AIRBUS ESOP 2026
COUNTRY SUPPLEMENT
AUSTRALIA

You have been invited to invest in shares of Airbus SE in the context of the 2026 Airbus Employee Share Ownership Plan (**"ESOP 2026"** or the **"Offer").**

This document contains the local offering information and a summary of principal tax consequences relating to your investment in the ESOP 2026.

Local offering information

This document is provided to you in addition to the Plan Rules. The Plan Rules and the "Local Offering Information" section of this Country Supplement contain the terms and conditions applicable to your investment in the Offer. You are also encouraged to carefully review information provided on the dedicated Internet Airbus ESOP website www.esop.airbus.com prior to validating your purchase order.

Important Notice

*Any advice given by or on behalf of Airbus SE ("**Airbus**"), or any member of its group, in relation to securities or financial products offered under the 2026 Airbus Employee Share Ownership Plan ("**ESOP 2026**") does not take into account a participant's objectives, financial situation and needs. Each Australian participant should consider obtaining their own financial product advice from a person who is licensed by the Australian Securities and Investments Commission to give such advice.*

This "Local offering information" section sets out some important information in relation to the ESOP 2026. This supplement should be read together with the Plan Rules and the Privacy Information Notice related to ESOP (together the "**Plan Documents**") also provided to you.

You may request copies of any of the Plan Documents relating to the ESOP 2026 by contacting the local Human Resources representative who will provide this to you at no charge and within 10 business days upon receipt of your request.

To the extent that there are inconsistencies between the "Local offering information" section of this country supplement and the details contained in other Plan Documents, the "Local offering information" section of this country supplement prevails.

The ESOP 2026 offer is being made to you under Division 1A (employee share schemes) of Part 7.12 of the *Corporations Act 2001* (Cth) as modified from time to time, including as modified by the ASIC Corporations (Employee Share Schemes) Instrument 2022/1021 (**ESS Division**).

Eligibility

The ESOP 2026 is proposed to you because you are an employee of Airbus group. Grants under the ESOP 2026 in Australia are restricted to full or part-time employees who meet the following conditions:

- Having an employment contract with an Airbus group entity in which Airbus holds more than 50% of share capital, and
- Having been employed by an Airbus group entity on December 31, 2025 and remain in employment through the date of delivery of purchased shares on April 2, 2026.

For the avoidance of doubt, as an Australian participant you may only receive an offer of shares under the ESOP 2026 if you are an "ESS participant" for the purposes of the ESS Division.

There is no obligation to participate in the Offer and your decision to participate or not will not have any impact on your employment with Airbus group.

Process of payment of the purchase price in your country

Payment of the purchase price for your selected Package is made by deduction from your net salary.
Your employer will make the advance to Airbus SE for the total amount corresponding to your purchase price and this amount will be then reimbursed by you to your employer through payroll deductions *after* you have been granted the shares on April 2, 2026.

If you select Packages 1 to 7, you have the choice for paying the investment amount:

- Option 1: in 3 deductions of equal amount
- Option 2: in deductions corresponding to the total available amount of your monthly salary, over a maximum of 3 months.

If you select Packages 8 or 9, only Option 2 is available.

When choosing the amount you want to invest, you must take into account the payment terms available according to the Packages and the available amount of your salary, it being understood that the repayment period cannot be longer than 3 months.

By choosing Option 2, you ask to deduct from your salary the maximum amount available after mandatory deductions (such as social security contributions and taxes), until the purchase price is paid in full, over a maximum period of 3 months. This choice may result in a significant reduction in the amount of salary that will actually be paid-out to you during this period. Make sure you have personal funds for your day-to-day expenses and recurring withdrawals and fund your bank account accordingly.

An illustration of the operation of the two mechanisms is attached in the Appendix.

