Information Document for Participants in Poland

This Information Document is supplied to you for information purposes, in addition to the information already contained in the 2022 Airbus Employee Share Ownership Plan Rules (the "**2022 ESOP**"), and in accordance with the European Prospectus Regulation (Regulation (EU) 2017/1129, the "**Regulation**"). 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 2022 ESOP, and the subsequent admission to trading of these securities. The obligation to publish a prospectus does not apply to the offer under the 2022 ESOP because of Article 1 (4) point i) and Article 1 (5) point h) of the Regulation.

1. The issuer of the securities is Airbus, a European public company *(Societas Europaea)* ("**Airbus**", the "**Issuer**") 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, telephone number +31715245600, e-mail address: ir@airbus.com. Airbus is registered in the Netherlands Trade Register under number (RSIN number) 808820400.

   The share capital of Airbus amounts to EUR 786,083,690.00 and is divided into 786 083 690 ordinary shares with a nominal value of EUR 1.00 each having ISIN code NL0000235190.

   All 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 2022 ESOP concern newly-issued fully paid ordinary shares (the "**Shares**") in the capital of Airbus of nominal value EUR 1.00. The approximate number of Shares that will be available to employees in this offering is 2,200,000 Shares (including 800,000 Matching Shares and 150,000 shares under the UK SIP)[1] (as defined below)) representing approximately 0.28% of the share capital of Airbus after the increase assuming all offered Shares will be taken up. Therefore, following the increase, assuming all offered Shares will be taken up, the share capital would amount to EUR 788,283,690.00 and would be divided into 788 283 690 ordinary shares.

   According to the Dutch law and the Company's Articles of Association the main rights associated with the new Shares are the following:

   (a) Right to dividends

[1] i.e., the Share Incentive Plan, a scheme approved by the UK tax authorities and currently in place for UK.

An annual dividend is distributed to shareholders in proportion to their equity holding. This dividend is determined each year by the general shareholders meeting of Airbus. The amount of the dividend to be distributed to shareholders is dependent upon distributable profit after potential allocation of a portion thereof as reserves.

The Shares offered within the offering are to be issued on March 17th, 2022 and will entitle their holders to any dividends declared in respect of the 2022 financial year and thereafter. The dividends shall be payable in Euro.

(b) Voting right:

Each Share will entitle its holder to one (1) voting right. Each shareholder shall have as many voting rights as the number of shares fully paid.

(c) Pre-emptive subscription right:

Shareholders have a preemptive subscription right for the purchase of new shares of Airbus in proportion to the number of shares held, should a new share issue occur, except in the event that the general shareholders meeting resolves to cancel this right.

(d) Right to a share of any excess assets in the event of liquidation:

When Airbus winds up or in the event of anticipated dissolution, remaining net assets, after reimbursement of Shares at par value, are divided among the shareholders in proportion to their share in the share capital.

3. 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. The Shares will immediately be assimilated with existing Airbus' ordinary shares and will be traded on the same quotation line, having ISIN code NL0000235190.

4. The listing of Shares on the Euronext Paris, the Frankfurt Stock Exchange and the Madrid, Bilbao, Barcelona and Valencia Stock Exchanges is expected to take place on or after March 17th, 2022. The first trading day will be in this respect the following trading day. In 2022, the employee share ownership plan offering the possibility to subscribe for Shares at such dates as specified in the plan and set on February 16th, 2022. The Airbus Board of Directors acts upon the Annual General Meeting authorization dated April 14th, 2021.

Based on the resolution number 12th of the Annual General Meeting dated April 14th, 2021 the current shareholders of Airbus waived their pre-emptive subscription rights upon authorizing the capital increase for the purposes of implementation of the offering.

5. 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.

6. The details of how Shares may be acquired by employees under the 2022 ESOP, are as follows:

(a) all employees of the Airbus group are eligible to participate in the offering, provided that they are employed with a participating Airbus group company on December 31st, 2021;

(b) in Poland the following Airbus group companies participate in the offer: (i) Airbus Helicopters Polska sp. z o.o.; and (ii) Airbus Poland Spółka Akcyjna;

(c) the eligible employees of Airbus will be invited to subscribe Shares pursuant to the 2022 ESOP, between February 24th (8:00 CET) and March 10th, 2022 (17:30 CET) (inclusive), at the subscription price (the "**Subscription Price**");

(d) the Subscription Price will be determined on February 16th, 2022 and represent the closing price of Airbus Shares on the Paris Stock Exchange on February 16th, 2022. However, if the closing price on February 16th, 2022 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;

(e) 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 2022. Employees outside the Euro zone will pay in local currency, with a fixed exchange rate defined on February 16th, 2022;

(f) for each fixed number of Shares subscribed by employees pursuant to the 2022 ESOP, Airbus will grant matching shares (the "**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%

(g) the fixed number of Shares available for purchase are as follows: 5, 10, 15, 30, 60 or 100;

(h) it is foreseen that all Shares will be granted by capital increase on March 17th, 2022, the date employees would become owners of the Shares;

(i) employees cannot sell their Shares for a period of one year as from the date of their registration in the share accounts. It is therefore foreseen that employees could only sell their Shares after March 17th, 2023 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 2,200,000 Shares, including 800,000 Matching Shares and 150,000 shares under the UK SIP[2];

(l) the exact number of Shares granted to a given employee on March 17th, 2022 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.

7. This Information Document was drawn up in Amsterdam on January 11th, 2022 and includes information current through that date. The Information Document will remain valid through the date of share capital increase through the issuance of the shares, however, no longer than through December 31st, 2022.

   The Issuer shall notify eligible employees of any changes in the information contained in the Information Document. An appropriate notification will be made available on the subscription website and on the Airbus' intranet.

Note: the information set out above is provided solely for the purposes of complying with the Regulation and is a summary of certain terms of the 2022 ESOP. It complies with the ESMA Recommendations (formerly "CESR"). A copy of the rules of the 2022 ESOP constitutes the attachment hereto and constitutes part of this Information Document and is available on the subscription website and on the Airbus' intranet.

THE STATEMENT

The Issuer is responsible for all information included in this Information Document.

Acting on behalf of the Issuer, we state that having taken all reasonable care to ensure that such is the case, the information contained in this Information Document is, to the best of our knowledge, true, reliable and in accordance with the facts and contains no omission likely to affect its import.

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Davis Zakin
Head of Legal Corporate Affairs

[2] i.e., the Share Incentive Plan, a scheme approved by the UK tax authorities and currently in place for UK.