

Information Meeting

RCC: Rupture Conventiionnelle Collective

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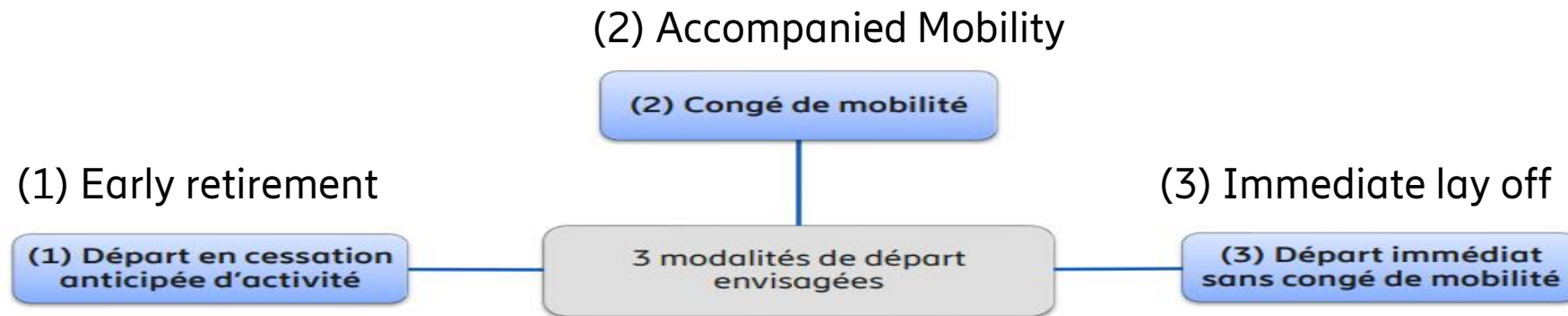
Délégué Syndical CFTC



What is an RCC ? (Rupture Conventionnelle Collective)

- Workforce Reduction Plan Based **Exclusively on Voluntary Departures**
- An alternative to economic layoffs: **no forced terminations**
- Implemented through an agreement with labor unions, which must then be approved by the French authorities DRIEETS (15 days for the authority to issue its decision)
- Can be used by any company, without the need for economic justification

The Company is offering three departure options as part of this Voluntary Departure Plan (RCC)



1. Option 3 : Immediate departure without a Mobility leave

Age on Jan **Dec 2026** 20-29 : 9 **16** months **SMR**

30-39 : 12 **19** months

40-49 : 14 **21** months

50-60 : 22 **25** months

60 61 ans et plus : 14 **16** months



Severance pay

(Tax-exempt; social charges apply only to the portion exceeding ~ €90K)

(1) Contractual severance pay
(Metallurgy Collective Bargaining Agreement)

ICL (Indemnité Conventionnelle de Licenciement)

(2) ADDITIONAL COMPENSATION

(Age on **DECEMBER 31st 2026**)

20-29 : 9 **16** months

30-39 : 12 **19** months

40-44 : 14 **21** months

45-49 : 16 **21** months

50-55 : 20 **25** months

56-60 : 22 **25** months

60 **61** and plus : 14 **16** months

(*) $SMR = (Annual\ Base\ Salary + SIP/STV\ 100\% + Overtime + On-duty\ allowance + seniority\ allowance) \div 12$

STV/SIP 2026

Paid on a pro rata basis

Vacations (congés payés)
CP/CET/RTT taken or paid before leaving the Company

Social Support Measures

LIMITED PERIOD :

3 months starting from the employee's actual departure from the company

(6 months for business creation or takeover)

Support Services

Career transition support

Training assistance (Skill adaptation, Retraining, VAE)

Assistance for business creation or takeover

Geographic Mobility Assistance

2. Option 2 : Departure with Mobility Leave

Accompanied search for a new job, training, changing career path, etc.



Duration of the scheme

Not in Reconversion program

Age < 40 : 4 **6** months

< 45 : 6 **7** months

< 50 : 9 months

50 and plus : 12 months

Reconversion program

For all : 16 **24** months



Amount of the allowance

65% **70%** of SMR(*)

SMR increase in case of reconversion program

In 2027, SMR review according to Agirc-Arrco pension index

(*) $SMR = (Annual\ Base\ Salary + SIP/STV\ 100\% + Overtime + On-duty\ allowance + seniority\ allowance) \div 12$



Social Support measures

Career transition support

Training assistance (Skill adaptation, Retraining, VAE)

Assistance for business creation or takeover

Geographic Mobility Assistance

STV/SIP 2026

Paid on a pro rata basis

AGIRC/ARRCO pension contribution kept at 100%

Fast return-to-work bonus (70% of remaining allowance if return-to-work before half of Mobility Leave)

Vacations (congrés payés) CP/CET/RTT taken or paid before start of Mobility Leave



Severance pay

(Tax-exempt; social charges apply only to the portion exceeding ~ €90k)

(1) Contractual severance pay (**Metallurgy Collective Bargaining Agreement**)

ICL (Indemnité Conventionnelle de Licenciement)

