

Brussels, 16 February 2026

*Letter sent on behalf of trade union representatives in Airbus, Leonardo and Thales*

**Mr Patrice Caine**

CEO

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CEO

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**Mr Guillaume Faury**

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## **Bromo: Letter to the Presidents and Chief Executive Officers of Airbus, Leonardo and Thales**

Dear Mr Caine,

Dear Mr Cingolani,

Dear Mr Faury,

On 23 October 2025, you announced the signing of a Memorandum of Understanding (MoU) marking the official launch of a project aimed at merging the space activities of Airbus, Leonardo and Thales. In a spirit of constructive and trust-based social dialogue, social processes have since been initiated in all companies and countries concerned.

IndustriAll Europe, the European trade union organisation representing the national trade unions involved in **the Bromo project**, hereby calls for a transparent and fair social dialogue throughout this transformation. We expect the project to foster growth and jobs while minimising any negative social impact.

In this context, we ask you to make clear and firm commitments on the following principles:

- **Employment protection:** coercive measures or forced dismissals must not be implemented. Sustainable growth depends on job security and unlocking the full potential of the workforce.
- **Safeguarding sites:** Existing sites and their employees must be protected and strengthened, with a clear commitment to maintaining space activities in all current locations. We ask for an explicit guarantee that no site closures will occur.
- During the **transition period, any existing agreements must continue to apply** and must be renewed following the usual national procedures and levels.
- **Maintaining contractual and employment conditions for all Bromo and non-Bromo employees: regardless of whether employees are transferred to the new entity or not**, all employees must maintain existing terms and conditions of employment, including all applicable collective agreements. Given the strong growth of the space market, the future company must remain highly attractive to retain qualified employees and attract new talent.
- **Technology protection:** Space is a future-oriented and highly innovative industry. Growing European demand must translate into sustained investment in jobs, skills and strategic

technologies. The **industrial plan must be presented in advance to workers' representatives including trade unions**, so that they can assess whether the proposed measures support industrial development and protect employment.

- During the transition phase, all investment programmes already planned within each national entity must continue as scheduled.
- **Ensuring full information and consultation rights:** Workers' representatives must be fully informed and consulted at every stage of the Bromo project and at all relevant levels.

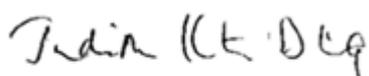
The quality of the social dialogue will be a decisive factor for the success of the future company. For this reason, we also ask you to commit to:

- **Guarantee or establish employee representative bodies** at all national and European levels of the future Bromo company. In this process, the existing standards of the companies involved must not be reduced.
- **Avoid periods without employee representation** during the transition phase.
- **Negotiate, as soon as possible after the creation of the company, a new European Works Council (EWC)**, with representatives of all European countries of the future entity, which replicates and uses as a minimum the best social practices and expertise of the existing EWC agreements of the Airbus, Thales groups and the Thales Alenia Space agreement.
- Ensure the presence of employee representatives on the Board of Directors of Bromo Holding, appointed according to the national procedures used to select workers' representatives.
- Employees' representation rights must not be reduced compared with current levels and should be equivalent across all countries participating in the Bromo project. Further rules will be defined at a later stage.

We remain committed to constructive and responsible social dialogue, and trust that you will give due consideration to these demands, which we believe are essential to ensure the long-term success and sustainability of this project.

We remain available for further in-depth dialogue.

Yours sincerely,

A handwritten signature in black ink, appearing to read "Judith Kirton-Darling".

**Judith Kirton-Darling**  
General Secretary

A handwritten signature in black ink, appearing to read "Isabelle Barthès".

**Isabelle Barthès**  
Deputy General Secretary