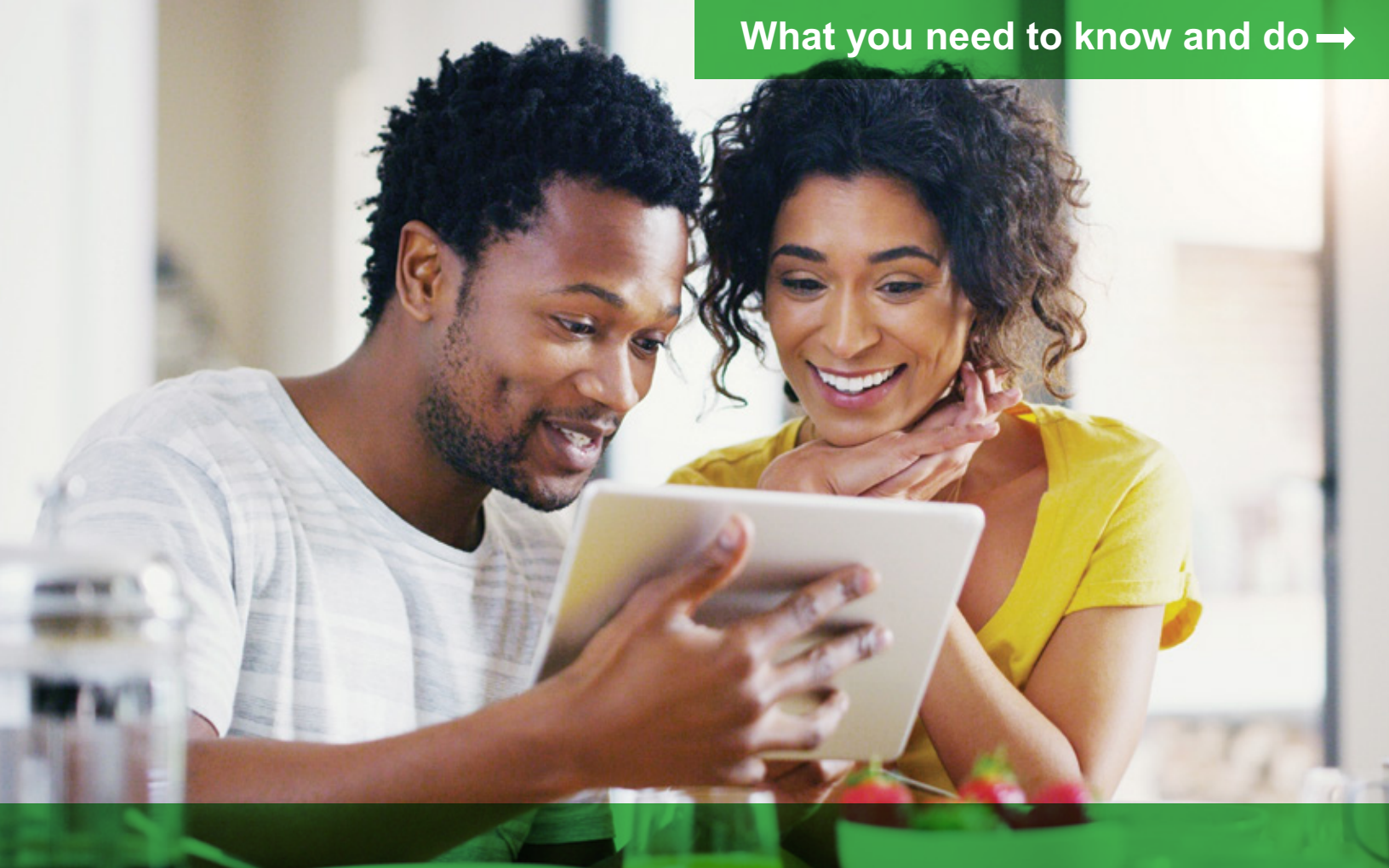


What you need to know and do →



Empowering you to choose

What's changing for 2022

Benefits Annual Enrollment
October 18 – November 2, 2021
(until 5 p.m. Central time)

Life Is On

Schneider
Electric



2022 Annual
Enrollment



Empowering you to choose

Caring for our employees is important to Schneider Electric. We're constantly striving to meet the needs of our diverse workforce with a variety of benefits to choose from, adjusting them based on your feedback. In fact, your feedback helped shape the **benefit enhancements we're making for 2022.**

New for 2022, we've added *flexibility on how you pay* for some of your benefits. We're also flexible about the benefits you can select, and how you balance your work and personal life. You're in charge.

