



Explore your benefits. What's changing for 2025



Benefits Annual Enrollment
Oct. 21 – Nov. 5, 2024

(until 5 p.m. Central time)

Schneider Electric Benefit Program for U.S. non-union,
Greensboro union and Pleasanton (CWA) union employees

Life Is On

Schneider
Electric



2025 Annual
Enrollment

Explore your benefits.

You can choose from a variety of Schneider Electric benefits and well-being programs to help you thrive in all areas of your life: at work, at home and everywhere in between. This includes flexibility on how you pay for some of your benefits and which benefits you can select. We also offer many resources to support your work and personal life.

Among the changes for 2025, we're increasing the amount of Benefit Bucks you'll receive and expanding your options for using your Life Planning Account.

Explore all your benefits and well-being resources and see what's new for 2025.

Annual Enrollment for 2025 benefits

This is your **once-a-year opportunity** to choose the benefit options that best meet your needs and help support your well-being. Read up on what's new and follow the enrollment checklist to ensure you have the coverage you want in 2025.

Visit Rewards@Schneider to find all your Annual Enrollment materials, personalized benefit information and more.



rewards-nam.se.com

What's new for 2025

Get more **BenefitBuck\$**

Schneider Electric will provide you with **\$750 in Benefit Bucks** (\$150 more than 2024!) to apply to some of your benefit costs. Spend them on benefits like the PTO Purchase Program | a contribution to your Health Savings Account (HSA) or flexible spending account (FSA) | legal services plan | vision plan | supplemental insurances (life and disability) | and more.

Need more flexibility? Add your Benefit Bucks to your Life Planning Account¹ (along with your earned Virgin Pulse Pulse Cash [renaming to Rewards Cash in 2025]) to reimburse yourself for expenses such as pet insurance, student loan repayments, sustainable products (like an energy-efficient fridge) and more. Search “Benefit Bucks” and “Life Planning Account” on [Rewards@Schneider](#) to learn how these programs work.

NEW! Don't miss ← your Company HSA contribution.

Starting in 2025, you need to contribute a minimum amount to your Health Savings Account (HSA) each year to receive the Schneider Electric HSA contribution. Consider using the increased Benefit Bucks to make your contribution.



Get the most from your Health Savings Account (HSA).

You must contribute to your HSA to get the Schneider Electric HSA contribution.

In 2025, contribute using either Benefit Bucks or your own money:

- For employee only coverage, **contribute at least \$100 annually to get your Schneider Electric HSA contribution** (approximately \$4.17 per paycheck if paid semi-monthly or \$1.93 per paycheck if paid weekly).
- For family coverage, **contribute at least \$200 annually to get your Schneider Electric HSA contribution** (approximately \$8.34 per paycheck if paid semi-monthly payroll or \$3.85 per paycheck if paid weekly).

2025 HSA contributions

Who is covered	Schneider Electric contribution	+	Your maximum contribution ^{2,3}	=	2025 IRS limit
Employee only	\$700	+	\$3,600 (\$100 minimum to get Company contribution)	=	\$4,300
Family	\$1,400	+	\$7,150 (\$200 minimum to get Company contribution)	=	\$8,550

1. Benefit Bucks you contribute to your Life Planning Account will be taxed because you pay for these benefits with after-tax dollars.
 2. If you turn age 55 by December 31, 2025, you can contribute an additional \$1,000.
 3. Benefit Bucks applied toward your HSA will apply toward your maximum contribution limit.



GOOD TO KNOW ABOUT YOUR HSA

- Schneider Electric deposits the **full HSA Company contribution to your account by the end of January.**
- Any Benefit Bucks you choose to contribute will be deposited on a **per-pay-period** basis.

Advantages of saving with an HSA

- **Use now or save — even for retirement:** When you incur eligible expenses, you decide...
 - If you want to use HSA dollars to pay the expense (funds are available when they're posted to your account), or
 - Pay out of your own pocket and save your HSA dollars for future expenses. An HSA is a great way to save for expenses in retirement.
- **Get triple-tax savings:**
 1. Contributions are tax-free: both Schneider Electric's and yours.
 2. Money grows tax-free with interest/earnings.
 3. Withdrawals are tax-free for eligible expenses.
- **Money is always yours:** Because any unused money in your HSA rolls over from year to year, you can save the money in your HSA to use in the future, even if you leave the Company or retire.
- **Decide if you want to contribute:** In general, you can start, change or stop your contributions anytime during the year at se-benefitslink.com. However, if you would like to receive the Company HSA contribution, you must satisfy the minimum employee contribution amount before you can stop your contributions.
- **Invest your money:** If you have at least \$1,000 in your account, you can invest in a variety of mutual fund options made available by Inspira Financial, the HSA custodian. To access your account and for more information, visit inspirafinancial.com.



