AIRBUS ESOP 2026
COUNTRY SUPPLEMENT
CHILE

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.

Neither your employer nor Airbus can give you investment advice nor any guarantee as to the future price of Airbus shares which can go up and down. You are encouraged to consult Airbus Universal Registration Document (annual report) which contains important information on its activities, strategy, financial results and certain risks associated with its business and investment in Airbus shares.

If you do not understand the contents of the documents made available to you in the context of the Offer or have any doubts, you should speak to an independent financial adviser.

Securities law warning

Important Information

(i) This offer relates to securities not registered in the registries kept by the Commission for the Financial Market;

(ii) Therefore, a public offering of such securities cannot be made in Chile;

(iii) As the issuer is not registered with the Commission for the Financial Market, the issuer is neither subject to oversight by the Commission nor bound to provide public continuous information as required from registered issuers under the applicable law and regulation

Información Importante

(i) *La oferta trata sobre valores no inscritos en los registros que lleva la Comisión para el Mercado Financiero;*

(ii) *Por lo tanto, no puede hacerse oferta pública en Chile de estos valores;*

(iii) *Por tratarse de un emisor no inscrito en los registros de la Comisión para el Mercado Financiero, el emisor no está sometido a la fiscalización de la referida Comisión ni a las obligaciones de información continua que, por ley y normativa, se exige a los emisores inscritos.*

Eligibility

The ESOP 2026 is proposed to you because you are an employee of Airbus group.

In order to be eligible to the Offer in your country, you must meet the following conditions:

- Have 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.

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.

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

- 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.

<u>If you select Packages 8 or 9, only Option 2 is available.</u>

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.

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

Please note that deductions from salary are subject to limitations. In particular, deduction for a particular month must not exceed 15% of your aggregate monthly salary. You should consider this limitation when you decide upon the Package that you are purchasing and the Option that you select for the payment. The limit on salary deduction applies to both Option.

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 or from any severance or payment due upon termination of employment. Please read the Plan Rules for procedures that Airbus may apply in case of default of payment.

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 and procedures

Although you will pay your acquisition amount in Chilean pesos, 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 exchange rate applicable on February 18, 2026.

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 Chilean peso. As a result, if the value of the Euro strengthens relative to the Chilean peso, the value of your shares expressed in Chilean pesos will increase. Conversely, if the value of the Euro weakens relative to the Chilean peso, the value of your shares expressed in Chilean pesos will decrease.

Payments of the purchase price made in Chilean Pesos are deemed to include a mandate to your employer for their conversion to Euros in order to pay for the acquisition abroad. In case the amount of the purchase exceeds an equivalent of USD 10,000, the relevant foreign exchange operation shall be performed in the formal exchange market (which is composed of the banks established in Chile and other entities authorized by the Central Bank of Chile) and duly informed through the "Sistema De Información De Operaciones De Cambios Internacionales" (SICAM) within the first 10 days of the month following the purchase.

The proceeds from the foreign investment (redemption or sale price, dividends, etc.) may be kept abroad or remitted back to Chile. In case of an investment informed as described above, any disposition of the same should also be informed. If sent to Chile, the transfer must be made in the formal exchange market. Repatriated amounts may be maintained as foreign currency or may be converted into Chilean Pesos.

If because of the acquisition of shares or any other reason, in any moment of the relevant reporting period you keep loans, deposits or investment abroad for an aggregate amount of more than USD 10,000,000, you shall present a statement before the Central Bank of Chile regarding the existence of such funds. Such presentation must be made through the SICAM within the first 10 days of the month following the month in which the acquisition, loan, deposit, or investment abroad occurs.

For further information, please refer to:
https://www.bcentral.cl/compendio-de-normas-de-cambios-internacionales-a-contar-de-2026#:~:text=Recopilaci%C3%B3n%20de%20normativa%20dictada%20por%20el%20Banco%20Central,regular%20materias%20relacionadas%20con%20operaciones%20de%20cambios%20internacionales.

The Central Bank of Chile is vested of powers to impose additional restrictions on foreign investments, which includes, among others, the obligation to repatriate to Chile the product of such foreign investments or to convert them into Chilean Pesos within a certain period.

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.

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).

