

SWITZERLAND

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 Switzerland arising from your participation in the **2024 ESOP**.

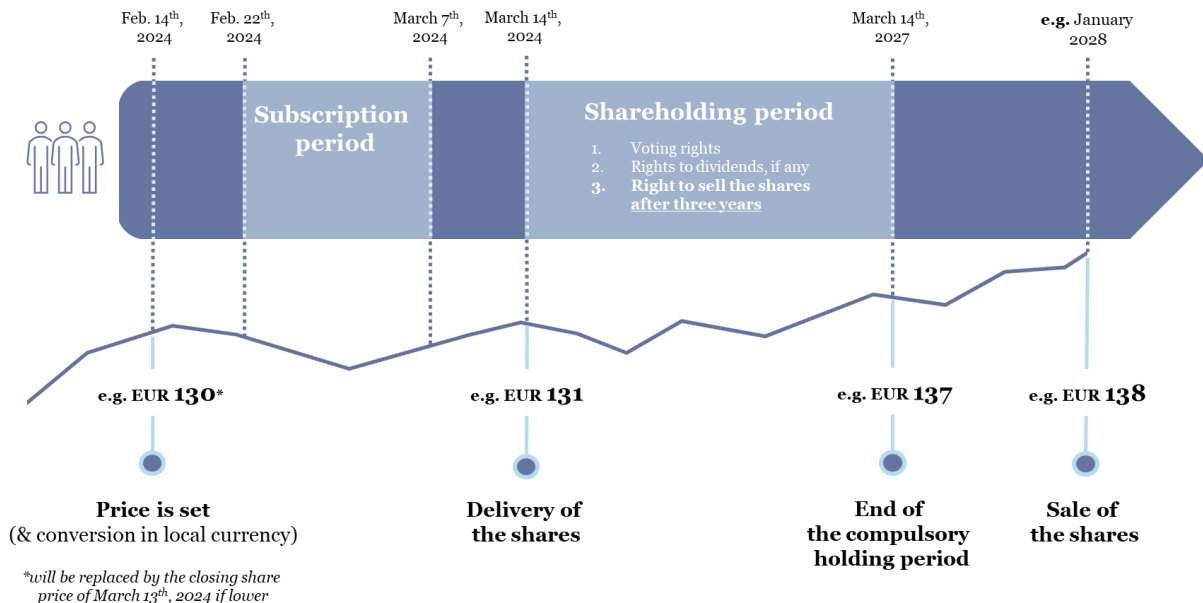
The summary hereunder sets forth general principles that are expected to apply to employees who subscribed to the 2024 ESOP and who (i) are and will remain until disposal of their investment resident in Switzerland for the purposes of the tax laws of Switzerland and the Convention between Switzerland and the Netherlands for the avoidance of double taxation (the "**Treaty**") and (ii) are entitled to the benefits provided under the Treaty and (iii) provide their services for Airbus exclusively in Switzerland.

The information set forth below is described in accordance with Swiss and certain Dutch tax law and tax practices, as well as with the Treaty, all of which are in force in **January 2024**.

Please keep in mind that the rules may change and affect the individual income tax and/or superannuation guarantee treatment described below. This note is provided to you for information purposes only and is not advice and should not be relied on as such. Airbus recommends that you obtain advice from a suitably qualified tax advisor regarding the consequences of your participation in the Plan, having regard to your own circumstances. It also assumes that you are and will remain a Swiss tax resident throughout your participation in the plan. It is therefore not relevant if you are in an international mobility situation.

Please note that in accordance with the federal law on the taxation of employee participation plans and the ordinance on the certification duties for employee participations your employer might have to report your participation in the 2024 ESOP and any taxable income arising thereof directly to the competent cantonal tax administration.

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 thereby reducing your acquisition cost per share.

a. Matching Shares

The fair market value of your Matching Shares does basically qualify as taxable income from employment.

For tax purposes, the relevant market value is the **closing price of the Airbus SE share on the first day of the subscription period**, i.e., on February 22, 2024.

Furthermore, considering the shares are subject to a 3-year lock-up period, **a 16.038% discount may be available** to reduce the market value of the shares when computing the amount of the taxable benefit:

$$\text{Taxable benefit} = (83.962\% \times \text{market value of the share}) \times \text{total number of Matching Shares}$$

This benefit does qualify as taxable income from employment at **tax rates ranging from 20.2% to 46% depending on your canton of residence** and is, furthermore, **subject to social security contributions**.