If you're not already contributing, why wait? ←

You can use your HSA to grow your retirement savings for later and lower your taxes now!



Medical plan deductibles are increasing.

For 2025, the IRS minimum annual deductible amounts are increasing for the CDHPs. As a result, the medical plan deductibles will increase as shown in the chart below.

Deductible	Core CDHP		Buy-up CDHP		Core PPO	
	You pay in-network	You pay out-of-network	You pay in-network	You pay out-of-network	You pay in-network	You pay out-of-network
Single	\$3,300 (\$100 increase)	\$6,600 (\$200 increase)	\$1,650 (\$50 increase)	\$3,300 (\$100 increase)	\$700 (no increase)	\$1,400 (no increase)
Family	\$6,600 (\$200 increase)	\$13,200 (\$400 increase)	\$3,300 (\$100 increase)	\$6,600 (\$200 increase)	\$1,400 (no increase)	\$2,800 (no increase)

The same deductible increase also applies to the GeoBlue CDHP. There is no increase for the PPO plan. Benefit materials for employees in Puerto Rico or Hawaii will be shared via email with them directly.

New medical ID card? If you are enrolled in the Core or Buy-up CDHP plan options, you will receive a new BCBSIL medical card. The only information changing on the card is the deductible information.

Medical plan will cover acupuncture.

All three Schneider Electric medical plan options will **cover up to 24 visits per calendar year for acupuncture** for you and your covered family members. You will pay the deductible and coinsurance for visits (similar to other non-preventive care visits). Visit [bcsil.com](https://www.bcsil.com) to locate an in-network provider.*

A new way to compare your medical options

When enrolling, use the **new** medical cost estimator in BenefitsLink starting October 21 to compare medical plan options. It can help you figure out what's best for you in 2025. You'll see this as part of an upgraded experience with several new features!

*This acupuncture benefit does not apply to employees in Hawaii (on UHA plan), Puerto Rico (Triple S plan) and U.S. employees on an expat assignment outside of the United States.



More choice for using your Life Planning Account

We've expanded the Life Planning Account (LPA) reimbursement categories, giving you even more choices for great savings. You can allocate your Benefit Bucks during Annual Enrollment or transfer your earned Virgin Pulse Pulse Cash (renaming to Rewards Cash in 2025) at any time into a Life Planning Account to reimburse yourself for expenses in these new categories:

- **Sustainability items**, such as reimbursement for charging your electric vehicle (EV) through EV Connect ([evconnect.com](https://www.evconnect.com)), smart thermostats, rechargeable batteries and rain barrels
- **Health & fitness-related technology, fitness equipment and gym memberships**, like fitness trackers, bike GPS, heart monitors and pedometers. Some examples of approved products include Apple watch, Fitbit, Oura Ring, treadmill, yoga mat, Planet Fitness membership and Orangetheory Fitness membership*
- **Well-being expenses**, such as registration fees for run/walk/bike/swim for a cause, and any apps/subscriptions that support well-being, such as well-being training, nutrition, fitness, mental health and mindfulness apps. Some examples of approved apps include Headspace, Calm, Weight Watchers, Noom, BeachBody and Peloton monthly online subscription

Current categories:

- Auto/home/renters' insurance
- Pet insurance
- Student loan repayments
- College coaching/prep (for example, ACT/SAT exam prep or tutoring)
- Sustainability products, such as energy-efficient appliances with ENERGY STAR rating, solar panels and installation, hybrid and electric vehicles, EV chargers and installation, and specific Schneider Electric sustainable products



For details, search "Life Planning Account" on Rewards@Schneider.

* Gaming systems, virtual reality glasses, apps/subscriptions with an entertainment focus (Audible, Netflix, etc.), apparel, recreational or leisure equipment (mountain bikes, kayaks, etc.), and league fees are not eligible.

Flexible spending account (FSA) changes

Contribution limits are changing.

