



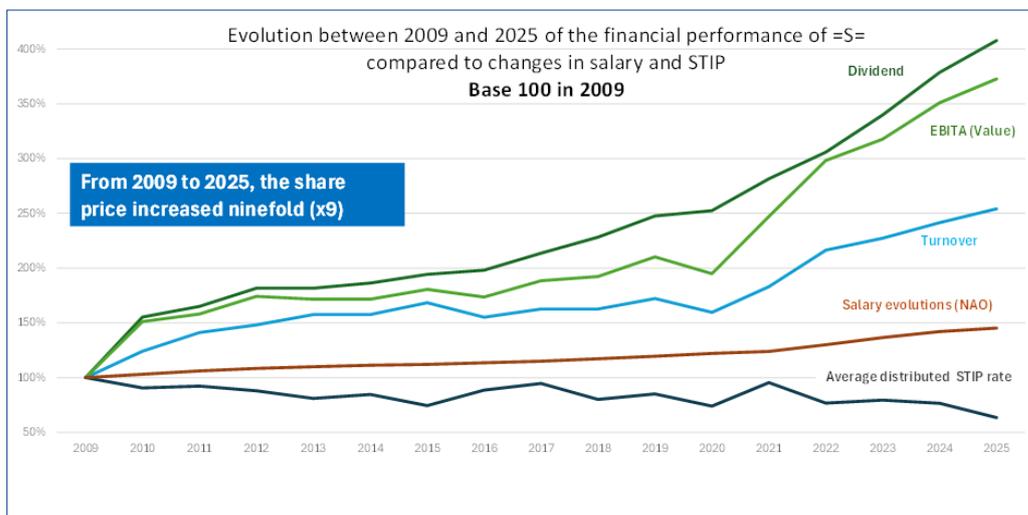
Schneider Electric: between love for shareholders and contempt for employees

2026 March 9

What new can be said about the results published by the group? That thanks to your commitment, they have once again reached record levels this year, and that once again this year you will not be rewarded !
Apart from a few who benefit from LTIP (free shares), the majority of executives are despised and punished with only **72.7%** of the collective STIP share and an average of **100%** of the personal share!

STIP: ambitious targets that only 'pay off' if the maximum is achieved!

The history of the group's key indicators clearly illustrates the reality : dividends have quadrupled, EBITA has increased 3.5-fold, but the average STIP rate has fallen by 36%, from 136.6% in 2009 to **86.4%** in 2025.



A boost in 2025 was unthinkable for management, as it would have damaged EBITA and caused the share price to plummet !

For years, the CFTC has maintained that variable remuneration is a parameter for adjusting EBITA, and the technique is well established.

10 STIP points represent 0.2 EBITA points. If the STIP had been paid in full, the increase in EBITA would have been only 0.2 points, far below the minimum target of 0.5 announced to investors.

For this reason, the personal share was again capped at 100%, in defiance of [the court's ruling](#).

These criteria, designed to limit STIP, also impact profit sharing.

The STIP's oversized targets (group share) are fully reflected in the collective profit-sharing targets, hence the probable 2.09 points out of a possible 5.

The group's employees are exasperated by this lack of recognition and are making their feelings known!

The CFTC does not accept that salaries should be used as a variable to achieve objectives that only benefit shareholders and a few senior executives.

The CFTC is demanding an additional profit-sharing bonus as compensation.

The CFTC will consult with other trade unions to consider joint action and achieve genuine reform of remuneration methods.

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