

Main steps – ESOP 2025



1. Communication of ESOP programme

At the beginning of the campaign you will receive the general information needed about ESOP. Further information is also available on Airbus Hub (Human Resources > Compensation & Benefits > Corp Schemes & Benefits > ESOP/ Free share plan).



2. Subscription process – how to subscribe

The subscription period will take place **from 8am CET, 27 February to 5.30pm CET on 13 March 2025**. The tool will open on 21 February so that you can start reviewing detailed information about ESOP.

Register to subscribe at www.esop.airbus.com.

To subscribe, you will have to register your personal data online which is required for a correct share allocation on your deposit account.

If you have any issues or in case you do not have access to the web application, contact the multilingual call center for assistance.

France: 0805 980 327

UK: 0800 026 0233

Germany: 0800 627 0982

Spain: 800 000 114

Other countries: +33 557 925889

Call center opening hours:

08:00 am CET – 08:00 pm CET,

Monday to Friday,

27 February – 12 March 2025

08:00 am CET – 05:30 pm CET,

Thursday 13 March 2025

Do not forget your Airbus Corporate ID, available on your payslip or from your local HR Department, in order to go through an identification process during the call (you will have to provide certain personal information to be recognised).

NOTE: If you connect via your work desktop or laptop computer you will be automatically logged in without any further requests for information.



3. Granting of shares

The shares will be granted on the **1st of April 2025**. You become the owner of the shares at that point and you will not be able to sell them for 3 years* (**until 1 April 2028**).

* Unless specific local rules apply



4. Receipt of bank statement

Depending on your choice of financial institution, any newly acquired shares will appear on your account **by the end of April 2025** at the latest, and be accessible via your online banking. The banks also send their customers an annual shareholder statement.



5. Payment of subscribed shares and taxes

When you confirm your subscription, you commit to paying the full amount of your purchase, as well as any applicable social contributions and / or taxes, for up to three months through payroll deduction. Your subscription must be fully paid by the end of the third month of deduction, with no remaining balance. If this is not the case, Airbus reserves the right to take appropriate measures, such as limiting your investment amount in any future offer.

As payment terms and deadlines may vary by country, please refer to your applicable "Country Supplement". It will also provide you with local regulatory specifics and the tax rules that apply to your ESOP subscription.

You can find them at: **www.esop.airbus.com** and on Airbus Hub (Human Resources > Compensation & Benefits > Corp Schemes & Benefits > ESOP/ Free Share Plan).

Oversubscription

There is always a risk of oversubscription to the programme. In the event of oversubscription, employees will be informed accordingly after the end of the subscription period. Please note that in case of oversubscription, you will receive neither the initial number of subscribed shares, nor the matched shares. In this case, all participants' subscriptions will be reduced proportionally.

This brochure is for information purposes only and does not replace the 2025 ESOP Plan Rules.