Note that there will be additional income tax and social security consequences in the event of an early exit.

Your employer will deduct your part of the social security contributions (and tax at source, if applicable) and will be further obliged to report the taxable income on your salary statement 2024. **You must file** the respective documents together with your tax return 2024 with the local tax authorities **and pay the corresponding tax** (unless you have already been taxed at source).

b. Subscription Shares

In practice, subscription of your Airbus shares (= Subscription Shares) is not expected to have any tax or social security impact, considering that the Airbus shares may benefit from a 16.038% discount to compensate for the 3-year lock-up period.

However, because the date on which the subscription price is established and the date on which the relevant market value is determined (i.e., the first day of the subscription period which is February 22, 2024) are different, **the positive difference between the relevant market value for tax purposes of the Airbus shares (see above) and the subscription price paid by you, if any, would constitute a taxable benefit:**

$$\text{Taxable benefit} = (83.962\% \times \text{market value of the share}) \times \text{total number of Subscription Shares} \\ - \text{subscription price paid by you}$$

This benefit would qualify as taxable income from employment at **tax rates ranging from 20.2% to 46% depending on your canton of residence** and is, furthermore, **subject to social security contributions**.

The consequences of an early transfer and the reporting obligations outlined under "Matching Shares" would also apply.

c. Payment facility

Additionally, you benefit from a payment facility offered by your employer for payment of the subscription price. Your employer will make an advance for the total amount of your subscription to be repaid through salary deductions either in one instalment or in 3 instalments of equal amounts.

This payment facility may be qualified by the tax authorities as taxable cash benefit from the employer in form of an interest free loan.

However, as interest is generally tax deductible in Switzerland, this would likely not have any negative tax consequences for you. However, this cash benefit could eventually be subject to social security charges.

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. You may also be subject to reporting requirements (see below).

- 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 Switzerland

Under Swiss tax law, dividends are taxable at **income tax rates that vary depending on the canton of residence** of the employee (currently between 20.2% and 46%). No employee or employer social charges apply.

You are responsible for reporting the dividends arising on your Airbus shares in your annual tax return and pay the corresponding tax.

You may apply for a tax credit in the amount of any non-refundable Dutch withholding tax by filing the tax form DA-1 together with your annual tax return. If you do not reach the minimal threshold for filing the DA-1, you may deduct the non-refundable Dutch withholding tax from the taxable dividend amount.

c. Wealth tax in Switzerland

- Additionally, the fair market value of your Airbus shares will be taken into account for the payment of the **annual cantonal and communal net wealth tax** at rates of maximum 0.1% to 1.0% if your overall taxable net wealth exceeds a certain threshold.
- You are **required to declare the tax value of your Airbus shares** as of December 31 in the securities statement of your personal tax return in each year during the holding of your Airbus shares.

Depending on the canton of residence, you may benefit for net wealth tax purposes from a flat rate or pro rata tax discount on the fair market value of your investment during the lock-up period.

3. Taxation at sale of your Airbus shares

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

of the holding period is generally not a taxable event (provided that your Airbus shares were held as private assets).

In principle, any gain realized upon a subsequent sale of your Airbus shares after completion of the ordinary lock-up period will **constitute a tax free capital gain, provided that your Airbus shares were held as private assets**. Accordingly, no social security contributions are due. Any capital loss will not be tax deductible.

In case of transfer of the shares before the end of the lock-up period (in case of death), a taxable income will be realized (which is also subject to social security contributions) in the amount of the difference between the fair market value of the Airbus shares at the time of the early transfer minus the fair market value of the Airbus shares reduced by the applicable tax discount for the remaining/non-completed restriction period.

The selling date of the Airbus shares must be indicated in the tax return of the year such sale occurred.

4. Reporting obligations

Your participation in the 2024 ESOP (and any taxable income arising thereof, if any) will be reported on your annual salary statement 2024 and as an addendum to the salary statement. These documents must be filed together with your tax return 2024.

During the holding of your Airbus shares, you are obliged to declare the tax value of your Airbus shares as of December 31 in the securities statement of your personal tax return. The tax value corresponds to the fair market value minus applicable discount for the remaining lock-up period.

If you receive any dividends, such income must be reported as well in your tax return in the year such dividends have been distributed.

Upon sale, you have just to report the selling date in your annual tax return of the year such sale occurred.

Finally, please note that an early exit will result in taxable income and social security consequences, which will be reported in your salary statement of the year of such early exit and in an addendum to the salary statement.

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