

### **Thierry Baril**

Chief Human Resources Officer

**Airbus**

Thierry Baril was appointed Chief Human Resources Officer of Airbus and a member of the Airbus Executive Committee on June 1, 2012.

Thierry Baril joined Airbus Commercial Aircraft in 2007 as Executive Vice President, Human Resources, and Member of the Airbus Commercial Aircraft Executive Committee, with responsibility for defining and implementing a company-wide Human Resources strategy, enhancing integration and employee engagement. He oversaw the development of key skills and competences to support business growth and greater internal mobility. One of his main achievements was the transformation of the company in the areas of leadership culture and diversity, having played a key role in the implementation of "Power8" and Airbus' internationalisation strategy.



Prior to this, Thierry Baril was Executive Vice President Human Resources at Eurocopter – now Airbus Helicopters – and member of the Eurocopter Executive Committee from January 2003. In this position, Baril managed the company's Human Resources activities globally, including the implementation of Human Resources policies across Eurocopter's European sites and its 15 subsidiaries worldwide. He was instrumental in the implementation of "Vital", a programme which transformed Eurocopter as a business.

Thierry Baril started his career in 1988 as Deputy Human Resources Director at Bocard SA, and transferred to Laborde & Kupfer-Repelec, a subsidiary of GEC ALSTHOM, as Human Resources Manager in 1991.

From 1995, Thierry Baril held roles as Human Resources Director of the Alstom Energy Belfort site and Vice President of Human Resources of the Alstom Energy Group.

Following on from his experience at Alstom Energy, in 1998 Thierry Baril became Managing Director of Human Resources for Europe for GE (General Electric) at their Belfort Headquarters, followed by Vice President of Human Resources at Alcatel Space's Headquarters in Toulouse from 2000.

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 from the Institut de Gestion Sociale (IGS) in Paris.

Thierry Baril was born in February 1965 in Suresnes, France. In 2007, he was appointed as a "Chevalier de l'Ordre National du Mérite" and was further commended as a "Chevalier de l'Ordre National de la Légion d'Honneur" in 2012 and "Officier de l'Ordre National de la Légion d'Honneur" in 2022. In 2013, he was named HR Director of the year by Hudson, Le Figaro Economie and Cadremploi Group.