



Update on 2020 Profit Sharing scheme
(« Intéressement & participation »)

Schneider Electric

Profit Sharing Incentive & Participation

Is it really a fair share ?

Schneider recent year performance shows that the Profit sharing scheme is no longer related to individual or collective efforts of employees. CFE-CGC wishes to recover the true incentive essence of profit sharing scheme for the next 3 years.

WHAT ABOUT MOTIVATION ?

Incentive tool. But what is the link between your efforts, Schneider Electric France, Group performance and the payment of Profit sharing, as a function of different criteria ? Employee's motivation may simply vanish ...

2018 / Performing year	-> profit sharing was fair, slightly above average
2019 / Exceptional results	-> profit sharing was fair
2020 / Very deceptive year	-> profit sharing expected fair, slightly below average

**Look for a
logical link...**

A BETTER AGREEMENT TILL 2023

The new 3-year agreement for Profit sharing is under way. The current agreement expires this year. The new agreement is intended for 2021, 2022 and 2023. Here are the propositions of CFE-CGC to bring back the true nature of the scheme and significantly improve the value share returned to employees :

Principles

- Shift from a strictly-controlled budget to a variable share, as per law intent
- Maintain a strong link with SE France performance
- Ensure a real-time visibility (monthly) of performance and payment target
- Remove the 10% cap
- Authorize criteria weight modification in case of exceptional events
- Associate the Sustainability & Safety barometer to Customer satisfaction, with ambitious animation plans, centered on Schneider core values.

Group criteria

- Define a direct correlation between Share Earning and Profit sharing
- Maintain current criteria with achievable targets

Group & Local criteria

- Ensure consistency between internal and public targets with less-than 10% difference to ensure attractivity and commitment from employee

Local criteria

- Clarify GSC criteria, that appear very obscure



CFE-CGC wants to pave the way for a renewed 3-year agreement that makes profit sharing a true incentive tool for all Schneider Electric employees. CFE-CGC is moving forward, because tomorrow is shaped today.

CFE-CGC is the only trade union organisation representing executives, engineers, managers, supervisors, technicians, clerks in all technical, financial or administrative functions

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