

Airbus ESG Datasheet 2025

on FY 2024

Issue #2 - July 2025

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 2024, 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. 2024 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 FY 2024 ESEF](#)", 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 relevant, data tables include a column, for information, showing the related figures as reported last year and that were restated. 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. Material restatements are explained in the methodological notes. When feasible and unless stated otherwise, historical information has also been restated to be comparable with 2024 reported data.

Content:

E

1. Environment

- 1.1 Energy
- 1.2 Emissions (GHG, NOx, SOx, VOC)
- 1.3 Water
- 1.4 Circularity and waste
- 1.5 Methodology and assumptions

S

2. Social

- 2.1 Workforce characteristics
- 2.2 Diversity
- 2.3 Health and safety
- 2.4 Social dialogue
- 2.5 People development and engagement
- 2.6 Compensation and benefits
- 2.7 Human rights
- 2.8 Aviation safety
- Methodology and assumptions included in respective topical sections

G

3. Governance

- 3.1 Board of Directors and Executive Committee information
- 3.2 Sustainability linked remuneration
- 3.3 Business integrity
- 3.4 Supply chain engagement
- 3.5 Cybersecurity
- Methodology and assumptions included in respective topical sections

1. Environment

1.1 Energy

Energy consumption and mix	Unit	2024	2023	2022	2021
Total energy consumption ✓	MWh	3,703,856	3,728,171	3,750,840	3,791,408
Total non-renewable energy consumption	MWh	2,617,475	2,825,010	3,036,254	3,310,360
Total energy consumption from fossil sources ✓	MWh	2,278,219	2,452,052	2,830,619	2,985,451
Total energy consumption from nuclear sources ✓	MWh	339,256	372,957	205,635	324,910
Total energy consumption from renewable sources ✓	MWh	1,086,381	903,161	714,586	481,048

1.2 Emissions (GHG, NOx, SOx, VOC)

GHG emissions	Unit	2024	2023	2022
Scope 1 GHG emissions				
Gross Scope 1 GHG emissions ✓	ktCO ₂ eq	451	468	528
Gross Scope 1 GHG emissions (CO ₂)	ktCO ₂ eq	436	456	513
Gross Scope 1 GHG emissions (HFC)	ktCO ₂ eq	15	12	15
of which from flight test	%	18.8%	20.6%	18.7%
Scope 2 GHG emissions				
Gross location-based Scope 2 GHG emissions ✓	ktCO ₂ eq	318	313	328
Gross market-based Scope 2 GHG emissions ✓	ktCO ₂ eq	163	208	315
Scope 1 + Scope 2 GHG emissions				
Gross location-based ✓	ktCO ₂ eq	769	781	856
Gross market-based ✓	ktCO ₂ eq	614	675	843
Significant Scope 3 GHG emissions				
Total Gross indirect (Scope 3) GHG emissions	ktCO ₂ eq	485,871	482,747	447,220
Cat.01 - Purchased goods and services	ktCO ₂ eq	10,605	9,098	10,325
Cat.02 - Capital goods	ktCO ₂ eq	509	417	0
Cat.06 - Business travels	ktCO ₂ eq	65	77	47
Cat.11 - Use of sold products ✓	ktCO ₂ eq	474,691	473,154	436,848
• Commercial aircraft IEA-SDS SAF uptake ✓	ktCO ₂ eq	466,354	464,136	425,454
• Commercial aircraft - ("no SAF" scenario) ✓	ktCO ₂ eq	560,614	548,701	494,893
• Other products ✓	ktCO ₂ eq	8,337	9,018	11,394

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

SAF usage	Unit	2024
Proportion of SAF used in Company's own operations ✓	%	18%

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	2024	2023	2022	2021
VOC ✓	tons	1,230	1,120	1,103	1,086
NOx	tons	190	181	211	224

Tick-marked 2024 data included here are derived from the 2024 Airbus Sustainability Statement, which has been subject to external verification. The 2024 Airbus Sustainability Statement and the limited assurance report by independent auditors is included in the 2024 Annual Report.

