EUROPEAN FRAMEWORK FAMILY-RELATED AGREEMENT

"FAMILY LIFE AND WORKING LIFE"

SAFRAN

industriAll
EUROPEAN TRADE UNION

TABLE OF CONTENTS

1 | IMPLEMENTATION AND SCOPE OF APPLICATION 4

1.1. *Scope of application of the agreement*

1.2. *Changes in the scope of the agreement*

2 | RAISING TEAM AWARENESS 4

2.1. *Opening up to families*

2.2. *Communicating internally*

2.3. *Additional point to be considered*

3 | SUPPORT FOR PARENTHOOD 5

3.1. *Support for employees before the arrival of a child*

3.2. *Support for employees when their child arrives*

3.3. *Support for employees returning to work after maternity and parental leave*

4 | SUPPORT FOR RELATIVES 9

4.1. *Definition of the employee-carer and family members, loss of autonomy*

4.2. *Flexibility in work organisation*

4.3. *Facilitating access to resources*

5 | FINAL PROVISIONS 11

5.1. *Monitoring commission*

5.2. *Effective date and duration of the agreement*

5.3. *Reference language of the agreement*

5.4. *Revision of the agreement*

6 |APPENDICES 12

Appendix 1 *Glossary*

Appendix 2 *Indicators by country and by company (excluding France)*

Appendix 3 *Scope of group companies at the date of signature of this amendment*

PREAMBLE

The parties to this Agreement are,

- Safran, on the one hand, a high-technology Group and a leading equipment supplier in the Aerospace and Defence sectors;
- IndustriALL Europe and the affiliated federations present in the company, on the other hand, and the majority of trade unions operating in the Group's business sectors in Europe.

Convinced that societal changes should lead the Group to include in its policy innovative and harmonised proposals relating to the challenges of parenthood and family support, the social partners of the Safran Group and IndustriAll Europe have signed an agreement defining a common base for these themes.

In line with employees' expectations, this social base is designed to facilitate the stages of family life, such as parenthood and support for relatives.

In this agreement, the parties agree to take into account the concept of family, while respecting the diversity of its forms (single-parent families, blended families, families with dependent persons, etc.) as well as the realities linked to societal changes.

To this end, the parties wish to actively promote a framework of goodwill, which requires a positive perception of these subjects within the company, by the entire work group.

The European base of principles and measures defined in this agreement respects the diversity of cultural and legal realities in each country.

The signatory parties describe this agreement as a framework agreement, i.e. one which sets out a common set of commitments for each of the topics covered. Consequently, it neither invalidates nor challenges the provisions of collective agreements or practices in force.

It also complies with the European Union Charter of Fundamental Rights and European Union directives1 on parenthood insofar as they have been transposed into national legislation.

It also complies with Conventions 183, 175 and 156 of the International Labour Organisation on maternity protection, part-time work and workers with family responsibilities respectively.

This European agreement is anchored in the Safran Group's Corporate Social Responsibility strategy and consequently in the objectives of the Group's global CSR framework agreement signed on 4 December 2023.

Finally, it should be noted that all information that Group employees may be required to provide to the employer in order to benefit from the provisions of this agreement is protected in accordance with regulations on the protection of personal data (the GDPR, in particular). Group procedures in this area guarantee the protection of all personal data and sensitive data communicated to the company.

1. IMPLEMENTATION AND SCOPE OF APPLICATION

1.1. SCOPE OF APPLICATION OF THE AGREEMENT

This Agreement applies to Safran and all its directly or indirectly owned subsidiaries, within the meaning of Article L. 233-16 of the French Commercial Code, and which fall within the scope of the European Works Council, as well as in countries falling within the scope of European agreements, such as Switzerland and Norway to date.

The list of companies falling within the scope of the agreement is provided in Appendix 1.

For the purposes of this Agreement, these companies collectively constitute «the Group» and individually «the Company». The signatory parties agree that the provisions of any agreements signed at company level may only derogate from this Group Agreement insofar as they are more favourable to employees.