If you cease employment with your Airbus employer before full repayment of your ESOP debt, the outstanding balance will become immediately due. Consequently, Airbus or your former employing entity may take all appropriate actions to recover the purchase price of the Package, including deduction of the outstanding amount from your last pay. Please read the Plan Rules for procedures that Airbus may apply in case of default of payment. In the event of default in payment of your ESOP debt, the rights of Airbus against you are wholly limited to forfeiture of the ESS interests (as that term is defined in the ESS Division) acquired using the advance provided to you.

We draw your attention to the Plan rules provisions applicable in cases where the payment option you selected is not appropriate for payment of your investment amount in timely manner. Please note that payment issues arising during the reimbursement period may lead to restrictions on future investment possibilities in ESOP.

Exchange rate

Although you will pay your subscription amount in Australian Dollars, the purchase price of Airbus Shares is set in Euros. The amount of the purchase price of your Package will be converted in Euros at the fixed exchange rate applicable on February 18, 2026, EUR 1.00: 1.6738 AUD (Determined Exchange Rate).

This exchange rate will be maintained until the date of delivery of shares to you but not thereafter.

Throughout the life of your investment, the value of your investment will be subject to fluctuations of the exchange rate between the Euro and the Australian Dollar. As a result, if the value of the Euro strengthens relative to the Australian Dollar, the value of your shares expressed in Australian Dollars will increase. Conversely, if the value of the Euro weakens relative to the Australian Dollars, the value of your shares expressed in Australian Dollars will decrease.

As Airbus shares are listed on Euronext Paris, the market price of Airbus shares can be ascertained by visiting the website of Euronext Paris (https://www.euronext.com/en/markets/paris).

Purchase price per Airbus share in Australian Dollars

The purchase price is AUD 335.85 (EUR 200.65) per Airbus share in each acquisition package. This price has been determined by the Airbus Board of Directors having regard to the closing price of Airbus shares on the Paris Stock Exchange on February 18, 2026 and the Determined Exchange Rate.

Custody of your Shares

Shares acquired in the ESOP 2026 will be delivered in your individual securities account maintained by Société Générale Securities Services.

Société Générale Securities Services will manage your share account and execute your sale requests after the end of the mandatory holding period.

Dividends, if any are voted by Airbus Annual General Shareholders Meeting, may be paid to you on the bank account indicated to Société Générale Securities Services or, may be transferred to you through your employer.

At the end of the custody period, the shares can remain in this account or, at your request, be sold or transferred into a different account.

Custody fees for holding your shares will be paid by Airbus. Any bank fees that may apply to the transfer or sale of shares by you to a third party are at your own expense. Airbus undertakes that on request and at no charge and within a reasonable time, it will provide you with further details of the terms of the custody arrangements with the Plan Administrator.

Custody Period

Contrary to the provisions of the Plan, you will be able to sell or transfer any of the Shares acquired under the ESOP 2026 before the end of the 3-year lock-up period in case of termination of your employment as determined in accordance with Division 83A of the *Income Tax Assessment Act 1997* (Cth) ("Tax Act").

For the avoidance of doubt, this includes (without limitation) if you are no longer employed by any of the following:

- the relevant employing entity at the time you were granted the Shares;
- a holding company (as that term is defined in the Australian Corporations Act 2001 (Cth)) of your employing entity;
- or a subsidiary (as that term is defined in the Australian Corporations Act 2001 (Cth)) of your employing entity.

Note that the tax concession of A$1,000 described in the tax part of this document is only available to taxpayers with an adjusted taxable income (ATI) of less than A$180,000 for the income year in which the Shares are acquired. Please refer to the Australian specific information provided on pages 5 to 8 of this document.

Other information for compliance with the ESS Division

Fully Paid Shares

Shares which may be acquired by employees under the ESOP 2026 will be fully paid ordinary shares of

Airbus.

How do I find out the current market price (in Australian dollars) of the Airbus shares?