SOx	tons	13	18	17	13
-----	------	----	----	----	----

1.3 Water

Water	Unit	2024
Water consumption ✓	m³	595,418
Water withdrawal ✓	m³	3,499,794
Out of which freshwater withdrawn	m³	63,519
Water recycled / reused	m³	38,018

1.4 Circularity and waste

Waste	Unit	2024	2023
Total amount of waste generated in Company's own operations ✓	tons	229,389	273,698
Total amount of waste directed to disposal (GRI* definition)	tons	38,364	31,405
Total amount of hazardous waste directed to disposal (GRI definition)	tons	16,449	13,974
Of which, amount going to landfilling ✓	tons	992.4	702.0
Of which, amount going to incineration with energy recovery ✓	tons	5,523	3,535
Of which, amount going to incineration without energy recovery ✓	tons	2,766	2,427
Of which, amount going to any other disposal operation - (pre-treatment / temporary status) ✓	tons	7,168	7,310
Total amount of non hazardous waste directed to disposal (GRI definition)	tons	21,915	17,431
Of which, amount going to landfilling ✓	tons	5,955	5,802
Of which, amount going to incineration with energy recovery ✓	tons	10,921	7,989
Of which, amount going to incineration without energy recovery ✓	tons	183	1,256
Of which, amount going to any other disposal operation - (pre-treatment / temporary status) ✓	tons	4,856	2,384
Total amount of recycled waste (GRI definition)	tons	168,735	226,091
Of which, amount of hazardous waste	tons	6,828	6,505
Of which, amount of non hazardous waste	tons	161,907	219,586
Total amount of waste going to any other recovery operation (pre-treatment / temporary status)	tons	22,290	16,202
Of which, amount of hazardous waste	tons	2,885	3,637
Of which, amount of non hazardous waste	tons	19,405	12,565

Additional Information

Total amount of non-exceptional waste generated - own operations and operationally controlled entities ✓	tons	89,387	82,402
---	-------------	---------------	---------------

* GRI: Global Reporting Initiative

Circularity	Unit	2024
Products covered by a LCA*		All commercial aircraft
Current proportion of previous generation aircraft in global commercial aircraft fleet	%	About 66%
Estimated latest generation aircraft efficiency gain vs. than the previous generation	%	About 25%

* LCA: Life Cycle Assessment

Tick-marked 2024 data included here are derived from the 2024 Airbus Sustainability Statement, which has been subject to external verification. The 2024 Airbus Sustainability Statement and the limited assurance report by independent auditors is included in the 2024 Annual Report.

1.5 Methodology and assumptions

Scope of reporting: Reported data covers Company's own operations and operationally controlled entities for energy and GHG related metrics and own operations for metrics related to other environmental topics, as required by the CSRD framework. Most data was reported by entities (see table below): while generally measured or communicated by partners (e.g. energy suppliers, water suppliers, waste contactors...), certain specific information from sites may be estimated based on past performance when not available. Information related to the rest of the consolidation perimeter was estimated, following a documented methodology, which is based on modelling adapted to each metrics. This can be employee-based, surface-based, activity-based extrapolation as deemed relevant for the concerned metric. By exception to the consolidation perimeter described above, some small non-controlled entities have been included in the reported figures due to their co-location with consolidated entities.

Reporting scope	Unit	2024
Data reported by entities	% of the Company's employees	96%
Data estimated	% of the Company's employees	4%
Non-controlled entities included in the reported figures due to their co-location	% of the Company's employees	0.4%
Total water withdrawal for which data is measured	%	93%
Total water withdrawal for which data is estimated	%	7%
Estimated share of final waste treatment information pending waste collector information	% of total waste volume	15%
% employees covered by ISO 14001 certified EMS	%	90%

The term "employee" in this table includes Active Workforce only (see Social section for more information)

Restatements: previous year figure may have been restated for various reasons, including changes in reporting scope (e.g. entity addition, move from estimated to measured data), improvements in methodologies (e.g. emission factors consideration), update of last year figures due the post-closing availability of certain information or correction of errors. In FY24 and in order to align with CSRD requirements, the Company changed its approach with regards to entities for which data is not available now including them using estimates. This resulted in changes in most previous year data (see table below).

