

Employee Leave

1. Earned Vacations:

EXEO SAL: Divided into sections based on employment anniversary milestones.

- **Less than 5 years:** 15 days per year or 1.25 days per month.
- **Between 5 and 10 years:** 17 days per year or 1.42 per month.
- **Between 10 and 15 years:** 19 days per year or 1.6 per month.
- **Between 15 and 20 years:** 21 days per year or 1.75 per month.
- **After 20 years:** 23 days per year or 1.92 per month.

EXEO SAS: 25 days per year or 2.08 per month

EXEO UAE: 30 days per year or 2.5 per month

2. Maternity Leave

EXEO SAL: 70 days.

EXEO SAS: 80 days.

EXEO UAE: 60 days.

3. Sick Leave:

EXEO SAL & EXEO UAE:

- Medical certificate from a qualified physician is mandatory; otherwise, the days will be unpaid.
- Return to the office only after full recovery.

EXEO SAS:

- Consult a medical professional for a medical certificate (arrêt de travail). Failure to submit will result in unpaid days.
- French Social Security provides daily allowances for sick leave exceeding three days.