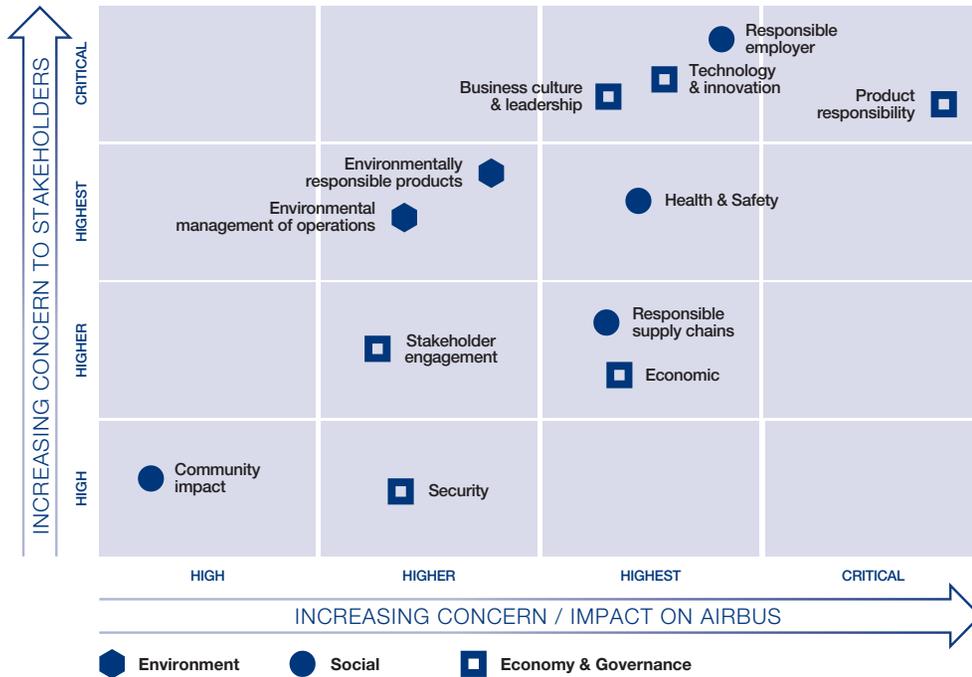


MATERIALITY MATRIX 2017



UN Sustainable Development Goals

Airbus is committed to the UN Global Compact principles and has reached the “Advanced Level”.

Airbus adopted the UN Sustainable Development Goals (SDGs) in December 2015 as a framework to align its responsible and sustainable contributions. Over 2016, Airbus performed a mapping of its contributions based on the Company’s publicly available information (including the Company’s web site, annual report and press releases). It demonstrated that at least eight of the 17 SDG goals are directly relevant to Airbus’ businesses and stakeholders’ feedback confirmed that Airbus is actively contributing to:

- SDG 4: Quality education;
- SDG 5: Gender equality;
- SDG 8: Decent work and economic growth;
- SDG 9: Industry, innovation and infrastructure;
- SDG 12: Responsible consumption and production;
- SDG 13: Climate action;
- SDG 16: Peace, justice and strong institutions;
- SDG 17: Partnerships for the goals.

Throughout 2017, Airbus continued the mapping internally and identified KPIs to assess its overall contributions to the above SDGs. Measurement will start in 2018.

Responsibility & Sustainability Charter

In 2017, Airbus has outlined its commitments in a new R&S Charter. The aim of the Charter is to demonstrate how Airbus intends to contribute to the requirements and needs of society and how employees will live Airbus’ six values in their daily work with all stakeholders whether customers, suppliers, partners, shareholders. The Charter is available at www.airbus.com.

Airbus’ Way Forward: Vigilance Plan

Airbus is determined to conduct its business responsibly and with integrity. The Company is convinced that promoting responsible business conduct within our value chain is key to sustainable growth.

As far as its own operations are concerned, Airbus has adopted internal policies and management tools to perform the assessment, monitoring, mitigation, reporting of risk and compliance allegations. They are fully embedded into the Company’s culture and processes. At Airbus, heads of programmes and functions, supported by their respective specialists, shall ensure proper deployment of the Company’s policies, management of Enterprise Risk Management (ERM) in their fields as well as duly reporting issues to top management. Airbus’ approach is thus based on its existing strengths:

- 1) strong management process already established and adopted by employees;
- 2) empowerment of specialists;
- 3) industry approach whenever possible.



