

FO Airbus SAS - CSE-E Statement of April 30, 2024

Annual report on the prevention of occupational risks and the improvement of working conditions for the year 2024 and on the 2025 program for the prevention of occupational risks and the improvement of working conditions

FO would like to thank the hygiene, health, and safety teams for the quality of their reports, as well as the Airbus SAS CSSCT-E committee.

Accidents, whether related to workplace accidents or commuting accidents, are a major issue with sometimes devastating consequences for every employee in our company.

Regarding commuting accidents, **FO** believes it is necessary to continue all awareness-raising efforts on "living together" and sharing the road in order to reverse the accident rate.

As such, two-wheeled vehicles remain the most impacted means of transportation, with a 30% increase in accidents in 2024 compared to last year. We therefore believe it is necessary to analyze the root causes in order to determine the specific areas for improvement that will lead to greater safety for these users. As such, we are convinced that the completion of development work around sites and traffic routes, as well as the associated signage, will contribute to this.

In addition, it will be necessary to continue strengthening prevention and awareness-raising actions through training, workshops, and events.

In terms of risk prevention, psychosocial risks are an integral part of our company's safety culture. Across the 75 GEHs, the 2024 assessment shows mixed results from one sector to another, including substantial and/or intolerable levels. Therefore, the deployment of the associated action plans must be accompanied by the implementation of governance to manage urgent and short-term situations by establishing regular monitoring committees. Our company's responsibility is to systematically prevent these risks from turning into dangerous situations for our employees, and the 2024 figures confirm this, as 35% of long-term absences are related to psychosocial risks.

For **FO**, the prevention of psychosocial risks requires, above all, respect for individuals. Therefore, training and awareness-raising across various management levels must be a central pillar of this approach. Furthermore, social dialogue must remain a corporate strategy and a key concern for everyone in order to anticipate these worrying phenomena as early as possible.

In addition, we reiterate our request for a progress report at the CSE-E in the coming months regarding the various action plans related to psychosocial risks currently being implemented across all company functions.

We would like to reiterate in this forum that our union, **FO**, has always been committed to the safety and working conditions of all employees within the company. With this in mind, we insist that prevention actions remain a priority and that all necessary human and financial resources be made available to achieve the desired objectives.

In accordance of all these elements, the **FO** elected representatives will issue an abstention notice.