

ESOP

Employee Share Ownership Plan

Employees in Germany - choosing your custody account:

- SOCIETE GENERALE (Default option, Account management in France)
- COMMERZBANK (Account management in Germany)

If you choose to hold your shares in Germany, please consider the following:

Account setup with Commerzbank

To be able to book your shares directly with Commerzbank, you must first open a custody account ('Direktdepot') at your **local Commerzbank branch** or online via [Aktienprogramm-Commerzbank](#) (Company ID 2469). Alternatively, you can also use a custody account with comdirect Bank.

Fees

The custody account with Commerzbank is available free of charge, provided that only ESOP Airbus shares* are booked and held in custody. The cash account linked to this account should be a "Verrechnungskonto Plus" to avoid additional fees. With comdirect you have an additional option, please note this is subject to its own fee structure, so it is worth checking individually before making your choice.

*Please note that fees may apply when transferring shares from previous ESOP campaigns.

Subscription

Please make sure to have your correct bank data ready in order to submit your subscription request:

Bank sort code and Securities account number

Visual screenshots will be available during the subscription process to help you locate the information.