AIRBUS ESOP 2025

COUNTRY SUPPLEMENT

ITALY

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, deduction for a particular month must not exceed 1/5 of your monthly net salary. 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 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).

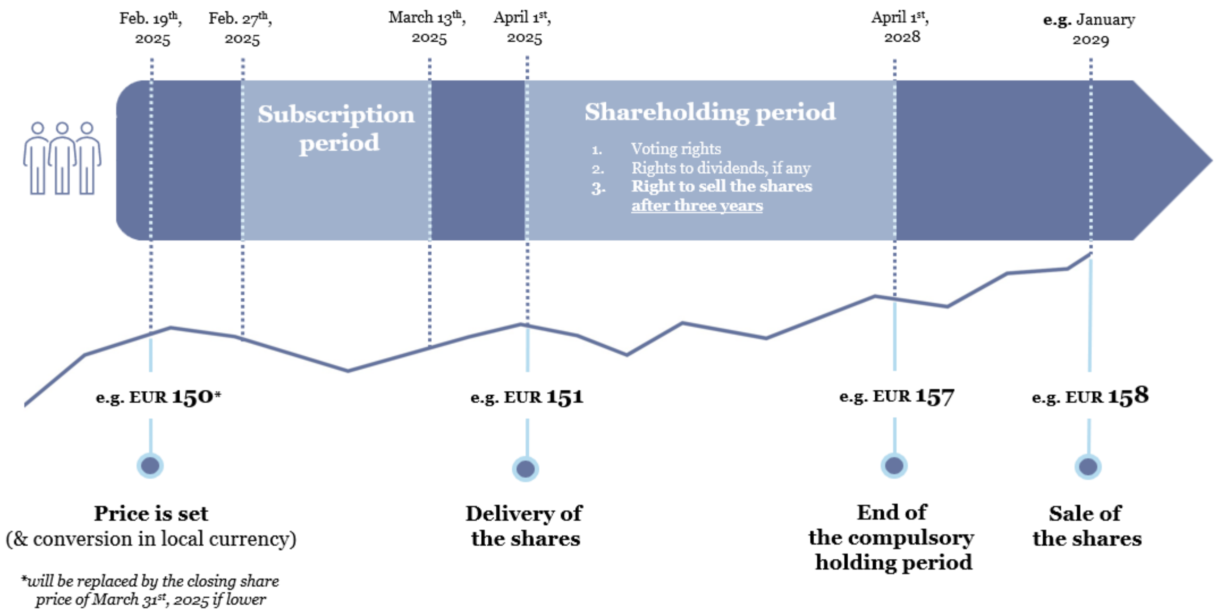
Tax Information

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 Italy.

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 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 "normal value" of all shares delivered to you (Acquisition Shares and Matching Shares) and the price that you paid for the Package:

  Taxable benefit = market value of the share x total number of shares received - price you paid for the Package

  For tax purposes, the "normal value" is the average listed price of Airbus SE share between the date of its acquisition by you (i.e., on the date where the delivery of the shares takes place and you enter in the juridical disposal of the shares, i.e. on April 1, 2025), and the same date of the preceding month.

  This benefit is subject to Personal Income Tax (IRPEF) at **progressive rates currently ranging from 23% to 43%**, **with additional regional** (at a rate generally between 0,7% and 3.33%, depending on the Region of domicile of the employee, possibly progressive) **and municipal** (where applicable at a rate generally between 0% to 0.9% depending on the municipality of domicile of the employee) **surtaxes.**

  The same amount is **subject to social security contributions** that are payable at the rate of **approximately 10%**, subject to any annual contribution ceiling.

  However, a **tax and social security charges exemption up to EUR 2,065.83** in each calendar year applies.

  If the difference between "normal value" of all shares delivered to you and the price that you paid for the Package exceeds €2,065.83 in a calendar year, this excess constitutes income from employment and is subject to income taxes and social security contributions according to the ordinary rules in the year of acquisition at the rates indicated above.

