The employees' guide

English

11th edition

2027



Syndicat cftc Schneider Electric

Your partner in your professional life

Working time

Training

Leave

Employee savings plans

Health and Protection

Retirement

Index

Organizing your working life

Annual Performance Review (EAP) 4
Career Development Review..... 4
Salary range according to job grade 5
Business travel..... 6
Geographical Mobility 7
Work from home..... 8
Professional training 9
Part-time work chosen..... 10
Therapeutic Part-Time (TPT)..... 10

Organizing your personal life

Leave and absences..... 11
Parenthood..... 12
Caregiver 13
Diversify your professional experience 14

Dealing with the unexpected

Your health with MESE 16
Insurance with Klésia..... 17
Incapacity for work and disability..... 18
Sexist conduct 18
Disability support 19
Protection of employees..... 19

Managing your money

Time Savings Account (CET) 20
Funds and their performance..... 21
Savings Plans: PEG, PERECO and PERO..... 22
Long-Service Award 24

Preparing your departure

Retirement 25
Specific retirement schemes 26
Managing the end of your career..... 27
End of the employment contract 28

Understanding how social dialogue works

Employee consultation
& collective bargaining bodies..... 30

Discover the CFTC

Who are we? 31
Your CFTC contacts..... 32

This document refers to group agreements (SEI-SEF + subsidiaries in France) unless otherwise stated.

Good reasons to meet with your trade union representatives

we listen to you, we represent you, we defend you.



Our mission

Negotiate
group and company collective agreements

Trade unions negotiate with management on the proposals made by the management. This is the case for topics not covered in the sector agreement, such as salaries, skill management, training, mobility and gender equality.

Influence
in the representative bodies

Both employees and management can suggest topics for discussion, such as strategy, company reorganisation, investments and company acquisitions. Discussions are held at several levels:

- the overall group: SEI, SEF and all French subsidiaries: group committee,
- all SEI and SEF units, known as "social and economic" units (UES): central social and economic committee (CSE),
- each site or group of sites: social and economic committee (CSE),
- each site: occupational health, safety and conditions committee (CSSCT).

Organise
social events and cultural activities independently of management (former works council responsibilities)

- Decisions are taken by majority vote.
- The budget is allocated by management and is a % of the total payroll.
- Events and activities are organised by various committees focused on a theme such as recreational activities, culture or holidays. Members and employees are welcome to join the committees.

Participate
in joint supervisory committees (CPS)

Employees nominated by the unions and members of management supervise subjects managed by external bodies:

- investment of savings and retirement funds,
- private complementary health insurance and life and disability insurance.

Get in touch!

Meet your CFTC elected representative or CFTC members to discuss your own issues or issues affecting others.
We're here to support you in your everyday professional life.

You choose how confidential you want our discussions to be.

We promise to:

- advise you of all the possible solutions,
- contact other entities to find solutions.

Contact us

06.89.95.69.51
cftc.se@cftc-schneider.fr
www.cftc-schneider.com

Find your local contact

See page 32

Join us

to take an active role in your professional life and contribute to social dialogue.

Annual Performance Review (EAP)

Remember to keep a PDF copy of all your review meetings



The performance review process

- Employee performance is now assessed on 3 criteria with a scale of 3 levels.

Individual achievements (maximum 4 or 5 objectives)

- These objectives must be personal, quantifiable and achievable within the set time frame. They can be changed. In that case, don't forget to update TalentLink. For example, if a project is cancelled, the objective has to be deleted.

Contribution to the success of others

- Your colleagues and line managers assess how you support your colleagues' ideas and team work which contributes to Schneider Electric's overall success.

Our recommendations

- **Discuss your progress with your manager**. In addition to your regular one-to-one meetings, **review your progress towards your objectives at mid-year** and, if necessary, adjust them.
- **Prepare for review** (in TalentLink). Take the time to clearly document and substantiate all your achievements.
- **Support your self-assessment with evidence**. Present your achievements using both qualitative and quantitative measures. If an objective has not been achieved, explain the unfavorable circumstances, highlight the time and effort invested, and discuss the possibility of revising or removing that objective. **Discuss any workload concerns**. If difficulties arise in the future, having raised them during the review will provide a formal record.
- **Talk about your compensation package**, including your variable pay. Base your discussion on your performance results and any potential salary gap. This is also a good opportunity to review your job profile and job grade.

For employees eligible for variable compensation, the outcome of the performance review determines the applicable STIP payout %.

- **Ask for your performance rating** at the end of your review. If you disagree, you may contact the CFTC for guidance and use your right to submit a written response in TalentLink.

3 criteria	3-level scale		
	Developing impact	**Consistent impact**	**Exceptional impact**
Individual achievements	Developing the skills and behaviours needed to contribute to the performance of team, the business and the customers.	Consistent contribution to the performance of the team , the business and the customers ; some objectives are partially met and others are exceeded	Excellent impact on the success of the team, the business and customers. Results reflect the ambitious objectives and almost always exceed expectations.
Contribution to the success of others Sharing, taking initiatives, giving credit, etc.	Needs additional support to meet job requirements	Supporting, building on teammates' ideas to help the team to succeed.	Constantly helps others generate and realise new ideas with exponential positive impact for the team, business or customers.
Behaviour aligned with the organization's values	Coaching and feedback via regular constructive discussion to improve reflection of Schneider Electric's values	• Reflects the Schneider Electric's values. • Individual responsibility, team motivation • Uses judgement to overcome obstacles	• Promotes company values • Takes ownership and pays attention to details • Anticipates future challenges

Career Development Review

- It applies to all employees and provides an opportunity to:
  - review your career development prospects
  - put in place the training required.

The Process

- **Early career:** During the first year following your arrival in the company, and then every four years thereafter.
- **Mid-career:** Within the two-month period around your 45th birthday.
- **During your career following certain absences:** Following maternity leave, parental leave, the end of a trade union mandate, etc.
- **Late career:** Around the age of 58, with a review of possible end-of-career arrangements (part-time work, phased retirement, eligibility for measures under the Senior Employees Agreement; see page 27.)
- **A review is conducted every eight years** to ensure that you have:
  - benefited from these career reviews throughout your employment,
  - undertaken training activities,
  - received salary progression or career advancement.

This review must be formally documented. If the company has failed to meet its obligations, the employee will receive a corrective employer contribution of €3,000 to their Personal Training Account (CPF)

Salary range according to job grade

Your salary range

To review your compensation situation, two tools are available:

Jobmètre
A comprehensive Excel-based tool for reviewing your job and compensation position

Gradéo
Compare your salary online using your job code

- Your pay is automatically benchmarked with market to support you to make arguments during review.
- If the salary is significantly low (compa-ratio below 0.85), discuss salary increase with your manager.
- **Before accepting a new position,** check the grade of the target role in Career Hub and **negotiate your compensation** accordingly.

Your current grade can be found in TalentLink under "My Job Details".

After returning from maternity or adoption leave, make sure to request a salary review within the following year, in line with the provisions of the Group's 2026 Equal Opportunities Agreement.

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)

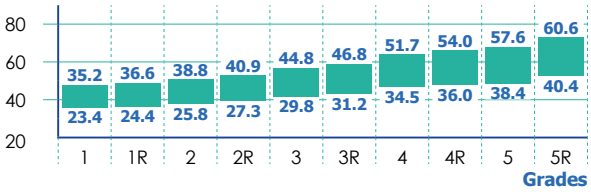
- For employees with at least 3 years' seniority. The bonus is prorata for part-time employees.
- Scan this QR code to calculate or check the gross monthly value of your seniority bonus according to your site and your position.

2026 salary ranges

As your proficiency in the role increases, your salary should move towards the top of the range.

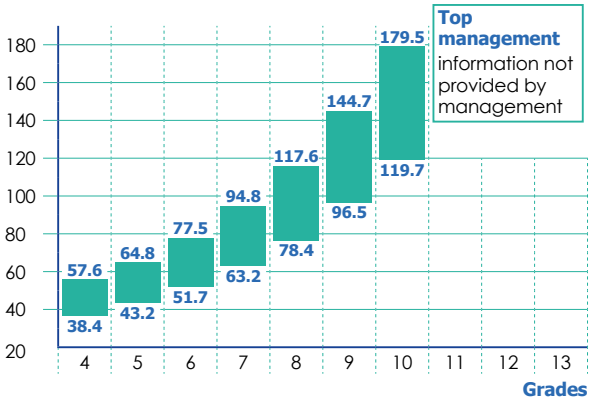
Non-management employees and non-management reference positions

Annual gross base salary + target SIP/STIP (k€), **excluding the seniority bonus**



Management Employees

Annual gross base salary + target SIP/STIP (k€)



Understanding how your job code (last two characters) relates to your job grade

Job code	01	02	03	04	05	06						
O Operation	Operator I	Operator II	Team Lead I Senior operator I	Team Lead II Senior operator II	Supervisor	Senior supervisor						
S Support		S1 Assistant I	S1 Assistant II	S2 Senior assistant I	S3 Senior assistant II							
P Professional				P1 Associate	P2 Senior associate	P3 Specialist	P4 Senior specialist	P5 Manager	P6 Senior manager	P7 Director	P8 Vice president	
T Technical			T1 Technician	T2 Engineer I Senior technician I	T3 Engineer II Senior technician II	T4 Senior engineer I	T5 Senior engineer II	T6 Principal	T7 Senior principal	T8 Distinguished	T9 Fellow	T10 Senior fellow
M Management						M1 Assistant manager	M2 Manager I	M3 Manager II	M4 Senior manager	M5 Director		
E Executive											E1 VIP	E2 SVP & above
Grades	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**	**9**	**10**	**11**	**12+**

Example: if your job code ends with M2, your job grade is Grade 7

Business travel

Definition

- Business travel is where an employee temporarily performs their professional duties outside their usual place of work in connection with their job.

In the event of an accident during a business trip, remember to report it to your employer, as it is considered a workplace accident.



Method of calculating compensation

- Excess travel time, that of regular working time, can only be compensated with time off.
- **These rules apply to employees, both managerial and non-managerial, hour based contract or fixed days contract, including work-study students**, but not to interns, itinerant technical employees, regular on-site workers, or employees without fixed working hours (VP and above).

Working-time arrangement		Hourly package	Daily package
Method of calculating compensation time	For travel during the **week** For **travel time exceeding 13 hours**, on-site accommodation is mandatory.	• Employees must declare their usual working hours, including their commute between home and their usual place of work and their meal break. • They must then calculate: their total travel time minus 1 hour allowance, minus their usual working time: - if the result is less than one hour: no time off in lieu, - above this, they may take 75% of the calculated time off in lieu, up to a maximum of 3 hours, i.e. 2 hours 15 minutes off in lieu per day. See examples below	• No compensation
	For travel **on a day that is not normally a working day** (except for personal reasons)	• Start of travel: - before 2 p.m.: 1 day - after 2 p.m.: 1/2 day • Return : - before 12 noon: 1/2 day - after 12 noon: 1 day **If the journey time is > 6 hours = 1 day**	
Procedure & tool to make time off claim		• Time off in lieu in hours, half days or full days	• Time off in lieu in half days or full days
		• Time off in lieu to be taken no later than 3 months after the journey • Monitoring using a dedicated tool (Paylink)	

Examples:

- If an employee whose working day usually consists of: 2 x 30 minutes' travel **+** 7½ hours' work **+** 1 hour's meal break, **i.e.** 9½ hours, goes on a business trip involving: 2 x 2 hours' travel **+** 8 hours' work **+** 1 hour's meal break, **i.e.** 13 hours, they will be entitled to 75% of 2 hours 30 minutes (3 hours 30 minutes difference **–** 1 hour allowance), **i.e.** approximately 1 hour 50 minutes.
- If an employee leaves on a Sunday afternoon to be at their business trip destination on Monday morning, they are entitled to ½ day's leave, to be taken within 3 months of their trip.

