AIRBUS ESOP 2026

COUNTRY SUPPLEMENT

PORTUGAL

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

The ESOP 2026 is addressed to Airbus group employees only. This Offer constitutes a private investment and is not subject to registration with or approval by a local authority. It is made in reliance on the exemption from publishing a prospectus provided for in Article 1 para 4 lit. i) of the EU Prospectus Regulation 2017/1129.

Airbus makes available via the Internet Airbus ESOP website the information document in the meaning of Article 1 para 4 lit. i) of the EU Prospectus Regulation 2017/1129.

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.

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 6 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 6 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 6 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.

Please note that deductions from salary are subject to limitations. In particular, deduction for a particular month must not cause the payment of less than the minimum wage nor less than 2/3 of your net salary. You should consider limitations that apply to you depending on your personal situation 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.

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).

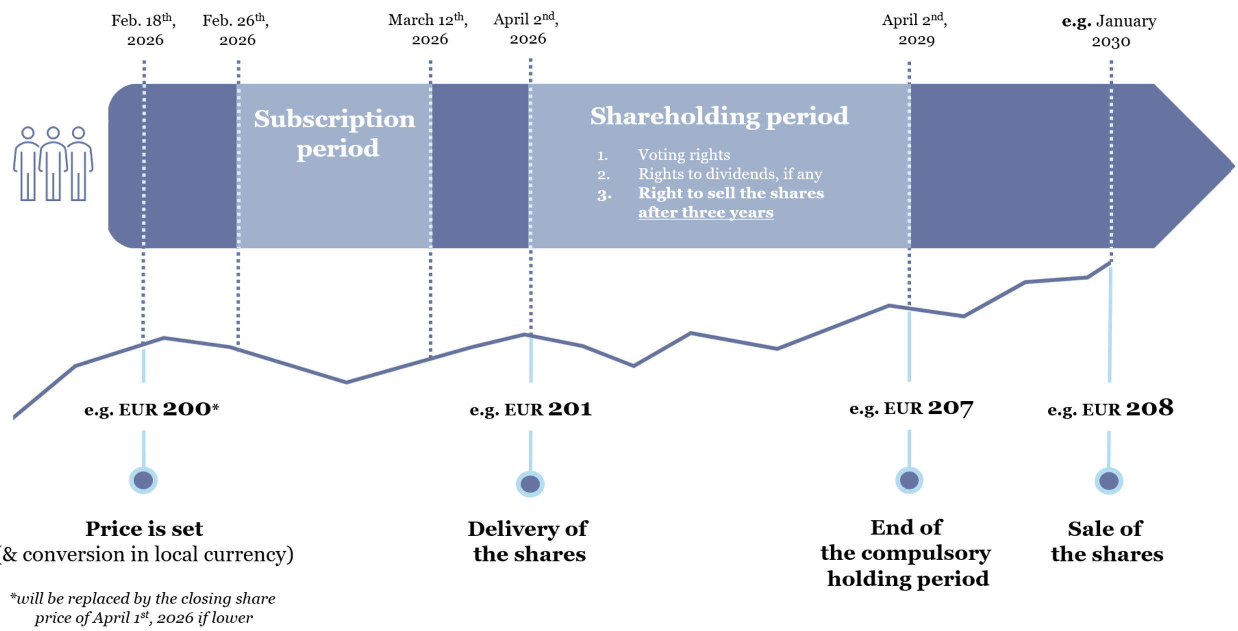
Tax Information

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

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 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 market value of the shares on the last day of the subscription period (considering that Portuguese tax law does not establish any specific criteria, it is recommended to use the average shares' listed price) i.e., March 12, 2026.

This benefit qualifies as employment income and is subject to Portuguese Individual Income Tax ('PIT') (Category A), even where the income is only obtained after the termination of the employment relationship.

This income will be taxed at the PIT general/progressive rates of up to 48%, concerning income obtained in 2026, rate which applies to a taxable income exceeding € 86,634.00. If taxable income exceeds € 80,000.00, an additional solidarity tax is due over the portion of the taxable income exceeding that amount, at 2.5% rate over its tranche up to € 250,000.00 and at a 5% rate over its tranche exceeding the latter amount. No social security contributions are due.

No withholding tax applies.

You will be responsible for reporting the income on your annual tax return.

- ✓ Additionally, you benefit from a facility offered by your employer (payment of your purchase price in up to 6 deductions)

This advance may be considered as an interest-free loan granted by your employer which constitutes an employment income (category A) taxable on the amount resulting from the application to the respective capital of 70% of the proposed minimum rate applicable to the main refinancing operation (MRO) by the European Central Bank, or of other rate legally fixed as equivalent, on the 1st business day of the year to which the income pertains, in the absence of a ministerial order setting the reference interest rate.

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 will continue to hold your Airbus shares, you will be taxable with respect to dividends, if any, which are distributed by Airbus S.E.

