Information Document for Participants in Poland

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 (the "**2026 ESOP**"), and in accordance with the European Prospectus Regulation (Regulation (EU) 2017/1129, the "**Regulation**"). 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) point i) of the European Prospectus Regulation.

1. The offeror of the securities is Airbus, a European public company *(Societas Europaea)* ("**Airbus**", the "**Offeror**") existing under the laws of The Netherlands, with corporate seat in Amsterdam, The Netherlands, and registered address is Mendelweg 30, 2333 CS Leiden - The Netherlands, telephone number +31715245600, e-mail address: ir@airbus.com. Airbus is registered in the Netherlands Trade Register under number (RSIN number) 808820400.

   The total number of shares issued by Airbus is 792,283,683 ordinary shares, with a par value of EUR 1.00 each, having ISIN code NL0000235190.

   All 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 existing treasury ordinary shares in the capital of Airbus of nominal value EUR 1.00 (the "**Shares**"). The total number of Shares available to employees in this offering is 3,500,000 Shares. Shares offered in the 2026 ESOP are existing Shares repurchased by Airbus for this purpose.

   According to the Dutch law and the Company's Articles of Association the main rights associated with the Shares are the following:

   (a) Right to dividends:

   An annual dividend is distributed to shareholders in proportion to their equity holding. This dividend is determined each year by the general shareholders meeting of Airbus. The amount of the dividend to be distributed to shareholders is dependent upon distributable profit after potential allocation of a portion thereof as reserves.

   The Shares offered within the offering are to be delivered on April 2nd, 2026 and will entitle their holders to any dividends declared in respect of the 2026 financial year and thereafter. The dividends shall be payable in Euro.

(b) Voting right:

Each Share will entitle its holder to one (1) voting right. Each shareholder shall have as many voting rights as the number of shares fully paid.

(c) Pre-emptive subscription right:

Shareholders have a preemptive subscription right for the purchase of new shares of Airbus in proportion to the number of shares held, should a new share issue occur, except in the event that the general shareholders meeting resolves to cancel this right.

(d) Right to a share of any excess assets in the event of liquidation:

When Airbus winds up or in the event of anticipated dissolution, remaining net assets, after reimbursement of Shares at par value, are divided among the shareholders in proportion to their share in the share capital.

3. The 2026 ESOP offers the possibility to acquire Shares at such dates as specified in the plan and which will be set by the Airbus Board of Directors on February 18th, 2026.

4. 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.

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

(a) all employees of the Airbus group are eligible to participate in the offering, provided that they are employed with a participating Airbus group company on December 31st, 2025;

(b) in Poland the following Airbus group companies participate in the offer: (i) Airbus Helicopters Polska sp. z o.o.; and (ii) Airbus Poland Spółka Akcyjna (the "**Employing Entities**");

(c) the eligible employees of Airbus will be invited to acquire Shares pursuant to the 2026 ESOP, between February 26th (8:00 CET) and March 12th, 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**");

(d) the Reference Price will be determined on February 18th, 2026 and represent the closing price of Airbus Shares on the Paris Stock Exchange on February 18th, 2026. However, if the closing price on February 18th, 2026 reveals to be 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;

(e) the relevant Reference Price in Euro will be paid by wire transfer to a company bank account. Detail will be provided by the employer. The Employing Entities will advance the total purchase price to Airbus on behalf of their employees, who will reimburse their employer for this amount through a wire transfer. The

Reference Price will be denominated in local currency, with a fixed exchange rate defined on February 18th, 2026. This rate will be maintained until the Grant Date (as defined below);

(f) 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

(g) it is foreseen that all Shares acquired pursuant to 2026 ESOP will be granted by transfer of existing treasury Shares on April 2nd, 2026 (the "**Grant Date**"), the date employees would become owners of the Shares;

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

(i) the current Share price may be found on the Investors page of the Airbus website (http://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 2nd, 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.

6. This Information Document was drawn up in Blagnac on February 12 2026 and includes information current through that date. The Information Document will remain valid through the Grant Date, however, no longer than through April 3rd, 2026.

The Offeror shall notify eligible employees of any changes in the information contained in the Information Document. An appropriate notification will be made available on the offering website and on the Airbus' intranet.

Note: the information set out above is provided solely for the purposes of complying with the Regulation and is a summary of certain terms of the 2026 ESOP. It complies with the ESMA Recommendations. A copy of the rules of the 2026 ESOP and the Country Supplement constitutes the attachment hereto and constitutes part of this Information Document. These documents are also available on the participation website and on the Airbus' intranet.

THE STATEMENT

The Offeror is responsible for all information included in this Information Document.

Acting on behalf of the Offeror, we state that having taken all reasonable care to ensure that such is the case, the information contained in this Information Document is, to the best of our knowledge, true, reliable and in accordance with the facts and contains no omission likely to affect its import.

Edouard ELTVEDT
Head of Legal Corporate Affairs