Geographical Mobility

What is mobility?

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

It allows to obtain revision in 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.

Test your plan in a real-world scenario!

Any employee wishing to change jobs or retrain can take part in a **'job-shadowing'** or **discovery internship** lasting 1 to 5 days.

See page 15.

Options depending on my travel time

I am eligible for geographical mobility provided that:

- Distance between the employee's home and the 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 Compensatory 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

Multiplication factor table **(2)**

		area of the **new** residence				
		A	**B**	**C**	**D**	**E**
area of the **former** residence	**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 Annecy for Grenoble: coefficient 1
I leave Grenoble for Annecy: coefficient 3

+

- 5 days of **relocation 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 **Dual 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.

(2) 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

Work from home

How to apply?

- Fill in the application form accessible via support@schneider
- Talk to your manager during a formal interview.
- The response period is max 1 month ; after this period, your request will be considered as accepted.

Any refusal must be justified and be made in consultation with HRBP.
Acceptance is valid for 1 year and is tacitly renewed.

What are the constraints?

- When working from home, you must remain available during normal working hours.

The teleworker and the manager must ensure that the daily and weekly maximum working hours and the mandatory rest periods are respected.

Manager & employee must respect the agreed working hours to maintain the balance between personal and professional life.

- The manager can impose the terms and conditions for taking teleworking days.
- **Update your personal details** in TalentLink to enable emergency services to intervene in the event of an emergency at your teleworking location.
- If an accident occurs at home during teleworking days and during the availability period, it must be reported to the manager as soon as possible in order to be classified as a **work-related accident**.

If your remote work address is different from your usual home address, enter the address in PayLink, while requesting remote work



Remote working (Work from Home) **from abroad is not permitted.**

- It is authorized only within France and in DROM-COM.

Detail conditions of work from home as per status

- Scan the QR code for details

Sedentary

Field sales

Emergency and Health Incident Protocol for remote working employees

The person is aware and able to call for help

- Guide the employee through the following steps (SAMU 15) and in parallel ask him his address and his phone number.

The person is unconscious

- Call for help.
- If you don't know the person's address, contact support@schneider or your manager, HRBP to obtain it and guide the rescue teams.

In any case

- Inform the manager of the incident.

15 — **SAMU** (Ambulance) URGENT MEDICAL ASSISTANCE

17 — **POLICE**

18 — **Fire brigade**

112 — **EUROPEAN EMERGENCY NUMBER**

114 — **For deaf and hard-of-hearing people**

Professional training

Professional training helps employees take control of their career:
- either by progressing within the company,
- or by realising personal plan outside work or planning a career change.

Discuss your plan

With your manager or HRBP during development review

- Four topics to be discussed during your professional interview: a review of your performance and your situation, your skills, your plan and support that could be provided for your project within the company.
- A professional interview **must be conducted every 4 years**. It is also compulsory when returning from: maternity or parental leave, sick leave over 6 months, a long part-time period, a professional assignment, change in the organisation that impacts the employee and secondment.

With a career adviser

- The procedure is free and confidential.
- The professional interview is not a skills assessment. The aim is to analyse the employee's individual situation, guide them, and provide them with support for their project.
- Make an appointment: https://mon-cep.org#trouver

Plan your training program

Job training for Schneider Electric employees working in France

- Consult all the training available to Schneider Electric employees on My LearningLink.
- The training managers based in France select the programs and prepare a catalogue for download.

Simply enter FRA* in the browser of My LearningLink to find most of the specific courses for France (excluding Health and Production).

To find training by function, BU and country, use the menu ☰ at the top right.

- Some employees have access to the Coursera platform via My LearningLink. Coursera offers internationally recognised online training.

Choose your training

Training financed by your CPF personal training account (Compte Personnel de Formation)

A wide range of training is available.
You can train:

- **with Schneider Electric's approval**: it will then be co-financed by the company and the employee's CPF training account and can be carried out during working hours.
- **independently**: the employee uses their CPF training account to finance their training. In this case, The training is done outside working hours or during unpaid working hours.

A **€150 co-payment** is required from employees who use their CPF independently, **and funding caps** have been introduced, changing the eligibility conditions for certain training programs.

- Your CPF training account is credited with:
  - €500 per year with a limit of €5,000
  - €800 per year for CAP/BEP employees and for employees with RQTH (Recognized Disabled Worker) Status with a limit of €8,000

Diploma and qualification courses

Only courses that contribute to the employee's career or for retraining within the company are eligible.

- There are several options:
  - going back to school
  - promotion via a work-study course (Pro-A)
  - validation of prior learning and experience (VAE)
- In these cases, training is partially or entirely funded by Schneider Electric. Get in touch with your manager or HRBP.

Organizing your working life

Part-time work chosen

- Part-time work (or reduced fixed days for executives (cadre) on a fixed-days arrangement) is available to all employees except work-study students and interns.
- Part-time working hours range from 70% to 90% of full-time hours. They may be lower at the employee's request if justified by personal circumstances..

Switching to part-time work

- Requests to switch to part-time work must be made with 3 months' notice.
- The manager must respond within one month of receiving the request. Any refusal must be justified and communicated in writing.

The amendment to the employment contract is signed for 12 months and is tacitly renewable every 24 months.

Returning to full-time work

- This is done at the employee's request at least 2 months before the end of the period.
- Certain circumstances may modify these rules (illness, specific family situations, etc.).
- The arrangement may be called into question in certain cases where it is incompatible with the job (mobility, changes in scope, etc.).

Part-time employees benefit from the same provisions in terms of remuneration, mobility, career development and training as those granted to full-time employees.

For information, this has an **impact on basic and supplementary pension contributions**.

Paid leave (CP) is adjusted proportionally when an employee moves to part-time work but a payroll adjustment is made in accordance with the one-tenth rule in october.

Therapeutic Part-Time (TPT)

- Therapeutic part-time (TPT) work does not have to start immediately after a period of sick leave.
- Therapeutic part-time work allows an employee to work between 20% and 80% of their normal working hours after recovering from an illness, a workplace accident, or an occupational disease.
- It is prescribed by the employee's doctor when the employee is not yet able to return to full-time work, but part-time work could support their recovery.
- Once the doctor issues the prescription:
  - The employer provides a certificate confirming their agreement in principle to the part-time work. This document specifies the job role and the corresponding salary.
  - During a medical examination, the occupational health doctor may issue a certificate confirming the employee's suitability for part-time work, in line with the recommendations of the employee's doctor.
- After reviewing all the required documents, the CPAM informs the employee whether daily allowance payments (IJ) will be approved or refused, based on the decision of its medical advisor.

Consequences for Employees

- No impact on paid leave (CP) or on STIP/SIP.
- • Impact on : Retirement pension (qualifying quarters are still counted, but contributions are reduced), MESE (contributions are reduced, but benefits and entitlements are maintained), Insurance and disability coverage (no employee contributions are required) & Profit-sharing and incentive schemes.

Compensation during a therapeutic part-time work arrangement is supplemented by daily benefits paid by the French Health Insurance Fund (CPAM), together with additional benefits provided under the Klésia disability insurance scheme.

The method used to calculate these benefits ensures the maintenance of the employee's net pay.

Note: paid leave (CP) is entered manually for these employees and must be approved by the manager or HRBP.

Network Le RePair

Community of Schneider Electric employees affected by a **chronic illness**, either as **patients**, **former patients**, or **caregivers**

- Through listening and dialogue, Schneider Electric's Le RePair community supports any employee who feels the need for assistance, whether they are a patient, a caregiver, a manager, or a colleague. The community works with them to co-create a return-to-work recovery pathway and to support the team affected by the situation.
- This peer network, unrelated to the medical circuit, calls on volunteer employees who have experienced the illness and can listen and help with returning to and staying in employment.

Network coordination: Cécile Fouassier - LeRepair@se.com

Leave and absences

Paid leave (CP)

- Period from June 1st to May 31: 2.5 working days/month.
- Paid holiday entitlement can be taken as soon as it is accrued, contact your HRBP.

Legal obligation to take 12 consecutive working days off between May 1st and October 31.

Non-executive

Employee's age	-	< 44 years				> 45 years		
Seniority	< 2	2-14	15-19	20-29	30 and over	2-19	20-29	30 and over
CP (days)	25	26	27	28	29	27	28	29

Executive

Employee's age	-		< 35 years	35 to 54 y	> 55 years	
Seniority	< 1	1	2 and over	2 and over	2-19	20 and over
CP (days)	25	27	27	28	28	29

Note: these conditions do not apply to IGE.

Specific cases

In the event of a shift in paid leave already validated, imposed by the company within one month before departure:
1st week shifted = 2 additional days of CP days, plus 1 day per additional week shifted: 5 days maximum of compensation. Expenses incurred before the postponement was announced will be reimbursed on presentation of receipts.

If an employee, on leave is recalled at the company's request:
2 additional days off, with expenses incurred by the recall reimbursed on documentary evidence.

Holiday pay accrued during sick leave
Accrual: 2 days of paid leave per month (valid at 24 April 2024) up to 24 days per year (except sick leave for occupational disease: up to 30 days). Deadline for postponement of paid leave: 15 months from the employee's return.

Possible use of days saved in the CET
Upon request to your manager (more details on page 20).

Public holiday falling on a Saturday
SEI/SEF: automatic recovery, provided one was on paid leave for the preceding five days.
Sarel: the public holiday must be bracketed by a day of paid leave before and a day of paid leave after.

Leave entitlement for new employees
2.5 days of paid leave per month worked. Possibility of taking leave in advance by sending a request by email to your HR department/ manager, even if it has not been credited in PayLink.

Events

- Pro-rata allocation to the number of days worked.
- Employees on shift 2 days per week have 2/5 of the days rounded up.