If you contact your local Human Resources representative and/or the Airbus Investor Relations department, they will make available to you, within a reasonable time of your request, the current market price of the Airbus shares in Australian Dollars. That current market price will reflect the final share price for the previous day on the Euronext Paris, in Australian dollars, at the prevailing EUR/AUD exchange rate published by the Reserve Bank of Australia, which is accessible at the following link: http://www.rba.gov.au/statistics/frequency/exchange-rates.html.

General information

This section sets out general information about the risks of acquiring and holding Airbus shares under the ESOP 2026. It does not purport to list every risk that may be associated with your participation in the ESOP 2026 now or in the future.

Neither Airbus nor your local employer can give you any personal financial or investment advice about the merits of the offer. You should consider obtaining your own financial product advice from a person who is licensed by the Australian Securities and Investments Commission to give such advice.

Before accepting an offer to be granted Airbus shares, you should satisfy yourself that you have a sufficient understanding of the risks involved in the investment and should consider if the Airbus shares are a suitable investment for you, having regard to your own investment objectives, financial circumstances and taxation position.

The abovementioned risks include that:

- the value of the shares purchased may rise and fall according to investor sentiment, general economic conditions and outlook, international and local stock markets, employment, inflation, interest rates, government policy, taxation and regulation; and

- there is no guarantee that an active trading market will exist for the Airbus shares. There may be relatively few potential buyers or sellers of Airbus shares on the relevant exchange at any time and this may increase the volatility of the market price of Airbus shares. It may also affect the prevailing market price at which you are able to sell your Airbus shares.

For additional information related to risks of owning Airbus shares, please review Airbus' 2024 Annual Report, which can be found at https://www.airbus.com/en/investors/financial-results-annual-reports

Labor Law disclaimer

This Offer is made to you by the Dutch issuer Airbus SE and not by your local employer. The Offer is provided on a discretionary and voluntary basis. The Offer does not form part of your employment agreement and does not amend or supplement such agreement. This Offer does not constitute a right granted and participation in this Offer in no way confers any right to participate in similar transactions. There is no obligation for Airbus to launch new offerings in subsequent years.

Gains or benefits that you may receive or be eligible for under the Offer will not be taken into consideration to determine the amount of any future compensation, payments or other entitlements that may be due to you (including in cases of termination of employment).

