

24th of February 2026

ESOP 2026

SUBSCRIPTION PERIOD

**From the 26th of February at 8:00 (CET)
to 12th of March at 17h30 (CET) (Sharp).**
1st of April: Shares allocation , will be visible on
Amundi site or individual securities account Société
Générale Securities Services

PAYMENT PROCESS

Option 1
Deduction of the same amount on April to June salaries

Option 2 (only one applicable for package 8 et 9)
Deduction of the maximum available per month from April
onwards. This may result in salary
at 0€, Payment may be finalised in 1, 2 or 3 months..

WARNING :

The employees who do not fulfill the constraint of three salaries
deduction will be subject to a limitation of choice at the time of a future ESOP offer.

PROPOSED PACKAGES and YEARLY RETURN

Whatever the package, a 40% discount is applied.

Package	1	2	3	4	5	6	7	8	9
Nb of shares purchased	3	6	9	18	30	42	54	72	99
Nb of matching shares	2	4	6	12	20	28	36	48	66
Investment (PEG Formula)	586 €	1 172 €	1 758 €	3 516 €	5 860 €	8 204 €	10 548 €	14 064 €	19 339 €
Investment (Direct Shareholding Formula)	602 €	1 204 €	1 806 €	3 612 €	6 020 €	8 427 €	10 835 €	14 447 €	19 864 €

Note : rounded to euro, amount before charges, assuming share value at 01/04/26 higher than 200.65€

Yearly return rate PEG	Share at 200 € in 2031 (**)	+9.7%					+9.5%	+8.2%	+7.1%
	Share at 120 € in 2031 (**)	-1.0%					-1.1 %	-2.3 %	-3.3 %
	Share at 260€ in 2031 (**)	+14.6%					+14.4%	+12.9%	+11.8%
Yearly return rate Direct Shareholding Formula	Share at 200 € in 2031 (**)	+5.2%							
	Share at 120 € in 2031 (**)	-5.0%							
	Share at 260€ in 2031 (**)	+9.3%							

(**) Assumptions : **dividend impact excluded**, 30% marginal tax on revenue , PFU at 31.1%, shares kept 5 ans

To better understand the risks, we recommend that you read the document "DIC ESOP AIRBUS RELAIS 2026_EN.pdf" ("Key Information Document" standardised and required by the AMF "Autorité des Marchés Financiers").

2 WAYS OF HOLDING SHARES

DIRECT SHAREHOLDING :

- Shares blocked for three years on an individual securities account Société Générale Securities Services
- Purchase price : **200.65 €**
(Protection: the acquisition price will be reduced to the 1st of April share price if lower than €200.65)
- The employer's contribution ("matching shares") is subject to social security charges and tax.
- Capital gains will be subject to the PFU (Prelevement Forfaitaire Unique) for France (31.4 % to date)

GROUP SAVINGS PLAN («PEG») :

- Shares blocked for 5 years. The allocation may be changed after 3 years
- Purchase price : **195.34 €**
- The employer's contribution ("matching shares") is subject to partial social security charges (CSG-CRDS at 11.1 %) and exempt from Income tax.
- As the contribution to the PEG is legally limited, any surplus free shares will be held on an individual securities account Société Générale Securities Services

OUR ANALYSIS

The CFDT appreciates the renewal of the offer and has asked for a return to the degressive benefit (previously between 50% and 35%) to make the plan fairer

The choice of the packages, how to hold them, and ultimately the level of expected gain/risk, depends on a number of factors:

- The Airbus share price trend up to the investment horizon (3 years and more)
- The level of social security charges and tax (different according to direct ownership or PEG)
- Your marginal personal income tax rate.

With the following assumptions

Share price in 5 year **120 €** or **260 €** (See full details above)

The yearly return rate may spread between **-5%** and **+14%** not considering dividends.

We invite our members to use the ESOP 2026 simulator which incorporates all the above factors.

Any question?
WE ARE HERE FOR YOU!
LET'S MEET!

To contact the CFDT Airbus avions team:
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