

SCHNEIDER ELECTRIC GROUP
2016 – WORLD EMPLOYEE SHARE OWNERSHIP PLAN
COUNTRY SUPPLEMENT - INDIA

You are invited to invest in shares of Schneider Electric SE under the umbrella of the Schneider Electric Group employee share offering pursuant to a capital increase reserved for the employees of the Schneider Electric Group in 2016 World Employee Share Ownership Plan ("2016 WESOP"). You will find below a summary of the specific terms of 2016 WESOP in your country and principal tax, and social security consequences relating thereto as well as a description of the employer matching contribution rules applicable in your country, if any. For a more complete description of 2016 WESOP, please refer to the employee brochure provided together with this supplement and to the International Employee Shareholding Plan Rules, available on www.schneider-shareplan.com and on your intranet Spice Employee Portal. This offering is made in reliance of the exemption from publishing a prospectus provided for in Article 4(1)(e) of the EU Prospectus Directive 2003/71/EC, as amended.

DESCRIPTION OF THE SPECIFIC TERMS OF 2016 WESOP

Eligibility

All current employees and the employees of direct or indirect majority owned subsidiaries of Schneider Electric SE are eligible provided however that they have completed a minimum employment period of three (3) months as of June 14, 2016 (which is the date fixed for the closing of the revocation period) and are still employed on that day.

Type of Offering

Schneider Electric SE offers the possibility to subscribe to shares under the "Classic" Offer, where the employee will subscribe to the shares through the temporary "Schneider International Relais 2016" FCPE, which is to merge after completion of 2016 WESOP with the "Schneider Actionnariat Mondial" FCPE.

If the number of requested shares exceeds the number of shares offered, the allocation of shares to certain employees may be reduced, so as to allow as many employees as possible to participate in 2016 WESOP.

Reservation Period

The reservation period starts on April 1, 2016 and will last until April 29, 2016, 17:00 Indian standard time. Please note that you may submit your reservation electronically (except for employees of Schneider Electric Infrastructure Limited and Schneider Electric President Systems Limited, who can only submit their reservation in paper form), via the www.wesop.schneider-electric.com website, for which your personal access code has been provided to you. Note: Last entered details will prevail in online subscription tool.

In the event you choose to submit a paper subscription form (and if you are an employee of Schneider Electric Infrastructure Limited or Schneider Electric President Systems Limited), you will be required to ensure its submission directly with your local Human Resources Department within the reservation period. Please note that in case of submission of subscription via internet, in addition to a paper subscription form, the reservation filled out on the website will prevail over the hard copy reservation form included with the brochure.

Revocation Period

During the reservation period, the subscription price for the shares will not be known. Rather, the subscription price will be set by the Deputy Chief Executive Officer of Schneider Electric SE, upon delegation by the Board of Directors, following the reservation period. It is expected that the subscription price will be set on or around June 7, 2016. Employees will be informed of the subscription price by their local employer before the commencement of the revocation period.

The revocation period is expected to open on June 8, 2016 and will last until June 14, 2016, 17:00 Indian standard time.

During the revocation period, it is possible to cancel your reservation by completing a paper revocation form and returning it to your Human Resources Department no later than June 14, 2016 (17:00 Indian standard time). Please note that a partial cancellation is not permissible.

Subscription Price

Schneider Electric SE shares are offered at a 20% discount on the reference price. The reference price will be based on the average of the 20 opening prices of the Schneider Electric SE share recorded on the Paris stock exchange ending on June 6, 2016 (inclusive). The subscription price will be equal to the reference price minus a 20% discount. The purchase price (subscription amount) will be communicated to you by your employer before the revocation period.

Payment of purchase price will be in Indian Rupees (INR) at the exchange rate to be determined by Schneider Electric prior to the beginning of the revocation period. Such exchange rate will be valid for the payment of the purchase price during the subscription period. Your employer will inform you of the exchange rate in due course. In all other circumstances than those referred to above, currency exchange rates that may affect the value of your investment will be governed by the market forces and hence not guaranteed.