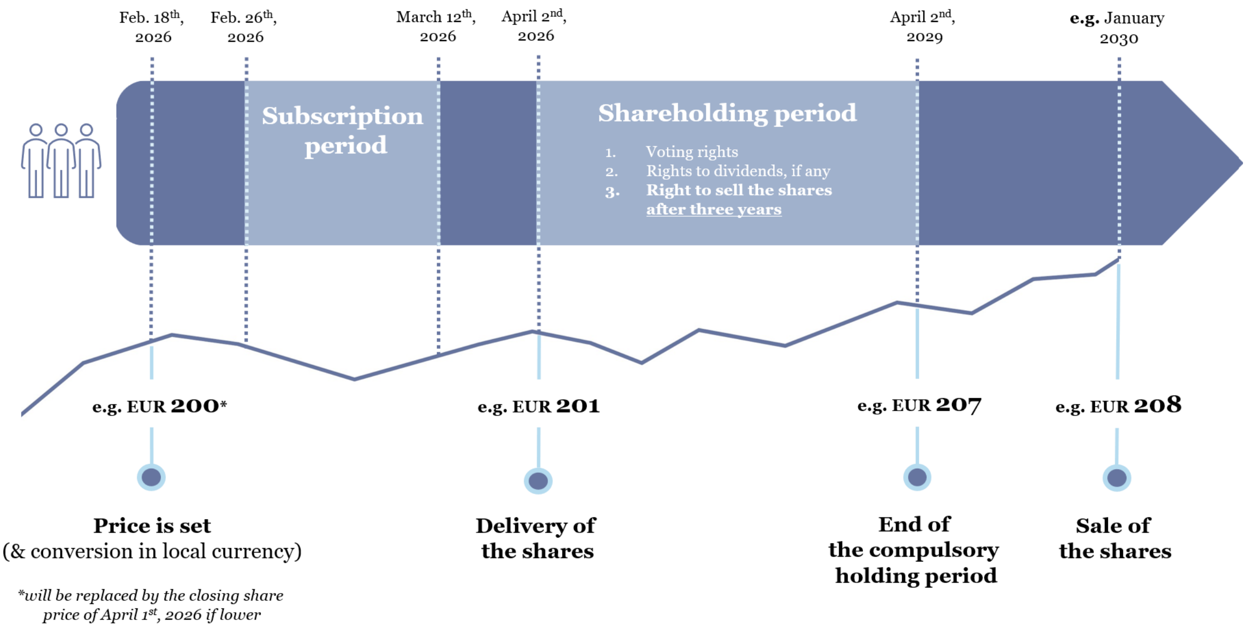
Tax information

This summary sets forth general principles that are expected to apply to employees who participate in the Offer and are and remain during the whole period of their investment a tax resident of Australia.

This summary is given for informational purposes only and should not be relied upon as being either complete or conclusive. The tax treatment that applies to you may differ from the regime described below depending on your personal situation, and in particular in the case of international mobility. Employees should consult their own tax advisors.

The tax consequences set out below are described in accordance with the tax laws and practices which are applicable as at January 2026.

Illustration



This scheme is an illustration only and is <u>not</u> intended to predict the market value of the Airbus Share in the future.

IMPORTANT

Share price evolution on the stock market is unpredictable. When making your decision please remember that the price of Airbus shares can go up or down. Airbus cannot provide you with any financial/tax advice. If you are in any doubt about whether to participate in the ESOP 2026 you should speak to a suitably qualified independent financial advisor and tax advisor.

1. Taxation at the time of acquisition of Airbus shares

In the ESOP 2026, you select a Package which allows you to acquire a number of Airbus shares at the Reference Price (**Acquisition Shares**) and receive additional Airbus shares (**Matching Shares**) for free.

For tax purposes, the Matching Shares will be treated as having been acquired at a 'discount' because you are not required to pay for them. Under the Australian tax laws, the discount is assessable to you as ordinary income. However, in certain circumstances you may be eligible for a tax-free concession, which is discussed below.

Depending on the subscription amount you pay and the share price when the Acquisition Shares are issued to you, you may also acquire the Acquisition Shares at a 'discount'.

➢ The value of any discount received in respect of the Matching Shares and / or the Acquisition Shares will be assessable to you as ordinary income (not as a capital gain) in the current income year (i.e. ending 30th June 2026 (the 2026 income year)):

Taxable benefit = market value of the shares received – any price you paid for the shares

This is subject to the tax-free concession discussed below.

The tax law does not prescribe how the market value needs to be determined for tax purposes, however the Australian Taxation Office has issued public guidance on the methods it will accept to value shares in certain circumstances. Airbus considers that the opening share price on the date of delivery of the shares (i.e. on April 2nd , 2026) should be a fair market value of the shares on that date, however you can choose to use a different value.

Please note that if the closing share price on the last date preceding the delivery of the shares is less than the market value of the shares on February 18th, 2026, the purchase price per share will be equal to the closing price of the share on the date prior to the delivery of the shares (i.e. April 1st, 2026, not the price set on February 18th, 2026). In these circumstances, you will not be treated as having acquired the Acquisition Shares at a discount and the calculation above will include the value of Matching Shares only. The Acquisition Shares will instead be subject to the capital gains tax (**CGT**) regime from the date they are issued to you and will be taxed when you sell them (see section 3 below).

The taxable benefit[1] is subject to income tax at progressive rates currently **up to 47% (including 2% Medicare levy). An additional 1% to 1.5% Medicare Levy Surcharge may also be imposed** if you earn more than A$101,000 per annum (or A$202,000 for a family plus A$1,500 for each dependent child after the first child) if you do not hold Australian registered private hospital insurance cover.

