

Information Document for Participants

This Information Document is supplied to you for information purposes, in addition to the information already contained in the 2023 Airbus Employee Share Ownership Plan Rules (“**2023 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 2023 ESOP, and the subsequent admission to trading of these securities. The obligation to publish a prospectus does not apply to the offer of the 2023 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, 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:

<https://www.airbus.com/investors.html>.

2. The securities subject to the 2023 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 2023, the employee share ownership plan offers the possibility to subscribe for Shares at such dates as specified in the plan and set by the Airbus Board of Directors on February 15, 2023. The Airbus Board of Directors acts upon the Annual General meeting authorization dated April 12, 2022.

3. The Shares are to be offered as a global benefit in more than 40 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 2023 ESOP, are as follows:
 - (a) eligible employees of Airbus will be invited to subscribe Shares pursuant to the 2023 ESOP, between February 23, 2023 (8:00 CET) and March 9, 2023 (17:30 CET) (inclusive), at the subscription price (“**Subscription Price**”);
 - (b) the Subscription Price will be determined on February 15, 2023 and represent the closing price of Airbus Shares on the Paris Stock Exchange on February 15, 2023. However, if the closing price on February 15, 2023 reveals to be higher than the closing price of Airbus share on the date preceding the capital increase,

the Subscription Price will be equal to the closing price of Airbus share on the date preceding the capital increase;

- (c) in France employees may also invest in the offer in the framework of the Group Savings Plan (*plan d'epargne groupe*) and hold their shares in a mutual Fund (“FCPE”). In this subscription formula, the Subscription Price is equal to the average of closing prices of the Share on the Paris Stock Exchange on the 20 trading days immediately preceding February 16, 2023, in line with requirements of the French labor code;
- (d) the relevant Subscription Price in Euro will be deducted automatically via payroll either in one instalment in April or in three instalments in April, May and June 2023, or it will be paid according to local modalities. Within the Euro zone the Subscription Price will be in Euro. Employees outside the Euro zone will pay in local currency, with a fixed exchange rate defined on February 15, 2023;
- (e) for each fixed number of Shares subscribed by employees pursuant to the 2023 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 Matching Shares offered by Airbus	Total number of shares received by the employees	Equivalent of purchase price per shares with a Discount of
5	+ 5	10	50%
10	+ 9	19	47%
15	+ 12	27	44%
30	+ 20	50	40%
60	+ 35	95	37%
100	+ 55	155	35%

- (f) the fixed number of Shares available for purchase are as follows: 5, 10, 15, 30, 60 or 100;
- (g) it is foreseen that all Shares will be granted by capital increase on March 17, 2023, the date employees would become owners of the Shares;
- (h) employees cannot sell their Shares for a period of one year as from the date of their registration in the share accounts, except investments made by employees in France in the framework of the Group’s regulated savings scheme (“PEG”) where the investment will be governed by the PEG rules and the employees will ultimately hold Shares in a mutual Fund (“FCPE”), and by employees in Australia, Italy, Spain and the Netherlands where specific rules apply. It is therefore foreseen that employees could only sell their Shares after March 17, 2024 if they so wish unless the exception applies;

- (i) for employees in France investing in the framework of the Group Savings Plan and holding shares through the FCPE, shares are subject to the holding period as provided in the PEG and FCPE rules. Employees in Australia, Italy, Spain and the Netherlands cannot sell their Shares for a period of three years as from the date of their registration in the share accounts. It is therefore foreseen that employees in Australia, Italy, Spain and the Netherlands could only sell their Shares after March 17, 2026 if they so wish;
- (j) the current Share price may be found on the Investor Relations page of the Airbus website (<http://www.airbus.com>);
- (k) the approximate number of Shares that will be available to employees in this offering is approximately up to 2,200,000 Shares, including Matching Shares.
- (l) The exact number of Shares granted to a given employee on March 17, 2023 will depend on the number of Shares subscribed by other employees worldwide. In case of oversubscription, all participant's subscriptions would be reduced proportionally, the calculation being adjusted if necessary, in order to preserve the minimum rate of equivalent discount offered in each subscription batch.

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 2023 ESOP. It complies with the ESMA Recommendations (formerly “CESR”). If there is a conflict between the summary above and the rules of the 2023 ESOP, the rules of 2023 ESOP will prevail. A copy of the rules of the 2023 ESOP constitutes the attachment hereto and constitutes part of this Information Document and is available on the subscription website and on the Airbus’ intranet.

Update and additional information on the Information Document as of March 17, 2023

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 resolved on April 12, 2022 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 15, 2023 the Company's Board of Directors approved the Employee Share Ownership Plan Rules (2023 ESOP) 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:

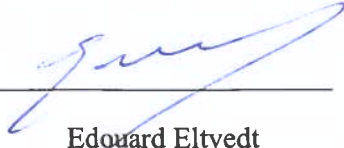
1. The issuer of the securities is Airbus SE, a European public company (*Societas Europaea*) existing under the laws of The Netherlands, with corporate seat in Amsterdam, The Netherlands, and registered address in Mendelweg 30, 2333 CS Leiden - The Netherlands.
2. 2,190,603 fully paid ordinary registered 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 2023 ESOP to be EUR 119.06 per share for those shares acquired directly and EUR 116.68 per share for those acquired within the savings plan of the Company ("PEG").
5. The shares under the 2023 ESOP 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 March 17, 2023. The first trading day will be in this respect the following business day.

The information above and additional information are available on the internet on the dedicated Airbus website www.esop.airbus.com as well as on the dedicated Airbus Intranet under the following path: "[The Hub](#)" >> [People](#) >> [Employees essentials](#) >> [Global remuneration](#) >> [Become a shareholder](#)

Airbus SE
March 17, 2023

(Signature page to follow)

Airbus SE



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