



Outstanding results and mediocre profit sharing: the years all look the same!

Profit sharing for 2026: 6.52%.

2026 March 31

Schneider's financial promises were only kept by picking the employees' pockets via the STIP... Now it is the turn of profit sharing to bear the brunt, with a rate of just 6.52%!

At Schneider, profit sharing can amount to **up to 10%** of gross salary. **Profit sharing**, the criteria and targets for which are set out in a Schneider agreement, includes a 1.02% legal participation component. Half of the final rate is derived from a global component, based on the achievement of global targets, and the other half from a local component linked to SEI/SEF's commercial and industrial performance targets.

Out of a possible 5%, the overall share is just 1.91%

Whilst the overall performance figures, which were ultimately achieved, [have largely satisfied the financial markets](#), the calculation penalises employees because the performance figures only meet the minimum targets set at the start of 2025.

The local contribution saves the profit sharing scheme, accounting for 4.61% of the possible 5%

In fact, France has had a better year than expected, not only in terms of turnover, profit margins and overheads, but also in terms of factory productivity and safety.

Group share (50%)										Local share SEI-SEF (50%)																																																	
Financial (60%)					Sustainability					France Business Performance (20%)							Industrial Performance (20%)							Sécurité des salariés (10%)																																			
Adjusted EBITA improvement			Group organic sales gross (%)		SSI (note/10)			Organic Sales Growth (%)			Commercial Margin Evolution (points)				Evolution of Support Function cost (SFC) %				GSC DVC Productivity (%)			ETO DVC productivity (%)				Evolution of fixed costs (%)			Structural costs (%)			Safety Observation Rate		Medical Incident Rate																									
min	cible	max	min	cible	max	min	cible	max	min	cible	max	min	cible	max	min	cible	max	min	cible	max	min	cible	max	min	cible	max	min	cible	max	min	cible	max	min	cible	max																								
0,5	0,9pt	1,3	7%	10,5%	14	7,6	8,8	10,0	0,5	3,5%	6,5	+0,5	+0,8pt	+1,1	+3,5	+1,5%	-0,5	1,5	4,0%	5	2,5	3,0%	3,5	4,1	2,1%	0,1	-17,5	-18,0%	-18,5	0,80	1,00	1,25	0,82	0,77	0,65																								
5% max (2,5% si cibles atteintes)					2% max (1,6% si cibles atteintes)							2% max (1,6% si cibles atteintes)							1% max (0,8% si cibles atteintes)																																								
Résultats					Résultats					Résultats							Résultats																																										
+0,5pt					8,9%					8,6/10					5,00%					+1pt					+1,1%					4,4%					3,5%					2,0%					-19,59%					1,59					0,45				
1,91% (= 0,33%+ 0,60% + 0,99%)					1,80%					1,81%					1,00%																																												

Despite the trade unions' call for a catch-up measure to mitigate this double penalty, NO further concessions will be granted this year

Last year, the SEI/SEF board of directors approved a 0.3-point increase in profit-sharing. This year, it will be **zero**. The new NEXt corporate programme, which focuses on cost reductions to achieve new EBITA improvement targets for 2026 (+0.8 percentage points!), therefore condemns employees to increased productivity AND a reduction in their total remuneration.

Given that the 0.8 point expected this year are in addition to the 0.3 point for 2025 (taken from the STIP to achieve the EBITA target), 2026 is already at risk for employees' earnings...

In total, the profit-sharing payment will range from a minimum of €3,071 to €9,213 max

Examples: calculating profit-sharing for a full-time employee

- An employee earning €2,500 gross / month in 2025 will get **€3,071** (6.52% of the social security ceiling of €47,100 in 2025)
- An employee earning €4,500 gross per month in 2025 will get **€3,521** (6.52% of €4,500 x 12)
- A work-study student (on a contract from 1 Jan 2025 to 31 Dec 2025) will get **€1,535** (6.52% of €47,100 / 2).

These values correspond to full-time work, including bonuses and without sick leave in 2025.

The floor value is guaranteed for salaries below the gross annual SS ceiling in 2025, i.e. €44,100. Maximum is €9,213 €

For part-time employees or those joining or leaving during 2025, the calculation is made on a pro rata temporis basis, (minimum of 3 months' seniority).

Between 21 April and 11 May at 5.00 pm, you can choose to invest this profit-sharing payment or have it paid out to you.

Please note that if you choose to claim this, the amount will be included in your taxable income and will be subject to social security contributions. It will be paid in June. **If you invest in it**, the returns will be **tax-free** but the funds will be locked in for five years, with the option of early withdrawal.

