

Airbus ESG Datasheet 2026

on FY 2025

Issue #1 - Sept 2026

This document contains quantitative information related to Airbus' ESG performance. It shall be read in conjunction with the Company's Sustainability Statement published in the Report of the Board of Directors 2025, which is available on the Company website. Information contained in this document covers a scope of ESG topics broader than those included in its Sustainability Statement which is by necessity limited to topics identified as material as defined by CSRD. 2025 related information also included in the Sustainability Statement is identified with the symbol "✓"; the Sustainability Statement has been subjected to an external verification with a limited assurance by independent auditors as per CSRD requirements. Such *Limited assurance report of the independent auditor on the Sustainability Statement* was issued by EY Accountants B.V. and is available on the Company website (["Airbus Report of the Board of Directors 2025"](#), last pages of the Report of the Board of Directors document). Information hereafter is accompanied with methodological notes intended to provide an understanding of key consolidation aspects, assumptions and / or relevant contextual information, including, where applicable, to provide a qualitative indication of the level of uncertainty. Unless specified otherwise, this information refers to a consolidation perimeter equivalent to the financial consolidation perimeter. By default and unless specified otherwise KPI definitions and perimeter identification (e.g., "own operations", "operationally controlled entities") shall be understood as per the EU CSRD regulatory framework. When feasible and unless stated otherwise, historical information has also been restated to be comparable with 2025 reported data. Restatements may notably occur when metric methodology evolved during the reporting period (e.g. alignment with the EU CSRD regulatory framework) and when the consolidation perimeter has been extended. For more information about methodologies and 2025 material restatements please refer to the Reporting Protocol, included in the Sustainability Statement.

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1. Environment

1.1 Energy

Energy consumption and mix	Unit	2025	2024	2023	2022
Total energy consumption ✓	MWh	3,889,989	3,780,426	3,728,171	3,750,840
Total non-renewable energy consumption	MWh	2,628,512	2,668,422	2,825,010	3,036,254
Total energy consumption from fossil sources ✓	MWh	2,305,412	2,321,209	2,452,052	2,830,619
Total energy consumption from nuclear sources ✓	MWh	323,100	347,213	372,957	205,635
Total energy consumption from renewable sources ✓	MWh	1,261,478	1,112,004	903,161	714,586

1.2 Emissions (GHG, NOx, SOx, VOC)

GHG emissions	Unit	2025	2024	2023	2022
Scope 1 GHG emissions					
Gross Scope 1 GHG emissions ✓	ktCO ₂ eq	480	462	468	528
Gross Scope 1 GHG emissions (CO ₂)	ktCO ₂ eq	466	450	456	513
Gross Scope 1 GHG emissions (HFC)	ktCO ₂ eq	14	12	12	15
<i>of which from flight test</i>	%	19.0%	18.8%	20.6%	18.7%
Scope 2 GHG emissions					
Gross location-based Scope 2 GHG emissions ✓	ktCO ₂ eq	342	323	313	328
Gross market-based Scope 2 GHG emissions ✓	ktCO ₂ eq	135	160	208	315
Scope 1 + Scope 2 GHG emissions					
Gross location-based ✓	ktCO ₂ eq	822	785	781	856
Gross market-based ✓	ktCO ₂ eq	615	622	675	843
Significant Scope 3 GHG emissions					
Total Gross indirect (Scope 3) GHG emissions	ktCO ₂ eq	504,705	485,871	482,747	447,220
Cat.01 - Purchased goods and services	ktCO ₂ eq	11,336	10,605	9,098	10,325
Cat.02 - Capital goods	ktCO ₂ eq	606	509	417	0
Cat.06 - Business travels	ktCO ₂ eq	76	65	77	47
Cat.11 - Use of sold products ✓	ktCO ₂ eq	492,687	474,691	473,154	436,848
• Commercial aircraft IEA-SDS SAF uptake ✓	ktCO ₂ eq	483,216	466,354	464,136	425,454
• Commercial aircraft - ("no SAF" scenario) ✓	ktCO ₂ eq	590,969	560,614	548,701	494,893
• Other products ✓	ktCO ₂ eq	9,471	8,337	9,018	11,394