Important Note: *During the life of your investment, the value of the Schneider Electric SE shares subscribed through the "Schneider Actionnariat Mondial" FCPE will be affected by fluctuations in the currency exchange rate between the euro and INR. As a result, if the value of euro strengthens relative to INR, the value of the shares expressed in local currency will increase. On the other hand, if the value of euro weakens relative to INR, the value of the shares expressed in INR will decrease.*

Employer Matching Contribution

For Employees (other than Employees of SEIL and SEPSL) - Your employer may have decided to participate in the employer match and pay a matching contribution if you participate in the 2016 WESOP. For further details, please refer **Appendix A** at the end of the Country Supplement.

For Employees of SEIL and SEPSL - Please note that Schneider Electric Infrastructure Limited ("SEIL") and Schneider Electric President Systems Limited ("SEPSL"), being public companies listed on a stock exchange in India, are subject to legal constraints which restricts them from allocating employer matching contribution under 2016 WESOP unless the shareholder's approval to 2016 WESOP and employer matching contribution has been obtained. For further details, please refer **Appendix A** at the end of the Country Supplement.

Custody of your Shares

Your shares will be subscribed and held on your behalf by a collective shareholding vehicle, known as a *Fonds Commun de Placement d'Entreprise* (the "FCPE"), which is commonly used in France for the conservation of shares held by employee-investors. The subscription to the capital increase will be made by the FCPE, acting on your behalf. You will be issued units of the FCPE corresponding to the shares you will have subscribed and held on your behalf by the FCPE. The units of FCPE will not be listed on a stock exchange and are not transferable to a third party.

Your investment will be subject to a 5-year lock-up period

In consideration of the benefits granted under this 2016 WESOP, your investment is subject to a 5-year lock-up period up to and including June 30, 2021 during which you will not be able to redeem your investment in the FCPE. However, in exceptional circumstances, you may request the sale of your FCPE units before the end of the lock-up period, upon the occurrence of any of the following events:

1. A voluntary redemption is permitted upon the employee's marriage. Request for redemption must be processed based solely on proof in the form of marriage certificate furnished by the employee;
2. A voluntary redemption is permitted upon birth or adoption of a third child provided that the employee's household is already financially responsible for at least two children;
3. A voluntary redemption is permitted upon the employee's divorce or separation, when this event is accompanied by a court decision;
4. A voluntary redemption is permitted where the employee suffers from a disability resulting in the permanent or temporary (of at least 6 months) impossibility for the employee to exercise a professional activity ;
5. A mandatory redemption is required where the employee dies. A voluntary redemption is permitted where the employee's spouse dies;
6. A mandatory redemption is required where the employee's employment contract is terminated for any reason, including by reason of dismissal or retirement ;
7. A voluntary redemption is permitted where the employee or his or her spouse, or his/her child, requires the amounts invested to be used in (i) creating or taking over an industrial, commercial or agricultural business or a craft, either on his or her own or in the form of a company/firm, provided he or she effectively controls it, or (ii) installations in view of carrying on another non-salaried profession;
8. A voluntary redemption is permitted where the employee requires the amounts invested for the acquisition or enlargement of the principal residence entailing the creation of a new living area;
9. A mandatory redemption is required where the employee's employing company leaves the Schneider Electric Group and ceases to be a Participating company as such terms are defined under the International Employee Shareholding Plan.

NOTE: Voluntary redemption is no longer permitted where the employee is in a situation of financial hardship.

The Director of Human Resources of Schneider Electric SE (directly or by delegation) may, upon his or her own initiative or upon request from any participating company in writing, modify the early redemption conditions, including institute new events, modify or delete existing events, or provide interpretations of such events. Any action taken in this regard shall be on a case by case basis, valid only for the specific case or offering presented, unless otherwise specified in the plan administrator's decision.

Upon the occurrence of an event of early redemption giving rise to a voluntary redemption right under the events number 1, 2, 3, 7 or 8 above, the beneficiary shall present his or her request to his or her employer together with relevant justifications of the occurrence of the event within 6 months following such event. These events, as well as event number 4, are restricted strictly to the employee alone and do not extend to his or her family members, dependent or otherwise, unless otherwise specified in event number 7.

In all other cases (except for events number 5, 6 and 9 as indicated below), the beneficiary may present his or her request to his or her employer together with relevant justifications of the occurrence of the event at any time.

