

RELOAD

2024 negotiations' planning

The agreement relating to the new social status of Airbus Group employees (work duration, holidays, compensation, CET, end of career) has applied since January 1st 2024. But **the RELOAD project includes other chapters, the terms of which must be negotiated or amended in 2024:**

- ✓ **Employees mobility** between their home and their place of work.
- ✓ **Quality of life & Working conditions** as well as **Hybrid Working** (including homeworking).
- ✓ Updating of the **Group Social Perimeter (GSP)** and of the **Agreements Application Perimeter (PAA)** to take into account changes in the various Group companies and their wish to subscribe or not to certain agreements (when this choice is proposed)
- ✓ Updating the role of the **Airbus France Group Committee (AFGC)**, in particular by incorporating the provisions of the Climate Act.
- ✓ Review and simplification of the **various recurring and one-off consultations and negotiations** (bodies, agenda, content).
- ✓ Consultation on the continuous improvement of the **Economic, Social and Environmental Database (BDESE)**.
- ✓ **Social dialogue** (staff representation bodies, career management for union representatives).
- ✓ **Professional election processes** to adapt to the new classification.

In addition to RELOAD, the schedule below also includes:

- ✓ Annual negotiations on **PEG/ESOP, success & profit-sharing, monitoring committee for the health and pension fund agreement.**
- ✓ **Mandatory annual negotiations (NAO) on salary policy**, now divided into 2 steps: at Group level and then within each company.

