Distance between home and new workplace is **more than 50km one way and 1 hour of transport** from the place of origin (or for the Paris region at least 1 hour one way)
- 30 minute journey extension.

2 possibilities

I move

I receive a mobility allowance that takes into account the constraints of a change of residence depending on the area of departure and arrival to take into account any differences in the cost of living, i.e.:

[€4,600 gross + €1,750 per dependent. (1)]

x multiplier coefficient.

(1) €2,300 for persons with disabilities

Multiplier coefficient

area of the former residence	area of the new residence				
	A	B	C	D	E
A	1	1	1	1	1
B	3	1	1	1	1
C	3	2	1	1	1
D	4	3	3	1	1
E	6	5	4	3	1

Example: I leave Grenoble for Annecy: coefficient 3
I leave Annecy for Grenoble: coefficient 1



- 5 days of **recognition leave** for the employee accompanied by their family
- **Dual residence** expenses for 9 months max.
- **Compensation** for spouses who leave their jobs: €2,200 (maximum 9 months) and possible compensation for damages, assistance in finding a new job. The spouse may be given priority for positions at Schneider Electric.
- **Assistance** with moving and rehousing.
- **'Property' assistance** for the purchase/resale of the home, etc.

I keep my current home

I am entitled to a **double residence allowance** for three years to offset accommodation costs incurred.

This gross lump sum allowance varies depending on the area where the new job is located:

- €850/month for zone **A**
- €750/month for zones **B** and **C**
- €630/month for zones **D** and **E**



Reimbursement, upon presentation of proof, of a **weekly return trip** between the family home and the place of work, based on SNCF (1st class) fares, or reimbursement of actual mileage costs incurred when the employee is forced to use their personal vehicle.

Departments included in each zone:

A: 74, 75, 78, 92, 93, 94

B: 06, 13, 69, 33

C: 14, 31, 34, 35, 37, 38, 44, 59, 73, Strasbourg City

D: 07, 21, 26, 45, 51, 53, 57, 67, 68, 71, 76, 86

E: other