

AIRBUS ESOP 2026

COUNTRY SUPPLEMENT

PHILIPPINES

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.

Securities law warning

Please note that the Offer is made to you in reliance on the exemption from securities registration granted by the Philippine SEC for ESOP 2026. Accordingly, no prospectus is made available in connection with ESOP 2026.

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 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.

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.

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 imply 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.

Additionally, regardless of the option you have chosen, if your salary is insufficient for the acquisition of the first Package, the reimbursement will be through monthly salary deductions in up to six deductions of equal amount.

You should consider the amount of your monthly salary when you decide upon the Package that you are purchasing, and the Option that you select for the payment.

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.

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 purchase amount in Philippine 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 Philippine Peso. As a result, if the value of the Euro strengthens relative to the Philippine Peso, the value of your shares expressed in Philippine Pesos will increase. Conversely, if the value of the Euro weakens relative to the Philippine Peso, the value of your shares expressed in Philippine Pesos 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 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, non-precedent setting, 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).

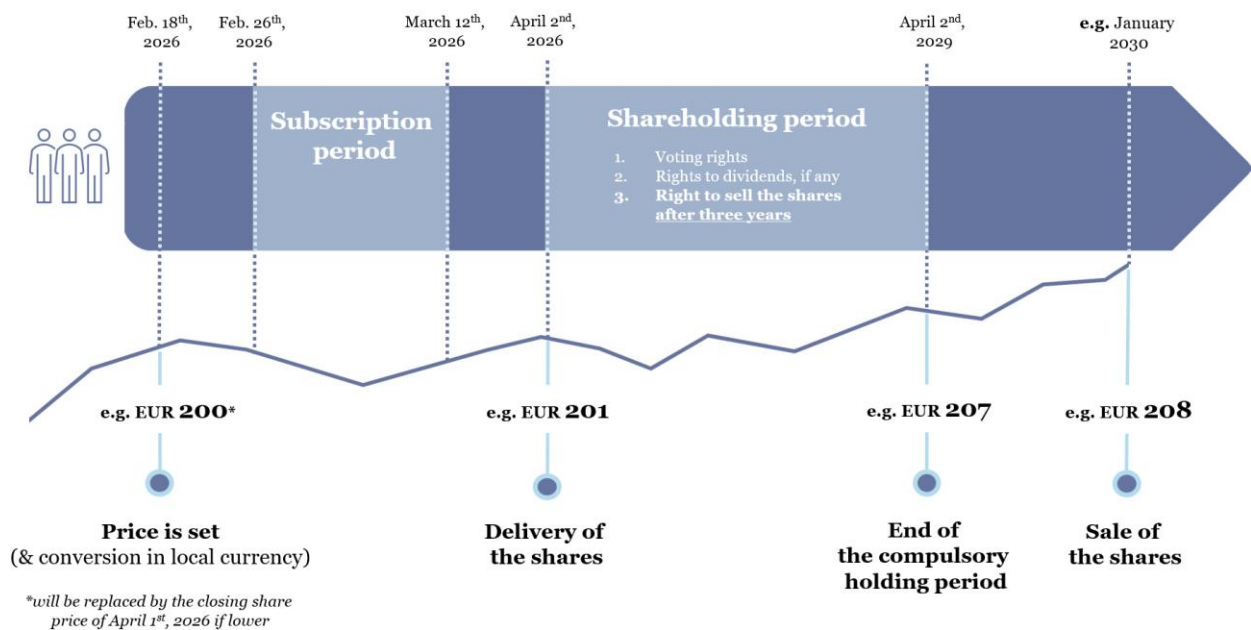
Tax Information

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 Philippines.

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 not 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 subscription of Airbus shares

In the ESOP 2026, 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.

The benefit corresponding to the value of Matching Shares shall generally be taxable as an additional compensation income at the time of their delivery **at progressive rates of up to 35%**. Your employer will withhold the tax applicable on your compensation income.

You will have no reporting obligation. However, if you receive income other than compensation income, you are required to file an income tax return and the amount withheld by your employer shall be credited against the income tax due. You must pay any taxes due in excess of the tax withheld.

If your monthly salary credit is at least PhP34,750, the benefit corresponding to the value of Matching Shares should not have social security consequences. If your monthly salary credit is less than PhP34,750, the benefit will be added to your monthly salary credit (until it reaches PhP34,750, which is the maximum monthly compensation base for calculating social security contributions) and included in the monthly salary credit subject to social security contribution withheld by your employer.

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 the Philippines

Under Philippine tax laws, dividends from foreign shares are treated as ordinary income subject to progressive income tax rates **of 0% to 35% or to the 8% optional gross income tax rate**.¹

You will be responsible for reporting the dividends and paying the tax due thereon in your annual income tax return for the year the dividends are received or made available to you.

A tax credit is available for the withholding tax paid in the Netherlands, subject to limitation.

¹ Those engaged in trade, business, or profession while also earning compensation income may elect the 8% income tax rate based on gross sales and other non-operating income not exceeding PhP3,000,000, in lieu of the graduated income tax rates and percentage tax, for their income from business or practice of profession.

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. The sale will be subject to a stock transaction tax of 0.1% of the selling price.

Your employer is not required to withhold any tax on your sale of shares, and no contributions to the Social Security System (SSS), Philippine Health Insurance Corporation (PhilHealth), or Home Development Mutual Fund (Pag-IBIG Fund) will apply.

You are responsible for filing and paying the applicable stock transaction tax directly to the BIR, following the procedures and forms that will be prescribed in future regulations implementing the Capital Markets Efficiency Promotion Act ("CMEPA").

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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