AIRBUS ESOP 2026

COUNTRY SUPPLEMENT

SWITZERLAND

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 be informed that ESOP 2026 in Switzerland is exempt from requirement to prepare and publish a prospectus under the Swiss Financial Services Act (“FinSA”). This document does not constitute a prospectus pursuant to the FinSA, and no such prospectus has been or will be prepared for or in connection with ESOP 2026.

This document is neither subject to any governmental approval nor must be filed with any Swiss authority.

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 a unterminated 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 the ESOP 2026. Please note that deductions from salary are subject to limitations. In particular, deduction for a particular month must not exceed the minimum salary protected by debt collection laws. You should consider this limitation 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 subscription amount in Swiss Francs, 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 Swiss Franc. As a result, if the value of the Euro strengthens relative to the Swiss Franc, the value of your shares expressed in Swiss Francs will increase. Conversely, if the value of the Euro weakens relative to the Swiss Franc, the value of your shares expressed in Swiss Francs 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 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).

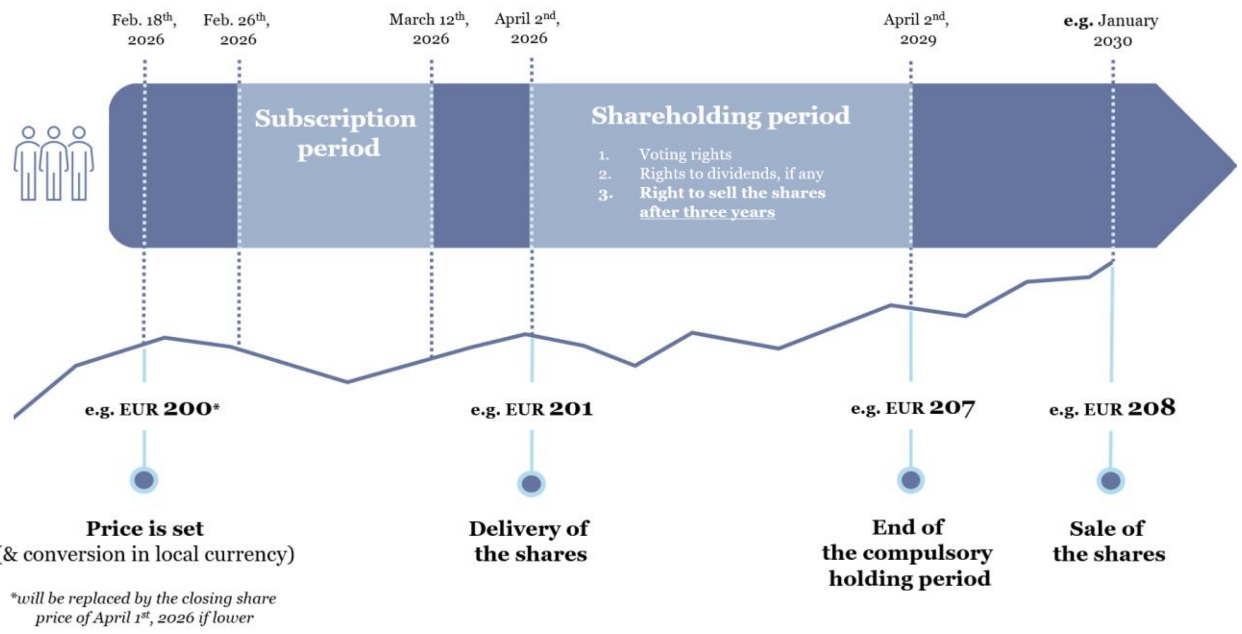
Tax information

This summary sets out the main tax consequences applicable to employees who (i) are resident in Switzerland for Swiss tax purposes and in accordance with the tax treaty between Switzerland and Netherland for the avoidance of double taxation, dated February 26, 2010 (the "Treaty") and (ii) are entitled to the benefit of the Treaty and (iii) perform their employment with Airbus exclusively in Switzerland.

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 2026 ESOP 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 (**Acquisition Shares**) and additional Airbus shares (**Matching Shares**) allocated for free.

a. Matching Shares

The fair market value of your Matching Shares does basically qualify as taxable income from employment.

For tax purposes, the relevant market value is the **closing price of the Airbus SE share on the first day of the acquisition period**, i.e., on February 26, 2026.

Furthermore, considering the shares are subject to a 3-year lock-up period, **a 16.038% discount may be available** to reduce the market value of the shares when computing the amount of the taxable benefit:

Taxable benefit = (83.962% x market value of the share) x total number of Matching Shares

This benefit does qualify as taxable income from employment at **tax rates ranging from 19.6% to 45.1% depending on your canton of residence** and is, furthermore, **subject to social security contributions**.

