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.