



Airbus SAS Works Council meeting of December 17, 2025

1) Commercial and Industrial Status as of the end of November 2025

Status of orders, cancellations, and deliveries for the month of November.

Orders: 75, including 30 A350s for Indigo

Cancellations: 1

Deliveries: 72 in November

To date, deliveries are slowing, primarily due to quality issues, notably problems with panel thickness detected on a number of aircraft in the SA family.

Consequently, the new target has been revised downwards to around 790 aircraft... a target that remains very ambitious by December 31, 2025. Financial targets, however, remain unchanged, with an EBIT of €7 billion and a Free Cash Flow of €4.5 billion.

Regarding the Supply Chain, problems persist, mainly on the A220 program.

Airbus has finalized the acquisition of SPIRIT's activities and 4,000 new employees are joining Airbus.

	Commandes BRUTES		ANNULATIONS		Commandes NETTES		CARNET de commandes			Livraisons 2025		
	Nov	Annuel	Nov	Annuel	Nov	Annuel	SA	WB	TOTAL	SA	WB	TOTAL
AIRBUS	75	797	1	97	74	700	7 595	1 106	8 701	586	71	657
BOEING		1000		92		908	4 781	1 835	6 616	402	135	537
COMAC		0							.	12		12
EMBRAER		157								33		33
TOTAL		1954				1608	12 376	2 941	15 317			1239



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2) FR1 Health and Safety Indicator Monitoring

Number of Work-Related Accidents with Time Off

FR1 => Airbus Report = Number of Accidents with Time Off

For the period from the beginning of 2025 (to the end of November), here is the overall accident statistics:

60 Work-Related Accidents (WRA) with Time Off
68 WRAs without Time Off
93 Minor WRAs or First Aid Reports
268 Near Misses

Among the most frequent root causes of work-related **accidents with time off**, we find stressful situations followed by health-related issues.

Among the most frequent root causes of work-related **accidents without time off**, we find hazardous substances and obstacles that cause falls.

Since January 1, 2025, 117 commuting accidents have been recorded, including **77 involving bicycles/scooters**, of which **32 resulted in time off work**.

FR1

Airbus SAS FR1 R12 Dec 2024: 0.35
FR1 R12 Nov 2025: **0.47**

7 accidents since the beginning of 2025 vs. 6 total for the year 2024

Airbus Commercial FR1 Dec 2024: 1.59
FR1 Nov 2025: **1.39**

The **Airbus Commercial 2025** target is set at **1.40** (taken into account for the profit-sharing bonus)

The **Airbus SAS 2025** target is set at **0.5** and the **Airbus Ops Toulouse 2025** target is set at **2.28**



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3) Information and consultation following the signing of amendment no. 8 to the agreement relating to the establishment of an AIRTAC call center within Airbus SAS dated July 16, 2002 - Vote

By 2030, demand for services will follow the growth of the fleet and air traffic, increasing from 13,000 to approximately 18,000 aircraft.

In this context, Airbus's responsiveness to the various customer requests is paramount, whether for non-AOG or AOG needs.

It was therefore necessary to strengthen the teams dedicated to airline support, particularly those within the 1IAZE and 1SABC organizations, following the increase in the fleet in service, and to establish continuous 24/7 service.

FO welcomes the creation of numerous positions at the Blagnac site, demonstrating a commitment to strengthening the workforce rather than simply overburdening existing teams. Furthermore, it should be noted that this new organization, based on the "enhanced daytime activity schedule," will be entirely voluntary. Employees who do not wish to participate in this arrangement will retain their usual work schedule.

The planning for the numerous upcoming recruitments and the training of the teams will be done gradually.

4) Debrief following the CSSCT-E of December 5, 2025

See the **FO Airbus SAS** report published on our website.



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4) Information following the consultation on the implementation of a human rights audit.

This audit was conducted by an external organization, and three Airbus departments (Customer Services, Working Parties, and Training) will be audited, as well as two subcontractors (HCL and Elior). The individuals to be audited were selected by the auditor on the day of the audit from a list of employees, which itself was drawn from a representative panel of a broad socio-professional category and from those present on-site on the day of the audit.

Initial feedback indicates a very high level of performance at the Blagnac site, as noted by the auditor, highlighting numerous strengths. All employees interviewed provided positive feedback. In parallel, five non-conformities were identified and will be addressed through an action plan.

Among the areas of concern, a lack of staff has been identified in some departments, as well as dedicated spaces for female staff (changing rooms) for specific departments.

5) Information on the opinion issued by the Works Council (CSE-C) regarding the consultation on social policy, working conditions and employment within the Airbus Commercial Aircraft Economic and Social Unit (UES) and the consultation on the economic and financial situation of the Airbus Commercial Aircraft UES.

Information regarding the votes of the Works Council (CSE-C) of December 8, 2025, has been received. The elected representatives gave a favorable opinion by majority vote.

6) AISC Commissions: Year-end 2025 events

The **Christmas Market** attracted over 8,000 people over the course of a week and featured approximately 60 exhibitors.

The **end-of-year concert with Marine and Patrick Bruel** was a resounding success (around 7,000 people attended), generating a great deal of positive feedback for AISC. Furthermore, a check for €27,000 was presented to charitable organizations (Téléthon and Restos du Coeur).

The **Christmas Tree event** at the Meet venue drew over 5,000 people on both Saturday and Sunday.

Next Works Council meeting on Friday, January 30th at 9am