

# The WESOP 2026 funding allocation being insufficient, the distribution of employee investments will be modified

2026/06/04

The French budget allocation for the **WESOP contribution**, amounting to **€11 million** (unchanged for 15 years!), has been exceeded. 81.4% of French employees subscribed to this capital increase. The contributions should have generated a matching contribution of **€11.6 million**. Management refused to compensate for the **€602,000 overspend**.

As a result, management has decided to **cap the contribution to investments in the Shareholding Relay Fund** (a fund enabling the purchase of discounted Schneider shares).

**In most cases, this will only impact the allocation of your investment, without reducing your employer contribution.**

**Your investments in the Fonds Monétaire, Energie solidaire, Diversifié, Dynamique, HSBC are not affected:** The matching contribution obtained on these different funds is **not impacted** by this decision.

## Fonds Relais Actionnariat

The maximum employer contribution available on this fund, which is normally **€1,400**, will be **modified** according to the following rules:

- **The first €700 of employer contribution to the employee shareholding bridge fund will be maintained.**

- **15.72% of the next €700** will be reallocated to the money market fund if the invested money came from your profit-sharing/employee participation plan.

The employer contribution available on the employee shareholding bridge fund is €1,289.96, representing a maximum reduction of €110.04.

- **This €110.04 will be recovered by transferring €314.40 from your profit-sharing/employee participation plan to the money market fund. In total, the employer contribution you wished to receive will be maintained.**

- Your payments, beyond what was necessary to recover the €1800 matching contribution, **will not be impacted.**

A confirmation email with the new allocation of your subscription will be sent to you by "Akkalia".

**\* Important:** If your initial investment (I&P) was insufficient to qualify for the maximum matching contribution and you made voluntary contributions, a maximum of €314.40 of these contributions will not be deducted, and you will lose €110.04 in matching contributions. **To recover these contributions, you must make an exceptional voluntary contribution of €220.08 to the Schneider Shareholding fund in December (without discount).**

## Illustration of the impacts

To qualify for the €1,800 employer contribution...		...with a minimum investment			...with a maximum of SE shares		
	I invest in funds :	payment	contribution		payment	contribution	
Stage 1	<b>All funds except</b> Fonds Relais SE classic	1 100 €	100%	1 100 €	400 €	100%	400 €
Stage 2	<b>Fonds Relais</b> (SE classic) with SE shares with a 15% discount	2 000 €	35%	700 €	300 €	85%	255 €
					3272 € - <b>314€</b>	35%	1145€ - <b>110€</b>
	<b>Clipping:</b> switching to Fonds Monétaire			Not applicable because it only involves a €700 contribution to the fonds relais	<b>314 € *</b>	35%	<b>110 € *</b>
	<b>Total</b>	<b>3 100 €</b>		<b>1 800 €</b>	<b>3 972 €</b>		<b>1 800 €</b>
	Total investment + contribution (gross)	4 900 €			5 772 €		
	including discounted SE shares (gross)	2 700 €			4972€ - 314€ - 110€ = 4548€		

**The CFTC reiterates its demand for an increase in the budget allocated to WESOP funding for the country of France..**

Vos représentants CFTC :

Sylvie RESTANI   Xavier MERLINI  
François SOENEN   Ludovic LAMBERT

[www.cftc-schneider.com](http://www.cftc-schneider.com)

