

A low-angle shot of an Airbus A350 wing against a bright, hazy sky. The wing is dark and curves upwards from the bottom right towards the top left. The sun is visible as a bright, glowing orb in the upper left, creating a lens flare effect. The text 'A350' is printed in white on the upper surface of the wing.

**We make it fly**

Airbus Employee Share Ownership Plans

Esop Centre employee equity summit Paris  
21 June 2018

**AIRBUS**

# Agenda

About Airbus (Angelina Lederle)

Airbus ESOP at a Glance (Angelina Lederle)

Challenges & Success Factors (Angelina Lederle)

About Equiniti (Graham Avinou)

The UK Plan (Graham Avinou)

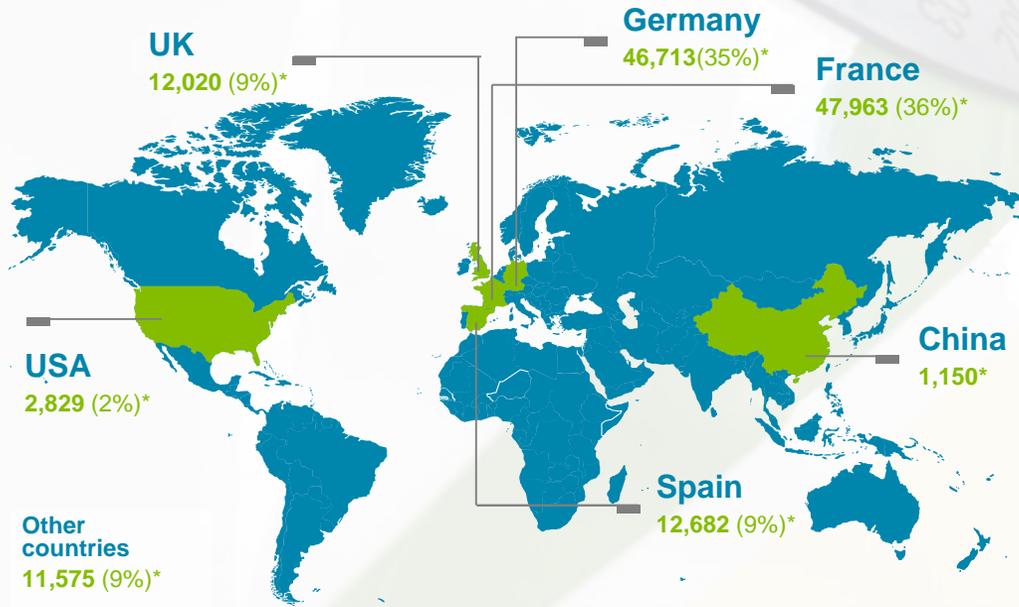
We are a leader in designing, manufacturing, and delivering aerospace products, services and solutions to customers on a global scale.

# Airbus is an **international pioneer** in the aerospace industry.

A commercial aircraft manufacturer with two other Divisions - Defence and Space and Helicopters - Airbus is the largest aeronautics and space company in Europe and a worldwide leader.

Airbus has built on its strong European heritage to become truly international – with roughly **180 locations and 12,000 direct suppliers** globally. The company has aircraft final assembly lines across Asia, Europe and the Americas, and has achieved more than a sixfold order book increase since 2000.

# About Airbus



**129,000** employees  
from **135** nationalities

Located across **35** countries  
on more than **180** sites

International Sales  
**31% Europe**  
**69% Non-Europe**

\* as of December 2016

# About Airbus - A growth story

Airbus makes a vital and growing contribution to the economies of its home countries and the wider world – fuelling prosperity around the globe.

