

## Information Document for Participants

This Information Document is supplied to you for information purposes, in addition to the information already contained in the 2020 Airbus Employee Share Ownership Plan Rules (“**2020 ESOP**”), and in accordance with the European Prospectus Regulation (Regulation (EU) 2017/1129). This Information Document shall not constitute a prospectus.

Airbus SE (“**Airbus**”) relies on the exemptions provided in the above-mentioned Regulation regarding the offer of shares to its employees in the context of the 2020 ESOP, and the subsequent admission to trading of these securities. The obligation to publish a prospectus does not apply to the offer of the 2020 ESOP because of Article 1 (4) lit. i) and Article 1 (5) lit. h) of the European Prospectus Regulation

1. The issuer of the securities is Airbus SE, a European public company (*Societas Europaea*) existing under the laws of The Netherlands, with corporate seat in Amsterdam, The Netherlands, and registered address is Mendelweg 30, 2333 CS Leiden - The Netherlands.

The shares of Airbus are traded on Euronext Paris, on the ‘Regulierter Markt’ of the Frankfurt Stock Exchange and on the Madrid, Bilbao, Barcelona and Valencia Stock Exchanges under the trade name of Airbus (and ticker AIR).

Additional financial information is available on: <http://company.airbus.com/investors>

2. The securities subject to the 2020 ESOP concern fully paid ordinary shares (“**Shares**”) in the capital of Airbus which ordinarily entitle the holder of the Shares to (i) vote at general meetings of shareholders and (ii) receive dividends decided upon at such general meetings of shareholders. Shares will be admitted to trading on Euronext Paris, on the ‘Regulierter Markt’ of the Frankfurt Stock Exchange and on the Madrid, Bilbao, Barcelona and Valencia Stock Exchanges, and will be newly issued Shares.

In 2020, the employee share ownership plan offering the possibility to subscribe for Shares at such time as may be specified in the plan is subject to the decision of the Airbus Board of Directors dated February 12<sup>th</sup>, 2020. The Airbus Board of Directors will be acting upon the Annual General meeting authorization dated April 10<sup>th</sup>, 2019.

3. The Shares are to be offered as a global benefit in more than 30 countries in order to promote employee long-term shareholding under preferential conditions and provide employees the opportunity to participate in and benefit from Airbus’ successes.
4. The details of how Shares may be acquired by employees under the 2020 ESOP, are as follows:
  - a. eligible employees of Airbus will be invited to subscribe Shares pursuant to the 2020 ESOP, between February 19<sup>th</sup> (8:00 CET) and March 4<sup>th</sup>, 2020 (17:30 CET) (inclusive), at the fair market value;
  - b. the fair market value will be determined by the Airbus Board of Directors on February 12<sup>th</sup>, 2020 and represent the closing price of Airbus Shares on the Paris Stock Exchange on February 12<sup>th</sup>, 2020;
  - c. in France employees may also invest, according to Article L.3332-19 of the French Labor Code, through a mutual Fund (“**FCPE**”), at a subscription price equal to the average closing price in Euro of one Company share on the Paris Stock Exchange over the 20 trading days immediately preceding February 12<sup>th</sup>, 2020;
  - d. the relevant subscription price in Euro will either be deducted automatically via payroll in May 2020, or its payment will start in May 2020 if done in 3 instalments, or it will be paid according to local modalities. Within the Euro zone the purchase price will be in Euro. Employees outside the Euro zone will pay in local currency, with a fixed exchange rate defined on February 12<sup>th</sup>, 2020;

- e. for each fixed number of Shares subscribed by employees pursuant to the 2020 ESOP, Airbus will grant matching Shares (“**Matching Shares**”) based on a determined ratio depending on the number of Shares subscribed as follows:

Fixed number of shares acquired by the employees	Number of shares matched by Airbus (“Matching Shares”)	Total number of shares received by the employees	Equivalent Discount
5	+ 4	9	44%
10	+ 6	16	38%
15	+ 7	22	32%
30	+ 10	40	25%
100	+ 25	125	20%

