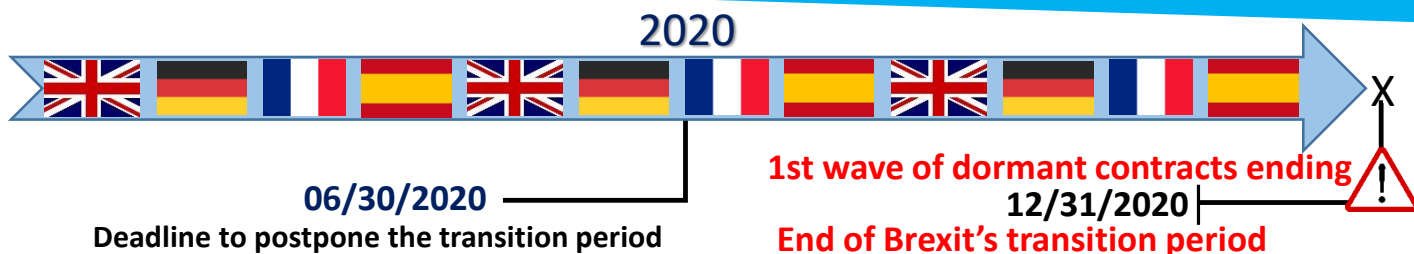


# DORMANT CONTRACTS, BREXIT A SHORT TERM RISK FOR AIRBUS !



- What is Airbus' strategy toward expatriation between core countries?
- What lobbying is carried out toward the British and European authorities? (renewal of agreements, extensions beyond 12 years, extensions close to retirement...).
- 11 months prior to major changes, has an impact study been carried out per function in the event of massive returns of expatriates to their home countries?
- What has been initiated for 2021 and beyond?



- What support does Airbus intend to provide to those who decide to return to their country (reclassification measures, decision support tools for retirement and social security, help for families, hotline, etc.)?
- What specific support is planned for children:
  - Schooling (in the host country or in the country of return, depending on the case)?
  - Administrative (problems of citizenship, documents...) ?
- Is it envisaged to communicate directly to all expatriates (Push mode in addition to Pull mode via the Hub)?

## THE CFE-CGC ASKS MANAGEMENT TO:

- To clarify its HR strategy regarding expatriation.
  - To improve its support offer.
  - To finally answer employees' questions!

Airbus is a global Group with European roots.

The mix of cultures is an asset, a richness to be preserved...

**A massive return of expatriates to their country of origin is not an option, it is a risk for the functions!**