Special events		Duration of absence (in business days)
Marriage or pacs	of employee	7 calendar days
	of a Child	1 day
Death	child [1] dependent under 25 years or child himself a parent	14 days split + 8 days of split bereavement leave managed by CPAM. Schneider Electric supplements the CPAM daily allowance (IJ)
	child over 25 years	12 days
	spouse (Married spouse, partner of pacs, cohabiting partner)	5 days
	father or mother	5 days
	brother or sister, grandparent or grandchild, step-parent	3 days
	brother-in-law/sister-in-law, son-in-law, daughter-in-law	2 days
	less close relative (aunt, uncle, nephew, niece, cousin)	Funeral day
Birth leave/adoption for the spouse/partner of the mother		3 days
Announcement of a child disability		5 days
Miscarriage leave (Parent 1 and Parent 2)		• 1 day of leave • No waiting period applies in the event of sick leave
Specific situation (fire, robbery...)		1 day (for SEI et SEF)

(1) Protection against potential dismissal for 13 weeks following the death of a child (law n°2020-692 of June 8th, of 2020)

Reduced Working Time Days (JRTT)

Vesting period: January 1st to December 31		Category of JRTT			Total
		bridge day	**JRTT**	**others**	
SEI-SEF	Non-executive	3	4 AANC	11	18
	Executive	3	5 forfait	11	19
	Shift employee	refer to local agreements			
Subsidiaries		refer to local agreements			
Top management (package)		3	5	0	8

Parenthood

For absences resulting in a suspension of the employment contract for more than 1 month, employees are advised to take 1 or 2 days of paid leave (CP) to maintain their MESE and Klésia coverage.



Events		Duration of absence
Maternity / Adoption (Parent 1)	Extension of Maternity / Adoption Leave	• Maternity leave provided by CPAM. • Plus 4 additional consecutive weeks paid at 100% (or 1 day per week over a period of 5 months). • Plus 1 month paid by CPAM, up to 70% of the Monthly Social Security Ceiling (PMSS). • Plus 1 month paid by CPAM, up to 60% of the Monthly Social Security Ceiling (PMSS).
	Part-time following maternity/adoption/ paternity leave	• Possibility of part-time work at 80 % paid at 90 % for 6 months (to be taken before the child's 3rd birthday). • Possibility of contributing on a full-time basis pension plan (provided the employee pays his or her own share) • Salary impact: -10 % in remuneration
	Paid absence for examinations/ treatment related to birth or procreation	• Duration according to medical advice • Concerns mandatory medical surveillance appointments • Second parent can benefit 3 absences
Paternity / Adoption (Parent 2)	Paternity leave / Adoption (married, pacs partner, live-in)	• 25 calendar days (32 days for multiple birth) • Schneider supplements the Daily Allowances of CPAM • The first 4 days are mandatory and must follow the leave of birth. The remaining days can be split, up to a limit of 6 months after birth.
	Extension of Paternity / Adoption Leave	• 1 month paid by CPAM, up to 70% of the Monthly Social Security Ceiling (PMSS). • An additional 1 month paid by CPAM, up to 60% of the Monthly Social Security Ceiling (PMSS).
	Additional quarters for children for retirement	• 6 quarters per child for the mother + 2 trimesters per child to be allocated by choice between the parents • The request must be made when the child is aged between 4 and 4.5 years
Hospitalization of a child	Immediately after birth	A maximum of 2 to 30 days
	Under 16 years	5 days max per calendar year, can be split
Illness / disability	Sick child ≤ 16 years old	• 4 days max per calendar year (paid at 50 %) • 5 days if the child is less than 1 year or if the employee is responsible for at least 3 children under 16 • 1 additional day of leave per year for each child under 16 years of age for single-parent families.
	Disabled children	Special leave for regular medical check-ups
Schooling (SEI-SEF agreement)	Back to school child ≤ 12 years old	2 hours for each parent working at Schneider Electric. Possible renewable if several back to school dates subject to proof. (1/2 day for those working according to contract by days rather than hours)
Additional paid leave (SEI-SEF agreement)	Leave per dependent child aged under 16 (parent 1 and 2)	• 1 day per year per child For employees who already have 2 days per child, extension until 31 May 2027 • 2 days per year and per child for single-parent family

(1) PMSS: Monthly Social Security Ceiling (2026 value: €4,005).

Caregiver

Needs	System	Duration	Salary impact	Validation
Time	**In the case of a child being diagnosed with a disability or a chronic illness**	5 days leave	no salary impact	HR approval required
	Hospitalisation of a child immediately after birth	2 to 30 days max	no salary impact	Payroll specialist
	Parental leave (AJPP Allocation Journalière de Présence Parentale, CAF) when caring for a dependent child aged under 20 which obliges the employee to temporarily stop working or reduce their working hours	maximum 310 days over 3 years (half days possible) Renewable	Yes, with no additional compensation paid by Schneider Electric	Request to be made to the manager 15 days in advance
	Assistance to support someone close to you medical appointments (including caregivers)	2 half-days	None	Manager, then entered by payroll specialist
	Leave for caregivers (AJPA, Caregiver's Daily Allowance, CAF) to help a loved one suffering from a serious illness, a disability, the victim of an accident or in a situation of dependency. Once during career of the employee	3 months max, renewable 1 time Splitable	Schneider gives a supplement of €55 per day during a maximum of 66 days	PayLink, Manager validation
	Family solidarity leave (AJAP, Daily Accompanying Allowance, CPAM) to accompany a loved one sharing the employee's home, at the end of their life or with a critical prognosis	3 months max, renewable 1 time Can be split	Schneider gives a supplement of €55 per day during a maximum of 22 days	PayLink, Manager validation
	Global Family Leave Policy for emergencies or critical situations	2 weeks (10 days) per year, which may be taken in separate periods. This entitlement is renewed each year	None	Special support committee comprising the inclusion team and social workers
	Donate days between employees for caregivers in the same legal entity as the donor	Max 5 days per year	None	HRBP
	Leave Day Donation to a Solidarity Fund for the most critical caregiving situations Employees who wish may donate unused leave days to the fund (during the annual campaign in the first quarter of each year), donations are made without identifying a specific beneficiary	Up to 5 days/year/ donor	NA	RH
Flexibility	**Working from home** with special conditions **Adjustment to working hours**	Case by case	Not necessarily	Manager and HRBP
Financial	**Early release of the PEG** as a caregiver	NA	NA	BNP Paribas
	Social benefits MESE, Klesia, AGIRC ARRCO, to cover out-of-pocket expenses and be able to continue treatment	NA	NA	Social committees
Information, support, exchanges, respite, home support	Site social worker, CLIC, Ma Boussole Aidant, specialised associations, MESE via IMA, Klesia, AGIRC ARRCO, Baluchonnage, CCAS, Via Trajectoire, etc.	Consult organisation websites		

The type of assistance depends on the relationship to the person needing care: dependent child, living under the same roof, ascendant, descendant, brother, sister, friend, in-law, cousin, uncle, nephew, etc.

Diversify your professional experience

Have an external experience

Pass Solidarity Career

- Allows employees to **get involved with an association approved by Schneider Electric** by contributing their skills and expertise.
- Conditions:
  - Be on a permanent contract (CDI) with at least three years' seniority.
  - The project must be approved by the manager and HR (the salary is still paid by the department to which the employee belongs).
- Terms:
  - Maximum of 6 months full-time,
  - A maximum of two "Pass Solidaire Carrière" assignments during career, spaced at least 10 years apart,
  - STIP paid at target.

Duo pro

- Allows employees to **divide their working time between 2 activities**, one at Schneider Electric and the other:
  - at another company (multi-employment),
  - as a self-employed worker (freelancer),
  - to take over or start a business.
- Conditions:
  - be on a permanent contract (CDI)
  - project approval by manager/HR.
- Terms:
  - 12 months, renewable by tacit agreement,
  - permanent part-time contract between 40% and 90%, with pro-rata salary and continued social security coverage,
  - option to continue contributing to pension on a full-time basis.

VolunteerIn

- Enables employees to **support a non-profit organization during working hours**.
- Eligibility: must have CDI.
- Conditions:
  - 20h/year during career, or 30h/year for employees over 50.
  - Absence reason to be declared in PayLink: "Volunteer Mission".
  - Volunteer opportunities are available through the Schneider Electric Foundation platform: https://volunteerin.se.com/

Pass Education and Teaching

- Allows you to **teach at the Schneider Electric school** or at a partner CFA (apprenticeship training centre).
- Conditions:
  - A bachelor's degree in a technical field,
  - Permanent contract with at least 3 years' seniority,
  - Project approval by manager and HR (salary still paid by the department to which you belong).
- Terms :
  - 12 months, extendable,
  - possibility of part-time teaching between 40% and 90%,
  - salary maintained,
  - STIP paid at target

For employees **within 36 months of retirement**, possibility of **combining with ICDR in time**.

Pass Competencies

- Allows employees to **share their expertise with a start-up or PME/PMI** in an employment area where Schneider Electric operates.
- Conditions:
  - Employees must be on a permanent contract (CDI) with at least five years' seniority.
  - The project and the costs associated with maintaining the employee's salary must be approved by the manager/HR department.
  - The assignment must match the employee's professional profile.
- Terms :
  - Duration of 6 to 18 months, renewable once, up to 24 months,
  - Salary is maintained, with 50% paid by the host company,
  - STIP paid to the target for assignments lasting more than 8 months.

Operational Reserve (Military, Police, Fire Services)

- 20 days/year paid
- Entered in PayLink by the manager (reason : Paid Operational Reserve Service).

Job position change

The exploratory interview

- As part of professional development, helps you to finalize the choice of changing the career path to change jobs or regions.
  Two options:
  'Live my life' (1 day)
  or **'Discovery internship'** (2 to 5 days).
- Terms and conditions:
  - no impact on salary,
  - expenses covered.

Professional Development Program

- Allows any employee wishing to develop or change careers to **try out a new position** during a probationary period of 3 to 6 months, while temporarily assigned to the new role.

Pass Requalification

- This program allows any employee, after validation of their application, to **benefit from a specific training program to access roles for which Schneider Electric is recruiting**.
- Terms and conditions:
  - duration varies depending on the training program,
  - training fully funded by Schneider Electric and carried out.

Preparing for external mobility

Secure External Voluntary Mobility (MVSE)

- Allows you to **be hired by another company** (suspension of your employment contract) **with the possibility of returning to Schneider Electric** if the experience is not conclusive.
- Conditions: you must be on a permanent contract with at least 2 years' seniority
- Terms :
  - payment of 50% of the severance pay upon signing the amendment (repaid by the employee within 2 months in the event of reinstatement),
  - security period: trial period of the new contract + 1 month,
  - If the experience is validated, the employee must resign from Schneider Electric.

CPF for professional transition

- Enables individuals to **train for a new profession** by completing a certification course.
- Terms and conditions:
  - approval of the project by the 'Transitions Pro' (ATpro) commission in the employee's region in order to obtain additional funding on top of the Compte Personnel de Formation (CPF),
  - exemption from work,
  - contractual termination proposed at the end of the training in the event of leaving the company.

Pass Creation

- Enables **the creation or takeover of a business**.
- Condition: at least 3 years' seniority.
- Terms:
  - project support from Schneider Initiatives Entrepreneurs (SIE) https://www.se.com/fr/fr/about-us/sustainability/schneider-initiatives/pass-creation/
  - Full-time commitment with post-creation follow-up for 3 years,
  - Possibility of returning to Schneider Electric in the event of bankruptcy within 3 years,
  - For employees less than three years from full-rate retirement: use of the "resignation and retraining" scheme.

Dealing with the unexpected

Your health with MESE

To ensure continuation of your coverage during a suspension of your employment contract (for example, parental leave or sabbatical leave), contact MESE and Klesia.



