

## **FO Airbus SAS Statement - September 1, 2025**

### **Bilan Social 2024**

First of all, we would like to thank Airbus management for this presentation and all the figures provided to us.

The year 2024 was marked by a workforce of 10,617 permanent employees and 465 fixed-term contracts (mainly work-study students) at Airbus SAS at the end of December 2024, marking a pause during this period. As a reminder, we had 10,514 permanent employees and 389 fixed-term contracts at the end of 2023

In detail, we note:

202 permanent hires (628 in 2023), 193 of whom are engineers and managers, 40% of whom are women.

277 fixed-term hires (289 in 2023), 51% of whom are women.

Of these hires, 241 were employees under the age of 25.

In light of Airbus' ambitions, **FO** emphasizes the need to hire temporary and work-study workers, trained and immediately operational, across all socio-professional categories, to ensure the success of the ramp-up and the full development of future aircraft.

Regarding **workers with disabilities**, we note a total of 446 people (382 in 2023) in the company (4% of the total workforce), representing a 15% increase compared to the previous year.

**FO** therefore encourages management to continue its recruitment efforts for this category of staff, as this rate remains below the legal rate of 6%.

Regarding **departures**, the total number of employees reached 735 (645 in 2023), including: 83 resignations, including 21 women and 62 men (90 in 2023); 6 redundancies for economic reasons and 43 redundancies for other reasons (25 in 2023), including 12 mutually agreed terminations (17 in 2023); 191 terminations of fixed-term contracts; 205 voluntary retirements and early retirements (139 in 2023); and 290 outgoing inter-company transfers.

In addition, two deaths were reported.

Regarding **occupational health and safety**, the frequency rate of workplace accidents (excluding commuting) resulting in lost time decreased to 1.33 (1.73 in 2023), totaling 22 accidents resulting in lost time (27 in 2023). The number of accidents without lost time stands at 33 (38 in 2023).

Conversely, the number of commuting accidents resulting in lost time stands at 30, compared to 26 in 2023.

No fatal accidents were reported during 2024, no occupational illnesses were reported to Social Security, and no employees suffered from a work-related illness.

Regarding **absenteeism**, the total number of days of absence exceeded 118,000 in 2024, including more than 68,000 days due to sick leave.

**FO** is concerned about this level, which remains high again this year (as a reminder, it was 70,000 days in 2023 and 63,000 days in 2022). We would like to point out in this forum that 35% of long-term absences are related to psychosocial risks (see: Annual Report on the Prevention of Occupational Risks and Improvement of Working Conditions for 2024).

**FO** therefore reiterates its request to management for better management of this situation, in order to reverse this trend in the short term.

We also note more than **29,000 days of absence taken for authorized leave** in the first year of implementation of the new social agreement. This proves, if further proof were needed, the real need for employees to have introduced this new social progress during negotiations led by **FO**.

In conclusion, despite a mixed assessment with data quality that needs to be improved, and wishing to promote a constructive position, **FO** will give a **FAVORABLE notice** on this Airbus SAS 2024 social assessment.