In the event the beneficiary dies (case number 5), his or her executor must inform the beneficiary's employer of such event and request the redemption of all of the beneficiary's under the International Employee Shareholding Plan and any other Schneider Electric Group savings plan. Such request for redemption must be made within one year after the beneficiary's death. Failure of the beneficiary's executor to make such request within the specified time period shall not prevent the plan administrator from ordering a mandatory redemption at the end of this period. In the event the beneficiary's spouse dies, the beneficiary may request the redemption of his or her assets under the Plan at any time after the occurrence of such event. His or her employer will then forward such request, after having validated the occurrence of the event, based on the justifications provided, to the holder of FCPE unitholders' or shareholders' accounts.

Upon the occurrence of the case number 6, the beneficiary shall inform his or her Group former employer of the occurrence of such event and present his or her request to redeem all his or her assets under the International Employee Shareholding Plan and any other Schneider Electric Group employee savings plan. Such request for redemption must be made to such employer within one year after his or her departure from the Group company and no justification is required. Failure to make such request within the specified time period shall not prevent the Plan Administrator from ordering a mandatory redemption at the end of this period.

Upon the occurrence of the case number 9, where the employing company ceases to be a participating company, the beneficiary must present his or her request of redemption of all of his or her assets under the International Employee Shareholding Plan and any other Schneider Electric Group employee savings plan without delay after such event is confirmed by the beneficiary's employer (and in no case later than the date of occurrence of such event) and no justification is required. Failure of the beneficiary to make such notification within the specified time period shall not prevent the plan administrator from ordering a mandatory redemption.

In case of early redemption, a single cash payment will be made which, at your option, shall relate to all or some of the investments that may be redeemed.

In case of mandatory redemption under cases 5 and 6, if you (or your legal heirs) decide not to redeem your investment immediately and chose to use your (or their) right to exit within a one year period, you (or your legal heirs) will need to fill in and sign a Mandatory Exit Form prior to your departure from the Group (or shortly upon your death, as the case may be). This Mandatory Exit Form is separate from the Redemption Request Form (please see below under "Processing of your exit request").

You should not conclude that an early exit event is applicable unless you have described your specific situation to your employer and your employer has confirmed that it applies to your situation, upon providing the requisite supporting documents. For further information on the above early exit events and/or redemption procedure, please contact your Human Resources Department or consult the International Employee Shareholding Plan rules, which are available on your intranet Spice Employee Portal.

After the end of the holding period

For sake of clarity, where an event mentioned here above as a mandatory early exit (cases number 5, 6 and 9) occurs after the end of the lock-up period, the exit from the plan and from any other Schneider Electric Group employee savings plan will be mandatory.

Processing of your exit request

In order to redeem your units, you will need to fill in a “Request for Redemption Form” (available with your Country Coordinator) and send it to your Country Coordinator, who will forward it to the FCPE for processing.

The FCPE will execute your request, after it has been validated by your local employer, and will transfer the value of your investment to your employer's bank account shortly thereafter.

Your employer will transfer the sums owed to you (after deduction of any tax or social charges when required) thereafter.

Dividends

Any dividend paid on your shares during the lock-up period will be automatically reinvested by the "Schneider *Actionnariat Mondial*" FCPE in additional Schneider Electric SE shares. These reinvested dividends will result in an increase in the value of your units.

Voting rights

The voting rights attached to your Schneider Electric SE shares will be exercised by the Supervisory Board of the FCPE, on your behalf.

Redemption

Your investment will become available for redemption on the expiration of the 5 year lock-up period (or earlier in the case of an early exit event). You will be notified by the FCPE, prior to the expiration of the lock-up period, as to the availability of your investment and of the redemption process.

At the expiration of the lock-up period, you may redeem your investment through a cash payment based on the share price established on the redemption date; alternatively, you may choose to continue to hold your shares in the FCPE (the units will no longer be subject to a lock-up restriction).

Method of Payment

The purchase price may be paid in any of the following manners:

- 1 month salary deduction;
- 3 month salary deduction; and/or
- availing finance facility from the Company up to 6 months base salary for 2015 (provided investment limits of the WESOP 2016 are respected) repayable in 11 installments spread over 11 months.

