

# ESOP

## Employee Share Ownership Plan

**From 27 February to 13 March 2025, mark your calendar and do not miss the opportunity to invest in Airbus!**

Do not miss the opportunity to purchase Airbus shares at market value



Receive additional shares **with a 40% discount**

### WHY? Becoming an Airbus shareholder

Do you trust in the future of Airbus and want to invest in our company? Seize the opportunity to subscribe to ESOP and benefit from favourable conditions as described below.

### WHAT? Subscription Grid 2025

Package	Fixed number of shares acquired by the employee	Number of shares matched by Airbus	Total number of shares received by the employee
1	3	2	5
2	6	4	10
3	9	6	15
4	18	12	30
5	30	20	50
6	42	28	70
7	54	36	90
8	72	48	120
9	99	66	165

You can benefit from one of the proposed packages above. During the subscription period you can modify or cancel your share purchase at any time.

At the end of the period your last subscription registered on the subscription tool will be taken into account.

Please note that the final number of shares granted might be capped in the event of oversubscription.

### WHO? Eligibility criteria

- Be an Airbus employee belonging to an entity with more than 50% Airbus ownership (or listed in the Country Supplement).
- Be employed between **31 December 2024** and **1 April 2025** by one of the Airbus entities participating in the ESOP offer in a country where the scheme is legally deployed.

If you are under 18 years old the form to be filled and signed is on the subscription website.

### WHEN? Subscription period

**From 8am CET, 27 February to 5.30pm CET, 13 March 2025**

Under the terms of the scheme, you must hold these shares for at least three years (**until 1 April 2028**).

<sup>1</sup> Unless specific local rules apply.

### HOW? Your two options to purchase shares

Register to subscribe at [www.esop.airbus.com](http://www.esop.airbus.com).

If you are unable to access the web application please call the multilingual call centre below:

**France:** 0805 980 327

**UK:** 0800 026 0233

**Germany:** 0800 627 0982

**Spain:** 800 000 114

**Other countries:** +33 557 925889

**Call Centre opening hours:**

8am – 8pm CET, Monday to Friday,

27 February – 12 March 2025

8am – 5.30pm CET,

Thursday 13 March 2025

**DO NOT FORGET YOUR AIRBUS CORPORATE ID,**  
available on your payslip or from your local HR Department.

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

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

### Impact of share price evolution on your investment\*

#### Share price evolution

Airbus shares are traded on several stock exchanges under the trade name Airbus (and ticker AIR). Purchase shares at fair market value determined by the Airbus Board of Directors on 19 February 2025, which will correspond to the closing price of Airbus shares on the Paris stock exchange.

**Note:** In case of decrease of the market share price after 19 February, if the market share price on the date preceding the delivery of the shares is below the ESOP 2025 subscription share price, the shares will be purchased at the closing price of Airbus shares on the Paris stock exchange on 31 March 2025 in case of direct ownership.



**Note:** Past performance is no guarantee of future performance.

**IMPORTANT: Share price evolution on the stock market is unpredictable. Please remember that the price of Airbus shares can go up or down. The decision on whether to invest in shares remains yours.**

Example on share price\* evolution between 19 February and 31 March based on package 2: **6 shares + 4 matching shares.**

		Subscription Share Price (set on 19/02/25)	Share value on 31/03/25*	Total paid by the employee	Equivalent price per share**	Total value of the shares on 01/04/2025*
Scenario 1: increasing share price of 10%	↑	150	165	900	90	1650
Scenario 2: equivalent share price	↔	150	150	900	90	1500
Scenario 3: decreasing share price of 10%	↓	150	135	810	81	1350

\* These values are provided for illustration purposes only and do not intend to predict the market value of the Airbus share in the future.

\*\* Please remember that social charges and/or tax, if applicable, will come in addition.

### Your responsibility regarding payment of the shares

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, in 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.**

46 countries/regions involved

