



Letter to the Management SALARY POLICY 2021 / 2022



Toulouse, 18 March 2021

Commercial Aircraft

FO Airbus Commercial Aircraft
Jean-François KNEPPER
Central Union Representative

Airbus Groupe
Donald FRATY
HO HR Airbus France
2, rond-point Emile Dewoitine
31703 Blagnac Cedex

Sir,

Through our letter on January 20th, 2021, **FO** called out to you on the need to open salary negotiations within our Commercial Aircraft division, as it had just happened within the Helicopter division.

In response to this letter, you told us on January 29th, 2021, that regardless of the more favorable situation in terms of results and the impact of the crisis within the Helicopter division, it was a priority to finalize the Job Saving Plan within our division.

However, you informed us of your intention to open salary negotiations, the effects of which will cover the period July 2021 - June 2022.

You also retained in your response our demand for the necessary consideration of career development, through a promotion policy applicable in 2021.



On March 31st, 2021, we will come to the end of the execution of the Job Saving Plan that we negotiated together.

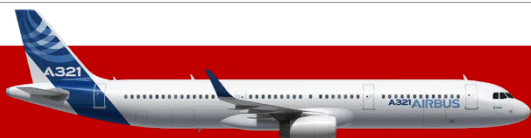
The time has therefore come to start these negotiations, so that we will be able to apply the content of our future agreements as of July 2021.

Moreover, while the government has announced its intention to renew a state bonus known as the "Macron Prime", I would like to remind you of the **FO** position on this subject.

While this bonus is welcome for the employees concerned, it does not, over time, resolve the problem of purchasing power with which the lowest incomes are confronted. Only a negotiated salary policy, adapted to the situation, but grateful for the constant commitment of employees will be able to meet their very high expectations.

As such, we believe that in this very special period, Airbus must, more than ever, promote social dialogue and respect the principles of contractual practice carried by **FO** since always.

In the meantime, receive Sir, the expression of our consideration.



Airbus Commercial Aircraft