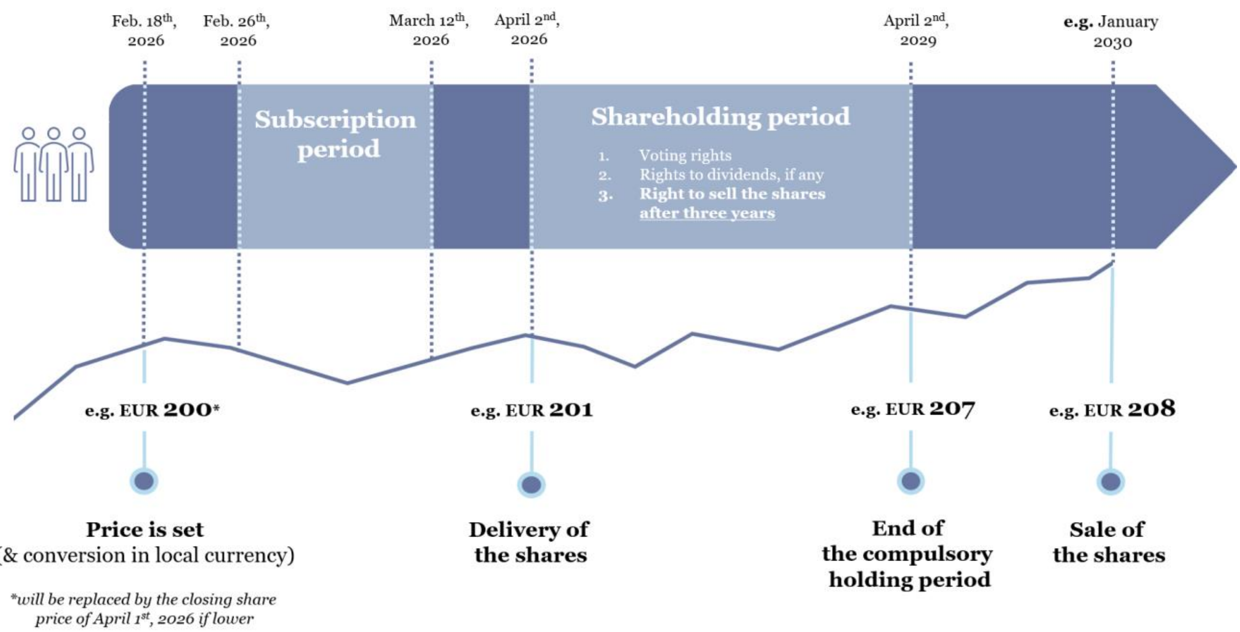
Tax information

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

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. For definitive advice, 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 in January 2026. Please keep in mind that the rules may change and affect the personal income tax and/or social security treatment described below.

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 an independent financial/tax advisor.

1. Taxation at the time of acquisition of Airbus shares

In the ESOP 2026, you must select a Package which allows you to acquire a number of Airbus shares at a discounted price compared to the Reference Price. The discount is the combination of a number of Airbus shares paid at Reference Price (**Acquisition Shares**) and additional Airbus shares (**Matching Shares**) allocated for free.

- You make **a taxable benefit corresponding to the grant of Matching Shares** of Airbus SE.

  The tax base of said benefit would be the market price of such shares. For tax purposes, the market value of the Matching Shares would be the opening listed price of Airbus SE shares on the day of delivery i.e.,on April 2, 2026.[1][2]

  This benefit will be deemed as a labor related income and therefore subject to Second Category Tax (*Impuesto Único de Segunda Categoría*), with **rates ranging from 0% to 40**%.

  In addition, this benefit is considered remuneration and is subject to social security contributions that are payable, for the **employee's part at the rate of 20.1%**. Note that the social security contributions are subject to a remuneration ceiling (equivalent to approx. $3.480.000 for AFP and $5.222.000 for AFC)

  The amount of the **social security contributions owed must be paid and declared by you**. The payment of the social security contributions must be performed directly with the AFP, AFC or in banks, financial institutions and other that count with an agreement to collect those payments.

  The payment is made through a payment slip available in each social security institution. It is important to clearly identify your name, the remuneration, the period of payment and the amount of the social security contribution. The payment can be made through Previred, in some cases in which you have a valid account. The social security contributions can be paid monthly (in this case, after the payment of the benefit) or annually by means of the referred payment slip.

  On the other hand, because the benefit is not offered and not borne by your employer but by the foreign parent company, your employer does not have withholding obligations and **you will be personally responsible to file the respective monthly tax return** (Form No. 50), **as well as the annual tax return** (Form No. 22, which must be filed during April of the following year), and pay the corresponding taxes. You must file Form 50 within the first 12 days of the following month in which the taxes are incurred, i.e. the month after the Matching Shares are delivered. Form No. 50 must be submitted through the Chilean IRS' web page.

