

Information Document for Participants to the UK SIP offering

This Information Document is supplied to you for information purposes, in addition to the information already contained in the 2025 Airbus Share Incentive Plan booklet (“**2025 SIP**”). This Information Document shall not constitute a prospectus.

Airbus SE (“**Airbus**”) relies on the exemptions regarding the offer of shares to its employees in the context of the 2025 Employee Share Ownership Plan (“**2025 ESOP**”), and the subsequent admission to trading of these securities, such exemption being available provided that an information document is made available to employees on the offering. The obligation to publish a prospectus within the EU does not apply as Article 1(4)(i) of the EU Prospectus Regulation applies to the plan, as incorporated in the UK under the UK version of the Prospectus Regulation (EU) 2017/1129 and the Financial Services & Markets Act 2000 (as amended). If UK law diverges from EU law, then any references in the plan documentation to EU legislation will be interpreted as to the UK equivalent legislation, as in force from time to time.

1. The offeror of the securities is Airbus, a European public company (*Societas Europaea*) existing under the laws of The Netherlands, with its corporate seat in Amsterdam, The Netherlands, and registered address at Mendelweg 30, 2333 CS Leiden - The Netherlands.

The shares of Airbus are traded on Euronext Paris, on the ‘Regulierter Markt’ of the Frankfurt Stock Exchange and on the Madrid, Bilbao, Barcelona and Valencia Stock Exchanges under the trade name of Airbus (and ticker AIR).

Additional financial information is available on: <https://www.airbus.com/en/investors>.

2. The securities subject to the 2025 SIP concern fully paid ordinary shares (“**Shares**”) in the capital of Airbus which ordinarily entitle the holder of the Shares to (i) vote at general meetings of shareholders and (ii) receive dividends decided upon at such general meetings of shareholders. Shares will be existing Shares held in treasury.
3. The Shares are to be offered in order to promote employee long-term shareholding under preferential conditions and favourable tax treatment in the UK, and provide employees the opportunity to participate in and benefit from Airbus’ successes. Participants who choose to participate in the Airbus 2025 SIP will not be able to participate in any offer under the Airbus 2025 ESOP proposed in parallel.
4. The details of how Shares may be acquired by employees under the 2025 SIP, are as follows:
 - (a) eligible employees of Airbus will be invited to make applications to the 2025 SIP between 27 February (8:00 CET) and 13 March 2025 (17:30 CET) (inclusive);
 - (b) Employees can choose to contribute a minimum of £10 and a maximum of £300 per month from gross (pre-tax) pay over a six-month period;

- (c) These contributions will be used to acquire Shares, referred to as Partnership Shares, at a price equal to the market value of the shares on the date on which the shares are acquired (market value to be determined in accordance with the rules of the Airbus Share Incentive Plan);
- (d) Airbus will award additional shares to employees, at no cost, based on the number of Partnership Shares acquired. These shares are referred to as Matching Shares. The matching ratio is as follows:

Number of Partnership Shares acquired	Matching Ratio (Matching share per Partnership share)
1 – 4	1 for 1
5 – 8	1 for 2
9 – 40	1 for 4
41 and more	No further Matching Shares

- (e) the current Share price may be found on the Investors page of the Airbus website (<https://www.airbus.com/en/investors/share-price-and-information>);
- (f) the total number of Shares that will be available to employees in the 2025 SIP is 150,000 Shares;
- (g) In case of oversubscription, the applications for contributions to purchase Partnership Shares will be scaled down;
- (h) Partnership Shares and Matching Shares will be held in Trust by Equiniti, the administrator for the Airbus Share Incentive Plan, on behalf of the employees;
- (i) Employees can withdraw their Partnership Shares from the Airbus Share Incentive Plan at any time. Matching Shares are subject to a three year holding period. Share must be removed from the plan in case of termination of employment. There are no specific rules that apply to early leavers.

Pursuant to provisions of Regulation (EC) n° 833/2014 and Regulation (EC) n°765/2006, as amended, the offer is not made to Russian nationals and persons residing in Russia, nor to Belarussian nationals and persons residing in Belarus, except (i) in case of Russian nationals, if those persons are nationals of a EU Member State, of a country member of the European Economic Area or Switzerland, or have a temporary or permanent residence permit in a EU Member State, a country member of the European Economic Area or in Switzerland and (ii) in case of Belarussian nationals, if those persons are nationals of a EU Member State or have a temporary or permanent residence permit in a EU Member State.

Note: If there is a conflict between the summary above and the rules of the 2025 SIP, the rules of 2025 SIP will prevail. A copy of the rules of the 2025 SIP constitutes the attachment hereto and constitutes part of this Information Document and is available on the subscription website and on the Airbus' intranet.