Financing by Employer

Your employer will offer financing to you for all or a portion of the purchase price. The financing would be in the form of short-term interest-free loan, subject to a maximum of 6 months base salary for 2015, which would be repayable/recoverable from you in 11 installments spread over 11 months. Although the said financing will be interest free, for the purposes of the Income-tax Act, 1961, a notional interest rate may be chargeable on the same and will be treated as a perquisite and taxable in your hands.

Important Note: Please note that **Schneider Electric Infrastructure Limited (“SEIL”)** and **Schneider Electric President Systems Limited (“SEPSL”)**, being public companies listed on a stock exchange in India, are subject to legal constraints which restricts them from allocating employer matching contribution under WESOP 2016 unless the shareholder's approval to WESOP 2016 and employer matching contribution has been obtained. For further details, please refer **Appendix A** at the end of the Country Supplement.

Maximum & Minimum Subscription Amount

The maximum amount of subscription that you are permitted to make is 25% of your gross annual compensation paid by your employer during the year 2015.

In addition, your personal contribution cannot be less than INR 700.

Matching contributions from your employer, if any, with respect to the 2016 WESOP will not be considered for purposes of determining your maximum contribution entitlement.

Custody Arrangement

For so long as the shares are held in the International Employee Shareholding Plan, Schneider Electric SE reserves the right, to the extent permitted by law, to amend or change the custody arrangements, including by transferring the shares held under the FCPE to a nominative account. Such amendment, change or transfer may affect the manner in which your shareholder rights are exercised and enjoyed (including the manner and timing of dividend payments and voting rights).

Labour Law Disclaimer

Please note that this 2016 WESOP is provided to you by the French company, Schneider Electric SE, and not by your local employer. The decision to include a beneficiary in this or any future offering is taken by Schneider Electric SE in its sole discretion. The 2016 WESOP does not form part of your employment agreement and does not amend or supplement such agreement in any manner whatsoever. Participation in 2016 WESOP does not entitle you to future benefits or payments of a similar nature or value, and also does not entitle you to any other compensation in the event that you lose your rights under 2016 WESOP as a result of the termination of your employment or otherwise. Benefits or payments that you may receive or be eligible for under 2016 WESOP will not be taken into consideration in determining the amount of any future benefits, payments or other entitlements that may be due to you (including in cases of termination of employment).

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SCHNEIDER ELECTRIC GROUP
2016 WORLD EMPLOYEE SHARE OWNERSHIP PLAN

Tax Information for Employees Resident in India

The purpose of this document is to provide answers to some of the questions you may have regarding income tax and social charges impact of your participation in 2016 WESOP.

This summary sets forth general principles that are expected to apply to employees who are and shall remain until the disposal of their investment residents of India for the purposes of the tax laws of India and the Convention between India and the French Republic for the avoidance of double taxation dated September 29, 1992 which came into force from August 01, 1994 (the "Treaty"), and who will continue to remain residents of India until their rights in relation to the units in this 2016 WESOP end. The tax consequences listed below are described in accordance with the Indian tax laws and tax practices as well as the Treaty, applicable as at December, 2015. These laws and practices, as well as the Treaty, may change over time, and it is recommended that employees seek specific tax advice at the relevant time.

For definitive and precise advice, you should consult your own tax advisor regarding the tax consequences of subscribing to the Schneider Electric SE shares. This summary is given for informational purposes only and should not be relied upon as being either complete or conclusive. While every effort has been made to give information as precise as possible, the employing company ("the Employer") does not take responsibility for its accuracy.

A. Taxation in France - At Subscription

Provided your investment will be held through the "Schneider Actionnariat Mondial" FCPE and such FCPE reinvests the dividend that may be distributed by Schneider Electric SE, you will not be subject to tax or social charges in France.

B. Taxation in India - At Subscription

In the hands of the Employer:

There will be no liability on the Employer to pay tax.

In the hands of Employees:

Your investment in Schneider Electric SE shares will be contributed and held in a collective employee shareholding vehicle (FCPE) in exchange for units. For shares subscribed through the Classic Offer, you will receive units from the "Schneider Actionnariat Mondial" FCPE.

Perquisite income will be taxable in your hands at the time of exercise of option by the way of subscription. For financial year 2015-2016, the difference between the subscription price paid by you and the fair market value of those shares on the specified date (i.e. date of exercise of the option by way of subscription or any date within 180 days earlier to the date of such exercise) will be treated as a "perquisite" income. Such perquisite income will be taxable in your hands; and the Employer will withhold tax at the rate applicable and remit the withheld tax to the tax authorities.

