



Airbus Amber

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To
all eligible UK employees

From
Thierry Baril

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Blagnac,
February 16, 2024.

Employee Share Ownership Plan (ESOP) and Share Incentive Plan (SIP) 2024

Dear colleagues,

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

I am very pleased to inform you that on 14 February our Board of Directors approved the launch of the 2024 Employee Share Ownership Plan (ESOP) programme and the Share Incentive Plan (SIP). Once again, you will have the opportunity to select from an attractive range of offers, with the discount ranging from 35% to 50% according to the package chosen.

Compared to 2023, there are **two new highlights in the programme** to consider:

- This year we are expanding the scope of our offer: the Board has approved a significant increase in the envelope of shares for the ESOP, which will be **3.5 million shares**, an increase from last year's 2.2 million. This demonstrates the importance that the ESOP holds for top management and the Board. Such an expansion in the shares available should allow us to **reduce the oversubscriptions** that we faced in 2022 and 2023. If you decide to participate in the ESOP, please select carefully the package you want. It is important to note that the increase in the envelope of shares as mentioned above will limit, if not eliminate, the risk of having it reduced to a lesser package, as it was often the case in the last two years.
- In order to harmonise the plan around the world and improve the share of capital held by employees, the Board has decided to ask participants to hold 2024 ESOP shares for **at least three years, replacing the previous requirement of only one year**. I strongly encourage you to look closely at the comprehensive documentation to understand the implications of this change.

The subscription period will last two weeks, from **22 February 2024 08:00 am CET to 7 March 2024 17:30 pm CET**.

The online tool and self-registration will guide you step by step through the subscription process.

Support is available to all employees to help them make the correct choice for their personal situation.

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Please note that **participation is possible in only one scheme**, either the ESOP 2024 or the SIP 2024. If an application is completed for both schemes (ESOP 2024 and SIP 2024), the application for ESOP will not be taken into account.

Key features of ESOP/SIP 2024 at a glance

The two schemes will run concurrently for employees on UK contract:

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 potential benefit up to 50% of the amount you may choose to invest. Six 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 2024** for employees in the UK. Should the 'three instalments option' be selected, deductions will take place between April and June 2024.

More information on the various options and packages is available online at www.esop.airbus.com and on the Hub [*Employee services > 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 UK employees to purchase Airbus shares, while maximising the benefits allowed under UK tax law.

You may 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 2024**.

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.

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

Kindest regards,

Thierry BARIL
Chief HR & Workplace Officer