Annual Enrollment for 2022 benefits

This is your **once-a-year opportunity** to choose the benefit options that best meet your and your family's needs. Read up on **what's new for your benefits starting January 1, 2022.** Then follow the **enrollment checklist** to ensure you have the coverage you want in 2022. And check out the new **Benefit Bucks** — don't miss out on \$500 from the Company!

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



rewards-nam.se.com

What's new for 2022

Say yes to Company-provided BenefitBuck\$

One way Schneider Electric supports your flexibility is in the wide range of benefits we provide. And now we will also be giving you flexibility in *how you pay* for some of those benefits. Schneider Electric will provide you **\$500 in Benefit Bucks** to apply to some of your benefit costs during Annual Enrollment. That's money from the Company to use on benefits so you can free up some of your money for your other needs.



For 2022, you can use your Benefit Bucks toward:

- Vision insurance
- Supplemental Life Insurance
- Supplemental AD&D Insurance
- Health Care FSA contribution
- Dependent (Day) Care FSA contribution
- HSA contribution
- Short-term disability (STD) Buy-up
- Long-term disability (LTD) Buy-up
- Spouse Life Insurance
- Child Life Insurance
- Legal services plan

Not sure how to use your Benefit Bucks?

Benefit Bucks gives you more ways to help cover your costs, but it's up to you to take advantage. Enhance your benefits by using the Company's money to:

- Enroll in benefits you might not have otherwise considered like the legal services plan.
- Pay for benefits you were already enrolled in, such as vision insurance.
- Put a little bit extra in your HSA or FSA.

Using Benefit Bucks to pay for some of your benefits frees up your own money to spend how you want. You might choose to use your extra money to put more in your 401(k), purchase additional PTO days, contribute toward a future Recharge Break, take advantage of offers through the Schneider Electric discount portal such as pet or home & auto insurance... so many possibilities! That's the thing about choice, it puts you in charge.

In future years we hope to give you more choices on how you can use your Company-provided Benefit Bucks.

IMPORTANT

- You cannot use Benefit Bucks for medical, dental, PTO Purchase or Recharge Break.
- Benefit Bucks you use for Spouse or Child Life Insurance or the legal services plan will be taxed because you pay for these benefits with after-tax dollars.
- Benefit Bucks are used to pay for your selected benefits per pay period (that means if you're paid semi-monthly you'll have \$20.84* to use each pay period, and if you're paid weekly, you'll have \$9.62*).
- Keep in mind for the HSA or Dependent (Day) Care FSA, those dollars are only available for use as they are deposited into your account. Health Care FSA Benefit Bucks are available January 1.
- If you do not use all of your Benefit Bucks, any unused portion will be forfeited.

* This amount could be reduced based on the taxability of the elected benefit.

See how Sam makes the most of his BenefitBuck\$.



SAM, married

“I’m excited to get \$500 Benefit Bucks from Schneider Electric! Plus, now I’ll have some extra money to use!”

Sam’s 2021 benefits

- Sam and his wife Amanda are enrolled in Amanda’s medical, dental and vision benefits.
- Sam purchases LTD Buy-up through Schneider Electric, so his pay continues if he can’t work due to a long-term disability.

How Sam uses his Benefit Bucks during 2022 Annual Enrollment

Sam is paid semi-monthly, so his \$500 in Benefit Bucks means he gets \$20.84 per pay period to apply toward eligible benefits.

