

2024 Airbus Employee Share Ownership Plan Rules

You have been invited by Airbus SE ("Airbus") to subscribe Airbus shares (the "Shares") through the 2024 Airbus Employee Share Ownership Plan ("ESOP"). The Shares are traded on several stock exchanges under the trade name Airbus (and ticker AIR). You will find below important information relating to the offer.

KEY FEATURES OF THE OFFER

- Subscription period from February 22 to March 7, 2024
- Acquisition of a fixed number of Shares: 5, 10, 15, 30, 60 or 100.
- Matching with Shares based on a pre-determined ratio depending on the number of Shares acquired.
- In case of oversubscription, the number of Shares will be reduced.

A. Acquisition of Airbus Shares

Subject to the decision of the Airbus Board of Directors on February 14, 2024 and subject to any relevant filing requirements, you will have the opportunity to purchase a certain fixed number of Shares at market value. The price will be determined by Airbus on February 14, 2024 and will be the closing price of the Shares on the Paris stock exchange on this day (the "Reference Price"). However, if the closing price on February 14, 2024 reveals to be higher than the closing price of Airbus share on the date preceding the Grant Date (as such term is defined in section E of this document), the Reference Price will be equal to the closing price of Airbus share on the date preceding the Grant Date.

Within the Euro zone, the Reference Price will be in Euro. Employees outside the Euro zone will pay in local currency, with a fixed exchange rate defined on February 14, 2024. This rate will be maintained until the Grant Date. The fixed number of the Shares available is as follows: 5, 10, 15, 30, 60 or 100 Shares¹.

B. Grant of Airbus Shares

Depending on the number of Shares you have acquired, Airbus will match them with Shares based on a determined ratio (the "Matching Shares"), equivalent to a certain level of discount on the Reference Price as indicated below:

Example:²

Fixed number of shares acquired by the employee	Number of shares matched by Airbus	Total number of shares received by the employee	Equivalent discount ³
5	5	10	50%
10	9	19	47%
15	12	27	44%
30	20	50	40%
60	35	95	37%
100	55	155	35%

C. Payment of the Shares

The price for acquisition of the selected number of Shares will be deducted automatically via payroll⁴. The employee may opt for payment in one installment in April or in three installments

in April, May and June 2024. Payment facility would potentially lead to social and tax deductions/payments charged to the employee in the same manner.

In addition, depending on country regulations, you may be liable to social charges and tax on the benefits that you receive upon acquisition of Airbus Shares. In such case, the amount of tax and social charges would be deducted from your salary, according to the local legislation in force (see section H of this document).

All participants must ensure at the time of subscription that the price of the package can be deducted from their salary in compliance with local regulations or paid by other means, if other payment methods are made available in the country for the ESOP.

In case of default of payment (for example, in the absence of sufficient remuneration in the relevant month or if, for any reason, you are no longer employed by Airbus), Airbus or the employing entity will take all appropriate actions to recover the price for acquisition of Shares. This may include cancellation of your participation to ESOP implying the sale of your Shares, without any payment to you other than restatement of the paid portion of the price, if any. When deciding to participate to ESOP, you will confirm that you have read and understood the above.

D. Oversubscription

For this 2024 ESOP, Airbus will offer approximately up to 3,500,000 Shares. The maximum number of Shares may be reduced depending on the share price evolution and will be determined by the Airbus Board of Directors on February 14, 2024.

The exact number of Shares granted to a given employee on March 14, 2024 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. Note that in such case, you may not be awarded with the initial number of acquired Shares nor with the initial number of Matching Shares presented in section B.

E. Grant Date of the Shares

It is foreseen that all the Shares acquired pursuant to ESOP will be delivered to participants on March 14, 2024 (the "Grant Date"). This is the date at which you become the owner of the Shares.

F. Custody period

You will not be able to sell or transfer the Shares acquired under the 2024 ESOP for a period of three years from the date of registration in the accounts. Thus, you can sell the Shares after March 14, 2027 if you wish.