Under the tax laws, a **tax-free concession** can apply where your adjusted taxable income (**ATI**) for the 2026 income year is A$180,000 or less. Under the tax concession, the discount **will not be assessable** to the extent that it does not exceed A$1,000.

Your ATI is made up of your:

- taxable income for the year (including the value of the shares that would be eligible for this concession if the concession were not available);
- total reportable fringe benefits amounts;
- reportable employer superannuation guarantee contributions;
- net financial investment loss;
- net rental property loss; and
- deductible personal superannuation contributions.

If your ATI is A$180,000 or less for the 2026 income year, you should be eligible to reduce the assessable amount in relation to the discount on the relevant shares by up to A$1,000. To the extent that the discount is more than A$1,000, you will only need to declare the excess amount of the discount as assessable income in your tax return.

[1] Calculation for tax purposes shall be made in Australian dollars. The ATO (tax administration) uses the daily rates published by Reserve Bank of Australia which can be found at the following link https://www.rba.gov.au/statistics/frequency/exchange-rates.html.

If your ATI is more than A$180,000 for the 2026 income year, you will **not** be eligible for the concession and you will be required to include the full amount of the discount in your assessable income.

You will be responsible for reporting the assessable amount in your income tax return for the 2026 income year and paying any tax liability after you have received your Notice of Assessment from the Australian Taxation Office. Airbus will not withhold any amount in respect of your tax liability (unless you have not provided it with your tax file number) so you will be responsible for paying that liability out of your own funds. You should note that the Acquisition Shares and Matching Shares are subject to a compulsory three-year lock-up which can only be lifted in limited circumstances so you will not be able to dispose of your shares to fund any tax liability.

- You will be issued an ESS statement by July 14th, 2026, which will include an estimate of the taxable benefit relating to your shares. Please note that there may be circumstances where the amount reported on the ESS statement is different from what is required to be disclosed in your Australian income tax return.

2. Taxation during the holding of your Airbus shares

Your shares will be subject to a compulsory **three-year holding lock** during which you cannot dispose of or otherwise deal with your shares.

There is no requirement to report foreign bank accounts in Australia. **However, you are required to disclose in your tax return whether you own assets located outside of Australia which have a total value of A$50,000 or more -** this is simply a 'Yes' or 'No' field.

As long as you will continue to hold your Airbus shares **you will be taxable with respect to dividends** if any are distributed by Airbus.

Dividends will be subject to a dividend withholding tax in the Netherlands and will then be taxable in your country.

a. Taxation of dividends in the Netherlands

Under Dutch domestic law, dividends paid by Airbus will be subject to a withholding tax in the Netherlands at the time the dividend is declared by the general meeting of shareholders. The rate of the Dutch dividend withholding tax is 15%.

A supporting document (Tax Voucher) evidencing the payment of Dutch withholding tax is made available each year on SHARINBOX –Société Générale website.

b. Taxation of dividends in Australia

Under Australian tax law, foreign dividends are taxed at **progressive rates up to 47% (including 2% Medicare levy)**. An additional 1% to 1.5% Medicare Levy Surcharge may also be imposed if you earn more than A$101,000 per annum (or A$202,000 for a family plus A$1,500 for each dependent child after the first child) if you do not hold Australian registered private hospital insurance cover.

You must declare the **gross amount of the dividends** in your Australian income tax return in the year in which they are received and report those dividends as foreign source income.

A **foreign income tax offset** may be claimed in the Australian tax return for foreign taxes paid in relation to the dividend income. This may be limited by the application of a double taxation agreement or the foreign income tax offset rules.

You will be responsible for reporting the dividends in your tax return and paying the resulting tax once your notice of assessment is issued.

