

Headquarters

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www.latecoere.aero

Dear colleagues,

Yesterday, a few hours after I took office, I addressed you directly in an internal letter to all Latécoère teams.

Also, today's message will be short, but it is necessary for me to establish this regular contact. My arrival in the middle of a health crisis questions some of you, it is natural, and it requires me to dedicate all my energy to the management of this exceptional situation.

Be sure that this is currently my only concern and that of Comex, around two priority issues:

- Protecting your health and safety is our number one priority. This is why, as soon as I took up my post, I took responsibility for initiating the temporary closure of all the French sites, because this seemed to me the most suitable according to the situation in the country. This allows us to get an overview and it gives us time to implement new security measures.
- Preserving our activity: the company is our common good, which is among the dearest to us. I therefore have at heart to ensure its sustainability over the long term, which requires the satisfaction of our customers with whom we interact every hour of the day.

We have no choice but to emerge stronger from this crisis, as one team. Already, I see a real synergy between the CODIRs of both branches who coordinate to put in place effective action plans. It is often in adversity that relationships are strengthened and that team spirit triumphs. A global mobilization is happening. The employees with whom I have been able to speak since yesterday also expressed real solidarity with their colleagues. It is encouraging and also comforting. This solidarity is precious.

I will continue to use the group's communication channels, including the www.latecoere.aero/information web page to inform you, transparently, personally or through the published bulletins.

Speak to you soon.

Philip Swash
CEO Latécoère