

Amendment 5 to the agreement on the SAFRAN European Works Council

By and between the Executive Management of SAFRAN, represented by Stéphane DUBOIS, Corporate Vice-President Human Resources, and by Vincent MACKIE, Vice President Labor Relations,

On the one hand,

And the European Works Council, authorised to sign the present amendment, in accordance with the provisions of Article 3 of Chapter XI of Amendment No. 1 to the SAFRAN European Works Council agreement signed on April 12, 2013, comprising the following representatives :

- **French Delegation :**
- **German Delegation :**
- **Belgian Delegation :**
- **Spanish delegation :**
- **Finnish delegation :**
- **Dutch delegation :**
- **Polish delegation :**
- **Czech Delegation :**

on the other hand,

The following has been established and agreed :

PREAMBLE

The purpose of this addendum is to amend the provisions of the main agreement establishing the Safran Group European Works Council, as amended by addendum no. 3 dated 10 April 2018, following the withdrawal of the United Kingdom from the perimeter of the European Union, on the one hand, and to change the composition of its Council bureau, on the other hand.

The parties agree that the United Kingdom, by virtue of its membership of the European Works Council from its creation, is committed to maintaining employee representation.

The parties also agree that in view of the challenges of European social dialogue and the high level of activity of the European Works Council Bureau, it is necessary to change its composition.

This amendment is therefore in line with the representation of all Group employees present in the European Economic Union, established by the agreement on the SAFRAN European Works Council signed on July 4, 2008 and Amendment No. 1 to said agreement, signed on April 12, 2013.

The parties wish to stress that all the functions mention in this amendment are meant to be gender neutral.

The present Amendment No. 5 amends the provisions of Amendment No. 3, indicating the initial reference to each amended provision by means of the following sentence: "Chapter of Amendment No. 3 to the SAFRAN European Works Council Agreement is amended as follows".

ARTICLE 1 - CHANGES IN THE SCOPE OF THE AGREEMENT

Chapter I of Amendment No. 3 to the SAFRAN European Works Council agreement is amended as follows:

Pursuant to European Council Directive n°94/45/EC dated September 22, 1994, as transposed by the French law dated November 12, 1996, the perimeter of the SAFRAN European Works Council includes companies in the Group in which SAFRAN directly or indirectly holds more than 50% of the capital, and whose registered head offices are located in a Member State of the European Union.

It is hereby specified that the dominant company in the Group is SAFRAN, whose registered head office is located at 2 boulevard du Général Martial Valin, 75724 PARIS Cedex 15 - France.

The list of companies integrated into the scope of the agreement on the day of signature of the amendment is included in the appendix (cf. Appendix 1) and will be updated regularly.

The consequences of changes in the perimeter of the companies in the Group or States within the European Union are covered in Chapter II – Section II – article 1 – 1.2.

Following the referendum of 23 June 2016, with a majority in favour of the United Kingdom's exit from the European Union, the withdrawal procedure under Article 50 of the Treaty on the Functioning of the European Union was triggered by the British government on 29 March 2017 for an exit effective on 31 December 2020.

This transition period having ended on the date of signature of this amendment, the United Kingdom no longer has the legal conditions necessary to be represented on the Safran Group's European Works Council.

However, as employee representation in the United Kingdom has been ensured since the creation of the Committee, the parties expressly agree to maintain the United Kingdom within the perimeter of the agreement, to maintain its members, the number of which is defined in Chapter II of Amendment No. 3 to the SAFRAN European Works Council Agreement, and to maintain its prerogatives in the same way as the other Member States.

ARTICLE 2 - CHANGES IN THE COMPOSITION OF THE BUREAU OF THE COMMITTEE

Chapter VII of Amendment No. 3 to the SAFRAN European Works Council agreement is amended as follows :

Section V - The Bureau of the Committee

The Selected Committee of the European Works Council is called the "Bureau of the European Works Council. »

The Bureau of the European Works Council is formed during the first plenary session after a new term of office.

The Bureau is composed of the Secretary, the deputy Secretary and three assistant secretaries, a treasurer and an assistant treasurer, elected from among the statutory, according to the following methods.

A uninominal voting system with two rounds is organized :

During the 1st round, each member of the Bureau is elected by an absolute majority of the voting rights of the members present (i.e. the majority of the voting rights + 1). In the absence of an absolute majority during the 1st round, a second round is organized. During the 2nd round, each member of the Bureau is elected by the relative majority of the voting rights of the members present (i.e. according to the greatest number of voting rights).

In case of equality of votes between several candidates, the members are appointed at the benefit of age.

Of these members, four shall belong, to the extent possible, to European companies other than France and from four different countries.

The Bureau is constituted for the entire term of office and is dissolved ipso jure with the renewal of the European Works Council.

If a seat on the Bureau becomes vacant, a new election will be organized to fill the seat for the remaining term of office, in accordance with the provisions of this amendment.

The Council Bureau may elaborate an internal rules of the European Works Council.

The time spent in the Bureau meeting is regarded as effective working time.

ARTICLE 3 - DURATION OF THE AMENDMENT

This amendment is entered into by and between the representative(s) of the dominant company in the Group and the majority of the members of the SAFRAN European Works Council for an unspecified term.