The different levels of coverage

- **Socle**: Mandatory Enrollment (employee contribution: 1.19%).
- **Complementary**: optional membership (Premium or Excellence).

Level of coverage **upgrade** or downgrade possible each year between **1st to 31st october** only.

- Children: Free of charge up to the age of 24 (Up to age of 28, if student)
- A **teleconsultation service**, 'My medical question', available without appointment, 7 days a week, from 8 a.m. to midnight, accessible via the MESE member area:
  - a temporary solution if your usual practitioner is unavailable.
  - Payment for the consultation by credit card (subsequently reimbursed by Social Security and MESE).

Premium (facultatif)

Premium coverage designed to provide greater reimbursement for excess fees associated with consultations and hospitalizations.

Excellence (optional)

Top-level cover for fee overruns, particularly for high fees applied in Paris and the PACA region, orthodontist treatment, dental prosthetics, optometry

Base (compulsory)

Satisfactory basic cover for most employees and their beneficiaries with refunds for standard fees.
Employer participation = 55 %, Employee participation = 45 %

Good habits

- Before a consultation, check to see if the doctor charges extra fees.
- Use optical and hearing care providers within the Kalixia network, which offers quality services and negotiated prices.
- To avoid practitioners adjusting their fees depending on the level of your cover, do not tell them the amounts of your cover.
- Preventative assessment if aged 50 or over by the AGIRC-ARCCO in one of the 18 centres in France
  www.centredeprevention.fr

Additional services included in your contract

Social Assistance Fund

financial assistance to members

- Subject to financial condition.

Objective

- to ensure that individuals do not forgo necessary healthcare because of excessive out-of-pocket costs,
- or when certain care not covered by the CPAM requires assistance.

Decision

- The committee meets twice a month.

Contact

✉ fr-fonds.social@mese.se.com

Assistance

IMA (Inter Mutuelle Assistance)
7 days a week, 24 hours a day

Support

For employees and their families (spouse, direct ascendants and children) in the event of:

- hospitalisation,
- maternity,
- serious illness.

Examples of support:

- home help,
- delivery of medicines and shopping,
- delivery of meals, care for children and ascendants,
- psychological support,
- repatriation in the event of problems abroad, etc…

Contact

✆ 05 49 16 39 24

Contact MESE

✆ 04 76 60 56 36
✉ fr-contact@mese.se.com
🌐 www.mese.fr

- App **MESE et moi**
- Parc Sud Galaxie - 4 Rue de l'Octant bâtiment Alpha - 38130 Échirolles
- From Monday to Friday, 8:30 AM to 6:30 PM

Your contacts within the CFTC

- Olivier CHEVALLET: 06 74 41 59 41
- François DURIF: 06 89 84 66 88

Dealing with the unexpected

Insurance with Klésia

Coverage in the event of long-term illness, disability or death

Cover notice period: 6 months max.	**Compensation** Calculation based on the total gross remuneration paid during the 3 months prior to the event, multiplied by 4 and increased by ad hoc salary additions
Death of the employee In the event of **accidental death**, payment of an additional sum from 100 to 270 % + 70 % per dependant child from second child onwards	• **Enhanced capital + education annuity** Sum of guarantees from 340 to 460 % + 120 % per dependant child + 8 to 10 % education annuity • **Capital + enhanced education annuity** Sum of guarantees : 270 % + 70 % per dependant child + 24 to 30 % enhanced education annuity • **Capital + education annuity + joint annuity** Sum of guarantees from 210 to 280 % +70 % per dependant child + 8 to 10 % education annuity + temporary and life annuity for the spouse For info : a lump-sum payment of €4,005 may be paid by the French Social Security system, upon request. (www.service-public.fr/)
Death of a family member	• **Spouse** 20 % of salary • **Dependent child** 200 % of PMSS (1)
Funeral expenses of the employee	• **Reimbursement of expenses** 100 % of PMSS (1)
Absolute and Definitive Disability (IAD) (category 3)	• Possibility of early release of the death benefit capital
Disability ≥ 20 % (categories 1, 2 & 3)	• **Pension** after deduction of the Social Security pension • Social security pays disability pension, amount depends on the category of disability: - 1st category : possible paid work, pension 30 % of the average base salary, - 2nd category : if not able to work, pension 50 % of the average base salary, - 3rd category : if not able to work and need caregiver assistance, pension 50 % of the average base salary, additional allowance for caregiver (€ 1288 / month).
Incapacity for Work of the employee	• **Maintenance** of the net wage earned, see page 18

(1) PMSS : monthly social security ceiling

- Remember to **update the beneficiaries of your death benefit** coverage, especially if your family situation changes. You can do this by downloading the form from the Klésia website or by completing it online after creating your employee account.
- Long-term sick leave: automatic transmission of benefit information between the French Health Insurance system and Klesia (Prest'IJ) to speed up the processing of employees' claims.
- Maintaining guarantees in the event of suspension of the employment contract (sabbatical leave, parental education leave, leave to set up a business...) notice period: 1 month max

Additional services included in your contract

Social Assistance Fund

• Help for employees in difficult situations faced with significant expenses related to problems of incapacity, disability or dependency.

Contact

09 88 20 88 01

aides.individuellesprevoyance@klesia.fr

Contact Klésia

01 71 39 16 30

klesia-schneider-electric-prevoyance.fr

• Klésia Service Prevoyance
65 boulevard Vivier Merle
69482 Lyon cedex 03

• From Monday to Friday, 9:00 AM to 6:00 PM

Your contacts within the CFTC

• Fouzia SLAOUI : 06 82 46 17 81
• François DURIF : 06 89 84 66 88

Dealing with the unexpected

Incapacity for work and disability

Incapacity for work

Definition

- Physical incapacity is certified by a physician through the issuance of a sick leave certificate.

In the event of sick leave, notify your manager and payroll administrator within two days.
Send your medical certificate via support@schneider (Telephone: 01 70 48 88 88), in the section: "Demande et dépôt d'attestation > autre" or by post to your payroll officer.

Managers are not authorised to contact employees on sick leave regarding work issues.

- Sick leave cannot exceed 3 years. After 3 years: either the employee is reinstated, or their incapacity is changed to disability (subject to confirmation by the social security system), or the employee is eligible for retirement.

Return to Work

- To help prevent employees from becoming disconnected from the workplace, HR must contact employees who have been on sick leave for more than 30 days to help them prepare for their return to work.
- The occupational health doctor may also contact the employee.

The allowance is paid by the social security system

- The social security system pays daily allowances (IJ).
- There is no waiting period for Schneider Electric employees with over 1 year of seniority.
- The basic monthly salary is calculated as follows:
  - the average of 3 gross monthly salaries preceding leave
  - or 12 months for seasonal or discontinuous activity, limited to 1.4 x the minimum wage.

Advise your HRBP of changes in your situation to ensure your file is accurate.

Duration of cover

Seniority	Duration of salary support and % of coverage				
	Non Executive		Executive		
Period	1st	2nd	1st	2nd	3rd
Employer	100 %	-	100 %	50 %	-
SS		100 %			100 %
Klésia	-		-	50 %	
1-5 years	90 days	until 360 IJ per period of 3 years	90 days	90 days	until 360 IJ per period of 3 years
5-10 years	120 days		120 days	120 days	
10-15 years	150 days		150 days	150 days	
> 15 years	180 days		180 days	180 days	

Disability allowance

- The employee is considered unfit when they have a disability that prevents them working or earning by at least two thirds (Art. L341-1 of the Social Security code).
- There are 3 categories of disability (see page 17)
- The basic salary is calculated on the average of the 10 best years of activity (capped at 1 PASS i.e. approx. €48,060).
- Disability pension is paid for as long as the disability is recognised. It ceases at age 62 (retirement age) unless the disabled person continues to work.
- While the employee's salary (total or partial) is maintained by the employer, the social security allowances are paid by Schneider Electric, shown on the payslip (subrogation).
- When the employer has finished paying, the social security system pays the allowances directly into the employee's bank account. Klesia pays the difference to reach the full net salary.

Sexist conduct

Definitions

Sexist behavior: conduct directed at a person because of their gender, with the purpose or effect of making them feel inferior and/or undermining their legitimacy.

Sexual harassment: repeatedly imposing unwanted comments or behavior of a sexual nature on a person, or using any form of pressure to obtain a sexual favor.
Disciplinary action may be taken, up to and including dismissal.
Criminal penalties : fine of €30,000 / 2 years of imprisonment.

Sexual assault: imposing a sexual act or sexual contact on a person without their consent.
Disciplinary action may be taken, up to and including dismissal.
Criminal penalties : fine of €75,000 / 5 years of imprisonment.

Questions

You are in doubt? Imagine that the comments are directed at your parents, children, or partner. If it makes you uncomfortable, you should act.

How can sexism be prevented?

Do not tolerate sexist remarks or behaviour. Speak up and distance yourself from such behaviour. For example, ask the person to clarify their statement: "I'm not sure I understood what you just said. Could you explain what you mean?"

Reporting Channels

- Your manager or a Human Resources Business Partner (HRBP).
- Designated site representatives for sexism, harassment, and LGBT+ discrimination.
- TrustLine available to both employees and external stakeholders.

Dealing with the unexpected

Disability support

- A disability may arise when a health condition or an accident affects an employee's ability to work.
- Disabilities can take many different forms, including physical, visual, hearing, intellectual, psychosocial disabilities, and chronic disabling health conditions.
- A disability situation may be temporary, long-term, and/or progressive.

The Recognition as a Disabled Worker (RQTH)

- A range of measures is available within the Group to help employees with disabilities perform their duties and progressing in their careers. 80 % of disabilities are invisible and 1 in 3 employees has a disability.
- The Recognition of Disabled Worker Status (RQTH) is a **confidential and personal process**. It may be granted for a limited period (from 1 to 10 years) or without a time limit.

Apply for RQTH (Recognition of Disabled Worker Status) **through the MDPH** (Departmental Office for Persons with Disabilities) **in your local area.**

- This recognition in no way prevents your professional development, it is a commitment of Schneider Electric.

Are you concerned?

- If you are concerned, it is in your best interest to initiate a recognition procedure and to inform the service of prevention and/ or occupational health department.
- You are under no obligation to disclose your RQTH status to your employer, manager, or colleagues, unless you wish to do so in order to ensure that appropriate consideration is given to your disability. Talking about it can help others understand that, while you are fully able to work, you may be unable to perform certain tasks, may require additional time, or may need assistive technologies or training as a result of your disability..

Does the RQTH give me any rights?

At Schneider, recognition of your disability status gives you rights:

- 2 half-days of paid leave
- support from a social worker if necessary
- reimbursement of any travel expenses
- medical follow-up and appropriate support
- workstation adaptation with the help of ergonomists (office, chair, automated equipment etc.)
- exceptional remote working arrangements, adjusted working hours, therapeutic part-time work…
- An annual increase of €300 to your Personal Training Account (CPF), up to a maximum annual amount of €800 and a total lifetime limit of €8,000.