Impact of restatements on topic totals	Unit	2023	2023 before restatement	Variation	Key explanatory factors
Total energy consumption	GWh	3,728	3,646	2.25%	
Gross Scope 1 GHG emissions	ktCO ₂ eq	468	486	-3.70%	
Gross location-based Scope 2 GHG emissions	ktCO ₂ eq	313	279	12.19%	Reporting scope
Gross market-based Scope 2 GHG emissions	ktCO ₂ eq	208	159	30.82%	Reporting scope, methodology
Scope 3	ktCO ₂ eq	472,782	464,136	1.86%	
Total amount of non-exceptional waste generated	tons	82,402	77,208	6.73%	Reporting scope
VOC	tons	1,120	1,103	1.54%	

Energy consumption from nuclear sources was primarily derived from contractual information. When such information is not available, national nuclear percentages defined by the IAEA (International Atomic Energy Agency) have been used.

Scope 1. Calculation includes contractual instruments (Biomethane Guarantees of Origin) as part of Scope 1 emissions, calculated based on biomethane emission factors instead of natural gas. This approach will be refined as further related guidance is issued by the GHG protocol. Emissions factors used are based on national references for the Companies' core countries (France, Germany, Spain, UK) and on international references such as the IPCC for other countries.

Key figure	Unit	2024
Scope 1 savings related to contractual instruments (Biomethane GoO)	ktCO ₂ eq	17

Scope 2. Contractual instruments used to calculate Scope 2 market based GHG emissions are -1- Power Purchase Agreements (direct wire or sleeved PPAs), -2- energy attributes certificates (e.g. REC, GoO, IREC, ETC), -3- other renewable electricity contracts. The share energy bundled with attributes or unbundled has been taken into account for all contractual instruments. All three above categories are used by the Company. So far energy attributes certificates have been the vast majority. Their respective shares in total use vary over time. Emission factors were determined following the hierarchy recommended by the GHG protocol, prioritising contractual instruments or supplier emission factors when available over national or residual emission factors (from IEA and AIB databases).

Scope 3. The Company has performed a screening of all Scope 3 categories and concluded that category 11 "Use of Sold Product" is the only significant category to be disclosed.

Scope 3 significant categories	Unit	
Estimated share of Scope 3 category 11 "Use of Sold Product" in the Company's total emissions	%	>95%
Estimated share of non significant Scope 3 categories in the Company's total emissions excluded from reporting	%	<5%
Estimated share of "commercial aircraft family of products" in the Company's Scope 3 category 11 emissions	%	>90%

Tick-marked 2024 data included here are derived from the 2024 Airbus Sustainability Statement, which has been subject to external verification. The 2024 Airbus Sustainability Statement and the limited assurance report by independent auditors is included in the 2024 Annual Report.

All other categories have been deemed non significant and are as such excluded from the Company's disclosure.

Scope 3 - Use of sold products. The main contribution of the Company's value chain on climate change comes from the use of sold products and the Company reports in-use emissions of the products it delivers (Scope 3 – Use of sold products). This started in 2020 with the disclosure of emissions from commercial aircraft products, and was extended to other products from 2021, namely civil helicopters initially and military aircraft and helicopters in 2022, further complemented by satellites in 2023. The Company will continue to progressively extend the scope of reporting to other families of products, for which the calculation methodologies are still under development. Nevertheless, current results and advanced estimations have shown that the vast majority of the Scope 3 - Use of Sold Product impact of the Company's products is due to the commercial aircraft family of products, and that this situation is unlikely to change once all the product families will have been assessed.

