AIRBUS ESOP 2025

COUNTRY SUPPLEMENT

UNITED KINGDOM

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.

Specific terms for UK participants – Grant date

Specific terms apply to ESOP 2025 offering in the United Kingdom:

The date of delivery of shares is set at April 7, 2025 (the "**Grant Date**").

You will become the owner of the shares delivered in the ESOP 2025 on April 7, 2025.

You will not be able to sell or transfer the shares acquired in the ESOP 2025 during a period of three years from the Grant Date. You will be able to sell the shares acquired in the ESOP 2025 starting from April 7, 2028, if you wish.

Other terms of the ESOP 2025 do not change. In particular, the Reference Price may be adjusted based on the closing price of Airbus share on March 31, 2025, if such closing price is below the Reference Price. Fluctuations of share price after that date will not be considered.

Eligibility

The ESOP 2025 is proposed to you because you are an employee of Airbus group.

In order to be eligible to the ESOP 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 or with MISSILES SPACE BATTERIES LTD, and
- Having been employed by an Airbus group entity on December 31, 2024 and remain in employment through April 1, 2025.

In parallel with the ESOP, UK Employees are offered the possibility to participate in another scheme currently in place (specifically for the UK): the Share Incentive Plan ("**SIP**"). A number of shares separate from ESOP is offered in the SIP.

Employees are not allowed to participate in both schemes. If two applications are received from the same person in respect of the SIP 2025 offer and the ESOP 2025, the ESOP 2025 application will not be taken into account.

There is no obligation to participate in either 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 in 3 instalments. 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.

<u>If you select Packages 1 to 7, you have the choice for paying the investment amount</u>:

- Option 1: in 3 instalments of equal amount
- Option 2: in instalments 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 implies 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 Annex I.

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.

Exchange rate

Although you will pay your subscription amount in British Pounds, 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 19, 2025.

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 British Pound. As a result, if the value of the Euro strengthens relative to the British Pound, the value of your shares expressed in British Pounds will increase. Conversely, if the value of the Euro weakens relative to the British Pound, the value of your shares expressed in British Pounds will decrease.

Custody of your Shares

Shares acquired in the ESOP 2025 will be delivered in your individual securities accounts 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.

If you have an account with Equiniti or if you wish to open an Equinity account, you can opt for holding your Shares with Equinity. You must indicate this choice at the time of your participation to the ESOP. If you give no specific instructions, Shares will be delivered on a securities account maintained by Société Générale Securities Services.

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).