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Note: Cat.01 : In 2022, Cat.02 emissions are included within Cat.01

SAF usage	Unit	2025
Proportion of SAF used in Company's own operations ✓	%	21%

Share of Company's Commercial business segment Scope 3 use of sold products emissions	Unit	
In overall Commercial business segment emissions (all scopes)	%	>95%
In overall Company emissions (all scopes) ✓	%	>90%

Air emissions	Unit	2025	2024	2023	2022
VOC ✓	tons	1,270	1,219	1,120	1,103
NOx	tons	201	190	181	211
SOx	tons	11	13	18	17

1.3 Water

Water	Unit	2025
Water consumption ✓	m ³	707,521
Water withdrawal ✓	m ³	3,521,940
Out of which freshwater withdrawal	m ³	57,775
Water recycled / reused	m ³	62,901

1.4 Circularity and waste

Circularity	Unit	2025
Products covered by a LCA*		All commercial aircraft
Current proportion of previous generation aircraft in global commercial aircraft fleet	%	About 61%
Estimated latest generation aircraft efficiency gain vs. than the previous generation	%	About 25%

* LCA: Life Cycle Assessment

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Waste	Unit	2025	2024
Total amount of waste generated in Company's own operations ✓	tons	388,132	362,562
Total amount of waste directed to disposal (GRI definition)	tons	194,545	135,836
Total amount of hazardous waste directed to disposal (GRI definition)	tons	18,195	16,759
Of which, amount going to landfilling ✓	tons	823.0	1058.0
Of which, amount going to incineration with energy recovery ✓	tons	6,022	5,658
Of which, amount going to incineration without energy recovery ✓	tons	3,522	2,790
Of which, amount going to any other disposal operation ✓	tons	7,828	7,253
Total amount of non hazardous waste directed to disposal (GRI definition)	tons	176,350	119,077
Of which, amount going to landfilling ✓	tons	100,618	18,582
Of which, amount going to incineration with energy recovery ✓	tons	14,267	11,591
Of which, amount going to incineration without energy recovery ✓	tons	80	189
Of which, amount going to any other disposal operation ✓	tons	61,385	88,715
Total amount of recycled waste (GRI definition)	tons	146,723	204,957
Of which, amount of hazardous waste	tons	7,368	6,801
Of which, amount of non hazardous waste	tons	139,355	198,156
Total amount of waste going to any other recovery operation	tons	46,864	21,769
Of which, amount of hazardous waste	tons	2,426	2,869
Of which, amount of non hazardous waste	tons	44,438	18,900
Additional Information			
Total amount of non-exceptional waste generated - own operations and operationally controlled entities ✓	tons	91,806	90,012

*GRI: Global Reporting Initiative

1.5 Methodology and assumptions

For methodological information, please refer to the Reporting Protocol in the Sustainability Statement (chapter 6.5.4)

In addition, the following applies to Scope 3:

Scope 3 Purchased Goods and Services. The Company bases its evaluation on the IAEG guidance thus aligning with a sectoral approach. More precisely the Company uses the "spend based" approach allocating emissions to each purchase expense. While this method embeds a certain degree of uncertainty, considered high by the IAEG on a certain number of emissions factors used in the methodology, it provides a relevant view of the sources of GHG emissions in the Company's supply chain and enables comparison of the various Company's scopes throughout its value chain. The calculation will be refined in future years as better quality data becomes available. Adjustments can be expected in future disclosures as the Company intends to further refine its computation, especially integrating mass-based information as data becomes available.

Scope 3 Indirect GHG emissions Business Travel. Worldwide air travels of Europe-based employees.

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2. Social

Unless specified otherwise, “employees” refer to, and workforce related figures are related to, the Company’s active workforce, i.e; the number of active employees in consolidated companies with permanent and with temporary contracts (Active Workforce, or “AWF”) in line with figures reported in the Company Financial Statements. When deemed relevant, some CSRD-aligned figures have been added for reference, including both active employees as well as those who are non-active due to leave of absence, i.e. sickness, parental leave, early retirement, etc, as well as trainees and apprentices.

