Form 5500

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Annual Return/Report of Employee Benefit Plan

This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code).

▶ **Complete all entries in accordance with the instructions to the Form 5500.**

OMB Nos. 1210-0110
1210-0089

2023

This Form is Open to Public Inspection

Part I Annual Report Identification Information

For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023

A This return/report is for:
- [ ] a multiemployer plan
- [ ] a multiple-employer plan (Filers checking this box must provide participating employer information in accordance with the form instructions.)
- [X] a single-employer plan
- [ ] a DFE (specify) ____

B This return/report is:
- [ ] the first return/report
- [ ] the final return/report
- [ ] an amended return/report
- [ ] a short plan year return/report (less than 12 months)

C If the plan is a collectively-bargained plan, check here. . . . . ▶ [X]

D Check box if filing under:
- [X] Form 5558
- [ ] automatic extension
- [ ] the DFVC program
- [ ] special extension (enter description)

E If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. . . . . ▶ [ ]

Part II Basic Plan Information—enter all requested information

1a Name of plan
AIRBUS AMERICAS, INC. 401(K) SAVINGS PLAN

1b Three-digit plan number (PN) ▶ 003

1c Effective date of plan 07/01/2002

2a Plan sponsor's name (employer, if for a single-employer plan)
Mailing address (include room, apt., suite no. and street, or P.O. Box)
City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions)
AIRBUS AMERICAS, INC.

2550 WASSER TER STE 9100
HERNDON, VA 20171

2b Employer Identification Number (EIN)
13-3243459

2c Plan Sponsor's telephone number
703-834-3400

2d Business code (see instructions)
532400

Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.

Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including accompanying schedules, statements and attachments, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.

SIGN HERE	Filed with authorized/valid electronic signature.	10/15/2024	LINDSAY LENTZ
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a Plan administrator's name and address [X] Same as Plan Sponsor

3b Administrator's EIN

3c Administrator's telephone number

4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report:

a Sponsor's name

4b EIN

c Plan Name

4d PN

5	Total number of participants at the beginning of the plan year	**5**	1448
6	Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines **6a(1), 6a(2), 6b, 6c,** and **6d**).		
a(1)	Total number of active participants at the beginning of the plan year	**6a(1)**	1071
a(2)	Total number of active participants at the end of the plan year	**6a(2)**	1464
b	Retired or separated participants receiving benefits	**6b**	10
c	Other retired or separated participants entitled to future benefits	**6c**	373
d	Subtotal. Add lines **6a(2)**, **6b**, and **6c**.	**6d**	1847
e	Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	**6e**	1
f	Total. Add lines **6d** and **6e**.	**6f**	1848
g(1)	Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item)	**6g(1)**	1408
g(2)	Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	**6g(2)**	1823
h	Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested	**6h**	0
7	Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	**7**	

8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions:

2J 2S 2T 3H 2E 2F 2G 3D

b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:

9a Plan funding arrangement (check all that apply)

- **(1)** [ ] Insurance
- **(2)** [ ] Code section 412(e)(3) insurance contracts
- **(3)** [X] Trust
- **(4)** [ ] General assets of the sponsor

9b Plan benefit arrangement (check all that apply)

- **(1)** [ ] Insurance
- **(2)** [ ] Code section 412(e)(3) insurance contracts
- **(3)** [X] Trust
- **(4)** [ ] General assets of the sponsor

10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)

a Pension Schedules

- **(1)** [X] **R** (Retirement Plan Information)
- **(2)** [ ] **MB** (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary
- **(3)** [ ] **SB** (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary
- **(4)** [ ] **DCG** (Individual Plan Information) – Number Attached _____
- **(5)** [ ] **MEP** (Multiple-Employer Retirement Plan Information)

b General Schedules

- **(1)** [X] **H** (Financial Information)
- **(2)** [ ] **I** (Financial Information – Small Plan)
- **(3)** [ ] **A** (Insurance Information) – Number Attached 0
- **(4)** [X] **C** (Service Provider Information)
- **(5)** [X] **D** (DFE/Participating Plan Information)
- **(6)** [ ] **G** (Financial Transaction Schedules)

Part III Form M-1 Compliance Information (to be completed by welfare benefit plans)

11a If the plan provides welfare benefits, was the plan subject to the Form M-1 filing requirements during the plan year? (See instructions and 29 CFR 2520.101-2.) ..... ☐ Yes ☐ No

If "Yes" is checked, complete lines 11b and 11c.

11b Is the plan currently in compliance with the Form M-1 filing requirements? (See instructions and 29 CFR 2520.101-2.) ..... ☐ Yes ☐ No

11c Enter the Receipt Confirmation Code for the 2023 Form M-1 annual report. If the plan was not required to file the 2023 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code_____

SCHEDULE C (Form 5500)	Service Provider Information	OMB No. 1210-0110
Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ **File as an attachment to Form 5500.**	**2023** **This Form is Open to Public Inspection.**

For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023

A Name of plan	**B** Three-digit plan number (PN) ▶
AIRBUS AMERICAS, INC. 401(K) SAVINGS PLAN	003

C Plan sponsor's name as shown on line 2a of Form 5500	**D** Employer Identification Number (EIN)
AIRBUS AMERICAS, INC.	13-3243459

Part I Service Provider Information (see instructions)

You must complete this Part, in accordance with the instructions, to report the information required for **each person** who received, directly or indirectly, $5,000 or more in total compensation (i.e., money or anything else of monetary value) in connection with services rendered to the plan or the person's position with the plan during the plan year. If a person received **only** eligible indirect compensation for which the plan received the required disclosures, you are required to answer line 1 but are not required to include that person when completing the remainder of this Part.

1 Information on Persons Receiving Only Eligible Indirect Compensation

a Check "Yes" or "No" to indicate whether you are excluding a person from the remainder of this Part because they received only eligible indirect compensation for which the plan received the required disclosures (see instructions for definitions and conditions).. . . . . [X] Yes [ ] No

b If you answered line 1a "Yes," enter the name and EIN or address of each person providing the required disclosures for the service providers who received only eligible indirect compensation. Complete as many entries as needed (see instructions).

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

FIDELITY INVESTMENTS INSTITUTIONAL

04-2647786

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, $5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

STRATEGIC ADVISORS, INC.

04-2654524

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
27	ADVISOR	78758	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

(a) Enter name and EIN or address (see instructions)

FIDELITY INVESTMENTS INSTITUTIONAL

04-2647786

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
37 60 64 65	RECORDKEEPER	38317	Yes [X] No [ ]	Yes [X] No [ ]	0	Yes [X] No [ ]

(a) Enter name and EIN or address (see instructions)

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
			Yes [ ] No [ ]	Yes [ ] No [ ]		Yes [ ] No [ ]

Part I Service Provider Information (continued)

3. If you reported on line 2 receipt of indirect compensation, other than eligible indirect compensation, by a service provider, and the service provider is a fiduciary or provides contract administrator, consulting, custodial, investment advisory, investment management, broker, or recordkeeping services, answer the following questions for (a) each source from whom the service provider received $1,000 or more in indirect compensation and (b) each source for whom the service provider gave you a formula used to determine the indirect compensation instead of an amount or estimated amount of the indirect compensation. Complete as many entries as needed to report the required information for each source.

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0

(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
HARBOR CAP APP INST - HARBOR SERVI 34-1953399	0.10%

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0

(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
TRP SPCTRM DVRSFD EQ - T. ROWE PRI 52-2269240	0.15%

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0

(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
TRP SPECTRUM INCOME - T. ROWE PRIC 52-2269240	0.15%

Part II Service Providers Who Fail or Refuse to Provide Information

4 Provide, to the extent possible, the following information for each service provider who failed or refused to provide the information necessary to complete this Schedule.

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

Part III Termination Information on Accountants and Enrolled Actuaries (see instructions)

(complete as many entries as needed)

a Name: BDO USA P.C.

b EIN: 13-5381590

c Position: AUDITOR

d Address: 330 NORTH WABASH AVENUE
SUITE 3200
CHICAGO, IL 60611

e Telephone: 312-856-9100

Explanation: RFP WITH NEW VENDOR SUCCESSFUL.

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

SCHEDULE D (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

DFE/Participating Plan Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).

▶ **File as an attachment to Form 5500.**

OMB No. 1210-0110

2023

This Form is Open to Public Inspection.

For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023

A Name of plan
AIRBUS AMERICAS, INC. 401(K) SAVINGS PLAN

B Three-digit plan number (PN) ▶ 003

C Plan or DFE sponsor's name as shown on line 2a of Form 5500
AIRBUS AMERICAS, INC.

D Employer Identification Number (EIN)
13-3243459

Part I **Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs)**
(Complete as many entries as needed to report all interests in DFEs)

a Name of MTIA, CCT, PSA, or 103-12 IE: LARGE CP VALUE I1

b Name of sponsor of entity listed in (a): GREAT GRAY TRUST COMPANY

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
38-4065329-426	C	15202743

a Name of MTIA, CCT, PSA, or 103-12 IE: MIP CL 2

b Name of sponsor of entity listed in (a): FIDELITY MANAGEMENT TRUST COMPANY

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
04-3022712-024	C	15064250

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

Part II Information on Participating Plans (to be completed by DFEs, other than DCGs)

(Complete as many entries as needed to report all participating plans. DCGs must report each participating plan using Schedule DCG.)

a Plan name

b Name of plan sponsor	**c** EIN-PN

a Plan name

b Name of plan sponsor	**c** EIN-PN

a Plan name

b Name of plan sponsor	**c** EIN-PN

a Plan name

b Name of plan sponsor	**c** EIN-PN

a Plan name

b Name of plan sponsor	**c** EIN-PN

a Plan name

b Name of plan sponsor	**c** EIN-PN

a Plan name

b Name of plan sponsor	**c** EIN-PN

a Plan name

b Name of plan sponsor	**c** EIN-PN

a Plan name

b Name of plan sponsor	**c** EIN-PN

a Plan name

b Name of plan sponsor	**c** EIN-PN

a Plan name

b Name of plan sponsor	**c** EIN-PN

a Plan name

b Name of plan sponsor	**c** EIN-PN

a Plan name

b Name of plan sponsor	**c** EIN-PN

SCHEDULE H (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Financial Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code).

▶ **File as an attachment to Form 5500.**

OMB No. 1210-0110

2023

This Form is Open to Public Inspection

For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023

A Name of plan
AIRBUS AMERICAS, INC. 401(K) SAVINGS PLAN

B Three-digit plan number (PN) ▶ 003

C Plan sponsor's name as shown on line 2a of Form 5500
AIRBUS AMERICAS, INC.

D Employer Identification Number (EIN)
13-3243459

Part I Asset and Liability Statement

1 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reported on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. **Round off amounts to the nearest dollar.** MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.

Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash	1a	0	0
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	0	0
(2) Participant contributions	1b(2)	0	0
(3) Other	1b(3)	0	0
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	11321580	12477125
(2) U.S. Government securities	1c(2)	0	0
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)	0	0
(B) All other	1c(3)(B)	0	0
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)	0	0
(B) Common	1c(4)(B)	0	0
(5) Partnership/joint venture interests	1c(5)	0	0
(6) Real estate (other than employer real property)	1c(6)	0	0
(7) Loans (other than to participants)	1c(7)	0	0
(8) Participant loans	1c(8)	2302670	2814263
(9) Value of interest in common/collective trusts	1c(9)	27008835	30266992
(10) Value of interest in pooled separate accounts	1c(10)	0	0
(11) Value of interest in master trust investment accounts	1c(11)	0	0
(12) Value of interest in 103-12 investment entities	1c(12)	0	0
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	251262032	333318633
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)	0	0
(15) Other	1c(15)	0	0

		(a) Beginning of Year	(b) End of Year
1d Employer-related investments:			
(1) Employer securities	1d(1)	0	0
(2) Employer real property	1d(2)	0	0
e Buildings and other property used in plan operation	1e	0	0
f Total assets (add all amounts in lines 1a through 1e)	1f	291895117	378877013
Liabilities			
g Benefit claims payable	1g	0	0
h Operating payables	1h	0	0
i Acquisition indebtedness	1i	0	0
j Other liabilities	1j	0	0
k Total liabilities (add all amounts in lines 1g through1j)	1k	0	0
Net Assets			
l Net assets (subtract line 1k from line 1f)	1l	291895117	378877013

Part II Income and Expense Statement

2 Plan income, expenses, and changes in net assets for the year. Include all income and expenses of the plan, including any trust(s) or separately maintained fund(s) and any payments/receipts to/from insurance carriers. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 2a, 2b(1)(E), 2e, 2f, and 2g.