1.1.1. Non-regression clause

The parties emphasise that the provisions of this European agreement are not intended to replace local laws, regulatory provisions, national, regional or company agreements, or practices in force in the European companies of the Safran Group which may be more favourable to employees.

1.2. CHANGES IN THE SCOPE OF THE AGREEMENT

The purpose of these provisions is to anticipate any changes in the Group's scope as defined in Article 1.1 of this agreement. In the event of a structural change leading to a significant change in scope, the parties agree to meet within 6 months to examine the possible consequences with regard to the present agreement.

Any company newly meeting the conditions set out in Article 1.1 is eligible to enter the scope of the agreement, in compliance with the legal provisions in force.

Any company ceasing to meet the conditions defined in Article 1 above will be excluded from the scope of this agreement, in compliance with the legal provisions in force.

In the event of a change in the scope of the European Union, the parties agree to meet within 3 months of the occurrence of the triggering event in order to discuss the impact of this change.

2. RAISING TEAM AWARENESS

In order to inform all employees within the European scope of the Group's position on issues relating to parenthood and carers, Safran undertakes to:

- Facilitate communication and exchanges on these subjects within the company;
- Help people to understand the realities of parenthood and carers and their possible impact on working life;
- Ensure a good balance between professional activities and the organisation of the company, and family life, particularly in terms of work organisation.

The Safran Group is committed to providing a framework of goodwill that reflects a positive perception of parenthood and support for relatives, both by the Company and by the entire work group.

Future parents, parents and carers need to know that the realisation of their parental or carer project will be welcomed and will not have a negative impact on their career and professional life. Safran is therefore committed to promoting, developing and ensuring a framework of goodwill around parenthood and support for relatives, and to making it easier for everyone to reconcile family and professional life.

To this end, awareness-raising and communication initiatives tailored to each country will be deployed throughout the Group, targeting all employees.

2.1. OPENING UP TO FAMILIES

We encourage the deployment of on-site initiatives that enable employees' families to gain a better understanding of the realities of their profession, their working environment and the organisation of the company. This can take the form, among other initiatives, of Family Days.

2.2. COMMUNICATING INTERNALLY

Local and global communication campaigns (intranet) providing detailed information on this agreement may be organised in the form of:

- Detailed presentation of the measures in this agreement;
- Testimonials from young parents, employee-carers, managers, etc.;
- Best practices observed in different countries.

In particular, a brochure presenting the agreement will be made available to employees in the languages listed in the appendix, as well as a webinar. This brochure will also be made available to new recruits.

With regard to raising awareness among HR teams and local managers, a European sharing of practices within the HR community of the different countries will be organised.

Awareness-raising campaigns on stereotypes, particularly gender stereotypes, will continue.

2.3. ADDITIONAL POINT TO BE CONSIDERED

The balance between professional activity and family life is addressed during performance and professional development reviews.

Particular attention must be paid to meeting times for employees.

In the event of operational necessity, a temporary adaptation of working hours may be put in place.

CHAPTER 3. SUPPORT FOR PARENTHOOD

The parties reaffirm their commitment to non-discrimination in terms of pay or career development for employees with families. Furthermore, in accordance with European Directive 2019/1158, employees who exercise their right to take leave or request flexible working arrangements are protected against any discrimination or less favourable treatment on this ground.

3.1. SUPPORT FOR EMPLOYEES BEFORE THE ARRIVAL OF A CHILD

3.1.1. Measures to facilitate the organisation of medically assisted procreation or adoption procedures

Given the constraints and challenges associated with medically assisted procreation or adoption procedures, the Group is committed to promoting flexibility and adaptability in the organisation of working hours for employees involved in these procedures.

This applies to the use of teleworking, which can be facilitated if necessary during certain periods in the course of the various protocols (e.g. by accumulating days, flexible dates, etc.). Taking leave is also facilitated in this context.

