



Survey feedback Quality of life at work From March to May 2025



#WorkOurFutur

SURVEY 2025

3,000 respondents' to the SSC perimeter

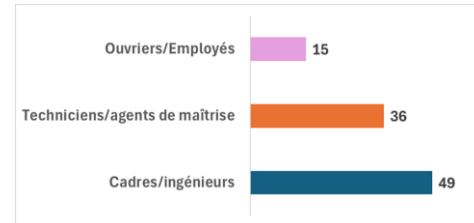
Profiles of respondents (in %)

The **CFDT** thanks you for your participation in the QVT survey!

Your mobilization allows us to draw up a precise report of your concerns, your expectations and your professional feelings....



Socio-professional categories

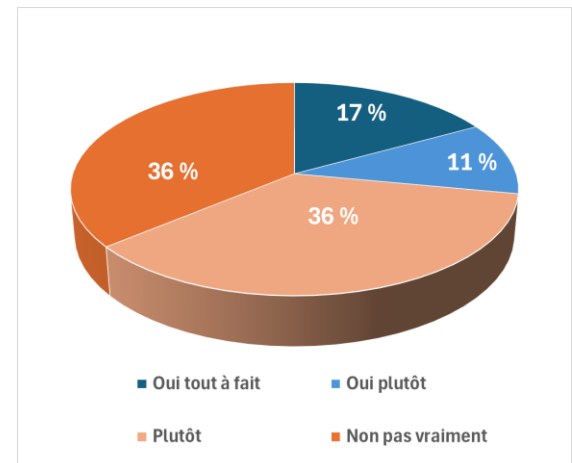


Remuneration

Many of you deplore the lack of perspectives and recognition at work or career progression. The analysis of verbatims highlights that remuneration represents a major issue:

- OETAM employees tell us they lack perspectives. In response, **CFDT** claimed and obtained the deployment of "postes à fourchettes" in the GEPP agreement. The implementation of this agreement must be the priority for 2026. All positions must have at least 3 coefficients and the conditions of change must be clearly defined.
- Executive employees aspire to more collective increase, the part of the AI envelope dedicated to changing NP weighs too much and the remainder is not enough to ensure maintenance of purchasing power.

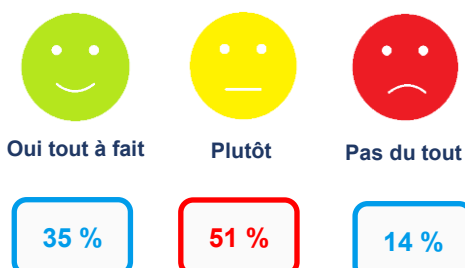
Does your remuneration (salary, bonuses, ...) seem fair to you?



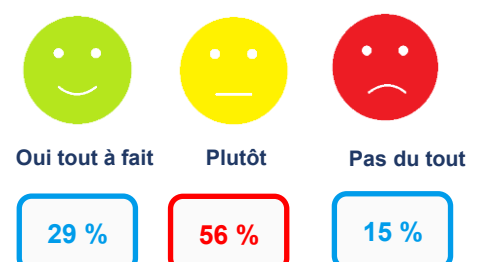
Well-being and recognition at work

Work-life balance is good overall even though the 'Absolutely yes' is down from 2022. Verbatim accounts indicate that this remains fragile with negative factors such as overwork, lack of resources, imposed decisions and lack of perspectives.

Workload vs Work/life balance



Recognition at work



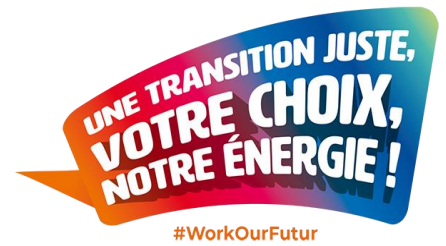
Site **TOTALENERGIES CFDT**



It's today that we prepare tomorrow, together!