Income		(a) Amount	(b) Total
a Contributions:			
(1) Received or receivable in cash from: **(A)** Employers	2a(1)(A)	20394812	
(B) Participants	2a(1)(B)	15979367	
(C) Others (including rollovers)	2a(1)(C)	2517012	
(2) Noncash contributions	2a(2)	0	
(3) Total contributions. Add lines **2a(1)(A), (B), (C),** and line **2a(2)**	2a(3)		38891191
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)	542354	
(B) U.S. Government securities	2b(1)(B)	0	
(C) Corporate debt instruments	2b(1)(C)	0	
(D) Loans (other than to participants)	2b(1)(D)	0	
(E) Participant loans	2b(1)(E)	148082	
(F) Other	2b(1)(F)	0	
(G) Total interest. Add lines **2b(1)(A)** through **(F)**	2b(1)(G)		690436
(2) Dividends: **(A)** Preferred stock	2b(2)(A)	0	
(B) Common stock	2b(2)(B)	0	
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)	9574189	
(D) Total dividends. Add lines **2b(2)(A)**, **(B)**, and **(C)**	2b(2)(D)		9574189
(3) Rents	2b(3)		0
(4) Net gain (loss) on sale of assets: **(A)** Aggregate proceeds	2b(4)(A)	0	
(B) Aggregate carrying amount (see instructions)	2b(4)(B)	0	
(C) Subtract line **2b(4)(B)** from line **2b(4)(A)** and enter result	2b(4)(C)		0
(5) Unrealized appreciation (depreciation) of assets: **(A)** Real estate	2b(5)(A)	0	
(B) Other	2b(5)(B)	0	
(C) Total unrealized appreciation of assets. Add lines **2b(5)(A)** and **(B)**	2b(5)(C)		0

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	**2b(6)**		3466728
(7) Net investment gain (loss) from pooled separate accounts	**2b(7)**		0
(8) Net investment gain (loss) from master trust investment accounts	**2b(8)**		0
(9) Net investment gain (loss) from 103-12 investment entities	**2b(9)**		0
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	**2b(10)**		44830568
c Other income	**2c**		0
d Total income. Add all **income** amounts in column (b) and enter total	**2d**		97453112
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	**2e(1)**	25450601	
(2) To insurance carriers for the provision of benefits	**2e(2)**	0	
(3) Other	**2e(3)**	0	
(4) Total benefit payments. Add lines **2e(1)** through **(3)**	**2e(4)**		25450601
f Corrective distributions (see instructions)	**2f**		2882
g Certain deemed distributions of participant loans (see instructions)	**2g**		-1962
h Interest expense	**2h**		0
i Administrative expenses:			
(1) Salaries and allowances	**2i(1)**	0	
(2) Contract administrator fees	**2i(2)**	1500	
(3) Recordkeeping fees	**2i(3)**	36817	
(4) IQPA audit fees	**2i(4)**	0	
(5) Investment advisory and investment management fees	**2i(5)**	78758	
(6) Bank or trust company trustee/custodial fees	**2i(6)**	0	
(7) Actuarial fees	**2i(7)**	0	
(8) Legal fees	**2i(8)**	0	
(9) Valuation/appraisal fees	**2i(9)**	0	
(10) Other trustee fees and expenses	**2i(10)**	0	
(11) Other expenses	**2i(11)**	0	
(12) Total administrative expenses. Add lines **2i(1)** through **(11)**	**2i(12)**		117075
j Total expenses. Add all **expense** amounts in column (b) and enter total	**2j**		25568596
Net Income and Reconciliation			
k Net income (loss). Subtract line **2j** from line **2d**	**2k**		71884516
l Transfers of assets:			
(1) To this plan	**2l(1)**		15097380
(2) From this plan	**2l(2)**		0

Part III Accountant's Opinion

3 Complete lines 3a through 3c if the opinion of an independent qualified public accountant is attached to this Form 5500. Complete line 3d if an opinion is not attached.

a The attached opinion of an independent qualified public accountant for this plan is (see instructions):

(1) [X] Unmodified **(2)** [ ] Qualified **(3)** [ ] Disclaimer **(4)** [ ] Adverse

b Check the appropriate box(es) to indicate whether the IQPA performed an ERISA section 103(a)(3)(C) audit. Check both boxes (1) and (2) if the audit was performed pursuant to both 29 CFR 2520.103-8 and 29 CFR 2520.103-12(d). Check box (3) if pursuant to neither.

(1) [X] DOL Regulation 2520.103-8 **(2)** [ ] DOL Regulation 2520.103-12(d) **(3)** [ ] neither DOL Regulation 2520.103-8 nor DOL Regulation 2520.103-12(d).

c Enter the name and EIN of the accountant (or accounting firm) below:

(1) Name: ERNST & YOUNG LLP **(2)** EIN: 34-6565596

d The opinion of an independent qualified public accountant is **not attached** as part of Schedule H because:

(1) [ ] This form is filed for a CCT, PSA, DCG or MTIA. **(2)** [ ] It will be attached to the next Form 5500 pursuant to 29 CFR 2520.104-50.

Part IV Compliance Questions

4 CCTs and PSAs do not complete Part IV. MTIAs, 103-12 IEs, and GIAs do not complete lines 4a, 4e, 4f, 4g, 4h, 4k, 4m, 4n, or 5. 103-12 IEs also do not complete lines 4j and 4l. MTIAs also do not complete line 4l. DCGs do not complete lines 4e, 4f, 4k, 4l, and 5, and DCGs generally complete the rest of Part IV collectively for all plans in the DCG, except as otherwise provided (see instructions).

During the plan year:

		Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)	4a	X		448395
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)	4b		X	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)	4c		X	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)	4d		X	
e Was this plan covered by a fidelity bond?	4e	X		1000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?	4f		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?	4g		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?	4h		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	4i	X		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)	4j		X	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?	4k		X	
l Has the plan failed to provide any benefit when due under the plan?	4l		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)	4m		X	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.	4n		X	

5a Has a resolution to terminate the plan been adopted during the plan year or any prior plan year? [ ] Yes [X] No

If "Yes," enter the amount of any plan assets that reverted to the employer this year _____.

5b If, during this plan year, any assets or liabilities were transferred from this plan to another plan(s), identify the plan(s) to which assets or liabilities were transferred. (See instructions.)

5b(1) Name of plan(s)	**5b(2)** EIN(s)	**5b(3)** PN(s)

5c Was the plan a defined benefit plan covered under the PBGC insurance program at any time during this plan year? (See ERISA section 4021 and instructions.) ..... ☐ Yes ☐ No ☐ Not determined

If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year _____.

SCHEDULE R (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Retirement Plan Information

This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code).

▶ **File as an attachment to Form 5500.**

OMB No. 1210-0110

2023

This Form is Open to Public Inspection.

For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023

A Name of plan
AIRBUS AMERICAS, INC. 401(K) SAVINGS PLAN

B Three-digit plan number (PN) ▶ 003

C Plan sponsor's name as shown on line 2a of Form 5500
AIRBUS AMERICAS, INC.

D Employer Identification Number (EIN)
13-3243459

Part I Distributions

All references to distributions relate only to payments of benefits during the plan year.

1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions ..... | **1** |

2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits):

EIN(s): 04-6568107

Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.

3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year ..... | **3** |

Part II Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)

4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? ..... ☐ **Yes** ☐ **No** ☐ **N/A**

If the plan is a defined benefit plan, go to line 8.

5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. **Date:** Month _____ Day _____ Year _____

If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.

6 a Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived) ..... | **6a** |

b Enter the amount contributed by the employer to the plan for this plan year ..... | **6b** |

c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount) ..... | **6c** |

If you completed line 6c, skip lines 8 and 9.

7 Will the minimum funding amount reported on line 6c be met by the funding deadline? ..... ☐ **Yes** ☐ **No** ☐ **N/A**

8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change? ..... ☐ **Yes** ☐ **No** ☐ **N/A**

Part III Amendments

9 If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box. ..... ☐ **Increase** ☐ **Decrease** ☐ **Both** ☐ **No**

Part IV ESOPs (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.

10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan? ..... ☐ **Yes** ☐ **No**

11 a Does the ESOP hold any preferred stock? ..... ☐ **Yes** ☐ **No**

b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.) ..... ☐ **Yes** ☐ **No**

12 Does the ESOP hold any stock that is not readily tradable on an established securities market? ..... ☐ **Yes** ☐ **No**

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

13 Enter the following information for each employer that (1) contributed more than 5% of total contributions to the plan during the plan year or (2) was one of the top-ten highest contributors (measured in dollars). See instructions. *Complete as many entries as needed to report all applicable employers.*

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify):

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

14 Enter the number of deferred vested and retired participants (inactive participants), as of the beginning of the plan year, whose contributing employer is no longer making contributions to the plan for:

a The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: ☐ last contributing employer ☐ alternative ☐ reasonable approximation (see instructions for required attachment)	**14a**	
b The plan year immediately preceding the current plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment)	**14b**	
c The second preceding plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment)	**14c**	

15 Enter the ratio of the number of participants under the plan on whose behalf no employer had an obligation to make an employer contribution during the current plan year to:

a The corresponding number for the plan year immediately preceding the current plan year	**15a**	
b The corresponding number for the second preceding plan year	**15b**	

16 Information with respect to any employers who withdrew from the plan during the preceding plan year:

a Enter the number of employers who withdrew during the preceding plan year	**16a**	
b If line 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers	**16b**	

17 If assets and liabilities from another plan have been transferred to or merged with this plan during the plan year, check box and see instructions regarding supplemental information to be included as an attachment ☐

Part VI Additional Information for Single-Employer and Multiemployer Defined Benefit Pension Plans

18 If any liabilities to participants or their beneficiaries under the plan as of the end of the plan year consist (in whole or in part) of liabilities to such participants and beneficiaries under two or more pension plans as of immediately before such plan year, check box and see instructions regarding supplemental information to be included as an attachment ☐

19 If the total number of participants is 1,000 or more, complete lines (a) and (b):

a Enter the percentage of plan assets held as:

Public Equity: _____% Private Equity: _____% Investment-Grade Debt and Interest Rate Hedging Assets: _____%

High-Yield Debt: _____% Real Assets: _____% Cash or Cash Equivalents: _____% Other: _____%

b Provide the average duration of the Investment-Grade Debt and Interest Rate Hedging Assets:

☐ 0-5 years ☐ 5-10 years ☐ 10-15 years ☐ 15 years or more

20 **PBGC missed contribution reporting requirements.** If this is a multiemployer plan or a single-employer plan that is not covered by PBGC, skip line 20.

a Is the amount of unpaid minimum required contributions for all years from Schedule SB (Form 5500) line 40 greater than zero? ☐ Yes ☐ No

b If line 20a is "Yes," has PBGC been notified as required by ERISA sections 4043(c)(5) and/or 303(k)(4)? Check the applicable box:

☐ Yes.

☐ No. Reporting was waived under 29 CFR 4043.25(c)(2) because contributions equal to or exceeding the unpaid minimum required contribution were made by the 30th day after the due date.

☐ No. The 30-day period referenced in 29 CFR 4043.25(c)(2) has not yet ended, and the sponsor intends to make a contribution equal to or exceeding the unpaid minimum required contribution by the 30th day after the due date.

☐ No. Other. Provide explanation._____

Part VII IRS Compliance Questions

21a Does the plan satisfy the coverage and nondiscrimination tests of Code sections 410(b) and 401(a)(4) by combining this plan with any other plans under the permissive aggregation rules? ☐ Yes ☒ No

21b If this is a Code section 401(k) plan, check all boxes that apply to indicate how the plan is intended to satisfy the nondiscrimination requirements for employee deferrals and employer matching contributions (as applicable) under Code sections 401(k)(3) and 401(m)(2).

☐ Design-based safe harbor method

☐ "Prior year" ADP test

☒ "Current year" ADP test

☐ N/A

22 If the plan sponsor is an adopter of a pre-approved plan that received a favorable IRS Opinion Letter, enter the date of the Opinion Letter 06 / 30 / 2020 (MM/DD/YYYY) and the Opinion Letter serial number Q702438A .

FINANCIAL STATEMENTS AND
SUPPLEMENTAL SCHEDULES

Airbus Americas, Inc. 401(k) Savings Plan
December 31, 2023 and 2022,
and Year ended December 31, 2023
With Report of Independent Auditors

Ernst & Young LLP



Airbus Americas, Inc. 401(k) Savings Plan

Financial Statements and Supplemental Schedules

December 31, 2023 and 2022, and Year ended December 31, 2023

Contents

Report of Independent Auditors....1

Financial Statements

Statements of Net Assets Available for Benefits....6
Statement of Changes in Net Assets Available for Benefits....7
Notes to Financial Statements....8

Supplemental Schedules

Schedule H, Line 4a – Schedule of Delinquent Participant Contributions....19
Schedule H, Line 4i – Schedule of Assets (Held at End of Year)....20

Ernst & Young LLP
Suite 1000
55 Ivan Allen Jr. Boulevard
Atlanta, GA 30308

Tel: +1 404 874 8300
Fax: +1 404 817 5589
ey.com

Report of Independent Auditors

Plan Administrator and Retirement Investment Committee
Airbus Americas, Inc. 401(k) Savings plan

Scope and Nature of the ERISA Section 103(a)(3)(C) Audit for the 2023 Financial Statements

We have performed an audit of the financial statements of Airbus Americas, Inc. 401(k) Savings plan (the Plan), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statement of net assets available for benefits as of December 31, 2023, and the related statement of changes in net assets available for benefits for the year then ended, and the related notes (collectively referred to as the "financial statements").

Management, having determined it is permissible in the circumstances, has elected to have the audit of the financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audit need not extend to any statements or information related to assets held for investment of the Plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained a certification from a qualified institution as of December 31, 2023, and for the year then ended, stating that the certified investment information, as described in Note 3 to the financial statements, is complete and accurate.

Opinion on the 2023 Financial Statements

In our opinion, based on our audit and on the procedures performed as described in the Auditor's Responsibilities for the Audit of the 2023 Financial Statements section

- the amounts and disclosures in the accompanying financial statements, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.