Sam’s decisions	Annual amount paid by Benefit Bucks	Per pay period amount paid by Benefit Bucks
Sam decides to replace Amanda’s vision coverage with coverage through Schneider Electric. His Employee + Spouse coverage will end up being free for Sam because of Benefit Bucks.	\$158.88	\$6.62
He was paying out of his pocket for his LTD Buy-up, but now Benefit Bucks pays for that.	\$52.50	\$2.18
He wanted additional life insurance for himself in the past, but didn’t feel he could spend the money. Now Benefit Bucks will cover Supplemental Life Insurance at 4 times his base pay (subject to evidence of insurability).	\$110.40	\$4.60
Sam still has unspent Benefit Bucks, so he puts the remaining money in his Health Care FSA so he can pay for eligible health care expenses with before-tax dollars.	\$178.22	\$7.44
Total Benefit Bucks	\$500.00	\$20.84

How Sam spends his extra money

Sam had always wanted to take advantage of the WESOP but couldn’t find the extra money. Now that some of his money has been freed up, Sam chooses to invest in the Company and himself by planning to contribute to the WESOP in spring.

Christina takes advantage of her BenefitBuck\$.



CHRISTINA, single mom

“I’m trying to balance my home and work life, and all the expenses are adding up. Getting \$500 in Benefit Bucks from the Company will help lighten my load.”

Christina’s 2021 benefits

- Christina is enrolled in medical and vision coverage through the Company.
- She also contributes to the HSA so she can pay eligible medical expenses tax-free.

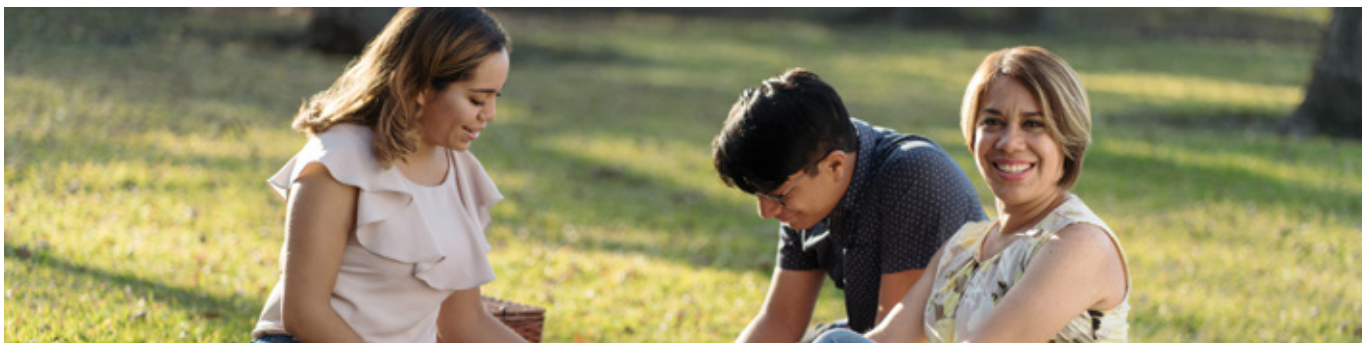
How Christina uses her Benefit Bucks during 2022 Annual Enrollment

Christina is paid weekly, so her \$500 in Benefit Bucks means she gets \$9.62 per pay period to apply toward eligible benefits.

Christina’s decisions	Annual amount paid by Benefit Bucks	Per pay period amount paid by Benefit Bucks
Christina decides to use her Benefit Bucks for vision coverage for herself and her family.	\$245.88	\$4.73
She chooses to have her remaining Benefit Bucks put into her HSA since she elected the Core CDHP + HSA plan.	\$254.12	\$4.89
Total Benefit Bucks	\$500.00	\$9.62

How Christina spends her extra money

Christina realizes she now has extra money she had previously budgeted for benefits. After consulting with an MSA money coach, she decides the best use of these extra funds is to put her extra money toward purchasing an additional 3 days of PTO to help her balance her busy work and family life.



Spring Health: support for a balanced life and healthy mind

It's like having a life coach, therapist and personal assistant all in one! Coming in early 2022, Schneider Electric US employees and household family members will have access to **a whole new support system to help you live a healthier, happier life**. From coaching and therapy to digital mental wellness exercises, work-life support and medication management, **Spring Health** provides the support you need to navigate life's challenges.

Start with Spring Health for life's challenges.

Starting in early 2022, you'll be able to access Spring Health through your Virgin Pulse account OR directly — by phone, website or mobile app. Based on your unique needs and situation, your Care Navigator may also direct you to other Schneider Electric benefits and resources to support your well-being.

