

Preparing my departure

Specific arrangements for retirement

Conventional Retirement Indemnity (ICDR)

- Compensation paid in the form of a lump sum upon retirement, or taken in the form of a dispensation from work prior to retirement.
- 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 profitsharing and participation Requesting a pension settlement from HRBP by indicating the choice of ICDR and specifying the dates, at least 2 months before the start of the ICDR.

The ICDR can be taken in time after reaching the date of full-rate retirement date, in order to benefit from a retirement with surcote.

Possible options for ICDR

Seniority at the time of retirement	Capital (in months of salary)	Duration of exemption from activity ⁽¹⁾		
		Nb of months 100 % paid ⁽¹⁾	SEI-SEF	
			Nb of months paid ⁽¹⁾	Nb of months 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.
- Pension calculated on the basis of the difference in entitlements to the former CFC (frozen on 31/12/2013) and to the ICDR (on the date of retirement), after application of a reduction of 3 % per year between the year of birth and 1953 (see table CFC Entitlements, opposite).

If the assessed annuity is \leq €110/month, the capital should be paid in 1 installment.

Remember to recover it quickly after your departure, because, in the event of the employee's death, the capital is lost.

Procedure for liquidating Article 39

- 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

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