If you enroll or re-enroll in the Health Care FSA or Limited Use Health Care FSA, the contribution limit **is increasing to \$3,200** (up from \$3,050). Benefit Bucks you apply toward a Health Care FSA or Limited Used Health Care FSA will count toward your contribution limit.

If you are a Highly Compensated Employee, as defined by the IRS, your Dependent Care FSA contribution limit **will decrease to \$3,000** (from \$3,750) due to IRS compliance requirements. You will be notified if this applies to you.

Must enroll in FSAs

You must enroll in FSAs each year to participate.

Reminder: Deadline to spend your FSA

If you elect to enroll in a Health Care FSA, Limited Use Health Care FSA or Dependent (Day) Care FSA for 2025, you will only have until **December 31, 2025** to incur eligible expenses. In other words, all claims must be dated between **January 1 – December 31, 2025** to be reimbursed. (This is a change from prior years in which you had an additional 2½ months into the following year to incur expenses.) You will still have until **March 31, 2026** to file your claims, but the claims must be for services and expenses incurred in 2025.

New name for great well-being support



Starting January 1, 2025, **Virgin Pulse** is changing their name to **Personify Health**. Along with this change, Pulse Cash will be renamed Rewards Cash. Personify Health will continue to prioritize your well-being every day with tips, trackers, rewards and more! Personify Health is committed to you and can help you become the best version of yourself.

You can access Personify Health via their website or app after January 1 using the same username and password you currently use for Virgin Pulse. Look for more information coming at the end of this year!

Pulse Cash will roll over

You **do not have to use up** all of your Pulse Cash; it will roll over to your Rewards Cash account in January.

Programs no longer offered

Schneider Electric continually reviews our benefits to ensure we offer you the best programs and resources. So in 2025, we're no longer offering Aaptiv, Foodsmart, Eat Fit Go, Rethink Care and Virgin Pulse coaching programs. See the Spring Health section to learn about coaching and other resources offered through Spring Health.

Support through Spring Health

Spring Health provides you and your household family members confidential support for a balanced life and healthy mind and to navigate life's challenges.

Enhanced coaching through Spring Health

We will be offering an upgraded experience through Spring Health's Enhanced Coaching Program. You and your household family members (ages 13+) will receive **8 free coaching sessions** per calendar year, covering more than 35 specialties.





It's now even easier to book a coaching appointment: Log in to book your coaching appointment* — just like you do therapy appointments — and find a coach that meets your preferences based on specialty, gender, race and more. These coaching sessions are **in addition to the 8 free therapy sessions** per year you already get through Spring Health (2 of which can be used for medication management).

All interactions with Spring Health are confidential.

*If you do not see the option to book a coaching appointment when you login after January 1, 2025, please reach out to your Spring Health Care Navigator for assistance.

Many ways a Spring Health coach can help you

New, enhanced coaching items are shown in [blue type](#) below.

<p>Personal development coaching</p> 	<ul style="list-style-type: none">• Communication and relationships• Creativity• Life transitions• Personal development• Mindfulness• Neurodivergent support• Nonviolent communication• Self-care• Self-confidence and self-esteem• Mind and body connection (somatic embodiment)• Financial well-being	<p>Health & wellness coaching</p> 	<ul style="list-style-type: none">• Stress management• Emotional and mental well-being• Tobacco cessation• Women's wellness and hormone health• Men's wellness and hormone health• LGBTQ+ well-being• Chronic illness• Nutrition• Physical activity and well-being• Sleep• Recovery and sobriety support• Spiritual well-being
<p>Career growth coaching</p> 	<ul style="list-style-type: none">• Career growth/path• Leadership support• Productivity and performance• Professional development• Work-life balance• Executive functioning	<p>Parenting coaching</p> 	<ul style="list-style-type: none">• Pre- and postnatal support• Parental leave• Child-rearing issues such as sleep challenges, talking to teens



Substance-use Disorder Program

Get an individualized care plan through the Spring Health **specialized Substance-use Disorder Program**. It offers a network of highly vetted centers of excellence that expands access to care and available options. Certain substance-use disorder services are covered as a medical plan benefit. In this case, you pay the applicable medical plan cost-sharing.

Contact Spring Health

Access Spring Health by visiting schneider.springhealth.com or calling **855-629-0554**.