An employee undergoing medically assisted procreation under the conditions laid down by national legislation is entitled to a leave of absence for the necessary medical procedures. In the absence of more favourable local regulatory specifics, this number of absences will be seven (appointments), for which the basic salary is maintained.

It will be up to each subsidiary or the country's Human Resources coordinator to assess the consequences on the variable components of remuneration, as specified in the glossary in the appendix, and to determine how these should be treated.

These procedures will be shared with local employee representatives.

An employee involved in an adoption process, in accordance with the conditions laid down by national legislation, is entitled to a leave of absence for the necessary appointments.

In the absence of more favourable local regulatory specifics, this number of absences will be seven (appointments). Remuneration is maintained, as defined in the glossary appended to this agreement, and these absences will be justified in accordance with the procedures defined at country or site level.

In order to alleviate the difficulties associated with adoption and medically assisted procreation procedures, and in order to facilitate administrative or medical procedures, the employee spouse of a person involved in such a procedure, the employee partner bound to them by a civil union, or the employee living in a marital relationship with them under the conditions laid down by national legislation, is also entitled to paid leave for the necessary medical procedures or appointments.

If necessary, this measure will be adapted to the relevant national regulations.

3.1.2. Flexibility: possible job adjustments

Any pregnant woman may, if she so wishes, be referred without delay to the company's internal medical department.

A pregnant employee may be temporarily assigned to another job if her medically certified state of health so requires. An employee who works night shifts may be assigned to a day shift at her request or following a medical examination by the occupational doctor. In the event that this assignment to a day shift is not possible, an exemption from work or an extension of maternity leave is proposed.

In addition, a pregnant employee working in a position that exposes her to particular risks will be offered another position that is compatible with her condition, with her remuneration, as defined in the appended glossary, being maintained during this period.

Overtime hours that are not worked will not be paid.

As soon as the pregnancy is announced, the pregnant employee is entitled to paid time off per day, the number and conditions of which are to be defined by country or by subsidiary.

From the fifth month onwards, the employee benefits from an additional period of paid rest from her weekly working time. This rest and how it is taken are also determined by each subsidiary or at country level.

The employee is entitled to paid leave to attend the compulsory medical examinations provided for in the country's regulatory framework.

The employee spouse of a pregnant woman, the employee bound to her by a marriage or civil union contract or the employee living in a marital relationship with her, is also entitled to paid leave to attend compulsory medical examinations, on presentation of medical evidence or a sworn statement, in accordance with the regulations of each country.

If necessary, this measure will be adapted to the relevant national regulations.

3.1.3. Support measures in the event of a pregnancy not carried to term

Given the risks and difficulties associated with certain pregnancies, the social partners have decided to offer support for pregnancies that are not carried to term, in strict compliance with the regulations specific to each country.

The woman who was pregnant benefits from flexible working hours, within the legal framework of each country. Medical cover for absences due to medical appointments is possible and is defined by national regulations.

In the absence of medical leave, upon presentation of proof or a sworn statement, the employee is entitled to five days of paid leave if the pregnancy ends after the third month of pregnancy. This absence cannot be combined with maternity leave if the latter is maintained.

Teleworking can also be facilitated where necessary, as can taking leave.

The employee spouse, the employee bound to the pregnant woman by a marriage or civil union contract, or the employee living with her in a marital relationship in accordance with national regulations, is entitled to flexibility in their working hours, teleworking, paid leave, or a five-day paid leave of absence if the pregnancy ends after the third month of pregnancy. This absence cannot be combined with second-parent leave, where applicable.

3.2. SUPPORT FOR EMPLOYEES WHEN THEIR CHILD ARRIVES

3.2.1. Maternity, paternity, adoption and parental leave

3.2.1.1. Remuneration

The parties agree on the terms of remuneration for family leave, under the conditions defined below.