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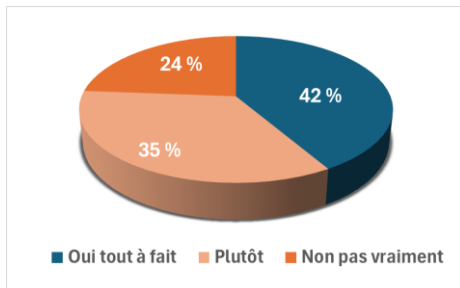


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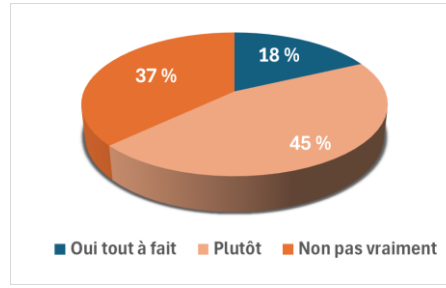
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Projection, trust and involvement in the Company's strategy

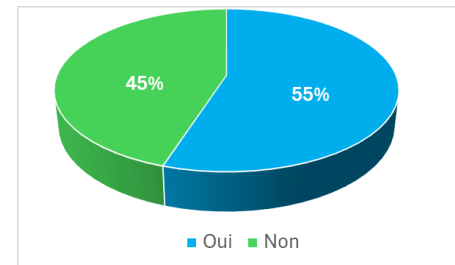
Do you consider your prospects for projection in the Company within 2 to 5 years?



Are you confident in the Company's ability to support you in job changes/evolutions?



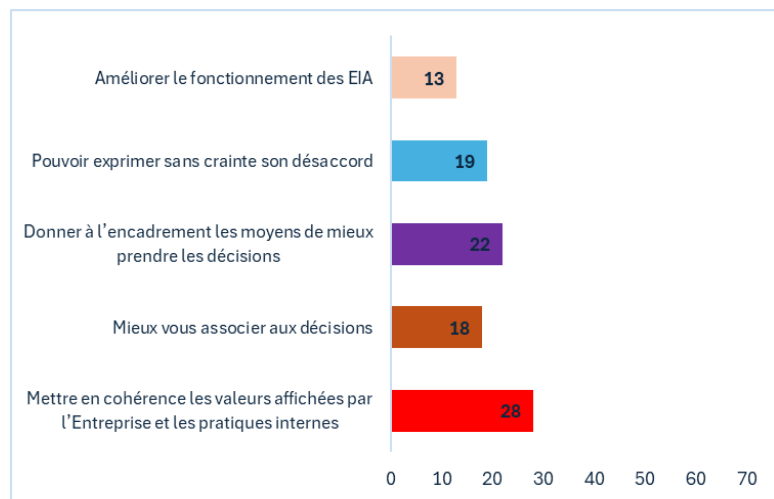
Do you feel involved in the company's strategy?



Priorities for improving management in the Company

CFDT is concerned that within a company 'where life is good':

- 1 in 5 employees would be able to express disagreement without fear
- 1 in 3 employees would like to align the values displayed with practices
- 1 in 5 employees would like to be better associated with decisions, verbatims also indicate that **"management is too vertical, top-down, with very little room to maneuver"**

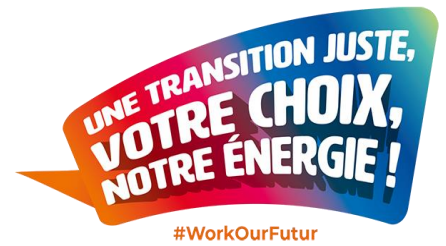


For CFDT, a management to stay, transparent and fair is the key to giving meaning back to work and improving engagement.





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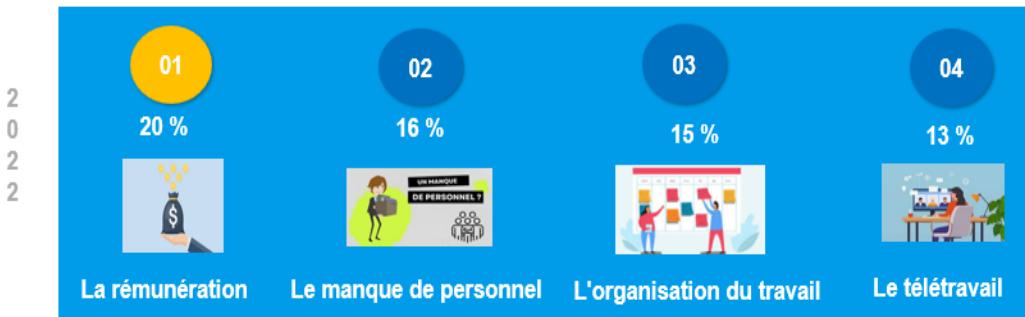