2.1 Workforce characteristics

Employees	Unit	2025	2024
as per Financial Statements ✓	Heads	165,294	156,921
as per CSRD ✓	Heads	177,270	171,830

Hiring	Unit	2025	2024
Total number of new employee hires	Heads	11,541	12,475
New employee hires <30 years old	Heads	5,571	5,196
New employee hires 30-50 years old	Heads	5,175	6,265
New employee hires >50 years old	Heads	795	1,014
New employee hires - male	Heads	8,642	
New employee hires - female	Heads	2,891	
New employee hires - non binary/not declared	Heads	8	
Internal mobilities	No.	>14.600	>9.600

Employee turnover	Unit	2025	2024
Leavers	Heads	7,089	6,484
Leavers <30 years old	Heads	1,238	1,189
Leavers 30-50 years old	Heads	2,717	2,677
Leavers >50 years old	Heads	3,134	2,618
Leavers - male	Heads	1,491	5,153
Leavers - female	Heads	5,598	1,326
Leavers - non binary/not declared	Heads	0	5
Attrition rate - Total employee turnover rate	%	4.5%	4.2%

* Data as of September 2026. Slight decrease vs Sustainability Statement FY25: 7,102 (data as as of January 2026) due to retroactive data entries

Age group breakdown	Unit	2025	2024
<30 years old	Heads	20,993	19,337
30-50 years old	Heads	99,711	95,934
>50 years old	Heads	44,590	41,650

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2.2 Diversity

Gender diversity per management level	2025
Share of women in total workforce	21%
Share of women in all management positions, including junior, middle and top management *	22%
Share of women in Executive management positions **	22%

* Management positions are considered part of the white-collar population with direct disciplinary responsibility over people, ranging from the CEO down to six grading levels below. It is Band 0 to Band V at Airbus.

** Executive management positions are considered part of the white-collar population, up to three grading levels below the CEO

Employee nationalities	2025	2024
French	54,404	52,972
German	48,609	47,882
Spanish	16,208	15,830
British	12,830	10,235
Other nationalities	33,243	30,002
Total	165,294	156,921

2.3 Health and safety

Health & Safety	2025	2024
% of operational sites for which a formal risk assessment process has been implemented*	88%	74%
Number of fatal accidents and ill-health fatalities - own workforce ✓	0	0
Number of fatalities - other workers on Airbus sites** ✓	0	2
Frequency rates of Lost Time Injuries - Company-wide		
• Company FR1 ✓	1.62	1.56
• FR1 coverage of own workforce	90%	>84%

* Formal risk assessment process has been implemented : Sites covered by a formal Occupational Health and Safety Management system implement a formal work related risk assessment process

** Other workers on Airbus sites include contractors. 2024 information has been corrected (2) vs. the information presented in the 2025 Board of Directors report (0).

The Company measures occupational health and safety performance using a Company specific indicator for the frequency rate of Lost Time Injuries, referred to as "Airbus FR1". This indicator is obtained by consolidating information from Company's worldwide entities. An harmonised definition is applied across all countries where the Company operates. This approach differs from CSRD related metric, based on "accidents reported to the local authorities", while reportable categories of accidents vary from one jurisdiction to the other (e.g. commuting accidents). The FR1 calculation produces a figure for the number of own workforce lost-time injuries per one million (1,000,000) worked hours. Working hours are calculated using time and headcount data from HR systems and direct reports by the major affiliated entities. The scope of the Company FR1 covers: please refer to the Reporting Protocol in the Sustainability Statement (chapter 6.5.4).

2.4 Social dialogue

Collective bargain	Unit	2025
% of total employees covered by collective bargaining agreements ✓	%	91%

Collective bargaining coverage is computed from actual data from entities and regions that represents more than 99% of the Company's employees. The less-than-1% missing information was estimated with the conservative assumption that concerned employees are not covered by collective bargaining agreements.