A member firm of Ernst & Young Global Limited

- the information in the accompanying financial statements related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Basis for Opinion on the 2023 Financial Statements

We conducted our audit in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the 2023 Financial Statements section of our report. We are required to be independent of the Plan and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the 2023 Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error. Management's election of the ERISA Section 103(a)(3)(C) audit does not affect management's responsibility for the financial statements.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for one year after the date that the financial statements are available to be issued.

Management is also responsible for maintaining a current plan instrument, including all plan amendments, administering the Plan, and determining that the Plan's transactions that are presented and disclosed in the financial statements are in conformity with the Plan's provisions, including maintaining sufficient records with respect to each of the participants, to determine the benefits due or which may become due to such participants.

Auditor's Responsibilities for the Audit of the 2023 Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit for the 2023 Financial Statements section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists.

A member firm of Ernst & Young Global Limited

The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.

- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.

- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

Our audit did not extend to the certified investment information, except for obtaining and reading the certification, comparing the certified investment information with the related information presented and disclosed in the financial statements, and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of accounting principles generally accepted in the United States of America.

Accordingly, the objective of an ERISA Section 103(a)(3)(C) audit is not to express an opinion about whether the financial statements as a whole are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control related matters that we identified during the audit.

A member firm of Ernst & Young Global Limited

Building a better working world

Other Matters

Supplemental Schedules Required by ERISA

The supplemental schedules of assets (held at end of year) as of December 31, 2023, and delinquent participant contributions for the year then ended (referred to as the "supplemental schedules"), are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

In forming our opinion on the supplemental schedules, we evaluated whether the supplemental schedules, other than the information agreed to or derived from the certified investment information, including their form and content, are presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion

- the form and content of the supplemental schedules, other than the information in the supplemental schedules that agreed to or is derived from the certified investment information, are presented, in all material respects, in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

- the information in the supplemental schedules related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Report of Other Auditors on 2022 Financial Statements

Another auditor performed an audit on the financial statements of the Plan as of and for the year ended December 31, 2022. In accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA, their audit did not extend to any statements or information related to assets held for

A member firm of Ernst & Young Global Limited

Building a better working world

investment of the Plan that were certified by a qualified institution. In their report dated October 11, 2023, they indicated that in their opinion (a) the amounts and disclosures in the financial statements, other than those agreed to or derived from the certified investment information, were presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America, and (b) the information in the financial statements related to assets held by and certified to by a qualified institution agreed to, or was derived from, in all material respects, the information prepared and certified by an institution that management determined met the requirements of ERISA Section 103(a)(3)(C).

Ernst & Young LLP

October 15, 2024

A member firm of Ernst & Young Global Limited

Airbus Americas, Inc. 401(k) Savings Plan

Statements of Net Assets Available for Benefits

	December 31	
	2023	**2022**
Assets		
Investments, at fair value	**$ 376,062,750**	$ 290,717,196
Notes receivable from participants	**2,814,263**	2,302,670
Net assets available for benefits	**$ 378,877,013**	$ 293,019,866

See accompanying notes.

Airbus Americas, Inc. 401(k) Savings Plan

Statement of Changes in Net Assets Available for Benefits

Year Ended December 31, 2023

Additions	
Investment income:	
Net appreciation in fair value of investments	$ 46,900,539
Interest and dividends	10,388,551
Total net investment income	57,289,090
Interest income on notes receivable from participants	148,082
Contributions:	
Participants	15,979,367
Rollover	2,517,012
Employer	20,394,812
Total contributions	38,891,191
Total additions	96,328,363
Deductions:	
Benefits paid to participants	(25,451,521)
Administrative expenses	(117,075)
Total deductions	(25,568,596)
Transfer due to Plan merger	15,097,380
Net increase	85,857,147
Net assets available for benefits:	
Beginning of the year	293,019,866
End of the year	$ 378,877,013

See accompanying notes.

Airbus Americas, Inc. 401(k) Savings Plan

Notes to Financial Statements

December 31, 2023

1. Description of the Plan

The following description of Airbus Americas, Inc. 401(k) Savings Plan (the Plan) provides only general information. Participants should refer to the Plan documents and any amendments thereto for a more complete description of the Plan's provisions.

General

The Plan is a defined contribution 401(k) and profit-sharing plan covering substantially all employees of Airbus Americas, Inc., Airbus Americas Customer Services, Inc., A^3 by Airbus LLC, Satair USA, Inc., VOOM VFI LLC, AV Capital Management LLC, VAS Aero Services, LLC, and TESAT Spacecom US LLC (collectively, the Company). Airbus Group Supply & Services, Inc. employees were allowed to participate prior to their exclusion effective January 1, 2020. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974, as amended (ERISA).

Employees not eligible to participate in the Plan are: (1) Employees who are employed by the Airbus US Manufacturing Facility in Mobile, AL; (2) (A) Employees who are expatriates from a country other than the United States and who are on the active United States payroll of the Employer or a Participating Employer are not eligible to participate in the Plan if (i) they are employed for a limited duration in the United States, or (ii) they are subject to the terms of an employment agreement that specifies that they remain in their home country retirement system; (B) Employees transferred to a Related Employer that has not adopted this Plan as a Participating Employer or who are no longer on the active United States payroll of the Employer or a Participating Employer shall no longer be eligible to participate in the Plan; however, this does not include Employees who are expatriated from the United States to work in another country for a limited duration, as these Employees shall continue to be eligible to participate in the Plan until they no longer are on the active United States payroll of the Employer or a Participating Employer; (3) Professional Employer Organization (PEO) employees; (4) non-resident aliens, other than those governed by the Local+ policy, regardless of whether they have earned income that constitutes US source income; (5) Employees of Airbus Robotics, LLC. Effective January 1, 2024, you are also not eligible to participate if you are an individual who is a signatory to a contract, letter of agreement, or other document that acknowledges your status as an independent contractor not entitled to benefits under the Plan and you are not otherwise classified by the Employer as a common law employee or the Employer does not withhold income taxes, file Form W-2 (or any replacement form), or remit Social Security payments to the to the Federal government for you, even if you are later adjudicated to be a common law employee.

1. Description of the Plan (continued)

Effective March 14, 2022, the Plan was restated and the Plan adopted a pre-approved plan document by FMR LLC, to reflect remedial amendments associated with the restatement of its prototype plan (Note 6). The Plan was further restated and amended, effective January 1, 2024 to incorporate all amendments made since its last restatement.

The Satair USA, Inc. Retirement Savings Plan was merged into the Plan effective February 1, 2023. The fair value of the net assets of $15,097,380 was transferred to the Plan and is reflected as Transfer due to Plan merger on the statement of changes in net assets available for benefits.

Trustee, Custodian, and Administration of the Plan

The trustee, custodian and recordkeeper of the Plan is Fidelity Management Trust Company, a wholly owned subsidiary of FMR LLC (collectively, Fidelity). The administrator of the Plan is the Company. Fidelity holds all assets of the Plan in accordance with the service provider contract with the Company. The Retirement Investment Committee (Retirement Committee) oversees the general administration of the Plan, determines the appropriateness of the Plan's investment offerings and monitors investment performance.

Contributions

Each year, participants may contribute up to 75% of pretax annual compensation, but not to exceed the maximum allowed by the Internal Revenue Code (IRC). Participants who have attained age 50 before the end of the Plan year are eligible to make catch-up contributions.

Participants may also contribute amounts representing distributions from other qualified defined benefit or defined contribution plans (rollover contributions). The Plan also allows for Roth deferral contributions. The Plan includes an auto-enrollment provision whereby all newly eligible employees are automatically enrolled in the Plan immediately upon hire unless they affirmatively elect not to participate in the Plan. Automatically enrolled participants have their deferral rate set at 3% of eligible compensation. The deferral rate will increase automatically by 1% per year up to a maximum of 7%.

The Company contributes as an employer matching contribution, 100% up to 3% of eligible compensation that a participant contributes to the Plan. Employees must be employed for 12 months (no minimum service hours are required) to become eligible to receive the employer's matching contribution. The Company also contributes a fixed nonelective contribution to certain

1. Description of the Plan (continued)

eligible participant who were participants in the former money purchase pension plan of 10.25% of eligible annual compensation as defined. A contribution of $15,491,539 was made for the year ended December 31, 2023.

The Company may also make a non-elective discretionary contribution (profit-sharing contribution) to the Plan. Participants must have performed two years of service (defined as 1,000 hours of service during the Plan year) to be eligible for the profit-sharing contribution. No non-elective discretionary contribution was made for the year ended December 31, 2023.

Participants direct the investment of their contributions and any employer contributions into various investment options offered by the Plan. Contributions are subject to certain IRC limitations.

Participant Accounts

Each participant's account is credited with the participant's contributions, including amounts rolled over from other qualified plans, and the Company's contributions, and Plan earnings. Participant accounts are charged with an allocation of administrative expenses that are paid by the Plan. Allocations are based on participant earnings, account balances, or specific participant transactions, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Vesting

Participants are immediately vested in all contributions, as well as the actual earning and losses thereon. Participants that transferred into the Plan from the Strategic Simulation Solutions, LLC 401(k) Plan on May 1, 2019, vest ratably over 6 years beginning with the second year of eligible service.

Participant Loans

Participants may borrow from their accounts a minimum of $1,000 up to a maximum equal to (i) the lesser of $50,000, reduced by the highest outstanding balance of any prior loans from the Plan during the prior one-year period, or (ii) 50 percent of their vested account balance. Also, each participant may not have more than 1 loan outstanding at any time. In general, loan repayment terms range from one to five years, or longer for the purchase of a principal residence, but not to

1. Description of the Plan (continued)

exceed 15 years. The notes are secured by the balance in the participant's account and bear interest at rates that are determined quarterly, at 1% above the prime rate, as defined. Principal and interest are paid ratably through monthly payroll deductions. These loans are subject to certain restrictions as defined by the Plan documents and applicable restrictions under the IRC. If a participant terminates employment with the Company, they may continue to make loan payments through a pre-authorized check agreement. If a participant ceases to make loan repayments and the Plan Administrator deems the participant loan to be in default, the participant loan balance is reduced and a benefit payment is recorded.

Payment of Benefits

Upon termination of service due to death, disability, or retirement, a participant or beneficiary may elect to receive either a lump sum amount equal to the value of the participant's vested interest in his or her account, annual installment payments, or in the form of an annuity. For termination of service for other reasons, a participant may receive the value of the vested interest in his or her account as a lump sum distribution.

The Plan also provides for involuntary distribution of account balances for terminated participants with account balances of less than $5,000. Participant accounts of terminated participants with balances greater than $1,000 are automatically rolled into an IRA account if the participant does not elect payment.

In-service withdrawals are available in certain limited circumstances, as defined by the Plan document. Participants may elect to withdraw from their accounts in the event of proven financial hardship. The minimum hardship withdrawal amount is $500.

Forfeited Accounts

Forfeitures are utilized to reduce Plan expenses or to reduce employer contributions. As of December 31, 2023 and 2022, the total balance in the forfeiture account was $142 and $8,336, respectively. During the year ended December 31, 2023, the Plan utilized $4,591 of forfeitures to offset employer contributions and pay Plan expenses.

2. Summary of Significant Accounting Policies Basis of Accounting

The Plan's financial statements are prepared on the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America (GAAP).

Contributions

Participant contributions and the matching employer contributions are recorded in the year in which the participant contributions are withheld from compensation.

Use of Estimates

The preparation of financial statements in accordance with GAAP requires the Plan's management to make estimates and assumptions that affect the amounts reported in the financial statements and accompanying notes and supplemental schedules. Actual results could differ from estimated amounts.

Investment Valuation and Income Recognition

Investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The Retirement Committee determines the Plan's valuation policies utilizing information provided by the investment advisors and Fidelity. See Note 4 for additional information related to fair value measurements.

The Plan's shares of mutual funds and the money market fund are valued at the daily closing price as reported by the fund. Mutual funds held by the Plan are open-end mutual funds that are registered with the Securities and Exchange Commission. These funds are required to publish their daily net asset value (NAV) and to transact at that price. The mutual funds held by the Plan are deemed to be actively traded.

The investments in the collective trust funds are valued at the NAV of units of the collective trust fund. The NAV, as provided by the trustee of the collective investment trust, is used as a practical expedient to estimate fair value. The NAV is based on the fair value of the underlying investments held by the fund less its liabilities. This practical expedient is not used when it is determined to be probable that the fund will sell the investment for an amount different than the reported NAV. Participant transactions (purchased and sales) may occur daily. There are no unfunded commitments.

2. Summary of Significant Accounting Policies Basis of Accounting (continued)

The preceding methods described above may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, although the Plan believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

Purchases and sales of securities are recorded on a trade-date basis. Interest is recorded on the accrual basis and dividends are recorded on the ex-dividend date. Net appreciation includes the Plan's gains and losses on investments bought and sold as well as held during the year.

Notes Receivable From Participants

Notes receivable from participants represent participant loans that are recorded at their unpaid principal balances plus any accrued but unpaid interest. Interest income is recorded on the accrual basis. Related fees are recorded as administrative expenses and are recorded when they are incurred.

Payment of Benefits

Benefits are recorded when paid.

Administrative Expenses

Certain expenses of maintaining the Plan are paid by the Plan, unless otherwise paid by the Company. Expenses that are paid by the Company are excluded from these financial statements. Fees related to the administration of notes receivable from participants are charged directly to the participant's account and are included in administrative expenses. Investment related expenses are included in net appreciation of fair value of investments.