You should consider Airbus internal insider trading rules before any transaction.

No early release of the Shares will be authorized before the end of the blocking period (excluding death cases). The blocking period will remain applicable in case of termination of the employment contract after the date of registration of the Shares in the accounts.

¹ Example: Assuming the closing price on the Paris Stock Exchange for Airbus Shares on February 14, 2024 is 130€. During the subscription period, you could decide to purchase for one time a certain fixed number of Shares at the determined Reference Price.

For example, 5 Shares x 130€ = 650€, 10 Shares x 130€ = 1,300€, 15 Shares x 130€ = 1,950€, 30 Shares x 130€ = 3,900€, 60 Shares x 130€ = 7,800€, or 100 Shares x 130€ = 13,000€.

² Please refer to section D "Oversubscription".

³ If you purchase a fixed number of Shares of 5 at Reference Price, Airbus will match

these with 5 Matching Shares. Thus, you will receive a total of 10 Shares. This is equivalent to a discount of 50% from the Reference Price. If you purchase a fixed number of Shares of 30 at Reference Price, Airbus will match these with 20 Matching Shares. This is equivalent to a discount of 40% from the Reference Price. Thus, the ratio of the Matching Shares depends on the number of Shares subscribed and the value of the Matching Shares could therefore represent a discount of between 35% - 50% from the Reference Price.

⁴ Or according to modalities set locally.

G. Shareholder rights and dividends

Shares under ESOP are ordinary Shares which are entitled to vote and dividends if voted by Airbus Annual General Meeting (AGM).

Dividends, if any, and proceeds from sale of your Shares can be paid by the Plan Administrator directly to you on your bank account or transferred to you through your employer.

When deciding to participate to ESOP, you will confirm that you have read and understood the above.

H. Local laws and tax treatment

The 2024 ESOP is subject to local law, national tax and social security regulations.

Local legislation in each country may differ. Tax and social treatments applicable to participants are briefly described in the tax notes. If a benefit received pursuant to this offer is considered as taxable income, the respective taxes and social security contributions, if applicable, will be deducted via payroll according to local regulations.

In the absence of sufficient remuneration in the relevant month or if you are no longer employed by the Company, Airbus or the employing entity will take all appropriate actions to recover social charges and taxes due. This may include the sale of your Shares. When deciding to participate in ESOP, you will confirm that you have read and understood the above.

I. Plan Administrator: Société Générale Securities Services

The Shares acquired under the 2024 ESOP will be held on your behalf in an account at Société Générale Securities Services, arranged by Airbus. As a Plan Administrator, Société Générale Securities Services will manage your Shares and execute your transactions. At the end of the custody period of three years, the Shares can remain in the account or, at your request, be sold or transferred, if feasible.

For the US and Canada, the Shares will be automatically transferred to Computershare, free of charge. Employees with an existing Société Générale account have the choice of holding their Shares in their Société Générale account.

In the UK, employees with an existing Equiniti account – or willing to open an Equiniti account – have the choice of transferring their Shares into their Equiniti account – at the time of purchasing – free of charge.

Employees with existing Commerzbank depots have the choice of transferring their Shares into their securities account – at the time of purchasing – free of charge.

The custody period of three years shall also apply to these Shares.

Custody fees for holding your Shares will be paid by Airbus until the end of the blocking period and after that date, as long as you remain an Airbus group employee. Any bank fees that may apply to the sale or the transfer of the Shares are at your own expense.

J. Subscription to the 2024 ESOP

To participate in the new plan “2024 ESOP” you must submit your order to acquire Shares between February 22, 2024 8.00 a.m. (CET) and March 7, 2024 5.30 p.m. (CET) time:

Either:

- on the dedicated Internet Airbus ESOP website: www.esop.airbus.com

Or:

- if you do not have internet access, you may also subscribe via a specific multi-language Call Centre, from Monday to Friday, 8.00 a.m. to 8.00 p.m. (CET) at:

France: 0 805 980 327 Germany: 0 800 627 0982

Spain: 800 000 114 UK: 0 800 026 0233

Other countries: + 33 557 925 889.

