Information Document for Participants

This Information Document is supplied to you for information purposes, in addition to the information already contained in the 2026 Airbus Employee Share Ownership Plan rules ("**2026 ESOP**"), and in accordance with the European Prospectus Regulation (Regulation (EU) 2017/1129). This Information Document shall not constitute a prospectus.

Airbus SE ("**Airbus**") relies on the exemption provided in the above-mentioned Regulation for the implementation of the offer of shares to its employees in the context of the 2026 ESOP. The obligation to publish a prospectus does not apply to the offer under the 2026 ESOP because of Article 1 (4) lit. i) of the European Prospectus Regulation.

1. The offeror of the securities is Airbus, a European public company *(Societas Europaea)* existing under the laws of The Netherlands, with its corporate seat in Amsterdam, The Netherlands, and registered address at Mendelweg 30, 2333 CS Leiden - The Netherlands.

   The shares of Airbus are traded on Euronext Paris, on the 'Regulierter Markt' of the Frankfurt Stock Exchange and on the Madrid, Bilbao, Barcelona and Valencia Stock Exchanges under the trade name of Airbus (and ticker AIR).

   Additional financial information is available on: https://www.airbus.com/en/investors.

2. The securities subject to the 2026 ESOP concern fully paid ordinary shares ("**Shares**") in the capital of Airbus which ordinarily entitle the holder of the Shares to (i) vote at general meetings of shareholders and (ii) receive dividends decided upon at such general meetings of shareholders. Shares offered in the 2026 ESOP are existing Shares repurchased by Airbus for this purpose.

3. The 2026 ESOP offers the possibility to acquire Shares at such dates as specified in the plan and set by the Airbus Board of Directors on February 18, 2026. The Shares are to be offered as a global benefit in 47 countries in order to promote employee long-term shareholding under preferential conditions and provide employees the opportunity to participate in and benefit from Airbus' successes.

4. The details of how Shares may be acquired by employees under the 2026 ESOP, are as follows:

   (a) eligible employees of Airbus will be invited to acquire Shares pursuant to the 2026 ESOP, between February 26 (8:00 CET) and March 12, 2026 (17:30 CET) (inclusive). Employees will be invited to acquire a fixed number of Airbus Shares. The price of each package of Shares is determined based on the reference price (the "**Reference Price**");

   (b) the Reference Price will be determined on February 18, 2026 and represent the closing price of Airbus Shares on the Paris Stock Exchange on February 18, 2026. However, if the closing price on February 18, 2026 is higher than the closing price of Airbus share on April 1st, 2026, the Reference Price will be equal to the closing price of Airbus share on April 1st, 2026;

   (c) in France employees may also invest in the offer in the framework of the Group Savings Plan (*plan d'epargne groupe*) and hold their Shares in an Employee

Shareholding Fund ("**FCPE**"). In this formula, the Reference Price is equal to the average of closing prices of the Share on the Paris Stock Exchange on the 20 trading days immediately preceding February 18, 2026, in line with requirements of the French labor code;

(d) the relevant Reference Price in Euro will be paid through payroll deductions. Other means of payment can be provided in certain countries. The applicable conditions are specified to employees in the Country Supplement made available to them with the documentation package on the 2026 ESOP. Within the Euro zone the Reference Price will be in Euro. For employees outside the Euro zone, the Reference Price will be denominated in local currency, with a fixed exchange rate defined on February 18, 2026. This rate will be maintained until the Grant Date (as defined below);

(e) eligible employees are invited to purchase a fixed number of Shares (a "**Package**") at a price per Share discounted by 40% from the Reference Price. In each Package, the price per Share is a combination of a number of 3, 6, 9, 18, 30, 42, 54, 72 or 99 Shares at Reference Price, and a number of matching shares (the "**Matching Shares**") as set out in the table below:

Fixed number of Shares multiplied by the Reference Price	Number of Matching Shares	Total number of Shares received by the employees
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

(f) it is foreseen that all Shares acquired pursuant to 2026 ESOP will be delivered to participants on April 2, 2026[1] (the "**Grant Date**"), the date employees would become owners of the Shares;

(g) employees cannot sell their Shares for a period of three years as from the Grant Date. It is therefore foreseen that employees will only be able to sell their Shares

[1] Subject to adaptations locally indicated in the Country Supplement, as the case may be.

starting from the first business day following the expiration of the mandatory holding period, i.e., from April 3, 2029, if they so wish;

(h) for employees in France investing in the framework of the Group Savings Plan and holding Shares through the FCPE, Shares are subject to the holding period as provided in the Group Savings Plan rules;

(i) the current Share price may be found on the Investors page of the Airbus website (https://www.airbus.com/en/investors/share-price-and-information);

(j) the total number of Shares available to employees in this offering is 3,500,000 Shares;

(k) the exact number of Shares granted to a given employee on April 2, 2026 will depend on the number of Shares acquired by other employees worldwide. In case of oversubscription, the participants' acquisition orders would be reduced proportionally according to the level of oversubscription, maintaining at the minimum and to the extent feasible, the percentage of discount initially offered and ensuring that participants receive a meaningful and sized package.

Pursuant to provisions of Regulation (EU) n° 833/2014 and Regulation (EC) n°765/2006, as amended, the offer is not made to Russian nationals and persons residing in Russia, nor to Belarussian nationals and persons residing in Belarus, except (i) in case of Russian nationals, if those persons are nationals of a EU Member State, of a country member of the European Economic Area or Switzerland, or have a temporary or permanent residence permit in a EU Member State, a country member of the European Economic Area or in Switzerland and (ii) in case of Belarussian nationals, if those persons are nationals of a EU Member State or have a temporary or permanent residence permit in a EU Member State.

Note: the information set out above is provided solely for the purposes of complying with the European Prospectus Regulation and is a summary of certain terms of the 2026 ESOP. It complies with the ESMA Recommendations. If there is a conflict between the summary above and the rules of the 2026 ESOP supplemented by the Country Supplement, the rules of 2026 ESOP and the Country Supplement will prevail. A copy of these documents constitutes the attachment hereto and constitutes part of this Information Document. These documents are also available on the offering website and on the Airbus' intranet.