

INSTRUCTIONS FOR COMPLETION OF THE JOINT S431 TAX ELECTION

If you wish to participate in the ESOP 2026 you must enter into a joint s431 tax election by 21 April 2026 at the latest in respect of any Acquisition Shares and Matching Shares you may acquire. Please refer to the UK specific tax information for details on how this tax election impacts on the UK tax treatment of your participation in the ESOP 2026.

If you submitted your subscription request online, you will be invited to complete and sign the joint tax election online, as part of the subscription process.

If you contacted the call center to submit your subscription request, you will need to submit the joint S431 tax election by 21 April 2026 as specified below.

You will need to fill in the following information on the enclosed joint tax election (we have completed some of the information on your behalf):

In section 1:

- your name (on the Employee line)
- your National Insurance Number (if you do not have this you should be able to find this on a recent payslip)
- the name of your employer (see table below)
- the company registration number for your employer (see table below)

Section 3 does not need to be completed and the following wording should remain unchanged: *"Such number of "Acquisition Shares" plus such number of additional "Matching Shares" to be acquired on 7 April 2026 under the terms of the ESOP 2026."*

In section 5:

- you need to sign and date the joint tax election

You will need to complete Part A of the election form by filling in section 1 and signing and dating section 5.

If your payroll is managed via Reward Operation UK, you will need to return the completed and signed election form before 21 April 2026 to the email address:
external-parties.5858@airbus.com

If you do not have an internet access, you can use the postal address below:

Reward Operation UK
Level 3, Building 200
West Factory
Broughton
Flintshire
CH4 0DR

If your payroll is not managed via Reward Operation UK please return the form to the payroll department responsible for you (see below).

Company Code (Kapis)	Company Name	Company registration number
1180	Surrey Satellite Technology Limited	01916260
1295	Airbus Protect Limited	07541925
1405	Satair UK Limited	03141268
1656	Testia Limited	08360678
1738	Astrium Ltd. Geo-Intelligence	02449259
1789	Airbus Defence & Space Limited - Skynet	02449259
1844	Airbus Defence & Space Limited (Newport)	02449259
1862	NAVBLUE Limited	04556441
2011	Airbus Helicopters UK Ltd.	01164090

2855	Airbus Defence and Space Limited	02449259
3354	Missiles & Space Batteries Ltd	SC162626
3631	Airbus Operations Ltd.	03468788
9631	Airbus UK Ltd - Military	03468788
5247	AALTO HAPS LIMITED	13925802