



Airbus Amber

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**To**  
all eligible employees

**From**  
Thierry Baril

**Siglum**  
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Blagnac,  
February 21, 2025.

## Employee Share Ownership Plan 2025 (ESOP)

Dear colleagues,

The continued growing success of the Airbus ESOP campaigns each year is a fantastic sign that you, Airbus employees, are committed to the company and eager to support its purpose: to pioneer sustainable aerospace for a safe and united world and lead the decarbonation of our industry.

I am very pleased to inform you that on 19 February our Board of Directors approved the launch of the 2025 ESOP programme. Once again, you will have the opportunity to invest in Airbus.

We have kept the following elements of the offer, demonstrating the importance that the ESOP programme holds for the top management and the Board of Directors:

- The campaign is deployed in 46 countries and territories
- We ask participants to hold 2025 ESOP shares for at least three years. This change, implemented in 2024, harmonised the plan around the world. The envelope of shares will remain the same as 2024: 3.5 million shares. It should limit the oversubscription we faced in past years.

We have made **three key changes** to the programme for 2025:

- We have simplified the offer and there will now be a **unique discount of 40% on all the packages**
- We are **expanding the grid** of available packages from **six to nine packages**, ranging from three to 99 purchased shares. This new grid allows for more linearity in the offer
- We have made some adjustments to the payment method. Before subscribing to the ESOP 2025 programme we ask you to **carefully read your local “Country supplement”**, in order to be aware of any changes in your country.

The subscription period will last two weeks: from **8am CET on 27 February 2025, to 5.30pm CET on 13 March 2025**. Access the online tool to follow the self-registration process, which will guide you step by step through the subscription process.

The decision to invest in shares is yours alone. Please take the necessary time to carefully read all of the information that is published on the Hub and on the ESOP subscription tool, paying **particular attention to the Country supplement** and plan rules to ensure you fully understand all conditions and tax consequences.

More information on the various options and packages is available online at [www.esop.airbus.com](http://www.esop.airbus.com) and



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on the Hub [*Human Resources > Compensation & Benefits > Corp Schemes & Benefits > ESOP / Free share plan*].

Kindest regards,

Thierry BARIL  
**Chief HR & Workplace Officer**