Protection of employees

Victims of violence

Schneider Electric is committed to taking action

- An employee affected by domestic or family violence may be transferred, along with their family, to another workplace location to ensure their safety (for example, to create distance from an abusive partner).
- **Make request to the occupational doctor at your site or HRBP.**

3919

VIOLENCE AGAINST WOMEN INFO

Time Savings Account (CET)

Conditions for carrying forward unused paid leave

Maximum contribution of 5 days per year

- To be transferred in May via PayLink

Total accumulation allowed

- 25 days
- The ceiling is doubled to a maximum of 50 days for employees aged at least 50 on May 31 of the year of placement.

Valuation of the days

- On the basis of 1/22nd of the gross monthly salary (excluding STIP/SIP variable part), by the end of May and beginning of June.

CET withdrawal options

In the form of capital

- Marriage, pacs, birth or adoption of a third child, divorce, separation, dissolution of a pacs, with custody of at least one child, disability (employee, his/her spouse or partner in pacs, his/her children), death (employee, his/her spouse or partner in pacs), termination of the employment contract, over-indebtedness.

Time off

- To finance a period of leave or a reduction in working time, employees may use their accrued leave days without any restrictions and without having to provide a reason. This flexibility remains subject to operational requirements and the needs of the department.
- To anticipate retirement.

Other possible uses

- **In retirement savings**, by transfer (during May on PayLink) of monetised days (max. 10 days per year), with tax exemption, into:
  - the Collective Retirement Savings Plan (PERECO), with a maximum employer matching contribution of €800
  - the Company Retirement Savings Plan (PERO), without an employer matching contribution.
- **As compensation for leave entitlements** governed by law, such as sabbatical leave, training leave, parental leave, or part-time working arrangements (subject to income tax).
- **As remuneration** (subject to tax) **for a leave of absence** prior to retirement or departure.

In all cases, the days used are subject to the current social security charges.

The "End of Career" CET

- Allows you to **reduce your working hours**.
- Possibility to take CET days just before retirement.

Employees who are less than 3 years away from full retirement age can transfer their ICDR to the “End of Career” CET.

To better undestand

Contact your CFTC representatives, see page 32

Funds and their performance

Based on the level of risk and expected returns

(performance as of 01/09/2026)

PEG	PERECO	PERO	Funds		Performance		Risk levels (from 1 to 7)
			name	composition	over 5 years	since the beginning of 2026	
■			**Schneider Actionnariat**	100 % =S= equity	+ 105 %	+ 25 %	5
■	■		**Schneider Monétaire**	100 % monetary	+ 12 %	+ 2 %	1
■	■	■	**Schneider Energie Solidaire Obligataire**	90 % money-market & bonds 10 % solidarity funds	+ 4 %	+ 0 %	2
■	■		**Schneider Diversifié**	55 % equities 45 % money-market & bonds	+ 24 %	+ 8 %	3
■	■		**Schneider Dynamique**	100 % equities	+ 59 %	+ 11 %	3
■	■		**HSBC EE ISR (1) Actions Monde E**	100 % SRI equities	+ 53 %	+ 13 %	4
	■		**Schneider Obligataire**	100 % money-market et bond	+ 2 %	- 0 %	2
	■		**CM-AM Stratégie PME-ETI**	100 % SME equities	- 29 %	+ 8 %	6
		■	**Cardif Retraite**	75 % bonds 15 % equities 10 % real estate	+ 14 %	+ 3,8 % en 2025	1
		■	**Multipar actions PME ETI ISR (1)**	100 % SRI equities	- 11 %	+ 5 %	4
Funds available until end 2026							
		■	**Multipar Global Patrimoine**	16 % equities 70 % bonds 10 % commodities 4 % real estate	+ 2 %	+ 4 %	3
		■	**BNP Paribas Easy MSCI Europe SRI (1)**	100 % SRI equities	+ 34 %	+ 12 %	4
		■	**BNPP Easy MSCI USA SRI (1) 5% Cpd**	100 % SRI equities	+ 43 %	+ 13 %	4
		■	**MS Invest Funds-Global Opp Fund**	100 % equities	+ 27 %	+ 6 %	5
New funds available from January 2027							
		■	**BNP P Sustainable Europe**	European equities (SRI)	+61 %	+10 %	4
		■	**BNP EASY MSCI World II**	Global equities	NC	+13 %	4
		■	**BNP Indice France ESG**	French equities	+36 %	-2 %	4
		■	**Multipart Actions USA**	US equities	+95 %	+10 %	4

(1) ISR / SRI: Socially Responsible Investment

Savings Plans: PEG, PERECO and PERO

Where can I find information on the different plans?

N° vert (free): 0 800 827 121

monepargne.ere.bnpparibas

App Mon Epargne Entreprise

Android

iOS

Your contacts within the CFTC

- Xavier PERROT : 06 82 46 37 83
- Patrick MOREAU : 06 89 95 69 36
- François SOENEN : 06 89 95 69 51

	PEG ou PEE **Corporate Savings Plan ou Group Saving Plan**
Objectives	Build up matched savings, locked for 5 years, with possibility of early release.
Funding	**Participation and/or Profit-sharing** tax-free if invested in PEG/PEE. **Voluntary monthly payments** from July to December or one-time payment in December
Contribution	Up to €1,800 gross The employer contribution is reserved for employees. Schneider Electric retirees who have retained their PEG may benefit from the 15% discount on the WESOP.
Management	• No entry or exit fees. • The option to switch between funds in Mon Epargne Entreprise, free of charge
In case of early release	Savings are frozen for five years, except in the following cases: • purchase, extension or energy-efficient renovation of the main residence, • marriage, civil partnership, divorce, separation, dissolution of a civil partnership (PACS), • birth or adoption of a third child or subsequent children, • domestic violence, disability, death of spouse/civil partner, • excessive debt, termination of employment contract, • purchase of a low-emission vehicle, • caregiving responsibilities for a family member.
Exit & taxation	Not subject to income tax, but capital gains are subject to social security contributions (18.6%).
Voluntary payment (VV)(1)	Not deductible from taxable income
In case of departure	**In the event of departure** (resignation, contractual termination, dismissal) The account can be kept but is subject to management fees (approx €35/year). Please remember to update your contact details, particularly your personal email address.

(1) Voluntary PEG + PERECO payments: you can contribute up to 25 % of your gross remuneration into your employee savings scheme across all savings plans

Do not confuse the PEG matching contribution with the PERECO matching contribution, both are separate



	PERECO Collective Retirement Savings Plan	PERO Mandatory Company Retirement Savings Plan
Objectives	Build up abundant savings for retirement, with possibility of early release	Build up savings for retirement, with the possibility of early release
Funding	**Monetised CET Days** **Monthly Voluntary Payments:** • July to November • or one-time in December	**Mandatory Contributions** • Paid by Schneider Electric : 1.67% on Tranche A and 2.21% on Tranche B • Paid by the employee: 0.50% **Monetised CET days** • max 10 days/year **Voluntary Payments** • at any time
Contribution	Maximum contribution of €800/year for a payment of €1,310	No matching contribution
Management	No entry fees. Managed Portfolio (default) or Self-Managed Portfolio	
In case of early release	Savings are blocked until retirement, except: • Purchase of the main residence or rehabilitation after natural disaster (Voluntary contribution and employer top-up only), • Disability (including children) or death of the employee or spouse/pacs, • Over-indebtedness, termination of rights to the ARE (allowance for unemployment), Absence of employment contract for more than 2 years.	
Exit & taxation	**Exit** • in capital • life annuity possible **Inheritance** if the employee dies before the age of 70 and before the liquidation of the scheme, the capital accumulated in the PERECO will be paid to designated beneficiaries.	**Voluntary Payments** Option to withdraw the savings as a lump sum **Compulsory contributions** if annuity > €110/month, compulsory exit in life annuity, otherwise compulsory exit in capital **Inheritance** in the event of the employee's death before the age of 70 and before liquidation of the scheme, the capital built up in the PERO will be paid to designated beneficiaries
Voluntary payment (VV) (1)	**Choice of:** • deducted from taxable income (within your tax retirement savings limit) and taxed on exit (capital gains taxed at 12.8 % • or on the progressive scale and subject to social security contributions 18.6 %) or not deducted from taxable income	
In case of departure	**In case of departure** (resignation...) the account is either kept but no longer funded by Schneider or transferred to a similar contract.	

(1) Voluntary PEG + PERECO payments: you can contribute up to 25 % of your gross remuneration into your employee savings scheme across all savings plans

Long-Service Award

Do not apply for multiple long-service awards at once...
Only one bonus will be paid.



The procedure

- Open a ticket through support@schneider to obtain the employer certificate, or contact the service by phone at +33 (0)1 70 48 88 88.
- Submit your application to the relevant government authority through the website: demarche.numerique.gouv.fr
- Complete the online form.

The SIRET number to be used to prepare the long-service award application is shown on your payslip.

- Attach the required supporting documents:
  - a copy of an identity document,
    employment certificates from each employer,
    a recent statement from the most recent employer,
    a certificate of service or a copy of the military service record, if military service was completed.
- Follow the progress of your application via the website demarche.numerique.gouv.fr.
- If you have asked for **the medal to be made**, the request must be received before **20 September**.

Application Process by Department

In most departments, applications for the French Long-Service Award (Médaille d'Honneur du Travail) can be submitted online, except:

- Hautes-Alpes (05): this department has its own online application process
- Côtes-d'Or (21)
- Lozère (48)
- Savoie (73)
- La Réunion (974)
- Saint-Pierre-et-Miquelon (975)
- Mayotte (976)
- French Polynesia (987)
- New Caledonia (988)

The process

Who can apply for a long-service medal?

- The employee him/herself
- The manager for a member of his team
- Any member of the HR team (if your job code starts with H)

When is the bonus paid?

- You will receive the bonus from the company in the December payroll.

Bonus table, SEI-SEF scope

For subsidiaries, refer to local agreements.

Scale	Working Years	Bonus	
		if career exclusive at Schneider Electric	per full year at Schneider Electric
Argent (silver)	20	€ 470	€ 23,50
Vermeil (Vermillon)	30	€ 705	€ 23,50
Or (Gold)	35	€ 935	€ 26,70
Grand Or (GreatGold)	40	€ 1195	€ 29,90

The work medal ceremonies are organised during the period from November to February depending on the organisation of the sites.

Submitting your application

- Take the necessary steps as early as possible to ensure you receive the bonus in December.
- Once you received this award, this will inititate the process for the payment of the bonus in month of December.

Retirement

Retirement at full-rate

Conditions

- Reaching the legal retirement age (except for long careers) **and** having the required number of quarters.
- **or** reach the age of 67.

Retirement is possible as soon as you reach the legal age but with a reduction if the required number of quarters is not reached.

Career statements are available
www.lassuranceretraite.fr
www.info-retraite.fr

The pension amount

- Paid by Social Security and AGIRC-ARRCO, they are based on the contributions made during your career.

Boosting Your Pension

- Your pension can be enhanced through Schneider Electric's supplementary retirement schemes.
- To help offset the expected reduction in income after retirement, employees can build up personal savings through the PERECO, PERO and the Time Savings Account (CET).