The valuation of perquisite is calculated on the difference between:

- (i) the "fair market value" of the shares, as determined by a "category I merchant banker" registered with the Security and Exchange Board of India. The merchant banker will take into account the listed price on the foreign stock exchange on the specified date (i.e., date of exercising of the option by the employee by the way of subscription or any date within 180 days earlier to the date of such exercising) as one of the considerations; and

(ii) the subscription amount paid by you.

As set out above, the share price discount will be treated as a perquisite under Section 17 of the Income-tax Act, 1961 and liable to be taxed in your hands. Employer will withhold tax at the rate applicable to you and remit the withheld tax to the tax authorities.

C. Tax or social security charges that may be applicable on an employer's matching contribution (if applicable in your company)

The employer matching contribution (matching your own personal contribution, if decided by your employer¹, subject to a maximum of INR 97500) by your Employer, at the subscription stage, will be treated as "perquisite" income and taxable in your hands.

The difference between the price paid by you (in this case zero) and the fair market value of the matching shares on the specified date will be treated as "perquisite" income. Rate of taxation would depend on your total income and taxed at progressive rates up to 30%, plus cess, as applicable to you (for tax rates, please refer table in Section F below). Your Employer will withhold tax at the applicable tax rate and remit the withheld tax to the tax authorities.

D. Tax or social security charges that may be applicable in case of financing by Schneider Electric India

Under Section 17(2)(vi) of the Income-tax Act, 1961 read with Rule 3 of Income-tax Rules, 1962, perquisite includes the value of any fringe benefit or amenity granted or provided free of cost or at a concessional rate. According to the provisions of Rule 3(7)(i) of the Income-tax Rules, 1962, an interest-free loan or loan provided at a concessional rate qualifies as a perquisite. Therefore, the fringe benefit, concession or amenity given by the Employer to you (if you so opt) would take the form of perquisite and would be taxable in your hands.

Valuation of Perquisite (in the form of interest free loan)

Since financing by the Employer would be free of interest, the Indian Tax law requires a charge of notional rate of interest on the loan amount, which would be treated as a perquisite in the hands of the employee and subject to tax. Perquisite value would be calculated on the basis of the maximum outstanding monthly balance method. However no perquisite value would be charged if the loan amount is less than INR 20,000 in the aggregate.

According to Rule 3(7)(i) of the Income-tax Rules, 1962, the value of benefit to the employee resulting from the interest free or concessional loan for any purpose by the employer shall be determined as the sum equal to the interest computed at the rate charged per annum by the State Bank of India as on the first day of the relevant previous year in respect of loans for the same purpose advanced by it, on the maximum outstanding monthly balance as reduced by the interest, if any, actually paid by him with respect to the amount in excess of INR 20,000.

The present rate charged by the State Bank of India for such type of loan is 15.80 % per annum (which is subject to change from time to time). As the value of perquisite in the hands of the employee would be the difference between the interest rate charged by the State Bank of India and the rate offered by the employer (in the present case since the Employer will not charge interest on the amount of funding), the value of perquisite will be 15.80 % (or such other applicable rate prescribed by the State Bank of India) on the maximum outstanding monthly balance a reduced by the interest, if any, actually paid.

Since the perquisite value on account of interest free/concessional loan would be taxable in your hands, the Employer would be required to withhold tax thereon at the appropriate rate.

¹ Please refer to Appendix A hereto for the matching contribution rules allocated by your employer, if any.

There would be no social security tax consequences for you in case of financing by the Employer.

E. Taxation in France - On Dividend Income

Any dividend paid to the "Schneider Actionnariat Mondial" FCPE will be automatically reinvested in additional Schneider Electric SE's shares. These reinvested dividends will result in an increase in the value of your units. There is presently no French withholding tax that is applicable to dividend reinvestment. Moreover, no French social charges are applicable.

