

## NORTH MACEDONIA

### Social security and Personal Income Tax Information

You have been invited to invest in shares of Airbus SE in the context of the **2024 Airbus Employee Share Ownership Plan (2024 ESOP)**.

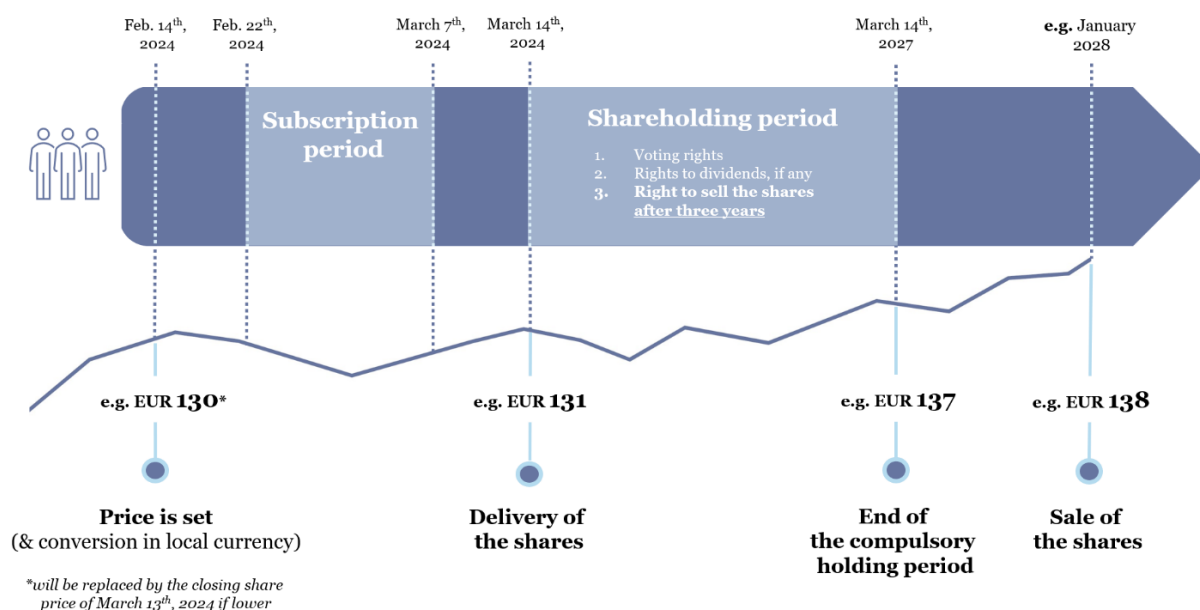
The purpose of this document is to provide to you a general overview of individual income tax and social security consequences in North Macedonia arising from your participation in the **2024 ESOP**.

The tax and social security implications described below apply to you if at all times:

- You are subject to individual income tax in North Macedonia; and
- You perform your professional activity exclusively in North Macedonia; and
- You are subject to the mandatory State social security scheme of North Macedonia; and
- You are a non-American citizen.

The information set forth below is based on the individual income tax laws in force in **January 2024** in North Macedonia. Please keep in mind that the rules may change and affect the individual income tax and/or social security treatment described below. This note is provided to you for information purposes only and should not be construed as legal and/or tax advice. It is not relevant if you are in an international mobility situation.

#### 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 2024 ESOP you should speak to an independent financial/tax advisor.

## 1. Taxation at the time of subscription of Airbus shares

In the 2024 ESOP, you pay the subscription price for a number of Airbus shares (**Subscription Shares**) and receive additional Airbus shares (**Matching Shares**) for free which economically reduces your acquisition cost per share.

- You recognize a benefit corresponding to the acquisition of shares without compensation or for a price below the market price, i.e., you make a taxable benefit equal to the difference between the fair market value of all shares delivered to you (Subscription Shares and Matching Shares) and the subscription price that you paid:

$$\text{Taxable benefit} = \text{fair market value of the share} \times \text{total number of shares received} - \text{price you paid in total for your purchase}$$

The tax base is the market value of listed shares to be the closing quotation price of Airbus SE share on the date of its delivery on your share account, i.e., on March 14<sup>th</sup>, 2024, decreased for the amount paid for the shares.

This amount is **subject to tax at the rate of 10% and, if applicable, to social security contributions at an aggregate rate of approx. 28%**. Income tax and social security contributions will be withheld by your employer. You will not be required to make tax reporting individually in connection with employment income.

- On the other hand, **you may be subject to gift tax for the Matching Shares**. The tax rate for payment of gift tax can range **between 4% and 5%**, depending on the municipality under which you have your residence. This means that Matching Shares are subject to double taxation – i.e., for the purposes of employment income described above and for the purposes of the gift tax.

You must file a tax return within 15 days from the day of remittance of Matching Shares to you (i.e., on March 14<sup>th</sup>, 2024) and pay the tax within 15 days from receiving the decision for determined tax liability by the tax authority.

## 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 North Macedonia

Under Macedonian tax law, dividends are **subject to personal income tax at 10%**. No tax credit for the withholding tax paid in the Netherlands will be available.

**You will be responsible for reporting** the dividends and paying income tax. You must report this income through the e-PDD system maintained by the PRO, until the 10<sup>th</sup> day of the month following the month in which you have realized the income.

### 3. Taxation at sale of your Airbus shares

You will not be able to sell or transfer the shares acquired under the 2024 ESOP for a **period of three years**. In practice, you will be able to sell your shares **from March 15<sup>th</sup>, 2027**. 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.

The capital gain is equal to the difference between the sale and the purchase price of the shares.

Starting from 2024, the capital gain is taxed at the **flat rate of 10%**.

You must report this income through the e-PDD system maintained by the PRO, until the 10<sup>th</sup> day of the month following the month in which the shares are sold.

You should check with the PRO if at the time when you plan to sell your shares, there will be a capital gain tax exemption and whether the same will apply to the sale of these shares.

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