

## Annexe 3 : Données entreprises du partage du bénéfice et des écarts de salaires

Evolution annuelle du taux de redistribution des bénéfices aux actionnaires entre 2009 et 2018

Entreprise	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2009-2018
Engie	107%	81%	90%	243%	-39%	140%	-49%	-577%	182%	163%	609%
STMicroelectronics	-18%	30%	40%	-40%	-90%	-438%	-218%	-175%	27%	17%	572%
Arcelor	1094%	-7%	55%	-35%	-13%	-31%	-4%	0%	0%	6%	255%
Technip	75%	33%	32%	51%	40%	57%	490%	167%	-474%	-31%	189%
Lafarge	53%	70%	49%	34%	48%	212%	-30%	50%	-98%	118%	184%
Veolia	94%	117%	-119%	90%	-231%	152%	85%	105%	110%	108%	162%
Carrefour	192%	408%	218%	36%	32%	37%	10%	68%	-99%	-55%	108%
Vivendi	197%	78%	67%	770%	68%	29%	97%	444%	57%	447%	104%
Orange	124%	76%	101%	454%	68%	222%	59%	54%	84%	94%	101%
Sanofi	55%	63%	76%	87%	143%	125%	128%	141%	67%	112%	94%
Bouygues	44%	67%	186%	79%	-81%	64%	134%	76%	51%	47%	94%
Saint Gobain	244%	45%	56%	118%	108%	86%	95%	84%	70%	287%	92%
EDF	55%	208%	82%	64%	71%	63%	214%	73%	67%	115%	81%
L'Oréal	48%	39%	44%	60%	73%	156%	46%	72%	66%	64%	74%
Total	62%	48%	41%	49%	66%	176%	125%	106%	79%	104%	74%
Schneider Electric	100%	31%	48%	50%	53%	76%	122%	110%	60%	88%	71%
Unibail Rodamco	-35%	117%	57%	50%	62%	52%	40%	40%	42%	105%	70%
Crédit Agricole	88%	82%	-70%	0%	0%	38%	25%	46%	47%	41%	69%
Vinci	50%	48%	73%	77%	60%	71%	95%	63%	64%	61%	66%
Danone	41%	50%	81%	92%	116%	76%	72%	58%	43%	51%	65%
Capgemini	82%	44%	38%	42%	51%	62%	27%	60%	97%	102%	61%
Publicis	25%	62%	22%	104%	45%	30%	79%	67%	82%	47%	59%
LVMH	44%	28%	35%	42%	47%	154%	47%	54%	40%	44%	59%
Airbus	-21%	7%	17%	33%	167%	21%	45%	175%	36%	40%	58%
Air Liquide	49%	44%	51%	52%	57%	57%	63%	50%	56%	58%	54%
Legrand	37%	43%	48%	51%	56%	70%	60%	62%	45%	49%	53%
Kering	44%	44%	56%	44%	1256%	93%	74%	62%	33%	30%	49%
Solvay	45%	18%	97%	46%	103%	349%	85%	65%	33%	47%	49%
Axa	23%	45%	39%	39%	35%	38%	50%	46%	45%	140%	46%
Accor	-129%	7%	522%	-44%	137%	82%	75%	89%	68%	31%	44%
Essilor	55%	100%	65%	50%	57%	25%	29%	33%	41%	31%	44%
Safran	10%	73%	3%	29%	34%	-370%	-118%	30%	22%	96%	43%
Michelin	137%	14%	22%	24%	57%	51%	68%	49%	40%	42%	41%
BNP	16%	23%	50%	22%	39%	1229%	28%	37%	43%	50%	37%
Pernod Ricard	12%	33%	39%	40%	43%	53%	39%	37%	34%	44%	37%
Société Générale	102%	8%	56%	0%	17%	37%	19%	40%	60%	45%	35%
Renault	4%	-2%	7%	18%	86%	28%	22%	24%	22%	33%	23%
Alstom	27%	79%	26%	29%	47%	0%	0%	0%	12%	11%	20%
Nokia	0%	0%	0%	0%	0%	14%	0%	231%	-118%	-192%	NA
PSA	0%	0%	76%	2%	0%	3%	0%	0%	22%	17%	NA
<b>Moyenne</b>	<b>75%</b>	<b>48%</b>	<b>61%</b>	<b>87%</b>	<b>97%</b>	<b>94%</b>	<b>81%</b>	<b>72%</b>	<b>57%</b>	<b>67%</b>	<b>71%</b>

