



**GLOBAL
BUSINESS
TRAVEL**

**ADDENDUM TO
EUROPEAN WORKS COUNCIL AGREEMENT
FOR AMERICAN EXPRESS GLOBAL BUSINESS TRAVEL ("GBT") OF 20 MARCH 2019
("the Agreement")**

1. BACKGROUND

On 31 January 2020, the UK left the European Union. Following an 11-month transition period from 31 January 2020 to 31 December 2020 ("the transition period"), the UK will no longer be bound by EU Directive 2009/38 of the European Union. As a consequence, for the Agreement to comply with the EU Directive 2009/38/EC, with effect from the expiry of the transition period, the GBT European Works Council Agreement 20 March 2019 can no longer be subject to UK law and a representative agent within the EU must be designated.

2. DESIGNATION OF REPRESENTATIVE AGENT AND CHANGE OF APPLICABLE LAW

With effect from the expiry of the transition period on the 31 December 2020, in accordance with the EU Directive 2009/38/EC, Nominated Management Representatives in accordance with clause 12.2 of the GBT EWC Agreement have designated GBT III BV as its new representative agent taking on the responsibilities set out in the EU Directive 2009/38/EC and the Agreement, hitherto vested in GBT Travel Services UK Limited.

Consequently, with effect from the expiry of the transition period on the 31 December 2020, the Agreement shall be subject to Dutch law, including The Dutch European Works Councils Act, thereby replacing UK law.

The parties further agree that the UK representatives shall continue to participate in the European Works Council and the United Kingdom shall continue to be subject to the Agreement. Additionally the parties agree that the UK's employee numbers will continue to be taken into account for the purposes of determining the overall European Works Council employee representative allocations pursuant to Clause 2.7 and Annex 2 of the Agreement. In addition, the VP HR International will remain as Nominated Management Representatives for GBT.

Aside from the above, the Agreement shall continue in accordance with its existing terms.

SIGNED BY the Parties on the dates indicated against their respective names:

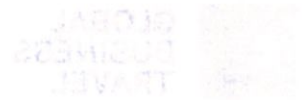
.....

Date:.....

Claire Silver, VP HR International

Nominated Management Representative

CS



EWC Coordinating Committee Member

G. Kras

Date: 27.01.2021

GREGOR MARTIN

EWC Coordinating Committee Member

LM
Marcella Maertens

Date: 28 January 2021

EWC Coordinating Committee Member

HP
Judith Victoria

Date: 29 January 2021

EWC Coordinating Committee Member

.....

Date:

EWC Coordinating Committee Member

.....

Date:

HP

HP