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 Portugal

Under Portuguese domestic law, the gross amount of the dividends received in respect of your shares will qualify as investment income (Category E) and will be subject to PIT. Considering that dividends are not paid with the involvement of a Portuguese intermediary, such dividends will not be subject to the Portuguese withholding tax. In such a case, dividends will be taxed by means of autonomous taxation at a 28% PIT rate, through their disclosure on your annual tax return ("annex J"). You may, however, choose to include those dividends in your overall income.

If this option is exercised, dividends will only be taxed in 50% of its amount, at the general/progressive PIT rates of up to 48%, plus, in case taxable income exceeds € 80,000.00, an additional solidarity tax over the portion of the taxable income exceeding that amount, of 2.5% which is levied over its tranche up to € 250,000.00 and of 5% over its tranche exceeding the latter amount.

You should be entitled to a tax credit in Portugal corresponding to the lowest of the following amounts: (i) the Dutch tax paid on the dividends or (ii) the fraction of the Portuguese income tax, assessed before this deduction, corresponding to the income previously taxed in the Netherlands.

If you opt to include those dividends in your overall income, you will be bound to make such aggregation in respect to the other types of income which, except in case such option is exercised, would be taxed through final withholding tax or by means of autonomous taxation, which means that the general/progressive PIT rates, plus the additional surcharges above mentioned, should apply to that income.

You will be responsible for reporting the dividends in your annual PIT return to be filed with reference to the year where these dividends were earned, being that such return should be submitted in the following year between April 1st and June 30th. If returns are filled in due time (within the deadlines previously mentioned), PIT should be assessed until 31st July of the year following that in which income was obtained.

No Social Security contributions would be due over the dividends received.

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.

The capital gain is equal to the positive difference between the shares' sale proceeds and the market value of the shares at acquisition.

Taxable benefit = sale proceeds - market value of the shares at acquisition

For tax purposes, the market value of the shares at acquisition is the market value indicated in Section 1 above, i.e. the market value on the last day of the subscription period.

You will be responsible for reporting the capital gains in your annual PIT return to be filed with reference to the year where these gains were earned, being that such return should be submitted in the following year between April 1st and June 30th. If returns are filled in due time (within the deadlines previously mentioned), PIT should be assessed until 31st July of the year following that in which income was obtained.

Such capital gains will be included in the positive annual balance of capital gains and capital losses arising from the sale of shares, bonds and other securities, during a given tax year (Category G), which will be taxed autonomously at a 28% rate.

This rate is reduced in the following percentages, depending on the number of years over which you hold the shares:

- ✓ 10% if shares are held for more than 2 and less than 5 years – which translates into a 25.2% tax rate;
- ✓ 20% if shares are held for 5 or more and less than 8 years – which translates into a 22.4% tax rate; and
- ✓ 30% if shares are held for 8 or more years – which translates into a 19.6% tax rate.

However, you may elect to include the amount of the capital gain in your overall taxable income, in which case, you shall be taxed at the progressive tax rates ranging from 12.50% to 48%, increased by a solidarity tax of 2.5% (on taxable income in excess of € 80,000 and up to € 250,000) and 5% (for income in excess of € 250,000).

Please note that, **if (i) the sale occurs within** the first **year** following the acquisition of the shares, and if **(ii) your taxable income** (including the capital gains) **exceeds € 86,634**, it will be **mandatory to include the capital gains in your overall income**.

If you opt to include this positive annual balance in your overall income, you will be bound to make such aggregation in respect to the other types of income of the same category which, except in case such option is exercised, would be taxed through final withholding tax or by means of autonomous taxation, which means that the general/progressive PIT rates, plus the additional surcharges above mentioned, should apply to that income.

No Social Security contributions apply.

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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.

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	€600	€3,700	€200	€3,500	€200	€3,500	€200	€3,500
5	€200	€6,000	€3,700	€2,000	€1,700	€2,000	€1,700	€2,000	€1,700
7	€200	€10,800	€3,700	€3,600	€100	€3,600	€100	€3,600	€100

Option 2 : Payment up to the total amount of available monthly salary, over a maximum period of 6 months

Assumptions retained for illustration				April 2026		May 2026		June 2026		July 2026		August 2026		September 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	ESOP deduction	Salary paid-out	ESOP deduction	Salary paid-out	ESOP deduction	Salary paid-out
1	€200	€600	€3,700	€600	€3,100	€0	€3,700	€0	€3,700	€0	€3,700	€0	€3,700	€0	€3,700
5	€200	€6,000	€3,700	€3,700	€0	€2,300	€1,400	€0	€3,700	€0	€3,700	€0	€3,700	€0	€3,700
7	€200	€10,800	€3,700	€3,700	€0	€3,700	€0	€3,400	€300	€0	€3,700	€0	€3,700	€0	€3,700
9	€200	€19,800	€3,700	€3,700	€0	€3,700	€0	€3,700	€0	€3,700	€0	€3,700	€0	€1,300	€2,400