

AIRBUS ESOP 2025
COUNTRY SUPPLEMENT
MOROCCO

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 priori 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 implementation of the ESOP 2025 in Morocco is subject to approval of the Prospectus by the Market Authority. Acquisition period in Morocco will start only after such approval.

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.

Exchange control requirements

The total amount of your subscription may not exceed 10% of your net annual remuneration for the year preceding the year of acquisition of shares (i.e., 2024). You must ensure at the time of subscription that the price of the package can be deducted from salary in compliance with local regulations. In case the price of the package selected exceeds the deductible portion of salary, the acquisition order can be reduced or cancelled.

Employees who subscribe to the Plan are obliged to return the relevant forms, provided to them via the Internet Airbus ESOP website and the Airbus Intranet, to their employer's Human Resources department, duly signed and legalized, before the end of the acquisition period (attested by the date of receipt), to wit:

- a declaration on one's honor attesting that the necessary and sufficient documentation was received prior to the acquisition,
- the commitment to repatriate the investment revenue (dividends), proceeds from the sale of the Shares, and any other remuneration accrued on the basis of the Plan, and to sell them on the exchange market within a period fixed by the currently valid exchange regulations, established in compliance with the Exchange Office model,
- an irrevocable mandate given to their employer conferring on the employer the right to sell on their account the Shares acquired and to repatriate to Morocco the revenue and the corresponding proceeds of such sale, even if the employee is no longer part of the staff of the Moroccan company for any reason.

These last two documents shall be sent to the banks before the execution of payments in the framework of the ESOP.

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 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.

Deduction from salary is based on your express agreement granted through your participation in the ESOP 2025. Additionally, as mentioned above, the total amount of your subscription cannot exceed **10%** of your net annual remuneration for the year preceding the acquisition (i.e. 2024).

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.

Exchange rate

Although you will pay your subscription amount in Moroccan dirhams, 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 Moroccan dirham. As a result, if the value of the Euro strengthens relative to the Moroccan dirham, the value of your shares expressed in Moroccan dirhams will increase. Conversely, if the value of the Euro weakens relative to the Moroccan dirham the value of your shares expressed in Moroccan dirhams will decrease.

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.

Contrary to the Plan Rules, and in compliance with Moroccan regulations, if you are no longer employed by their Moroccan subsidiary for any reason whatsoever (resignation, voluntary leave, retirement, death, etc.), the Shares acquired in the framework of the Plan must be sold, even if this occurs before April 1, 2028.

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).

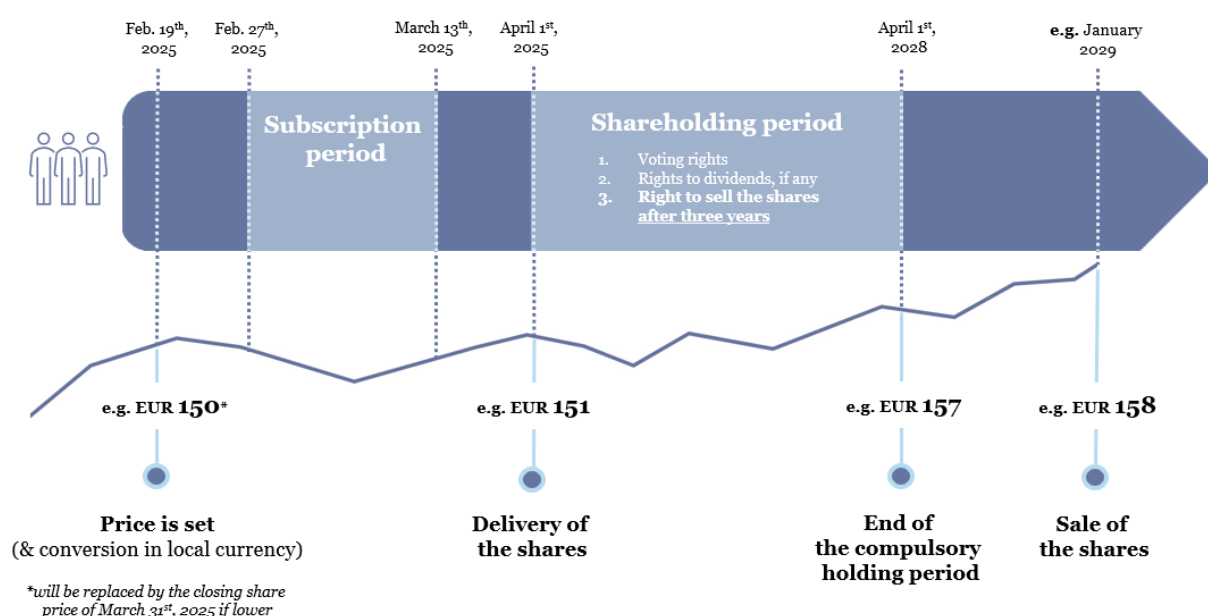
Tax Information

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 Morocco.

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 value of Matching Shares at delivery.

The market value of Matching Shares at the time of their delivery to you, i.e., on April 1, 2025, is taxable at the time of their delivery.

This benefit is taxable as "*revenu salarial de source étrangère*" at **progressive income tax rates ranging from 10% to 37%**. No social charges apply and your employer is not required to withhold tax from your salary.

You are individually responsible to report this income in your tax return to be filed on February 28th, 2026 at the latest and pay at the corresponding income tax.

- With respect to Acquisition Shares, taxation on the difference between their market value at delivery and the purchase price is **deferred until sale** (see below).

2. Taxation during the holding of your Airbus shares

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

However, as mentioned above, in compliance with Moroccan regulations, please note that if you are no longer employed by the Moroccan subsidiary for any reason (resignation, voluntary leave, retirement, death, etc.), the shares acquired in the framework of the Plan must be sold, even if this occurs before **April 1, 2028**.

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 Morocco.

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%.

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 Morocco

Under Moroccan tax law, foreign dividends are subject to **income tax at the rate of 15%**.

In principle, a **tax credit should be granted** for the withholding tax paid in the Netherlands.

You are responsible for reporting the dividends and paying the corresponding income tax before April 1st of the year following the one during which the income is received or made available to you.

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** (unless you are no longer employed by the Moroccan subsidiary before the end of this period).

In practice, you will be able to sell your shares starting **after 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 on two values: (i) the acquisition gain and (ii) the capital gain, if any.

- With respect to shares for which you pay the purchase price, the difference between their market value at delivery (i.e., April 1, 2025) and the purchase price will become taxable at the time of sale.

This difference is taxable as "*revenu salarial de source étrangère*" at **progressive income tax rates ranging from 10% to 37%**. No social charges apply, and your employer is not required to withhold tax from your salary.

You are individually responsible to report this income in your tax return and pay at the corresponding income tax.

- With respect to all your shares (Acquisition Shares and Matching Shares), the difference between the sale proceeds and the value at the time of their delivery is taxable as "*profit de capitaux mobiliers de source étrangère*" **at the rate of 20%**.

Capital gains are exempted from taxation up to the amount of MAD 30,000 per calendar year. In addition, it should be specified that losses that may arise following the sale of shares can be deducted from capital gains on the sale of securities of the same nature, realized during the same year.

You are individually responsible for reporting your capital gain by April 1st of the year following the year in which you sold your shares and pay the corresponding tax.

* * *