Please note that amendments to your choice will be accepted until March 7, 2024 5.30 p.m. (CET) both via the dedicated Internet Airbus ESOP website and by the Call Centre.

Entitled: all employees⁵, employed at least since December 31st, 2023 and still employed on the Date of Grant of shares on March 14, 2024 in Airbus or all direct / indirect Airbus companies with at least 50% Airbus interest in shareholding and included in the Airbus Electronic Employee DataBase (EEDB) in the following countries/regions: Australia, Belgium, Brazil, Canada, Chile, China, Colombia, Denmark, Finland, France, Germany, Hong-Kong, Hungary, India, Indonesia, Italy, Ireland, Japan, North Macedonia, Malaysia, Mexico, Morocco, Netherlands, New-Zealand, Norway, Philippines, Poland, Portugal, Qatar, Romania, Saudi Arabia, Singapore, Slovakia, South Africa, South Korea, Spain, Sweden, Switzerland, Taiwan, Thailand, Tunisia, Turkey, UAE, UK, Uruguay and USA.

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.

IMPORTANT NOTE: Share price development on the stock market is unpredictable. When making your decision please remember that the price of the Shares can go down as well as up. Note that in case of oversubscription, you will not be awarded with the initial number of acquired Shares nor with the number of Matching Shares. All participants' requests will be reduced proportionally. Airbus cannot provide you with any financial advice. If you have any doubt about whether to participate or not to ESOP you should speak to an independent financial advisor.

K. Personal data protection

Airbus is committed to protecting the privacy and security of your personal data, notably ensuring that all data collected by Airbus and its data processors are processed in compliance with the terms of the European General Data Protection Regulation n°2016/679 on the protection of natural persons with regard to the processing of personal data (“GDPR”).

Please note that subscription to ESOP implies processing and transfer of data to France. Additionally, in certain countries, subscription to ESOP implies completion of formalities with local authorities which may include providing to local authorities a nominative list of eligible employees or participants.

For more information, please refer to the Privacy Policy below **PRIVACY INFORMATION NOTICE** related to ESOP.

⁵ Local rules determine the conditions of legal capacity.

SPECIFIC ADDENDUMS

ADDENDUM AUSTRALIA

Custody Period

Contrary to the provisions of section F of the Plan, you will be able to sell or transfer any of the Shares acquired under the 2024 ESOP before the end of the 3-year lock-up period in case of termination of your employment contract as determined in accordance with Division 83A of the *Income Tax Assessment Act 1997* (Cth) ("Tax Act").

For the avoidance of doubt, this includes (without limitation) if you are no longer employed by any of the following:

- the relevant employing entity at the time you were granted the Shares;
- a holding company (as that term is defined in the Australian Corporations Act 2001 (Cth)) of your employing entity;
- or a subsidiary (as that term is defined in the Australian Corporations Act 2001 (Cth)) of your employing entity.

This specific early release case has been provided in order for the ESOP to meet the conditions required for employees to reduce the amount included in their assessable income by no more than A\$1,000 under Subdivision 83A-B of the Tax Act.

Note that the concession is only available to taxpayers with an adjusted taxable income (ATI) of less than A\$ 180,000 for the income in which the Shares are acquired. Please refer to the Australian specific tax note for more information.

Please refer to the **Local Supplement – Australia** (which forms part of these Rules) for relevant disclosures required in order to meet the requirements under Division 1A (employee share schemes) of Part 7.12 of the Australian Corporations Act 2001 (Cth) in relation to the offering.

