

DECLARATION

1 APRIL 2020

Despite the difficult conditions for maintaining the necessary social dialogue, the European Works Council decided to organize an informal meeting, by videoconference, in order to take stock of the situation related to the coronavirus epidemic in all European countries.

The purpose of this meeting was to provide us with precise information on the situation of the Air France KLM Group and its subsidiaries.

Management has painted an alarming picture of the situation in air transport and the Air France KLM Group. With a drop in revenue of around 80% for the month of March and even worse forecast for April, a network reduced to its bare bones for both long-haul and short- and medium-haul services, the situation of our group is catastrophic.

Obviously, we will continue to take action to maintain all possible activities, particularly in the cargo sector, and to preserve the prevent us from expending the maximum amount of cash.

In this extremely difficult situation the help of different governments, but especially that of France and the Netherlands is obviously a privileged axis in the concerted actions that help even the Group to ensure its survival.

In the given fact that each national government has its own legislation to deal with the current situation, we call upon the management to show a social face towards each and every employee in the Air France KLM Group. The Management has promised to provide the European Works Council with an overview of the social impact in the European markets outside the home markets.

An update was given on the Cargo business ship and we have asked the Industrial Directorate General for information on the situation.

Employee representatives in Europe also asked for information on the commercial campaigns that are planned to bring in as much revenue as possible, as soon as possible.

We have also requested that wherever Air France KLM Group employees, of their subsidiaries or subcontractors are in contact with customers, all health protection measures should be taken.

We were given an update on the financial aspects at the end of March and what the prospects were.

Finally, the management announced the measures to postpone the payment of 2019 bonuses (no change in substance, just a postponement of the payment), probably until October 2020.

The Air France KLM European Works Council have reiterated to has insisted on showing the Group's management that all staff are united and that they demand fairness in the decisions taken to get through this serious crisis.