AIRBUS ESOP 2026

COUNTRY SUPPLEMENT

MALAYSIA

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 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.

Eligibility

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 obligatison to participate in the Offer and your decision to participate or not will not have any impact on your employment with Airbus group.

Investment amount and process of payment of the purchase price in your country

The investment amount in ESOP 2026 cannot exceed the amount of your salary for three months (April, May and June 2026).

Payment of the purchase price for your selected Package shall be made by wire transfer to the bank account of your employer company. Details regarding the date on which your payment must be received and the reference of the account will be provided to you separately.

If you cease employment with your Airbus employer before the payment of your investment amount has been received, Airbus or your former employing entity may take all appropriate actions to recover the purchase price of the Package, including, subject to applicable laws, deducting the outstanding amount from your last pay. Please read the Plan Rules for procedures that Airbus may apply in case of default of payment.

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 Malaysian Ringgit, the purchase price of Airbus Shares is set in Euros. The amount of the purchase price of your Package will be converted into 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 Malaysian Ringgit. As a result, if the value of the Euro strengthens relative to the Malaysian Ringgit, the value of your shares expressed in Malaysian Ringgit will increase. Conversely, if the value of the Euro weakens relative to the Malaysian Ringgit, the value of your shares expressed in Malaysian Ringgits will decrease.

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 indicted 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).

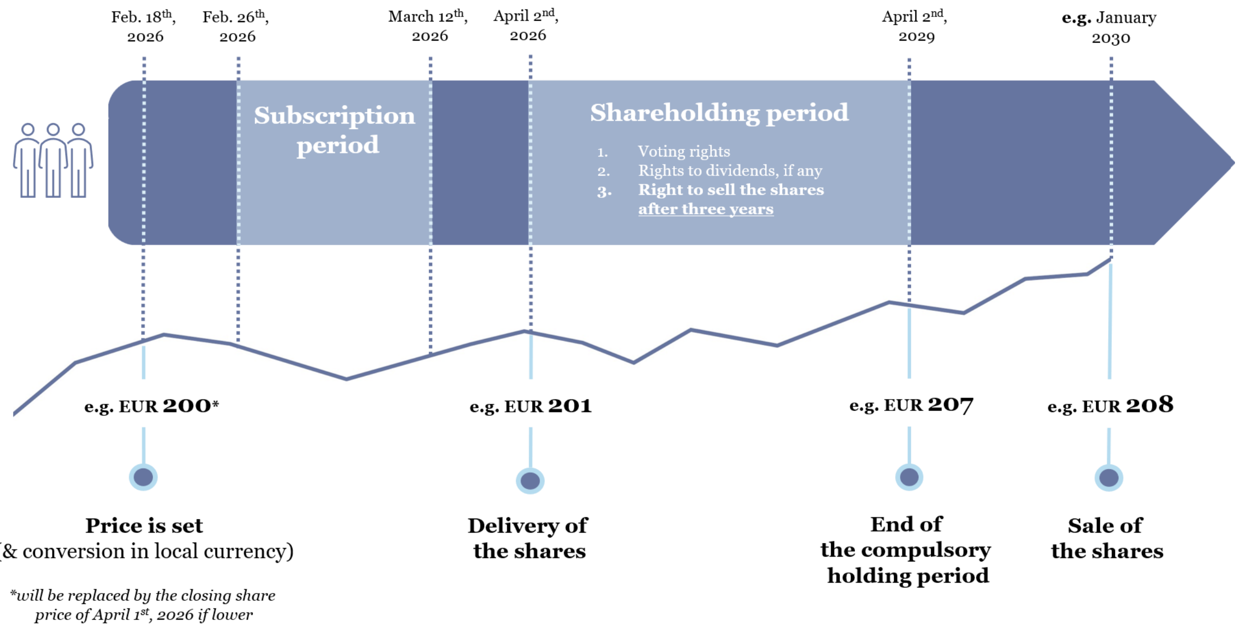
Tax Information

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

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 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 difference between the value of all shares delivered to you (Acquisition Shares and Matching Shares) and the purchase price that you paid:

Taxable benefit = market value of the share x total number of shares received - price you paid for the Package

For tax purposes, the market value is the average of the highest and lowest share price at the date of the taxable event, i.e. on the date of the delivery of the shares to take place on April 2, 2026.

This benefit is considered employment income and subject to tax **at progressive rates of up to 30%** for resident individuals and at a flat rate of 30% for non-resident individuals.

Generally, no social security contributions are due on the taxable amount. The Malaysian Employees Provident Fund (EPF) Board has already confirmed in the past that these benefits do not fall within the scope of the EPF.

You are required to report the taxable ESOP income to the Malaysian Inland Revenue Board in your annual tax return (Form BE) by **April 30th in the year following the year of assessment**. The employment income reported inthe Form BE must be supported by a copy of the Income Statement (Form EA) prepared by your employer.

Unless you elect (in writing) before April 30th, 2026 to pay the tax on the ESOP income through the tax return filed April 30th, 2026, **taxes will be withheld by your employer** from your salary during the month of acquisition or alternatively, by instalments up to a maximum of 12 months, beginning with the month of taxation.

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.

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%**.

b. Taxation of dividends in Malaysia

Under the Income Tax (Exemption) (No. 5) Order 2022 (read together with Income Tax (Exemption) (No.5) Order 2022 (Amendment) Order 2024), foreign-sourced dividends received by resident individuals (except for resident individuals who carry on business through a partnership) in Malaysia, for the period from 1 January 2022 to 31 December 2036, are exempted from taxation if the income has been subjected to tax of a similar character to income tax under the law of the territory where the income arises. On the basis that Dutch withholding tax has been imposed on the dividends in the Netherlands and there's documentary evidence to prove the same in case of an audit, then you **should be exempted from tax in Malaysia with respect to the dividend amount until 31 December 2036**.

Unless the exemption order is further extended, starting from 1 January 2037, foreign-sourced dividends received in Malaysia will be subject to progressive tax rates of up to 30%.

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.

Currently, based on clarification by the Malaysian Inland Revenue Board, capital gains tax on individuals is only restricted to gains derived from disposal of real property or shares in real property company in Malaysia. As such, capital **gains generated from the sale of shares by individuals are not taxable** in Malaysia.

In case of capital loss, it will be considered personal loss and cannot be used to offset other taxable income from Malaysia individual income tax perspective.

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