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 of the European Parliament and of the Council of 14 June 2017). This Information Document shall not constitute a prospectus.

This Information Document is available at the website of the Portuguese Securities Market Commission (www.cmvm.pt) and on Airbus group's website dedicated to this offering.

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.

   The reason for the 2026 ESOP offering is to encourage the bond between the employees and Airbus allowing them to become shareholders of the company on preferential terms.

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) all employees, employed at least since December 31, 2025 and still employed on the date of the Grant Date (as such term is defined below) in all companies of

AIRBUS group in which AIRBUS holds, directly or indirectly, more than 50% of share capital (or a company in which Airbus holds at least 50% and specifically included in the scope of the ESOP 2026 subject to Airbus decision), located in a participating country, including Portugal[1], are eligible to participate in the 2026 ESOP offering;

(c) 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;

(d) the relevant Reference Price in Euro will be paid through payroll deductions either (i) in three instalments of equal amount in April, May and June 2026 or (ii) in deductions corresponding to the total available amount of the employee's monthly salary, over a maximum of three months from the month of April 2026. Additionally, regardless of the option the employee opted for, if the amount of his/her salary does not allow for the salary deduction to be made in compliance with the applicable salary deduction limit, the reimbursement will be made in six equal instalments to be deducted from the employees' salary in the month of April, May, June, July, August and September 2026. The deductions from a particular month must not cause the payment of less than the minimum wage nor less than two third of the employees' net salary;

(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

[1] The share capital of the participating companies in Portugal is held by Airbus by more than 50%.

(f) it is foreseen that all Shares acquired pursuant to 2026 ESOP will be delivered to participants on April 2, 2026 (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 starting from the first business day following the expiration of the mandatory holding period i.e., from April 3, 2029 if they so wish ("**Lock-up Period**");

(h) participants' Shares can be disposed before the Lock-up Period in case of death only. In particular, the Lock-up Period remains applicable in case of termination of the employment contract;

(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;

(l) please note that this offering is provided to you by Airbus, the European public company *(Societas Europaea)*, not by your local employer. The decision to make this offering and to include a beneficiary is taken by Airbus in its sole discretion and there is no obligation of Airbus to make any future offerings or to include you as a beneficiary of any such future offerings;

(m) the offering does not form part of your employment agreement and does not amend or supplement such agreement. Your participation in the 2026 ESOP does not confer onto you any rights to participate in similar offerings in the future;

(n) benefits or payments that you may receive or be eligible for under the offering will not be taken into consideration in determining the amount of any future benefits, payments or other entitlements, if any, that may be due to you (including in cases of termination of employment);

(o) this offering does not constitute consideration for services rendered to Airbus or Airbus group companies by the participants, and is not remuneration, of a continuous or recurrent nature, and is not part of the remuneration of the employees.

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.

This is an information document concerning the terms of the offering herein described and it does not constitute a recommendation, advice or suggestion of Airbus or any entity within the Airbus group in order to lead the employees to purchase the Shares, being an investment decision to be made by such employees entirely freely and voluntary.