



Tuesday May 19<sup>th</sup> 2026

# 2026 Profit-Sharing

## Statement from FO, CFE-CGC and CFTC

### First round of negotiations on the “Profit-Sharing” agreement

The employees’ confusion and anger, as well as the determination shown by the FO, CFE-CGC and CFTC alliance to defend them, were evident from the very start of the first negotiation meeting on the profit-sharing agreement.

This meeting marks an important milestone.

The FO, CFE-CGC and CFTC alliance firmly put forward the demands that employees had been voicing for several days:

- the introduction of a mechanism to neutralise the euro/dollar exchange rate from this year onwards.
- an independent and transparent review of the mechanisms that led to the current situation, enabling the negotiation of a new agreement.
- an immediate gesture of recognition in the form of a supplementary bonus.
- the end of the cap agreement.

On all these issues, Airbus Management has shown a willingness to engage.

Discussions have begun on possible changes to the mechanism for offsetting the euro/dollar exchange rate, with a view to limiting the impact of factors entirely beyond the control of employees and unrelated to the company’s performance, with effect from the 2026 profit-sharing scheme (payable in 2027).

Regarding the independent expert assessment requested by the FO, CFE-CGC and CFTC alliance, Airbus Management has also agreed to raise this issue at the CGAF (Airbus France Group Committee).

Finally, on the issue of a compensation bonus, Airbus Management has taken on board the message put forward by the FO, CFE-CGC and CFTC alliance and has committed to proposing a measure of recognition in the form of an additional bonus.

Airbus Management has also agreed to open renegotiations on the current cap agreement.

Following this first meeting, Airbus Management has committed to returning on Wednesday May 27<sup>th</sup> with concrete proposals on all these issues.

The FO, CFE-CGC and CFTC alliance will remain particularly vigilant regarding the substance and level of the commitments that are presented.

Our demands on these essential issues of recognition, fairness and trust remain unchanged !

After several days of high tension and misunderstanding, one thing is now clear: social dialogue finally seems to be finding its rightful place.