F. Taxation in India - On Dividend Income

Under the Classic Offer, dividends are capitalized in the FCPE, thus increasing the value of your units (or fractional units). Any dividend declared or distributed (including reinvestment) by a foreign company, would be taxable in your hands under the head 'Income from other sources'. Such income will then be added to your other income and the total income including the dividend would be taxed accordingly. There is no monetary threshold of dividends on which no tax is payable.

Nature of the tax (e.g. income, capital gains, etc.)

You will be liable to pay income tax, under the head 'Income from Other Sources'

Method by which the taxable amount is to be calculated

Since the incidence of tax is on distribution of dividend, any dividend declared or distributed by Schneider Electric SE to the FCPE, under the Classic Offer, would be taxable in your hands under the head 'Income from Other Sources'. This income will then be added to your other income and the total income including the dividend would be taxed accordingly. The dividend income would remain taxable even if the dividend amount were reinvested in additional shares of Schneider Electric SE, as under the Indian tax laws you would be deemed to have received the dividend upon distribution.

Rate of taxation or social security charges

There are no social security taxes or other charges payable other than the Income Tax. The rate of taxation would depend on your total income including the dividend income and would be taxed slab-wise as under:

Total Income	Total tax liability	Tax Rates
Up to Rs 250,000	Nil	Nil
Between Rs 250,001 – Rs 500,000	10% of the amount by which the total income exceeds Rs. 250,000	10%
Between Rs 500,001 – Rs 1,000,000	Rs. 25,000 plus 20% of the amount by which the total income exceeds Rs. 500,000	20%
Rs. 1,000,001 and above	Rs. 125,000 plus 30% of the amount by which the total income exceeds Rs. 1,000,000	30%

Notes:

1. The basic exemption limit is INR 250,000 in case of every individual below the age of 60 years, INR 300,000 in case of resident individuals of age 60 years or more and INR 500,000 for 'very senior citizen' in case of resident individuals of age 80 years and above.
2. Education Cess: at 3% on the amount of income tax and surcharge
3. Surcharge @12% of such income-tax in case of person having a total income of exceeding INR 1 crore.
4. A resident individual (whose net income does not exceed Rs. 500,000) can avail rebate under Section 87A of the Income Tax, Act 1961). The same is deductible from income-tax before calculating education cess. The amount of rebate is 100% of income-tax or Rs.2,000, whichever is less.

Please note that aforesaid tax rates may change as tax rates are fixed by the Finance Act of the assessment year in which the dividend is received.

Time and method of payment of tax

You will be liable to pay the income tax at the time of filing your income tax returns pertaining to each financial year by the due dates mentioned in the Income-tax Act, 1961.

G. Taxation at Redemption of Units of the FCPE

Will redemption of investment in the FCPE result in any tax or social security charges?

Taxation in France

Any gain derived from the redemption of units should not be subject to income tax or social security charges payable in France.

Taxation in India

Yes, capital gains would arise on *profit or gain* made at the time of redemption of units for cash or sale of shares, as the case may be, and accordingly taxed. There are no social security charges payable.

Nature of the tax (e.g. income, capital gain or another form of tax)

Under the Income-tax Act, 1961, any profit or gain arising from the transfer of a capital asset (here redemption of units) would be chargeable to income tax under the head “Capital Gains”. The nature of capital gain, i.e., short term or long term, would depend on the period of holding of units by you. If units are held for a period exceeding thirty-six months, the capital gain would be treated as long term; otherwise (i.e., held for less than thirty-six months) capital gain would be treated as short term and taxed accordingly. In case of long-term capital gain, the benefit of sections 54EC to S. 54F of the Income-tax Act would be available to you.

Capital gains tax would arise at the time of redemption of units for cash and as a result of any profit or gain made on account of sale/transfer of the capital asset, i.e., units. There would be no tax consequences if the units are held by you in the FCPE upon expiration of the 5-year lock-up period.

In other words, capital gains tax would be attracted only on profit or gain made at the time of redemption of the units or shares, as the case may be, for cash. Capital Gain will be the positive difference between the sale consideration at the time of redemption and the fair market value of shares at the time the option is exercised by way of subscription. However, if the Employer finances the shares, the amount of interest, if any, paid by you to the Employer will be included in the cost of acquisition.

Method by which the taxable amount is to be calculated

If units are redeemed after a period of thirty-six months, the income arising thereon would be treated as long term capital gain. If the units are redeemed before a period of thirty-six months, it would be treated as a short term capital gain.

