AIRBUS

FREQUENTLY ASKED QUESTIONS

EMPLOYEE SHARE OWNERSHIP PLAN 2026

MANAGED BY SOCIETE GENERALE

ON BEHALF OF AIRBUS

Note

The share ownership plan mentioned below is not included in a prospectus approved by the Authority for Financial Markets [Autorité des marchés financiers (AMF)].

CONTENTS

A. INTRODUCTION TO THE OPERATION

1. What does this operation involve?

This operation is a share ownership plan reserved for AIRBUS employees.

Airbus offers a package of 3,500,000 shares (including both acquired and matching shares) to its employees. The number of shares subscribed per employee can be reduced in case of oversubscription. In parallel, 150,000 new shares are being offered to employees in the UK under a special plan (SIP).

2. What is the purpose of this share ownership plan?

AIRBUS promotes employee share ownership plans for the benefit of its employees.

Since its establishment, AIRBUS has been consistently offering to eligible employees the opportunity to purchase Airbus shares on favourable terms, as part of the employee share ownership plan (“ESOP"). This operation is implemented with a view to strengthening the sense of belonging of AIRBUS employees.

3. What is a share?

A share is a variable income security. It is an ownership title issued to the shareholders of a company (public limited company) which represents a part of the corporate stock.

4. What are the main risks associated with shares?

There is no guarantee regarding share price development. A **shareholder** may experience a drastic increase or decrease in the share value. The economic circumstances and the **financial position** of the company, in addition to the interpretations and the expectations of the investors explain this variation. It must also be noted that the risk of the shareholder remains limited to his/ her contribution, irrespective of the indebtedness incurred by the company. This is the principle on which public limited companies function.

5. Who can subscribe to the operation?

Subscription to this shareholding plan is reserved for Airbus employees (parent company and subsidiary owned by more of 50% or listed below).

You must, in order to be eligible to subscribe to the ESOP 2026:

- ❖ Be an employee of the group for the entire duration from 31 December 2025 till 2 April 2026 included i.e. date of delivery of the shares to the banks.
- ❖ Be employed in one of the following 47 countries/regions:

  Australia, Belgium, Brazil, Canada, Chile, China, Colombia, Denmark, Finland, France, Germany, Hong Kong, Hungary, India, Indonesia, Ireland, Italy, Japan, Kazakhstan, Malaysia, Mexico, Morocco, Netherlands, New Zealand, North Macedonia, Norway, Philippines, Poland, Portugal, Qatar, Romania, Saudi Arabia, Singapore, Slovakia, South Africa, South Korea, Spain, Sweden, Switzerland, Taiwan, Thailand, Tunisia, Turkey, United Arab Emirates, United Kingdom, Uruguay and USA.
- ❖ Be listed in the Airbus IT Database (EEDB).
- ❖ Be employed by a company owned by more than 50% by Airbus, or in the following list of entities owned at 50%:

Entity	Division	Country	ESOP 2026 eligibility
1304 ATR India Customer Support Pvt. Ltd.	Airbus	India	YES
1442 HELIESCUELA S.A.P.I. de C.V.	Helicopters	Mexico	YES
1806 HUA-OU Aviation Training Company Limited	Airbus	China	YES
1807 HUA-OU Aviation Support Company Limited	Airbus	China	YES
2779 Airbus ATR	Airbus	France	YES
2780 Avions de Transport Regional	Airbus	France	YES
3353 ASB Aerospatiale Batterie	Airbus	France	YES
3354 MISSILES SPACE BATTERIES LTD	Airbus	United Kingdom	YES
3366 Atr Eastern Support Private Limited	Airbus	Singapore	YES
4703 United Monolothic Semiconductors GmbH	Defence and Space	Germany	YES
7899 ATR GIE Rep. Office Beijing	Airbus	China	YES

Nota : **Ariane Group and any Ariane entities are NOT ELIGIBLE to ESOP 2026**

6. Is it mandatory to participate in the operation?

The decision regarding participation in the operation lies entirely with the employee.

Before any decision, please ensure that you carefully read all the rules pertaining to the operation.

No guarantee is given that the share value will not fall below the subscription price.

Finally, no guarantee can be given as to the variation in the price of the shares of AIRBUS.

Should you have any doubts whether to participate in the plan or not, we strongly recommend that you seek the advice of an independent financial advisor.

B. DESIGN AND PLANNING OF THE OPERATION

7. When was this operation authorized? Who decided on this operation?

The company has consistently offered its employees the opportunity to subscribe to the shares of the company since the first operation launched in 2000 by EADS (which became AIRBUS GROUP in 2014, then AIRBUS at the beginning of 2017).