(2) ADDITIONAL COMPENSATION

(Age on **January Dec 31st 2026**)

20-29 : 2 **5** months **SMR**

30-39 : 3 **6**

40-44 : 4 **7**

45-49 : 5 **8**

50-55 : 6 **9**

56 and plus : 8 **10** months

3. Option 1 : Early Retirement (CAA)



Duration of the scheme

Up to retirement limited to **6** years and to legal retirement age of full rate pension

Limited to 30 employees eligible to CAA



Amount of the allowance

~~60%~~ **70%** of SMR(*) for up to 3 years
~~55%~~ **65%** of SMR(*) for up to 4 years
~~50%~~ **60%** of SMR(*) for up to 5 years
50% of SMR(*) for up to 6 years
50% of SMR (*) beyond legal retirement age (64)

minimum: 3300€ gross allowance
limited to: 5000€ gross allowance

(*) $SMR = (Annual\ Base\ Salary + SIP/STV\ 100\% + Overtime + On-duty\ allowance + seniority\ allowance) \div 12$



Vacation (congés payés, ancienneté), RTT, CET)

Taken before CAA (which starts after vacation)

No vacation days acquired during CAA

Seniority

No seniority acquired during CAA

STV/SIP 2026

Paid on a pro rata basis

Health & Welfare Coverage

Kept during CAA

AGIRC/ARRCO pension contribution kept at 100%

Seniority >2 years



Severance pay

(Tax-exempt; social charges apply only to the portion exceeding ~ €90k)

Legal Severance Pay (Indemnité Légale)

Best among average of last 3 or last 12 months salary before beginning of CAA, including STV
Possibility to ask for 50% IL advance at CAA start (tax exempted)

SMR annual review

SMR annual review according to Agirc-Arrco index

Other paid activity

Except Ericsson competitors
Total revenue limited to 100% SMR

4. Measures applicable to departure options 2 and 3 (1/3)

Geographic Mobility Assistance

Eligibility conditions:

- Distance $\geq$ 50 km or travel time $\geq$ 1 hour 30 minutes
- Relocation within 4 months following the start date

Assistance offered (Ceiling: ~~5.000 €~~ 7.500 € incl. VAT) :

- Dual residence costs: coverage of the additional rent (within a limit of 4 months and the overall budget)
 - Temporary stay costs before relocation: transportation, accommodation, meals (maximum 1 month)
 - **Family visit:** round-trip travel (2 days / 1 night) for spouse/children
 - **Moving expenses and leave:** costs covered (2 detailed quotes required, based on the lowest estimate)
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4. Measures applicable to departure options 2 and 3 (2/3)

Training Assistance

These trainings may be considered cumulatively, but only in strictly exceptional cases, and when the employee's individual situation justifies it in terms of the consistency of their professional project.

~Adaptation Training:

- **Purpose:**
 - ✓ Adapt one's professional profile, through further development, to the requirements of the new position
 - ✓ Acquire new knowledge and/or qualifications to better meet the demands of the job market
- **Ceiling:** ~~5.000 €~~ 12.000 € taxes-excluded

Career Change Training (Reconversion program):

- **Purpose:** Acquire new skills with a view to a professional reorientation enabling a change of occupation (≥ 300 hours or duration ≥ 6 months)
- **Ceiling:** ~~15.000 €~~ 30.000 € taxes-excluded

Recognition of Prior Learning (VAE) :

- ✓ Purpose: validation ~~auprès~~ d'un organisme agréé par l'Etat
- ✓ Ceiling: ~~5.000 €~~ 12.000 € taxes-excluded

Pooling of training and RPL (Recognition of Prior Learning) budgets :

- ✓ Total amount : ~~500.000 €~~ 750.000 € taxes-excluded

4. Measures applicable to departure options 2 and 3 (Part 3 of 3)

Support for business creation or takeover

Gross Conditions :

- Project approved by the Support Unit
- Complete business plan (market study, financing, lease, etc.)
- Effective control of the company ($\geq 51\%$ of the capital) or self-employed activity
- During the mobility leave or within 3 **6** months following immediate departure without mobility leave

Personalized support by the Support Unit

- 4 steps: guidance → preparation → evaluation → launch & follow-up
 - ✓ Administrative, legal, and commercial procedures
 - ✓ Seeking funding
 - ✓ Customized training
 - ✓ Partners: Chambers of Commerce/Trade, France Travail

Financial support of ~~25,000~~ **30,000€ (payment in 2 installments) :**

- ✓ ~~12,500€ gross~~ **18,000€** gross at creation (K-Bis or proof of activity)
- ✓ ~~12,500€ gross~~ **12,000€** gross après 6 months (proof of continuity)

Exceptional increase up to **€45,000** gross (1st payment: **€27,000** and 2nd payment: **€18,000**) when the nature of the business creation or takeover project requires significantly higher initial investments (prior validation by the Support Unit, detailed business plan, supporting documents)

5. 2026 Annual Salary Review Negotiation (NAO)

Guarantee of a **minimum** salary increase budget of **2%** for
the 2026 Annual Salary Review (NAO)

RCC Timeplan