ADDENDUM BELGIUM

Contrary to the provisions of section F of the Plan, in case of death of the subscriber, no resale of shares acquired in ESOP 2024 is possible until the second anniversary of the delivery of shares. After the second anniversary of your subscription to ESOP, your shares will remain unavailable for sale for another year but an early exit will be possible in case of death. This stricter lock-up during the first two years of investment allows you to benefit from a discount of 16.67% on benefits taxable under ESOP at the time of subscription.

ADDENDUM BRAZIL

The Airbus' offering in Brazil is a private offer of shares limited to eligible employees of Airbus' subsidiaries in Brazil carried out in the context of an Airbus compensation plan (plano de remuneração) and in reliance to the exemption provided under Article 8 of CVM Resolution 160/2022 and, as such, is not registered and will not be registered with the Brazilian Securities and Exchange Commission (Comissão de Valores Mobiliários - CVM). Airbus' shares cannot be offered or sold in Brazil, except reliance to an exemption available or in circumstances that do not characterize a public offer or unauthorized distribution of securities in Brazil. Eligible employees should consult their own counsel and advisors and/or make their own assessment of the legal and tax impacts and the risks of participating in the Airbus offering. There can be no assurance that similar plans will be implemented in the future in your country.

In this offering, foreign exchange transactions are carried out by local employers. By subscribing to 2024 ESOP, you appoint your employer to act on your behalf in order to provide for the closing of foreign exchange transactions and payment of the Reference Price. You also authorize your employer to obtain your debt clearance certificate before the Federal Income Office, as may be required in the context of remittance of the Reference Price to Airbus. In case your debt clearance certificate is positive, you may not be able to participate to 2024 ESOP.

ADDENDUM CANADA

Employees who fulfill the conditions listed hereafter may elect to receive the 2024 ESOP shares through a Tax-Free Savings Account ("TFSA") or a Registered Retirement Savings Plan ("RRSP").

In order to contribute shares to your TFSA you must be over the age of 18 years old with a valid social insurance number ("SIN") and be a resident of Canada. The annual TFSA dollar limit for contributions is approximately \$7,000 CAD per taxation year (in 2024). The TFSA annual room limit is indexed annually for inflation and rounded to the nearest \$500 CAD.

An individual accumulates TFSA contribution room for each eligible year since the inauguration of the program in 2009.

Alternatively, you can contribute shares to your RRSP and consequently deduct from your income the lesser of either (a) 18% of your earned income in the previous year or (b) the annual RRSP contribution limit (for 2024 it is \$31,560 CAD). This contribution limit is further reduced by other contributions made to other types of registered plans. You can set up and contribute to an RRSP as long as you have contribution room and employment income and file an income tax return. The RRSP issuer will give you a receipt for the amounts you contributed in order to allow you to prepare and file your annual income tax return. Contact your financial services institution or investment advisor for further details concerning contributing shares to a registered plan.

If you choose to contribute shares to your TFSA and/or your RRSP, the reduction rules applicable in case of oversubscription, will apply separately and allocating amounts to each investment scheme (ESOP, TFSA and RRSP) in the same proportion as requested at the time of submission of your acquisition order, the fractions being rounded up in the investment scheme that has been chosen in the greatest proportion and rounded down in other schemes for the corresponding amount.

ADDENDUM CHILE

This offer starts on February 22, 2024 and it avails itself of the General Rule No. 452 of the Superintendence of Securities and Insurance (predecessor to the Commission for the Financial Market).

This offer relates to securities not registered with the Securities Registry or the Registry of Foreign Securities of the Commission for the Financial Market, and therefore such securities are not subject to oversight by the latter.

Being unregistered securities, there is no obligation on the issuer to provide public information in Chile regarding such securities.

These securities may not be publicly offered until they are registered in the corresponding Securities Registry, unless the conditions set forth in the General Rule mentioned above are complied with.

