



Increase of the matching contribution

First proposal at €1700

2024/10/08

The matching contribution at €1404 stay unchanged for 20 years.
The evolution is one of the CFTC revendications since years.
The CFTC is calling for a €2,000 top-up, which would bring it into line with price rises.

Today, management is taking the first step!

Additional contribution of €296 excluding WESOP and equity funds (fonds actions)

In its proposal, management argues that the “equity fund” is a “global fund” and that it is not possible to increase the contribution for French employees alone.
This new agreement should make it possible to “capture” the additional €296 from the other funds.

Main changes :

- **The matching contribution on the equity fund (fonds actions)** will be at maximum of €1,400 (vs. €1,404), with the same rules as before: :
 - Outside WESOP : 100% for the first €700 € and 50% for the €1400 next
 - In case of WESOP: 85% for the first €700 and 35% for the €2300 next
- **The matching contribution on the other funds** is at **€1000** instead of €700 with the same rules as before: ie 100% for the first €1000.

To get the maximum matching contribution, you must invest at least €300 in a fund other than the shareholding fund or the WESOP relay fund.

You can obtain €1700 of matching contribution by investing :

- **€3000 if WESOP** (€1000 outside equity funds and €2000 in equity funds)
- **€2400 if no WESOP** (example : €300 outside equity funds and €2100 in equity funds)

For the CFTC, this change in the matching contribution is a step forward. A second round of negotiations is scheduled for October 22.

The CFTC will negotiate an additional gesture.