Revenue Credits

The Plan's trust agreement with Fidelity provides for a participant revenue credit arrangement, whereby the trustee allocates quarterly deposits into the accounts of eligible participants who are invested in certain funds. Unallocated revenue credits at December 31, 2023 and 2022 are $29,739 and $4,226, respectively. During 2023, the Plan received credits of approximately $24,740, none of which were used to pay administrative expenses. Administrative expenses are presented net of revenue credits in the statement of changes in net assets available for benefits.

3. Investments

Certain information related to investments and notes receivable from participants disclosed in the accompanying financial statements and supplemental schedules, including investments held and notes receivable from participants at December 31, 2023 and 2022, and net appreciation in fair value of investments, interest and dividends, and interest income on notes receivable from participants for the year ended December 31, 2023, was obtained or derived from information provided to the Plan administrator and certified as complete and accurate by Fidelity.

4. Fair Value Measurements

The fair value framework establishes a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The fair value hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1) and the lowest priority to unobservable inputs (Level 3). The three levels of the fair value hierarchy are described as follows:

Level 1 – Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the Plan has the ability to access.

Level 2 – Inputs to the valuation methodology include:

- Quoted prices for similar assets or liabilities in active markets;
- Quoted prices for identical or similar assets or liabilities in inactive markets;
- Inputs other than quoted prices that are observable for the asset or liability;
- Inputs that are derived principally from, or corroborated by, observable market data by correlation or other means.

If the asset or liability has a specified (contractual) term, the Level 2 input must be observable for substantially the full term of the asset or liability.

Level 3 – Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

4. Fair Value Measurements (continued)

A financial instrument's level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques maximize the use of relevant observable inputs and minimize the use of unobservable inputs. There have been no changes in the methodologies used at December 31, 2023 or 2022.

The following tables set forth by level, within the fair value hierarchy, the Plan's assets at fair value as of December 31, 2023 and 2022:

	Assets at Fair Value as of December 31, 2023			
	Fair Value Hierarchy Level			
	Total	**Level 1**	**Level 2**	**Level 3**
Investments by fair value level				
Mutual funds	**$ 333,318,633**	**$ 333,318,633**	**$ –**	**$ –**
Money market fund	**12,477,125**	**12,477,125**	**–**	**–**
Total assets at fair value level	**345,795,758**	**$ 345,795,758**	**$ –**	**$ –**
Total investments measured at NAV*	**30,266,992**			
Total investments	**$ 376,062,750**			

	Assets at Fair Value as of December 31, 2022			
	Fair Value Hierarchy Level			
	Total	**Level 1**	**Level 2**	**Level 3**
Investments by fair value level				
Mutual funds	$ 251,262,030	$ 251,262,030	$ –	$ –
Money market fund	11,321,580	11,321,580	–	–
Total assets at fair value level	262,583,610	$ 262,583,610	$ –	$ –
Total investments measured at NAV*	28,133,586			
Total investments	$ 290,717,196			

* Certain investments that are measured at fair value using the net asset value per share (or its equivalent) practical expedient have not been categorized in the fair value hierarchy. The fair value amounts presented in these tables are intended to permit reconciliation of the fair value hierarchy to the amounts presented in the statements of net assets available for benefits.

4. Fair Value Measurements (continued)

Fair Value of Investments in Entities that Use NAV

The following table summarizes investments measured at fair value based on NAV per share as of December 31, 2023 and 2022:

	Fair Value		Redemption	Redemption
	2023	2022	Frequency	Notice Period
Description				
MIP CL 2	**$ 15,064,250**	$ 16,661,744	Daily	None
LARGE CP VALUE I1	**15,202,742**	11,471,842	Daily	None*
Collective trust funds	**$ 30,266,992**	$ 28,133,586		

* The fund requires the Plan sponsor to provide notice of five business days for Plan sponsor directed withdrawals which exceed $1 million or 10% of the assets invested in the fund.

5. Related-Party Transactions and Party-in-Interest Transactions

Certain Plan investments are in funds and accounts that are managed by Fidelity or their subsidiaries and affiliates. Participant loan and distribution processing fees are paid to Fidelity by participants. The Plan also receives revenue credits from Fidelity. The Plan also issues loans to participants which are secured by the vested balance of the participants' accounts. As described in Note 2, the Plan paid certain expenses related to Plan operations and investment activity to various service providers. These transactions are party-in-interest transactions, which are exempt from prohibited transaction rules.

6. Income Tax Status

The underlying pre-approved plan has received an opinion letter from the Internal Revenue Service (IRS) dated June 30, 2020, stating that the written form of the underlying pre-approved document is qualified under Section 401 of the IRC. Any employer adopting this form of the plan will be considered to have a plan qualified under Section 401 of the IRC and, therefore, the related trust is tax-exempt. Once qualified, the Plan is required to operate in conformity with the IRC to maintain its qualified status. The Plan administrator believes the Plan is being operated in compliance with the applicable requirements of the IRC and, therefore, believes the Plan is qualified and the related trust is tax-exempt.

6. Income Tax Status (continued)

GAAP requires Plan management to evaluate tax positions taken by the Plan and recognize a tax liability if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS. Plan management has analyzed the tax positions taken by the Plan and has concluded that there are no uncertain positions taken or expected to be taken. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

7. Risks and Uncertainties

The Plan holds various investment securities. Investment securities, in general, are exposed to various risks, such as interest rate risk, credit risk and overall market volatility. Due to the level of risk associated with certain investment securities, it is reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect the amounts reported in the financial statements and participant account balances.

8. Plan Termination

Although it has not expressed any intent to do so, the Company has the right under the Plan to reduce or discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA. In the event the Plan terminates, participants will become 100% vested in their accounts.

9. Reconciliation of Financial Statements to the Form 5500

The following is a reconciliation of net assets available for benefits per the financial statements at December 31, 2023 and 2022, to the Form 5500:

	2023	**2022**
Net assets available for benefits, per the financial statements	**$ 378,877,013**	$ 293,019,866
Change in value of Collective Trust investment	–	(1,124,749)
Net assets available for benefits, per the Form 5500	**$ 378,877,013**	$ 291,895,117

9. Reconciliation of Financial Statements to the Form 5500 (continued)

	2023
Change in net assets available for benefits, per the financial statements	$ 85,857,147
Change in value of Collective Trust investment	1,124,749
Less: transfer due to Plan merger	(15,097,380)
Change in net assets available for benefits, per the Form 5500	$ 71,736,434

10. Subsequent Events

The Plan Administrator has evaluated subsequent events through October 15, 2024 the date the financial statements were available to be issued. The Plan Administrator is not aware of any subsequent events which would require recognition or disclosure in the financial statements, other than as disclosed in Note 1.

Supplemental Schedules

Airbus Americas, Inc. 401(k) Savings Plan

EIN #13-3243459 Plan #003

Schedule H, Line 4a – Schedule of Delinquent Participant Contributions

For the Year ended December 31, 2023

Participant Contributions Transferred Late to Plan	Totals That Constitute Non-Exempt Prohibited Transactions			
Check Here if Late Participant Loan Repayments are Included [X]	Contributions not Corrected	Contributions Corrected	Contributions Pending Correction in VFCP	Total Fully Corrected Under VFCP and PTE 2002-51
$ 448,395	$ –	$ 448,395	$ –	$ –

Participant contributions and loan repayments were not remitted timely during the year ended December 31, 2022, but were subsequently deposited into the Plan. Lost earnings were determined and deposited during 2024.

Airbus Americas, Inc. 401(k) Savings Plan

EIN #13-3243459 Plan #003

Schedule H, Line 4i – Schedule of Assets (Held at End of Year)

December 31, 2023

(a)	(b) Identity of Issue, Borrower, Lessor or Similar Party	(c) Description of Investment, Including Maturity Date, Rate of Interest, Collateral, and Par or Maturity Value	(d) Cost	(e) Current Value
	GGTC LARGE CP VALUE I1	Collective Trust Fund	**	$ 15,202,742
	TRP UST INTM INDEX I	Mutual Fund	**	2,214,635
	PIM TOTAL RT INST	Mutual Fund	**	4,738,647
	TRP SPCTRM DVRSFD EQ	Mutual Fund	**	5,500,587
	TRP SPECTRUM INCOME	Mutual Fund	**	3,200,473
	HARBOR CAP APP INST	Mutual Fund	**	18,307,651
	TRP SM CAP VALUE I	Mutual Fund	**	4,812,839
	TRP MID CAP VALUE I	Mutual Fund	**	12,379,668
	TRP TARGET 2005 I	Mutual Fund	**	117,648
	TRP TARGET 2010 I	Mutual Fund	**	583,607
	TRP TARGET 2015 I	Mutual Fund	**	1,034,738
	TRP TARGET 2020 I	Mutual Fund	**	5,407,002
	TRP TARGET 2025 I	Mutual Fund	**	20,597,662
	TRP TARGET 2030 I	Mutual Fund	**	35,081,329
	TRP TARGET 2035 I	Mutual Fund	**	35,484,414
	TRP TARGET 2040 I	Mutual Fund	**	26,768,653
	TRP TARGET 2045 I	Mutual Fund	**	24,217,760
	TRP TARGET 2050 I	Mutual Fund	**	18,474,941
	TRP TARGET 2055 I	Mutual Fund	**	9,321,006
	TRP TARGET 2060 I	Mutual Fund	**	3,590,485
	TRP SCIENCE & TECH I	Mutual Fund	**	15,773,973
	MFS RESEARCH INTL R6	Mutual Fund	**	5,041,551
	MFS INTL NEW DISC R6	Mutual Fund	**	328,583
	AF NEW PERSPECT R6	Mutual Fund	**	5,894,119
	MM MID CAP GRTH I	Mutual Fund	**	1,992,174
	TRP NEW HORIZONS I	Mutual Fund	**	14,789,613
	JPM US EQUITY R6	Mutual Fund	**	12,347,492
*	FID GOVT MMKT	Money Market Fund	**	12,477,125
*	FID US BOND IDX	Mutual Fund	**	5,587,334
*	FID EMRG MKTS IDX	Mutual Fund	**	2,965,310

Airbus Americas, Inc. 401(k) Savings Plan

EIN #13-3243459 Plan #003

Schedule H, Line 4i – Schedule of Assets (Held at End of Year) (continued)

December 31, 2023

(a)	(b) Identity of Issue, Borrower, Lessor or Similar Party	(c) Description of Investment, Including Maturity Date, Rate of Interest, Collateral, and Par or Maturity Value	(d) Cost	(e) Current Value
*	FID MID CAP IDX	Mutual Fund	**	$ 3,072,715
*	FID SM CAP IDX	Mutual Fund	**	3,239,994
*	FID TOTAL MKT IDX	Mutual Fund	**	22,428,003
*	FID INTL INDEX	Mutual Fund		6,383,194
*	FID INFL PR BD IDX	Mutual Fund	**	1,640,833
*	FID MIP CL 2	Collective Trust Fund	**	15,064,250
	Total investments			376,062,750
*	Participant loans	Interest rates ranging from 4.25% to 9.50%, maturing at dates through December 2036		2,814,263
				$ 378,877,013

* Party-in-interest as defined by ERISA.

** Historical cost information is not required as all investments are participant-directed.

EY | Building a better working world

EY exists to build a better working world, helping to create long-term value for clients, people and society and build trust in the capital markets.

Enabled by data and technology, diverse EY teams in over 150 countries provide trust through assurance and help clients grow, transform and operate.

Working across assurance, consulting, law, strategy, tax and transactions, EY teams ask better questions to find new answers for the complex issues facing our world today.

EY refers to the global organization, and may refer to one or more, of the member firms of Ernst & Young Global Limited, each of which is a separate legal entity. Ernst & Young Global Limited, a UK company limited by guarantee, does not provide services to clients. Information about how EY collects and uses personal data and a description of the rights individuals have under data protection legislation are available via ey.com/privacy. EY member firms do not practice law where prohibited by local laws. For more information about our organization, please visit ey.com.

Ernst & Young LLP is a client-serving member firm of Ernst & Young Global Limited operating in the US.

© 2024 Ernst & Young LLP.
All Rights Reserved.

ey.com

FINANCIAL STATEMENTS AND
SUPPLEMENTAL SCHEDULES

Airbus Americas, Inc. 401(k) Savings Plan
December 31, 2023 and 2022,
and Year ended December 31, 2023
With Report of Independent Auditors

Ernst & Young LLP



Airbus Americas, Inc. 401(k) Savings Plan

Financial Statements and Supplemental Schedules

December 31, 2023 and 2022, and Year ended December 31, 2023

Contents

Report of Independent Auditors....1

Financial Statements

Statements of Net Assets Available for Benefits....6
Statement of Changes in Net Assets Available for Benefits....7
Notes to Financial Statements....8

Supplemental Schedules

Schedule H, Line 4a – Schedule of Delinquent Participant Contributions....19
Schedule H, Line 4i – Schedule of Assets (Held at End of Year)....20

Ernst & Young LLP
Suite 1000
55 Ivan Allen Jr. Boulevard
Atlanta, GA 30308

Tel: +1 404 874 8300
Fax: +1 404 817 5589
ey.com

Report of Independent Auditors

Plan Administrator and Retirement Investment Committee
Airbus Americas, Inc. 401(k) Savings plan

Scope and Nature of the ERISA Section 103(a)(3)(C) Audit for the 2023 Financial Statements

We have performed an audit of the financial statements of Airbus Americas, Inc. 401(k) Savings plan (the Plan), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statement of net assets available for benefits as of December 31, 2023, and the related statement of changes in net assets available for benefits for the year then ended, and the related notes (collectively referred to as the "financial statements").