Information on Airbus Activities

1.1 Presentation of the Company

In 2017, Airbus established a working group composed of specialists representing supplier management, health and safety, environmental affairs, labour rights, ethics and compliance, corporate governance as well as risk managers and representatives from the Company's two Divisions. One of the tasks of the working group was to perform a risk assessment and define concrete actions in order to ensure continuous monitoring of the entire Company and to mitigate principal risks or prevent serious violations. Airbus is also working to ensure that internal processes will be adjusted in order to ensure the efficiency of all measures.

With regard to risk management, Airbus performed an in-depth review of its ERM system in order to identify potential missing risks related to human rights and fundamental freedoms, health and safety and the environment. The ERM system was updated to take into account the most significant potential risks related to these areas that Airbus may generate as part of its operations. The ERM team also adjusted its procedures so that these potential new risks and their likely adverse impacts can be duly assessed throughout the Company. For each risk, a dedicated action plan is being defined by the responsible team who will monitor its deployment throughout the Company. The potential new risks and related action plans will be consolidated and reported to the top management of the Company. For a complete description of Airbus' ERM system, see "— Corporate Governance — 4.1.3 Enterprise Risk Management System".

To support our commitment to and promotion of a speak-up culture, Airbus created the OpenLine to provide the Company's employees with an avenue for raising concerns in a confidential way. Subject to regulatory approval, Airbus intends for employees to be able to raise their concerns, if any, about violations of human rights and fundamental freedoms, health and safety and environmental policies.

Airbus is also reinforcing its training for employees related to human rights as well as other topics related to responsibility and sustainability. Airbus currently proposes over 80 e-learning courses on labour relations, diversity, environmental and health and safety matters to its employees. In addition, the Company also provides training to its employees on the Airbus Standards of Business Conduct. Finally, a R&S learning programme targeting employees to be trained on new regulations and supporting cultural change will be developed and launched in 2018.

All Airbus affiliates (affiliates where Airbus owns more than one half of the voting rights, or is able to appoint or discharge more than one half of the members of the board) with operational activities are expected to deploy similar internal policies applying Airbus directives. Currently, Airbus and its Divisions have different governance directives for the affiliates in their respective scopes with the aim to have a single governance directive in 2018. The objective of the corporate governance directives for Airbus' affiliates is to define rules, processes and procedures applicable to Airbus affiliates and their respective boards, directors and officers. The document is used to assist

Airbus affiliates in effectively fulfilling their responsibilities while assuring Airbus' ongoing commitment to high standards of corporate governance.

Each affiliate with operational activities has in place a Board of Directors and/or a shareholders' meeting where the strategic decisions are made. Each affiliate has an Airbus supervisor who is a member or chairman of the board who ensures that all Airbus requirements are considered by the affiliate's management. The board will consider the affiliate's accounts, the operating and development plans, the Company performance versus the allocated targets, human resources topics and ERM. At least once a year the agenda of the board will include an update on ethics and compliance matters (including training, awareness and any other relevant issues).

In order to ensure proper and systematic cascading of CSR-related policies throughout the Company, Airbus' head of Subsidiaries and Affiliates has joined the R&S Network while, in return, each impacted function has appointed an official point of contact that can support affiliates in the implementation of these policies.

In 2018, Airbus will update its directive on CSR-related policies requirements applicable to its affiliates. Airbus will communicate the necessity to ensure deployment and monitoring of the following policies described in this chapter:

- International Framework Agreement;
- Agreement on the European Works Council;
- Supplier Code of Conduct;
- Health & Safety Policy;
- Standard of Business Conduct;
- Environmental Policy;
- Airbus Anti-corruption Policy and Directives.

Affiliates will be asked to evaluate the newly identified potential risks via the Airbus ERM system as well as to regularly monitor them as part of their risk assessment process. Airbus will ensure that the procedures to assess, investigate and manage allegations are well-aligned throughout the Company. In addition, a self-assessment of affiliates regarding social, human rights, and environmental matters will be organised, starting in 2018.

For its principal joint ventures, Airbus will ensure the proper application of its policies or those of its partner.

The overall plan will be shared with employees throughout the year.

A dedicated programme has been launched by the Procurement function in order to monitor Airbus' suppliers and develop processes to identify potential serious harm to human rights, fundamental freedom, health and safety and the environment with the aim of preventing them. For more information, see the dedicated chapter on the supply chain, including the vigilance plan for suppliers, under chapter 1.1.8.4 (b) Responsible Suppliers.