290926 Version





CINDEX
Inter-company club dealing with international mobility strategies and policies

« We are delighted to bring together our member companies and their representatives confident that their high level of professionalism and expertise in international mobility will help foster meaningful and enriching discussions within our various committees. »

Philippe Lan

Chairman · CINDEX – Manager C&B STMicroelectronics

— the think tank of international mobility

The members

75

members

40k

international assignments

In more than 150 countries

550

Specialized professionals dedicated to international mobility

HR / Global mobility, Tax managers, Security managers , in-house Health doctors



76 members (as of sept. 2026)

AccorHotels; ADP, Agence Française de Développement(AFD) ; Airbus ; Air France; Air Liquide ; Alstom; Artélia; Atos; Axa; Banque de France; Bel Group; BNP Paribas; Bolloré; Bouygues Construction; BureauVeritas; Business France;Capgemini, Carrefour; CFAO; CHANEL; CIS; CMA-CGM; CNRS; COLAS; Crédit Agricole; Canal+; Danone; EDF; EGIS; Eiffage; ENGIE; Eramet; Expertise France; GTT Group ; Hermès ; Institut de Recherche pour le Développement (IRD) ; John Cockerill Group; L'Oréal; LVMH; Michelin; Ministère de l'Europe et des Affaires Etrangères(MEAE); Natixis; Naval Group; Nissan Global Mgt; Orange; Orano; Pernod Ricard; Publicis; SEB Group; Stellantis; RATP; Renault Group; Safran; Saint-Gobain; Saipem; Sanofi; Savencia; Serimax ; Servier; SLB; Schneider Electric; Société Générale; Sodexo; Spie GS; ST Microelectronics; Suez; SYSTRA ; T.EN Energies; Technip N-Power; Thalès; TotalEnergies; Valeo; Veolia; Vallourec ; Vinci.

- Companies from various sectors
- Mainly private sector
- But also, from governmental bodies

New in 2026: +3
ADP, IRD, GTT

Vision

CINDEX, the leading club for international companies, aims to:

Share best practices and innovations in international mobility, to support the international operations and growth of its members

Support its members in developing policies for sending employees worldwide, ensuring their safety, health, and mobility

Act as the key interlocutor in cooperation with institutions and be a driving force in making proposals and anticipating trends in international mobility

Mission

Through regular exchanges (Security, Health, Taxation, HR or working groups) as well as forums:

Enhance discussions on risk-related situations (Security and Health) as well as International Mobility policies.

Work with public institutions to contribute to proposals on potential developments

CINDEX's strength lies in the complementary nature of is commissions and the active participation of its members

— COMMISSION

International security



Amandine Guyon

International Security Coordinator
BFM TV/ CMA CGM



Laurent Mereyde

HSES and Internal Audit Director

GTT

SAMPLE DISCUSSIONS

- Crisis exercise
- Country risk assessment and benchmarking
- Benchmark of security organizations
- Conference calls according to geopolitical news

«The International Security Commission (CSI) enables Security Managers from CINDEX members to quickly and confidently share their analyses and insights on immediate operational issues, as well as on longer-term organizational topics.

The country risk database, created in 2004 , is the first shared reference framework for all members.

It enables members to rely on an objective benchmark or to contact a peer to further refine an assessment.»

Laurent Mereyde

HR Committee and members of the Board of Directors-1/2

«In an increasingly complex world and in the face of critical decision-making challenges, CINDEX provides a valuable forum for professional dialogue and exchange.»



Adeline Bonnerat

Total Rewards & International Mobility Director

Air Liquide



Florianne Viala

Group Total Rewards & Performance Director

Michelin



David Payet-Pigeon

Corporate HR Services & Rewards Director

L'Oréal



Pierre-Yves Bigot

International mobility Director

Vinci

HR Committee and members of the Board of Directors-2/2

«CINDEX is a key partner in understanding the evolving challenges of mobility and in effectively meeting the expectations of mobile employees .»



Emilie Bergeaud
Compensation & Benefits Director
Renault Group



Karine Armand-Fedida
Total Rewards & Performance Director
Schneider Electric



Nathalie Ozanne
Compensation & Benefits Director
Orange



Nathalie Limet
Compensation & Benefits Director
TotalEnergies

— COMMISSION

International taxation



Marine Anquetil

Tax and international mobility

Alstom

«In the Taxation Committee, our members highlight the relevance of the topics selected and the quality of the speakers on Tax, Social Security and Immigration matters.

The open exchange of ideas combined with legal and technical monitoring enable us to stay continuously connected to the operational environment.»

Sample discussions

- Evolution and impact of tax régimes
- Re-invoicing of expatriates costs
- Compensation structures and taxation of free shares
- New forms of international mobility
- Conference calls aligned with current developments

International Health



Celine Locquet

Occupational Health Occupational Health Director

Schneider Electric



Vincent Feuillie

Advisor Doctor

Air France

Sample discussions

- Crisis management exercise
- Medical updates and vaccination
- Exchange of medical support practices
- Conference calls aligned with current developments

«The Health Commission enables professionals to listen to one another and share best practices in complete confidentiality. It has demonstrated its full value during the COVID 19 period. I am confident that many more meaningful exchanges are still to come.»

Vincent Feuillie

— PARTNER CONVENTION

CINDEX stands out for its “Partner Agreement"



Agreement among selected CINDEX member companies concerning employed spouses of expatriates

Provision of unpaid leave for the spouse without termination of their employment contract

More than 40 signatory companies

40+

Signatory companies

— FORMATS

A range of formats available

01

Commissions

On strategic or operational topics

02

Working Groups

and CODEVs

Peer-to-peer discussions to share feedback and best practices

03

Topic-based meetings

Aligned with the current developments, with various modalities

— EVENT

A major annual unifying event



CINDEX Annual Meetings

Each year the CINDEX Meetings brings together the international mobility community

rencontres-cindex.com

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— DIGITAL

CINDEX Online

LINKEDIN

linkedin.com/company/cindex

News, posts and videos.

WEBSITE

cindex.fr

News · Schedules · Forums · Documents · Directory.

— TESTIMONIES

What our members say

«A privileged place of exchange enabling me, through HR meetings to stay up to date with the many developments in the field of international mobility.»

«Contributions from specialists (tax, labour law etc.) everything needed to build expertise on key topics and support business and strategic decision-making.»

Member testimonial

HR Commission ·

«The exchange and sharing of information and knowledge among members are key drivers of my active participation. »

«The ability to address operational matters quickly and confidentially – with support and exchanges with members in the event of an occurrence or a crisis .»

Member testimonial

Security Commission

— TEAM

CINDEX



Delphine Douroux

Director



Nadia Hana

Communication Officer

«A Wealth of exchanges, benchmarks, best practices all serving a common goal: supporting the international mobility of our companies' employees. »

Delphine Douroux

— GOVERNANCE

Founding members · Board of Directors

FOUNDING MEMBERS

Air France
Banque Paribas
Charbonnages de France
Elf Aquitaine
Institut Français du Pétrole
Renault
Schneider Electric
Société Générale
TotalEnergies

BOARD OF DIRECTORS

Air France
Air Liquide
Michelin
L'Oréal
Orange
Renault
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STMicroelectronics
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