ADDENDUM CHINA

Contrary to the provisions of the Plan, the implementation of the ESOP in China is subject to the approval granted by the State Administration of Foreign Exchange ("SAFE"). If the ESOP is not approved, the offer will be canceled and payments, if any were collected from you at that time, will be reimbursed.

All participants must ensure to be able to pay the price in accordance with foreign exchange regulations. Your local HR will provide you with additional information on this topic.

ADDENDUM COLOMBIA

Any direct or indirect benefit derived from 2024 ESOP, in cash or in kind, including but not limited to matching shares, discount from market price, financing or any other, will not be considered as salary nor as a constituent part of it for any purpose under your employment agreement.

ADDENDUM FRANCE

Employees may elect to participate in the 2024 ESOP scheme in the frame of the French regulated saving scheme ("PEG"). In such a case, the investment will be governed by the PEG rules and the employees will ultimately hold Shares in a mutual Fund ("FCPE"). Please consult the PEG and FCPE rules, as well as the communication documents specially prepared for French participants to the PEG offer.

In the framework of the PEG:

- Contributions to the PEG made in the same year are limited to 25% of the employee's compensation.
- A different price is proposed for acquisition of shares in the framework of the PEG. The price cannot exceed the average of share prices on Euronext Paris on the 20 trading days preceding the corporate decision setting the Reference Price nor be 20% below this average.
- Employees will not be able, except under certain circumstances, to exit the PEG until the last day of the fifth month of the 5th year following the ESOP 2024 subscription period, i.e. until May 31st, 2029.
- Account keeping is provided by Amundi.
- Matching shares will be offered at the same ratio as provided for in section B, up to the maximum amount of employer contribution ("*abondement*") that can be paid in the frame of the PEG in a year. For 2024, this limitation is set at €6,676.99. Above this threshold, shares will be invested in ESOP in direct ownership on accounts maintained by Société Générale Securities Services and governed by these 2024 ESOP rules.

ADDENDUM HONG-KONG**Warning**

The contents of this document have not been reviewed by any regulatory authority in Hong Kong. You are advised to exercise caution in relation to the offer. If you have any doubt about any of the contents of this document, you should obtain independent professional advice.

ADDENDUM INDIA

As a consequence of recently introduced Tax collected at Source ('TCS') provisions on LRS of the Reserve Bank of India ('RBI'), remittances under ESOP 2024 would be subject to TCS, if your total remittances under the Liberalized Remittance Scheme in a financial year since 1 April 2023 exceed INR 7 Lakhs (including ESOP), on the date you make the payment for ESOP 2024. The additional amount above this threshold will be subject to a 20% TCS.

By participating in the ESOP, you accept that the TCS could be withheld from your salary in the same manner as the payment of the subscription price (in one or 3 installments from April 2023).

Additionally, you confirm that the sum of all your transfers abroad since 1 April 2023, including ESOP, does not exceed the limit of US\$250,000.

ADDENDUM JAPAN

In addition to the provisions of section D of the Plan, the number of Shares to be offered in Japan will be reduced to fall within the number of which the total value is less than JPY 50 million. The JPY 50 million limit will be applied in Japan regardless of whether the employee offer is oversubscribed on a worldwide basis or not.

In case of oversubscription, the participants' acquisition orders would be reduced by applying the rule set forth in section D of Plan rules.

The offering was not registered with the Director General of Kanto Local Finance Bureau.

ADDENDUM MEXICO

The securities have not been registered with the National Register of Securities maintained by the Mexican National Banking and Securities Commission and may not be offered or sold publicly in Mexico. The offering materials may not be publicly distributed in Mexico. These materials are addressed

to you only because of your existing labor relationship with Airbus and may not be reproduced or copied in any form. The offer contained in this material is addressed solely to the present employees of Airbus in Mexico and any rights under such offering may not be assigned or transferred.

ADDENDUM MOROCCO

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

Contrary to the arrangements of section F of the Plan, and in compliance with Moroccan regulations, if employees of the Moroccan subsidiary are no longer employed by the 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 March 14, 2027.

