

Nineteenth tranche		
Date of Board of Directors meeting (grant date)	30 October 2017	
Performance Units and Performance Shares plan		
	Performance Units	Performance Shares
Number of units/shares granted ⁽¹⁾	421,638	425,702
Number of units/shares granted through Equity Pool ⁽²⁾	1,898	1,898
Number of units/shares outstanding	402,925	406,989
Units/shares granted to:		
- Mr Guillaume Faury*	4,404	4,404
- the ten employees having being granted the highest number of units/shares during the year 2017 (nineteenth tranche)	53,808	57,872
Total number of eligible beneficiaries		1,601
	<p>The Performance Units and Shares will vest if the participant is still employed by an Airbus company at the respective vesting dates and in the case of Performance Units and Shares, upon achievement of mid-term business performance. Vesting schedule is made up of two payments over two years:</p> <ul style="list-style-type: none"> - Performance Units: <ul style="list-style-type: none"> - 50% expected in May 2021; - 50% expected in May 2022; - Performance Shares: 100% expected in May 2021 	
Vesting dates		
Number of vested units	94	94

(1) Based on 100% target performance achievement. A minimum of 50% of Performance Units will vest; 100% in case of on-target performance achievement; up to a maximum of 150% in case of overachievement of performance criteria. In case of absolute negative results (cumulative EBIT* of Airbus) during the performance period, the Board of Directors can decide to review the vesting of the Performance Units including the 50% portion which is not subject to performance conditions (additional vesting condition).

(2) Mirroring the respective plan rules and regulations, but granted at a different date based on specific Board of Directors' resolutions.

* For more information in respect of units granted to the Chief Executive Officer, please refer to the "Notes to the IFRS Consolidated Financial Statements – Note 31: Remuneration".

Twentieth tranche		
Date of Board of Directors meeting (grant date)	30 October 2018	
Performance Units and Performance Shares plan		
	Performance Units	Performance Shares
Number of units/shares granted ⁽¹⁾	278,376	281,181
Number of units/shares granted through Equity Pool ⁽²⁾	6,664	6,664
Number of units/shares outstanding	281,306	284,111
Units/shares granted to:		
- Mr Guillaume Faury*	4,208	4,208
- the ten employees having being granted the highest number of units/shares during the year 2018 (twentieth tranche)	23,578	26,383
Total number of eligible beneficiaries		1,626
	<p>The Performance Units and Shares will vest if the participant is still employed by an Airbus company at the respective vesting dates and in the case of Performance Units and Shares, upon achievement of mid-term business performance. Vesting schedule is made up of two payments over two years:</p> <ul style="list-style-type: none"> - Performance Units: <ul style="list-style-type: none"> - 50% expected in May 2022; - 50% expected in May 2023; - Performance Shares: 100% expected in May 2022 	
Vesting dates		
Number of vested units	-	-

(1) Based on 100% target performance achievement. A minimum of 50% of Performance Units will vest; 100% in case of on-target performance achievement; up to a maximum of 150% in case of overachievement of performance criteria. In case of absolute negative results (cumulative EBIT* of Airbus) during the performance period, the Board of Directors can decide to review the vesting of the Performance Units including the 50% portion which is not subject to performance conditions (additional vesting condition).

(2) Mirroring the respective plan rules and regulations, but granted at a different date based on specific Board of Directors' resolutions.

* For more information in respect of units granted to the Chief Executive Officer, please refer to the "Notes to the IFRS Consolidated Financial Statements – Note 31: Remuneration".

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