Information Document for Participants

This Information Document is supplied to you for information purposes, in addition to the information already contained in the 2025 Airbus Employee Share Ownership Plan rules ("**2025 ESOP**"), and in accordance with the European Prospectus Regulation (Regulation (EU) 2017/1129). This Information Document shall not constitute a prospectus.

Airbus SE ("**Airbus**") relies on the exemptions provided in the above-mentioned Regulation regarding the offer of shares to its employees in the context of the 2025 ESOP, and the subsequent admission to trading of these securities. The obligation to publish a prospectus does not apply to the offer of the 2025 ESOP because of Article 1 (4) lit. i) and Article 1 (5) lit. h) of the European Prospectus Regulation.

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 ESOP 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 employee share ownership plan offers the possibility to acquire Shares at such dates as specified in the plan and set by the Airbus Board of Directors on February 19, 2025. The Shares are to be offered as a global benefit in 46 countries in order to promote employee long-term shareholding under preferential conditions and provide employees the opportunity to participate in and benefit from Airbus' successes.

4. The details of how Shares may be acquired by employees under the 2025 ESOP, are as follows:

   (a) eligible employees of Airbus will be invited to acquire Shares pursuant to the 2025 ESOP, between February 27 (8:00 CET) and March 13, 2025 (17:30 CET) (inclusive). Employees will be invited to acquire a fixed number of Airbus Shares. The price of each package of Shares is determined based on the reference price(the "**Reference Price**");

   (b) the Reference Price will be determined on February 19, 2025 and represent the closing price of Airbus Shares on the Paris Stock Exchange on February 19, 2025. However, if the closing price on February 19, 2025 reveals to be higher than the closing price of Airbus share on March 31, 2025, the Reference Price will be equal to the closing price of Airbus share on March 31, 2025;

(c) in France employees may also invest in the offer in the framework of the Group Savings Plan (*plan d'epargne groupe*) and hold their Shares in a mutual Fund ("**FCPE**"). In this formula, the Reference Price is equal to the average of closing prices of the Share on the Paris Stock Exchange on the 20 trading days immediately preceding February 19, 2025, in line with requirements of the French labor code;

(d) the relevant Reference Price in Euro will be paid through payroll deductions. Other means of payment can be provided in certain countries. The applicable conditions are specified to employees in the Country Supplement made available to them with the documentation package on the 2025 ESOP. Within the Euro zone the Reference Price will be in Euro. For employees outside the Euro zone, the Reference Price will be denominated in local currency, with a fixed exchange rate defined on February 19, 2025. This rate will be maintained until the Grant Date (as defined below);

(e) eligible employees are invited to purchase a fixed number of Shares (a "**Package**") at a price per Share discounted from the Reference Price. In each Package, the price per Share is a combination of a number of 3, 6, 9, 18, 30, 42, 54, 72 or 99 Shares at Reference Price, and a number of matching shares (the "**Matching Shares**") as set out in the table below:

Fixed number of Shares multiplied by the Reference Price	Number of Matching Shares	Total number of shares received by the employees	Discount from the Reference Price
3	2	5	40%
6	4	10	40%
9	6	15	40%
18	12	30	40%
30	20	50	40%
42	28	70	40%
54	36	90	40%
72	48	120	40%
99	66	165	40%

(f) it is foreseen that all Shares acquired pursuant to 2025 ESOP will be delivered to participants on April 1st, 2025 (the "**Grant Date**"), the date employees would become owners of the Shares;

(g) employees cannot sell their Shares for a period of three years as from the Grant Date. It is therefore foreseen that employees will only be able to sell their Shares starting from the first business day following the expiration of the mandatory holding period, i.e., from April 3, 2028, if they so wish;

(h) for employees in France investing in the framework of the Group Savings Plan and holding Shares through the FCPE, Shares are subject to the holding period as provided in the Group Savings Plan rules;

(i) 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);

(j) the total number of Shares available to employees in this offering is 3,500,000 Shares;

(k) The exact number of Shares granted to a given employee on April 1st, 2025 will depend on the number of Shares acquired by other employees worldwide. In case of oversubscription, the participants' acquisition orders would be reduced proportionally according to the level of oversubscription, maintaining at the minimum and to the extent feasible, the percentage of discount initially offered in each package and ensuring that participants receive a meaningful and sized package.

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: the information set out above is provided solely for the purposes of complying with the European Prospectus Regulation and is a summary of certain terms of the 2025 ESOP. It complies with the ESMA Recommendations. If there is a conflict between the summary above and the rules of the 2025 ESOP supplemented by the Country Supplement, the rules of 2025 ESOP and the Country Supplement will prevail. A copy of these documents constitutes the attachment hereto and constitutes part of this Information Document. These documents are also available on the subscription website and on the Airbus' intranet.