

FO signs the amendment to the 2021 success sharing agreement



Toulouse, 14 June 2021

Last week, the trade unions were invited to a meeting where the **operational criteria for the 2021 success sharing were presented**.

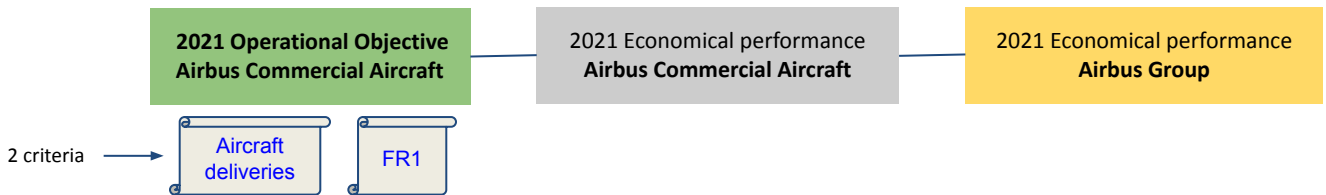
All Airbus Commercial Aircraft employees fall in the scope of the **success sharing**, which is **identical for all**, and it should be noted that the **2 operational criteria** are therefore also **identical in all Natcos**.

The success sharing is paid in year N+1.

These operational criteria proposed for 2021 have already been presented to the European Committee on March 24, 2021 by the Top Management.

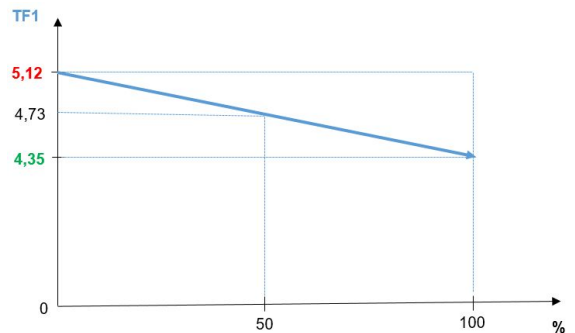
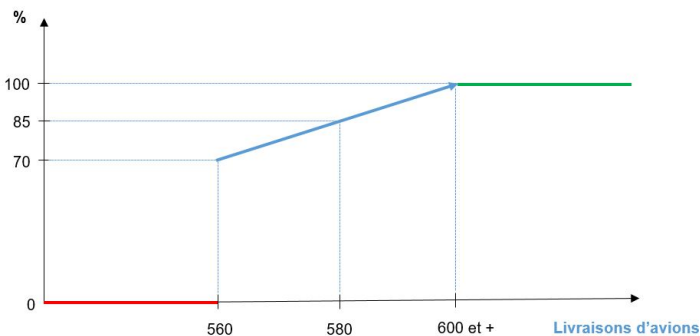
Proposals from the Management

As a reminder, the success sharing bonus comes from 3 components:



The **2021 operational objective of Airbus Commercial Aircraft** is made up of **two criteria**, each of which being equivalent to 50% of the operational objective:

- ❖ The number of **aircraft deliveries**: the maximum of 100% on this criterion corresponds to a number of deliveries greater than or equal to 600
- ❖ The Frequency Rate (**FR1**), which is the number of accidents with work stoppages per million working hours: the maximum of 100% for this criterion corresponds to a 15% decrease in the frequency rate (i.e. a decrease of FR1 from 5.12 at the end of 2020 to 4.35 at the end of 2021)



The commitment and efforts of all employees made it possible in 2020 to achieve the feat of delivering 566 aircraft!

It was announced by Guillaume FAURY at a press conference that the objective for Airbus in 2021 would be to maintain the same level of deliveries.

With a sustained level of 220 deliveries at the end of May 2021, an increase of 38% compared to the same period last year, this performance is remarkable!

However, for FO, the objective to deliver 600 aircraft in 2021 is ambitious!

On the other hand, concerning the FR1 criterion for 2021, with a target of -15% compared to 2020, FO informed the Management of its reservations during the meeting.

Indeed, the year 2020, which is taken as a reference, was a special year because of the Covid, with a lot of teleworking, partial activity and slower production activity resulting in a lower density at workstations.

According to FO, these parameters partly contributed to the significant drop in FR1 in 2020 compared to 2019, even if the actions implemented and everyone's awareness of safety at work are starting to bear fruit and have also contributed to this decrease.

FO asks Management that all investments that can contribute to safety and working conditions be financed, to achieve this objective, which is nevertheless necessary.

For FO, the target of -15% of FR1 compared to 2020 remains very ambitious!

Signature of the agreement's amendment

The initial success sharing agreement signed in June 2011 provides for an amendment to the definition of the operational objective each year.

An amendment to the success sharing agreement must therefore be signed for 2021, to be compliant.

FO reminds that the 2 criteria that define the operational objective are not subject to negotiation and that they are a unilateral decision of the company!

If the amendment on the operational objective was not signed, **the success sharing bonus could not be exempt from social charges** and would be taxed like any other element of salary, i.e. **at 22% instead of 8% with signature.**

For this reason, FO takes its responsibilities and therefore signs the amendment to the 2021 success sharing agreement.