Retirement Eligibility Conditions

"Borne" Reform Frozen Until 01/01/2028

Year of birth	Number of quarters required (1)	Required legal retirement age	
		Mini legal age	Long careers (2)
1963, 1964 and before 31st Mar-1965	170	62 years + 9 months	Gradual implementation of the reform, with a statutory retirement age ranging from 58 to 63, depending on the age at which professional life began.
after 01/04/1965	171	63 years	
1966	172	63 years + 3 months	
1967		63 years + 6 months	
1968		63 years + 9 months	
1969 and after		64 years	

(1) for basic pension (Social Security) at full-rate.
(2) employees who contributed 4 or 5 quarters at the end of the calendar year of their 16 or 18 or 20 or 21 years.

Quarters used for the calculation

Last quarter worked
To ensure it is counted, register for your pension at the beginning of the following quarter i.e. January, April, July or October.

Quarters Credited for Raising Children

- For children born before 31 December 2009, 8 retirement quarters are granted to the mother for each child.
- For children born on or after 1 January 2010, 6 retirement quarters are granted to the mother for each child, plus 2 additional quarters that can be freely shared between the parents (the request must be submitted within 6 months following the child's 4th birthday).

All the schemes that make up your retirement benefits at Schneider Electric

Social Security (SS) Pension

The SS pension is conditional on reaching the legal retirement age (except for long careers).
The amount depends on the length of the contribution period (full-rate pension, or a possible reduction or increase of 1.25% per quarter) and the best 25 years of contributions in the career.

Supplementary Pension **AGIRC-ARRCO**

Retirement proportional to the number of points earned over the entire career.
Permanent reduction of 1 % per quarter of missing SS contribution.

Additional Products at **Schneider Electric**

PERO	PERECO	CET	ICDR	Article 39
Mandatory retirement Plan	Collective Retirement Savings Plan	Time Savings Account	Conventional severance pay	Scheme resulting from the withdrawal from the CFC on retirement

Mandatory
Optional
Reserved for employees leaving Schneider directly
Reserved for employees, born before 1978 and employed at SEI-SEF on 31st Dec-2013 or SEIT on 31st Dec-2014 or France Transfo

Specific retirement schemes

Conventional Retirement Indemnity (ICDR)

- A benefit paid either as a lump sum upon retirement or taken as pre-retirement leave with exemption from work duties.
- 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 profit-sharing and incentive.
- Submit your retirement liquidation request to HR, specifying your ICDR choice and the relevant dates, at least 2 months before the ICDR start date.
- The ICDR may be taken as leave after reaching full pension eligibility, allowing the employee to benefit from pension bonus credits (surcote).

Available ICDR Options (Group Agreement)

Length of Service at Retirement	Lump-Sum Payment in Months of Salary	Period of Early Release from Work (1)		
		Nb of months 100 % paid (1)	SEI-SEF	
			Number of months paid (1)	Nb of months at 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

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.

If the estimated pension benefit is less than €110 per month, the accrued amount may, at the employee's choice, be paid either as a one-time lump-sum payment or as a pension.

Make sure to claim this benefit promptly after leaving the company, after 5 years, or in the event of the employee's death, the accrued capital is forfeited.

If you leave Schneider Electric before retiring (for example, through resignation or a mutual termination agreement), you will forfeit the capital accrued under the Article 39 pension plan.

How to claim Article 39 pension benefits?

- 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 to calculate article 39

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

- Calculated based on the difference between entitlements under the former End-of-Career Leave scheme (frozen as of 31st Dec-2013) and the ICDR (at the date of retirement), after applying a 3% annual reduction for the period between the year of birth and 1953 (see CFC Entitlements table).

To calculate the amount
Contact your CFTC representatives, see page 32

CET "end of career"

- Allows you to **reduce your working hours**.
- Employees who are less than 3 years away from full retirement age can transfer their ICDR to the "End of Career" CET.
- To calculate the amount: contact your CFTC representatives, see page 32

Managing the end of your career

Phased retirement

- The aim of progressive retirement is to:
  - **reduce your working hours** to between 40% and 80% of full-time hours, renewable and adjustable each year,
  - receive part of your basic and supplementary pension,
- continue to contribute to your final pension with the option of doing so on a full-time basis (employer's share + employee's share). Simulation available on the pension insurance website l'assurance retraite.
- Conditions:
  - Be at least 60 years old and have completed at least 150 qualifying retirement quarters,
  - sign an amendment to the employment contract.

Can be combined with the end-of-career time savings account (CET) (see page 26): contact your CFTC representative for further details.

The part-time work arrangement (daily, weekly or monthly, as agreed with the Company) is fixed and may not be changed, except in the event of a change in the employee's working time percentage, which may be modified once per year.

- Progressive retirement amounts:
  - calculated using the same formula as your final pension,
  - if you do not yet have enough quarters to qualify for a full-rate pension, your progressive pension will be subject to a reduction, the rate of which cannot exceed 25%.
- Final pension amount: when you apply for your pension, the amount of your retirement pension will be recalculated to take into account the additional contributions made through your part-time work.

When you benefit from this scheme, you are not required to retire at the statutory retirement age, unless you also hold a end-of-career time savings account (CET).

Part-Time Work

- Allows employees to work part-time, between 50% and 90% of their full-time working hours. Employees receive an advance payment of part of their ICDR benefit to compensate for the reduction in working time.
- Terms and conditions:
  - approval of the request by the manager and HR 3 months prior to the start date,
  - duration of 3 to 36 months prior to retirement, with a commitment to settle the pension at the end of this period,
  - applicable to "day-based" contracts (forfait jours) via a Part-Time Work arrangement.

Pass Teaching

Special provisions for the end of a career: see page 14

Pass Business creation

See page 15

Pass Solidarity Retirement

- Enables employees to volunteer with a non-profit organization and share their skills and expertise as part of the transition to retirement.
- Conditions:
  - be on a permanent contract with at least 3 years' seniority,
  - be eligible for a full-rate pension within 24 months, with the obligation to leave at the end of the Pass, including the ICDR,
  - Not exceed the date on which the employee becomes eligible for a full-rate pension during the PASS program,
  - assignment/professional project approved by the association,
- Terms :
  - project approval by the manager and HR,
  - agreement between Schneider Electric and the association,
  - STIP at the target for assignments > 8 months.
- **Pass Solidarity Retirement Full Time** :
  - maximum duration 12 months, renewable once,
  - remuneration maintained in full.
- **Pass Solidarity Retirement Part-Time** :
  - 50% of working time and 50% exemption from work and/or skills transfer option,
  - possibility of maintaining pension contributions to the basic and supplementary schemes on a full-time basis,
  - salary maintained according to gross annual earnings in relation to the "Plafond Annuel de la Sécurité Sociale" (PASS): 100% if 1 x PASS, 80% if 2 x PASS, 70% if > 2 x PASS,
  - possible advance of 40% of your ICDR, (to be requested at least 2 months before starting) to compensate for the drop in income associated with moving to part-time.

Pass Education Engineer for Schools (IPE)

- Enables employees to be **assigned full-time to an academic authority** (Education Department).
- Conditions:
  - Having CDI with at least 3 years of service.
  - Be no more than 48 months away from full retirement eligibility and commit to retiring at the end of the Pass program.
  - Obtain approval for the project from both the manager and HR.
- Terms :
  - 24 months, renewable once, i.e. a maximum of 4 years,
  - salary maintained and STIP paid to the target.

For employees **within 48 months of retirement**, possibility of combining with the ICDR in time.

Post-Retirement Professional Activity

For employees who wish to continue occasional professional activities after retirement, share their skills, and make their expertise available, Schneider Electric has established a partnership program. Through this program, employees/retirees may work for up to 100 days per calendar year. If you are interested, please contact Experconnect : www.experconnect.com.

End of the employment contract

	Definition	Notice period
End of Employment Mutual termination	• It allows the employer and the employee on an Permanent Employment Contract / Open-ended Employment Contract (CDI) to come to a mutual agreement on the conditions for the termination of the employment contract between them. • It is possible under conditions and compensation. • A termination agreement must be drawn up. • It must be validated by the DREETS.	• No notice period but departure date as mutually agreed.
Resignation	• Allows you to terminate your permanent contract (CDI) on your own initiative. • The departure date is linked to the notice period. Abandoning one's post is no longer considered a resignation, so it is not covered by unemployment insurance and, above all, it is impossible to work in another company.	• The length of notice depends on the job group: 2 calendar weeks for A and B, 1 month for C, 2 months for D and E, 3 months for F to I. • Note: the employer can decide to exempt you from giving notice. • Taking paid leave (CP) during the notice period extends the end date of the notice period, unless the leave was requested after the resignation was submitted.
Dismissal for poor performance	• The employer can invoke this reason to dismiss an employee who has not been able to carry out his task as stipulated in the employment contract (incompetence, professional unsuitability, errors, failures, disorganisation, insufficient or unusable work, lack of qualifications despite the employer's training efforts, etc.). • Minimum 8 months of uninterrupted seniority.	• The length of notice (1 to 3 months and up to 6 months for executives) depends on the job group, employee seniority and age. • Note: the employer can decide to exempt you from giving notice. • Taking paid holiday during the notice period pushes out the end date.
Dismissal for unfitness physical or mental	• The employer does not have the right to dismiss an employee who has an accident/illness and who can no longer fulfil their role without having first tried to modify/adapt their role according to the recommendations of the occupational physician. • In some cases, it may be important to start the disability recognition process (see the Klesia insurance policy)	• No notice period and no compensation in lieu of notice
Dismissal for serious or gross misconduct	• The employee's departure is immediate, without the possibility of executing the notice period or paying compensation (unjustified absences or abandonment of post, indiscipline, refusal to execute a task provided for in the contract, harassment, violence, insults, theft in the company, drunkenness in the workplace, etc.). • If the acts committed reflect a desire to harm the company and result in damage, the company may also claim damages from the dismissed employee.	• No possibility of working the notice period. • Not paid for it.
End of Employment Due to Retirement	• An employee can decide to retire once he or she has reached the legal age. This voluntary departure is equivalent to a breach of the employment contract • on the employee's initiative, but does not constitute • a resignation or a conventional termination of contract.	• Contact HRBP at least 6 months beforehand to finalise your departure and at least 2 months before taking an ICDR in time. • Update your retirement file 12 months before.

Final settlement statement: Employees have 6 months to challenge.
Dismissal disputes: Employees have 12 months to contest a dismissal.
Payroll errors: The employer may request reimbursement of amounts paid in error within a period of 3 years (Article L3245-1 of the French Labour Code).