Note that there will be additional income tax and social security consequences in the event of an early exit.

Your employer will deduct your part of the social security contributions (and tax at source, if applicable) and will be further obliged to report the taxable income on your salary statement 2026. **You must file** the respective documents together with your tax return 2026 with the local tax authorities **and pay the corresponding tax** (unless you have already been taxed at source).

b. Acquisition Shares

In practice, acquisition of your Airbus shares (= Acquisition Shares) is not expected to have any tax or social security impact, considering that the Airbus shares may benefit from a 16.038% discount to compensate for the 3-year lock-up period.

However, because the date on which the purchase price is established and the date on which the relevant market value is determined (i.e., the first day of the acquisition period which is February 26, 2026) are different, **the positive difference between the relevant market value for tax purposes of the Airbus shares** (see above) **and the purchase price paid by you, if any, would constitute a taxable benefit**:

*Taxable benefit = (83.962% * market value of the share) * total number of Acquisition Shares – purchase price paid by you*

This benefit would qualify as taxable income from employment at **tax rates ranging from 19.6% to 45.1% depending on your canton of residence** and is, furthermore, **subject to social security contributions**.

The consequences of an early transfer and the reporting obligations outlined under "Matching Shares" would also apply.

c. Payment facility

Additionally, if the payment of your investment amount extends beyond a period of one month, you benefit from a payment facility offered by your employer.

This payment facility may be qualified by the tax authorities as taxable cash benefit from the employer in form of an interest free loan.

However, as interest is generally tax deductible in Switzerland, this would likely not have any negative tax consequences for you. However, this cash benefit could eventually be subject to social security charges.

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. You may also be subject to reporting requirements (see below).

- 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 rateof the **Dutch dividend withholding tax is 15%**.

A supporting document (Tax Voucher) evidencing the payment of Dutch withholding tax is madeavailable each year on SHARINBOX –Société Générale website.

b. Taxation of dividends in Switzerland

Under Swiss tax law, dividends are taxable at **income tax rates that vary depending on the canton of residence** of the employee (currently between 19.6% and 45.1%). No employee or employer social charges apply.

You are responsible for reporting the dividends arising on your Airbus shares in your annual tax return and pay the corresponding tax.

You may apply for a tax credit in the amount of any non-refundable Dutch withholding tax by filing the tax form DA-1 together with your annual tax return. If you do not reach the minimal threshold for filing the DA-1, you may deduct the non-refundable Dutch withholding tax from the taxable dividend amount.

- Wealth tax in Switzerland:

Additionally, the fair market value of your Airbus shares will be taken into account for the payment of the **annual cantonal and communal net wealth tax** at rates of maximum 0.1% to 0.88% if your overall taxable net wealth exceeds a certain threshold.

You are **required to declare the tax value of your Airbus shares** as of December 31 in the securities statement of your personal tax return in each year during the holding of your Airbus shares.

Depending on the canton of residence, you may benefit for net wealth tax purposes from a flat rate or pro rata tax discount on the fair market value of your investment during the lock-up period.

3. Taxation at sale of your Airbus shares

You will not be able to sell or transfer the Airbus shares acquired in the ESOP 2026 for a **period of three years**. In practice, you will be able to sell your Airbus shares **from April 3, 2029**. The end of the holding period is generally not a taxable event (provided that your Airbus shares were held as private assets).

In principle, any gain realized upon a subsequent sale of your Airbus shares after completion of the ordinary lock-up period will **constitute a tax free capital gain, provided that your Airbus shares were held as private assets**. Accordingly, no social security contributions are due. Any capital loss will not be tax deductible.

<u>In case of transfer of the shares before the end of the lock-up period (in case of death)</u>, **a taxable income will be realized** (which is also subject to social security contributions) in the amount of the

difference between the fair market value of the Airbus shares at the time of the early transfer minus the fair market value of the Airbus shares reduced by the applicable tax discount for the remaining/non-completed restriction period.

The selling date of the Airbus shares must be indicated in the tax return of the year such sale occurred.

4. Reporting obligations

Your participation in the ESOP 2026 (and any taxable income arising thereof, if any) will be reported on your annual salary statement 2026 and as an addendum to the salary statement. These documents must be filed together with your tax return 2026.

During the holding of your Airbus shares, you are obliged to declare the tax value of your Airbus shares as of December 31 in the securities statement of your personal tax return. The tax value corresponds to the fair market value minus applicable discount for the remaining lock-up period.

If you receive any dividends, such income must be reported as well in your tax return in the year such dividends have been distributed.

Upon sale, you have just to report the selling date in your annual tax return of the year such sale occurred.

Finally, please note that an early exit will result in taxable income and social security consequences, which will be reported in your salary statement of the year of such early exit and in an addendum to the salary statement.

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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