This year's operation (ESOP 2026) is the result of a decision of the Board of Directors dated 18 February 2026, further to a resolution that was approved at the General Shareholders' Meeting dated 14 April 2026.

8. How many shares will AIRBUS deliver under this plan and what is the total amount of the operation?

In 2026, Airbus is offering a maximum of 3,500,000 shares to its employees under the ESOP and 150,000 shares to employees under the SIP. These limits include the total number of shares that can be delivered under the ESOP 2026 and SIP, respectively.

9. What documents are available to employees on the operation?

Employees have received on February 20, 2026:

- an email in their professional email address or
- a letter from Carmen-Maja REX, Chief Human Resources Officer, and the rules of the "Employee Share Ownership Plan of Airbus ESOP 2026" have been sent as well as the Fact sheet brochure introducing the key features of the program.

These documents are also available on the “HUB” (Employee Services > Human Resources > Compensation & Benefits > Corp schemes & Benefits > ESOP/Free Share and on the subscription website www.esop.airbus.com.

C. SUBSCRIPTION TO THE OPERATION

10. When can I subscribe to the operation?

You can subscribe to the operation from 26 February 2026 at 8:00 am CET to 12 March 2026 at 5:30 pm CET. During this period, you can subscribe:

- on the Internet via the subscription website www.esop.airbus.com, 24 hours per day, 7 days per week (24/7).

- by telephone between 8:00 am and 8:00 pm CET(Central European Time) - Paris time (GMT+1), Monday to Friday.

- ❖ **France**: 0805 980 327
- ❖ **UK**: 0800 026 0233
- ❖ **Germany**: 0800 627 0982
- ❖ **Spain**: 800 000 114
- ❖ **Other countries**: 0033 557 925 889

The schedule of the operation is as follows:

- ❖ 26/02/2026 at 8:00 am (CET): Start of the subscription period
- ❖ 12/03/2026 at 5:30 pm (CET): End of the subscription period
- ❖ 02/04/2026 : Delivery of the shares to banks –the day the subscriber becomes owner of the shares - except in the UK, where the shares will be delivered on 7 April 2026
- ❖ End of April 2026: shares become visible in each personal account each bank
- ❖ From April to June 2026: payment by employees of subscribed shares and taxes/social charges will be made by payroll deduction, if not contrary to local regulations.

Subscribed shares are subject to a **3-year lock-up period, until 02/04/2029**, after which they may be held or sold.

11. What is the subscription price of the Airbus share in this operation?

The subscription price of the Airbus share was determined by the Board of Directors on 18 February 2026

- ❖ In GSP (Group Savings Plan - “PEG”), France: The subscription price corresponds to the average closing price of the 20 trading days of the Airbus share on the Euronext Paris Market before the Board approval on 18 February 2026 and it is **195,34 €;**
- ❖ In the rest of the world (and for France in case of direct ownership): The subscription price corresponds to the closing price of the Airbus share on the Euronext Paris market on 18 February 2026, and it is **200,65 €.**

The exchange rates for the countries outside the euro zone were also set on 18 February 2026

12. What happens if the market share price varies between subscription price and the date of delivery of shares to banks for direct ownership?

In case of share price decrease between 18 February and 2 April 2026, the subscription price will be equal to the closing share price on Euronext on 1 April 2026 (except for the saving plan PEG in France).

In case of share price increase, the subscription share price set on 18 February 2026 will remain applicable. Please refer to your Country Supplement to know more about the tax implications in both cases.

13. How many shares can I subscribe to under ESOP 2026?

You can subscribe to a fixed number of AIRBUS shares.

Subsequent to your subscription, AIRBUS will grant you additional "Matching Shares" depending on the number of shares subscribed you have purchased based on the following table:

Package	Number of shares acquired by the employee	Number of shares offered by Airbus	Number of shares received by the	Equivalent discount (in shares)
1	3	2	5	40%
2	6	4	10	40%
3	9	6	15	40%
4	18	12	30	40%
5	30	20	50	40%
6	42	28	70	40%
7	54	36	90	40%
8	72	48	120	40%
9	99	66	165	40%

Please note that although “Matching Shares” are provided free of charge, they may be subject to taxation and social security contributions. The amount of these contributions/taxes will be deducted in accordance with local regulations.

14. Is it possible to buy several packages?

No, you can only buy one package but you can modify your subscription order during the subscription period at any time. Your last order is the one registered and taken into account. The subscription confirmation can be downloaded on the tool in the documents section “My subscription history”. Please note that only your latest subscription order will be considered and will apply.