The total amount subscribed per employee may not exceed 10% of his/her net annual remuneration for the year preceding the year of acquisition of shares. All participants 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 by the participant 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 subscription 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 subscription,
- 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.

ADDENDUM NEW ZEALAND**Warning**

This is an offer of ordinary shares. Ordinary shares give you a stake in the ownership of Airbus. You may receive a return if dividends are paid.

If Airbus S.E. runs into financial difficulties and is wound up, you will be paid only after all creditors have been paid. You may lose some or all of your investment.

New Zealand law normally requires people who offer financial products to give information to investors before they invest. This information is designed to help investors to make an informed decision.

The usual rules do not apply to this offer because it is made under an employee share purchase scheme. As a result, you may not be given all the information usually required. You will also have fewer other legal protections for this investment.

Ask questions, read all documents carefully, and seek independent financial advice before committing yourself.

Airbus' ordinary shares are quoted. Airbus intends to quote these ordinary shares offered under the employee share purchase scheme on the Bilbao, Barcelona, Valencia and

Madrid Stock Exchanges, Paris Stock Exchange and Frankfurt Stock Exchange. This means you may be able to sell them on the Bilbao, Barcelona, Valencia and Madrid Stock Exchange, Paris Stock Exchange or Frankfurt Stock Exchange if there are interested buyers. You may get less than you invested. The price will depend on the demand for the ordinary shares.

Your shares cannot be sold during the lock-up period of three years after delivery of the shares into your share account, except in the case of your death.

You have the right to receive from Airbus, on request and free of charge, a copy of Airbus' latest annual report, a copy of the relevant financial statements and a copy of the auditor's report on those financial statements. You may obtain a copy of those documents by electronic means on the following website:
<https://www.airbus.com/investors/financial-results-and-annual-reports.html>

ADDENDUM PHILIPPINES

In addition to section J of the plan, the implementation of the ESOP scheme in the Philippines is subject to the Order of Exemption from securities registration being secured from the Philippine SEC before the offer is made.

ADDENDUM POLAND

Advertisement.

These materials are for advertisement. These materials do not constitute a basis for making any investment decisions by employees. Neither Airbus nor any of the Company's group's employers or employees, their representatives or advisers, provide investment advisory services or any other advisory services (including tax advisory) in connection with this 2024 ESOP. Investment is a personal decision by each employee that should be made while taking into consideration his/her own funds, investment objectives, individual tax situation and any other available investment alternatives. In light of the foregoing, employees are encouraged to consider diversifying their investment portfolio in order to ensure that the risk taken is not subject to excessive concentration in a single investment.

Information concerning the 2024 ESOP is provided in the European information document for Poland prepared for the 2024 ESOP purposes and made available in offices of the Polish companies participating in the 2024 ESOP and the Airbus's website dedicated for the 2024 ESOP and intranet website of Airbus.

The European information document for Poland is the only legally binding document relating to the 2024 ESOP in the territory of Poland. Pursuant to Article 1 section 4 letter (i) of the Regulation (EU) 2017/1129 of the European Parliament and of the Council of 14 June 2017 on the prospectus to be published when securities are offered to the public or admitted to trading on a regulated market, and repealing Directive 2003/71/EC, preparation and approval of prospectus is not required with respect to this offer.

In the case that any sums resulting from your investment in ESOP are paid to you through your employer (e.g., dividends or sale proceeds), these sums are not part of your salary and your employer acts in this respect as an intermediary only.

ADDENDUM QATAR

The interests contained in this document, have not been offered, or sold and will not be offered, or sold, at any time, directly or indirectly, in the State of Qatar that would constitute a public offering of securities under Qatar law.

The present document and any other ancillary documentation on 2024 ESOP ("Issue document") have not been prepared in accordance with and are not intended to constitute a "Prospectus" for a public offering of securities under the applicable securities legislation in the State of Qatar.

