

L'essentiel du mois

August 2025

About Schneider

▪ Schneider Electric H1 performances :

Results are in line with revenue targets (+7.9%) but far from margin targets (organic **EBITA down 10 basis points**).

The group explains the decline in margins to higher raw material costs and impact of customs taxes.

Despite this mixed performance, the Group reaffirms its 2025 financial target: growth between 7% and 10%; EBITA margin between 18.7% and 19%.

In addition, management highlights France's good contribution to energy management.

- **Change of CSE for 200 employees**, mainly [from Grenoble to ASC/RP \(Paris and sales offices\)](#): Expenses incurred in July will be covered by the Grenoble CSE. For expenses incurred from August onwards, please send your invoices to your new CSE. Contact the CFTC representatives from your site

- **Mobility Agreement evolution**: It was urgent to update this 2013 agreement. The principle remains the same, but the basic allowance has been increased from €4,000 to €4,600.

This value is used to calculate the total amount of the allowance. A coefficient that takes into account the difference in property costs between the departure and arrival areas is applied. e.g.: **Dijon => Paris** [coefficient 4], i.e. €4,600 x 4 + supplement/dependent child [€1,750]. This allowance is combined with other schemes (spousal assistance, etc.).

Please note that the salary increase is still +5%.

Any questions? Contact your CFTC representatives.

- **People eligible for VLLD :**

Evaluate your costs using the [VLLD meter](#): a cost simulator that allows you to determine the actual monthly financial impact of the new contracts (for the period 2025-2027 and from 1 January 2028).

- **Artificial Intelligence**: Union representatives have been trained of the use of AI. Don't get left behind, learn how to prompt. The CFTC has called for greater transparency on the impact of AI on professions.

- **2025 Elections**: All SEI/SEF employees will be called upon to elect their representatives next November. But what is their role? [Learn more](#)

Indicators

- **Increase of the VAT** ([from 5,5 % to 20%](#)) on gaz and electricity contract effective 1st of august
- **Livret A : interest rate** [will drop to 1,7%](#) effective 1st of august.
- **57 % of employees use AI** in their daily work, [but 17% hide their use of these tools](#).

Eco, social & environmental news

- **Illness during holidays** : la France est [mise en demeure de respecter le droit européen](#).
- **Home office, the broken promise ?** [Le retour au bureau sous tension](#).
- **Unpaid rent** : [nouvelle loi qui permet aux commissaires de justice de demander un prélèvement sur salaire](#).

Find out more

- **Agile methodology** is only a [«Waterfall» in a fancy costume and kills innovation](#).
- **Hyperconnection**: a growing risk to [mental health](#) at work
- **The 8 things** that people who have experienced or are at [risk of burnout](#) have in common

Keep in mind !

- **Are you approaching retirement?** [The new law](#) on progressive retirement from the age of 60 has been published. If you are affected, don't wait until the last minute, contact the CFTC.
- **Back to school in 2025** : 1st of september !

CFTC & you

- [Let's defend life at work and after work](#)
- [Vidéo : 40 seconds with Emmanuel to understand how you to use your CET to have more holidays](#).



Your CFTC representatives :

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