15. Can I obtain a discount or an employer’s contribution to the subscription?

The Airbus ESOP is a matching share scheme, whereby you can choose a pre-determined number of shares to subscribe for which will be matched with a number of called Matching Shares in a predetermined ratio.

Thus, subscribing to 3 shares, you will be granted 2 additional shares, thereby reducing the cost of each subscribed share by 40%.

Similarly, in the case of a subscription of 6 shares, you will receive 4 Matching Shares, And so on for 9, 18, 30, 42, 54, 72, and 99 shares (see above table).

16. Is it possible to subscribe to any number of shares? Minimum? Maximum?

No, you must subscribe to one of the 9 share packages offered by Airbus: 3, 6, 9, 18, 30, 42, 54, 72 or 99 shares.

The minimum subscription is therefore 3 shares, and the maximum possible is 99 shares.

Note that the maximum investment may depend on the legislation in your country. For example, in France, to subscribe under the PEG, the subscription must not exceed a quarter of the employee's Gross Annual Earnings. You can invest directly above this limit. In addition, the value of the shares "offered" under the PEG may not exceed EUR 6.920,64 € (linked to the maximum employer contribution ceiling equal to 14.4% of the annual social security ceiling). Beyond this limit, the shares offered will be held directly outside the PEG.

17. How can I subscribe to the operation?

You can subscribe to the ESOP from 26 February at 8:00 am (CET) to the 12 March 2026 at 5:30 pm (CET):

Either via the Internet on the dedicated site created for Airbus at the following address: www.esop.airbus.com

You will be asked to provide certain personal data that is used to ensure, without risk of error, that you are amongst those eligible to participate in the operation, namely:

- ❖ Airbus Corporate ID
- ❖ E-mail address
- ❖ Date of birth

Or, depending on your country of residence, by calling the Toll-Free Number given below between 8:00 am and 8:00 pm - Paris time (GMT +1), from Monday to Friday.

- ❖ France: 0805 980 327
- ❖ Germany: 0 800 627 0982
- ❖ Spain: 800 000 114
- ❖ UK: 0800 026 0233
- ❖ Other countries (chargeable call): +33 (0)5.57.92.58.89

When you subscribe by telephone you will be asked to authenticate yourself via certain personal data (e.g. name, first name, Airbus employee ID, date of birth, entity name, working location, residing city name, etc.).

You can find this information on your payroll statement or can obtain the same from the HR department of your place of employment.

The authentication process requires **4 correct answers** (name and first name are considered as **one** criteria).

After the authentication, the call centre agent can take your purchase wish and register your purchase order in the Akkalia tool.

The call center is also reachable by email at: support.airbus-esop@sgss.socgen.com

18. Why can I access the subscription website without entering any login access and password? Is it secured?

To ease your access to the subscription website, a secured solution has been developed. If you connect through your work laptop or desktop computer, you are connected in a secured way. You will be then automatically identified and you will be able to connect directly to the subscription website. Note that when you connect from another computer, you will have to use your Airbus corporate ID and the password you will have defined during your first connection.

Note: this “automatic“ connection is only possible in the entities where “OneLogin” is deployed. If you cannot manage to connect directly, please select “I connect via another computer (private, not connected to Airbus network)”.

19. Why is my former password no longer being accepted?

For security reasons, you have to start a self-registration process in order to generate a new password for yourself. The old passwords are not valid anymore.

Therefore, please choose the option ‘First connection or password forgotten’ when you access the tool for the first time.

20. Why is my badge ID not being accepted when I try to request a new password in the tool?

If you request a new password you have to use your Airbus Corporate ID which you may find on your payslip or which you can request from your local HR Department. Your Airbus Corporate ID has also been written in the ESOP 2026 campaign invitation email you received around the 20 February.

21. How can I change the email address that is used by the tool?

In order to change your email address you have 2 options:

Option 1

- Go to the login page,
- Click on “I AM LOGGING IN FROM ANOTHER COMPUTER (PRIVATE, NOT CONNECTED TO THE AIRBUS NETWORK)”, then "First connection or password forgotten". Enter your Airbus Corporate ID, date of birth, and new email different from the one registered previously.
- Enter your seniority date.
- Your email address registered in the system will be changed automatically.

Option 2

When you subscribe for a share package, you go through the tabs:

- Share subscription
- Methods of payment
- Subscription plans (only for French and Canadian employees)
- Financial Service Provider selection (if possible)
- Summary.