Additional methodology information:

- The Company's emission calculation methodology was developed by a team consisting of key personnel from the engineering and environment departments to be aligned with the guidance provided by the Greenhouse Gas Protocol.
- The Company has used a number of assumptions based on internal and external information including assumptions based on publicly-available data.
- Scope 3 emissions are calculated based on product specific methodologies. As a result no part of the resulting emissions are calculated based on primary data obtained from suppliers or other value chain partners

For all products:

- The estimation includes CO₂ emissions only. Emissions related to CH₄ and N₂O were excluded given the very low levels produced by modern aircraft engines. Emissions related to NO_x were estimated and excluded given the uncertainty related to the NO_x emission factors and the relatively low contribution of this emission stream.
- CO₂ emission factors for kerosene are the ICAO internationally recognised lifecycle emission factor to be used for baseline fossil jet fuels (see table below). This factor represents a "well to wake" life cycle analysis to assess the overall greenhouse gas (GHG) impacts of a fuel including each stage of its production and use.

Assumptions	Unit	
CO ₂ emission factors for kerosene for fossil Jet-A /Jet-A1	kg CO ₂ e per kg of fuel	3.846
Aircraft load factor	%	82.5%

For commercial aircraft: assumptions include the aircraft load factor, aircraft operational usage and average in-service lifetime. Primary data collected within the Company was also used, such as aircraft performance and configuration parameters. Emissions related to commercial aircraft engine start and taxiing have been included, however, emissions from the Auxiliary Power Units (APU) and ground handling equipment have been excluded. For the purpose of this calculation, the Company integrated into commercial aircraft Scope 3 the likely usage of SAF over the product lifetime, as per the IEA-SDS assumptions. Other operating conditions of the aircraft were considered to be static over the whole service life. In addition, the Company reports for reference an indicative figure based on a zero SAF usage. A330-200 deliveries destined to A330-MRTT conversion were excluded from the commercial aircraft perimeter and included in the military aircraft perimeter as part of the "other products" category. **Total Gross indirect (Scope 3) GHG emissions and Total GHG Emissions** are based on Scope 3 - Use of Sold Products IEA-SDS SAF uptake scenario for commercial aircraft.

For other products:

- Helicopters: assumptions include activity data from Company's customer services of helicopter operations such as flight hours per year and region where the helicopter is operated. Direct emissions and indirect emissions from jet fuel production are included over the product's entire service life. The impact of SAF is not considered.
- Military aircraft: flight hours and mission profiles vary significantly depending on conflicts and humanitarian crises. The estimation assumes the largest number of flight hours each aircraft has been designed for in its lifetime. The impact of SAF is not considered.
- Satellites: The estimation includes satellites delivered to external customers in 2024 and accounts for emissions linked to the production of the satellites' propellant as well as emissions associated with the launch into space (launcher's propellant production and combustion). Emissions linked to the use of the satellites' propellant are not included as they occur outside of the atmosphere and therefore do not contribute to global warming. Emissions linked to the reception, processing and usage of satellite data on the ground are not included.

Scope 3 GHG efficiency for delivered commercial aircraft (as per SBTi-validated target) includes the emissions related to the upstream fuel production and considers the likely usage of SAF over the product lifetime, as per the IEA-SDS assumption.

The deployment of SAF is an important aspect of the decarbonisation of the air transport sector, and is therefore an important aspect of the achievement of the Company's near term target. There are a variety of SAF deployment scenarios and assumptions (e.g. IEA's global energy and climate scenarios, Refuel EU's mandate, ATAG "Waypoint 2050") that may lead to different results in terms of decarbonisation. As a result, the Company is currently researching ways to track the actual uptake of SAF in the fleet (see Sustainability Statement).

Scope 3 Purchased Goods and Services. The Company bases its evaluation on the IAEI 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 IAEI 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.

Tick-marked 2024 data included here are derived from the 2024 Airbus Sustainability Statement, which has been subject to external verification. The 2024 Airbus Sustainability Statement and the limited assurance report by independent auditors is included in the 2024 Annual Report.