Management, having determined it is permissible in the circumstances, has elected to have the audit of the financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audit need not extend to any statements or information related to assets held for investment of the Plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained a certification from a qualified institution as of December 31, 2023, and for the year then ended, stating that the certified investment information, as described in Note 3 to the financial statements, is complete and accurate.

Opinion on the 2023 Financial Statements

In our opinion, based on our audit and on the procedures performed as described in the Auditor's Responsibilities for the Audit of the 2023 Financial Statements section

- the amounts and disclosures in the accompanying financial statements, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.

A member firm of Ernst & Young Global Limited

- the information in the accompanying financial statements related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Basis for Opinion on the 2023 Financial Statements

We conducted our audit in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the 2023 Financial Statements section of our report. We are required to be independent of the Plan and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the 2023 Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error. Management's election of the ERISA Section 103(a)(3)(C) audit does not affect management's responsibility for the financial statements.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for one year after the date that the financial statements are available to be issued.

Management is also responsible for maintaining a current plan instrument, including all plan amendments, administering the Plan, and determining that the Plan's transactions that are presented and disclosed in the financial statements are in conformity with the Plan's provisions, including maintaining sufficient records with respect to each of the participants, to determine the benefits due or which may become due to such participants.

Auditor's Responsibilities for the Audit of the 2023 Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit for the 2023 Financial Statements section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists.

A member firm of Ernst & Young Global Limited

The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.

- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.

- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

Our audit did not extend to the certified investment information, except for obtaining and reading the certification, comparing the certified investment information with the related information presented and disclosed in the financial statements, and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of accounting principles generally accepted in the United States of America.

Accordingly, the objective of an ERISA Section 103(a)(3)(C) audit is not to express an opinion about whether the financial statements as a whole are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control related matters that we identified during the audit.

A member firm of Ernst & Young Global Limited

Building a better working world

Other Matters

Supplemental Schedules Required by ERISA

The supplemental schedules of assets (held at end of year) as of December 31, 2023, and delinquent participant contributions for the year then ended (referred to as the "supplemental schedules"), are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

In forming our opinion on the supplemental schedules, we evaluated whether the supplemental schedules, other than the information agreed to or derived from the certified investment information, including their form and content, are presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion

- the form and content of the supplemental schedules, other than the information in the supplemental schedules that agreed to or is derived from the certified investment information, are presented, in all material respects, in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

- the information in the supplemental schedules related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Report of Other Auditors on 2022 Financial Statements

Another auditor performed an audit on the financial statements of the Plan as of and for the year ended December 31, 2022. In accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA, their audit did not extend to any statements or information related to assets held for

A member firm of Ernst & Young Global Limited

Building a better working world

investment of the Plan that were certified by a qualified institution. In their report dated October 11, 2023, they indicated that in their opinion (a) the amounts and disclosures in the financial statements, other than those agreed to or derived from the certified investment information, were presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America, and (b) the information in the financial statements related to assets held by and certified to by a qualified institution agreed to, or was derived from, in all material respects, the information prepared and certified by an institution that management determined met the requirements of ERISA Section 103(a)(3)(C).

Ernst & Young LLP

October 15, 2024

A member firm of Ernst & Young Global Limited

Airbus Americas, Inc. 401(k) Savings Plan

Statements of Net Assets Available for Benefits

	December 31	
	2023	**2022**
Assets		
Investments, at fair value	**$ 376,062,750**	$ 290,717,196
Notes receivable from participants	**2,814,263**	2,302,670
Net assets available for benefits	**$ 378,877,013**	$ 293,019,866

See accompanying notes.

Airbus Americas, Inc. 401(k) Savings Plan

Statement of Changes in Net Assets Available for Benefits

Year Ended December 31, 2023

Additions	
Investment income:	
Net appreciation in fair value of investments	$ 46,900,539
Interest and dividends	10,388,551
Total net investment income	57,289,090
Interest income on notes receivable from participants	148,082
Contributions:	
Participants	15,979,367
Rollover	2,517,012
Employer	20,394,812
Total contributions	38,891,191
Total additions	96,328,363
Deductions:	
Benefits paid to participants	(25,451,521)
Administrative expenses	(117,075)
Total deductions	(25,568,596)
Transfer due to Plan merger	15,097,380
Net increase	85,857,147
Net assets available for benefits:	
Beginning of the year	293,019,866
End of the year	$ 378,877,013

See accompanying notes.

Airbus Americas, Inc. 401(k) Savings Plan

Notes to Financial Statements

December 31, 2023

1. Description of the Plan

The following description of Airbus Americas, Inc. 401(k) Savings Plan (the Plan) provides only general information. Participants should refer to the Plan documents and any amendments thereto for a more complete description of the Plan's provisions.

General

The Plan is a defined contribution 401(k) and profit-sharing plan covering substantially all employees of Airbus Americas, Inc., Airbus Americas Customer Services, Inc., A^3 by Airbus LLC, Satair USA, Inc., VOOM VFI LLC, AV Capital Management LLC, VAS Aero Services, LLC, and TESAT Spacecom US LLC (collectively, the Company). Airbus Group Supply & Services, Inc. employees were allowed to participate prior to their exclusion effective January 1, 2020. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974, as amended (ERISA).

Employees not eligible to participate in the Plan are: (1) Employees who are employed by the Airbus US Manufacturing Facility in Mobile, AL; (2) (A) Employees who are expatriates from a country other than the United States and who are on the active United States payroll of the Employer or a Participating Employer are not eligible to participate in the Plan if (i) they are employed for a limited duration in the United States, or (ii) they are subject to the terms of an employment agreement that specifies that they remain in their home country retirement system; (B) Employees transferred to a Related Employer that has not adopted this Plan as a Participating Employer or who are no longer on the active United States payroll of the Employer or a Participating Employer shall no longer be eligible to participate in the Plan; however, this does not include Employees who are expatriated from the United States to work in another country for a limited duration, as these Employees shall continue to be eligible to participate in the Plan until they no longer are on the active United States payroll of the Employer or a Participating Employer; (3) Professional Employer Organization (PEO) employees; (4) non-resident aliens, other than those governed by the Local+ policy, regardless of whether they have earned income that constitutes US source income; (5) Employees of Airbus Robotics, LLC. Effective January 1, 2024, you are also not eligible to participate if you are an individual who is a signatory to a contract, letter of agreement, or other document that acknowledges your status as an independent contractor not entitled to benefits under the Plan and you are not otherwise classified by the Employer as a common law employee or the Employer does not withhold income taxes, file Form W-2 (or any replacement form), or remit Social Security payments to the to the Federal government for you, even if you are later adjudicated to be a common law employee.

1. Description of the Plan (continued)

Effective March 14, 2022, the Plan was restated and the Plan adopted a pre-approved plan document by FMR LLC, to reflect remedial amendments associated with the restatement of its prototype plan (Note 6). The Plan was further restated and amended, effective January 1, 2024 to incorporate all amendments made since its last restatement.

The Satair USA, Inc. Retirement Savings Plan was merged into the Plan effective February 1, 2023. The fair value of the net assets of $15,097,380 was transferred to the Plan and is reflected as Transfer due to Plan merger on the statement of changes in net assets available for benefits.

Trustee, Custodian, and Administration of the Plan

The trustee, custodian and recordkeeper of the Plan is Fidelity Management Trust Company, a wholly owned subsidiary of FMR LLC (collectively, Fidelity). The administrator of the Plan is the Company. Fidelity holds all assets of the Plan in accordance with the service provider contract with the Company. The Retirement Investment Committee (Retirement Committee) oversees the general administration of the Plan, determines the appropriateness of the Plan's investment offerings and monitors investment performance.

Contributions

Each year, participants may contribute up to 75% of pretax annual compensation, but not to exceed the maximum allowed by the Internal Revenue Code (IRC). Participants who have attained age 50 before the end of the Plan year are eligible to make catch-up contributions.

Participants may also contribute amounts representing distributions from other qualified defined benefit or defined contribution plans (rollover contributions). The Plan also allows for Roth deferral contributions. The Plan includes an auto-enrollment provision whereby all newly eligible employees are automatically enrolled in the Plan immediately upon hire unless they affirmatively elect not to participate in the Plan. Automatically enrolled participants have their deferral rate set at 3% of eligible compensation. The deferral rate will increase automatically by 1% per year up to a maximum of 7%.

The Company contributes as an employer matching contribution, 100% up to 3% of eligible compensation that a participant contributes to the Plan. Employees must be employed for 12 months (no minimum service hours are required) to become eligible to receive the employer's matching contribution. The Company also contributes a fixed nonelective contribution to certain

1. Description of the Plan (continued)

eligible participant who were participants in the former money purchase pension plan of 10.25% of eligible annual compensation as defined. A contribution of $15,491,539 was made for the year ended December 31, 2023.

The Company may also make a non-elective discretionary contribution (profit-sharing contribution) to the Plan. Participants must have performed two years of service (defined as 1,000 hours of service during the Plan year) to be eligible for the profit-sharing contribution. No non-elective discretionary contribution was made for the year ended December 31, 2023.

Participants direct the investment of their contributions and any employer contributions into various investment options offered by the Plan. Contributions are subject to certain IRC limitations.

Participant Accounts

Each participant's account is credited with the participant's contributions, including amounts rolled over from other qualified plans, and the Company's contributions, and Plan earnings. Participant accounts are charged with an allocation of administrative expenses that are paid by the Plan. Allocations are based on participant earnings, account balances, or specific participant transactions, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Vesting

Participants are immediately vested in all contributions, as well as the actual earning and losses thereon. Participants that transferred into the Plan from the Strategic Simulation Solutions, LLC 401(k) Plan on May 1, 2019, vest ratably over 6 years beginning with the second year of eligible service.

Participant Loans

Participants may borrow from their accounts a minimum of $1,000 up to a maximum equal to (i) the lesser of $50,000, reduced by the highest outstanding balance of any prior loans from the Plan during the prior one-year period, or (ii) 50 percent of their vested account balance. Also, each participant may not have more than 1 loan outstanding at any time. In general, loan repayment terms range from one to five years, or longer for the purchase of a principal residence, but not to

1. Description of the Plan (continued)

exceed 15 years. The notes are secured by the balance in the participant's account and bear interest at rates that are determined quarterly, at 1% above the prime rate, as defined. Principal and interest are paid ratably through monthly payroll deductions. These loans are subject to certain restrictions as defined by the Plan documents and applicable restrictions under the IRC. If a participant terminates employment with the Company, they may continue to make loan payments through a pre-authorized check agreement. If a participant ceases to make loan repayments and the Plan Administrator deems the participant loan to be in default, the participant loan balance is reduced and a benefit payment is recorded.

Payment of Benefits

Upon termination of service due to death, disability, or retirement, a participant or beneficiary may elect to receive either a lump sum amount equal to the value of the participant's vested interest in his or her account, annual installment payments, or in the form of an annuity. For termination of service for other reasons, a participant may receive the value of the vested interest in his or her account as a lump sum distribution.

The Plan also provides for involuntary distribution of account balances for terminated participants with account balances of less than $5,000. Participant accounts of terminated participants with balances greater than $1,000 are automatically rolled into an IRA account if the participant does not elect payment.

In-service withdrawals are available in certain limited circumstances, as defined by the Plan document. Participants may elect to withdraw from their accounts in the event of proven financial hardship. The minimum hardship withdrawal amount is $500.

Forfeited Accounts

Forfeitures are utilized to reduce Plan expenses or to reduce employer contributions. As of December 31, 2023 and 2022, the total balance in the forfeiture account was $142 and $8,336, respectively. During the year ended December 31, 2023, the Plan utilized $4,591 of forfeitures to offset employer contributions and pay Plan expenses.

2. Summary of Significant Accounting Policies Basis of Accounting

The Plan's financial statements are prepared on the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America (GAAP).

Contributions

Participant contributions and the matching employer contributions are recorded in the year in which the participant contributions are withheld from compensation.

Use of Estimates

The preparation of financial statements in accordance with GAAP requires the Plan's management to make estimates and assumptions that affect the amounts reported in the financial statements and accompanying notes and supplemental schedules. Actual results could differ from estimated amounts.

Investment Valuation and Income Recognition

Investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The Retirement Committee determines the Plan's valuation policies utilizing information provided by the investment advisors and Fidelity. See Note 4 for additional information related to fair value measurements.

The Plan's shares of mutual funds and the money market fund are valued at the daily closing price as reported by the fund. Mutual funds held by the Plan are open-end mutual funds that are registered with the Securities and Exchange Commission. These funds are required to publish their daily net asset value (NAV) and to transact at that price. The mutual funds held by the Plan are deemed to be actively traded.

The investments in the collective trust funds are valued at the NAV of units of the collective trust fund. The NAV, as provided by the trustee of the collective investment trust, is used as a practical expedient to estimate fair value. The NAV is based on the fair value of the underlying investments held by the fund less its liabilities. This practical expedient is not used when it is determined to be probable that the fund will sell the investment for an amount different than the reported NAV. Participant transactions (purchased and sales) may occur daily. There are no unfunded commitments.

2. Summary of Significant Accounting Policies Basis of Accounting (continued)

The preceding methods described above may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, although the Plan believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

Purchases and sales of securities are recorded on a trade-date basis. Interest is recorded on the accrual basis and dividends are recorded on the ex-dividend date. Net appreciation includes the Plan's gains and losses on investments bought and sold as well as held during the year.

