



A cost-cutting drive that will inevitably harm the long term."

Management has been preparing minds since the summer by explaining that the year will be difficult for the group: Schneider may not meet the growth and profitability targets (EBITA 2025 and 2026) promised to financial markets. Management attributes this poor result to the group's structure.

The Executive Committee has just admitted: "organizations are too complex and too costly..."

Indeed, in recent years, employees have observed:

- The multiplication of decision-making layers
- Managers isolated and based internationally, with almost no connection to their teams
- Imposing new working methods on BUs without adapting decision-making processes
- The creation of hubs supposedly to bring BUs closer to markets, yet projects for Europe are relocated to China or India without assessing impacts on skills and the environment
- Difficulties integrating software companies (ETAP, AVEVA, IGE, Planon, RIB...). Another reorganization looms instead of focusing on market expectations

A cost-cutting frenzy with immediate effect, without any hindsight!

Many of you have alerted the CFTC about current practices to reduce costs across all sectors:

- Increased proposals for mutual termination agreements, especially for directors and VPs
- Abrupt freezing of certain projects without considering impacts on Schneider's future or transferring strategic programs to Asia
- Drastic and brutal reduction in the number of contractors, disregarding people, their missions, and the loss of skills for the group
- Hiring freeze, rushed retirements without knowledge transfer
- Cancellation of seminars... but not for everyone!
- Travel restrictions even on critical topics (negotiations, influence...)
- Freeze on step-ups...

In this context, is aiming to become "the undisputed leader in energy technologies" credible?

The objectives of the new corporate program sound like lofty promises incompatible with current choices.

Being a leader requires human investment and significant resources, which are incompatible with this purely financial, short-term vision.

Moreover, many employees have already understood that France will not be at the heart of this strategy. Indeed, the number of non-European decision-makers unfortunately steers product development and manufacturing toward Asia, without considering geopolitical risks.

The CFTC denounces this mortgage on the company's and employees' future.

The CFTC calls on management to maintain investments, rebalance decision-making centers, and finally give Europe real powers and resources..

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