

[REDACTED]

From: Jorge Domecq Fdez Bobadilla <[REDACTED]>

Sent: Thursday, 3 September 2020 17:33

To: RUUTU Olli [REDACTED]>

Cc: [REDACTED]
[REDACTED]

Subject: Ethics & Compliance AIRBUS

Dear Olli,

As promised earlier today, I wanted to complement my previous emails with Airbus policy towards Ethics and compliance, that constitutes an essential pillar of the company's ADN and philosophy, and that is followed by all employees and in particular by the top management. This is implemented in two ways :

- all executives, like my case, are obliged to present on an annual basis a declaration of conflict of interest which of course will cover periods and employment positions I have had previously.

- furthermore, all executives of the Group are obliged to follow every year at least 3 courses on Ethics & Compliance subjects e. g: code of conduct or "speak up"

This complementary information might be relevant to the last question you put to me in the mail of 31/8.

Yours,

Jorge