# AIRBUS ESOP 2025

# COUNTRY SUPPLEMENT

# PHILIPPINES

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 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](http://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

Please note that the Offer is made to you in reliance on the exemption from securities registration granted by the Philippine SEC for ESOP 2025. Accordingly, no prospectus is made available in connection with ESOP 2025.

### Eligibility

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 (i) deduction from your salary and/or (ii) by wire transfer.

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.

You may opt for reimbursement by:
- ✓ salary deductions, either:
  - in one-time payment in April 2025; or
  - in three (3) installments in April, May and June 2025; or
  - eight (8) installments in April, May, June, July, August, September, October and November 2025; or
- ✓ wire transfer to your employer company bank account; or
- ✓ a combination of payroll deduction and wire transfer.

You shall indicate to your employer at the time of your subscription to ESOP the option that you retain for payment of the purchase price.

If you opt for payment by salary deduction, please consider the amount of your monthly salary when you decide upon the Package that you are purchasing.

If you wish to pay by wire transfer, details will be provided by your employer.

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 purchase amount in Philippine Pesos, 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 Philippine Peso. As a result, if the value of the Euro strengthens relative to the Philippine Peso, the value of your shares expressed in Philippine Pesos will increase. Conversely, if the value of the Euro weakens relative to the Philippine Peso, the value of your shares expressed in Philippine Pesos 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.

## 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, non-precedent setting, 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).

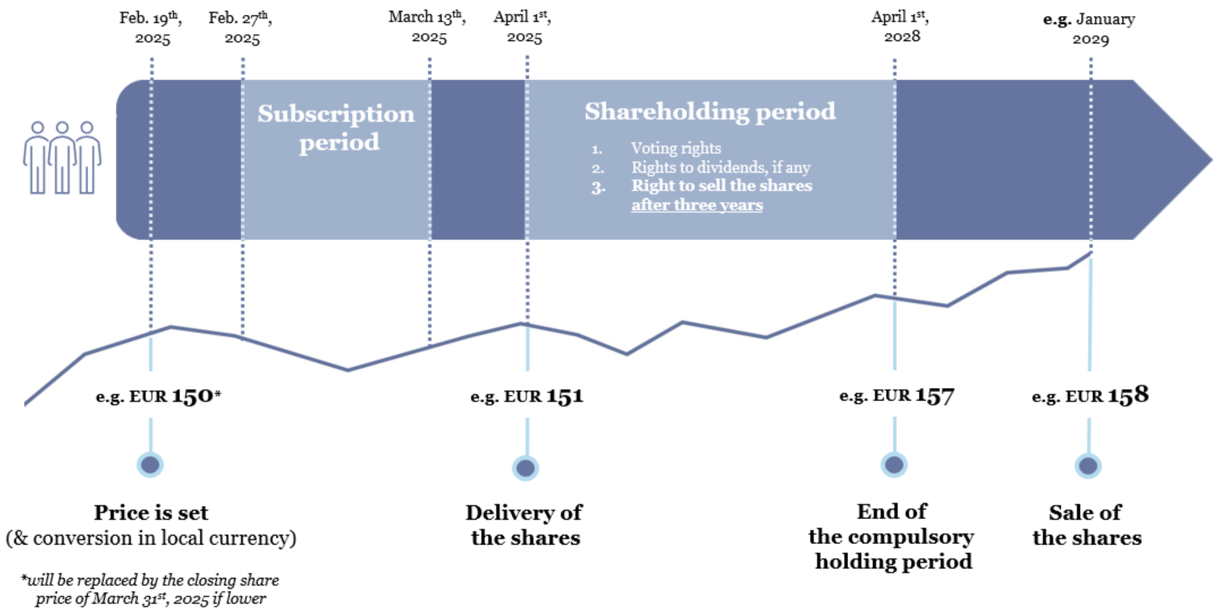
## Tax Information

*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 Philippines.*

*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 December 2024. 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 <u>not</u> 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 subscription of Airbus shares

In the ESOP 2025, 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.

The benefit corresponding to the value of Matching Shares shall generally be taxable as an additional compensation income at the time of their delivery **at progressive rates of up to 35%**. Your employer will withhold the tax applicable on your compensation income.

You will have no reporting obligation. However, if you receive income other than compensation income, you are required to file an income tax return and the amount withheld by your employer shall be credited against the income tax due. You must pay any taxes due in excess of the tax withheld.

If your monthly salary credit is at least PhP29,750, the benefit corresponding to the value of Matching Shares should not have social security consequences. If your monthly salary credit is less than PhP29,750, the benefit will be added to your monthly salary credit (until it reaches PhP29,750, which is the maximum monthly compensation base for calculating social security contributions) and included in the monthly salary credit subject to social security contribution withheld by your employer.

## 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%.

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 Philippines

Under Philippine tax laws, dividends from foreign shares are treated as ordinary income subject to progressive income tax rates **of 0% to 35% or to the 8% optional gross income tax rate.**[1]

**You will be responsible for reporting** the dividends and paying the tax due thereon in your annual income tax return for the year the dividends are received or made available to you.

**A tax credit is available** for the withholding tax paid in the Netherlands, subject to limitation.

[1] Those engaged in trade, business, or profession while also earning compensation income may elect the 8% income tax rate based on gross sales and other non-operating income not exceeding PhP3,000,000, in lieu of the graduated income tax rates and percentage tax, for their income from business or practice of profession.

## 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 loss may be offset against capital gain in the current taxable year, but only to the extent of such capital gain. Any unused capital losses (in an amount not exceeding the net income for the year) may be carried forward to the succeeding taxable year and treated as a loss from the sale or exchange of a capital asset held for less than 12 months.

The capital gain is equal to the difference between the gross sale proceeds on the date of the sale and the cost of the shares to you, (i.e., the price you paid, increased by the amount of the Matching Shares taxed at subscription).

- Your capital gain = sale proceeds – (price you paid + amount of Matching Shares taxed at outset)

The capital gain is considered ordinary income subject to the ordinary graduated **income tax rates of 0% to 35% or to the 8% optional gross income tax rate**.[2]

Shares held for more than 12 months are subject to tax **only on 50% of the capital gain**. Thus, given the 3-year mandatory holding period imposed on your shares, only 50% of your capital gain from the sale thereof will be subject to tax.

**You must declare your capital gain** in your annual income tax return for the year during which the gain was received or made available to you. You are responsible for paying your income tax on your capital gain.

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[2] *See* note 1.