L'entreprise est déficitaire mais verse des dividendes

L'entreprise verse plus de dividendes que de bénéfices réalisés

**Evolution annuelle de l'écart entre la rémunération du PDG et le salaire moyen du CAC 40  
entre 2009 et 2018**

Entreprise	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2009-2018
Carrefour	494	360	123	159	220	226	409	557	111	413	307
LVMH	304	317	372	287	250	185	256	216	113	121	242
Danone	275	305	294	249	193	262	184	178	157	150	225
L'Oréal	84	253	177	172	191	185	189	200	194	194	184
Schneider Electric	100	140	155	135	164	214	211	199	212	201	173
Sanofi	149	121	137	136	161	168	312	171	158	116	163
Lafarge	75	61	57	92	84	94	380	195	273	146	146
Renault	39	35	125	99	66	210	209	199	267	178	143
Essilor	89	128	137	126	141	152	158	151	75	123	128
Arcelor	104	66	94	93	113	138	130	101	140	152	113
PSA	31	96	42	44	45	107	165	145	183	222	108
Accor	105	144	145	89	35	127	129	91	111	68	104
Saint Gobain	114	110	94	63	109	102	108	113	127	98	104
Total	94	91	85	93	102	126	87	123	116	109	103
Technip	61	92	84	87	78	36	53	41	187	206	93
Capgemini	46	57	57	78	96	118	149	149	71	72	89
Axa	88	79	83	89	100	102	96	70	90	94	89
Kering	74	110	70	93	103	131	79	80	68	61	87
Air Liquide	63	75	82	83	85	83	80	109	87	92	84
Engie	94	88	76	71	72	110	97	95	69	64	83
Airbus	37	46	54	79	95	127	81	76	108	74	78
Vinci	49	50	53	54	52	89	91	100	113	116	77
STMicroelectronics	54	49	78	53	66	64	59	37	79	222	76
Michelin	24	134	90	75	57	50	56	77	89	99	75
Publicis	91	116	69	87	84	51	65	42	39	69	71
Veolia	79	77	53	63	50	64	66	55	91	90	69
Société Générale	27	65	56	75	81	71	78	77	68	61	66
Vivendi	82	94	109	54	49	39	49	61	48	55	64
Nokia	34	44	42	23	46	63	110	124	79	68	63
Legrand	38	56	59	58	79	71	67	65	57	70	62
Pernod Ricard	71	59	73	38	53	42	51	66	76	89	62
Solvay	30	37	62	39	36	69	70	57	66	67	53
Alstom	41	43	47	49	44	56	155	31	34	33	53
BNP	51	40	44	54	59	48	56	64	64	55	53
Bouygues	94	72	61	26	25	42	23	52	56	56	51
Safran	38	34	36	34	36	37	30	47	50	68	41
Unibail Rodamco	21	33	29	34	34	48	48	49	51	55	40
Orange	44	46	41	40	31	33	37	40	40	42	39
Crédit Agricole	27	32	31	26	38	35	32	31	31	33	32
EDF	19	21	35	28	10	10	9	9	9	9	16
<b>Moyenne</b>	<b>86</b>	<b>97</b>	<b>90</b>	<b>83</b>	<b>86</b>	<b>100</b>	<b>118</b>	<b>109</b>	<b>101</b>	<b>108</b>	<b>98</b>

Ecart de salaire supérieur à la moyenne annuelle