The income chargeable as capital gains shall be computed by deducting from the value of the sale consideration received from the redemption of the FCPE units, the "**indexed cost of acquisition**"² of

²Definition of “Indexed cost of acquisition” under the Income tax Act, 1961: -

“Indexed cost of acquisition means an amount, which bears to the cost of acquisition the same proportion as Cost Inflation Index (“CII”) for the year in which the asset is transferred bears to the CII for the first year in which the asset was held by the person.”

Explanation for clarity:

the **units**³, cost of improvement and any expenditure incurred wholly and exclusively in connection with the transfer of the asset. In case of short- term capital gain, the cost of acquisition would not be indexed.

Example: The capital gain will be calculated in the following manner:

	Amount
Redemption price of units	X
Cost of acquisition / indexed cost of acquisition (in case of long term capital gain)	Y
Capital Gain	X-Y

• **Rate of taxation and whether any social charges or other charges are applicable**

There are no social security taxes or other charges payable other than the Income Tax. The present tax rate for long term capital gains is 20% (after indexation of cost of acquisition), or 10% (without indexation of cost of acquisition), as is considered most beneficial, plus applicable cess and the short-term capital gains as part of salary at the slab wise income tax rates specified below:-

Total Income	Total tax liability	Tax Rates
Up to Rs 250,000*	Nil	Nil
Between Rs 250,001 – Rs 500,000	10% of the amount by which the total income exceeds Rs. 250,000	10%
Between Rs 500,001 – Rs 1,000,000	Rs. 25,000 plus 20% of the amount by which the total income exceeds RS. 500,000	20%
Rs. 1,000,001 and above	Rs. 125,000 plus 30% of the amount by which the total income exceeds Rs. 1,000,000	30%

Notes:

The cost of acquisition shall be increased proportionately to the increase in the general cost inflation index. The method of indexation provides the person with a protection against inflation and erosion of real worth of his investment. It is computed as under:

Cost of Acquisition * (CII for the year in which asset is transferred / CII for the first year in which the asset was held by the person)**Note:** The Cost Inflation Index is defined by the Income Tax Act, 1961.

Illustration (Only a hypothetical scenario):

Mr. X purchased 1000 shares of Company ABC LTD. for Rs.120,000 in March, 2000 and sold them for Rs.185,000 in September, 2003. Since the shares are held for a period more than 36 months, the capital gain arising on transfer of shares would be long-term capital gain and hence the cost of acquisition would be indexed.

The indexed cost of acquisition would be computed as under: -

Cost of acquisition = Rs.120,000

CII of the year in which asset is transferred i.e. 2003 = 463

CII of the year in which asset is acquired by Mr. X i.e. 2000 = 389

Indexed cost of acquisition = Rs.120,000 * 463/389 = Rs. 142,827.8

Long term capital gain = Sales Consideration = Rs.185,000

Less: Indexed Cost of acquisition = Rs.142,827.8

i.e. Rs. 42,172.2

³ Capital Gains arise as a result of any profits or gains made on account of sale/transfer of a capital asset, i.e., units in this case. Dividends are taxed in the hands of the employees as and when dividend is distributed and received by him/her. Hence, the incidence of taxation in both cases is on account of the difference in the nature of income arising or accruing in the hands of the employees on account of dividend or capital gains, as the case may be. The employees will be deemed to have received the dividend received by the FCPE, even though the FCPE will not redistribute it to the employees. In fact, FCPE will use the dividend to purchase new Schneider Electric SE shares (in a way, these shares will represent the Schneider dividend). The amount so reinvested will become the cost of acquisition for the reinvested units and the same shall be deductible (with or without indexation, as the case may be) from the sale consideration as and when the units are sold in future. In other words, out of the sale proceeds of the reinvested units the amount of dividend originally invested shall be treated, as cost of acquisition and the differential will be taxed as capital gains. Hence there will not be any double taxation.

