ESOP Employee Share Ownership Plan

Main steps — ESOP 2026

1. Communication of ESOP programme

At the beginning of the campaign you will receive the general information needed about ESOP.

Further information is also available on Airbus Hub (Human Resources > Compensation & Benefits > Corp Schemes & Benefits > ESOP / Free share plan).

2. Subscription process — How to subscribe?

The subscription period will take place from **8am CET, 26 February to 5.30pm CET on 12 March 2026.**

The tool will open on 20 February so that you can start reviewing detailed information about ESOP.

Register to subscribe at **www.esop.airbus.com**. In order to subscribe, you will have to register your personal data online, which is required for a correct share allocation on your deposit account

If you have any issues or in case you do not have access to the web application, contact the multilingual call centre for assistance.

France: 0805 980 327
UK: 0800 026 0233
Germany: 0800 627 0982
Spain: 800 000 114
Other countries: +33 557 925889

Call center opening hours:
8am - 8pm CET,
Monday to Friday,
26 February - 11 March 2026
8am - 5.30pm CET,
Thursday 12 March 2026

Do not forget your Airbus Corporate ID, available on your payslip or from your local HR Department. To subscribe, you will need to go through an identification process during the call (you will have to provide certain personal information to be recognised).

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

3. Granting of shares

The shares will be granted on 2 April 2026. You become the owner of the shares at that point and you will not be able to sell them for three years* (until 2 April 2029).

*Unless specific local rules apply.

4. Receipt of bank statement

Depending on your choice of financial institution, any newly acquired shares will appear on your account **by the end of April 2026** at the latest, and be accessible via your online banking. The banks also send their customers an annual shareholder statement.

5. Payment of subscribed shares and taxes

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, for 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.

You can find them at: **www.esop.airbus.com** and on Airbus Hub (Employee services > Human Resources > Compensation & Benefits > Corp Schemes & Benefits > ESOP / Free Share Plan).

Oversubscription

There is always a risk of oversubscription to the programme. If so, employees will be informed accordingly after the end of the subscription period. Please note that in case of oversubscription, you will receive neither the initial number of subscribed shares, nor the matched shares. In this case, all participants' subscriptions will be reduced proportionally. This brochure is for information purposes only and does not replace the 2026 ESOP Plan Rules.

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