

L'essentiel du mois

November 2025

About Schneider

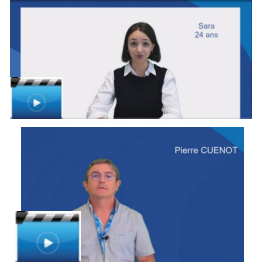
- **Reorganization:** As part of France's integration into Europe, **Aymeric Renaud** becomes President of the "France Zone", **Michael Fossat** is appointed HR Director for France.
- **Race to meet the year-end EBITA target:** The [cost-cutting hunt is on](#), with project freezes, proposals for mutual termination agreements, abrupt end of contractor contracts, travel freezes, etc. The CFTC hopes the ROI from our leaders' Pulse event in Dubai will be quick.
- **Q3 Results:** 9% growth (8.3% cumulative). Management confirms its EBITA and organic growth targets. The stock market reacted negatively because growth in euros was weaker than expected due to currency effects.
- **Retirement:** Employees working part-time under a phased retirement plan can **contribute** to Agirc-Arrco based on a **full-time equivalent**, upon simple request (both employee and employer share). [Learn more](#)
- **Mileage allowance for electric cars:** This scale is increased by 20% compared to thermal and hybrid vehicles.
- **Charging electric vehicles at Schneider:** Starting January 1, 2026, charging will be billed at €0.40/KWh, and a Freshmile badge will be required.
- **Expense reports:** As of January 1, 2026, meal reimbursements cannot exceed Schneider's defined cap. Expense reimbursement deadlines are set at a maximum of 6 months.
- **Electronic toll badge for sales staff:** Use is prohibited during holidays and weekends. If an employee mistakenly uses their badge, they must report it to their manager and HR to regularize the situation.

Indicators

- Employment rate for people aged 55–64 continues to rise to 60.4%, [its highest level since measurement began](#) (1975).
- France's growth is expected to reach 0.7% in 2025, then 0.9% in 2026, and 1.1% in 2027.
- In October 2025, [developers' outlook on construction starts rebounded](#).

"CFTC & you"

- **Employee representative elections:** Why we will [vote between November 21 and 27](#).
- Don't let other employees decide for you! **Sara explains why!**
- What do employee representatives actually do? **Pierre explains.**



Eco, social & environmental news

- A new [Microsoft study reveals](#) the rise of the "endless workday."
- **Professional emails** are considered "personal data" according to the [Court of Cassation](#).
-

Find out more

- AI: Deloitte will have to partially refund a contract worth nearly €250,000 [after delivering a report riddled with errors](#)... generated by Artificial Intelligence.
- Many companies reward [obedience instead of competence](#).
- Expressing acute [stress or burnout at work](#) remains a difficult admission for executives.
- Caregiving is a lever for managerial transformation, but few managers have the [means to support affected](#) employees.
-

Keep in mind !

- **Voluntary contributions:** Between November 27 and December 4, you can make a voluntary payment into PEG and/or PERECO, [allowing you to benefit from an €1800 and/or match](#) and tax relief in 2026.
- **Grenoble CSE:** Don't forget to request your vacation vouchers.

