# 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