2017 Revenue

**€66.8 bn**

Order Book Growth

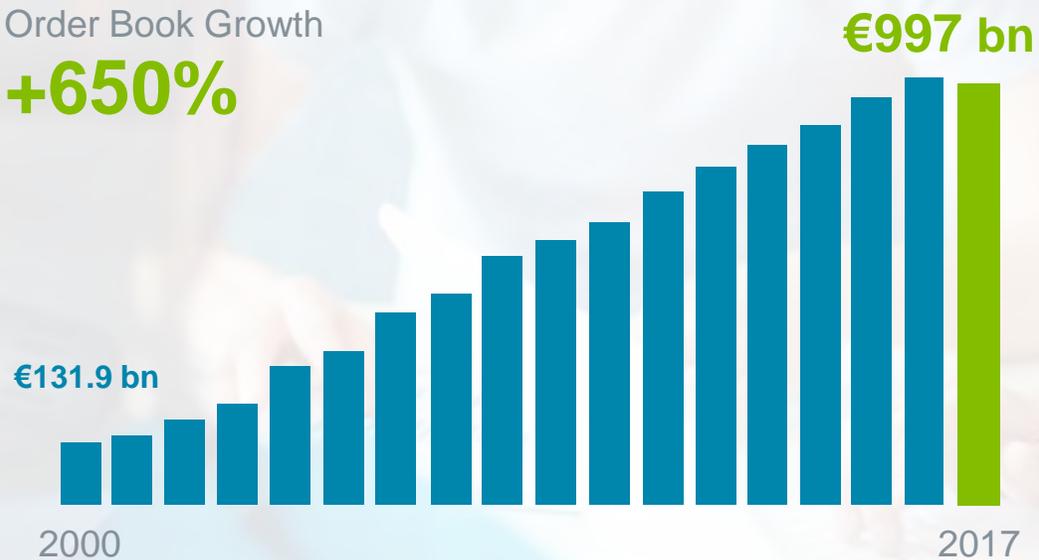
**+650%**

**€997 bn**

**12,000** Suppliers from  
more than **100** countries

2017 Ebit

**€3.4 bn**



# Airbus ESOP at a Glance

Employees schemes with long history

Established in **Y2000**

World Wide scheme

**34 countries**

Constant increasing Participation

**33%**

A scheme for all functions and levels

**5 packages**

Our DRIVERS

**Reinforcing the Group culture and the Group shareholding structure**

**Flexible scheme with several options**

**Consistent design, offering where possible tax efficient vehicles**

**Digital scheme – make it easy accessible**



OUR CHALLENGES

# Airbus workforce characteristics

-  Diverse Workforce
-  Frequent change of position and country
-  Different knowledge about share investment
-  Centralised meet local needs



# Success Factors

## simple and easy understandable communication by using different channels

**E-Mail**  
Individual invitation letter  
Fact sheet and Step plan  
Plan rules

**World wide Intranet**

**Local HR Network**  
Poster  
Airbus TV

**Online subscription tool**  
available with all devices

**ESOP Employee Share Ownership Plan**

Take the opportunity to purchase Airbus shares at market value > Receive additional mats with potential benefits

**Grid of subscription 2018**

Share number of the employee	Subscription of Airbus	Share number of the employee	Equivalent amount
5	4	9	44%
15	7	22	36%
30	10	40	26%
60	15	75	21%
100	25	125	20%

**Share price evolution**

**More than 30 countries involved**

- Australia, Brazil, Canada, China, France, Germany, India, Italy, Japan, Korea, Mexico, Singapore, South Africa, Spain, Sweden, Switzerland, Taiwan, Thailand, UK, USA, Vietnam

**WHO?**  
3 criteria of eligibility:  
- Be listed Airbus employee belonging to an entity with above 50% Airbus shareholding  
- Be employed by one of the Airbus entities since at least December 31<sup>st</sup>, 2017, and will be employed when the shares are created on May 2<sup>nd</sup>, 2018  
- You need to belong to one of the countries where the share might be sold and will be included in the Airbus Electronic Employee Data Base (EEDS).

**WHEN?**  
Subscription period from February 22<sup>nd</sup> to March 8<sup>th</sup>, 2018, 23:59 CET (please see below).  
It is foreseen that all the shares will be granted by capital increase on May 2<sup>nd</sup>, 2018. This is the date on which you become the owner of the shares.  
That, you have to keep the shares until May 2<sup>nd</sup>, 2019.

**HOW?**  
You have 2 options to pay:  
-> Register to subscribe at [www.esop.airbus.com](http://www.esop.airbus.com)  
-> Use the service of the bank in case you do not have a bank account in your country.  
France: 0033 900 020 027  
UK: 0800 020 0223  
Germany: 0800 027 0882  
Spain: 800 000 114  
Other countries: 0033 900 020 027 (Operating from Monday to Friday)

**1. Communication of ESOP programme**  
At the beginning of the campaign you will receive the information about the ESOP. Further information is also available on the employee portal - the "The Hub" (People) (Emp)

**2. Subscription process - How to subscribe**  
Subscription period will take place from February 22<sup>nd</sup> to March 8<sup>th</sup>, 2018, 23:59 CET (in the access to the tool will be open mid February, so that you can start discovering the details).

**3. Granting of shares**  
It is foreseen that all the shares will be granted by capital increase on May 2<sup>nd</sup>, 2018. This is the date on which you become the owner of the shares. Thus, you have to keep the shares until May 2<sup>nd</sup>, 2019.

**4. Receipt of bank statement**  
Depending on your choice of financial institution, any newly acquired shares shall appear at account and be accessible via your online banking. The banks also send their customers a statement of account.