VOC: The main VOC emissions sources derive from surface treatment, cleaning, painting and coating operations through the use of the following materials: Solvents: halogenated (TCE, MC), non-halogenated and ODS (Ozone Depleting Substance) solvents (HFCF 141b) excluding paints and coatings; Solvated paints and coatings: primers, wash primers, topcoats and specific coating (for structural & non-structural parts). When VOC emissions are not measured by the concerned entity, a computation is performed by the concerned entities and is mainly based on a mass-balance approach, therefore taking into account the quantity of VOC in above-mentioned consumed materials (excluding wasted products). Direct measurement has been prioritised on certain sites where measured data is regulatory required, while associated cost benefit ratio was deemed insufficient for other sites.

Water: Water consumption is defined as the difference between water withdrawal volumes and water discharge volumes. All volumes of water withdrawal per source and volumes of water discharges by destination are reported by each entity. They can be either obtained from direct measurements (metering or invoice) or estimated (see table below). When water discharge is not measured or partially measured, the discharge volumes can be estimated from the withdrawal volumes depending on the type of usage on site (industrial process, cooling, fire protection, sanitary use...). Water risk and water stress indicators are obtained for each site based on the site's geographical location, using the Aqueduct Water Risk Atlas 4.0 "baseline" data, World Resources Institute as follows: areas of high water stress: the Aqueduct "Water stress" indicator is used; sites in "high" and "extremely high" water stress locations are considered; areas at water risk: the Aqueduct "Overall water risk" indicator is used; sites in "high" and "extremely high" water risk locations are considered. Entities with less than 100 employees were considered at country level.

Waste: The quantity of waste of a site is the compilation of all types of hazardous and non-hazardous waste on site. This includes in particular waste created by production processes on a regular basis and treated internally and externally. If the internal treatment leads to cessation of the "waste" status, then the amount concerned is not reported (e.g. reuse on site, regulatory "end of waste" status, "by-products").

Exceptional waste: Waste from the construction/deconstruction of buildings, dismantling of installations, and incidents caused by external factors beyond the Company's control (e.g. fire, weather events).

Recycling: backfilling operations are included in the recycling volumes as per the European Waste Framework Directive reporting guidelines.

Waste under pre-treatment operations: Use of physico / chemical / biological pretreatment to remove waste properties.

Waste under temporary status: Operations on waste prior to the treatment (storage, repackaging, ...)

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	2024	2023
as per Financial Statements ✓	Heads	156,921	147,893
as per CSRD ✓	Heads	171,830	
Hiring	Unit	2024	2023
Total number of new employee hires	Heads	12,475	17,533
New employee hires <30 years old	Heads	5,196	
New employee hires 30-50 years old	Heads	6,265	
New employee hires >50 years old	Heads	1,014	
Internal mobilities	No.	>9.600	>10,700
Employee turnover	Unit	2024	2023
Leavers ✓	Heads	6,484	5,440
Leavers <30 years old	Heads	1,189	
Leavers 30-50 years old	Heads	2,677	
Leavers >50 years old	Heads	2,618	
Leavers - male	Heads	5,153	
Leavers - female	Heads	1,326	
Leavers - non binary/not declared	Heads	5	
Attrition rate - Total employee turnover rate	%	4.2%	3.8%
Age group breakdown	Unit	2024	2023
<30 years old	Heads	19,337	16,905
30-50 years old	Heads	95,934	91,407
>50 years old	Heads	41,650	39,581

2.2 Diversity

Gender diversity per management level	2024
Share of women in total workforce	21%
Share of women in Executive management positions *	22%

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

Employee nationalities	2024
French	52,972
German	47,882
Spanish	15,830
British	10,235
Other nationalities	30,002
Total	156,921

Tick-marked 2024 data included here are derived from the 2024 Airbus Sustainability Statement, which has been subject to external verification. The 2024 Airbus Sustainability Statement and the limited assurance report by independent auditors is included in the 2024 Annual Report.

