

Professional Elections November 21–27, 2025



**A committed team to represent you
and defend your interests!**

WORKING TOGETHER FOR A WORKS COUNCIL THAT REPRESENTS YOU

Job security, training, salaries, profit-sharing, WESOP, savings, mobility, health—negotiation is in our DNA!

Your FO representatives tirelessly propose concrete actions to ensure smooth business operations and the success of our R&D, commercial, industrial, and logistics projects, while respecting your work-life balance.

When it comes to social and cultural activities, your FO representatives aim to **enhance the CSE's offerings by developing innovative local programs, giving space to new generations, and updating subsidy rules.**

**VOTE FO IN GRENoble – CHOOSE THE UNION THAT PUTS JOB PROTECTION
AND YOUR INTERESTS FIRST!**

**BY VOTING FO, YOU GIVE YOURSELF THE STRENGTH OF THE GROUP'S LEADING UNION—BUILT ON
EXPERTISE, STRONG VALUES, AND A COMMITTED TEAM THAT TRULY UNDERSTANDS YOUR
CONCERNS.**



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VOTE



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AMBITIONS AND DEMANDS FOR 2026–2029

1) MOBILIZE FOR EVERYONE'S PURCHASING POWER

Compensation:

- **Salary increases** aligned with Group results and inflation.
- A real budget to reduce gender pay gaps.
- Higher work condition bonuses (meal allowance, on-call, team, night shifts, weekends, etc.).
- Increase remote work allowances.

Variable Pay:

- Implement a minimum SIP/STIP.
- Eliminate the 100% average rule.
- Raise the STIP floor to 100% for employees rated "Consistent."

Profit-Sharing and Incentives:

- Align profit-sharing rates with Group results; raise the maximum to 12%.
- WESOP: 30% discount on shares.

2) DEFEND AND GROW EMPLOYMENT

- Protect jobs across all industrial and service activities: R&D, production, logistics, support, services, and sales.
- Take an ambitious approach to supporting the "AMBITION 2030" program.
- Promote the development and renewal of skills to keep pace with changes in our professions (Artificial Intelligence, environmental challenges, etc.).

3) WORKING CONDITIONS

Work Schedule Adjustments:

- Better support for chosen or therapeutic part-time work and specific situations (disability, incapacity, etc.).
- Improve assistance for special circumstances (single-parent families, caregivers, international employees, etc.).

Sustainable Mobility:

- Increase allowances for soft mobility options.
- Contribute to the purchase and installation of charging stations for individual or shared use.

4) PROTECT OUR HEALTH

Mental Health:

- Influence decisions to ensure real risk prevention, including recruitment, quality tools, better change management, setting realistic goals, and genuine financial recognition.
- Drive modernization of management practices, fostering a climate of safety and trust at work.

Physical Health:

- Strengthen safety and workstation ergonomics across all sites.

Life's Small and Big Risks:

- Preserve and improve our benefits, particularly through joint committees (insurance, health, savings).

A RESPONSIBLE UNION!

- **THE ONLY UNION THAT FIGHTS FOR JOBS AND FAIR PAY ACROSS ALL PROFESSIONS.**
- **ALWAYS RIGOROUS IN NEGOTIATING AGREEMENTS.**
- **UNCOMPROMISING WHEN FACED WITH UNACCEPTABLE SITUATIONS—IN FACTORIES, LABS, AND OFFICES ALIKE.**
- **INDIVIDUAL AND PERSONALIZED SUPPORT, BACKED BY OUR EXPERTS.**



YOUR VOICE, OUR COMMITMENT AT THE WORKS COUNCIL!

1) STRENGTHEN PURCHASING POWER AND MEET YOUR EVERYDAY NEEDS

Subsidy Rules

- Reassess subsidy contribution rates, especially the portion for children.
- Relax the rules by creating a "small invoices" allowance for minor purchases eligible for subsidies.
- Unlock the limit of 4 requests per year.
- Include all types of accommodation for itinerant stays.



Better Support for Families' Priority Expenses

- Contribute to public transportation subscriptions for children's trips between home and school.
- Provide extra help for single-parent families or those in vulnerable situations.
- Offer back-to-school financial assistance.

Act on Purchasing Power

- Offer group purchasing options to provide advantageous collective rates throughout the year.

2) PROMOTE LOCAL ENGAGEMENT, SUSTAINABILITY, AND GIVE YOUNG PEOPLE A VOICE

Local, Responsible, and Sustainable Consumption

- Offer negotiated prices from local producers to promote responsible, high-quality consumption and support our local community.
- Expand the range of responsible and solidarity-based travel options.
- Provide the ability to offset the carbon footprint of our activities.



Giving Youth a Bigger Role

- Offer meaningful experiences for young people through eco-friendly and/or solidarity-based leisure and vacation options, themed stays, activities, and events.
- Increase subsidies for tickets and packages for music and theater festivals.
- Provide discounts on subscriptions for theater, cinema, music, and digital entertainment.

Prioritizing Proximity and Social Connection

- Expand service offerings to all residential areas.
- Make local leisure and activities more accessible with attractive pricing.
- Organize events to maintain or rebuild social ties.



YOUR FUTURE REPRESENTATIVES - 1ST ELECTORAL COLLEGE



YOUR FUTURE REPRESENTATIVES – 2ND ELECTORAL COLLEGE



YOUR FUTURE REPRESENTATIVES – 3RD ELECTORAL COLLEGE



**VOTE FOR A COMMITTED TEAM,
WORKING WITH AMBITION, PASSION, AND PRAGMATISM
TO DEFEND YOUR INTERESTS**



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