In the summary section tick the box in order to receive a confirmation receipt via email and enter the new email address. Your email address registered in the system will be changed automatically.

22. How can I change my password / What should I do if I forget my password?

In order to change your password you have to go to:

- Go to the login page,
- Click on “I AM LOGGING IN FROM ANOTHER COMPUTER (PRIVATE, NOT CONNECTED TO THE AIRBUS NETWORK)”
- Click on "ACTIVATE MY ACCOUNT" under the title “First login?”,

- Enter your Airbus Corporate ID, your email address, and your date of birth.
- You will receive an automatic email at your address containing a link.

23. Why do I have to fill in only some personal data and not all?

To reduce the margin of error and to emphasise the direct relationship between the bank and the shareholder, most of your personal information is now filled in automatically. Due to data protection requirements, the only personal data requested during the subscription process is the data required for the correct allocation of shares.

24. For UK Employees: how does it work for the S431 document signature?

If you subscribe with the tool

- No need any more to print a paper version and send it by post to your payroll department (Reward Operation or others).
- The S431 form is directly integrated in the subscription tool.
- You have to sign electronically the form in the tool, and it will be transmitted directly to your payroll department (Reward Operation or others).
- Once you have subscribed, go to "Documents" to access the signed document.If you registered the wrong Social Security Number during your subscription, you have to contact support-esop@airbus.com so they can reset your profile. If you have already subscribed, your subscription will be cancelled, and you will have to do your entire subscription again (choice of the package, e-signature for S431 form, etc.).

NB: If certain employees call after having problems viewing the e-form S431:

“It is maybe due to the device you are using (smartphone). If the problem still continues, don’t hesitate to connect with another device. The best solution I can suggest is to connect with a computer.“

25. I am under 18 and eligible. Which process should I follow to subscribe for ESOP?

1. During the subscription period, fill in the subscription form available on the subscription website, after clicking on 'SUBSCRIBE'.
2. Make **BOTH** your parents or your guardian sign it.
3. Upload the subscription form on the subscription website and register the same subscription wishes online. Your subscription will be validated only if the subscription form is correctly filled and signed **AND** if your online subscription wishes are the same as the ones on your subscription form. The procedure to follow is available on the Airbus employee portal, the Hub (**Hub > Human Resources > Compensation & Benefits > Corporate Schemes and Benefits > ESOP / Free share plan**).

Please note that the subscription will be cancelled if any of the conditions listed above are not fulfilled.

You have the option of going back on your subscription and reloading the file again only during the subscription period, no changes are possible after the subscription period.

26. Are there any subscription or other fees applicable?

There are no subscription fees to pay.

Depending on the number of shares that you wish to buy, AIRBUS will provide you with Matching Shares according to the determined ratio.

These shares will be provided free of cost, but you may be required to pay social security contributions or taxes on these shares, depending on the tax rules applicable in your country of tax residence. The amount of these contributions/ taxes will be deducted from your salary according to local regulations in force.

However, there might be banking fees applicable once you are owner of the shares and wish to do any transactions after the blocking period. Transaction fees are usually payable by the owner of the shares.

27. Is there a minimum duration period for the retention of shares?

Yes, if you choose to subscribe to the ESOP 2026 share offer in direct ownership, you must undertake to hold the shares for at least 3 years, *i.e.* until 2 April 2029.

The same holding period is required regardless of the employee's country of residence.

Regarding France, in the case of a subscription to the Amundi PEG, the assets are then locked for 5 years.

Regarding the United Kingdom, the UK SIP tax and social security regime is described in a separate document. Employees in the UK who have elected to participate in the UK SIP 2026 are not permitted to subscribe for shares in the ESOP 2026.

<u>In the context of a double subscription for the same person, the SIP subscription will be taken into account by default while the ESOP subscription will be cancelled. Please cancel your ESOP subscription in the online tool before the end of the subscription period.</u>

28. To subscribe to the AIRBUS ESOP (Employee Share Ownership Plan), do I need to have a securities account?

Direct ownership formula:

Shares purchased under the ESOP 2026 plan are held and managed by Société Générale Securities Services on an account opened in your name. As a plan administrator, Société Générale Securities Services manages your securities and monitors your transactions.

At the end of the holding period, these shares may remain in your account with Société Générale Securities Services or may, upon your request, be sold or transferred to an account, the details of which must be provided by you. The costs for managing your account are borne by Airbus. The brokerage fees for the sale or transfer of securities are to be paid by you.

USA & Canada: You may opt for **Computershare** as your service provider.