ARTICLE 4 - PROCEDURE FOR VALIDATING THE AMENDMENT

The validation procedure for this amendment is based on the terms and conditions provided for in Article 3 of Chapter X of Amendment No. 3 to the SAFRAN European Works Council Agreement in the same way as a revision procedure.

In this respect, the draft text of amendment n°5 will be submitted sequentially to the members of the European Works Council Bureau and then proposed for signature to the members of the Committee in plenary meeting.

The amendment must be signed by the representative(s) of the Group's dominant company, within the meaning of Chapter I of amendment No. 3 to the Safran European Works Council Agreement, on the one hand, and by the majority of the members of the European Works Council representing the employees on the other hand,

whose names, first names and trade-union affiliation of whom will be indicated in the endorsement (if the elected representative to the European Works Council is designated by a trade-union organization).

In addition, in European Union countries in which the member(s) of the European Works Council is/are designated by a trade-union organization, signature of the endorsement to the revised agreement by the aforesaid member(s) must be authorized beforehand by the trade-union organization having appointed him/her.

¹The aforementioned trade-union organizations may, if the so wish, sign the endorsement constituting the revised agreement ; this formality, however, shall not effect the validity of the endorsement signed by the elected officials of the European Works Council, nor modify its qualities or characteristics.

According to the specific context of the signature of this amendment, concerning in particular the maintenance of the United Kingdom within the perimeter of the agreement as from its entry into force, it is agreed that the relevant stakeholders belonging to the United Kingdom within the representatives of the European Works Council will have the possibility to sign this addendum.

However, it is expressly accepted by all the parties involved that this signature shall not constitute a condition of validity or invalidity of the present amendment.

ARTICLE 5 - APPLICABLE LEGISLATION AND CONCILIATION PROCEDURE

The text of this amendment, written in French, shall serve as a reference in the event of a litigation or difficulty in interpretation.

This amendment is governed by French legislation.

In the event that any legislative changes occur which are liable to have an impact on this amendment, the signing parties shall meet as soon as possible after the publication of such legislation to study any action to be taken.

¹ For France, this refers to the Group trade-union coordinators

Drawn up in Paris, this day on

For SAFRAN

Stéphane DUBOIS
Corporate Vice-President Human Resources

Vincent MACKIE
Vice-President Labor Relations

The European Works Council, represented by :

- **French Delegation :**
- **German Delegation :**
- **Belgian Delegation :**
- **Spanish delegation :**
- **Finnish delegation :**
- **Dutch delegation :**
- **Polish delegation :**
- **Czech Delegation :**

The relevant UK stakeholders in the European Works Council,

For IndustriAll

APPENDIX 1

PERIMETER OF GROUP COMPANIES, ON THE DATE OF SIGNING THIS AMENDMENT N°5

France

Safran SA

- Safran Additive Manufacturing Campus
- Safran Ceramics

Safran Aircraft Engines

- Airfoils Advanced Solutions
- Safran Aero Composite

Safran Aerosystems perimeter :

- Safran Aerosystems SAS
- Safran Aerosystems Duct
- Safran Aerosystems Fluid
- Safran Aerosystems Hydraulics
- Safran Aerosystems Services Europe
- Safran Aerotechnics

Safran Cabin

Safran Electrical & Power

- Safran Electrical Components
- Safran Engineering Services

Safran Electronics & Defense

- Safran Data Systems
- Safran Electronics & Defense Actuation
- Safran Electronics & Defense Cockpit Solutions
- Safran Reosc

Safran Helicopter Engines

- Safran Power Units

Safran Landing Systems

- Safran Filtration Systems
- Safran Landing Systems Services Dinard

Safran Nacelles

Safran Seats

Safran Test Cells France

Safran Transmission Systems

Safran Ventilation Systems

The Netherlands

Safran Cabin Cargo Bv

Safran Cabin Catering Bv

Czech Republic

Safran Cabin CZ

Germany

Safran Cabin Services Gmbh

Safran Cabin Germany Gmbh (Herborn)

Safran Engineering Services Gmbh (ISE)

Safran Engineering Services Gmbh (SES)

Safran Electronics & Defense Germany Gmbh

Safran Data Systems Gmbh

Safran Helicopter Engines Germany

Safran Nacelles

Safran Passenger Solutions EVAC Gmbh

Safran Passenger Innovations Germany DE

Zodiac Cabin Controls Gmbh

Belgium

Safran Aeo Boosters

Safran Aircraft Engines Services Brussels

Spain

Safran Engineering Services Spain

Finland

Robonic LTD - Oy

Poland

Safran Aircraft Engines Poland

Safran Transmission Systems Poland

United Kingdom

Safran Aerosystems Services UK Ltd

Safran Cabin UK

Safran Electrical & Power UK Ltd

Safran Engineering Services UK Ltd

Zodiac Interconnect UK

Safran Helicopter Engines UK

Safran Landing Systems UK Ltd

Safran Landing Systems Services UK Ltd

Safran Nacelles Ltd

Safran UK Ltd

Safran Seats gb limited