3. Taxation at sale of your Airbus shares

You will not be able to sell or transfer the shares acquired in the ESOP 2026 for a **period of three years**. In practice, you will be able to sell your shares **from April 3, 2029**. The end of the holding lock period is not a taxable event.

If you sell the Acquisition and/or Matching Shares, a 'CGT event' will happen and a capital gain will arise equal to the difference between the arm's length sale proceeds on the date of the sale and the market value of the shares received at delivery plus any transaction costs (e.g. broker’s fees).

Taxable benefit = sale proceeds – (market value upon delivery of the shares + broker's fees)

You should note that the CGT cost base of your Matching Shares (and any Acquisition Shares, if you acquire them at a discount) will be equal to the market value of the shares when they were issued to you, even where the tax-free concession applies and the discount is not assessable to you.

As you will hold the shares for at least 12 months **you should be able to reduce the capital gain by 50%**, after first offsetting any available capital losses.

The taxable capital gain will be taxed at **progressive rates currently up to 47% (including 2% Medicare levy)**. An additional 1% to 1.5% Medicare Levy Surcharge may also be imposed if you earn more than A$101,000 per annum (or A$202,000 for a family plus A$1,500 for each dependent child after the first child) if you do not hold Australian registered private hospital insurance cover.

You must declare the capital gain **in your income tax return for the year in which the shares are sold**.

No amount will be withheld in respect of any CGT liability and you will be responsible for paying that liability out of your own funds.

A capital loss will arise if the reduced cost base of the shares is more than the arm's length sale proceeds. In case of capital loss, such losses can be offset against capital gains arising in the same year or may be carried forward indefinitely to be offset against future capital gains. Capital losses cannot be offset against ordinary assessable income. Capital losses must be declared **in your income tax return for the year in which the shares are sold**.

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Illustration of payment terms

The purpose of these examples is to illustrate the payment mechanisms with Option 1 and Option 2.

These examples do not take into account any mandatory deductions from your salary outside of the ESOP or any regulatory limits that may apply in accordance with local regulations. You should consider these constraints, along with your other recurring payments, when making a decision about how much you want to invest in ESOP 2026 and which Payment Option is best suited to your personal situation.

The examples below are illustrative and use a theoretical "Local Currency" (LC). You can establish your own calculation on the basis of the total amount to be paid for the package indicated in local currency on the subscription site and the principles of deduction in each Option illustrated below.

Option 1 : Payment in three deductions of equal amount

Assumptions retained for illustration				April 2026		May 2026		June 2026	
Package	Reference Price	Total amount to be paid	Monthly salary	ESOP deduction	Salary paid-out	ESOP deduction	Salary paid-out	ESOP deduction	Salary paid-out
1	200 LC	600 LC	3,700 LC	200 LC	3,500 LC	200 LC	3,500 LC	200 LC	3,500 LC
5	200 LC	6,000 LC	3,700 LC	2,000 LC	1,700 LC	2,000 LC	1,700 LC	2,000 LC	1,700 LC
7	200 LC	10,800 LC	3,700 LC	3,600 LC	100 LC	3,600 LC	100 LC	3,600 LC	100 LC

Option 2 : Payment up to the total amount of available monthly salary, over a maximum period of 3 months

Assumptions retained for illustration				April 2026		May 2026		June 2026	
Package	Reference Price	Total amount to be paid	Monthly salary	ESOP deduction	Salary paid-out	ESOP deduction	Salary paid-out	ESOP deduction	Salary paid-out
1	200 LC	600 LC	3,700 LC	600 LC	3,100 LC	0 LC	3,700 LC	0 LC	3,700 LC
5	200 LC	6,000 LC	3,700 LC	3,700 LC	0 LC	2,300 LC	1,400 LC	0 LC	3,700 LC
7	200 LC	10,800 LC	3,700 LC	3,700 LC	0 LC	3,700 LC	0 LC	3,400 LC	300 LC