Germany: You may choose to hold your securities in an existing **Commerzbank** account or use the group's default provider (Société Générale)

UK: You may select **Equiniti** as your service provider.

FRANCE: You may subscribe through the AIRBUS PEG, where your investment is managed via an FCPE (company mutual fund) by Amundi TC. This option offers specific tax advantages in exchange for a 5-year lock-in period. For details on fund arbitrage and specific local terms, please refer to the relevant Country Supplement.

29. Can I subscribe on behalf of my spouse, my children or grandchildren?

You can subscribe only in your name as an Airbus employee and in accordance with the terms and conditions provided for by the regulations of the plan.

30. Can I subscribe multiple times?

No. You can only subscribe once. However, you can modify your choice any number of times, until the end of the subscription period. Only the latest subscription will be taken into account.

31. How can I cancel my subscription?

In order to cancel your subscription you have to:

Go to the "My Space" section of the subscription website.

In the "My Subscription" box on the right side of the screen, click the "Unsubscribe" button.

To verify the cancellation, click on "My Account" and then go to "My Subscription History." In the table, you will find the confirmation that your subscription has been canceled, along with a PDF document proving the cancellation.

<u>As a reminder, you can cancel or amend your subscription only up to the end of the subscription period, and not beyond that date.</u>

32. Can the amount of my subscription be reduced?

The ESOP 2026 plan Airbus proposes to subscribe for a maximum amount of 3,500,000 and 150,000 shares for the SIP plan. In case of subscription requests for a number of shares exceeding these limits, the number of shares subscribed per employee will be reduced.

Subscriptions may also be subject to legal ceilings applied at the individual, national, or global level. If these thresholds are reached, allocations will be adjusted to comply with local regulations and the plan's overall limits.

33. Upon which criteria would my subscription be reduced? / What happens in case of an oversubscription?

If the subscription to ESOP 2026 exceeds the number of shares offered, then the subscriptions of all participants - as well as the Matching Shares offered by Airbus - will be reduced proportionately.

Subscriptions may also be subject to legal ceilings applied at the individual, national, or global level. If these thresholds are reached, allocations will be adjusted to comply with local regulations and the plan's overall limits.

34. How will I be informed about the reduction in my subscription?

Information will be available on the Airbus Intranet and by email in case of oversubscription within 20 days after the end of the subscription period. Then, once the reduction has been applied, each employee will receive an account statement with the number of shares subscribed and the amount that will be deducted from his/ her salary.

35. What was the level of participation in ESOP and SIP 2025?

We had 87,900 participants with a participation rate above 50%.

36. What was the level of oversubscription in ESOP 2025?

Following an oversubscription in 2025 the grid was reduced as shown below.

	ESOP 2025 initial offer				ESOP 2025 updated offer after the application of the oversubscription reduction			
Package	Fixed number of shares acquired by the employee	Number of shares matched by Airbus	Total number of shares received by the employee	Equivalent discount (in shares)	Fixed number of shares acquired by the employee	Number of shares matched by Airbus	Total number of shares received by the employee	Equivalent discount (in shares)
1	3	2	5	40%	3	2	5	40%
2	6	4	10	40%	6	4	10	40%
3	9	6	15	40%	9	6	15	40%
4	18	12	30	40%	15	10	25	40%
5	30	20	50	40%	27	18	45	40%
6	42	28	70	40%	36	24	60	40%
7	54	36	90	40%	45	30	75	40%
8	72	48	120	40%	60	40	100	40%
9	99	66	165	40%	81	54	135	40%

37. How can I ensure the security of the transaction when I subscribe on the subscription site?

The website www.esop.airbus.com

- Is a completely secure site complying with the security policy of the Société Générale group and Airbus.
- The presence of an "s" after "http" in your browser window confirms that the website address is secure.
- If you are using Internet Explorer or Google Chrome, the padlock sign located above the address bar of your browser also confirms that an address is secure (Note: this padlock is not clearly displayed if you are using Firefox4)
- All your personal data is accessible only after entering your password, which you are required to choose at the time of creating your personal space.

38. I received a letter limiting my choice due to non-compliance with the process of payment in 2025. What does it mean?

In accordance with Ethics and Compliance culture of the group,, Airbus applies tiered subscription restrictions for the ESOP 2026 campaign. If you have been identified as non-compliant with the 2025 payment process in 3 installments max, your level of access to the highest packages in the subscription tool is restricted based on your history :

- **Recurrent Non-Compliance:** If you did not follow the payment rules in 2024 and 2025 (despite several formal reminders), you have been assigned the highest level of restriction : your selection is limited to Package 1 only.
- **2025 Non-Compliance:** If you did not respect the rules specifically during the 2025 campaign, you have been assigned a more moderate limitation on your choices : your selection is restricted to Packages 1, 2, 3, and 4.

