



# Salary negotiations : First proposal is very low !

January 8th 2025

The year 2025 will be one to remember as really bad on a compensation point. Current forecasts are not very promising:

- **profit-sharing** will barely exceed 5%.
- **STIP** levels probably below target,
- salespeople's **SIPs** well below target in most regions.

And to complete the picture, management's initial proposals for salary increases are very low and below inflation.

## First meeting : Schneider proposals

- An overall budget of 1.8% for AG and AI
- A 0.1% budget to reduce gender pay inequalities
- No general increase for managers
- An increase in the seniority bonus to €7.1 (the point) for Group 1 subsidiaries (\*), €6.8 for Group 2 subsidiaries and €6.3 for Group 3 subsidiaries.

Group 2 = CEV PRIVAS, Transfos services, SFCME, SESF  
Group 3 = SA3i, SETBT, SEA Aubenas, SEEF  
Group 1 = others

## The CFTC's requests

- A 2.5% budget for general increases for all categories, to compensate the 2024 inflation (2%) and a top-up for 2023 inflation which was not fully compensated for in the last NAO.
- A 0.8% budget for individual increases
- A 2.5% increase in the seniority bonus, plus an additional budget for catching up for groups 2 and 3.
- A 0.1% budget for gender equality.  
For the CFTC, this budget must be allocated in such a way that it is actually used to close the real pay gap, and not to compensate for promotions without an increase.

**The KPIs set for 2024 for all forms of compensation (profit-sharing, STIP/SIP) were too high and unachievable, but this will not prevent Schneider from once again achieving excellent results.**

**For the CFTC, it's not enough!**

**The CFTC requests from Schneider management to make a significant effort to reward the investment of French employees**