The signatory parties affirm that taking any of these types of leave will have no negative repercussions on their career and professional life.

3.2.1.2. Maternity and paternity leave, adoption leave

Safran guarantees all its employees a minimum of sixteen weeks of maternity leave and a minimum of fifteen working days of paid paternity leave (equivalent to three calendar weeks) for the father or the person recognised as the second parent.

In the context of maternity and paternity leave, social bodies (national health insurance, social security, social services, etc.) may pay a benefit to the employee, depending on the rules in each country. In most cases, this benefit compensates part of the employee's salary.

In order to guarantee the payment of a full basic salary to the employee during the sixteen weeks of maternity leave and to the father or co-parent during the three weeks of paternity leave, Safran pays a salary supplement.

It will be up to each subsidiary or the country's Human Resources coordinator to assess the impact on the variable components of remuneration, as specified in the glossary in the appendix, and to determine how they should be treated.

- Overtime hours not worked are not remunerated.

Implementation may be gradual and will be effective at the latest within the first eighteen months of the entry into force of this agreement, in countries where such leave is of shorter duration or currently without compensation from the employer.

These measures also apply in the case of an adoption, with the terms and conditions for taking the days or sharing them between the parents to be determined in accordance with local regulations.

This provision applies in compliance with the legal definition of parenthood in each country.

3.2.1.3. Parental leave

Safran guarantees all its employees the possibility of taking parental leave, the duration and terms of which are set by local regulations and by European Directive 2010/18.

A harmonisation of these terms can be defined at country level.

3.2.2. Anticipation of leave and its perception by the work group

Anticipating the time when the employee will be on leave allows for a stress-free departure for both the future parent and the work group.

A meeting is therefore organised before the start of the leave in order to prepare for the absence, any replacement and the conditions for the employee's return.

In addition, it is essential to facilitate the positive perception of this leave, and more specifically of second-parent leave, where applicable, notably through appropriate communication and awareness-raising within the employee's work group.

3.2.3. Support for parents at work

3.2.3.1. Sick child leave

The employee is entitled to sick child leave as defined by the regulations of each country or by local agreements and paid in accordance with the same regulations.

3.2.3.2. Parental presence leave

Parental presence leave is granted to employees whose dependent child suffers from a particularly serious illness, disability or accident, making it essential for the parent to be present at all times and to provide significant care. It may be split up, converted to part-time or renewed. A harmonised approach can be defined in each country.

An assessment will be carried out at the first meeting of the monitoring committee one year after the entry into force of this agreement.

3.3. SUPPORT FOR EMPLOYEES RETURNING TO WORK AFTER MATERNITY AND PARENTAL LEAVE

3.3.1. Return interview

The purpose of the interview after the return from leave is to examine the context of the return to work, and in particular to determine any training needs to ensure the continuity of professional development.

3.3.2. Flexibility in work organisation

3.3.2.1. Working hours of young parents

The return to work of young parents is a period of readjustment which may require time to organise childcare, for example. It will be up to the companies to define suitable arrangements for this, coordinated as far as possible at country level.

Young parents and employees exercising parental authority who so wish may work part-time at 80% of full-time hours for two continuous months in the first year following the birth or adoption of the child.

In this case, the basic salary is maintained at 90%, and it will be up to each subsidiary or the country's Human Resources coordinator to assess the consequences on the variable components of remuneration, as specified in the glossary in the appendix, and to determine how they will be treated. .

These treatment procedures will be shared with local employee representatives.

To ensure proper alignment with local parental leave-taking arrangements, in some countries, this measure may be postponed until the second year following the birth, in order to maintain access to the parental leave schemes in place in the country.

3.3.2.2. Single-parent families and parents of children with disabilities

Particular attention is paid to the organisation of working hours and leave for employees who are parents in single-parent families, or the parents of children with disabilities, particularly in the event of childcare difficulties or to enable them to attend, for example, parent-teacher meetings or compulsory medical appointments.