Please be advised that Airbus reserved the right to implement more stringent measures, including subscription cancellation, further selection restrictions, or total disqualification from the ESOP 2026 plan.

D. PAYMENT OF THE SUBSCRIBED SHARES

39. When and how should I proceed with the payment of the subscribed shares? / When will I be charged the costs related to the ESOP campaign?

The amount of the share subscription will be deducted from your salary in a maximum of three installments depending on your choice (or according to rules described in your Country Supplement the local terms and conditions). Deductions will be managed on a country basis following local regulations. In most countries deductions or local payment terms will start in April 2026. If you pay in 3 installments, deductions usually take place between April and will end in June 2026 at the latest.

For employees residing outside the Euro Zone, this amount will be deducted in the local currency at an exchange rate to be determined by the Board of Directors on 18 February 2026.

The process for paying the subscription price has been reviewed. The general rules are as follows:

- payment can only be done by payroll deduction in a maximum of 3 months
- 2 options are proposed
  - 1/ **Payment in three equal installments deducted from my net salary**: same amount is deducted in payroll in April, May and June for packages 1 to 7 (ie up to 54 purchased shares)
  - 2/ **Payment up to the full amount of the available monthly salary, within a limit of 3 months**: this could lead to payroll at 0, the payment can then be settled in 1, 2 or 3 months

In case of no compliance with the rules of the plan, including the payment process, then the concerned employees could be limited in their choice for any future offer according to the rules of the plan.

Payment process, tax rules, and other applicable specific rules per country are described in the "Country Supplement": the employees are strongly invited to read it!

40. If the subscription price of the package I would like to choose is higher than my monthly salary / or higher than my salary even after I choose the 3 instalments payment option, can I still subscribe for it?

NO, payment is limited to 3 months MAXIMUM, please select a package that not exceeding three monthly maximum salary deductions

This rule is part of the rule of the plan that you accept to comply with when participating in the offer. While Airbus wants to develop employees share ownership, Airbus is acting as a responsible company: you should not invest more than your available earnings for the coming three months. Airbus invites you to select a relevant package to meet this rule.

In case of no compliance with the rules of the plan, including the payment process, then the concerned employees will be restricted in their choice for next ESOP (if any) according to the rules of the plan

Paying by instalments can result in a benefit in kind.

41. Is it possible to pay the subscription in more than three instalments and by other means than a deduction from my salary?

Airbus has decided that, in most cases, you will have to pay for the subscription in a maximum of three monthly instalments deducted from your salary. Only in certain countries where deductions from salaries are prohibited, you have different means of payment. Please refer to your Country Supplement.

42. In the past I could pay by cheque the amount due after the 3 monthly instalments, is this still possible?

No, salary deductions are made in a maximum of three months. Please ensure that the package you choose does not exceed three months' salary.

43. I have shareholdings in the AIRBUS PEG; can I use them to pay for my subscription?

The only possible way to pay for your subscription is by a deduction from your salary. You cannot transfer your holdings to pay for your subscription or use money from your personal savings except for countries where deductions from salaries are prohibited.

44. How to manage the payment of my ESOP contribution as an employee on unpaid leave or leave that negatively impacts my salary (sabbatical leave, parental leave, maternity leave, etc.)?

If you are on **unpaid leave or leave the company**, you will need to settle the full amount of your contribution via bank transfer to the company.
If you are on **unpaid leave or on leave** such as maternity leave, which results in an exceptional temporary reduction of your salary, we will proceed with a salary deduction, spread over three months. If, at the end of this period, your debt has not been fully settled, the company will contact you to agree on a repayment plan, either through additional salary deductions or by bank transfer.
Important note: please ensure you select a package that aligns with what you would typically be able to settle over a 3-month payroll deduction period.

E. TRANSFER AND HOLDING OF THE SUBSCRIBED AND RECEIVED SHARES

45. Can I use my securities account to subscribe to ESOP AIRBUS shares?

In **France**, the subscription always takes place either in the FCPE (Company mutual funds) within the Airbus PEG (Group Savings Plan), managed by the Amundi ESR financial organisation, or directly on an account opened in the employee's name with Société Générale Securities Services.
SGSS retains the capacity to hold ESOP direct ownership shares across all in-scope jurisdictions however there are some additional offers to concerning the following countries:

In **Germany**, eligibles who already own a share account with Commerzbank prior to the ESOP subscription period, may request that their shares be deposited into that account.