- f. the fixed number of Shares available for purchase are as follows: 5, 10, 15, 30 or 100;
- g. it is foreseen that all Shares will be granted by capital increase on May 4<sup>th</sup>, 2020, the date employees would become owners of the Shares;
- h. employees in France who have not invested through a mutual fund (“FCPE”) and employees in other countries (except in Australia, Italy, Spain and the Netherlands) cannot sell their Shares for a period of one year as from the date of registration in account. It is therefore foreseen that employees could only sell their Shares after May 4<sup>th</sup>, 2021 if they so wish. For employees in France who have invested through a mutual fund (“FCPE”), the rules of the FCPE will apply;
- i. employees in Australia, Italy, Spain and the Netherlands cannot sell their Shares for a period of three years as from the date of registration account. It is therefore foreseen that employees in Australia, Italy, Spain and the Netherlands could only sell their Shares after May 4<sup>th</sup>, 2023 if they so wish; the current Share price may be found on the Investor Relations page of the Airbus website (<http://www.airbus.com>);
- j. the approximate number of Shares that will be available to employees in this offering is 2,200,000 Shares<sup>1</sup>, including 600,000 Matching Shares<sup>1</sup>.
- k. The exact number of Shares granted to a given employee on May 4<sup>th</sup>, 2020 will depend on the number of Shares subscribed by other employees worldwide. In case of oversubscription, the number of Shares would be reduced. Employees would be informed accordingly within 20 working days after the end of the subscription period. All participants’ subscriptions would be reduced proportionally.

Note: the information set out above is provided solely for the purposes of complying with the European Prospectus Regulation and is a summary of certain terms of the 2020 ESOP. It complies with the ESMA Recommendations (formerly “CESR”). If there is a conflict between the summary above and the rules of the 2020 ESOP, the rules of 2020 ESOP will prevail. A copy of the rules of the 2020 ESOP constitutes the attachment hereto and constitutes part of this Information Document and is available on the subscription website and on the Airbus’ intranet.

This Information Document shall be valid until 31/10/2020.

<sup>1</sup> These figures include shares for the Share Incentive Plan, a scheme approved by the UK tax authorities and currently in place for the UK.

## Update and additional information on the Information Document as of May 4, 2020

This Information Document is a document pursuant to Article 1 (4) lit. i) and Article 1 (5) lit. h) of the European Prospectus Regulation

The Annual General Meeting of Airbus SE (formerly known as Airbus Group SE) resolved on April, 10<sup>th</sup> 2019 to grant powers to the Company's Board of Directors to issue shares in the Company's capital, and to set aside preferential rights of existing shareholders. By resolution dated of February 12<sup>th</sup> 2020 the Company's Board of Directors approved the Employee Share Ownership Plan Rules (ESOP 2020) which provides for the issue of up to 2,200,000 shares to certain eligible employees.

The following additional information is provided in order to complete the information above:

1. The issuer of the securities is Airbus SE, a European public company (Societas Europaea) existing under the laws of The Netherlands, with corporate seat in Amsterdam, The Netherlands, and registered address in Mendelweg 30, 2333 CS Leiden - The Netherlands.
2. 891,633 fully paid ordinary registered shares are going to be issued under the ISIN NL0000235190.
3. Each share will have a nominal value of one Euro (EUR 1.--).
4. The Chief Executive Officer has recorded the price of the shares to be issued in connection with the ESOP 2020 to be EUR 136.60 per share for those shares acquired directly and EUR 136 per share for those acquired within the savings plan of the Company ("PEG").
5. The shares under the ESOP 2020 are entitled to voting and dividend rights, provided that a dividend is voted at the Airbus Annual General Meeting respectively.
6. The admission of the shares on the Frankfurt Stock Exchange is expected to take place on or immediately after the 4<sup>th</sup> of May 2020. The first trading day will be in this respect the following day.

The information above and additional information are available on the internet on the dedicated Airbus website <https://www.airbus.com/investors/employee-share-ownership-plan.html> as well as on the dedicated Airbus Intranet under the following path: "[The Hub](#)" >> [People](#) >> [Employees essentials](#) >> [Global remuneration](#) >> [Become a shareholder](#)

Airbus SE

4 May 2020



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