  The amount of the tax and social security contributions owed by you **will be withheld** from your salary and reported by your employer.

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

  The granting by the employer of payment facilities (i.e., loans or advance payments for the acquisition of the shares) at discounted interest rate or interest-free is generally regarded as triggering taxable income from employment (fringe benefit). In such case, in general, an amount equal to 50 per cent of any positive difference between (i) interest calculated at the official rate of discount applicable at the end of each year (now the reference rate determined by the European Central Bank) and (ii) the interest rate actually applied, if any, is considered as employment income[1]. Any such income is subject to personal income taxes and social security contributions at the same tax rates and under the same procedures as described above with respect to the Difference.

  However, under certain interpretations of Circular 23 December 1997, No. 326 of the Italian Tax Authorities, there are arguments to maintain that payments in instalments to be deducted from the employee's salary should not trigger any taxable event.

[1] Based on Law 191/2023, which entered into force on 17 December 2023, the official rate of discount will be calculated on the date in which each instalment is due or, for fixed rate loans, on the date in which the loan is granted

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 taxable 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%.

b. Taxation of dividends in Italy

Under Italian tax law, dividends are subject to income tax at the **rate of 26%**.

Considering that your shares will be held in a share account maintained by Société Générale Securities Services and not with an Italian resident intermediary acting as withholding agent, you will be required to declare your dividends individually in your income tax return and pay the substitute tax at the rate of 26% thereon.

Substitute tax shall apply on the gross amount of the dividends, i.e., before deduction of the Dutch withholding tax. You should not be in the position to claim a tax credit for the Dutch withholding tax as the tax credit mechanism only applies in case of ordinary taxation (i.e. not in case of application of the substitute tax)[2].

No social security contributions apply in Italy on such gains.

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.

Taxation will take place at the time of sale of your shares, if you make a capital gain. In case of capital loss, such losses could be deducted from your capital gains realized in the same tax year. If you have unused capital losses, you can carry forward losses for offset against gains of the same kind in the following four tax years.

The capital gain is equal to the difference between the gross sale proceeds on the date of the sale and the tax basis of the shares.

Taxable benefit = sale proceeds – tax basis of your shares (i.e. purchase price increased by (i) the portion of the amount taxed at acquisition, if any, and transaction costs relating to the acquisition, e.g. broker's commissions (if any)

The capital gain will be subject to **substitute tax** at the **flat rate of 26%.**

You are responsible for reporting and paying this capital gain by reporting it in your tax return and paying the substitute tax.

[2] Please note that recent case law may change this conclusion.

4. Your reporting requirements

For so long as your Shares are held in France, for tax monitoring purposes, you should report on section RW, at the end of each fiscal year or at the end of the relevant holding period, of your annual income tax return (*Modello Redditi Persone Fisiche*), or in an equivalent form if you are exempted from the obligation of filing the income tax return, the Shares held. The shares qualify as foreign investments for Italian reporting purposes.

Such reporting obligations may not apply when an Italian-based intermediary is in charge of the collection of income deriving from the shares to the extent the income is subject to Italian withholding or substitute tax by the same intermediary.

Considering that your shares will be held in a share account maintained by Société Générale Securities Services in France, a wealth tax ("**IVAFE**") is imposed in Italy at the rate of 0.2% at the end of the relevant year (orof the holding period, in case the Shares are sold before the end of the calendar year), which is generallyapplicable on financial assets held abroad by Italian resident individuals[3]. The taxable base is the market value of the assets (or, in the lack thereof, the nominal or the reimbursement value) at end of every fiscal year, or, if the assets are no more held at the end of the year, at the end of the holding period.

The potential double taxation is avoided by allowing Italian residents to credit net worth foreign taxes (if any) paid abroad against, and up to the amount of, the Italian wealth tax.

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[3] Please note that, as a result of a recent change in tax law, the ordinary tax rate is increased to 0,4 per cent for financial investments held in certain countries as identified by the Decree of the Minister of Economy and Finance of 4 May 1999 and subsequent amendments. France is not part of this list.