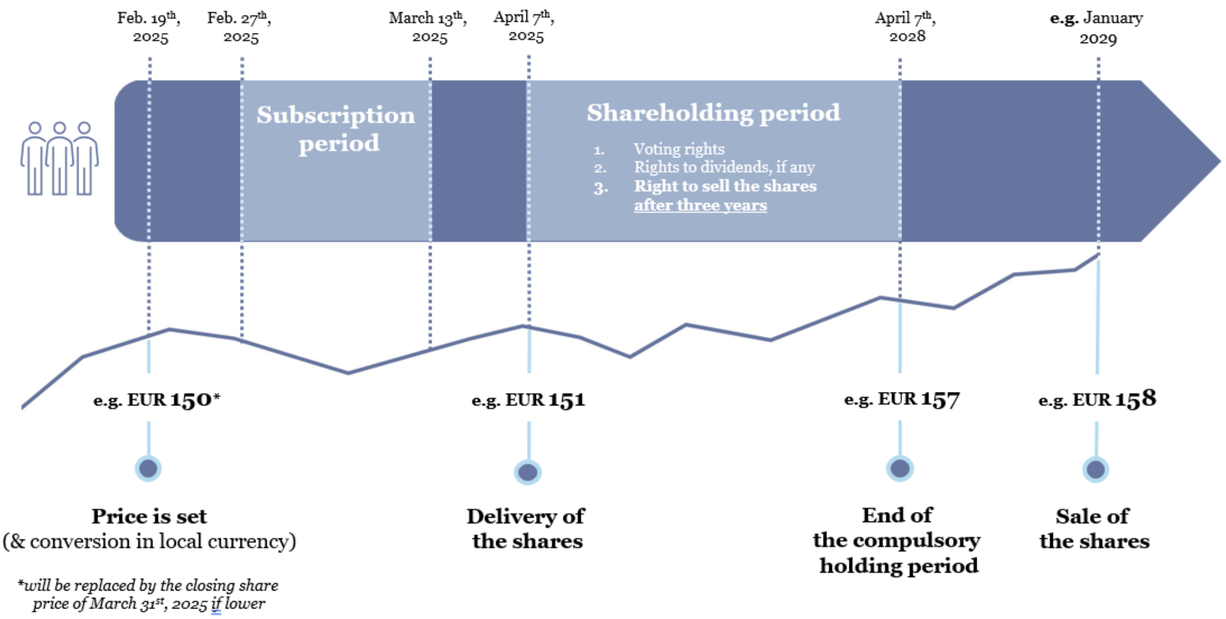
Tax information

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 the United Kingdom.

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. Airbus cannot provide you with any financial/tax advice. If you are in any doubt about whether to participate in the 2025 ESOP you should speak to an independent financial/tax advisor.

1. Taxation at the time of acquisition of Airbus shares

WARNING: it is a condition of your participation in the ESOP 2025 that you enter into a joint s431 tax election with your employing company by April 21, 2025. This election is being made for UK tax purposes and will apply to all Shares delivered to you in the context of the ESOP. The election is made online during the acquisition process. The tax treatment described below applies only in case of joint election with your employer.

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 receive a taxable benefit corresponding to

  (i) the difference between the value of your Acquisition Shares on the date of their delivery to you and the price that you paid for their acquisition, and
  (ii) the value of the Matching Shares on the date of their delivery to you.

  For the purposes of calculating the taxable benefit, the value of the shares (Acquisition Shares and Matching Shares) is based on the closing price of Airbus SE shares **on the date of their delivery**, i.e. on April 7, 2025. The cost basis of your Acquisition Shares and Matching Shares will also be determined by reference to this price.

  A calculation example is provided in Annex II to this document.

  This benefit is considered employment income and **subject to tax at progressive rates** currently ranging **from 20% to 45% (or from 19% to 48% in Scotland)**. The same amount is **subject to social security** contributions (NICs) that are payable at the rate of currently **8% or 2%** (including Scotland).

  The amount of the tax and NICs owed by you will be withheld by your employer from your salary (via the "Pay As You Earn" = "PAYE" system). Assuming that your employer operates PAYE and NIC on the full taxable amount, you will not have any further reporting requirements.

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

  Such payment facility will be considered a taxable benefit **if it exceeds** (together with any other employer loans) **a threshold of £10,000**.

  In such case, a charge to income tax will arise on a deemed beneficial loan calculated using HMRC's official rate of interest. This interest rate is applied to the average loan value which is calculated as the average of the monies owed at the start of the loan period and those owed at the point the loan is repaid. This will be reported on your Form P11D, which you will receive by July 2026. Following receipt of your P11D, HMRC may adjust your PAYE tax code to collect the tax due depending on your personal position.

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 taxed 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%.

If your shares are held with Société Générale, 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 the United Kingdom

Under the United Kingdom tax law, **a personal annual dividend exemption of £500 applies.**

Dividends received in excess are currently **taxed at 8.75% for basic rate taxpayers, 33.75% for higher rate taxpayers and 39.35% for additional rate taxpayers**.

The dividend exemption does not reduce your total income for tax purposes. It means that you do not have to pay any tax on the first £500 of dividend income you receive. Dividends within your allowance will still count towards your basic or higher rate bands, and may therefore affect the rate of tax that you pay on dividends you receive in excess of the allowance.

In principle, **tax credit should be available** for the withholding tax paid in the Netherlands. Therefore, if you are a basic rate taxpayer, no further income tax should be payable in the UK. If you are a higher rate or additional rate taxpayer, you will need to pay tax on dividend received, to the extent the amount of the dividend exceeds your dividend allowance. You may also be able to reclaim a proportion of the Dutch withholding tax and to credit some of the Dutch tax paid against your UK income tax liability.

You are responsible for reporting the dividends and paying any income tax (if due) via a self-assessment tax return for the year in which the dividend income is received.

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. **You will be able to sell your shares from April 7, 2028**. The end of the holding period is not a taxable event.

Taxation will take place at the time of sale of your shares, if you make a capital gain.

