AIRBUS ESOP 2026

COUNTRY SUPPLEMENT

SLOVAKIA

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

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. b) 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.

<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. 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.

Deduction from salary is based on your express agreement granted through your participation in ESOP 2026.

Please note that deductions from salary are subject to limitations. In particular, deduction for a particular month shall not exceed the legal living wage which depends on individual conditions (so called non-deductible or unrecoverable amounts (in Slovak *nepostihnuteľné sumy*). You should consider the limitation that may apply to you when you decide upon the Package that you are purchasing, and the Option 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 (subject to limitations set by applicable law, such as the maximum deductible amount). 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).

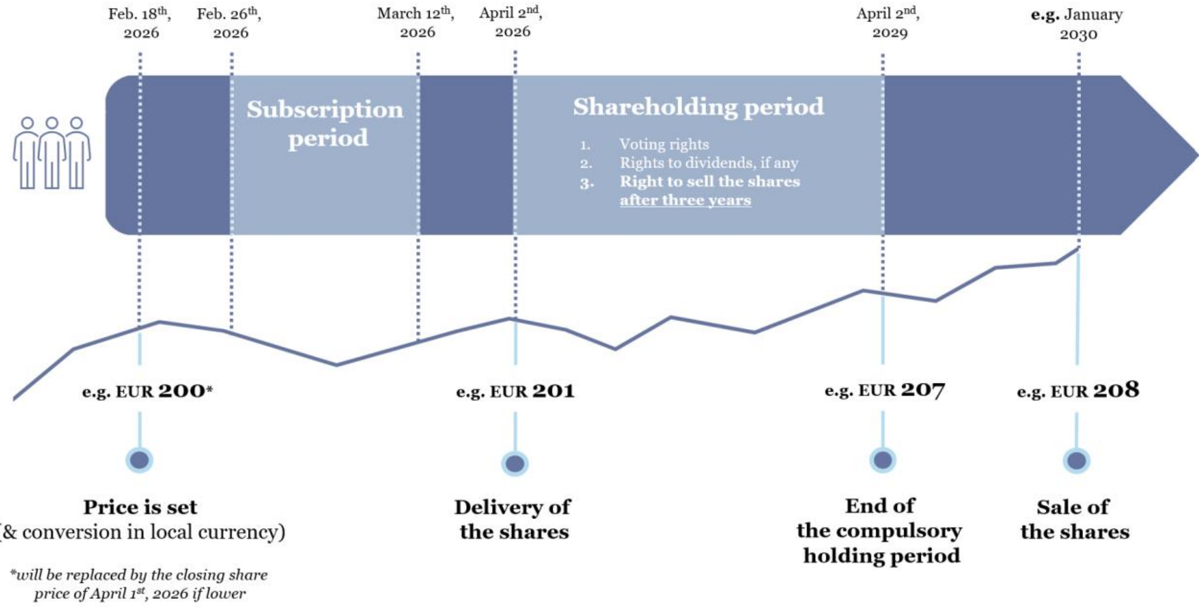
Tax Information

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 Slovakia.

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 fair market value of all shares delivered to you (Acquisition Shares + Matching Shares) and the purchase price that you paid:

  Taxable benefit = fair market value of shares received - price you paid

  For tax purposes, the fair market value is the closing listed price of Airbus SE share on the date of its delivery on your share account, i.e., on April 2, 2026.

  This benefit is part of your other regular employment income (income from dependent activities) and **subject to tax at progressive personal income rates** (19%, 25%, 30% or 35% depending on your monthly income). This income will be included into your monthly salary as in case of the other-kind benefits for calendar month in which you achieved this income and be taxed by your employer. The corresponding income tax will be withheld from your salary.

  The same amount is **subject to obligatory social security and health insurance contributions**, which will be deducted from your monthly salary by your employer. The health insurance contribution is at the rate of 5% of your taxable income and the social security contribution is at the rate of 9.4% of your taxable income.

  The maximum monthly assessment base, from which the social security contributions are withheld is EUR 16,764 in 2026 and includes your whole employment income. There is no maximum assessment base for health insurance contributions.

  In the case where the employer does not include this acquisition gain to your payroll and annual income tax reconciliation, you will have to report your acquisition gain, as well as any other income, in your annual income tax return before March 31st or within the extended filing deadline (i.e. June 30th or September 30th under the specific conditions) of the year following the purchase of the shares.

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%**.

However, under the tax treaty entered into by the Netherlands and Slovakia, the rate of the withholding tax may be reduced to 10% if you provide Airbus with the tax treaty form (Form IB 92), duly signed, dated and stamped by the tax authorities of your country of residence before the date of payment of the dividends. In the event where the form is not provided to Airbus before the date of payment of dividends, the withholding tax will be levied at the domestic rate of 15%.

However, you may obtain the repayment of the withholding tax paid in excess of the tax treaty rate by providing the Form IB 92, to the Dutch tax authorities before (i) the end of the term mentioned in the tax treaty, and (ii) in absence of such term in the tax treaty, by December 31st of the fifth year following the year of payment.

b. Taxation of dividends in Slovakia

Any dividends that you receive from profits declared for the tax periods starting[1]:

- on 1 January 2025 and later are taxable at the **rate of 7%;**
- between 1 January 2024 and 31 December 2024 are taxable at the **rate of 10%;**
- between 1 January 2017 and 31 December 2023 are taxable at the **rate of 7%**.

You will be obliged to tax the received dividends through your annual income tax return before March 31st or within the extended filing deadline (i.e. June 30th or September 30th under the specific conditions) of the year following the receipt of the dividends.

In principle, there should be available to credit the withholding tax paid in the Netherlands against the Slovak tax (obtaining a certificate on the tax withheld in the Netherlands is recommended).

The received dividend will not be subject to social security or health insurance contributions.

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.

Because your shares are subject to a 3-year lock-up period, the capital gain realized by you upon the sale of shares is **exempt from the personal income tax**. The capital gain would also not be subject to social security and health insurance contributions.

The plan allows a sale before the end of the lock-up period in case of death only. In case of an early resale within the first year following acquisition of the shares, a tax exemption stated above would not apply and your heirs will need to consult a tax advisor to determine the applicable taxation, as the case may be.

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[1] Dividends from profits declared for tax periods starting prior to 1 January 2017 are not expected. Should such situation occur, you will need to consult a tax advisor to determine the applicable taxation or health insurance contributions, as the case may be.

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 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	€600	€3,700	€600	€3,100	€0	€3,700	€0	€3,700
5	€200	€6,000	€3,700	€3,700	€0	€2,300	€1,400	€0	€3,700
7	€200	€10,800	€3,700	€3,700	€0	€3,700	€0	€3,400	€300