	Redundancy Legal Redundancy Payment (ILL) Conventional Redundancy Payment (ICL)	**Tax and social security regime of the indemnity** 2025 PASS value: €48,060	**Return-to-work allowance** (ARE) formerly known as unemployment benefit.
	• At least equivalent to the more advantageous of ILL or ICL. • Employee can negotiate additional compensation with the employer • The employee receives the holiday pay (CPs), if he/she has not taken all the holidays earned at the date of termination of the contract.	• Tax-exempt up to the limit of the legal or contractual indemnity or 2 years' salary (or 50 % of the total indemnity) up to 6 PASS. • Exempt from social security contributions up to 2 PASS.	• The employee is entitled to the ARE. • Waiting period depending on the amount of the supra-legal severance pay received and the paid holidays. • MESE portability (1)
	• No ILL (no severance pay) • Payment of untaken holiday days (CPs).	• Compensation of notice period, payment of CPs, non-competition indemnity are subject to income tax.	• Except in special cases, resignation does not entitle you to receive ARE • No portability from the MESE
	• The employee receives ILL or ICL • Payment of untaken CPs.	• Tax-exempt up to the limit of the legal or contractual indemnity or 2 years' salary (or 50 % of the total indemnity) up to 6 PASS and exempt from social security contributions up to 2 PASS	• The employee is entitled to the ARE. • Waiting period depending on the amount of the severance pay received in excess of the statutory minimum received and the paid holidays. • MESE portability (1)
	• The employee receives ILL or ICL. • Special compensation if the physical unfitness is of professional origin (accident at work/ occupational disease). • The amount of the special compensation is at least equal to double the legal redundancy compensation without any seniority condition.	• Exempt from income tax if the incapacity is of • professional origin.	• The employee is entitled to the ARE. • MESE portability (1)
	• No severance pay. • Payment of untaken CPs.	• The payment of CPs is subject to income tax.	• The employee is entitled to the ARE. • MESE portability (1) except if the dismissal is due to gross misconduct
	• Retirement indemnities, provided that the pension is liquidated: ICDR (Capital or Annuity) and for some Article 39 (see page 26)	• Subject to income tax.	• Option to subscribe the MESE individual contract.

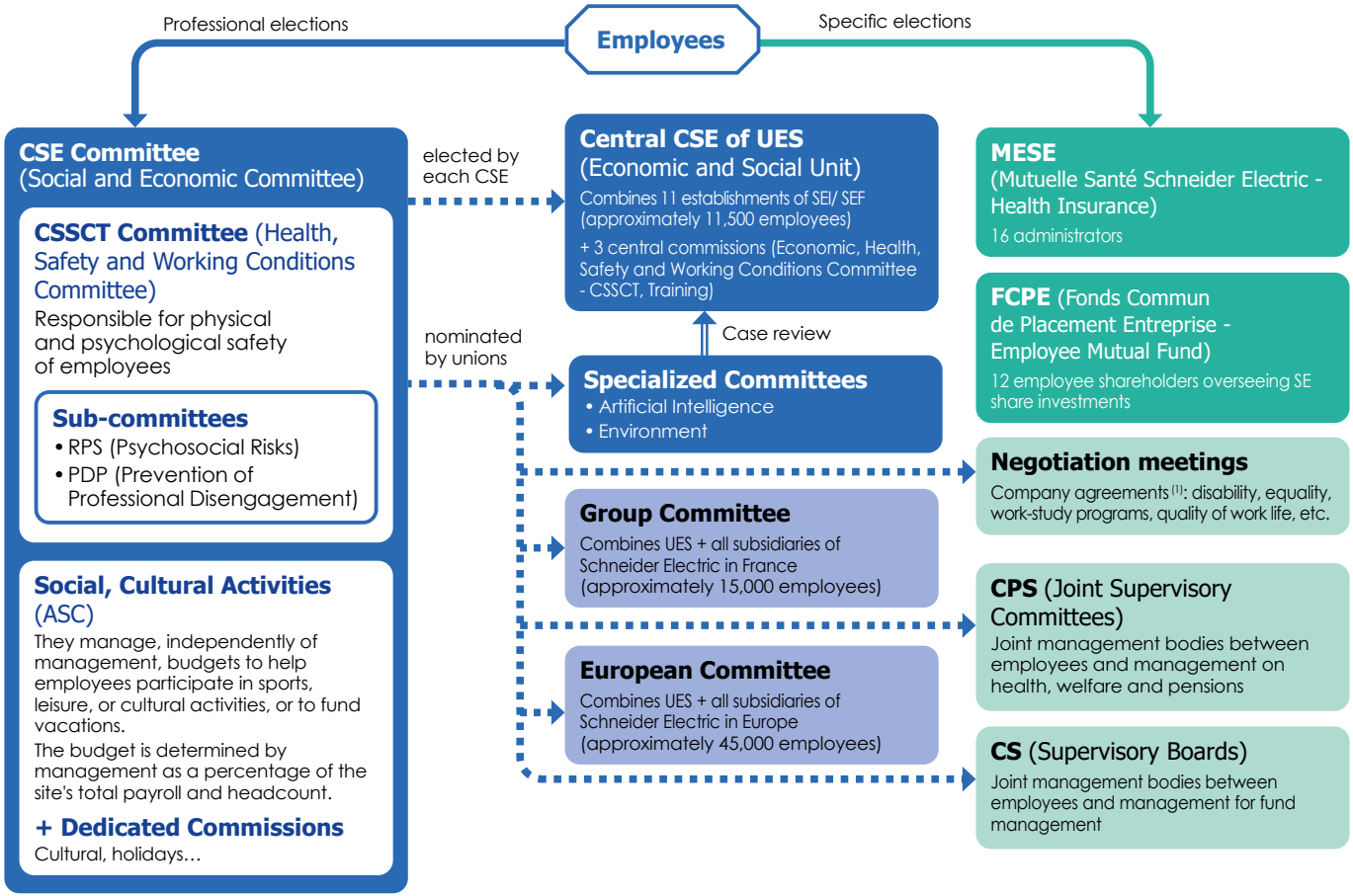
(1) Upon presentation of proof of coverage by unemployment insurance (max. 1 year)

Understanding how social dialogue works

Employee consultation & collective bargaining bodies

Having a union presence in the company is an opportunity for employees because it acts as a counterbalance to management.

- All employees elect the members of the Social and Economic Committee (CSE) for their establishment or subsidiary; these members, in turn, elect the members of the Health, Safety, and Working Conditions Commissions (CSSCT) and sub-committees.
- Social and cultural activities (ASC) are managed by the elected representatives based on the CSE election results.



(1) For an agreement to apply, the signatory unions must represent at least 50% of the votes.
It is signed by the Central Union Representative or the Group Coordinator depending on the scope concerned.

Discover the CFTC

Who are we?

The CFTC is one of the five nationally representative trade unions in France.

This status of the CFTC enables it to act significantly in the various institutions of the Republic, including the Ministry of Labour.

The CFTC actively participates in the management of joint governance bodies(1).

For example, CFTC is involved in the management such as social security, unemployment insurance, professional training, retirement, etc.

(1) Employers and employees are equally represented and manage, by "political" decision, the direction and use of contributions.

A trade union is an organization that defends the material and moral interests of employees.

It is represented at the workplace by company trade union sections, some of whose members are elected and represent the employees in the meetings of the CSE (Social and Economic Committee).

CFTC, The constructive union

We are there for you, at work and in your daily life, for training, retirement, employment, housing, family. We negotiate for you to defend your rights.



Open to all

- For over 100 years, the CFTC has been committed to defending all employees (operators, technicians, managers, apprentices, etc.) without distinction.

Ethical

- The values of the CFTC are **solidarity**, **respect** for others, social justice, tolerance and **secularism**.

Independent

- CFTC operates independently from all political parties, pressure groups and management.
- It is inspired by the principles of Christian social morality, unlike other unions which focus on class struggle.
- The CFTC is a reformist union that favours social construction.

Committed to dialogue and innovative

- The CFTC prioritizes negotiation to reach agreements that reconcile economic and social performance. Through a constructive approach, the CFTC seeks appropriate solutions to individual and collective issues, with a commitment to maintaining a high-quality environment.
- The CFTC is also prepared to engage in confrontation when necessary.

Growing Stronger

- The influence of the CFTC has been growing over the last few years at Schneider Electric.
- Thanks to your votes, the CFTC is currently the **leading union within SEI-SEF**.

Listening

- Recognition for the CFTC's action in the field, working with employees, is unanimous.
- Your CFTC representatives are always there for you, listening to your needs:
  - guiding you for procedures,
  - advising you on your career choices,
  - providing pertinent tools and analysis,
  - representing you in the various bodies.

Your CFTC contacts

SEI / SEF

Paris Region and Sales Agencies & Services (ACS)				
Paris-Nanterre, (Sense)	AUGIÉ	Régis	06 83 83 36 25	
	BOUTKHIL	Mohamed	06 80 45 80 80	GB
	FERREIRA	Rémi	06 08 60 65 13	
	GATEAUD-PELTIER	Catherine	06 83 84 10 08	
	GONCALVES DA SILVA	Jose	06 38 68 73 16	
	JADDI	Sanaa	06 48 60 46 02	
	LEFRANCOIS	Sophie	07 86 43 41 13	
	MERLINI	Xavier	06 43 83 62 20	GB
	MOINE-PICARD	Lydie	06 72 91 98 50	
	NANAME	Masinissa	06 73 63 33 07	
	NICKMILDER	Jean	06 83 84 10 13	
	PERROT	Xavier	06 82 46 37 83	GB
	PY	Lionel	06 83 87 67 11	
	QUIERZY	Williams	06 72 92 40 21	GB
	SAAIDI	Mohamed	06 85 41 19 51	
	TOUATI	Bilal	06 83 83 35 90	
	ZAOUI	Sayah	06 85 41 19 49	GB
Aix	SOLIVERES	Hervé	06 70 27 46 35	
Antilles	NORDEN	Keriane	(596) 6 96 36 36 55	
Bordeaux	THOUS	Rudolfe	06 08 66 81 98	
	BOUNAJI	Morad	06 31 53 90 55	
Clermond-Ferrand	GAZZOLA	Cyrille	06 87 72 37 65	
Dijon	DUFEU	Jacques	06 87 76 74 94	
Grenoble (Intencity)	PONNANNA	Nischay	07 72 35 10 71	GB
	RECHARD	Cidalia	06 48 99 30 55	GB
Lille	BOURGEOIS	Gilles	06 83 83 90 22	
	DUVIVIER	Sandrine	06 32 64 76 92	
	WILDENDAELE	Michael	06 83 83 89 09	
Lyon	LECAMUS	Dominique	06 81 53 75 63	GB
	LE BOT	Patrick	06 76 45 60 15	
Montpellier	HAAS	Pierre	06 32 93 92 18	
Mulhouse Soultz	KOCH	Claudine	06 77 30 41 89	
Nantes	OJEA	Jose-Manuel	06 83 12 33 89	
Strasbourg	RODICQ	Angèle	06 87 72 85 14	
Toulouse	DECLERCK	Katy	06 37 66 09 27	
	BEAUJARD	Claude	06 71 04 58 93	
	RASSET	Éric	06 87 73 05 46	

