

About Schneider

- **Profit-sharing:** this stands at [6.52% for SEI-SEF](#) but remains below the five-year average of 6.90%. Applying the same criteria as the STIP yields the same results. For, France Transfo 6,4%.
- **Share ownership scheme (WESOP):** once again this year, employees will be able to invest their profit-sharing in discounted shares and receive a company contribution of up to €1,800 by combining different investment options.
- **STIP & SIP 2025:** a double blow for employees, with a poor overall STIP score of 72.7% and a cap on the average individual component at 100%, despite the company having been criticised for these practices. An [open letter](#) from a **coalition of trade unions** calls on Mr Olivier Blum **to overhaul the STIP and the employee performance appraisal system**. He replied that no changes are planned. [O.BLUM answer](#).
- **STIP 2026 :** once again, SE has set very (too?) ambitious targets that fail to take current geopolitical risks into account
- **SE targets :** following a plan announced to the markets by Olivier Blum, which [forecasts annual revenue growth](#) of 10% and annual EBITA growth of 0.8% over the next five years. It is likely that a group STIP share of less than 100% will become the norm in order to facilitate the achievement of these targets.
- **Artificial Intelligence:** AI-based tools are being rolled out rapidly at SE. Employee representatives are working to establish guidelines where AI is likely to affect working conditions. Is AI affecting your role? Get in touch!
- **Meal allowances for business travel:** from 1 April, [meal allowances](#) will be brought into line between the province and the Paris region (in accordance with the NAO): €27 for lunch, €40 for dinner. Meal vouchers will increase to €10.80
- **Sale of SA3i :** the sale is currently being finalised. Following management errors in recent years, SA3i was not profitable enough to meet Schneider's financial ambitions.
- **Health services :** The CFTC is raising concerns about Schneider's health management in light of a spate of resignations and the failure to fill vacancies, which are hampering preventive measures.

Find out more

- **The gender pay gap:** no sign [of improvement](#)
- **Resistance to change:** it's high time managers [changed their approach](#)
- **LinkedIn:** a playground for [intelligence services](#)
- **Preventing psychosocial risks:** the 5 most [common mistakes](#)
- **The Works Council** is a countervailing power, not an [events department](#)

"CFTC & you"

- **What is the CSSCT?**
Patrick explains it [in 2 minutes](#)
- **Agile management:** what are the [risks and benefits](#) for work and health?



Indicators

- **Inflation** at the end of March 2026, 12-month rolling average: **+1.7%**
- **Social security benefits** increased by 0.9% as [of 1 April](#)
- **Fuel prices.** Increase since the end of February: 95-E10 +26 cents/month, Diesel +50 cents/month. Consequently, the CFTC is calling for a review of the mileage allowance scales

Eco, social & environmental news

- **Mutually agreed terminations:**
 - what changes [from the age of 55](#).
 - employers or employees: who [has abused the system](#)?
- **India:** half of young graduates [are unemployed](#)
- **Renault** is deploying **350 humanoid robots** at [its electric vehicle factory](#), developed in 18 months using AI.
- **Labour tribunal:** a €50 stamp duty must now be paid to [file a claim](#) (except for those receiving legal aid).

Keep in mind !

- Remember to **invest your profit-sharing/employee share scheme contributions** from **21 April** onwards to benefit from the employer's matching contribution.
- Do you have money sitting unused [in a 'forgotten' account](#)? Caisse des Dépôts has set up [a tool](#) to help you check.

