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