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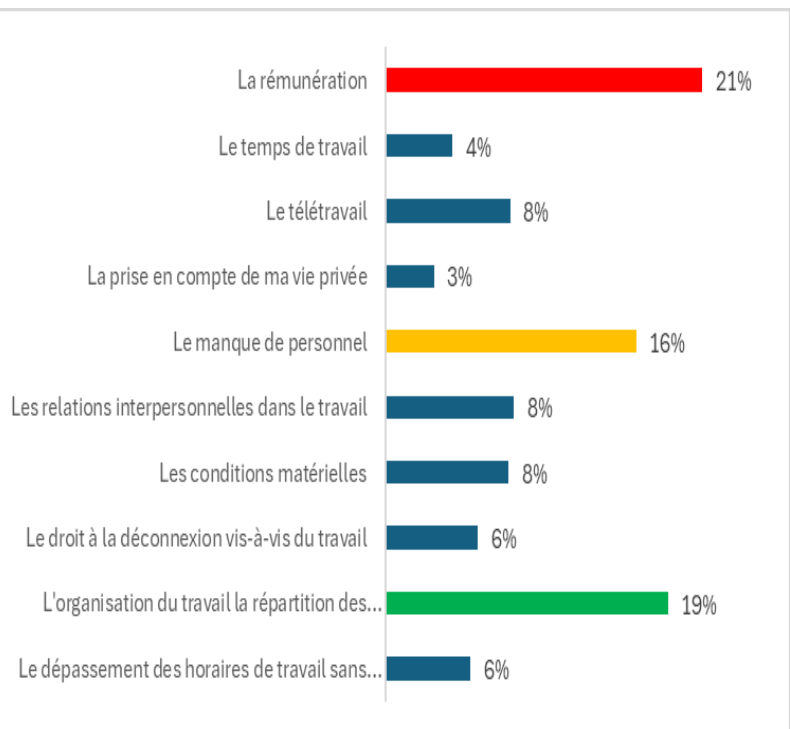
Priorities to improve the quality of work life

Our survey confirms that compensation remains, as in 2022, the main priority for employees, in a context of understaffing and the lack of staff indeed emerges from it. The organization of work is progressing strongly from third to second place among employee concerns, revealing the deleterious impact of constant reorganizations that destabilize teams and degrade working conditions on a daily basis.



Reports concerning the deterioration of material conditions are increasing. At some sites, aging premises require urgent investments to meet current needs. We remain particularly attentive to the situation of Parisian sites, where the challenges are increased.

Furthermore, the move to The Link and the implementation of the flex office raise concerns about a possible deterioration of working conditions. These changes must be accompanied with rigor to limit their negative impacts.





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Conclusion

For a concrete improvement in the quality of life at work

This QVT 2025 survey, with 3,000 responses, makes a realistic report: despite overall stable results, employees' expectations remain high and challenges numerous.

Faced with these findings, **CFDT** requests the opening in 2026 of negotiations for an ambitious **QVCT agreement** that concretely meets the expectations expressed.

What would these objectives be (non-exhaustive list)?

- Allow everyone to **do quality work in good conditions** (material, temporal, physical).
- Implement a work organization that facilitates activity, gives **power to act** and promotes **balance between professional and personal life**.
- Allow everyone to find **meaning in their work** related to the company's projects and strategy and **to carry out their activity efficiently and satisfactorily** with the listening and support of management.
- Progress in the field of **primary prevention of occupational risks** at all positions within the company.
- Ensure that the **organization and management** promote occupational health and personal development.
- Allow everyone to **'thrive' at work** and **consider their professional future**.
- Define good practices in the treatment of PSR within SSC.

CFDT would like to warmly thank you for your participation in our survey on working conditions and your expectations. Your mobilization was exceptional: more than 3,000 responses that allow us to better understand your concerns and act with precision. Your feedback is valuable: thanks to you, we can carry your voices with more strength in the negotiations and actions to come.

Would you like more information? Do not hesitate to contact your representatives and elected officials **CFDT TotalEnergies on your site, or by email: contact@totalenergiescfdt.com**

Vote CFDT! ***The Collective energy***

Site TOTALENERGIES CFDT



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