Grenoble				
Electropole 38EQI	BUR	Emmanuel	06 49 51 90 67	GB
	BUSI	Maguelonne	06 37 06 02 00	GB
	CARTIER MILLION	Christophe	06 07 79 90 19	GB
	CHEVALLET	Olivier	06 74 41 59 41	GB
	CUENOT	Pierre	06 89 36 69 31	GB
	DURIF	François	06 89 84 66 88	GB
	FERRANDO	Laurent	06 45 08 81 27	
	JAVELON	Laurent	06 31 95 95 34	
	LAPERSONNE	Sylvie		
	LE LOC'H	Sophie	06 30 71 45 49	GB
	MOREAU	Patrick	06 89 95 69 36	GB ES
	RESTANI	Sylvie	06 89 95 69 50	GB
	SOENEN	François	06 89 95 69 51	GB
IntenCity 38INT	BONNARDEL	Philippe	06 30 69 41 75	GB
	BONNEL	Mélanie	06 33 51 12 71	GB
	CHRISTOPHE	Hervé	06 87 72 84 87	
	MALI	Sunil	06 45 75 27 44	GB
	MICHEZ	Valérie	06 31 37 00 28	GB
	MILLON	Anne	06 87 81 98 60	GB
	PERRON	Laurent	06 84 65 82 44	
	PERRONET	Alexandra	06 40 68 47 53	
	SEILLER	Sylvie	06 75 90 58 40	GB
	TOURNIER	Sébastien	06 83 15 37 03	
	TREREMI	Virginie	06 80 61 70 14	GB
Le Fontanil 38LL	DECHAUX-BLANC	Nicolas	06 40 20 02 30	
MasterTech MTT - SDE	BEDAR	Hakim	06 68 81 84 29	
	FENOLI	Caroline	07 85 34 88 75	
	NAVARRO	Virginie		
	SEMCHAOUI	Hedi		
MESE MEZ	LASEN	Laurent	06 71 30 83 07	GB
	QUATRESOLS	Nicolas	06 32 63 29 86	
Technopole 38TEC	BELALA	Habib		
	CAZALS	François	06 45 81 82 45	GB
	CAZALS	Mael	06 40 97 19 79	GB
	DAHMANE	Mihoub	06 80 74 78 04	GB
	DELAITRE	Ivan	06 42 28 60 30	
	GAL	Isabelle	07 85 61 17 60	GB
	MARTY	Frédéric	06 84 69 04 06	GB ES
	RETIF	Richard	06 33 31 94 72	GB
	RICHARD	Hervé	06 30 06 21 06	

Lattes				
	Belin	Christophe	0673285822	
	Fiordelli	Hélène	0687313421	
Normandy				
Beaumont Le Roger	BEHOTTE	Eddy	06 03 19 19 30	
	LAMBERT	Ludovic	06 77 36 39 17	
	LEMOULANT	Sébastien	06 19 68 02 62	
	PAYSANT	Yannick	06 77 36 55 97	
Le Vaudreuil	OTT	Stéphane	06 21 18 70 31	
Angoulême				
Les Agriers L'Isle d'Espagnac	CHAGRELLE	Christophe	06 71 69 23 84	
	HERNANDEZ	Olivier	06 34 27 63 64	
	LAYBATS	Estelle	06 63 46 65 62	
	MOUSSET	François	06 40 12 05 24	
	OURIZAT	Aurélien	06 41 41 91 63	
Carros				
	EL GHARBI	Saif	06 34 32 13 49	
	HADJI	Faudel	06 32 54 22 72	
Dijon				
	LE GUEN	Jean-Michel	06 75 26 46 58	
	MAZELIER	Alain	06 50 97 73 13	
	PERROT	Jean-Charles	07 78 14 49 71	

Group coordinators

- **Sylvie RESTANI**: 06 89 95 69 50
- Xavier MERLINI (deputy): 06 43 83 62 20
- Emmanuel BUR (deputy): 06 49 51 90 67

Central Trade Union Delegation

- **François SOENEN**: 06 89 95 69 51
- Ludovic LAMBERT (deputy): 06 77 36 39 17

Subsidiaries

CEV			
Privas	MAZEL	Damien	06 81 15 17 23
eStar			
	BECQUEVORT	Arnaud	06 70 99 03 44
	DELAUBERT	Guillaume	06 99 32 05 02
	GENAY	Mikael	
	PIC	Françoise	07 87 66 77 91
	PICOT	Clémence	
	SANNET	Daniel	06 07 65 02 31
France Transfo			
Ennery Mézières	LAMORLETTE	Franck	06 10 60 86 74
IGE			
Colomiers	COLIN	Christian	06 84 95 62 36
	LEJEUNE	Nathalie	06 03 41 59 62
	MARCOZ	Franck	06 32 70 47 47
Colombes	BIANIC	Ludovic	07 86 75 63 11
	PALCOUX	Théodore	06 30 47 37 58
	SIAD	Sabah	06 65 53 47 37

Syndicat cftc

20

Sustainable mobility package carpooling, bicycle, electric / hybrid vehicle

Remote working Annual expense report for field employees

Donation of paid leaves (CP) to the solidarity fund from Jan. 1 to March 31

Incentive and profit-sharing investment

Transfer of up to 5 CPs to CET

Monthly contribution PERECO/PEG

DEC 2026	JANUARY	FEBRUARY	MARCH	APRIL	MAY	JUNE
1 T 49	**1 V** New Year's Day	1 M	1 M	1 T	**1 S** Labor Day	1 T 22
2 W	**2 S**	2 T 05	2 T 09	2 F	**2 S**	2 W
3 T	**3 D**	3 W	3 W	**3 S**	3 M	3 T
4 F	4 M	4 T	4 T	**4 S**	4 T 18	4 F
5 S	5 T 01	5 F	5 F	5 M	5 W	**5 S**
6 S	6 W	**6 S**	**6 S**	6 T 14	6 T Ascension	**6 S**
7 M	7 T	**7 S**	**7 S**	7 W	7 F	7 M
8 T 50	8 F	8 M	8 M	8 T	**8 S** Victory 1945	8 T 23
9 W	**9 S**	9 T 06	9 T 10	9 F	**9 S**	9 W
10 T	**10 S**	10 W	10 W	**10 S**	10 M	10 T
11 F	11 M	11 T	11 T	**11 S**	11 T 19	11 F
12 S	12 T 02	12 F	12 F	12 M	12 W	**12 S**
13 S	13 W	**13 S**	**13 S**	13 T 15	13 T	**13 S**
14 M	14 T	**14 S** Valentine's Day	**14 S**	14 W	14 F	14 M
15 T 51	15 F	15 M	15 M	15 T	**15 S**	15 T 24
16 W	**16 S**	16 T 07	16 T 11	16 F	**16 S**	16 W
17 T	**17 S**	17 W	17 W	**17 S**	17 M Pentecost	17 T
18 F	18 M	18 T	18 T	**18 S**	18 T 20	18 F
19 S	19 T 03	19 F	19 F	19 M	19 W	**19 S**
20 S	20 W	**20 S**	**20 S** Spring	20 T 16	20 T	**20 S** Father's Day
21 M	21 T	**21 S**	**21 S**	21 W	21 F	21 M Summer
22 T 52	22 F	22 M	22 M	22 T	**22 S**	22 T 25
23 W	**23 S**	23 T 08	23 T 12	23 F	**23 S**	23 W
24 T	**24 S**	24 W	24 W	**24 S**	24 M	24 T
25 F Chr.	25 M	25 T	25 T	**25 S**	25 T 21	25 F
26 S	26 T 04	26 F	26 F	26 M	26 W	**26 S**
27 S	27 W	**27 S**	**27 S**	27 T 17	27 T	**27 S**
28 M	28 T	**28 S**	**28 S** Easter + 1 h	28 W	28 F	28 M
29 T 53	29 F		29 M	29 T	**29 S**	29 T 26
30 W	**30 S**		30 T	30 F	**30 S** Mother's Day	30 W
31 T	**31 S**		31 W 13		31 M	

Zone A : Besançon, Bordeaux, Clermont-Ferrand, Dijon, Grenoble, Limoges, Lyon, Poitiers + Corse
Zone B : Aix-Marseille, Amiens, Caen, Lille, Nancy-Metz, Nantes, Nice, Orléans-Tours, Reims, Rennes, Rouen, Strasbourg
Zone C : Créteil, Montpellier, Paris, Toulouse, Versailles

27

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Modification of the MESE additional voluntary contribution

Exceptional (one-time) **contribution on PERECO/PEG**

JULY	AUGUST	SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER	JAN 2028
1 T	**1 S**	1 W	**1 F**	1 M Toussaint	1 W	**1 S**
2 F	**2 M**	2 T	**2 S**	2 T 44	2 T	**2 S**
3 S	3 T 31	3 F	**3 S**	3 W	3 F	3 M
4 S	4 W	**4 S**	4 M	4 T	**4 S**	4 T 01
5 M	5 T	**5 S**	5 T 40	5 F	**5 S**	5 W
6 T 27	6 F	6 M	6 W	**6 S**	6 M	6 T
7 W	**7 S**	7 T 36	7 T	**7 S**	7 T 49	7 F
8 T	**8 S**	8 W	8 F	8 M	8 W	**8 S**
9 F	9 M	9 T	**9 S**	9 T 45	9 T	**9 S**
10 S	10 T 32	10 F	**10 S**	10 W	10 F	10 M
11 S	11 W	**11 S**	11 M	11 T Armistice 1918	**11 S**	11 T 02
12 M	12 T	**12 S**	12 T 41	12 F	**12 S**	12 W
13 T 28	13 F	13 M	13 W	**13 S**	13 M	13 T
14 W National Day	**14 S**	14 T 37	14 T	**14 S**	14 T 50	14 F
15 T	**15 S** Assumption	15 W	15 F	15 M	15 W	**15 S**
16 F	16 M	16 T	**16 S**	16 T 46	16 T	**16 S**
17 S	17 T 33	17 F	**17 S**	17 W	17 F	17 M
18 S	18 W	**18 S**	18 M	18 T	**18 S**	18 T 03
19 M	19 T	**19 S**	19 T 42	19 F	**19 S**	19 W
20 T 29	20 F	20 M	20 W	**20 S**	20 M	20 T
21 W	**21 S**	21 T 38	21 T	**21 S**	21 T 51	21 F
22 T	**22 S**	22 W	22 F	22 M	22 W Winter	**22 S**
23 F	23 M	23 T Autumn	**23 S**	23 T 47	23 T	**23 S**
24 S	24 T 34	24 F	**24 S**	24 W	24 F	24 M
25 S	25 W	**25 S**	25 M	25 T	**25 S** Christmas	25 T 05
26 M	26 T	**26 S**	26 T 43	26 F	**26 S**	26 W
27 T 30	27 F	27 M	27 W	**27 S**	27 M	27 T
28 W	**28 S**	28 T 39	28 T	**28 S**	28 T 52	28 F
29 T	**29 S**	29 W	29 F	29 M	29 W	**29 S**
30 F	30 M	30 T	**30 S**	30 T 48	30 T	**30 S**
31 S	31 T 35		**31 S** - 1 h		31 F New Year's Eve	31 M

Public holiday

Bridge holiday Schneider ACS-RP, Grenoble and BLR (week)

Syndicat cftc Schneider Electric

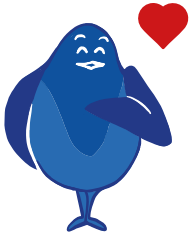
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