AIRBUS ESOP 2025

COUNTRY SUPPLEMENT

SOUTH AFRICA

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 Offer does not constitute and is not intended to constitute an offer to the public in terms of the Companies Act, 2008 as amended. The Offer is personal to you and may not be transferred, sold or assigned to any person, other than in accordance with the express provisions in the Plan.

Exchange controls

The funds which you will use to acquire Shares are subject to South African exchange control considerations.

If your remittance in connection with ESOP 2025 will result in you exceeding your single annual discretionary allowance of 1 million South African Rands (which should only be the case if you have made prior use of your 1 million ZAR single annual discretionary allowance for other purposes), you will have to obtain your tax compliance status before the end of the subscription period in order to be entitled to participate to the ESOP 2025.

Please note that it is your responsibility to establish whether the use of these funds will result in you exceeding your 1 million ZAR single annual discretionary allowance.

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.

You should consider the amount of your monthly salary 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 South African Rands, 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 South African Rand. As a result, if the value of the Euro strengthens relative to the South African Rand, the value of your shares expressed in South African Rands will increase. Conversely, if the value of the Euro weakens relative to the South African Rand, the value of your shares expressed in South African Rands 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 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).

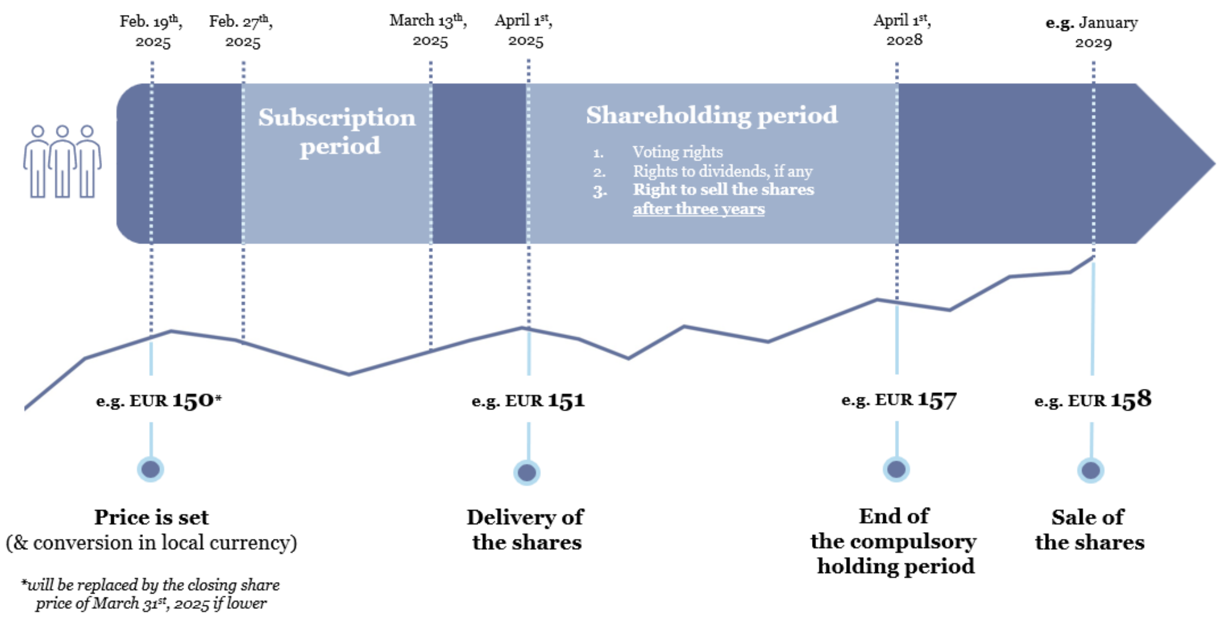
Tax Information

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 South Africa.

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 <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 acquisition of Airbus shares

In the 2025 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 will **not be taxed at acquisition** with respect to the potential difference between the market value of the total number of shares at their delivery and the purchase price you paid. Taxation will take place at the end of the mandatory holding period (please see below).

- On the other hand, you benefit from a facility offered by your employer for payment of the purchase price. Your employer will make an interest-free advance for the total amount of your acquisition, to be repaid through salary deductions in one or 3 installments of equal amount.

  Such payment facility **is a taxable benefit**, considering that this financing is provided to you by your employer for free. The taxable amount is based on the official interest rate (currently 9.25%) applied to the amount of your subscription which is advanced for the whole amount 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 South Africa

In South Africa, foreign dividends are typically **subject to income tax at the rate of up to 20%**.

A rebate may be available for the amount of Dutch withholding tax paid.

In certain limited circumstances (such as where a foreign dividend is received in respect of shares which are still subject to a lock-up period and is derived directly or indirectly from an amount transferred or applied by Airbus as consideration for the acquisition or redemption of any Airbus share, or which is received or accrued in anticipation or in the course of the winding-up, liquidation, deregistration or final termination of Airbus), employees withholding tax may be applicable.

You will be required to report dividend income individually and pay the corresponding tax.

3. Taxation at the end of the holding period

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.

You will become taxable upon the end of the holding period.

The taxable benefit will be equal to the value of all shares you hold further to your subscription to the ESOP 2025 (Acquisition Shares and Matching Shares) and the purchase price you paid:

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

The market value for these purposes shall be determined based on the closing price of Airbus shares on the last date of the holding period or the first business day on which the sale of shares can take place, i.e., April 3, 2028.

This benefit is taxable as salary at **progressive rates ranging from 18% to 45% and subject to an Employee Unemployment Insurance Fund contribution of 1%**, if not already capped.

The amount of tax and contribution will be **withheld by your employer**. You will be responsible for reporting this benefit in your annual income tax return by the applicable deadline announced for the relevant year, usually before November 30th.

If you sell your shares at the end of the mandatory holding period for a sale price equal to the market value as described above, **no additional tax should apply**.

4. Taxation at sale of your Airbus shares

If you continue to hold your shares after the end of the mandatory holding period and sell your shares later, you may be taxable on the capital gain (assuming that you hold your shares as capital as opposed to revenue assets).

Capital gains are subject to income tax at **progressive rates ranging from 18% to 45%**.

Only 40% of net capital gains exceeding the exempted ZAR 40,000 amount will be taxable, resulting in a net effective rate of up to 18% (40% x 45%).

You will be required to report your capital gain individually and pay the corresponding tax.

If you make a capital loss, you should be entitled to apply such capital loss against other capital gains realised in the same tax year. If you have an unused aggregate capital loss remaining for the relevant year, you may carry forward such loss to the next year and potentially offset this loss against future capital gains.

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