



L'essentiel du mois

September 2025

About Schneider

- **Reorganisations:**
 - To date, the integration of Final Distribution into Power Product, announced in **May**, has only resulted in the appointment of a [first level of management](#). The rest of the organisation is still pending!
 - Regarding Home Solution (formerly Wiring Device + Connected Offers), the current organisation will remain in place until the end of the year, according to the [announcements made on 27 July](#).
- **Recruitment and mobility:** officially, there is no hiring freeze, but in reality, hiring is limited and monitored at the highest level. Internal transfers should not be affected. If you encounter any issues, please inform [your CFTC representatives](#).
- **STEP-UP freeze:** The new distribution method, launched in January, is suspended six months later due to the risk to EBITA. This proves that finance remains the main concern of our management.
- **Seniority bonus at Schneider:** the CFTC offers an [online calculator](#) to enable you to check that there are no errors on your payslip.
- **ESSENTIALS training courses:** these modules must be completed by the end of September to avoid numerous reminders from your manager and HR department.
- **STIP:** the results announced on 31 July suggest that the STIP could be low. Not only is turnover barely at the minimum target, but EBITA and cash flow are also below the minimum threshold. However, management remains reassuring to investors ... Don't forget that a poor STIP significantly improves EBITA. 😊
- **Questions about your retirement?** : Please feel free to make an appointment with [Anne Millon](#) or [Patrick Moreau](#)

"CFTC & you" on video

- If I fall ill during my holiday, can I take it back?
50 seconds with Richard 
- I am an expat in France, how can I understand rules and regulations? How does it work for me?
60 seconds with Sunil 

Indicators

- In France, **GDP grew moderately** in the second quarter of 2025 (+0.3% after +0.1%).
- The **unemployment rate** [stable at 7.5%](#) in France in Q2.
- Public aid to businesses reached [at least €211 billion](#) in

Eco, social & environmental news

- **Gradual retirement** from the age of 60: [it's possible!](#)
- **Mutually agreed termination** of employment contracts: 25% to 30% of those registered after a mutually agreed termination [could be removed from the register](#) for not actively seeking work.
- **Work stoppages:** The new secure paper form becomes [mandatory on 1 September](#).
- **Absenteeism:** encouraging decline, but [current rate](#) (5.2%) well above pre-crisis levels.
- **Global treaty on plastic pollution:** [the four points that caused the negotiations to fail](#).

Find out more

- Young graduates expect a manager who looks out for them rather than [a boss who watches over them](#).
- Humor and management: a tool for building relationships [or a loss of credibility?](#)
- People who are too nice [don't get promoted](#).

Keep in mind !

- **Back to school:** You are entitled to two hours of authorized absence to accompany your children under the age of 12 on their first day of school (enter code 3390 in Paylink).
- Don't be surprised: in September, **the tax authorities update your withholding tax rate**, which directly affects the bottom line of your paycheck, either. This year, the rate is individualized for married and civil union couples.
- **MESE:** If you have children between the ages of 24 and 28 who are students, remember to send a certificate of enrollment to MESE so that they continue to be covered. (MESE member area / "submit a document")
- **If you leave Schneider**, remember to replace your work email address with a personal email address at BNP (PEE, PERCO, etc.), MESE, and Klésia (one-year portability in case of unemployment).