Enhanced features with Spring Health

- **Directed to the right care:** Complete a quick, online assessment to get a tailored care path and a dedicated Care Navigator to support you along your journey.
- **Spring Health Moments:** In the Spring Health mobile app, *Moments* digital exercises help you build skills at your own pace (such as deep-breathing techniques for anxiety), or your provider may recommend these activities to supplement other treatments.
- **Fast access:** Get coaching and therapy appointments (typically in less than 2 days) with top providers.
- **High-quality care:** All providers are committed to confidential, evidence-based practice and go through a rigorous vetting, onboarding and monitoring process, so you can be confident you're receiving the best care.
- **A diverse selection of providers:** Choose from a diverse network that supports your preferences such as providers' race, gender, language spoken, area of expertise and more.
- **Free sessions and more:** You and your household family members each get 8 free therapy sessions per year. Plus, all Spring Health providers are in-network with BCBSIL, so if you are enrolled in a Company medical plan, you can continue care with the same provider at in-network rates. If you have medical coverage elsewhere, check with your medical vendor for coverage.
- **Medication management:** Two of your 8 free sessions can be with a dedicated medication manager as part of your treatment team. They can prescribe and manage your medications (except for some controlled substances) and can answer treatment questions.



- **Resources for everyday life:** Get help managing the day-to-day, including household services, travel resources, education support, legal services and more.
- **Support in building skills and community:** Spring Health experts lead group and community sessions and workshops on culturally relevant topics and current events.

Important information ◀

Until Spring Health is launched, Employee Assistance Program (EAP) resources such as coaching, counseling and work-life services continue to be available through Magellan for Schneider Electric US employees and household family members. To contact Magellan, visit magellanascent.com or call **800-327-6936**.



See how Spring Health helps Rob.



ROB, son and grandson just moved in, stressed about money

Rob has experienced bouts of anxiety for 20+ years. Time and money concerns now that his son and grandson are living with him cause him additional stress. He knows it's time to reach out for professional help.

He calls Spring Health and is matched with a Care Navigator who guides him to:

- **Counseling sessions:** Rob views therapist options online and books an appointment for the next day! Because all providers are in-network with BCBSIL, he's not worried about whether he'll need more than the 8 free sessions.
- **Moments:** Rob's therapist recommends the Creating Calm and Deep Breathing *Moments* exercises in between sessions.
- **Money coaching through MSA:** Rob is also referred to an MSA money coach for help managing his additional living expenses.
- **Care@Work:** His Care Navigator also reminds him of his [care.com](https://www.care.com) membership, where he finds after-school care for his grandson.



Lucy takes advantage of Spring Health.



LUCY, single, wants to relieve stress

Lucy has actively participated in Virgin Pulse healthy habit tracking, challenges and **Aaptiv** fitness classes — staying active is one way she keeps her stress at bay. But new responsibilities at work have increased her stress levels, affecting her diet, focus and sleep.

Through Virgin Pulse, she sees a recommendation to reach out to Spring Health to help manage her stress and associated symptoms.

Lucy completes her quick assessment and is matched with a Care Navigator who explains how she could benefit from:

- **Spring Health Coaching:** Lucy finds a coach on the Spring Health website within minutes and sets up a video appointment for the next day. Together, they set goals for reducing stress and improving diet, focus and sleep.
- **Moments:** Lucy completes the mindfulness exercises through the mobile app whenever she feels her stress levels rising.
- **New Ways of Working:** Lucy finds strategies in the New Ways of Working Playbook to create structure and boundaries to reduce stress in her day. Her Care Navigator also recommends enrolling in the PTO Purchase Program for additional days off to recharge.
- **Whil and Wondr Health:** Her Care Navigator reminds her of these programs to help her sleep better and manage her weight.



Increased Basic Life and AD&D Insurance at no cost to you*

Schneider Electric is **increasing the amount of Company-provided Basic Life and AD&D Insurance to 2 times your base pay** (up from 1 times), and the maximum benefit is \$1.5 million (up from \$1 million). The Basic and Supplemental Life combined limit is \$3.5 million. Any amount over \$3 million will be subject to evidence of insurability (EOI). As a reminder, any increases to current supplemental life insurance also requires EOI.

* Depending on your coverage level, you may be required to pay taxes (imputed income). See Your 2022 Benefits Guide for more information.