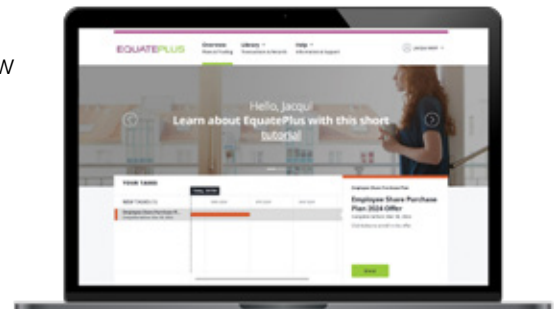
RESOURCES FOR EVERYDAY LIFE

Get help managing the day-to-day, including household services, travel resources, education support, legal services and more — visit schneider.springhealth.com > access code: schneider or call **844-773-1425**.

Accessing your WESOP account

Starting September 16, 2024, if you participate in the Worldwide Employee Share Plan (WESOP), you'll use a new platform — **EquatePlus** (instead of Computershare) — to access and manage your account.

EquatePlus gives you an improved user experience, more functionality, a mobile app, enhanced security and more. Login with your new credentials (received via email) at equateplus.com.





Comprehensive support for your financial well-being

Schneider Electric recognizes that everyone has different needs — especially when it comes to your money and your future. So, we provide different ways to help you plan for your financial well-being.

Company-paid Comprehensive Financial Planning

Whether you are nearing retirement or just starting your career, a comprehensive personal financial plan can help you manage your financial objectives with confidence — now and in the future. That's why Schneider Electric offers you a Company-paid Comprehensive Financial Planning service at no cost to you.

Your Certified Financial Planner (CFP) from Empower will work with you to create a long-term plan to help achieve your financial goals. You'll meet with your Empower CFP to share your financial details and discuss your goals. Then, your CFP will help you build an in-depth plan with action items to help meet your future needs. This service is not sales or commission based.

Learn more by searching "CFP" on Rewards@Schneider or call **833-738-7473**.

Money coaching and more through My Secure Advantage (MSA)

MSA can help you be money smart at every stage of life. A professional MSA coach will give you unbiased advice so you can make better decisions about spending, saving and investing. You pay nothing to use this service, which includes money coaching, identity monitoring and a financial assessment.

MSA advisors and coaches are financial advisors only. MSA will give you all the facts and help you weigh the pros and cons when looking into different options — for example a 529 college savings plan vs another savings account. However, they will not be able to make a recommendation.

Learn more and sign up for MSA money coaching at se.mysecureadvantage.com or call **888-724-2326**.

Certified Financial Planning or MSA?

Not sure which to use? The chart below can help you select which is best for your needs. But first, know that both services are strictly here to help you on your financial journey. You pay nothing for either service, and neither Empower nor MSA earns a commission for their services.

You have access to **unlimited appointments and these services are confidential** (meaning they won't share your information with Schneider Electric).

Empower Comprehensive Financial Planning

- Acts as a fiduciary when providing financial planning services*
- Incorporates all of your accounts, assets and liabilities into one financial view
- Reviews retirement savings, income strategies and projections
- Helps with budget and debt management
- Evaluates insurance needs (such as life, long-term care, disability)
- Assesses current tax decisions to help prepare for retirement
- Determines best education savings options for you

My Secure Advantage (MSA)

- Gives you the facts and helps you weigh the pros/cons of various financial scenarios
- Looks at your day-to-day finances
- Helps you build financial skills
- Helps you establish and/or improve your credit score
- Offers a tax coach for tax preparation and questions
- Provides guidance for specific life events and goals, such as buying a house
- Helps monitor cash flow and create a budget using budgeting software

* This can include, but is not limited to, contribution types (traditional vs. Roth), recommended investment amounts or percentages and other strategies. Portfolio investment guidance is not permitted outside of the Schneider Electric 401(k) Plan, though general asset allocation education is provided as part of the holistic financial review.



Retiring soon? Transfer your knowledge and get paid!

Take part in the NEW **Voluntary Retirement 6-Month Notice Benefit Program**, if eligible, and receive a lump sum payment of 1 month of your annual base salary.