In **UK**, eligibles could ask for the deposit of their shares with Equiniti (for direct ownership, separate process from the SIP scheme)

In the **USA**, shares can be deposited with either Computershare US.

In **Canada**, shares can be deposited with either Computershare Canada.

46. How can I check whether the share purchase has really been registered properly via the internet application?

Please, log in again. If a purchase has been registered properly, you can download the receipt of acknowledgement of your subscription from the section "My subscription history" in "My space".

47. Will I receive a bank statement following the ESOP campaign?

Depending on your choice of financial institution, any newly acquired share shall appear at the end of April 2026 on your account and be accessible via your online banking. Most banks also send their customers an annual shareholder statement for those who have no online access.

48. Which financial institution holds my shares acquired under the previous ESOP?

If you would like to know which financial institution holds your shares acquired under the previous ESOP, we invite you to consult the employee portal 'The hub' where you find information about which financial institution holds the shares of the different ESOP plans in the different countries since 2000.

From ESOP 2019, you can also see the financial provider in the acknowledged receipt you received after subscribing.

You will find the respective table with the overview under the following path (former Hub): **Hub > Human Resources > Compensation & Benefits > Corporate Schemes and Benefits > ESOP / Free share plan**

49. When will the shares be allocated to me?

The delivery of shares to the banks is foreseen for 2 April 2026, except in the UK where it will be 7 April 2026. You are the shares owner from this date. You should be able to check your share allocation on your account by the end of April 2026.

F. LIFE OF SHARES SUBSCRIBED

50. Will the subscribed shares be listed?

The Airbus shares are listed on the Bilbao, Barcelona, Valencia and Madrid Stock Exchanges, Paris Stock Exchange and Frankfurt Stock Exchange.

51. What factors are likely to affect the value of my AIRBUS shares?

The valuation of the share will be affected by a combination of a number of factors, namely the performance of the company, its funds, the backlog of orders, the level of interest rates on the market, etc. Please read the "Risk factors" sections of the annual report from the Board of Directors.

52. Can I sell my AIRBUS shares?

Airbus shares acquired via the ESOP remain restricted for a mandatory holding period, the duration of which is governed by the participant's country of residence. Please consult your specific **"Country Supplement"** for comprehensive details.

- **Global Standard:** A three-year lock-up period applies to most participants. Shares will become eligible for sale or transfer effective **April 2, 2029**.
- **France (PEG):** Shares purchased through the PEG are subject to a five-year lock-up. Barring an authorized early release event, these shares will become available on **June 1, 2031**.

These restrictions remain binding regardless of market fluctuations. Upon expiration, transactions must comply with local tax regulations and insider trading policies.

53. Can I ask for a refund for my shares if I want to withdraw from the plan?

No. The decision regarding subscription to the ESOP 2026 operation is irrevocable. It is not possible to cancel or modify one's subscription after the end date of the subscription period – 12 March - at 5.30 pm, Paris time.

54. What do the AIRBUS shares that I have purchased entitle me to?

The principal rights associated with the AIRBUS shares are as follows:

- Right to dividends;
- Right to vote at the General Meetings of Airbus.

NB: The shares held in the FCPE do not give direct individual voting rights. In addition, the dividend is automatically reinvested in the FCPE.

55. When will I be entitled to exercise the voting rights with respect to my shares?

Participants have all shareholders rights as from the date of issuance of shares, i.e., 2 April 2026 (7 April in the UK). However, in order to attend a general meeting and exercise voting rights, a holder of Airbus shares must be registered as such in a specific register on a date (Registration Date) set in accordance with Dutch law provisions, irrespective of who holds the shares on the date of the general meeting. Delivery of shares subscribed in ESOP occurs after the Registration Date for the Annual General Meeting of 14 April 2026. Consequently, you will not be able to exercise the voting rights related to shares subscribed in ESOP 2026 at this Annual General Meeting. You will be able to exercise such rights in any general meeting taking place thereafter. If you subscribed Airbus shares in previous ESOP offerings or acquired Airbus shares otherwise, you will be able to exercise voting rights at the Annual General Meeting 14 April 2026 related to such shares only.

Please note that voting rights related to ESOP shares held in the FCPE ESOP Airbus by the French participants are exercised by the FCPE Supervisory Board.

56. Are the shares entitled to dividend payment?

Shares under ESOP are ordinary shares which entitle holders to dividends voted by Airbus Annual General Meeting (AGM). ESOP 2026 shares will be entitled to all dividends paid after their issuance. ESOP 2026 shares will be entitled for dividend payment starting from 2 April 2026 (7 April 2026 in the UK).