More options for filling long-term/maintenance medications

You'll have a new option for filling your long-term/maintenance medications (up to a 90-day supply). You will be able to **fill these prescriptions at a CVS or Walgreens pharmacy** in addition to the Express Scripts home delivery pharmacy.

To find a CVS or Walgreens pharmacy near you, visit [Express-Scripts.com](https://www.express-scripts.com).

New BCBSIL provider network in Wisconsin

If you live in Wisconsin, you'll participate in a **new statewide BCBSIL provider network**. The local network provides additional savings through lower negotiated rates for health care services. More than 95% of current in-network providers and facilities are also in this select network; however, some providers may not be.

To see if your provider is in the network, or to find a new provider, go to [bcbstil.com](https://www.bcbstil.com) and select Blue Preferred POS or call your health advocate for assistance. **NOTE:** If you use a provider outside the select network, you will pay the separate out-of-network deductible and out-of-network pocket maximum.

New ID card: If you enroll in medical for 2022 and live in Wisconsin, you will get a new ID card.

Enhanced dental coverage

The dental plan will include the following:

- Periodontal disease cleanings covered at 100%.
- Implant coverage enhanced to include congenitally missing teeth.

Fee change if you and your spouse/domestic partner both work at Schneider Electric

If you both work at Schneider Electric, the working spouse/domestic partner fee no longer applies. Therefore, each of you no longer have to elect your own coverage individually and can enroll in one plan together.



HSA contribution limits



2022 Health Savings Account (HSA) contributions

Who is covered	Schneider Electric contribution	+	Your maximum contribution ^{1,2}	=	2022 IRS limit
Employee only	\$700	+	\$2,950	=	\$3,650
Family	\$1,400	+	\$5,900	=	\$7,300

1. If you turn age 55 by December 31, 2022, you can contribute an additional \$1,000.

2. 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**. You can use your HSA to save and pay for eligible health care expenses tax-free — now and in the future. Any Benefit Bucks you choose to contribute will be deposited on a **per-pay-period** basis.

2022 employee costs

- **Medical coverage:** Medical plan costs will increase slightly, reflecting a rise in medical costs nationwide and among our own population.
- **All other benefit options:** There are no rate changes for 2022.

2022 monthly medical costs³

OPTION	Employee only	Employee + child(ren)/ domestic partner child(ren)	Employee + spouse/ domestic partner	Employee + family
Core CDHP + HSA	\$16.03	\$65.89	\$76.75	\$112.51
Buy-up CDHP + HSA	\$56.08	\$141.96	\$160.83	\$238.62
Core PPO	\$128.09	\$278.74	\$312.03	\$465.53

3. Additional fees may apply and will be a separate deduction on your paycheck.

Your enrollment checklist



2022 Annual Enrollment

Use this checklist to help you have a smooth enrollment process and make the most of your benefits.



- ✓ **Test your access** and update your contact information on se-benefitslink.com before October 18, 2021. **NOTE:** Internet Explorer 11 does not support se-benefitslink.com. Be sure to use a supported browser (free, supported browsers: Google Chrome, Firefox, Microsoft Edge or Safari).
- ✓ **Take the time to learn about the new Benefit Bucks** and how you can apply them toward your benefits.
- ✓ **Review your 2022 benefit options with ALEX**, your personalized benefits counselor. ALEX helps you evaluate the benefits that provide the best value and offers easy-to-understand explanations to your questions. *New this year:* ALEX can help you with your 401(k) decisions, and gives you the choice to review your medical and tax savings options in Spanish. Access ALEX at myalex.com/se/home.
- ✓ **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 to learn more.
- ✓ **Get informed.** Learn more about your 2022 benefit options and costs in Your 2022 Benefits Guide on Rewards@Schneider.
- ✓ **Make your elections and decide how to use your Benefit Bucks.** Log onto se-benefitslink.com to:
 - Apply Benefit Bucks.
 - Change your current coverage.
 - Add or remove a dependent.
 - Elect a new benefit for 2022.
 - Enroll (or re-enroll) in an FSA, HSA, PTO Purchase Program and/or Recharge Break Program.
 - Change your responses to fee questions.
- ✓ **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 11, 2021.
- ✓ **Review your life insurance beneficiary designations, and complete your life insurance evidence of insurability (EOI)** on receipt from Unum (if you requested an increase for Supplemental Life Insurance or your combined Basic and Supplemental amounts increased to over \$3 million).
- ✓ **Save (or print) your final benefit summary.** A confirmation statement will also be sent to your BenefitsLink mailbox.