The employee concerned will provide the company with supporting documents or, failing that, a sworn statement in compliance with the European and local legal framework for the protection of personal and sensitive data.

Employees in single-parent families, employees exercising parental authority or the parents of children with disabilities who so wish may work part-time at 80% or reduced time at 80% of their contractual working hours.

This part-time work can be reduced to 50%, if necessary and feasible according to operational realities, in agreement with local management.

3.3.3. Breastfeeding

In subsidiaries with a health department, a breastfeeding room may be made available wherever possible.

Employees are entitled to one hour's paid leave per day to express milk until the child's first birthday or the end of breastfeeding.

3.3.4. Facilitating access to resources

A useful information portal by country or an intranet section will be created to help employees find a balance between their professional life and their new life as a parent.

This portal or intranet section will provide information on this agreement, examples of internal best practices and useful links on the subject by country, and will provide information, for example and where possible, on services for finding childcare solutions.

The Group encourages subsidiaries to set up company concierge-type services.

4. SUPPORT FOR RELATIVES

In a European demographic and societal context where the challenges of providing support in situations of dependence are growing, the parties are aware of the difficulties involved in balancing professional and personal life for employees who provide day-to-day care for vulnerable members of their family, weakened by age, illness or disability.

The parties affirm their adherence to the commitment to non-discrimination in the salary and career development of employees who exercise their right to take leave or request flexible working arrangements in accordance with European Directive 2019/1158. They are protected against any discrimination or less favourable treatment on this ground.

The Group is committed to offering a common approach to employees who are carers for relatives who are losing their independence:

- Child with disabilities, on long-term sick leave;
- Dependent relative: parents and parent's spouse, brother or sister, adult child.

4.1. DEFINITION OF THE EMPLOYEE-CARER AND FAMILY MEMBERS, LOSS OF AUTONOMY

The employee-carer provides support to a relative who is recognised as losing autonomy in their daily life, in accordance with the country's regulatory procedures and definitions.

'Relatives' are defined as family members with a first-degree kinship relationship: spouse, child, father, mother or spouse of the parent.

In order to benefit from the measures set out in this agreement, the employee-carer provides a nominative administrative certificate confirming their status as a carer, issued by the local authorities or public social systems, or, failing that, a medical certificate attesting to the relative's need for daily assistance.

4.2. FLEXIBILITY IN WORK ORGANISATION

The employee-carer of a relative has the possibility of studying, with their line manager and the Human Resources department, solutions for modifying their professional organisation in the form of part-time work, teleworking or changes to working hours that are compatible with the way the department/company operates.

To do this, the employee-carer provides the company with documents attesting to the fact that they are caring for a relative, or with a sworn statement, in compliance with the regulatory framework for the protection of personal data.

If they so wish, the employee-carer can work part-time at 80% or reduced time at 80% of their current contractual working hours.

This part-time work can, if necessary and feasible according to operational realities, be reduced to 50%, in agreement with local management.

Temporary mobility and teleworking solutions may also be considered where possible.

4.3. FACILITATING ACCESS TO RESOURCES

4.3.1. Training for employee-carers

In many countries, external training courses dedicated to individuals caring for relatives are available. The Group facilitates the organisation of work for employee-carers attending this type of specialised external training, up to a limit of two days every three years.

Remuneration, as defined in the appended glossary, is maintained if the training takes place during working hours.

A financial contribution of 30% of the cost of the training course is offered by the company on presentation of supporting documents prior to the training session, for agreement.

4.3.2. Information on available resources

The «Family related» portal or intranet section will provide information on existing services in the countries concerned, where applicable.

For example, this page could include information on resources, support solutions such as social workers, psychological support offered by the Group's assistance organisation in the country concerned, referrals to external specialist advice, or talking groups.

4.3.3. Days of absence for employee-carers

Employee-carers are entitled to up to two days' absence per year in this role.