G. DATA PROTECTION

57. How can I ensure that the personal data provided by me as part of the subscription will not be used or disclosed?

Some communicated information is of a personal nature. This information is required for the smooth execution of the transactions you want to perform. Société Générale is aware of the importance of this information and implements all means required to protect any personal data communicated to it.

The collected information is subject to computer processing for validation of your subscription file, and is used or transmitted to third parties only within the limits mentioned in the "personal data" paragraph of Legal Notes.

In accordance with the European Regulation EU 2016/679 of 27 April 2016 on data protection (RGPD) and the French law "Informatique et Libertés" of 6 January 1978, as amended, you have the right to access and rectify information concerning you, which you may exercise by contacting Société Générale Securities Services, - Tour Société Générale - GLFI/CMK/FEG -, 17 cours Valmy - 92800 Paris la Défense.

You may, on legitimate grounds, object to the processing of your data or rectify your data. You also have the right to lodge a complaint with the data protection authority in your country (Commission Nationale de l'Informatique et des Libertés (CNIL) in France).

A note describing the data privacy policy for the ESOP scheme and your rights is attached to the scheme rules.

58. How does Airbus ensure compliance to European General Data protection Regulation (GDPR) in the frame of ESOP?

Please have a look at the ESOP privacy note.

59. My personal data used for ESOP is inaccurate. How can I update them?

You can update your personal data by using myHR (Homepage Airbus/myHR/Services/MyProfil) Services to make changes to your personal information (e.g. address, marital status, …) or contacting Reward Operations and your HRBP.

On top, in case your personal data is not correct anymore or needs to be updated for further correspondence in relation to ESOP from 2 April 2026 onwards (e.g. the proper delivery of your bank statement confirming the registration of your shares in your securities account), please send the proper information at support-esop@airbus.com before the end of subscription period (12 March 2026, 5:30 pm).

60. Is Airbus sharing my personal data in the frame of ESOP campaign?

Personal data will be shared with the dedicated suppliers in charge of running the campaign and allow subscription to ESOP.

61. What types of personal data does the Company retain?

In the frame of the ESOP campaign, Airbus retains personal data for the following purposes:

- Eligibility definition,
- Shares subscription,
- Share Registration.

In addition, Airbus manages personal data in other systems and tools, for example the subscription tool.

62. How can I complain about how my personal data is processed?

Any data subject/employee who has a complaint that a member of the company is not complying with data protection law or who believes that there has been a breach, may raise their concerns by contacting the Data Protection Officer (dataprotection@airbus.com). In addition, employees may contact their line manager or HR Business Partner.

63. How is my personal information protected if it is sent overseas?

Personal data are only sent to countries outside the European Economic Area if the country concerned has adequate data protection laws, or the company concerned agrees to adhere to appropriate conditions regarding the processing of personal data. For intra-group data sharing, the Company has approved Binding Corporate Rules which ensures adequate protection on the entire perimeter.

Or Personal data is only transferred to countries outside the European Economic Area if the country in question has adequate data protection legislation or if the company in question agrees to comply with appropriate conditions for the processing of personal data. For data transfers within the Group, the Company has adopted Binding Corporate Rules that ensure adequate protection throughout the Group.

64. How long does the Company have to respond to a request concerning data protection?

According to General Data Protection Regulation Airbus should respond within 30 days.

H. TAXATION OF SHARES

65. How much tax and social contributions are applicable to my subscription?

The Airbus ESOP 2026 plan is subject to the local legislations of each country in terms of social security contributions, charges, taxes and duties. The Airbus subscription site www.esop.airbus.com provides general tax information for each eligible country in the respective Country Supplement.

As a general rule, the benefits offered under the plan are considered taxable income. Depending on local rules, the applicable tax and social security charges may be deducted from your salary.

If your salary for the month in question is not sufficient to cover the amounts due, then Airbus or your business entity will take all measures required to cover these social charges and taxes.

66. Legal specificities for the different subscribing countries.

The important legal elements that must be known for each country where Airbus is present, are as follows: General tax rules are mentioned in the Country Supplement that you can access via the subscription site of Airbus www.esop.airbus.com and the Airbus intranet the Hub.

You can contact your local HR manager for additional details.

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Specific rules applicable in each country are defined in the respective "Country Supplement".

Non contractual document. Only the Plan Rules and the Rule of the PEG (Group Savings Plan), shall be applicable.