The issue document has not been reviewed or approved,

or registered or licensed by the Qatar Central Bank, the Qatar Financial Markets Authority, the Qatar Financial Centre Regulatory Authority or any other regulator in the State of Qatar. The interests are intended only to be provided on an exclusive basis to the specifically intended recipient, at the recipient's request, and for that recipient's personal use only and are not intended to be made available to the public and are not capable of being distributed to any other person or to the public in general.

Any distribution of this document by the recipient to third parties in Qatar or the Qatar Financial Centre is not authorised and shall be at the liability of the recipient.

ADDENDUM REPUBLIC of SOUTH AFRICA ("RSA")

In the Republic of South Africa, for foreign exchange and administration purposes, the funds which you will use to acquire Shares are subject to South African exchange control considerations. If this use of the funds will result in you exceeding your ZAR 1 million single annual discretionary allowance (which should only be the case if you have made prior use of your ZAR 1 million 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. Please note that it is your responsibility to establish whether the use of these funds will result in you exceeding your ZAR 1 million single annual discretionary allowance.

ADDENDUM SINGAPORE

The shares of Airbus may not be offered or sold, or be made the subject of an invitation for subscription or purchase, whether directly or indirectly, to persons in Singapore other than pursuant to, and in accordance with the conditions of, an exemption under any provision of Subdivision (4) of Division 1 of Part XIII of the Securities and Futures Act, Chapter 289 of Singapore.

The shares of Airbus are prescribed capital markets products (as defined in the Securities and Futures (Capital Markets Products) Regulations 2018) and Excluded Investment Products (as defined in MAS Notices SFA 04-N12 and FAA-N16).

SOUTH KOREA

In order to sell the shares purchased in ESOP, you may need to place your sale order with a local licensed broker in South Korea. This implies that you will need to open a share account with a local licensed broker in South Korea and transfer your shares from your overseas custodian (Société Générale Securities Services) to such onshore account. Thereafter, you may request sale of your shares through the local licensed broker in South Korea. Otherwise, you may not be able to remit proceeds from sale of your shares to South Korea.

The Government has recently announced a reform that could exempt employee share plans from the requirement to make all resales of shares through the local licensed broker. In such case, your shares could be resold upon your instruction directly to Société Générale Securities Services. Please follow-up on the regulatory requirements prior to placing any order to sell your shares.

ADDENDUM TAIWAN

The offering, distribution, and resale of the Airbus shares have not been and will not be approved by or registered with the Taiwan Financial Supervisory Commission pursuant to the Securities and Exchange Act of Taiwan and thus the Airbus shares cannot be offered, distributed or resold in Taiwan through a public offering or in circumstance which constitutes an offer within the meaning of the Securities and Exchange Act of Taiwan.

ADDENDUM TUNISIA

Acquisition of Shares in the ESOP offering is subject to the approval of the Central Bank of Tunisia. Acquisition orders could be processed only subject to the approval and within the limit of the total investment amount authorized by the Central Bank of Tunisia and communicated to employees

separately.

This limit will be applied in Tunisia regardless of whether the ESOP offer is oversubscribed on a worldwide basis or not. In case of oversubscription, the participants' acquisition orders would be reduced by applying the rule set forth in section D of Plan rules. In case the Central Bank of Tunisia imposes a limitation on the number of participants, requests of employees having the longer service period in Airbus group will be served in priority. The determination of the number of shares allocated to any participating employee by Airbus will be final and definitive.

ADDENDUM UK

In the UK it is a condition of your participation in the ESOP that you enter into a joint s431 tax election with your employing company by March 28, 2024. This election is being made for UK tax purposes and will apply to all Shares delivered to you in the context of ESOP. Please refer to the specific UK tax note for details of the impact this election has on the tax treatment of your Shares. If the election form is not returned by March 28, 2024, your participation in ESOP might not be taken into account.

