

# Preparing my departure

## Progressive retirement

### How does it work?

- Progressive retirement consists of:
  - Reduce activity by working between 40 % and 80 % on a full-time basis, renewable and adaptable each year
  - Receive part of the basic and supplementary pension
  - Continue to contribute for their final retirement.
- Schneider values progressive retirement by contributing (employer + employee share) on a full-time basis **except for executives on a daily basis.**
- Possibility of carrying out a simulation on the site of [l'assurance retraite](#).

### Conditions

- To be within 2 years of legal retirement age.
- Acquired at least 150 quarters.
- Obtain the agreement of the employer. Progressive retirement requires an amendment to the employment contract.

The employer may not oppose an employee's request:

- already part-time
- or have a personal hardship prevention account with at least 80 points.

### Progressive retirement amount

- Your phased retirement is calculated according to the same formula as your final retirement.
- If you don't have enough quarters yet to qualify for a full-rate pension, your phased retirement is subject to a discount, which cannot exceed 25 %.

### Amount of final retirement

- At the time of the claim for settlement, the amount of the retirement pension will be recalculated considering the additional contributions from part-time work.

When you benefit from this scheme you are not obliged to retire at the legal retirement age.

