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Infographic on the value-sharing bonus (PPV)

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From December 1, 2023 to December 31, 2023, companies that have already paid a value-sharing bonus (PPV) to their employees in 2023 will be able to pay a second value-sharing bonus under preferential social and tax arrangements.

Recap of what you need to know in the infographic below.

Value sharing bonus

By Fabien Pomart and Matthieu Blaschczyk



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Implementation of the PPV

The PPV must be implemented either:



Through a company-level or group-level agreement (collective agreement, agreement with the Social and Economic Committee, ratification by a two-thirds majority vote of the staff members)



Through a unilateral decision of the employer with information to the Social and Economic Committee, if any, before the payment of the bonus

The amount of the PPV can be adjusted between employees pursuant to the company/group-level agreement or the employer's unilateral decision, according to the following criteria:



remuneration



the level of classification



the length of actual presence during the past year or seniority



the time worked by employees with a part-time employment contract



Amount of the PPV that is exempt from social security and tax charges

€3,000 per calendar year

€6,000 per calendar year for:

- o companies that must implement a profit-sharing scheme and that have set up an incentive agreement at the date of payment of the PPV or that have concluded such an agreement for the current financial year
- or
- o other companies that voluntarily apply a profit-sharing or incentive agreement at the date of payment of the PPV or that have concluded one of these agreements for the current financial year

New

Possibility of paying two bonuses per calendar year (up to an overall limit of €3,000 or €6,000).



Employees eligible for the PPV

All employees

or

Only employees who have received remuneration below a ceiling determined by the company up to three times the annual value of the minimum wage during the 12 months prior to either:

- o the payment of the PPV, or
- o the filing of the PPV agreement with the Regional Directorate for Economy, Employment, Labor and Solidarity (DREETS), or
- o the signature of the employer's unilateral decision

SOCIAL AND TAX EXEMPTIONS UNTIL DECEMBER 31, 2023:

Employee remuneration	Social security contributions	CSG/CRDS	Income tax
Under 3 SMIC	Exempted	Exempted	Non-taxable
Equal to or greater than 3 SMIC		Submitted	Taxable

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