You will work with your manager over the 6 months before you retire to transition your responsibilities, which will ensure business continuity after your retirement. You and your manager will create a knowledge transfer plan to pass on your current responsibilities, customer (internal and external) relationships, and job-specific and technical knowledge to your successor or others that may be taking on that responsibility. Review [Rewards@Schneider](#) for more information and all applicable program rules (including the policy, FAQs and more).

Am I eligible? Active, local, U.S. non-union, Greensboro union or Pleasanton (CWA) union employees who are age 62+ by their retirement date can participate in the program.*

How do I apply? Get started by talking to your HR Representative and manager. You'll also need to submit a ticket on [support@Schneider](#) at least 6 months before your retirement date.

TIP: We recommend applying at least 7 months in advance so your request can be reviewed and approved in time to begin the 6-month transition timeline.

*Executive-level employees are not eligible. Must be in good standing with solid performance. See policy for full eligibility rules.

2025 employee costs

We care about your well-being and offer benefits to help you live your best life. As costs rise nationwide, employees and the Company share in the rising costs of health care. Schneider Electric is working hard to keep our benefits as affordable as possible by providing ways to offset your costs through Benefit Bucks and an HSA contribution.

- **Medical, dental and vision:** Medical, dental and vision plan costs will increase, reflecting a rise in health care costs nationwide and among our own population.
- **All other benefit options:** There will be slight adjustments to the short-term disability Buy-up rates. There are no other rate changes for 2025.

2025 monthly medical,* dental and vision costs

	Employee only	Employee + child(ren)/ domestic partner child(ren)	Employee + spouse/ domestic partner	Employee + family
Medical				
Core CDHP	\$19.17	\$78.82	\$91.81	\$134.59
Buy-up CDHP	\$67.08	\$169.82	\$192.39	\$285.44
Core PPO	\$153.23	\$333.43	\$373.25	\$556.88
Dental				
Core	\$8.78	\$21.69	\$23.97	\$35.96
Buy-up	\$15.71	\$33.97	\$38.41	\$56.75
Vision				
	\$8.11	\$16.23	\$15.41	\$23.85

* Additional fees may apply and will be a separate deduction on your paycheck. See Your 2025 Benefits Guide on Rewards@Schneider for details.

NOTE: Employee costs are also increasing for GeoBlue, Triple S and UHA; see your enrollment materials for these costs.



Your enrollment checklist

BEFORE YOU ENROLL

- ✓ **Test your access** on BenefitsLink at se-benefitslink.com before October 21, 2024.
- ✓ **Think about the Life Planning Account** and decide if you want to put Benefit Bucks into your account. **BONUS!** You have \$750 in Benefit Bucks (that's \$150 more to spend in 2025).
- ✓ **Consider your HSA contributions.** If you'll be enrolling in a CDHP plan, think about how much you want to contribute to your HSA to ensure you get the Company contribution.
- ✓ **Schedule an appointment with a My Secure Advantage (MSA) money coach** to review the pros and cons and ins and outs of your benefit options to give you confidence in your ultimate decisions. Search "MSA" on [Rewards@Schneider](https://rewards@schneider.com) to learn more.
- ✓ **Get informed.** Learn more about your 2025 benefit options and costs in Your 2025 Benefits Guide on [Rewards@Schneider](https://rewards@schneider.com).



ENROLL

✓ **Access BenefitsLink** (the enrollment site) at se-benefitslink.com to:

- Apply Benefit Bucks (*more Benefit Bucks in 2025!*) to a benefit or fund your Life Planning Account
- Change your current coverage
- Add or remove a dependent
- Elect a new benefit for 2025
- Enroll (or re-enroll) in an FSA, HSA, PTO Purchase Program and/or Recharge Break Program
- Change your responses to fee questions

OR

- If you are a new hire

NEW! Don't miss your Company HSA contribution. ←

You need to contribute a minimum amount to your HSA each year to receive the Schneider Electric HSA contribution. Consider using the increased Benefit Bucks for 2025 toward your HSA contribution.

✓ **Compare your medical plan options** when enrolling using the medical cost estimator in BenefitsLink starting October 21. You'll see this as part of an upgraded enrollment experience with several new features!

✓ **Review your dependents.** If you add a new dependent to medical, dental and/or vision who was not previously covered, or add a dependent who was previously removed from coverage because documentation was missing, you must upload dependent documentation to BenefitsLink by November 14, 2024.

✓ **Review and update your life insurance beneficiary** designations if needed.

