



L'essentiel du mois

March 2026

About Schneider

- **Schneider Electric's 2025 results are 'historic'** but too low in view of the ambitious targets. With revenue growth of 8.9% and EBITA up by only 0.5 points, **the collective share of STIP is impacted at a historically low level of 72.7%**. Shareholders welcomed these results, as the fourth quarter exceeded expectations and the order book is up sharply.
- **Profit sharing** : the Group's share will be slightly above 2% due to the impact of EBITA, foreshadowing a disappointing SEI-SEF profit sharing of between 6 and 7%.
- The **EAP 2025 campaign is now worthless** as it [has been hijacked](#)... at the risk of compromising the health of employees who no longer identify with it!
- **PP/FD merger**: the **Europe Engineering Hub** (190 people in France) is being reorganised according to major product/technology families, with architecture, eco-design and productivity initiatives cutting across these. The **marketing teams** (~50 people) are divided into one of the four leagues or into marketing excellence or applications teams.
- **'Nadia', an AI tool for coaching managers: the CFTC is opposed to its deployment without a prior impact analysis !** The information provided to elected representatives is too brief, as the tool could upset the balance of the manager/managed relationship. The subject must be the subject of proper information/consultation.
- **EM Software & Services** : Digital Energy's four leagues are divided between **Digital Energy Software** and **Digital Energy Solutions**. The focus will be on recurring revenue activities for software and business growth for solutions. This change is announced with no change in headcount and no relocation.
- **STIP/SIP paid in 2026** : your personalised STIP calculation will be available on 18 March in TalentLink. Long-term rental vehicles: the joint committee has finally been set up. Concrete answers to your many questions have been promised for 31 March... Please feel free to share your concerns!
- **Schneider Electric and McLaren** : a [surprising partnership](#) at a time when Schneider Electric is greening its vehicle fleet

"CFTC & you"

- In anticipation of the arrival of the new job codes (1st June 2026), **request the grade of your position** so that you can compare it after the new job codes are implemented.

Find out more

- **Reorganising even when it's not necessary**: [a French affliction?](#)
- **Poor management** doesn't scare away the most vulnerable: [it drives away... the best](#).
- **AI, hyperconnectivity, hybrid working** : the three time bombs of [mental health in the workplace](#).
- **Diversity** and performance: [a false promise?](#)
- **CB or Visa/Mastercard or AMEX ?** The CB network charges lower fees [for French retailers](#).

Indicators

- **Inflation in 2026: 1%** at the [end of February](#)
- **Targeted increase in the CSG** (general social contribution) for certain financial incomes from 17.2% to 18.6%. [PEE, PERECO and PERO savings plans are affected](#).

Eco, social & environmental news

- **Artificial Intelligence** : what is [the return on investment](#)
- **The phantom company: young graduates** confronted with [corporate myths](#).
- **Mental health** at work: a key determinant of [engagement and sustainable performance](#).
- According to [Kantar's 2025 barometer](#), **22% of smartphones** used in France are now **second-hand**.

Keep in mind !

- In addition to Career Hub, you can view **the list of open positions in France** in the Excel file '[Postes à pourvoir](#)' ([Open Positions](#)) in SharePoint.
- For employees who use their [own petrol or diesel cars](#), **the fuel scale for income tax in 2025**, to be declared in 2026, has been **reduced**:
petrol/diesel: -5.3%, LPG: -2.7%.

Your CFTC representatives :

[Sylvie RESTANI](#) [Xavier MERLINI](#)
[François SOENEN](#) [Ludovic LAMBERT](#)

www.cftc-schneider.com

