



Airbus Amber

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To
all eligible employees

From
Thierry Baril

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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.

Please note that participation is possible in only one scheme, either the ESOP 2025 or the SIP 2025. If an application is completed for both schemes (ESOP 2025 and SIP 2025), the application for ESOP will not be taken into account.

ESOP/SIP Key features 2025 at a glance:

The two schemes will run concurrently for employees under UK contract.



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1) ESOP - Employee Share Ownership Plan

The Airbus ESOP provides the opportunity to purchase a greater number of shares, but with tax consequences.

Employees get a unique opportunity to purchase a fixed number of Airbus shares at market value and receive matching shares based on a determined ratio, leading to a 40% benefit of the amount you may choose to invest. Nine packages are proposed.

We encourage you to refer to the ESOP documentation that you have received by e-mail or by post at home.

Note: Deductions for ESOP purchases via payroll will begin in April 2025 for employees in the UK. Deductions will take place between April and June 2025.

More information on the various options and packages is available online at www.esop.airbus.com and on the Hub [*Human Resources > Compensation & Benefits > Corp Schemes & Benefits > ESOP / Free share plan*].

2) SIP - Share Incentive Plan

The Airbus SIP provides the opportunity to purchase shares with a maximum tax saving value of £1,800.

It allows the UK employees with the opportunity to purchase Airbus shares while maximising the benefits allowed under UK tax law.

It is possible to invest up to £300 per month from your pre-tax salary to acquire Airbus shares (referred to as Partnership Shares) at the end of a six-month accumulation period. Airbus will award additional bonus shares (known as Matching Shares). SIP investments are made by deduction from pay before Income Tax and National Insurance contributions are deducted.

This is significantly different to investments made under ESOP. Shares are held in Trust on your behalf and become free of Income Tax and National Insurance if held in the Trust for at least five years. The six-month accumulation period for the SIP scheme will be from April to September 2025.

We encourage you to refer to the booklet provided by the Trustees which is designed to explain how to join the scheme and how it operates in more detail. The documentation is also available online at www.shareview.co.uk/clients/airbus.

It is important to highlight that you should carefully consider the merits of both schemes before making any commitment to purchase. Please be reminded that you may only participate in one of these schemes.

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.

Kindest regards,

Thierry BARIL
Chief HR & Workplace Officer