

Setting the framework for sustainability

Sustainability is at the core of Airbus SE's Next Chapter, as the executive team puts in place a fresh vision and objectives. The Company continues to support the United Nations Sustainable Development Goals (SDGs) by acting responsibly, leading sustainable innovation and partnering with stakeholders to set the standards in aerospace and defence.

Airbus SE has been a signatory to the UN Global Compact since 2003, reaching the advanced level. In 2015, it adopted the UN SDGs as a framework for mapping responsibility and sustainability. Based on publicly available information and stakeholders' feedback, the Company is contributing to eight of the SDGs. These are:



Accordingly, Airbus SE is focused on setting its top strategic sustainability priorities and related ambitions. These will reflect a materiality assessment carried out in 2019, in which a range of stakeholders identified topics such as environmentally responsible products, product quality and responsibility, and health and safety as the most significant.

Notably, 2019 saw a drive to further strengthen the culture of conducting business with integrity. An updated Code of Conduct was communicated to all employees, with an introduction from the Chief Executive Officer that set the tone from the top.

Environment

The Company's environmental policy aims to 'go further' in developing products and services that consider current and foreseeable future environmental challenges. With strong support from the CEO and Executive Committee, the policy has three main elements:

1. Continually improving manufacturing and site operations by achieving net zero greenhouse gas emissions, zero water and air pollution, sustainable energy sources and zero waste to landfill before 2050.
2. Developing eco-efficient products and services, taking into account environmental challenges.
3. Collaborating with the rest of the aerospace sector to develop sustainable operations of air transportation.

The Company is a founding member of the International Aerospace Environmental Group and an active board member of the Air Transport Action Group, which sets industry goals including CO₂ emissions reduction and mobilises action on strategic

aviation issues. Airbus supported the International Civil Aviation Organization's agreement in 2016 on the CO₂ standard and also the adoption of the new Carbon Offsetting & Reduction Scheme for International Aviation (CORSIA) in 2017.

In 2019, the Company introduced High5+, a plan to reduce the footprint of all its industrial operations globally and reach out to the supply chain. There are specific targets for reducing energy consumption, CO₂ emissions, water consumption, air emissions and waste production by 2030.

Separately, growing interest in environmental issues throughout the business led to employees requesting the option to invest their employee savings plans in a sustainable fund. This was launched for employees with French contracts during the year. The fund invests in green bonds, impact investments and solidarity assets. Similar funds are being discussed for employees in the UK, Germany and Spain.

Supply chain

In the past few years, the Company has stepped up the management of suppliers' social and environmental practices. Suppliers must comply with the Airbus Supplier Code of Conduct, as well as all applicable laws and regulations in the countries where operations are managed or services are provided. The Supplier Code of Conduct, which covers environment, human rights, labour practices, anti-corruption and responsible sourcing of materials, is the baseline for responsible business. In 2019, a Responsible Mineral Policy was released, outlining the Company's commitment to ethically and sustainably sourcing minerals throughout the supply chain.

Health and Safety

Airbus SE is known for its technology, innovative products and commercial success. It prioritises having a safe and healthy workplace, where wellbeing is genuinely valued. Indeed, having a mission ensuring health and safety is part of the Company's culture will help to attract the best talent and sustain commercial success. This requires competent, risk-aware employees who feel responsible for themselves and each other, supported by a world-class management system.

Inclusion and Diversity

The Company's business performance depends largely on its ways of working, behaviours, beliefs, principles and how its individuals and teams engage. Employees live diversity as part of their identity; more than 140 nations are represented and more than 20 languages are spoken. As a socially responsible Company, intergenerational, ethnic and social diversity is a serious topic, along with gender equality, disability-friendly policies and hiring processes.

The 'Inclusion starts with I' campaign helps to ensure an inclusive environment for all, by being intentional about how people with all kinds of capabilities, experience and talent are integrated. Since 2017, Pride@Airbus has been taking a positive stance by educating employees on LGBT+, promoting their inclusion, their equal rights and increasing their visibility as a community. More than 31,000 employees took part in the 2019 Ability Week(s) campaign's different activities, including self-awareness tests, workshops and networking events.



Active year for the Airbus Foundation

The Airbus Foundation launched its Humanitarian challenge in 2019. Employees organised small fundraising events on behalf of two humanitarian partners. The Foundation also focused on its youth programmes which have so far reached over 14,000 young people and been supported by more than 2,000 employees. The Little Engineer programme expanded in 2019, kicking off in countries such as Botswana, Pakistan and Australia. Seven humanitarian flights were coordinated.



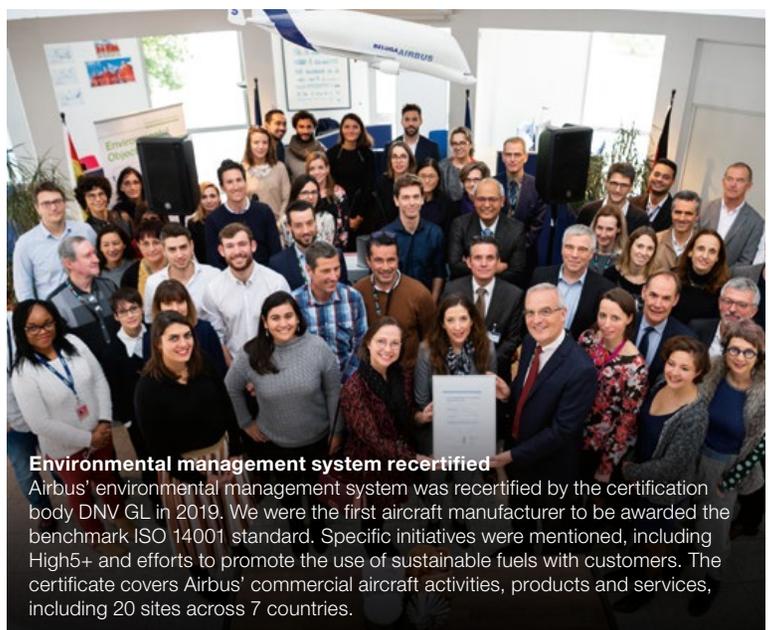
Targeting zero-emission flights

Through the E-Fan X programme and other initiatives, the Company is pioneering research into the use of alternative energy sources for flight. The ambitious E-Fan X hybrid-electric regional aircraft demonstrator is the next step on this journey. One of the test aircraft's four jet engines will be replaced by a 2MW electric motor, which is roughly equivalent to that of 10 medium-sized cars. The electric propulsion unit utilises a power-generation system and battery.



Sustainable aviation fuel in focus

As part of its decarbonisation strategy, Airbus began using sustainable aviation fuel for select flights of its Beluga ST aircraft from Hamburg in December 2019. The feedstock comes from recycled cooking oil and helps to reduce CO₂ emissions of the Company's internal logistics aircraft. In early 2020, Airbus and other companies acknowledged the French government's initiative to support the development of a sustainable aviation fuel industry in France.



Environmental management system recertified

Airbus' environmental management system was recertified by the certification body DNV GL in 2019. We were the first aircraft manufacturer to be awarded the benchmark ISO 14001 standard. Specific initiatives were mentioned, including High5+ and efforts to promote the use of sustainable fuels with customers. The certificate covers Airbus' commercial aircraft activities, products and services, including 20 sites across 7 countries.