



L'essentiel du mois

April 2025

About Schneider

- **Incentive bonuses / profit-sharing:** with a potential incentive bonus granted by management, this should reach 6.49% for SEI/SEF, but remains below the average of the last 3 years, which was 7.16%.
[Find out more](#)
For EcoActeurs 3.61%, IGE 6.33%, CEV 7.07%, SA3I 5.95%, France Transfo 7.2% ...
- **JV SE and Star Charge** : creation of the called "Schneider eStar" subsidiary in April, but transfer of employees on 1 July 2025 to enable them to take part in the WESOP and get the €1,800 contribution.
- **Annual appraisal interviews (EAP)** : for employees who have been promoted to executive level following the rating of their position, it is recommended that they take the dedicated training course called Parcours cadre ([Registration on My Learning Link](#))
- **Schneider's published results for 2024** show growth in France of 2.5% in a market that is growing by 1%, but the variable parts of salesrep's remuneration are at an all-time low, [and so is their motivation!](#)
- **Changes to the SIP** : A consultation meeting is scheduled for **3rd of Apr.** Do you have any suggestions for development? [Take the survey.](#)
- **STIP 2024 results** : many employees are disappointed by the rate of their personal share, which is below the average of 110%, to allow others to have more. This practice, deemed illegal, will be banned in 2026. [To find out more](#)
- **Step Up** : for employees without a work PC, points can be awarded using Digital Corners'.
- **Schneider Electric invests \$700m in the USA, creating 1,000 jobs.** What about Schneider's investments in connection with the ['France 2030' Artificial Intelligence plan](#) ?

Indicators

- Company **wages** agreements (NAO) forecast an average rise of 2.1% for 2025 ([Source BdF](#))
- After reaching an annual average of 2.3% in 2024, total **inflation** will continue to fall. In 2025, it will be particularly low at **1.3%** due to the fall in prices of services and electricity ([Source: BdF](#)).
- **GDP** is expected to grow by just **0.1%** in Q1. It will therefore be difficult to achieve the 0.9% growth target for 2025 set out in the budget. ([Le Monde](#))

Eco, social & environmental news

- Continuing decline in **purchasing power**: myth or [reality](#) ?
- Net **wages for apprentices** will fall for [all new contracts signed from 1 march 2025](#).
- Changes in [daily allowances](#) from 1st of April 2025

Find out more

- Variable pay: [chronicle of a death foretold](#).
- From the age of 30, it's important to [start building your assets](#).
- More than half of working people are [saving for their retirement](#).
- Employers: [can you really read all your employees' e-mails](#) ?
- Working in an over-digitally saturated environment has [an impact on quality of life at work](#).
- Artificial intelligence: a turning point [that needs to be carefully negotiated](#).

Keep in mind !

- **You can invest your profit-sharing** between 16 April and 12 May to take advantage of the **€1,800** matching contribution.

