

# **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<br>shares acquired by the<br>employee | Number of<br>shares matched<br>by Airbus | Total number of<br>shares received by the<br>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

# 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 20281).

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

#### HOW?

## Your two options to purchase shares

Register to subscribe at 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

# **Call Centre opening hours:**

8am - 8pm CET, Monday to Friday, 27 February - 12 March 2025 8am - 5.30pm CET,

Other countries: +33 557 925889

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

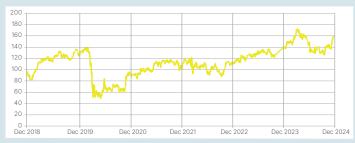
NOTE: If you connect via your work desktop or laptop computer you will be

## 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<br>Share Price<br>(set on<br>19/02/25) | Share<br>value on<br>31/03/25* | Total paid<br>by the<br>employee | Equivalent<br>price per<br>share** | Total value<br>of the<br>shares on<br>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