1. *The basic exemption limit is INR 250,000 in case of every individual below the age of 60 years, INR 300,000 in case of resident individuals of age 60 years or more and INR 500,000 for 'very senior citizen' in case of resident individuals of age 80 years and above.*
2. *Education Cess: at 3% on the amount of income tax and surcharge*
3. *Surcharge @12% of such income-tax in case of person having a total income of exceeding INR 1 crore.*
4. *A resident individual (whose net income does not exceed Rs. 500,000) can avail rebate under Section 87A of the Income Tax, Act 1961). The same is deductible from income-tax before calculating education cess. The amount of rebate is 100% of income-tax or Rs.2,000, whichever is less.*

Please note that aforesaid tax rates may change as tax rates are fixed by the Finance Act of the assessment year in which the disposal takes place.

- ***Time and method of payment of tax (e.g. withholding tax from employee's salary or is it self-declared by employee).***

You will pay the income tax at the time of filing your income tax returns pertaining to each financial year by the due dates mentioned in the Income-tax Act, 1961.

H. Wealth Tax

No, as the definition of Assets chargeable to wealth tax given under the Wealth Tax Act, 1957 does not include units.

I. General Matters

What are my reporting obligations with respect to the holding of shares, receipt of dividend and investment redemption?

You have no reporting obligations under FEMA for the holding, redemption, receipt of bonus shares and investment redemption except for disclosing any income arising from it in the income tax return filed by you.

Subject to the terms and conditions of 2016 WESOP, you may transfer by way of sale the units/shares acquired thereunder provided that the proceeds thereof are repatriated immediately on receipt thereof, and in any case not later than 90 days from the date of sale thereof.

* * *

Appendix A

IMPORTANT NOTE for Employees of Schneider Electric Infrastructure Limited (“SEIL”) and Schneider Electric President Systems Limited (“SEPSL”): SEIL and SEPSL, being public companies listed on a stock exchange in India, are subject to legal constraints which restricts them from allocating employer matching contribution under 2016 WESOP without the shareholder’s approval to the 2016 WESOP and the employer matching contribution. Approval of shareholders will be sought at the respective annual general meetings after the end of the WESOP 2016 revocation period. Accordingly, the employees of SEIL and SEPSL will not be eligible for employer matching contribution at the time of subscription.

However, subject to approval by respective shareholders, appropriate portion of the contribution paid by employees will be deemed as employer matching contribution in line with the 2016 WESOP. The amount of employer matching contribution, up to the limits described below, will then be reimbursed to employees within a reasonable time thereafter.

Employer Matching Contribution Rules

In case you decide to subscribe to 2016 WESOP, your employer may have decided to pay on your behalf, a contribution matching your own personal contribution, thereby increasing your investment capacity, as follows:

- For an investment up to INR 73,000, your employer will pay an amount equal to your personal contribution;
- From an investment from INR 73,000 to INR 132,500, your employer will pay an additional amount equal to one-half of your incremental personal contribution.

The employer matching contribution is limited to a maximum of INR 102,750

Although this contribution will be made on your behalf, you will not be able to receive the shares purchased until redemption occurs in accordance with the terms of the Plan (i.e. after the end of the 5-year Lock-up Period, or upon occurrence of an early exit event).

Below you will find a table providing examples of the employer matching contribution that you would be entitled to, with respect to your personal contribution, and examples of subscription based on a hypothetical discounted subscription price of €50 converted at a rate of €1 = INR 70 (€50 = INR 3,500).

Personal Contribution by Employee	Employer Matching Contribution ⁴	Total Contribution ⁵	Hypothetical Subscription Price Converted into INR	Number of Shares Subscribed via the FCPE
INR 2,800	INR 2,800	INR 5,600	INR 3,500	1.6
INR 14,000	INR 14,000	INR 28,000	INR 3,500	8.0
INR 73,000	INR 73,000	INR 146,000	INR 3,500	41.71
INR 90,000	INR 73,000 + INR 8,500 = INR 81,500	INR 171,500	INR 3,500	49
INR 125,000	INR 73,000 + INR 26,000 = INR 99,000	INR 224,000	INR 3,500	64
INR 190,000	INR 102,750	INR 292,750	INR 3,500	83.64

⁴ Payable by SEIL and SEPSL employees at subscription which amount will be reimbursed subject to approval by shareholders to the 2016 WESOP and employer matching contribution

⁵ For SEIL and SEPSL employees: Borne entirely by employees at subscription; Employer matching contribution would be reimbursed subject to shareholders’ approval