✓ **Complete your evidence of insurability (EOI)** on receipt from Unum for life insurance or MetLife for LTD or STD Buy-up if you added or increased these benefits.

✓ **Review your contact information** in se-benefitslink.com. Select which email you prefer to receive your benefit enrollment notifications from Alight. Your mobile phone number can be used for verification purposes and password resets if you opt in to receive text messages on BenefitsLink. *Need to update your email address or mobile phone number?* Visit TalentLink to make changes to your contact information.

✓ **Confirm your elections.** Save (or print) your final benefit summary. A final confirmation statement will also be sent to your BenefitsLink mailbox by the end of November. The last changes you make online to your elections as of the close of the enrollment period will be considered your 2025 elections — regardless if you click “Complete Enrollment.”

AFTER YOU ENROLL

✓ If you don't believe your 2025 benefits accurately reflect what you chose during Annual Enrollment, submit a claim to PeopleLink (online through support@Schneider or by calling **877-248-2998**) by January 31, 2025.

2025 coverage if you don't take any action

If you take no action by November 5, 2024, your current 2024 elections will automatically carry forward to 2025 with the exception of your Benefit Bucks, HSA, FSA, PTO Purchase and Recharge Break elections.*

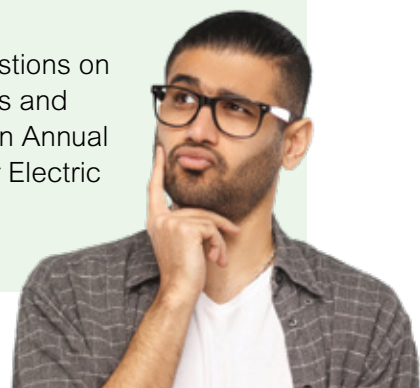
Benefit	Your 2025 coverage if you make no changes
Medical	<ul style="list-style-type: none"> • 2024 medical plan option and coverage level • 2024 tobacco-user status • 2024 working spouse/domestic partner status
Dental and Vision	2024 option and coverage level
Basic Life and AD&D	2 times your base pay; Company paid
Supplemental Life and Spouse Life	2024 coverage level at 2024 tobacco-user status
Supplemental AD&D, Child Life, Short-term Disability, Long-term Disability and Legal Services Plan	2024 coverage level
Health Savings Account (if enrolled in CDHP and eligible for HSA)	<ul style="list-style-type: none"> • No employee contribution — you must actively elect each year • No Company HSA contribution — you must make the minimum contribution to receive the Company contribution
Health Care FSA and Dependent (Day) Care FSA, PTO Purchase, Recharge Break	No participation — you must actively elect each year
Benefit Bucks (if you're enrolled in plans that are eligible for Benefit Bucks)	Your Benefit Bucks will automatically be applied to plans in this order: <ul style="list-style-type: none"> • Vision • Short-term disability Buy-up • Long-term disability Buy-up
Benefit Bucks (if you're not enrolled in plans that are eligible for Benefit Bucks)	Not allocated; remaining funds will be forfeited

* If you are a new hire or become newly eligible for benefits and do not take action, you will be enrolled in the default coverage options, which may include a default of no coverage for a particular benefit. See your benefits guide for what happens if you don't enroll.

NOTE: You cannot change your elections during 2025 unless you have a qualifying life event and make a new election within 31 days (90 days to submit a birth or adoption life event). If you have a qualifying life event, you can reallocate your unused Benefit Bucks, which will be prorated based on the number of pay periods left in the year.

QUESTIONS? CONTACT PEOPLELINK.

Contact PeopleLink for assistance in English and Spanish with questions on enrollment, general HR, pay, medical insurance, timekeeping issues and more! Chat with PeopleLink live on support@Schneider or open an Annual Enrollment inquiry ticket. If you are not connected to the Schneider Electric network, call PeopleLink at **877-248-2998**, Monday-Friday, 7 a.m. to 5 p.m. Central time).



What if...

What if I want to add dependents to my medical, dental or vision coverage for 2025?

Enroll your dependent(s) at se-benefitslink.com and submit the required documents to verify they are eligible by 5 p.m. Central time on **November 14, 2024**. You can do this in one of two ways:

- *Upload to BenefitsLink (preferred)* — Log in to se-benefitslink.com > click Verify My Dependents tile. Upload your documents.
- *Submit a ticket to PeopleLink* with your documents attached — support@Schneider > HR Tickets > Annual Enrollment Inquiry with inquiry reason: Annual Enrollment Dependent Eligibility Documentation.

