



A weak 2024 profit-sharing scheme : 6.49% thanks to a potential small top-up of 0.3 point!

2025 March 31

2024 was presented to the markets as 'a record year'.

However, profit-sharing is a long way off!

It has fallen back to the disappointing levels of 2022 and 2021.

As a reminder, profit-sharing can amount to up to 10% of employees' gross pay. It is a global envelope that is divided into 2 parts: profit-sharing and participation, the calculation of which is regulated by law.

Previous
Incentives :
2023 : 8,61 %
2022 : 6 %
2021 : 6,87 %
2020 : 7,7 %
2019 : 6,23 %
2018 : 6,68 %
2017 : 8,26 %

Global share: only 2.55% (out of a maximum of 5%).

Employees are therefore not benefiting from the 'record' that management boasts about.

The targets, which were **once again much higher than those announced to the markets**, heavily penalised the overall share of profit-sharing. The change in the calculation method, which was agreed during the last round of negotiations, made it possible to avoid a truly punitive profit-sharing figure (2,25% vs. 2.55%).

Local share: only 3.64%, again due to over-ambitious targets for French trade

Group share (50%)									Local share SEI-SEF (50%)																											
Financial (60%)						Sustainability			France Business Performance (20%)									Industrial Performance (20%)									Sécurité des salariés (10%)									
Group Organic adjusted EBITA improvement						Group Organic Sales growth (en %)			Schneider Sustainability Impact (note/10)			Organic Sales Growth			Commercial Margin Evolution			SFC Evolution			Europe GSC DVC Productivity			E&T DVC productivity			Structural costs			Improving energy performance France			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				
+0,6	+1	+1,4	7%	10%	13%	6,7	7,4	8,1	4	6	8	+0,2	+0,4	+0,6	+4,7	+3,7	+2,7	1,9%	3,9	5,9	3	3,5	4	4,6	3,6	2,6	-16%	-16,5	-17%	0,80	1,00	1,25	0,82	0,77	0,65	
5% max (2,55% si cibles atteintes)									2% max (1,6% at target)									2% max (1,6% at target)									1% max (0,8% at target)									
Résultats									Résultats												Résultats															
+0,9pt			8,4%			7,55/10			2,48%			+0,36pt			+1,89%			2,5%			4,5%			5,0%			-17,15%			1,61		0,56				
2.55% (= 0.7%+ 0.56% + 1.29%)									1.17%									1.47%									1.00%									

Compensation of +0.3 points which remains subject to a decision by the Boards of Directors of SEI and SEF

With a calculated profit-sharing of only 6.19%, which management itself finds unjustifiable and demotivating, it has decided to pay SEI SEF employees an additional 0.3 point in profit-sharing.

In total, profit-sharing will range from a minimum of €3,009 to a maximum of €9,028.

Examples: calculation of profit-sharing for a full-time employee.

- An employee earning €2,500 gross per month in 2024 will receive **€3,009** (6.49% of the SS ceiling of €46,368 in 2024)
- An employee earning €4,500 gross per month in 2024 will receive **€3,505** (6.49% of €4,500 x 12)
- A work-study student (on contract from 01/01/2024 to 31/12/2024) will receive **€1,505** (6.49% of 46,368 / 2).

These values correspond to full-time work, including bonuses and without sick leave in 2024.

The floor value is guaranteed for salaries below the gross annual SS ceiling in 2024, i.e. €46,368.

For part-time employees or those joining or leaving during 2024, the calculation is made on a pro rata temporis basis, with a minimum of 3 months' seniority.

Between 16 April and 17:00 on 12 May, you can choose whether to invest your profit-sharing or have it paid out to you.

Please note that if you choose to claim it back, 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 it, it will not be subject to income tax, but it will be frozen for 5 years, with the possibility of early release

