Statement according to Article 3, section 1 of the Danish Stock Option Act on the contents of the "2025 Airbus Employee Share Ownership Plan"

(hereinafter referred to as the "Agreement")

This statement is prepared in connection with Danish employees' participation in "2025 Airbus Employee Share Ownership Plan". The Agreement provides the employees with the possibility of receiving a number of shares without any payment of consideration, on condition that the employee has invested in shares in the company at fair market value.

The statement is made for the purpose of meeting the information requirements in Act no. 309 dated May 5, 2004 (the Stock Option Act) as amended by Act no. 1524 of December 18, 2018, which governs a number of employment law related matters regarding share-based remuneration. The statement is prepared on the basis of information available in the Agreement.

In the event of discrepancy between this employer statement and the Agreement, the Agreement shall prevail.

1. As a part of the Agreement, you are given the possibility of investing in Airbus shares ("investment shares") in the period between February 27 and March 13, 2025. On April 1, 2025, so-called "matching shares" will be granted to you free of charge. The number of "matching-shares" granted will depend on the number of "investment shares" that you have chosen to acquire and in accordance with the terms of the Agreement:

Number of shares acquired with employee's own funds	**Number of matching shares allocated for free by AIRBUS**	**Total number of shares received by the employee**	**Equivalent discount**
3	+2	5	40%
6	+4	10	40%
9	+6	15	40%
18	+12	30	40%
30	+20	50	40%
45	+28	70	40%
54	+36	90	40%
72	+48	120	40%
99	+66	165	40%

2. It is a condition for participation in the Agreement that you have been employed with Airbus SE ("Airbus") since December 31, 2024. The receipt of "investment shares" and "matching shares" in April 2025 is additionally conditional on your continued employment with Airbus or its associated companies at the grant date and that you with your own resources acquire a number of "investment shares".

3. The "investment shares" and "matching-shares " will be allotted to you in April 2025. Both the "investment-shares" and the "matching-shares" acquired according to the Agreement are subject to a custody period of 3 years, in which the shares will be held in an account at *Société Générale Securities Services*. The custody period is the period of three years from the day of registration in the accounts. You will not be able to dispose of the shares by sale or transfer during this period. Any cost incurred in connection with the share custody shall be paid by Airbus. Based on the above it is to be expected that you can dispose of - and sell - the granted shares starting from April 3, 2028 inclusively (i.e., from the first business day following the expiration of the mandatory holding period).

4. You can purchase "investment shares" at "reference price". The "reference price" is set by Airbus on February 19, 2025 and is equal to the closing price of the Airbus shares on the Paris stock exchange on this day. However, in the event that such closing price on February 19, 2025 reveals to be higher than the closing price of Airbus share on March 31, 2025, the "reference price" will be equal to the closing price of the Airbus share on March 31, 2025.

   The "matching-shares" will be granted to you free of charge.

5. It is a condition for the allotment of "investment shares" and "matching shares" that you are employed in Airbus or its associated companies at grant date. In the event that this condition is not met no delivery of "investment shares" and "matching shares" will take place.

6. Investment in shares always entails substantial risk. Thus, the value of both the "investment-shares" and the "matching shares" is dependent on the financial situation of Airbus and the general development in the financial markets. Therefore, there is no guarantee that these shares will generate a profit for you.

7. The treatment of the shares for tax purposes is not described in this statement.

Copenhagen, February 19, 2025