IMPORTANT: The last changes you make online to your elections as of the close of the enrollment period will be considered your 2022 elections — regardless if you click “Complete Enrollment.”

If you don't believe your 2022 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, 2022.

2022 coverage if you don't take any action

Your current 2021 elections will automatically carry forward to 2022 with the exception of your HSA and FSA elections.

Benefit	Your 2022 coverage if you make no changes
Medical	<ul style="list-style-type: none"> • 2021 medical plan option and coverage level • 2021 tobacco-user status • 2021 working spouse/domestic partner status
Dental and Vision	2021 option and coverage level
Basic Life and AD&D	2 times your base pay; Company paid
Supplemental Life and Spouse Life	2021 coverage level at 2021 tobacco-user status
Supplemental AD&D, Child Life, Short-term Disability, Long-term Disability and Legal Services Plan	2021 coverage level
Health Care FSA and Dependent (Day) Care FSA, Health Savings Account (if enrolled in CDHP and eligible for HSA), 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 • Supplemental Life • Supplemental AD&D
Benefit Bucks (if you're not enrolled in plans that are eligible for Benefit Bucks OR you are newly hired after October 1)	No participation

* If you are a new hire and do not take action, you will be enrolled in the default coverage options. See Your 2022 Benefits Guide for what happens if you don't enroll.

NOTE: You cannot change your elections during 2022 unless you have a qualifying life event and make a new election within 31 days. If you have a qualifying life event, you can re-allocate 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!

Call **877-248-2998** (Monday through Friday, 7 a.m. to 5 p.m. Central time) or visit support@Schneider.



What if...

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

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 11, 2021**. You can do this either of two ways:

- *Upload to BenefitsLink (preferred)* — Log in to se-benefitslink.com > click Verify My Dependents tile. Upload your documents.
- *Fax* — Fax to PeopleLink at **859-372-2176**. Include a cover sheet with the subject line “Dependent Documentation” along with your legal first and last name, SESA ID and phone number.

Please allow up to 2 weeks for your dependent documents to be reviewed. If you don't submit acceptable documents, your dependent(s) won't be covered. See Your 2022 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 either the Buy-up CDHP (with no HSA) or the Core PPO option. Consider contributing to the Health Care FSA so you can pay for eligible out-of-pocket health care expenses with before-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);
- 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.

Important information ←

As you enroll and get ready for your 2022 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, 2021. Otherwise your and Schneider Electric's HSA contributions will not begin until April 2022.
- If you are continuing participation in an HSA or the Health Care FSA, keep your PayFlex debit card if it isn't expired. PayFlex will only send out new cards 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 11, 2021.**

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 have a change in family status between now and the end of 2021?

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 2021 and 2022 elections are updated at se-benefitslink.com within 31 days of the event.

NOTE: If your change in status occurs during the Annual Enrollment period and you wish to update your 2021 benefit elections, you must first complete your status change event for 2021 and then complete your 2022 Annual Enrollment elections.



2022 Holiday Schedule

Search Holidays on
Rewards@Schneider
to see the schedule for 2022.

Rewards@Schneider

Use this **one-stop online resource** for all of your Annual Enrollment materials and a view of your personalized benefits from Schneider Electric.



rewards-nam.se.com



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 2022. Please keep this SMM with your current Summary Plan Description (SPD). The employer identification number for Schneider Electric is 36-4141566.

The official Plan documents will control in the case of any differences between them and the information provided here. While Schneider Electric expects to continue its benefit programs, it reserves the right to terminate, suspend, withdraw, amend, or modify all or any part of these Plans at any time for any reason without notice. Any such change or termination of the Plans will be based solely on the decision of the Plan Sponsor and/or the Plan Administrator and may apply to any or all groups of employees, including active or disabled employees and current or future retirees and their dependent(s) as determined under the Plans. No supervisor, manager or any other representative of Schneider Electric has any authority to enter into any written or oral agreement contrary to the foregoing or contrary to the terms of the applicable SPD or Plan document.

Schneider Electric

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