

A low-angle shot of an Airbus A350 wing against a bright, hazy sky. The wing is dark and sleek, with the 'A350' model number clearly visible in white. The sun is positioned behind the wing, creating a strong lens flare and illuminating the scene. The wing curves upwards from the bottom right towards the top left.

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.

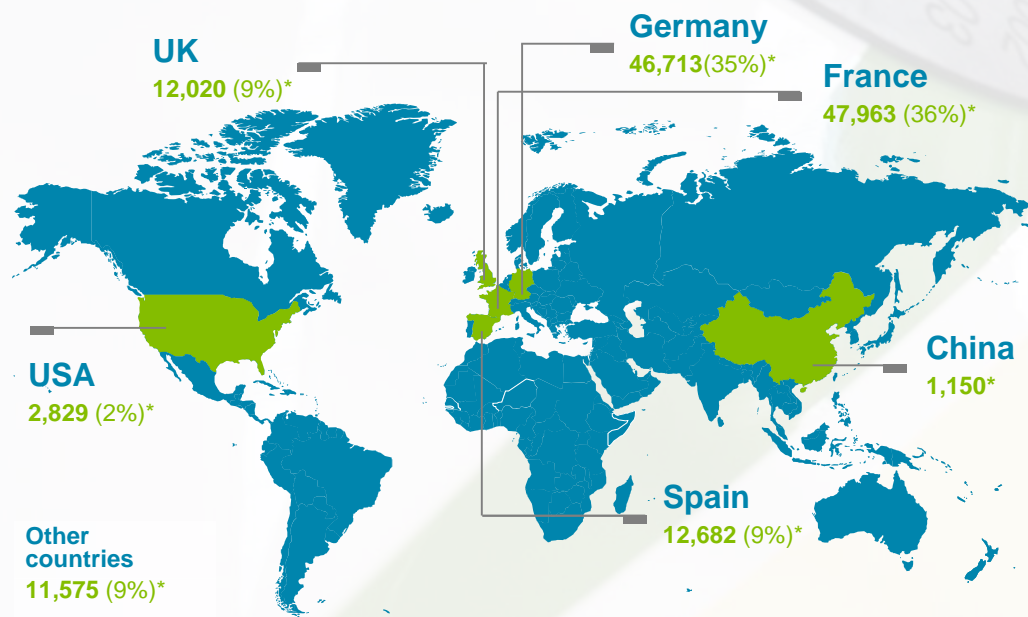
# Airbus is an **international pioneer** in the aerospace industry.

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



\* as of December 2016

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

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

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



# 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**

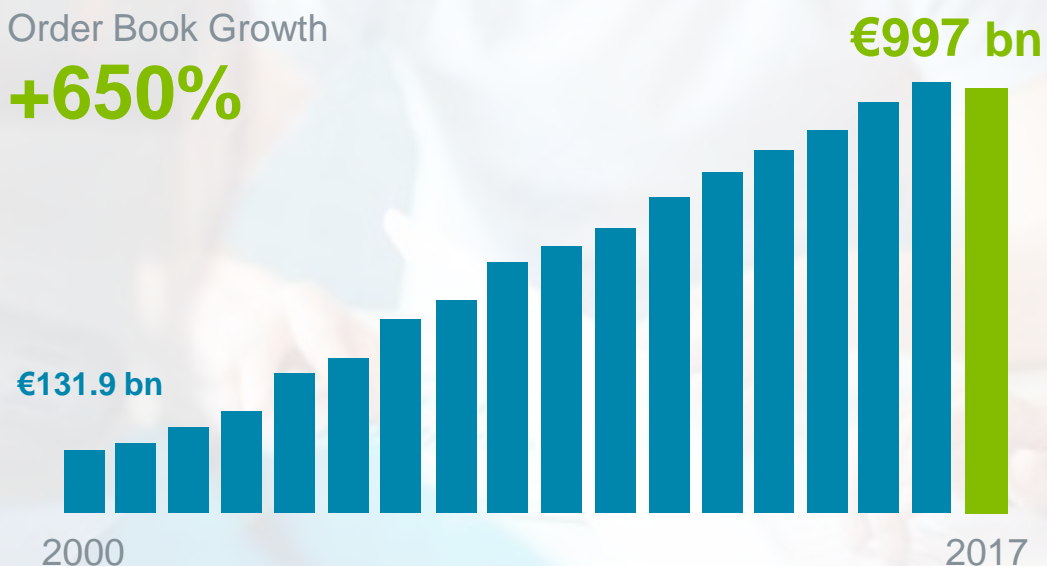
Order Book Growth

**+650%**

**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





# 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

The collage displays a variety of communication materials used for the Airbus ESOP 2018 campaign:

- ESOP Employee Share Ownership Plan Brochures:**
  - Grid of subscription 2018:** A table showing the number of shares and the percentage of the total shares for different employee groups.
  - Share price evolution:** A line graph showing the share price over time.
  - Main steps - ESOP 2018:** A list of steps from 1 to 5, detailing the process from communication to payment.
  - WHO? WHEN? HOW?:** A section providing eligibility criteria, subscription periods, and instructions on how to subscribe.
  - DO NOT FORGET YOUR AIRBUS EMPLOYEE ID:** A reminder to keep the employee ID handy.
- The Airbus Share Incentive Plan:** A poster featuring a group of diverse Airbus employees smiling.
- ESOP Employee Share Ownership Plan:** A poster with the headline "Become a shareholder" and "Take advantage of potential benefits from 20 to 44%".
- ESOP Website:** A screenshot of the Airbus ESOP website, showing the "Welcome to the Airbus ESOP Website" message and the subscription period.



# 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



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

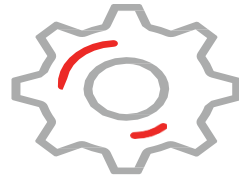
EMPLOYEE  
CONTRIBUTIONS  
RECEIVED PER  
ANNUM



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**