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2.5 People development and engagement

Trainings and development	Unit	2025
Average training hours per employee ✓	Heads	15.4
Average hours per heads of training - male ✓	Heads	15.7
Average hours per heads of training - female ✓	Heads	14.1
Average hours per heads of training - other ✓	Heads	5.3
Average hours per heads of training - not disclosed ✓	Heads	12.8
Average hours per heads of training - <30 years old	Heads	23.5
Average hours per heads of training - 30-50 years old	Heads	19.0
Average hours per heads of training - >50 years old	Heads	9.4
Examples of development programs		2025
% of employees who attended a training module at the Airbus Leadership University (classroom and digital)		19%
% of employees in the target population (1) that hold an EHS leadership programme certification (2) (3) (4)		10.3%

The average training hours presented in this table are calculated in accordance with CSRD-aligned reporting standards.

(1) target population includes all team leaders and managers (manager flag in the HR system = has direct reports) up to executive (vice president) grading, but others are not prevented from participating in the modules.

(2) Airbus EHS leadership programme is externally accredited, and certificates are issued by NEBOSH

(3) Airbus EHS leadership programme spans 4 modules. Additionally a Refresher module was introduced in 2024 for those having completed the foundation modules (1 & 2), or the external NEBOSH general certificate, 3 years ago or more

(4) % calculated each year

Employee engagement - My Working Environment survey	Unit	2023	2021	2019
Number of recipients* who participated in survey ✓	Heads	96,807	89,270	86,573
% of recipients that participated in survey ✓	%	62%	66%	64%

* The survey was sent to the Active Workforce as well as trainees, apprentices and working students.

People development

Tool	Frequency / Availability	Context / description
Strategic Workforce planning	Annual	A multi-year workforce outlook, is performed within the various business functions in order to manage workforce related risks and opportunities in the context of the execution of the business strategy
360 Feedback	Any Time	Used to support the employee in their professional development with feedback from stakeholders (at the same level, below or above them in the hierarchy) in the framework of the Company's values and leadership model (which is used to assess the performance and development of employees)
People Tempo	Continuous	Ongoing dialogue to enable regular and frequent engagement on the topics of performance and development
Development Talk	As often as needed (though at least once a year)	An exchange between the manager and the employee with the intention of discussing the individual development plan of the employee and to align professional career aspirations with the Company's organisational requirements
Top Company Objectives (TCO) learning curriculum	Annual for all eligible employees	The TCO learning curriculum consists of mandatory and highly recommended trainings covering topics such as but not limited to: Ethics & Compliance, Export Control, Security Onboarding, Sustainability, Health & Safety, Compliance, Cyber & Physical Security, Aviation Safety and Digital

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2.6 Compensation and benefits

Link to gender pay gap reports : [France](#), [UK](#)

Compensation and benefits - Selected items

Benefit	Eligible population	Description / Examples
Success Sharing	Worldwide scheme	Worldwide scheme implemented to share the financial and operational success of the Company with the employees
ESOP	Worldwide scheme Employees present in a majority owned entity (in a country where the offer has been authorized by local market authorities) at the end of the previous year are eligible to the plan	The ESOP allows employees to participate in the success of the Company and to become shareholders of the Company. The plan is usually launched every year. Employees present in a majority owned entity (in a country where the offer has been authorised by local market authorities) at the end of the previous year are eligible to the plan
Flexible work arrangements	France, Germany, Spain, UK, North America, UAE	Employees can benefit from hybrid working flexibility when it is compatible with their job position. Flexible hours or part-time arrangements in place in several countries, including pre-retirement arrangements
Family-related benefits	Worldwide	A majority of employees are entitled to: - maternity or paternity benefits beyond the statutory minimum, in terms of duration of leave and/or salary compensation. - authorised absences for sick children, caregivers, family wedding, bereavement
Childcare services	Spain, France, Germany, India and Canada	The Company offers on-site kindergarten or company sponsored childcare services

The Company monitors that employees take their paid annual leave entitlement through various means including digital tools that are widely deployed across the Company.

2.7 Human rights

Human Rights assessments	2025
% of total sites assessed in the last three years *	56%
Percentage of findings requiring mitigation actions in progress or closed	100%

* % of the Company's sites with over 100 employees, cumulative since 2020, undergoing a social assessment including human and labour rights (with 2020 sites scope as reference).