Notes Receivable From Participants

Notes receivable from participants represent participant loans that are recorded at their unpaid principal balances plus any accrued but unpaid interest. Interest income is recorded on the accrual basis. Related fees are recorded as administrative expenses and are recorded when they are incurred.

Payment of Benefits

Benefits are recorded when paid.

Administrative Expenses

Certain expenses of maintaining the Plan are paid by the Plan, unless otherwise paid by the Company. Expenses that are paid by the Company are excluded from these financial statements. Fees related to the administration of notes receivable from participants are charged directly to the participant's account and are included in administrative expenses. Investment related expenses are included in net appreciation of fair value of investments.

Revenue Credits

The Plan's trust agreement with Fidelity provides for a participant revenue credit arrangement, whereby the trustee allocates quarterly deposits into the accounts of eligible participants who are invested in certain funds. Unallocated revenue credits at December 31, 2023 and 2022 are $29,739 and $4,226, respectively. During 2023, the Plan received credits of approximately $24,740, none of which were used to pay administrative expenses. Administrative expenses are presented net of revenue credits in the statement of changes in net assets available for benefits.

3. Investments

Certain information related to investments and notes receivable from participants disclosed in the accompanying financial statements and supplemental schedules, including investments held and notes receivable from participants at December 31, 2023 and 2022, and net appreciation in fair value of investments, interest and dividends, and interest income on notes receivable from participants for the year ended December 31, 2023, was obtained or derived from information provided to the Plan administrator and certified as complete and accurate by Fidelity.

4. Fair Value Measurements

The fair value framework establishes a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The fair value hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1) and the lowest priority to unobservable inputs (Level 3). The three levels of the fair value hierarchy are described as follows:

Level 1 – Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the Plan has the ability to access.

Level 2 – Inputs to the valuation methodology include:

- Quoted prices for similar assets or liabilities in active markets;
- Quoted prices for identical or similar assets or liabilities in inactive markets;
- Inputs other than quoted prices that are observable for the asset or liability;
- Inputs that are derived principally from, or corroborated by, observable market data by correlation or other means.

If the asset or liability has a specified (contractual) term, the Level 2 input must be observable for substantially the full term of the asset or liability.

Level 3 – Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

4. Fair Value Measurements (continued)

A financial instrument's level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques maximize the use of relevant observable inputs and minimize the use of unobservable inputs. There have been no changes in the methodologies used at December 31, 2023 or 2022.

The following tables set forth by level, within the fair value hierarchy, the Plan's assets at fair value as of December 31, 2023 and 2022:

	Assets at Fair Value as of December 31, 2023			
	Fair Value Hierarchy Level			
	Total	**Level 1**	**Level 2**	**Level 3**
Investments by fair value level				
Mutual funds	**$ 333,318,633**	**$ 333,318,633**	**$ –**	**$ –**
Money market fund	**12,477,125**	**12,477,125**	**–**	**–**
Total assets at fair value level	**345,795,758**	**$ 345,795,758**	**$ –**	**$ –**
Total investments measured at NAV*	**30,266,992**			
Total investments	**$ 376,062,750**			

	Assets at Fair Value as of December 31, 2022			
	Fair Value Hierarchy Level			
	Total	**Level 1**	**Level 2**	**Level 3**
Investments by fair value level				
Mutual funds	$ 251,262,030	$ 251,262,030	$ –	$ –
Money market fund	11,321,580	11,321,580	–	–
Total assets at fair value level	262,583,610	$ 262,583,610	$ –	$ –
Total investments measured at NAV*	28,133,586			
Total investments	$ 290,717,196			

* Certain investments that are measured at fair value using the net asset value per share (or its equivalent) practical expedient have not been categorized in the fair value hierarchy. The fair value amounts presented in these tables are intended to permit reconciliation of the fair value hierarchy to the amounts presented in the statements of net assets available for benefits.

4. Fair Value Measurements (continued)

Fair Value of Investments in Entities that Use NAV

The following table summarizes investments measured at fair value based on NAV per share as of December 31, 2023 and 2022:

	Fair Value		Redemption	Redemption
	2023	2022	Frequency	Notice Period
Description				
MIP CL 2	**$ 15,064,250**	$ 16,661,744	Daily	None
LARGE CP VALUE I1	**15,202,742**	11,471,842	Daily	None*
Collective trust funds	**$ 30,266,992**	$ 28,133,586		

* The fund requires the Plan sponsor to provide notice of five business days for Plan sponsor directed withdrawals which exceed $1 million or 10% of the assets invested in the fund.

5. Related-Party Transactions and Party-in-Interest Transactions

Certain Plan investments are in funds and accounts that are managed by Fidelity or their subsidiaries and affiliates. Participant loan and distribution processing fees are paid to Fidelity by participants. The Plan also receives revenue credits from Fidelity. The Plan also issues loans to participants which are secured by the vested balance of the participants' accounts. As described in Note 2, the Plan paid certain expenses related to Plan operations and investment activity to various service providers. These transactions are party-in-interest transactions, which are exempt from prohibited transaction rules.

6. Income Tax Status

The underlying pre-approved plan has received an opinion letter from the Internal Revenue Service (IRS) dated June 30, 2020, stating that the written form of the underlying pre-approved document is qualified under Section 401 of the IRC. Any employer adopting this form of the plan will be considered to have a plan qualified under Section 401 of the IRC and, therefore, the related trust is tax-exempt. Once qualified, the Plan is required to operate in conformity with the IRC to maintain its qualified status. The Plan administrator believes the Plan is being operated in compliance with the applicable requirements of the IRC and, therefore, believes the Plan is qualified and the related trust is tax-exempt.

6. Income Tax Status (continued)

GAAP requires Plan management to evaluate tax positions taken by the Plan and recognize a tax liability if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS. Plan management has analyzed the tax positions taken by the Plan and has concluded that there are no uncertain positions taken or expected to be taken. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

7. Risks and Uncertainties

The Plan holds various investment securities. Investment securities, in general, are exposed to various risks, such as interest rate risk, credit risk and overall market volatility. Due to the level of risk associated with certain investment securities, it is reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect the amounts reported in the financial statements and participant account balances.

8. Plan Termination

Although it has not expressed any intent to do so, the Company has the right under the Plan to reduce or discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA. In the event the Plan terminates, participants will become 100% vested in their accounts.

9. Reconciliation of Financial Statements to the Form 5500

The following is a reconciliation of net assets available for benefits per the financial statements at December 31, 2023 and 2022, to the Form 5500:

	2023	**2022**
Net assets available for benefits, per the financial statements	**$ 378,877,013**	$ 293,019,866
Change in value of Collective Trust investment	–	(1,124,749)
Net assets available for benefits, per the Form 5500	**$ 378,877,013**	$ 291,895,117

9. Reconciliation of Financial Statements to the Form 5500 (continued)

	2023
Change in net assets available for benefits, per the financial statements	$ 85,857,147
Change in value of Collective Trust investment	1,124,749
Less: transfer due to Plan merger	(15,097,380)
Change in net assets available for benefits, per the Form 5500	$ 71,736,434

10. Subsequent Events

The Plan Administrator has evaluated subsequent events through October 15, 2024 the date the financial statements were available to be issued. The Plan Administrator is not aware of any subsequent events which would require recognition or disclosure in the financial statements, other than as disclosed in Note 1.

Supplemental Schedules

Airbus Americas, Inc. 401(k) Savings Plan

EIN #13-3243459 Plan #003

Schedule H, Line 4a – Schedule of Delinquent Participant Contributions

For the Year ended December 31, 2023

Participant Contributions Transferred Late to Plan	Totals That Constitute Non-Exempt Prohibited Transactions			
Check Here if Late Participant Loan Repayments are Included [X]	Contributions not Corrected	Contributions Corrected	Contributions Pending Correction in VFCP	Total Fully Corrected Under VFCP and PTE 2002-51
$ 448,395	$ –	$ 448,395	$ –	$ –

Participant contributions and loan repayments were not remitted timely during the year ended December 31, 2022, but were subsequently deposited into the Plan. Lost earnings were determined and deposited during 2024.

Airbus Americas, Inc. 401(k) Savings Plan

EIN #13-3243459 Plan #003

Schedule H, Line 4i – Schedule of Assets (Held at End of Year)

December 31, 2023

(a)	(b) Identity of Issue, Borrower, Lessor or Similar Party	(c) Description of Investment, Including Maturity Date, Rate of Interest, Collateral, and Par or Maturity Value	(d) Cost	(e) Current Value
	GGTC LARGE CP VALUE I1	Collective Trust Fund	**	$ 15,202,742
	TRP UST INTM INDEX I	Mutual Fund	**	2,214,635
	PIM TOTAL RT INST	Mutual Fund	**	4,738,647
	TRP SPCTRM DVRSFD EQ	Mutual Fund	**	5,500,587
	TRP SPECTRUM INCOME	Mutual Fund	**	3,200,473
	HARBOR CAP APP INST	Mutual Fund	**	18,307,651
	TRP SM CAP VALUE I	Mutual Fund	**	4,812,839
	TRP MID CAP VALUE I	Mutual Fund	**	12,379,668
	TRP TARGET 2005 I	Mutual Fund	**	117,648
	TRP TARGET 2010 I	Mutual Fund	**	583,607
	TRP TARGET 2015 I	Mutual Fund	**	1,034,738
	TRP TARGET 2020 I	Mutual Fund	**	5,407,002
	TRP TARGET 2025 I	Mutual Fund	**	20,597,662
	TRP TARGET 2030 I	Mutual Fund	**	35,081,329
	TRP TARGET 2035 I	Mutual Fund	**	35,484,414
	TRP TARGET 2040 I	Mutual Fund	**	26,768,653
	TRP TARGET 2045 I	Mutual Fund	**	24,217,760
	TRP TARGET 2050 I	Mutual Fund	**	18,474,941
	TRP TARGET 2055 I	Mutual Fund	**	9,321,006
	TRP TARGET 2060 I	Mutual Fund	**	3,590,485
	TRP SCIENCE & TECH I	Mutual Fund	**	15,773,973
	MFS RESEARCH INTL R6	Mutual Fund	**	5,041,551
	MFS INTL NEW DISC R6	Mutual Fund	**	328,583
	AF NEW PERSPECT R6	Mutual Fund	**	5,894,119
	MM MID CAP GRTH I	Mutual Fund	**	1,992,174
	TRP NEW HORIZONS I	Mutual Fund	**	14,789,613
	JPM US EQUITY R6	Mutual Fund	**	12,347,492
*	FID GOVT MMKT	Money Market Fund	**	12,477,125
*	FID US BOND IDX	Mutual Fund	**	5,587,334
*	FID EMRG MKTS IDX	Mutual Fund	**	2,965,310

Airbus Americas, Inc. 401(k) Savings Plan

EIN #13-3243459 Plan #003

Schedule H, Line 4i – Schedule of Assets (Held at End of Year) (continued)

December 31, 2023

(a)	(b) Identity of Issue, Borrower, Lessor or Similar Party	(c) Description of Investment, Including Maturity Date, Rate of Interest, Collateral, and Par or Maturity Value	(d) Cost	(e) Current Value
*	FID MID CAP IDX	Mutual Fund	**	$ 3,072,715
*	FID SM CAP IDX	Mutual Fund	**	3,239,994
*	FID TOTAL MKT IDX	Mutual Fund	**	22,428,003
*	FID INTL INDEX	Mutual Fund		6,383,194
*	FID INFL PR BD IDX	Mutual Fund	**	1,640,833
*	FID MIP CL 2	Collective Trust Fund	**	15,064,250
	Total investments			376,062,750
*	Participant loans	Interest rates ranging from 4.25% to 9.50%, maturing at dates through December 2036		2,814,263
				$ 378,877,013

* Party-in-interest as defined by ERISA.

** Historical cost information is not required as all investments are participant-directed.

EY | Building a better working world

EY exists to build a better working world, helping to create long-term value for clients, people and society and build trust in the capital markets.

Enabled by data and technology, diverse EY teams in over 150 countries provide trust through assurance and help clients grow, transform and operate.

Working across assurance, consulting, law, strategy, tax and transactions, EY teams ask better questions to find new answers for the complex issues facing our world today.

EY refers to the global organization, and may refer to one or more, of the member firms of Ernst & Young Global Limited, each of which is a separate legal entity. Ernst & Young Global Limited, a UK company limited by guarantee, does not provide services to clients. Information about how EY collects and uses personal data and a description of the rights individuals have under data protection legislation are available via ey.com/privacy. EY member firms do not practice law where prohibited by local laws. For more information about our organization, please visit ey.com.

Ernst & Young LLP is a client-serving member firm of Ernst & Young Global Limited operating in the US.

© 2024 Ernst & Young LLP.
All Rights Reserved.

ey.com

FINANCIAL STATEMENTS AND
SUPPLEMENTAL SCHEDULES

Airbus Americas, Inc. 401(k) Savings Plan
December 31, 2023 and 2022,
and Year ended December 31, 2023
With Report of Independent Auditors

Ernst & Young LLP



Airbus Americas, Inc. 401(k) Savings Plan

Financial Statements and Supplemental Schedules

December 31, 2023 and 2022, and Year ended December 31, 2023

Contents

Report of Independent Auditors....1

Financial Statements

Statements of Net Assets Available for Benefits....6
Statement of Changes in Net Assets Available for Benefits....7
Notes to Financial Statements....8

Supplemental Schedules

Schedule H, Line 4a – Schedule of Delinquent Participant Contributions....19
Schedule H, Line 4i – Schedule of Assets (Held at End of Year)....20

Ernst & Young LLP
Suite 1000
55 Ivan Allen Jr. Boulevard
Atlanta, GA 30308

Tel: +1 404 874 8300
Fax: +1 404 817 5589
ey.com

Report of Independent Auditors

Plan Administrator and Retirement Investment Committee
Airbus Americas, Inc. 401(k) Savings plan

Scope and Nature of the ERISA Section 103(a)(3)(C) Audit for the 2023 Financial Statements

We have performed an audit of the financial statements of Airbus Americas, Inc. 401(k) Savings plan (the Plan), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statement of net assets available for benefits as of December 31, 2023, and the related statement of changes in net assets available for benefits for the year then ended, and the related notes (collectively referred to as the "financial statements").