4.3.4. Support in the case of bereavement following the death of a relative

With the aim of improving support for employees, the duration of bereavement leave following the death of a first- or second-degree kinship relative (see definition in the glossary in the appendix) will, as far as possible, be gradually harmonised within each country.

Local Human Resources teams ensure that employees are listened to attentively, in a way that is adapted to the difficult situation they are facing, and provide them with information regarding their rights and access to psychological support services, such as those offered by health and provident fund providers or others.

5. FINAL PROVISIONS

5.1. MONITORING COMMISSION

The signatory parties agree to meet in the context of an annual monitoring committee whose purpose will be to:

- Monitor the deployment of this agreement;
- Examine the conditions of application of this agreement and any difficulties of interpretation;
- Propose new developments.

This monitoring committee is made up of Management representatives and ten employee representatives, namely two IndustriAll Europe representatives, one European Works Council representative, and seven trade union representatives. Country Human Resources coordinators are invited to attend meetings of the monitoring committee every two years to share local best practices.

5.1.1. Publicising the Agreement

A communication will be made available to all employees of the entities in the various countries concerned, to promote this agreement in accordance with local communication procedures. Local employee representatives will be informed.

This agreement will be available on the Group's intranet in the languages listed in the appendix to this agreement.

5.2. EFFECTIVE DATE AND DURATION OF THE AGREEMENT

This European Agreement is concluded for a period of five years and will take effect from 1st January 2025.

5.3. REFERENCE LANGUAGE OF THE AGREEMENT

The signatory parties agree that the text of this agreement, drawn up in French, shall be the reference in the event of any discrepancies or difficulties of interpretation.

5.4. REVISION OF THE AGREEMENT

In the event of changes in European or local legislation having an impact on the provisions of this European agreement, the signatory parties agree to meet within three months of their coming into effect, if necessary, to adapt this agreement.

APPENDICES

Appendix 1
Glossary

Carer: A Safran employee who provides assistance on a principal basis, in whole or in part, to someone close to them who needs help/support. This help/support can be provided on a permanent or temporary basis and can take various forms, including care, support with education and social life, administrative formalities, travel, coordination, psychological support and constant vigilance (in the case of mental disabilities) or domestic activities.

Family: a family is that part of a household comprising at least two people.

In this agreement, the parties agree to take into account the concept of the family in a way that respects the diversity of its forms (single-parent families, blended families, families with dependent persons, etc.) as well as the realities linked to societal changes.

Single-parent family: a single-parent family comprises a lone parent and one or more unmarried children.

Parents: a person who has a biological or adoptive parent-child relationship with a child.

Loss of autonomy or dependence: Dependence is defined as the condition of a person who, as a result of a physical, mental or psychological illness or a deficiency of the same nature, has a significant and regular need for assistance and support from a third party for the essential acts of life. Assistance and support from a third party consists of carrying out all or part of the essential acts of life on behalf of the dependent person or supervising or supporting the dependent person to enable these acts to be carried out.

Relatives:

Degrees of kinship:

- 1st degree: father/mother, son/daughter, full adopter/full adoptee, spouse;
- 2nd degree: grandfather/grandmother, grandson/granddaughter, brother/sister. Step-parents in a blended family, spouse of one of the employee's parents. Co-parent: a person who shares the life of the father or mother of a child.

Remuneration during the following absences,

- Maternity leave, paternity leave, medical appointments during pregnancy;
- Five days' absence in the event of a pregnancy not carried to term, in accordance with the conditions defined in this agreement;
- Carer training days.

During these absences, the basic salary is maintained in full.

- To this end, Safran supplements the benefits paid by social bodies (national health insurance, social security, social services, etc.). These benefits are defined by the rules specific to each country and, in most cases, only compensate part of the salary.
- In the absence of benefits from social bodies, Safran will continue to pay the basic salary for the period of absence.

