

## Managing my money

# The Time Savings Account (CET)

### The terms for storing unused paid leave

#### Maximum transfer of 5 days per year

- To be made before end of May via PayLink

#### Total allowed cumulation

- 25 days (doubled to 50 days for employees within 5 years of the legal retirement age).

#### 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 exits

#### Possible wind up of the CET 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.

#### Possibility of using your CET in time, just before retirement

- In order to anticipate end of the working career, the days saved in the CET can be used as CPs, on the condition that they are taken just before 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.
- For remuneration (subject to tax) of days of statutory leave (sabbatical leave, training leave, parental leave, part-time...)
- 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.