



# ESOP 2025

Toulouse  
February 20<sup>th</sup> 2025

From February 27<sup>th</sup> 8AM  
to March 13<sup>th</sup> 5.30PM

On the sidelines of the announcement of the 2024 results, Airbus Group validated the ESOP 2025 operation. As in 2024, 3.5 million shares will be distributed<sup>1</sup>, delivered on April 1<sup>st</sup>.

**The CFE-CGC was heard: compared to 2024, terms and conditions are changing or clarified.**

- ✓ Creation of new lots, for a **more linear offer**,
- ✓ **Harmonized matching contribution (67%)**,
- ✓ New payment option by **direct debit “of the maximum available”** to optimize the use of the ceiling of 3 months maximum<sup>2</sup>.

Shares		
bought	added	Total
3	2	5
6	4	10
9	6	15
18	12	30
30	20	50
42	28	70
54	36	90
72	48	120
99	66	165

Type of possession	Acquisition price	Possession constraints
<b>PEG</b> <i>Amundi</i>	<b>167,62 €</b> <i>average 20 days</i>	3 years without arbitration Blocked 5 years <sup>3</sup>
<b>En direct</b> <i>Societe Generale</i>	<b>168,92 €<sup>4</sup></b> <i>closure Feb. 19th</i>	Détention obligatoire 3 ans

**For more information, consult your CFE-CGC representatives on the ESOP Supervisory Board and your employee savings specialists.**

<sup>1</sup> lots could be revised if demand exceeds supply

<sup>2</sup> April to June: any employee exceeding this limit (tax constraint) will be subject to restrictions for the ESOP 2026

<sup>3</sup> except in cases of early release

<sup>4</sup> or the price of March 31<sup>st</sup> if lower



We have so much in  
**in common**

