

## Information Document for Participants

This Information Document is supplied to you for information purposes, in addition to the information already contained in the 2022 Airbus Employee Share Ownership Plan Rules (“**2022 ESOP**”), and in accordance with the European Prospectus Regulation (Regulation (EU) 2017/1129 of the European Parliament and of the Council of 14 June 2017). This Information Document shall not constitute a prospectus.

This Informative Note is available at the website of the Portuguese Securities Market Commission ([www.cmvm.pt](http://www.cmvm.pt)) and on Airbus group’s website dedicated to this offering.

Airbus SE (“**Airbus**”) relies on the exemptions provided in the above-mentioned Regulation regarding the offer of shares to its employees in the context of the 2022 ESOP, and the subsequent admission to trading of these securities. The obligation to publish a prospectus does not apply to the offer of the 2022 ESOP because of Article 1 (4) lit. i) and Article 1 (5) lit. h) of the European Prospectus Regulation.

1. The issuer of the securities is Airbus, a European public company (*Societas Europaea*) existing under the laws of The Netherlands, with corporate seat in Amsterdam, The Netherlands, and registered address is Mendelweg 30, 2333 CS Leiden - The Netherlands.

The shares of Airbus are traded on Euronext Paris, on the ‘Regulierter Markt’ of the Frankfurt Stock Exchange and on the Madrid, Bilbao, Barcelona and Valencia Stock Exchanges under the trade name of Airbus (and ticker AIR).

Additional financial information is available on:  
<https://www.airbus.com/investors.html>.

The reason for the 2022 ESOP offering is to encourage the bond between the employees and Airbus allowing them to become shareholders of the company on preferential terms.

2. The securities subject to the 2022 ESOP concern fully paid ordinary shares (“**Shares**”) in the capital of Airbus which ordinarily entitle the holder of the Shares to (i) vote at general meetings of shareholders and (ii) receive dividends decided upon at such general meetings of shareholders. Shares will be admitted to trading on Euronext Paris, on the ‘Regulierter Markt’ of the Frankfurt Stock Exchange and on the Madrid, Bilbao, Barcelona and Valencia Stock Exchanges, and will be newly issued Shares.

In 2022, the employee share ownership plan offers the possibility to subscribe for Shares at such dates as specified in the plan and set by the Airbus Board of Directors on February 16, 2022. The Airbus Board of Directors acts upon the Annual General meeting authorization dated April 14, 2021.

3. The Shares are to be offered as a global benefit in more than 40 countries in order to promote employee long-term shareholding under preferential conditions and provide employees the opportunity to participate in and benefit from Airbus’ successes.
4. The details of how Shares may be acquired by employees under the 2022 ESOP, are as follows:

- (a) eligible employees of Airbus will be invited to subscribe Shares pursuant to the 2022 ESOP, between February 24 (8:00 CET) and March 10, 2022 (17:30 CET) (inclusive), at the subscription price (“**Subscription Price**”);
- (b) all employees, employed at least since December 31, 2021 and still employed on the date of the capital increase (date of delivery of shares) in all companies of AIRBUS group in which AIRBUS holds, directly or indirectly, at least 50% of share capital, located in a participating country, including Portugal,<sup>1</sup> are eligible to participate in the 2022 ESOP offering;
- (c) the Subscription Price will be determined on February 16, 2022 and represent the closing price of Airbus Shares on the Paris Stock Exchange on February 16, 2022. However, if the closing price on February 16, 2022 reveals to be higher than the closing price of Airbus share on the date preceding the capital increase, the Subscription Price will be equal to the closing price of Airbus share on the date preceding the capital increase;
- (d) the relevant Subscription Price, in Euro, may be paid:
- automatically via payroll deduction either in one instalment in April or in three instalments in April, May and June 2022 – when defining the amount of your investment, you shall take into account that (i) deduction cannot cause your net monthly salary to be less than the minimum wage (€ 705), (ii) deduction cannot cause you to receive less than 2/3 (two thirds) of your net monthly salary, (iii) where 2/3 (two thirds) of your net monthly salary is more than three minimum wages (currently € 2,115), the amount in excess of € 2,115 (i.e., the difference between € 2,115 and the your net monthly salary) can be deducted; or
  - according to different payment modalities that may apply locally – you are invited to contact your local employer to see if and which alternatives are possible for your country;
- (e) for each fixed number of Shares subscribed by employees pursuant to the 2022 ESOP, Airbus will grant matching shares (“**Matching Shares**”) based on a determined ratio depending on the number of Shares subscribed as follows:

Fixed number of Shares acquired by the employees	Number of Matching Shares offered by Airbus	Total number of shares received by the employees	Equivalent of purchase price per shares with a Discount of
5	+ 5	10	50%
10	+ 9	19	47%
15	+ 12	27	44%
30	+ 20	50	40%

<sup>1</sup> The share capital of the participating companies in Portugal is held by Airbus by more than 50%.

60	+ 35	95	37%
100	+ 55	155	35%

- (f) the fixed number of Shares available for purchase are as follows: 5, 10, 15, 30, 60 or 100 Shares;
- (g) your maximum investment is limited to the amount corresponding to the Subscription Price of 100 Shares;
- (h) it is foreseen that all Shares will be granted by capital increase on March 17, 2022, the date employees would become owners of the Shares;
- (i) employees cannot sell their Shares for a period of one year as from the date of their registration in the share accounts, except investments made by employees in France in the framework of the Group Savings Plan, and by employees in Australia, Italy, Spain and the Netherlands where specific rules apply. It is therefore foreseen that employees could only sell their Shares after March 17, 2023 if they so wish (“**Lock-up Period**”);
- (j) participants’ shares can be disposed before the Lock-up Period in case of death only. In particular, the Lock-up Period remains applicable in case of termination of the employment contract;
- (k) the current Share price may be found on the Investor Relations page of the Airbus website (<http://www.airbus.com>);
- (l) the approximate number of Shares that will be available to employees in this offering is 2,200,000 Shares, including 800,000 Matching Shares and 150,000 shares under UK SIP<sup>2</sup>;
- (m) the exact number of Shares granted to a given employee on March 17, 2022 will depend on the number of Shares subscribed by other employees worldwide. In case of oversubscription, the number of Shares would be reduced. Employees would be informed accordingly within 20 working days after the end of the subscription period. All participants’ subscriptions would be reduced proportionally;
- (n) please note that this offering is provided to you by Airbus, the European public company (*Societas Europaea*), not by your local employer. The decision to make this offering and to include a beneficiary is taken by Airbus in its sole discretion and there is no obligation of Airbus to make any future offerings or to include you as a beneficiary of any such future offerings;
- (o) the offering does not form part of your employment agreement and does not amend or supplement such agreement. Your participation to 2022 ESOP does not confer you any rights to participate to similar offerings in the future;

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<sup>2</sup> i.e., the Share Incentive Plan, a scheme approved by the UK tax authorities and currently in place for UK.

- (p) benefits or payments that you may receive or be eligible for under the offering will not be taken into consideration in determining the amount of any future benefits, payments or other entitlements, if any, that may be due to you (including in cases of termination of employment);
- (q) this offering does not constitute consideration for services rendered to Airbus or Airbus group companies by the subscribers, and is not remuneration, of a continuous or recurrent nature, and is not part of the remuneration of the employees.

Note: the information set out above is provided solely for the purposes of complying with the European Prospectus Regulation and is a summary of certain terms of the 2022 ESOP. It complies with the ESMA Recommendations (formerly “CESR”). If there is a conflict between the summary above and the rules of the 2022 ESOP, the rules of 2022 ESOP will prevail. A copy of the rules of the 2022 ESOP constitutes the attachment hereto and constitutes part of this Information Document and is available on the subscription website and on the Airbus’ intranet.

This is an informative document concerning the terms of the offering herein described and it does not constitute a recommendation, advice or suggestion of Airbus or any entity within the Airbus group in order to lead the employees to subscribe the offered shares, being the investment decision to be made by such employees entirely free and voluntary.