

1. Amendment

to

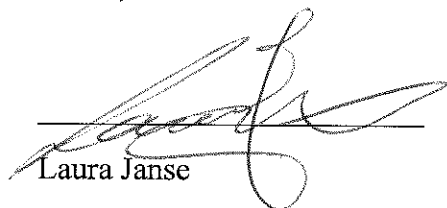
BOMBARDIER EUROPEAN WORKS COUNCIL

AGREEMENT dated 2nd September 2014

In the event that the United Kingdom (UK) is no longer a member of the European Union or of the European Economic Area, and the respective EC Directive regulating the European Works Councils are no longer applicable to employees from the UK:

1. Bombardier wholly or majority owned or controlled businesses with operations and employees in UK will remain party of the BOMBARDIER EUROPEAN WORKS COUNCIL.
2. Any reference to courts of England or United Kingdom / UK law will be changed to Belgium courts/law.
3. The parties will review the BOMBARDIER EUROPEAN WORKS COUNCIL AGREEMENT dated 2nd September 2014 in due time to revise the necessary regulation to reflect No 1 and 2 and to assess the implication of No 2.

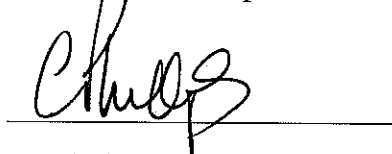
Berlin, 16th of October 2019



Laura Janse

Vice President Human Resources

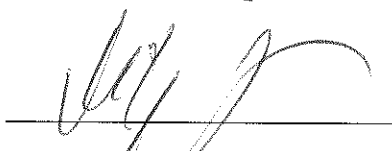
Bombardier Transportation



Carol Phillips

Vice President Human Resources

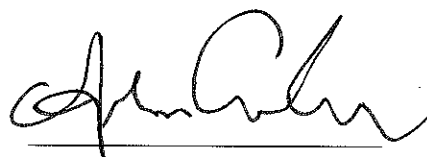
Bombardier Aerospace Belfast



Antje Døering

Principal Legal Counsel Labour Law

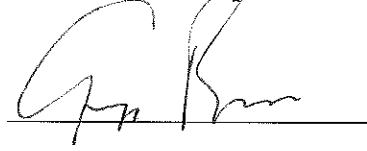
Bombardier Transportation



Anders Carlson

Employee Speaker

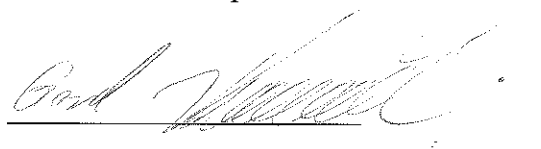
Bombardier European Works Council



George Burnside

Employee Vice Speaker

Bombardier European Works Council




Gerd Kaczmarek

Select Committee Member

Bombardier Transportation



Michael L. Roberts
Select Committee Member
Bombardier Transportation



Claes Renner
Select Committee Member
Bombardier Transportation