2.8 Aviation safety

Fatal accident rate (10-year moving average (per million flights) at industry wide level)	2025
Fourth generation commercial aircraft ✓	0.04

Methodology: 10-year moving average fatal accident rate (per million flights) per aircraft generation at industry wide level. All the Company's fly-by-wire family aircraft (including A320, A330/A340, A380, A350, A220 fleets) correspond to the latest fourth-generation aircraft. This data is based on publicly available data from ICAO and Cirium.

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3. Governance

3.1 Board of Directors and Executive Committee

Board of Directors	Unit	2025
Number of Directors ✓	No.	12
Number of independent directors ✓	No.	11
Percentage of independent directors ✓	%	92%
Number of executive directors ✓	No.	1
Number of non-executive directors ✓	No.	11
Number of women ✓	No.	5
Number of men ✓	No.	7
Percentage of women ✓	%	42%
Percentage of men ✓	%	58%
Average age ✓	Years	61
Number of nationalities ✓	No.	7
Average tenure ✓	Years	6
Executive Committee	Unit	2025
Number of women ✓	No.	3
Number of men ✓	No.	8
Percentage of women ✓	%	27%
Number of Executive Committee meetings ✓	No.	4

Link to Board skills matrix : [Information notice](#)

3.2 Sustainability-linked remuneration

Variable remuneration component	Objective / KPI (s)		Weight (s)
Collective performance - short term component (STIP)	Social related	Health and Safety FR1	5%
	Environment related	Until 2025: Scope 1&2 CO2 emissions	5%
		From 2026 Water Consumption	
Collective performance - Long term component (LTIP)	Social related	From 2026: eNPS	10%
	Environment related	From: 2026: Scope 1&2 CO2 emissions	10%
		From: 2026: Scope 3 CO2 emissions	10%
Success sharing	Health and Safety FR1		c. 5%
Individual performance	Ethics & Compliance		10%
	Functional sustainability objectives		Individualised

For more information, see section “3.2 Remuneration Report” in the Report of the Board of Directors

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3.3 Business integrity

Alerts & allegations	Unit	2025	2024
Total number of alerts or allegations received ✓	unit	1,999	1,730
of which compliance related (1)	No.	779	675
of which number of HR related (2)	No.	1,220	1,055

(1) Covering bribery, fraud, competition, conflict of interest, breach of confidentiality or of data protection regulations, export control and international sanctions and other breaches of ethics & compliance policies or processes

(2) Covering harassment and bullying, discrimination and other breaches of HR policies or processes.

Export control	Unit	2025
Applicability of directives*		Company-wide
Percentage of outbound shipments required to be controlled (KYC cleared, export control classification performed etc...)	%	100%
Percentage of purchased items requiring to be classified, via the collection of Export Control Classification Documentation (ECCD)	%	100%
Percentage of intangible data required to be classified, marked and labelled prior to any export or transfer	%	100%
Number of EPoCs ✓	No.	690

*Directives includes :

Requirements for Export Control Sanctions, Embargoes and Screening; Requirements for Export Control Framework; Requirements for Export Control Escalation and Voluntary Disclosure; Requirements for Export Control Brokering; Requirements for Export Control Classification; Requirements for Export Control Licences and Agreements; Requirements for ITAR Part 130 Reporting.

3.4 Supply chain engagement

Supplier screening	2025
Total number of Tier-1 suppliers*	18,400

*Suppliers with which the Company contracts supply agreements

Supplier assessment and/or development	2025
Number of suppliers supported with development measures	18,400
Number of suppliers assessed via desk assessments/on-site assessments	575
Number of suppliers assessed with substantial actual/potential negative impacts	573
Number of risky supplier* sites covered by at least one dedicated action	336
% of suppliers with substantial actual/potential negative impacts with agreed corrective action/improvement plan	57%
Number of suppliers with substantial actual/potential negative impacts that were terminated	0

* Risky suppliers identified using risk-based analysis of both the supplier's geographical location and nature of their activity using publicly available indices.

3.5 Cybersecurity

Cybersecurity	2025
Number of data breaches reported to data protection authorities ✓	0
Number of individuals affected by the breaches*	0

* which could include the Company's employees and those of its clients, customers, suppliers and other stakeholders

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