

Preparing my departure

Specific retirement schemes

Conventional Retirement Indemnity (ICDR)

- Compensation paid in the form of a lump sum upon retirement, or taken in the form of a dispensation from work prior to retirement.
- Amount or duration depending on years of service in the group, as long as you are still an employee at Schneider Electric just before retiring.
- The ICDR gives the right to the payment of profitsharing and participation Requesting a pension settlement from HRBP by indicating the choice of ICDR and specifying the dates, at least 2 months before the start of the ICDR.

The ICDR can be taken in time after reaching the date of full-rate retirement date, in order to benefit from a retirement with surcote.

Contract "Article 39"

- Pension paid on retirement to employees meeting the following 3 conditions :
 - have been a potential beneficiary of the former End-of-Career Leave (CFC)
 - at December 31, 2013
 - born between 1953 and 1978
 - be an employee of Schneider at the time of retirement.
- Pension calculated on the basis of the difference in entitlements to the former CFC (frozen on 31/12/2013) and to the ICDR (on the date of retirement), after application of a reduction of 3 % per year between the year of birth and 1953 (see table CFC Entitlements, opposite).

If the assessed annuity is \leq €110/month, the capital should be paid in 1 installment.

Remember to recover it quickly after your departure, because, in the event of the employee's death, the capital is lost.

If you leave Schneider before retirement (resignation, contractual termination, etc.), you will lose all capital linked to Article 39.

To calculate the amount

Contact your CFTC representatives, see page 36

Possible options for ICDR

Seniority at the time of retirement	Capital (in months of salary)	Duration of exemption from activity ⁽¹⁾		
		Nb of months 100 % paid ⁽¹⁾	SEI-SEF	
			Nb of months paid ⁽¹⁾	Nb of months 60 % paid ⁽¹⁾
2 to 4 years	0.5	0,5	-	1
5 to 9 years	1	1	-	2
10 to 19 years	2	2	-	4
20 to 29 years	3	3	-	6
30 to 34 years	4	4	6 months at 80 %	8
35 to 39 years	5	5	8 months at 75 %	10
40 years +	6	6	10 months at 72 %	12

(1) as a % of the last gross salary + bonus + STIP / SIP

Procedure for liquidating Article 39

- If you meet the conditions of Article 39, remind your HRBP during the retirement preparation interview.
- Only the HRBP (via the payroll officer) can make the liquidation request. The employee receives a letter from BNP Paribas Cardif within 3 months of their retirement date.

CFC entitlements

Seniority at december 31, 2013	Entitlements
5 to 9 years	2 months
10 to 14 years	4 months
15 to 19 years	6 months
20 to 24 years	8 months
25 to 29 years	10 months
30 to 34 years	12 months
35 to 39 years	13 months
40 years +	14 months