- In addition, as a tax resident subject to taxation in Chile upon worldwide income, **information on your investment held abroad must be transmitted to the Chilean IRS** through Sworn Statement No. 1,929, which must be filed before the end of June of the year following transfer of the Airbus shares (i.e., June 2027). Moreover, in order to benefit with the tax credits available in Chile for taxes paid abroad, if applicable, the employees must register their investment abroad in the Foreign Investments Registry (*Registro de Inversiones en el Extranjero*) kept by the Chilean Internal Revenue Service[3].

[1] The value to be reported for tax purposes is in Pesos. You may use for these purposes the daily exchange rate published by the Chilean Central bank

[2] Chilean laws and regulations do not expressly define how the market value of the Matching Shares should be determined for tax purposes.

[3] Please note that under the Chilean Income Tax Law and instructions set forth by the Chilean Internal Revenue Service, by filing Sworn Statement No. 1929, the obligation to register investments in the Registry of Foreign Investments is deemed fulfilled.

2. Taxation during the holding of your Airbus shares

You are required to hold your shares for a period of at least **three years**. As long as you continue to hold your Airbus shares, you will be taxable with respect to dividends if any are distributed by Airbus SE.

- 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 Chile

Under Chilean Income Tax Law, dividends received by the employees are subject **to 25%** First CategoryTax (*Impuesto de Primera Categoría*) and to Overall Income Tax (*Impuesto Global Complementario*) at progressive rates that range from **0% to 40%, with a tax credit for the First Category Tax already paid.**

However, if certain requirements[4] are met, dividends obtained by employees could be exempt from First Category Tax and only subject to Overall Income Tax. Such exemption must be analyzed on a case-by-case basis by the respective employee.

In principle, **tax credit should be available** for the withholding tax paid in the Netherlands.

As a tax resident of Chile subject to taxes upon worldwide income, **you will be responsible for reporting** the dividends in your annual income tax return following the year during which the income is received or made available to you.

- Additionally, you **should report the dividends and their value** in Sworn Statement No. 1,929 on Operations Abroad.

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 period is not a taxable event.

- Taxation will take place at the time of sale of your shares, if you make a capital gain.

The capital gain is equal to the difference between the gross sale proceeds on the date of the sale and the Chilean tax cost of the shares. The tax cost of the shares acquired will correspond to the acquisition price you effectively pay for the Acquisition Shares, minus the transaction costs (e.g., broker's fees), while the tax cost of the Matching Shares will correspond to the value considered as labor-related income for Second Category Tax purposes.

Taxable benefit = sale proceeds – purchase price of the Acquisition Shares – market

[4] Pursuant to the instructions set forth by the Chilean IRS, such requirements are : (i) the employee is an individual domiciled or resident in Chile and is a taxpayer of the Overall Income Tax; (ii) he/she has perceived or must pay taxes on an accrual basis (in accordance with Article 41 G of the Income Tax Law) on income classified in Article 20 of the same law (which includes dividends, capital gains, among other income); (iii) the income has been taxed abroad; and (iv) the assets giving rise to such income are not part of her/his individual enterprise ("*empresa individual*"); then the income may be exempt from First Category Tax. The condition under (iii) is met considering that dividends are subject to a withholding tax in the Netherlands.

value upon delivery of the Matching Shares – broker's commissions

The capital gain will be subject to First Category Tax with **a 25% rate,** and to Overall Income Tax at progressive rates of **up to 40%**, with the possibility to deduct the First Category Tax paid as a credit.

Your employer will not withhold any taxes on your capital gains. **Your capital gains must be declared by yourself** in your corresponding annual income tax return for the year during which the gain was perceived.

However, if the income obtained upon sale of your shares is deemed as “sporadic” income, you shall declare and pay the corresponding First Category Tax during the following month in which the respective income is perceived. In general, the Chilean Internal Revenue Service has established that the expression “sporadic income” refers to such income obtained occasionally by taxpayers that do not carry out habitually activities subject to First Category Tax. Therefore, the moment in which the applicable taxes would have to be declared and paid by you will depend on the qualification of the capital gain as “sporadic income”.

Capital losses incurred in the sale of your Airbus shares cannot be used to offset any gains on Airbus shares nor any other foreign or local income, except under certain circumstances and requirements.

- Additionally, you will be **required to report the result of the sale of the shares** in Sworn Statement No. 1,929 as part of the Chilean annual tax return process. Moreover, you must register the sale in the Foreign Investments Registry (Registro de Inversiones en el Extranjero) kept by the Chilean Internal Revenue Service[5]

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[5] Please note that under the Chilean Income Tax Law and instructions set forth by the Chilean Internal Revenue Service, by filing Sworn Statement No. 1,929, the obligation to register investments in the Registry of Foreign Investments is deemed fulfilled.

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