



## Demands of the European Works Council

- **Extension of the “2nd Basic agreement on the strategic way forward for thyssenkrupp AG” to Europe**  
That includes:
  - Apply best and fair owner principles for all legal entities and in all European countries!
  - Redundancies due to operational reasons only as ultima ratio!
  - Sociable restructuring within the entities!
  
- **Further demands concerning employment**
  - Application of the principle "work in progress" (“von Arbeit in Arbeit”)
  - Clarify the role of cooperation with co-determination and within the co-determination bodies
  - Use of local monitoring committees at legal entities
  - Europe-wide establishment of commissions in case of dispute
  - Focus on apprenticeship
  - Qualification rather than termination: continuous integration of unskilled workers through training to strengthen the internal labor market
  - Exclusion of redundancies due to operational reasons for certain periods
  - Development and introduction of Europe-wide minimum compensation in case of redundancies due to operational reasons
  - Equal pay for equal work in all countries: Group standard instead of legal requirement



- **Further demands**

- Mechanisms for early reaction of the Group to existing European legal regulations (e.g. work, tax, environment)
- Strategy development taking into account international developments (e.g. the US / China network and in key technologies at tk)
- Requirements for the equal treatment of business areas, e.g. in dealing with corporate programs, services and co-determination. Better definition of interfaces and thus fairer distribution of payments