





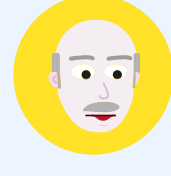




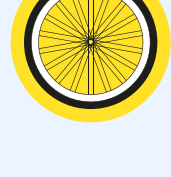

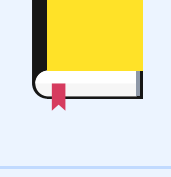
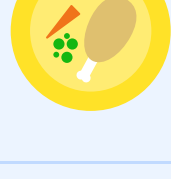
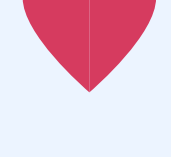


France

How benefits work

	STATUTORY	GOOD PRACTICE	ABOVE & BEYOND
 Weekly Working Hours	35 hours weekly, additional hours trigger overtime	35 hours weekly	Flexible working hours
 Overtime Compensation	Every hour beyond the weekly 35 hours. Payment varies between 110% and 150% of regular wages	125% minimum pay and/or time off in lieu of remuneration for overtime	150% remote first overtime pay for the entire overtime
 Paid Time Off	30 days annually Up to 2 additional days for certain employees with extended working hours	Up to 10 additional days off	Unlimited time off with statutory minimum
 Public Holidays	11 public holidays, only Labour Day must be paid	All public holidays paid	Additional time off for Christmas and Easter

General benefits

 Pension	Social Security covers this through Pension ¹ and Old age insurance ²		Up to 5.5% additional monthly contributions
 Healthcare	Mutuelle (private health insurance) for all employees	Private health insurance covering dependents	Dental and vision insurance
 Home Office	Work from home allowances and compensations are in place when the employee doesn't have an office at their disposal	Ergonomic consultation and workstation	€100 allowance and ability to request additional equipment
 Profit Sharing³	Profit-sharing plan negotiated as part of a collective bargaining agreement	Bonus plans, such as 13th month pay, year-end or performance-based bonuses	Bonus plans, such as 13th month pay, year-end or performance-based bonuses
 Flexible Working	3 days a week minimum if remote work possible	Hybrid model (WFH 1-3 days weekly or as desired)	Flexible working hours or WFH full-time
 Transport	50% of commuting expenses on public transport	Full cover of a second-class transportation card	Full cover for first-class transport or company car
 Life Insurance	Prévoyance is mandatory for managers in all industries and to all employees in certain industries	Providing all employees with Prévoyance regardless of the industry	
 Education & Training		Budget for conferences, seminars or mentorship programs	Monthly allowance for training, courses, books or language courses
 Meals		Coffee, tea, snacks. Lunch vouchers, tax free up to €5.55	Subsidised or free breakfast and/or lunch; weekly drinks
 Wellness Program		Employee Assistance Programme, gym membership	Coaching, massages, language lessons, yoga

Leave

 Sick Leave	33 days at 80% of gross salary + Paid leave after 4th day, covered by Social Security at 50-90% of earnings, capped at €46 per day	Pay for first 3 days of illness	Top up to 100% of salary
 Maternity Leave	16 weeks off, 26 after 3rd child. The pay, covered by Social Security is an average from the 3 previous months, capped at €89.03 per day	Top up to full compensation	Up to 8 additional weeks
 Paternity Leave	14 days off ⁴ , 3 of them paid by the employer, the rest by Social Security, capped at €89.03 per day	Top up to full compensation	Additional 4-8 weeks paternity leave
 Adoption Leave	10-22 weeks depending on number of existing and adopted children. The pay, covered by Social Security, is capped at €89.03 a day	Top up to full compensation	Additional 4-8 weeks adoption leave
 Parental Leave	Full time or part time unpaid parental leave, available for one year. Additional 310 days off if the child has a serious illness		
 Carers Leave	<ul style="list-style-type: none">2 days paid leave to care for a child with disability or chronic pathology3 months unpaid⁵ leave to care for a disabled relative	<ul style="list-style-type: none">Paid leave when taking care of sick childrenTop up of the daily caregiver allowance	Additional to unlimited paid time off to care for sick children
 Bereavement Leave	<ul style="list-style-type: none">2-7 days paid by the employer, varying on relationshipFamily solidarity covered by Social Security, capped at 3 months, €56.27 per day	Additional 1 to 2 weeks of paid time off	Unlimited paid time off
 Family Leave	<ul style="list-style-type: none">Child birth or adoption: 3 daysWedding or civil union: 4 daysChild's wedding: 1 day	Additional time off for other life events, such as moving houses, child's graduation, charity work	
 Sabbatical Leave	6-11 months unpaid leave if employee has been with the company 36 month	One month paid sabbatical	Sabbatical paid for 1-3 months
 Business Creation Leave	Up to one year full or part-time unpaid leave to take care of a new business, eligibility applies		