It will be up to each subsidiary or the country's Human Resources coordinator to assess the impact on the variable components of remuneration and to determine how they should be treated. If no new decision is taken, the current rules will apply.

Overtime hours not worked are not remunerated.

The aforementioned measures may be implemented progressively and will be effective at the latest within the first eighteen months of the entry into force of this agreement, in countries where such leave is of shorter duration or currently without compensation from the employer.

In 2025, Management will undertake a detailed legal analysis of remuneration components in each country and subsidiary covered by the agreement, in relation to the various possible reasons for absence. The results of this analysis will be shared with the monitoring committee.

Appendix 2
Indicators by country and by company (excluding France)

1. Parental leave by category Managers and Non-Managers.
   - Number of maternity and paternity leaves.
   - Number of parental leaves.
2. Number of employees who have opted for part-time work for reasons related to parenthood or "caring".
3. Access to training courses for carers. Number of employees benefiting from external training days on caring for dependent persons.
4. Brochure and agreement available in the following languages (upon signature of the agreement): French, English, German, Polish, Czech and Spanish. This list is subject to change depending on the scope of the agreement.

Appendix 3
Scope of Group companies at the date of signature of this amendment

France

Safran SA:
- Safran Additive Manufacturing Campus
- Safran Ceramics

Safran AEROSYSTEMS SAS

Safran Cabin:
- Safran Ventilation Systems

Safran Electrical & Power:
- Safran Electrical & Power Chatou SAS
- Safran Electrical & Power Conflans SAS
- Safran Electrical Components
- Safran Engineering Services

Safran Electronics & Defense:
- Asterios Technologies (Krono-Safe)
- Safran Data Systems SAS
- Safran Electronics & Defense Beacons SAS
- Safran REOSC
- Safran Space Propulsion
- Safran Trusted 4D SAS
- Safran.AI SAS
- SyRLinks

Safran Aircraft Engines:
- Airfoils Advanced Solutions
- Safran Aero Composite

Safran Helicopter Engines:
- Safran Power Units

Safran Landing Systems:
- Safran Filtration Systems
- Safran Landing Systems Services Dinard

Safran Test Cells France

Safran Nacelles

Safran Seats

Safran Transmission Systems

The Netherlands

Safran CABIN NV

3D Metal Forming

Czech Republic

Safran CABIN CZ

Germany

Safran Cabin Germany GmbH (Herborn)

Safran Electrical & Power GmbH (ISE)

Safran Engineering Services GmbH (SES)

Safran Electronics & Defense Germany GmbH

Safran Data Systems GmbH

Safran Helicopter Engines Germany GmbH

Safran Nacelles GmbH

Safran SA GmbH

Safran Passenger Innovations Germany GmbH

Zodiac Cabin Controls GmbH

Belgium

Safran Aero Boosters

Safran Aircraft Engines Services Brussels

Spain

Safran Engineering Services Spain

Safran Electronics & Defense Spain S.L.

Finland

Robonic LTD - Oy

Poland

Safran Aircraft Engines Poland

Safran Transmission Systems Poland

Norway

Safran Sensing Technologies Norway

Switzerland

Safran Electronics & Defense
- Safran Vectronix AG
- Safran Sensing Technologies Switzerland
- Safran Time Technologies Switzerland SA
- T4 Science

United Kingdom

Safran Aerosystems Services UK Ltd

Safran Electrical & Power UK Ltd

Safran Electrical Components UK Ltd

Safran Engineering Services UK Ltd

Safran Helicopter Engines UK

Safran Landing Systems UK Ltd

Safran Landing Systems Services UK Ltd

Safran Nacelles Ltd

Safran UK Ltd

Safran Seats GB Ltd

Paris, on 20th December 2024

For Safran

Stéphane DUBOIS
Executive Vice President
Human and Social Responsibilities

For IndustriAll Europe

Isabelle BARTHÈS
Deputy General Secretary

Vincent MACKIE
Vice President Social Affairs