

## Information document for participants

This information document is supplied to you for information purposes and shall be incorporated into and be construed as part of the employee guide. It has been prepared in accordance with the ESMA (formerly CESR) recommendations for information notes of this kind. The employee guide shall not constitute a prospectus. This information is in addition to the information already contained in The Airbus Share Incentive Plan Trust Deed and Rules, the Partnership Shares Agreement and the employee guide.

This information document is supplied to you in accordance with the European Prospectus Regulation (2017/1129) (the "**Regulation**") which fully came into force on 21 July 2019. The Regulation provides certain exemptions from the obligation to publish a prospectus.

Airbus SE ("Airbus") is relying on the exemptions provided for in the above-mentioned Regulation in relation to its offer of shares to employees pursuant to The Airbus Share Incentive Plan and in relation to the subsequent admission to trading of these securities. The obligation to publish a prospectus does not apply to the offer and subsequent admission to trading of shares under The Airbus Share Incentive Plan because of Article 1 (4) lit. i) and Article 1 5 lit. h) of that Regulation and the provision of this information document.

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 information on Airbus can be found at the following website address: [www.airbus.com](http://www.airbus.com).

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

2. The securities subject to The Airbus Share Incentive Plan 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 either newly issued Shares or Shares acquired by market purchase.

3. The Annual General Meeting of Airbus SE (formerly known as Airbus Group SE) authorised, on 10 April 2019 the Board of Directors to approve employee share ownership plans including the granting of rights to subscribe for Shares at such time as may be specified in such plans. The Board of Directors is expected to meet to approve a capital increase by November 2020. The offer of Shares under the Airbus Share Incentive Plan is subject to this approval.

4. The Shares are to be offered to promote long term shareholding by employees under a tax favourable plan in the UK and to give employees the opportunity to participate in and benefit from any success of Airbus. **Participants who choose to participate in the Airbus 2020 Share Incentive Plan will not be able to participate in any offer under the Airbus 2020 Employee Share Ownership Plan.**

5. The details of how Shares may be acquired by employees under the Airbus Share Incentive Plan, subject to final approval by the Board of Directors, are as follows:

a. Eligible employees of Airbus will be invited to join the Airbus Share Incentive Plan between 19<sup>th</sup> of February 2020 and 4<sup>th</sup> of March 2020 (inclusive);

b. Employees can choose to contribute a minimum of £10 and maximum of £300 per month from gross (pre-tax) pay over a six month accumulation period;

c. These contributions will be used to acquire Shares, referred to as Partnership Shares, at a price equal to the market value of the shares on the date on which the shares are acquired (and market value is determined in accordance with the rules of The Airbus Share Incentive Plan);

d. Airbus will award additional shares to employees, at no cost, based on the number of Partnership Shares acquired. These shares are referred to as Matching Shares. The matching ratios are as follows:

<b>Number of Partnership Shares acquired</b>	<b>Matching ratio</b>
1 – 4	1 for 1
5 – 8	1 for 2
9 – 40	1 for 4
41 or more	No further Matching Shares

e. It is foreseen to award all the Shares in November 2020, when the employees will be awarded Partnership Shares and Matching Shares under the Airbus Share Incentive Plan;

f. The current Share price may be found on the Investor Relations page of the Airbus website ([www.airbus.com](http://www.airbus.com));

g. The maximum number of Shares that will be available to employees in this offering is 150,000 Shares;

h. In case of oversubscription, the applications for contributions to purchase Partnership Shares will be scaled down;

i. Partnership Shares and Matching Shares will be held in Trust by Equiniti, the administrator for the Airbus Share Incentive Plan, on behalf of employees;

j. Employees can withdraw their Partnership Shares from the Airbus Share Incentive Plan at any time. Matching Shares are subject to a three year holding period. There are specific rules that apply to early leavers.

Note: the information set out above is provided solely for the purposes of complying with the EU Prospectus Regulation and is a summary of some of the terms of The Airbus Share Incentive Plan and complies with the ESMA Recommendations (formerly “CESR”). If there is a conflict between the summary above and the rules of The Airbus Share Incentive Plan, the rules of The Airbus Share Incentive Plan will prevail. A copy of the rules of The Airbus Share Incentive Plan constitutes the attachment hereto and constitutes part of this Information Document and is available from Airbus upon request.

This Information Document shall be valid until 31/12/2020.

## Update and additional information on the Information Document as of November 18, 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 2020 UK Share Incentive Plan Offer (2020 UK SIP Offer) which provides for the issue of up to 150,000 shares under the UK Share Incentive Plan 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. 84,522 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 2020 UK SIP Offer to be EUR 90.09.
5. The shares under the 2020 UK SIP offer 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 18<sup>th</sup> of November 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

18 November 2020



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David Zakin  
Head of Corporate Affairs