2.3 Health and safety

Health & Safety	2024	2023	2022	2021
% of operational sites for which a formal risk assessment process has been implemented	74%			
Number of fatal accidents and ill-health fatalities - own workforce ✓	0	2		
Number of fatalities - other workers on Airbus sites ✓	2	0		
Frequency rates of Lost Time Injuries - Company-wide				
• Company FR1 ✓	1.56	2.21	2.23	3.29
• FR1 coverage of own workforce	84%			

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: all sites in France, Germany, UK and Spain for the Company's commercial aircraft business, Airbus Helicopters, Airbus Defence and Space; the Company's commercial aircraft Final Assembly Lines (FAL's) in Mobile, US and in Tianjin, China; Airbus Defence and Space site in Poland; the consolidated data from the Airbus Helicopters sites in USA, Romania, Mexico, Canada; sites across the Company's three operating segments in Brazil, Japan, Australia, Ireland, Italy, Poland, China and, newly added in 2024, Chile, Hungary, Saudi Arabia, South Africa and the APAC region; the consolidated data from the Airbus Atlantic sites in Canada, Morocco, Portugal and Tunisia.

2.4 Social dialogue

Collective bargain	Unit	2024
% 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.

2.5 People development and engagement

Trainings and development	2024
Average hours per heads of training - male	18
Average hours per heads of training - female	15
Average hours per heads of training - <30 years old	24
Average hours per heads of training - 30-50 years old	19
Average hours per heads of training - >50 years old	11
Examples of development programs	
% 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⁾	91%

⁽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

Tick-marked 2024 data included here are derived from the 2024 Airbus Sustainability Statement, which has been subject to external verification. The 2024 Airbus Sustainability Statement and the limited assurance report by independent auditors is included in the 2024 Annual Report.

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

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%

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

2.6 Compensation and benefits

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

Other benefits

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 authorized 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

2.7 Human rights

Human Rights assessments	2024
% of total sites assessed in the last three years *	58%
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).	

Tick-marked 2024 data included here are derived from the 2024 Airbus Sustainability Statement, which has been subject to external verification. The 2024 Airbus Sustainability Statement and the limited assurance report by independent auditors is included in the 2024 Annual Report.

2.8 Aviation safety

Fatal accident rate (10-year moving average (per million flights) at industry wide level)	2024
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.	

Tick-marked 2024 data included here are derived from the 2024 Airbus Sustainability Statement, which has been subject to external verification. The 2024 Airbus Sustainability Statement and the limited assurance report by independent auditors is included in the 2024 Annual Report.

3. Governance

3.1 Board of Directors and Executive Committee information

Board of Directors	Unit	2024
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	60
Number of nationalities ✓	No.	7
Average tenure ✓	Years	6
Executive Committee	Unit	2024
Number of women ✓	No.	3
Number of men ✓	No.	9
Percentage of women ✓	%	25%
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)	Concerned employees
Collective performance	Health and Safety FR1	5%	"Level IV" Managers and Executives
	Reduction of CO2 emission	5%	
Success sharing	Health and Safety FR1	c. 5%	All eligible employees
Individual performance	Ethics & Compliance	10%	All employees entitled to an individual bonus
	Functional sustainability objectives	Individualised	

3.3 Business integrity

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

Tick-marked 2024 data included here are derived from the 2024 Airbus Sustainability Statement, which has been subject to external verification. The 2024 Airbus Sustainability Statement and the limited assurance report by independent auditors is included in the 2024 Annual Report.

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

Export control	Unit	2024
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.	648

*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	2024
Number of Tier-1* suppliers	11,808

* Suppliers with which the Company contracts supply agreements

Supplier assessment and/or development	2024
Total number of suppliers assessed via desk assessments/on-site assessments	533
Number of suppliers assessed with substantial actual/potential negative impacts	441
Number of risky supplier sites covered by at least one dedicated action	305
% of suppliers with substantial actual/potential negative impacts with agreed corrective action/improvement plan	79.37%

* 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	2024
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

Tick-marked 2024 data included here are derived from the 2024 Airbus Sustainability Statement, which has been subject to external verification. The 2024 Airbus Sustainability Statement and the limited assurance report by independent auditors is included in the 2024 Annual Report.