Please allow up to 2 weeks for your dependent documents to be reviewed. **If you don't submit acceptable documents by the above deadline, your dependent(s) won't be covered.** See Your 2025 Benefits Guide or visit se-benefitslink.com for the documents you need to submit.

What if I'm not eligible for a Health Savings Account?

You can enroll in any medical plan option. Consider contributing to the Health Care or Limited Use FSA so you can pay for eligible out-of-pocket health care expenses with pre-tax dollars.

To be eligible for an HSA, you must be enrolled in a CDHP medical plan option; and must be a U.S. citizen, Green Card holder or H1-B visa holder with a U.S. residential address.

You cannot be:

- Covered by any medical plan that is not a consumer-directed health plan, including your spouse's or domestic partner's plan;
- Covered under a general FSA through your spouse's or domestic partner's plan (however, you may participate in a Limited-use Health Care FSA specifically for dental and vision expenses or medical expenses incurred after you meet your CDHP's deductible);
- Claimed as a dependent on someone else's taxes;
- Enrolled in Medicare (including retroactive Medicare coverage);
- Covered by TriCare, TriCare for Life, or Medicaid; or
- The recipient of VA benefits within the last three months unless you have a disability rating from the VA.

NOTE: The IRS regulates HSA eligibility; if this information conflicts with IRS guidance, IRS regulations govern.

Important information ←

As you enroll and get ready for your 2025 benefits, keep in mind:

- If you are changing your medical plan option from the PPO to a CDHP and you currently have a Health Care FSA, your Health Care FSA balance must be \$0 by December 31, 2024. Otherwise your and Schneider Electric's HSA contributions will not begin until April 2025 and the contributions will be prorated.
- If you are continuing participation in an HSA or the Health Care FSA, keep your existing PayFlex or Inspira Financial (formerly PayFlex) debit card if it isn't expired. You will only receive a new card if the old one has expired or you are new to the plan.

What if I cover a domestic partner or their child, and their tax status has changed?

Complete and submit the “Certification of Tax Dependency” form to PeopleLink **by 5 p.m. Central time, November 14, 2024.**

What if I have a change in family status between now and the end of 2024?

If you experience an eligible change in status — such as marriage or birth of a child — between now and the end of the year, you will have to ensure that both your 2024 and 2025 elections are updated at se-benefitslink.com within 31 days of the event (90 days for birth or adoption).

NOTE: If your change in status occurs during the Annual Enrollment period and you wish to update your 2024 benefit elections, you must first complete your status change event for 2024 and then complete your 2025 Annual Enrollment elections.

What if I want to increase my Supplemental Life or Spouse Life coverage, or enroll after waiving coverage in the past?

You (and/or your spouse) will be required to show evidence of insurability — or proof of good health — if you enroll in or increase your Supplemental Life Insurance for yourself and/or your spouse.

Unum, the insurance carrier, will email a link to your Schneider Electric email address so you can complete your EOI form online. If you do not have a Schneider Electric email address, Unum will mail the EOI form to your home address. Call Unum if you don't receive the form by January 1. Your new or increased coverage level and payroll deductions will begin after Unum approves your increased coverage.

What if I enroll in Buy-up short- or long-term disability?

You will be required to show evidence of insurability — or proof of good health. MetLife, the insurance carrier, will mail an EOI form to your home address. Call MetLife if you don't receive the form by January 1. Your new increased coverage level and payroll deductions will begin after MetLife approves your increased coverage.

2025 Holiday Schedule

Search “holidays” on Rewards@Schneider to see the schedule for 2025.

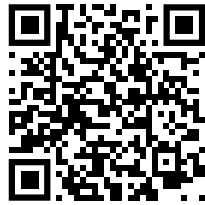


NOTE: This brochure has been prepared to help you understand what benefits you may be entitled to through Schneider Electric and provides only a summary of certain aspects of such plans. It serves as a summary of material modifications (SMM) and describes the changes made to the Schneider Electric Benefit Program for U.S. Employees (plan number 501) effective January 2025. Please keep this SMM with your current Summary Plan Description (SPD). The employer identification number for Schneider Electric is 36-4141566.

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