Management, having determined it is permissible in the circumstances, has elected to have the audit of the financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audit need not extend to any statements or information related to assets held for investment of the Plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained a certification from a qualified institution as of December 31, 2023, and for the year then ended, stating that the certified investment information, as described in Note 3 to the financial statements, is complete and accurate.

Opinion on the 2023 Financial Statements

In our opinion, based on our audit and on the procedures performed as described in the Auditor's Responsibilities for the Audit of the 2023 Financial Statements section

- the amounts and disclosures in the accompanying financial statements, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.

A member firm of Ernst & Young Global Limited

- the information in the accompanying financial statements related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Basis for Opinion on the 2023 Financial Statements

We conducted our audit in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the 2023 Financial Statements section of our report. We are required to be independent of the Plan and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the 2023 Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error. Management's election of the ERISA Section 103(a)(3)(C) audit does not affect management's responsibility for the financial statements.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for one year after the date that the financial statements are available to be issued.

Management is also responsible for maintaining a current plan instrument, including all plan amendments, administering the Plan, and determining that the Plan's transactions that are presented and disclosed in the financial statements are in conformity with the Plan's provisions, including maintaining sufficient records with respect to each of the participants, to determine the benefits due or which may become due to such participants.

Auditor's Responsibilities for the Audit of the 2023 Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit for the 2023 Financial Statements section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists.

A member firm of Ernst & Young Global Limited

The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.

- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.

- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

Our audit did not extend to the certified investment information, except for obtaining and reading the certification, comparing the certified investment information with the related information presented and disclosed in the financial statements, and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of accounting principles generally accepted in the United States of America.

Accordingly, the objective of an ERISA Section 103(a)(3)(C) audit is not to express an opinion about whether the financial statements as a whole are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control related matters that we identified during the audit.

A member firm of Ernst & Young Global Limited

Building a better working world

Other Matters

Supplemental Schedules Required by ERISA

The supplemental schedules of assets (held at end of year) as of December 31, 2023, and delinquent participant contributions for the year then ended (referred to as the "supplemental schedules"), are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

In forming our opinion on the supplemental schedules, we evaluated whether the supplemental schedules, other than the information agreed to or derived from the certified investment information, including their form and content, are presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion

- the form and content of the supplemental schedules, other than the information in the supplemental schedules that agreed to or is derived from the certified investment information, are presented, in all material respects, in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

- the information in the supplemental schedules related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Report of Other Auditors on 2022 Financial Statements

Another auditor performed an audit on the financial statements of the Plan as of and for the year ended December 31, 2022. In accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA, their audit did not extend to any statements or information related to assets held for

A member firm of Ernst & Young Global Limited

Building a better working world

investment of the Plan that were certified by a qualified institution. In their report dated October 11, 2023, they indicated that in their opinion (a) the amounts and disclosures in the financial statements, other than those agreed to or derived from the certified investment information, were presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America, and (b) the information in the financial statements related to assets held by and certified to by a qualified institution agreed to, or was derived from, in all material respects, the information prepared and certified by an institution that management determined met the requirements of ERISA Section 103(a)(3)(C).

Ernst & Young LLP

October 15, 2024

A member firm of Ernst & Young Global Limited

Airbus Americas, Inc. 401(k) Savings Plan

Statements of Net Assets Available for Benefits

	December 31	
	2023	**2022**
Assets		
Investments, at fair value	**$ 376,062,750**	$ 290,717,196
Notes receivable from participants	**2,814,263**	2,302,670
Net assets available for benefits	**$ 378,877,013**	$ 293,019,866

See accompanying notes.

Airbus Americas, Inc. 401(k) Savings Plan

Statement of Changes in Net Assets Available for Benefits

Year Ended December 31, 2023

Additions	
Investment income:	
Net appreciation in fair value of investments	$ 46,900,539
Interest and dividends	10,388,551
Total net investment income	57,289,090
Interest income on notes receivable from participants	148,082
Contributions:	
Participants	15,979,367
Rollover	2,517,012
Employer	20,394,812
Total contributions	38,891,191
Total additions	96,328,363
Deductions:	
Benefits paid to participants	(25,451,521)
Administrative expenses	(117,075)
Total deductions	(25,568,596)
Transfer due to Plan merger	15,097,380
Net increase	85,857,147
Net assets available for benefits:	
Beginning of the year	293,019,866
End of the year	$ 378,877,013

See accompanying notes.

Airbus Americas, Inc. 401(k) Savings Plan

Notes to Financial Statements

December 31, 2023

1. Description of the Plan

The following description of Airbus Americas, Inc. 401(k) Savings Plan (the Plan) provides only general information. Participants should refer to the Plan documents and any amendments thereto for a more complete description of the Plan's provisions.

General

The Plan is a defined contribution 401(k) and profit-sharing plan covering substantially all employees of Airbus Americas, Inc., Airbus Americas Customer Services, Inc., A^3 by Airbus LLC, Satair USA, Inc., VOOM VFI LLC, AV Capital Management LLC, VAS Aero Services, LLC, and TESAT Spacecom US LLC (collectively, the Company). Airbus Group Supply & Services, Inc. employees were allowed to participate prior to their exclusion effective January 1, 2020. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974, as amended (ERISA).

Employees not eligible to participate in the Plan are: (1) Employees who are employed by the Airbus US Manufacturing Facility in Mobile, AL; (2) (A) Employees who are expatriates from a country other than the United States and who are on the active United States payroll of the Employer or a Participating Employer are not eligible to participate in the Plan if (i) they are employed for a limited duration in the United States, or (ii) they are subject to the terms of an employment agreement that specifies that they remain in their home country retirement system; (B) Employees transferred to a Related Employer that has not adopted this Plan as a Participating Employer or who are no longer on the active United States payroll of the Employer or a Participating Employer shall no longer be eligible to participate in the Plan; however, this does not include Employees who are expatriated from the United States to work in another country for a limited duration, as these Employees shall continue to be eligible to participate in the Plan until they no longer are on the active United States payroll of the Employer or a Participating Employer; (3) Professional Employer Organization (PEO) employees; (4) non-resident aliens, other than those governed by the Local+ policy, regardless of whether they have earned income that constitutes US source income; (5) Employees of Airbus Robotics, LLC. Effective January 1, 2024, you are also not eligible to participate if you are an individual who is a signatory to a contract, letter of agreement, or other document that acknowledges your status as an independent contractor not entitled to benefits under the Plan and you are not otherwise classified by the Employer as a common law employee or the Employer does not withhold income taxes, file Form W-2 (or any replacement form), or remit Social Security payments to the to the Federal government for you, even if you are later adjudicated to be a common law employee.

1. Description of the Plan (continued)

Effective March 14, 2022, the Plan was restated and the Plan adopted a pre-approved plan document by FMR LLC, to reflect remedial amendments associated with the restatement of its prototype plan (Note 6). The Plan was further restated and amended, effective January 1, 2024 to incorporate all amendments made since its last restatement.

The Satair USA, Inc. Retirement Savings Plan was merged into the Plan effective February 1, 2023. The fair value of the net assets of $15,097,380 was transferred to the Plan and is reflected as Transfer due to Plan merger on the statement of changes in net assets available for benefits.

Trustee, Custodian, and Administration of the Plan

The trustee, custodian and recordkeeper of the Plan is Fidelity Management Trust Company, a wholly owned subsidiary of FMR LLC (collectively, Fidelity). The administrator of the Plan is the Company. Fidelity holds all assets of the Plan in accordance with the service provider contract with the Company. The Retirement Investment Committee (Retirement Committee) oversees the general administration of the Plan, determines the appropriateness of the Plan's investment offerings and monitors investment performance.

Contributions

Each year, participants may contribute up to 75% of pretax annual compensation, but not to exceed the maximum allowed by the Internal Revenue Code (IRC). Participants who have attained age 50 before the end of the Plan year are eligible to make catch-up contributions.

Participants may also contribute amounts representing distributions from other qualified defined benefit or defined contribution plans (rollover contributions). The Plan also allows for Roth deferral contributions. The Plan includes an auto-enrollment provision whereby all newly eligible employees are automatically enrolled in the Plan immediately upon hire unless they affirmatively elect not to participate in the Plan. Automatically enrolled participants have their deferral rate set at 3% of eligible compensation. The deferral rate will increase automatically by 1% per year up to a maximum of 7%.

The Company contributes as an employer matching contribution, 100% up to 3% of eligible compensation that a participant contributes to the Plan. Employees must be employed for 12 months (no minimum service hours are required) to become eligible to receive the employer's matching contribution. The Company also contributes a fixed nonelective contribution to certain

1. Description of the Plan (continued)

eligible participant who were participants in the former money purchase pension plan of 10.25% of eligible annual compensation as defined. A contribution of $15,491,539 was made for the year ended December 31, 2023.

The Company may also make a non-elective discretionary contribution (profit-sharing contribution) to the Plan. Participants must have performed two years of service (defined as 1,000 hours of service during the Plan year) to be eligible for the profit-sharing contribution. No non-elective discretionary contribution was made for the year ended December 31, 2023.

Participants direct the investment of their contributions and any employer contributions into various investment options offered by the Plan. Contributions are subject to certain IRC limitations.

Participant Accounts

Each participant's account is credited with the participant's contributions, including amounts rolled over from other qualified plans, and the Company's contributions, and Plan earnings. Participant accounts are charged with an allocation of administrative expenses that are paid by the Plan. Allocations are based on participant earnings, account balances, or specific participant transactions, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Vesting

Participants are immediately vested in all contributions, as well as the actual earning and losses thereon. Participants that transferred into the Plan from the Strategic Simulation Solutions, LLC 401(k) Plan on May 1, 2019, vest ratably over 6 years beginning with the second year of eligible service.

Participant Loans

Participants may borrow from their accounts a minimum of $1,000 up to a maximum equal to (i) the lesser of $50,000, reduced by the highest outstanding balance of any prior loans from the Plan during the prior one-year period, or (ii) 50 percent of their vested account balance. Also, each participant may not have more than 1 loan outstanding at any time. In general, loan repayment terms range from one to five years, or longer for the purchase of a principal residence, but not to

1. Description of the Plan (continued)

exceed 15 years. The notes are secured by the balance in the participant's account and bear interest at rates that are determined quarterly, at 1% above the prime rate, as defined. Principal and interest are paid ratably through monthly payroll deductions. These loans are subject to certain restrictions as defined by the Plan documents and applicable restrictions under the IRC. If a participant terminates employment with the Company, they may continue to make loan payments through a pre-authorized check agreement. If a participant ceases to make loan repayments and the Plan Administrator deems the participant loan to be in default, the participant loan balance is reduced and a benefit payment is recorded.

Payment of Benefits

Upon termination of service due to death, disability, or retirement, a participant or beneficiary may elect to receive either a lump sum amount equal to the value of the participant's vested interest in his or her account, annual installment payments, or in the form of an annuity. For termination of service for other reasons, a participant may receive the value of the vested interest in his or her account as a lump sum distribution.

The Plan also provides for involuntary distribution of account balances for terminated participants with account balances of less than $5,000. Participant accounts of terminated participants with balances greater than $1,000 are automatically rolled into an IRA account if the participant does not elect payment.

In-service withdrawals are available in certain limited circumstances, as defined by the Plan document. Participants may elect to withdraw from their accounts in the event of proven financial hardship. The minimum hardship withdrawal amount is $500.

Forfeited Accounts

Forfeitures are utilized to reduce Plan expenses or to reduce employer contributions. As of December 31, 2023 and 2022, the total balance in the forfeiture account was $142 and $8,336, respectively. During the year ended December 31, 2023, the Plan utilized $4,591 of forfeitures to offset employer contributions and pay Plan expenses.

2. Summary of Significant Accounting Policies Basis of Accounting

The Plan's financial statements are prepared on the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America (GAAP).

Contributions

Participant contributions and the matching employer contributions are recorded in the year in which the participant contributions are withheld from compensation.

Use of Estimates

The preparation of financial statements in accordance with GAAP requires the Plan's management to make estimates and assumptions that affect the amounts reported in the financial statements and accompanying notes and supplemental schedules. Actual results could differ from estimated amounts.

Investment Valuation and Income Recognition

Investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The Retirement Committee determines the Plan's valuation policies utilizing information provided by the investment advisors and Fidelity. See Note 4 for additional information related to fair value measurements.

The Plan's shares of mutual funds and the money market fund are valued at the daily closing price as reported by the fund. Mutual funds held by the Plan are open-end mutual funds that are registered with the Securities and Exchange Commission. These funds are required to publish their daily net asset value (NAV) and to transact at that price. The mutual funds held by the Plan are deemed to be actively traded.