In parallel with ESOP, UK Employees are offered the possibility to participate in another scheme currently in place (specifically for the UK): the Share Incentive Plan ("SIP"). A number of shares separate from ESOP is offered in the SIP. Employees are not allowed to participate in both schemes. If two applications are received from the same person in respect of the 2024 SIP offer and the 2024 ESOP, the 2024 ESOP application will not be taken into account.

ADDENDUM UAE

The information contained in this document does not constitute an offer of securities registered under the laws of the United Arab Emirates ("UAE") relating to funds, investments or otherwise. Neither the Airbus 2024 ESOP nor this document is approved by the UAE Central Bank, the Emirates Securities and Commodities Authority (the "SCA"), the Dubai Financial Services Authority, the Financial Services Regulatory Authority, the Dubai International Financial Centre, the Abu Dhabi Global Market or any other authority in the UAE. Furthermore, no authorization, permit or license has been granted by the SCA or any authority in the UAE to market, offer, place or sell the offering in the UAE. This document is strictly private and confidential. This document (a) does not constitute a public offer, or an advertisement or solicitation to the general public; (b) is intended only for the original recipients hereof to whom this document is personally provided and may not be reproduced or used for any other purpose. The offering referred to in this document is not offered or intended to be sold directly or indirectly to the public in the UAE.

Payment of the Shares

The employees authorize the deduction of the price for acquisition of Shares through payroll. This deduction is for the benefit of Airbus and not for the local entity in UAE. Pursuant to UAE Federal Law 33 of 2021 on regulating Labor Relations, as amended, which provides that no money shall be deducted from an employee's wage in return for any special privileges except in certain cases, one of which is to recover any advance payment or other sums paid to him in excess of his entitlements provided that no deduction shall in any case, be made from the employee's wage in excess of 20% of such a wage. Therefore, the deduction through payroll shall not be in excess of 20% of salary.

ADDENDUM URUGUAY

Airbus shares are being offered by means of a private placement and are not registered with the Financial Services Superintendence of the Central Bank of Uruguay.

ADDENDUM USA

In addition to the dispositions of section H of the Plan, the Shares acquired under the 2024 ESOP will be considered as "restricted securities" within the meaning of Rule 144

under the United States Securities Act of 1933 (the "Securities Act") as amended, and may not be sold within the United States except pursuant to an effective registration statement prepared in accordance with the requirements of such Act or an exception from registration.

The offer to eligible employees in the United States is made pursuant to an exemption from the registration requirements of the United States Securities Act of 1933 (the Securities Act) afforded by Rule 701 under the Securities Act. For the offer to meet the requirements of the exemption, the amount of Shares sold in the United States during any consecutive twelve-month period by Airbus and its affiliates in reliance to Rule 701 is being limited to \$10 million. The \$10 million limit will be applied in the United States regardless of whether the employee offer is oversubscribed on a worldwide basis. If, after giving effect to any reductions in subscription requests made as a result of the allocation process discussed above under "Oversubscription" (See D.), the aggregate purchase price of the Shares sold in United States by Airbus and its affiliates in reliance to Rule 701 during the applicable twelve-month period would otherwise exceed \$10 million, the number of Shares to be issued under the Plan will be reduced to fall within the \$10 million limit. In case of oversubscription, the participants' acquisition orders would be reduced by applying the rule set forth in section D of Plan rules.

In order to rely on rule 701 exemption, the offer is only open to employees of Airbus subsidiaries with more than 50% Airbus interest in shareholding, as calculated pursuant to US regulations.

ADDENDUM EU COUNTRIES

This document and the offer made therein are 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. Airbus makes available via the Internet Airbus ESOP website the information document in the meaning of Art. 1 para. 4 lit i) of the Regulation (EU) 2017/1129 of the European Parliament and of the Council of 14 June 2017 on the prospectus to be published when securities are offered to the public or admitted to trading on a regulated market.