June 2012

THIERRY BARIL
CHIEF HUMAN RESOURCES OFFICER EADS & AIRBUS

Thierry Baril was appointed Chief Human Resources Officer of EADS and a member of the EADS Executive Committee on 1st June 2012. In addition, Thierry Baril continues serving as Airbus Chief Human Resources Officer and as member of the Airbus Executive Committee.

Thierry Baril joined Airbus in 2007 as Executive Vice President, Human Resources, and Member of the Airbus Executive Committee with responsibility for defining and implementing a company-wide Human Resources strategy, enhancing integration and employee engagement. He guided the development of key skills and competences to support business growth and greater internal mobility. With a key role in the implementation of "Power 8" and Airbus' internationalisation strategy, one of his main achievements was the transformation of the company in areas of leadership culture and also in diversity.

Prior to this, Thierry Baril was Executive Vice President Human Resources at Eurocopter and member of the Eurocopter Executive Committee since January 2003. In this position, Thierry Baril managed the global Human Resources activities with subsequent experience in ensuring the implementation of the human resources policy across Eurocopter's European sites and its 15 subsidiaries worldwide. He was instrumental in the implementation of "Vital," a change action plan aimed at ensuring Eurocopter's business transformation.

Thierry Baril started working for Boccard SA in 1988 as deputy to the Human Resources Director and transferred to Laborde & Kupfer-Repelec, a subsidiary of GEC ALSTHOM, as Human Resources Manager in 1991.

From there, Thierry Baril moved on to Alstom Energy where he successively held the position of Human Resources Director of the company's Belfort site from 1995 and then that of Vice President Human Resources of Alstom Energy Group. He gained important experience in recruitment and selection as well as in negotiating innovative salary and benefits packages and supporting diverse restructuring plans in Europe.

Following on from his experience in Alstom Energy, Thierry Baril then became Managing Director Europe, Human Resources for GE (General Electric) at their Belfort Headquarters in 1998 and from December 2000 he was Vice President Human Resources of Alcatel Space at their headquarters in Toulouse.

Thierry Baril holds a University Degree in Personnel Management (Diplôme Universitaire de Technologie en Gestion des Entreprises et des Administrations) as well as a Business Degree in Human Resources Management and Development obtained at the Institut de Gestion Sociale (IGS) in Paris in 1988.

Thierry Baril was born in February 1965 in Suresnes, France. He is married with four children. In his spare time, he enjoys riding a motorbike and playing the guitar.

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Airbus Press Office
1, Rond-point Maurice Bellonte
31707 Blagnac Cedex, France

Phone +33 (0)5 61 93 10 00
Fax +33(0)5 61 93 38 36
E-mail media@airbus.com