The investments in the collective trust funds are valued at the NAV of units of the collective trust fund. The NAV, as provided by the trustee of the collective investment trust, is used as a practical expedient to estimate fair value. The NAV is based on the fair value of the underlying investments held by the fund less its liabilities. This practical expedient is not used when it is determined to be probable that the fund will sell the investment for an amount different than the reported NAV. Participant transactions (purchased and sales) may occur daily. There are no unfunded commitments.

2. Summary of Significant Accounting Policies Basis of Accounting (continued)

The preceding methods described above may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, although the Plan believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

Purchases and sales of securities are recorded on a trade-date basis. Interest is recorded on the accrual basis and dividends are recorded on the ex-dividend date. Net appreciation includes the Plan's gains and losses on investments bought and sold as well as held during the year.

Notes Receivable From Participants

Notes receivable from participants represent participant loans that are recorded at their unpaid principal balances plus any accrued but unpaid interest. Interest income is recorded on the accrual basis. Related fees are recorded as administrative expenses and are recorded when they are incurred.

Payment of Benefits

Benefits are recorded when paid.

Administrative Expenses

Certain expenses of maintaining the Plan are paid by the Plan, unless otherwise paid by the Company. Expenses that are paid by the Company are excluded from these financial statements. Fees related to the administration of notes receivable from participants are charged directly to the participant's account and are included in administrative expenses. Investment related expenses are included in net appreciation of fair value of investments.

Revenue Credits

The Plan's trust agreement with Fidelity provides for a participant revenue credit arrangement, whereby the trustee allocates quarterly deposits into the accounts of eligible participants who are invested in certain funds. Unallocated revenue credits at December 31, 2023 and 2022 are $29,739 and $4,226, respectively. During 2023, the Plan received credits of approximately $24,740, none of which were used to pay administrative expenses. Administrative expenses are presented net of revenue credits in the statement of changes in net assets available for benefits.

3. Investments

Certain information related to investments and notes receivable from participants disclosed in the accompanying financial statements and supplemental schedules, including investments held and notes receivable from participants at December 31, 2023 and 2022, and net appreciation in fair value of investments, interest and dividends, and interest income on notes receivable from participants for the year ended December 31, 2023, was obtained or derived from information provided to the Plan administrator and certified as complete and accurate by Fidelity.

4. Fair Value Measurements

The fair value framework establishes a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The fair value hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1) and the lowest priority to unobservable inputs (Level 3). The three levels of the fair value hierarchy are described as follows:

Level 1 – Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the Plan has the ability to access.

Level 2 – Inputs to the valuation methodology include:

- Quoted prices for similar assets or liabilities in active markets;
- Quoted prices for identical or similar assets or liabilities in inactive markets;
- Inputs other than quoted prices that are observable for the asset or liability;
- Inputs that are derived principally from, or corroborated by, observable market data by correlation or other means.

If the asset or liability has a specified (contractual) term, the Level 2 input must be observable for substantially the full term of the asset or liability.

Level 3 – Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

4. Fair Value Measurements (continued)

A financial instrument's level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques maximize the use of relevant observable inputs and minimize the use of unobservable inputs. There have been no changes in the methodologies used at December 31, 2023 or 2022.

The following tables set forth by level, within the fair value hierarchy, the Plan's assets at fair value as of December 31, 2023 and 2022:

	Assets at Fair Value as of December 31, 2023			
	Fair Value Hierarchy Level			
	Total	**Level 1**	**Level 2**	**Level 3**
Investments by fair value level				
Mutual funds	**$ 333,318,633**	**$ 333,318,633**	**$ –**	**$ –**
Money market fund	**12,477,125**	**12,477,125**	**–**	**–**
Total assets at fair value level	**345,795,758**	**$ 345,795,758**	**$ –**	**$ –**
Total investments measured at NAV*	**30,266,992**			
Total investments	**$ 376,062,750**			

	Assets at Fair Value as of December 31, 2022			
	Fair Value Hierarchy Level			
	Total	**Level 1**	**Level 2**	**Level 3**
Investments by fair value level				
Mutual funds	$ 251,262,030	$ 251,262,030	$ –	$ –
Money market fund	11,321,580	11,321,580	–	–
Total assets at fair value level	262,583,610	$ 262,583,610	$ –	$ –
Total investments measured at NAV*	28,133,586			
Total investments	$ 290,717,196			

* Certain investments that are measured at fair value using the net asset value per share (or its equivalent) practical expedient have not been categorized in the fair value hierarchy. The fair value amounts presented in these tables are intended to permit reconciliation of the fair value hierarchy to the amounts presented in the statements of net assets available for benefits.

4. Fair Value Measurements (continued)

Fair Value of Investments in Entities that Use NAV

The following table summarizes investments measured at fair value based on NAV per share as of December 31, 2023 and 2022:

	Fair Value		Redemption	Redemption
	2023	2022	Frequency	Notice Period
Description				
MIP CL 2	**$ 15,064,250**	$ 16,661,744	Daily	None
LARGE CP VALUE I1	**15,202,742**	11,471,842	Daily	None*
Collective trust funds	**$ 30,266,992**	$ 28,133,586		

* The fund requires the Plan sponsor to provide notice of five business days for Plan sponsor directed withdrawals which exceed $1 million or 10% of the assets invested in the fund.

5. Related-Party Transactions and Party-in-Interest Transactions

Certain Plan investments are in funds and accounts that are managed by Fidelity or their subsidiaries and affiliates. Participant loan and distribution processing fees are paid to Fidelity by participants. The Plan also receives revenue credits from Fidelity. The Plan also issues loans to participants which are secured by the vested balance of the participants' accounts. As described in Note 2, the Plan paid certain expenses related to Plan operations and investment activity to various service providers. These transactions are party-in-interest transactions, which are exempt from prohibited transaction rules.

6. Income Tax Status

The underlying pre-approved plan has received an opinion letter from the Internal Revenue Service (IRS) dated June 30, 2020, stating that the written form of the underlying pre-approved document is qualified under Section 401 of the IRC. Any employer adopting this form of the plan will be considered to have a plan qualified under Section 401 of the IRC and, therefore, the related trust is tax-exempt. Once qualified, the Plan is required to operate in conformity with the IRC to maintain its qualified status. The Plan administrator believes the Plan is being operated in compliance with the applicable requirements of the IRC and, therefore, believes the Plan is qualified and the related trust is tax-exempt.

6. Income Tax Status (continued)

GAAP requires Plan management to evaluate tax positions taken by the Plan and recognize a tax liability if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS. Plan management has analyzed the tax positions taken by the Plan and has concluded that there are no uncertain positions taken or expected to be taken. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

7. Risks and Uncertainties

The Plan holds various investment securities. Investment securities, in general, are exposed to various risks, such as interest rate risk, credit risk and overall market volatility. Due to the level of risk associated with certain investment securities, it is reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect the amounts reported in the financial statements and participant account balances.

8. Plan Termination

Although it has not expressed any intent to do so, the Company has the right under the Plan to reduce or discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA. In the event the Plan terminates, participants will become 100% vested in their accounts.

9. Reconciliation of Financial Statements to the Form 5500

The following is a reconciliation of net assets available for benefits per the financial statements at December 31, 2023 and 2022, to the Form 5500:

	2023	**2022**
Net assets available for benefits, per the financial statements	**$ 378,877,013**	$ 293,019,866
Change in value of Collective Trust investment	–	(1,124,749)
Net assets available for benefits, per the Form 5500	**$ 378,877,013**	$ 291,895,117

9. Reconciliation of Financial Statements to the Form 5500 (continued)

	2023
Change in net assets available for benefits, per the financial statements	$ 85,857,147
Change in value of Collective Trust investment	1,124,749
Less: transfer due to Plan merger	(15,097,380)
Change in net assets available for benefits, per the Form 5500	$ 71,736,434

10. Subsequent Events

The Plan Administrator has evaluated subsequent events through October 15, 2024 the date the financial statements were available to be issued. The Plan Administrator is not aware of any subsequent events which would require recognition or disclosure in the financial statements, other than as disclosed in Note 1.

Supplemental Schedules

Airbus Americas, Inc. 401(k) Savings Plan

EIN #13-3243459 Plan #003

Schedule H, Line 4a – Schedule of Delinquent Participant Contributions

For the Year ended December 31, 2023

Participant Contributions Transferred Late to Plan	Totals That Constitute Non-Exempt Prohibited Transactions			
Check Here if Late Participant Loan Repayments are Included [X]	Contributions not Corrected	Contributions Corrected	Contributions Pending Correction in VFCP	Total Fully Corrected Under VFCP and PTE 2002-51
$ 448,395	$ –	$ 448,395	$ –	$ –

Participant contributions and loan repayments were not remitted timely during the year ended December 31, 2022, but were subsequently deposited into the Plan. Lost earnings were determined and deposited during 2024.

Airbus Americas, Inc. 401(k) Savings Plan

EIN #13-3243459 Plan #003

Schedule H, Line 4i – Schedule of Assets (Held at End of Year)

December 31, 2023

(a)	(b) Identity of Issue, Borrower, Lessor or Similar Party	(c) Description of Investment, Including Maturity Date, Rate of Interest, Collateral, and Par or Maturity Value	(d) Cost	(e) Current Value
	GGTC LARGE CP VALUE I1	Collective Trust Fund	**	$ 15,202,742
	TRP UST INTM INDEX I	Mutual Fund	**	2,214,635
	PIM TOTAL RT INST	Mutual Fund	**	4,738,647
	TRP SPCTRM DVRSFD EQ	Mutual Fund	**	5,500,587
	TRP SPECTRUM INCOME	Mutual Fund	**	3,200,473
	HARBOR CAP APP INST	Mutual Fund	**	18,307,651
	TRP SM CAP VALUE I	Mutual Fund	**	4,812,839
	TRP MID CAP VALUE I	Mutual Fund	**	12,379,668
	TRP TARGET 2005 I	Mutual Fund	**	117,648
	TRP TARGET 2010 I	Mutual Fund	**	583,607
	TRP TARGET 2015 I	Mutual Fund	**	1,034,738
	TRP TARGET 2020 I	Mutual Fund	**	5,407,002
	TRP TARGET 2025 I	Mutual Fund	**	20,597,662
	TRP TARGET 2030 I	Mutual Fund	**	35,081,329
	TRP TARGET 2035 I	Mutual Fund	**	35,484,414
	TRP TARGET 2040 I	Mutual Fund	**	26,768,653
	TRP TARGET 2045 I	Mutual Fund	**	24,217,760
	TRP TARGET 2050 I	Mutual Fund	**	18,474,941
	TRP TARGET 2055 I	Mutual Fund	**	9,321,006
	TRP TARGET 2060 I	Mutual Fund	**	3,590,485
	TRP SCIENCE & TECH I	Mutual Fund	**	15,773,973
	MFS RESEARCH INTL R6	Mutual Fund	**	5,041,551
	MFS INTL NEW DISC R6	Mutual Fund	**	328,583
	AF NEW PERSPECT R6	Mutual Fund	**	5,894,119
	MM MID CAP GRTH I	Mutual Fund	**	1,992,174
	TRP NEW HORIZONS I	Mutual Fund	**	14,789,613
	JPM US EQUITY R6	Mutual Fund	**	12,347,492
*	FID GOVT MMKT	Money Market Fund	**	12,477,125
*	FID US BOND IDX	Mutual Fund	**	5,587,334
*	FID EMRG MKTS IDX	Mutual Fund	**	2,965,310

Airbus Americas, Inc. 401(k) Savings Plan

EIN #13-3243459 Plan #003

Schedule H, Line 4i – Schedule of Assets (Held at End of Year) (continued)

December 31, 2023

(a)	(b) Identity of Issue, Borrower, Lessor or Similar Party	(c) Description of Investment, Including Maturity Date, Rate of Interest, Collateral, and Par or Maturity Value	(d) Cost	(e) Current Value
*	FID MID CAP IDX	Mutual Fund	**	$ 3,072,715
*	FID SM CAP IDX	Mutual Fund	**	3,239,994
*	FID TOTAL MKT IDX	Mutual Fund	**	22,428,003
*	FID INTL INDEX	Mutual Fund		6,383,194
*	FID INFL PR BD IDX	Mutual Fund	**	1,640,833
*	FID MIP CL 2	Collective Trust Fund	**	15,064,250
	Total investments			376,062,750
*	Participant loans	Interest rates ranging from 4.25% to 9.50%, maturing at dates through December 2036		2,814,263
				$ 378,877,013

* Party-in-interest as defined by ERISA.

** Historical cost information is not required as all investments are participant-directed.

EY | Building a better working world

EY exists to build a better working world, helping to create long-term value for clients, people and society and build trust in the capital markets.

Enabled by data and technology, diverse EY teams in over 150 countries provide trust through assurance and help clients grow, transform and operate.

Working across assurance, consulting, law, strategy, tax and transactions, EY teams ask better questions to find new answers for the complex issues facing our world today.

EY refers to the global organization, and may refer to one or more, of the member firms of Ernst & Young Global Limited, each of which is a separate legal entity. Ernst & Young Global Limited, a UK company limited by guarantee, does not provide services to clients. Information about how EY collects and uses personal data and a description of the rights individuals have under data protection legislation are available via ey.com/privacy. EY member firms do not practice law where prohibited by local laws. For more information about our organization, please visit ey.com.

Ernst & Young LLP is a client-serving member firm of Ernst & Young Global Limited operating in the US.

© 2024 Ernst & Young LLP.
All Rights Reserved.

ey.com