



2026/03/19

**To the attention of Mr. Olivier BLUM,  
Chief Executive Officer of Schneider Electric**

By this letter, we ask you to kindly hear the dissatisfaction and anger of the employees.

You have indicated, in the various communications, that Schneider's performance in 2025 was insufficient because it was below the performance of our main competitors.

This resulted in a collective part of the STIP of **72.7%**.

The annual performance review has been instrumentalized, diverted from its true purpose, and many employees came out of it disheartened.

The experience of the past two years has highlighted that the "IMPACT" evaluation system with 3 levels is ineffective: **85% of employees end up in "constant impact"!**

Based on this annual interview, managers allocate individual salary increases and, for managers ("cadres"), the percentage of the personal part of the STIP.

You also consider that the individual part could not be decoupled from the collective part, and you therefore decided to limit it, explaining that 100% left sufficient room for managers to differentiate employees.

For French employees, the majority of whom are excluded from any other mode of compensation such as LTIP (stock-options), this is a double penalty: their STIP and their profit-sharing are impacted since they share the same collective criteria.

To meet the Group's ambitions, you need the involvement and commitment of all employees. However, this commitment is diminishing in view of the demotivation generated by the fact that employees are not associated with the company's success, or, this year, by seeing their compensation reduced in order to reach the EBITA targets promised to the markets.

The representative trade unions therefore wish for a complete overhaul of the Group's performance evaluation system, of salary recognition with objectives that are finally achievable, and a boost for the 2025 profit-sharing.

We remain at your disposal to begin a discussion and ask you to accept our sincere regards.

**Les coordonnateurs syndicaux du Groupe en France**

**Pauline GIBERT** pour la CFDT

**Philippe BORDAS** pour la CFE-CGC

**Sylvie RESTANI** pour la CFTC

**Jean-Pedro de Freitas** pour la CGT

**Emmanuel DA CRUZ** pour FO