**5. Payment of subscribed shares and taxes**  
Deductions will be managed on a local payment terms following local regulations. In most countries deductions on a local payment terms will start in May 2018. Subscribing or not is a personal decision. Please take the time and effort to read the terms carefully to understand which social and tax implications it may have for you in your country. [www.esop.airbus.com](http://www.esop.airbus.com) and on the employee portal - the "The Hub" (People) (Emp)

**ESOP Employee Share Ownership Plan**

**The Airbus Share Incentive Plan**

**ESOP Employee Share Ownership Plan**

**Become a shareholder**  
Take advantage of potential benefits from **20 to 44%**

**Subscription period: 22<sup>nd</sup> February - 8<sup>th</sup> March 2018**  
For more information, follow us on the HUB (People) (Employee Essentials) (Global Compensation & Benefits) (Individual & Collective Performance) (ESOP) (Free share plan) or visit [www.esop.airbus.com](http://www.esop.airbus.com)

**ESOP Employee Share Ownership Plan**

Welcome to the Airbus ESOP Website!  
The subscription period has ended on March 8th, 2018. Thank you very much for your participation and for making ESOP 2018 a success. As the subscription period is over, the website is closed.  
You may find information about ESOP 2018 and previous campaigns on the HUB (People) (Employee Essentials) (Global Compensation & Benefits) (Individual & Collective Performance) (ESOP) (Free share plan).  
Should you have any questions, please contact the dedicated ESOP support under [support.airbus-esop@ops.airbus.com](mailto:support.airbus-esop@ops.airbus.com).  
Kind regards,  
Your Airbus ESOP Team

**AIRBUS**

# EQUINITI

Equiniti is an intelligent provider of sophisticated technology, administration, processing and payments services, delivered by over 4,300 employees across 31 locations. Our mission is making complex things simple for organisations and individuals alike.

Our clients trust us to hold 70 million shareholder records, send £90 billion in payments in each year, look after 1.2 million share plan investors and interact with 27 million shareholders and pensioners.

# 57%



OF ALL SIP PARTICIPANT ACCOUNTS

OVER  
**37**  
YEARS' EXPERIENCE



OUR CLIENTS RANGE FROM HAVING PLANS WITH

**30 - 300,000**  
ELIGIBLE EMPLOYEES

WE PROVIDE SHARE PLANS FOR

# 40%

OF FTSE350 COMPANIES

# £2.9bn

OF ASSETS UNDER MANAGEMENT

WE OPERATE PLANS IN



# 120

COUNTRIES WORLDWIDE

# £700m

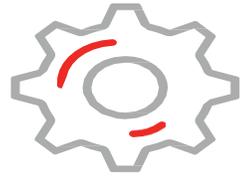
EMPLOYEE CONTRIBUTIONS RECEIVED PER ANNUM

# 1.2m

EMPLOYEE ACCOUNTS



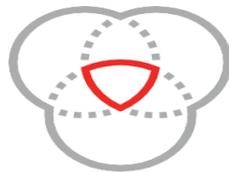
## AIRBUS & EQUINITI – WORKING IN PARTNERSHIP



6 Year **SIP** relationship



2015 **ESOP** administration



8 Successful campaigns



1,000+ Employees in the **Nominee**



**SIP TAKEUP**

## AIRBUS UK SHARE INCENTIVE PLAN

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UK tax advantaged plan

Tax savings for the Company and Participant

Participant can invest up to **£300** per month for

**6 months** (maximum **£1,800** per annum)

Airbus offers Matching Shares as part of the SIP

**4,300** UK Participants in the Airbus SIP

## AIRBUS ESOP IN THE UK

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Investment up to **€8,000**

Matching Award

Holding period of **1 year**

Over **1,000** UK Participants in Equiniti Nominee

## Tom Enders, CEO Airbus, AGM 2016

- “[...] when we benchmark with other companies our offer is very generous. We have made great efforts from the very beginning to create a strong shareholder culture amongst our employees, and we will continue to improve this.”

## ESOP is a Group scheme, proposed to all regular employees, reinforcing the Group culture and the Group shareholding structure:

- is a Flexible scheme, with voluntary participation and several options, including SIP in the UK
- is an Efficient scheme, offering where possible tax efficient vehicles (e.g. in France and in the UK) and an easy way to invest (payment on three instalments through payroll)
- is a Digital scheme, where applications can be made online for ESOP and/or for SIP in the UK via the Equiniti Portal

# QUESTIONS

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**We make it fly**

Airbus Employee Share Ownership Plans

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**AIRBUS**