AIRBUS ESOP 2025

COUNTRY SUPPLEMENT

NETHERLANDS

You have been invited to invest in shares of Airbus SE in the context of the 2025 Airbus Employee Share Ownership Plan ("**ESOP 2025**" or the "**Offer**").

This document contains the local offering information and a summary of principal tax consequences relating to your investment in the ESOP 2025.

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 2025 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 2025 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, 2024 and remain in employment through the date of delivery of purchased shares on April 1, 2025.

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 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 deduction.

You may opt for reimbursement by:

- deduction of the whole amount from your salary in the month of April 2025

OR

- in 3 equal instalments to be deducted from your salary in the month of April, May and June 2025.

Please note that deductions from salary are subject to limitations. In particular, restriction on (i) the protected part of your gross monthly salary (*beslagvrije voet*) (of which the level depends on your family situation and income position) and (ii) any deductions or setoffs resulting in a net salary that is below minimum wage (*minimumloon*) must be observed.

You should consider this limitation when you decide upon the Package that you are purchasing.

If you cease employment with your Airbus employer before full repayment of your ESOP debt, the outstanding balance will become immediately due and will be deducted from your last pay. Please read the Plan Rules for procedures that Airbus may apply in case of default of payment.

Custody of your Shares

Shares acquired in the ESOP 2025 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 for calculation of pensionable salary or 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).

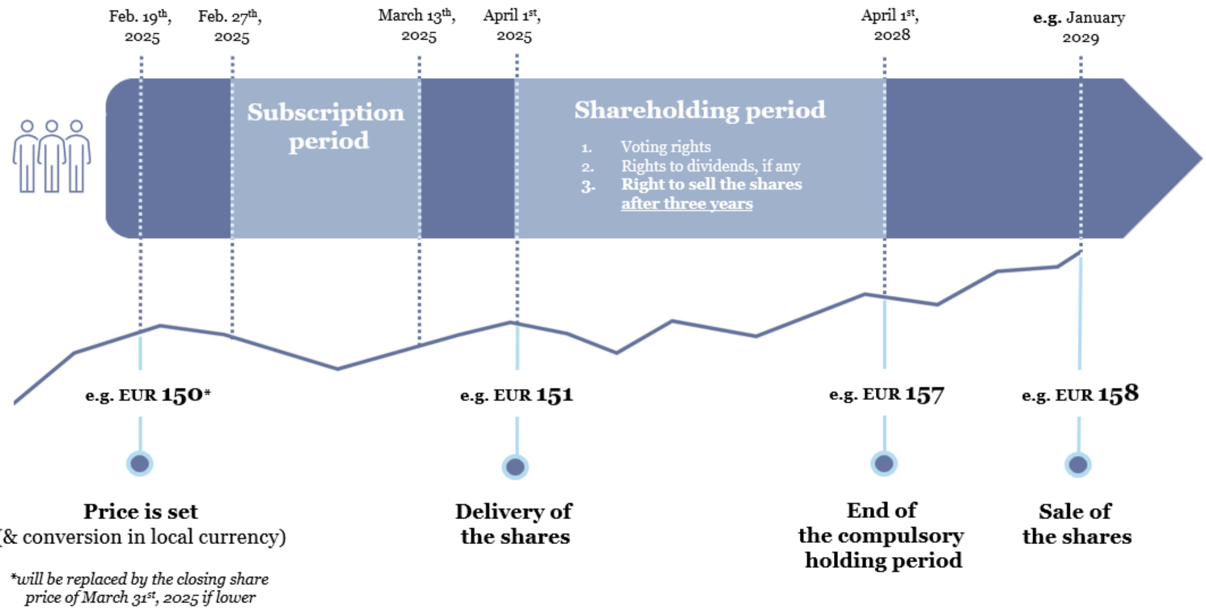
Tax Information

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 the Netherlands.

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 as are applicable in January 2025. 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 and you can lose your investment in Airbus shares. Airbus cannot provide you with any financial/tax advice. If you are in any doubt about whether to participate in the ESOP 2025 you should speak to an independent financial/tax advisor.

1. Taxation at the time of acquisition of Airbus shares

In the ESOP 2025, 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 closing listed price of Airbus SE share on Euronext Paris on the last day of the Subscription Period, i.e., on March 13th, 2025. Moreover, due to the fact that the shares are subject to a mandatory holding period of three years, a **tax-free discount up to 13.5% of the fair market value** of the shares should apply.

  This benefit is considered employment income and subject to tax income at prevailing progressive rates currently up to **49,5%** (including social security contributions) (for 2025).

  Your employer will withhold income tax including social security in the month of transfer of ownership. The amount mentioned on your salary statement should be reported in your annual tax return to be filled **before May 1st of the year following the purchase of the shares**.

- Additionally, if you opted for payment of your purchase price in 3 installments you benefit from a facility offered by your employer.

  The facility qualifies as interest-free financing for Dutch tax purposes. The difference between the financing at zero interest and an interest at market conditions will be considered a benefit in kind and is subject to taxation and social security premiums to be withheld by your employer.

  Alternatively, your employer can opt to appoint the interest-free financing as a work-related cost. In such case, such benefit in kind can be granted tax-free, subject to applicable ceiling(s).

2. Taxation during the holding of your Airbus shares

You are required to hold your shares for a period of at least **three years**.

Under Dutch domestic law, dividends paid by Airbus will be subject to a **15% withholding tax** at the time the dividend is declared by the general meeting of shareholders.

The shares acquired in the context of the plan will be subject to the tax regime for savings and investments (also known as "Box III"). Under this Box III regime, dividends are as such not taxable but you are deemed to realize a return on the balance of the assets and liabilities (including the Airbus shares) measured, in general, at January 1st of each calendar year. As of 1 January 2023, there are 3 assets classes: bank balances, other assets and debts. For each asset category, its own deemed yield should apply. The deemed yield for the asset class "other assets", in which the Airbus shares should be included is 5,88% (in 2025).

The deemed yield is subject to a 36% flat tax rate. Taxation only occurs to the extent the value of the net assets exceeds EUR 57,684 (2025) as a single taxpayer and EUR 115,368 (2025) as a joint tax-payer.

Dutch dividend withholding can in principle be set off by Dutch tax residents against any tax payable in Box III.

3. Taxation at sale of your Airbus shares

You will not be able to sell or transfer the shares acquired in the ESOP 2025 for a period of three years. In practice, you will be able to sell your shares from April 3, 2028. End of the holding period is not a taxable event.

There is no capital gain tax in the Netherlands as your shares will constitute a part of your privately held investments and may be subject to tax under the Box-III regime (as set out above).

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