In case of capital loss, there will be no capital gains tax to pay and the amount of such loss will be deducted from any other gains you make in the same tax year. Unused capital losses may be carried forward and applied to reduce future chargeable gains. Capital losses must be reported to HMRC and can be claimed up to 4 years after the end of the tax year in which the loss arose.

The capital gain is equal to the difference between the gross sale proceeds on the date of the sale and the cost basis of the shares minus the transaction costs (e.g. broker's fees).

Taxable benefit = sale proceeds – (the price you paid for the shares + any amount on which income tax and NICs has already been paid) – broker's commissions

If the capital gain made on the sale of your shares, together with all of your capital gains for the relevant tax year of sale is less than the **annual exempt amount (currently £3,000)**, you will have no capital gains tax to pay.

Amounts in excess of your annual exempt amount are **taxed at the flat rate of 18%** (for basic rate taxpayers) **or 24%** (for higher rate or additional rate taxpayers).

Please note that the calculation of the capital gain may be more complex if you already hold and/or acquire Airbus shares at different times. You should consult your tax adviser for further advice.

You must declare your capital gain on your annual self-assessment tax return for the relevant year of sale, to the extent that this capital gain exceeds your annual exempt amount for the tax year. Capital gain below the annual exempt amount may also be reportable in certain circumstances.

You are responsible for paying this capital gains tax via your self-assessment return.

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ANNEX I

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 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, as well as your other recurring payments, when making the decision about how much you want to invest in ESOP 2025 and which payment Option is best suited to your personal situation.

Option 1: Payment in three instalments of equal amounts

Assumptions retained for illustration				April 2025		May 2025		June 2025	
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	€150	€450	€2,800	€150	€2,650	€150	€2,650	€150	€2,650
5	€150	€4,500	€2,800	€1,500	€1,300	€1,500	€1,300	€1,500	€1,300
7	€150	€8,100	€2,800	€2,700	€100	€2,700	€100	€2,700	€100

Option 2: Payment up to the total amount of the available monthly salary, over a maximum period of 3 months

Assumptions retained for illustration				April 2025		May 2025		June 2025	
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	€150	€450	€2,800	€450	€2,350	€0	€2,800	€0	€2,800
5	€150	€4,500	€2,800	€2,800	€0	€1,700	€1,100	€0	€2,800
7	€150	€8,100	€2,800	€2,800	€0	€2,800	€0	€2,500	€300

* The stated salary is a net amount, after deductions for taxes and other possible contributions.

ANNEX II
Taxation at the time of acquisition of Airbus shares – Calculation example

As a result of the acquisition of shares in the ESOP 2025 offering, you will be liable to additional income tax and NIC on the benefit in kind value.

Please find below an illustration of the way in which this benefit in kind is calculated. This illustration assumes completion of the S.431 election form.

The example illustrates the amount subject to income tax and NICs for the acquisition of 3 shares (Acquisition Shares), which results in an additional 2 matching shares (Matching Shares), i.e., 5 shares delivered in total.

This example is <u>an illustration only</u> not intended to represent what the share price, income tax and NIC rates and dates will or will not be in the future.

Liability To Pay Income Tax and NIC	
A charge to income tax and NIC arises on acquisition of your shares based on the difference (if any) between the market value of the shares on the date of acquisition less the price you pay to acquire the shares. ***NB**: The example assumes that shares are purchased at the price set on February 19th, 2025. However, if the closing price of the Airbus share on Euronext Paris on March 31st, 2025, is less than the price set on February 19th, 2025, you will purchase your shares at the price equal to such closing price of Airbus share on Euronext Paris on March 31st 2025.* **Example**	
➢ Acquisition Shares	
Purchase price set on February 19th, 2025 (Example only)	£180.00
Closing market price on April 7th, 2025 (Example only)	£182.00
Total price paid for the 3 Acquisition Shares acquired under the ESOP 2025	£540.00
Total value of those 3 Acquisition Shares	**£546.00**
Total benefit with respect to Acquisition Shares (£546.00 - £540.00)	**£6.00**
➢ Matching Shares	
Closing market price on April 7th, 2025 (Example only)	£182.00
Total value for those 2 Matching Shares	**£364.00**
Total benefit with respect to Matching Shares	**£364.00**
The charge to income tax and NIC arises on the acquisition date of your shares, April 7th, 2025.	
Total benefit in kind chargeable through payroll at acquisition (£6.00 + £364.00)	**<u>£370.00</u>**