

TURKEY

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)**.

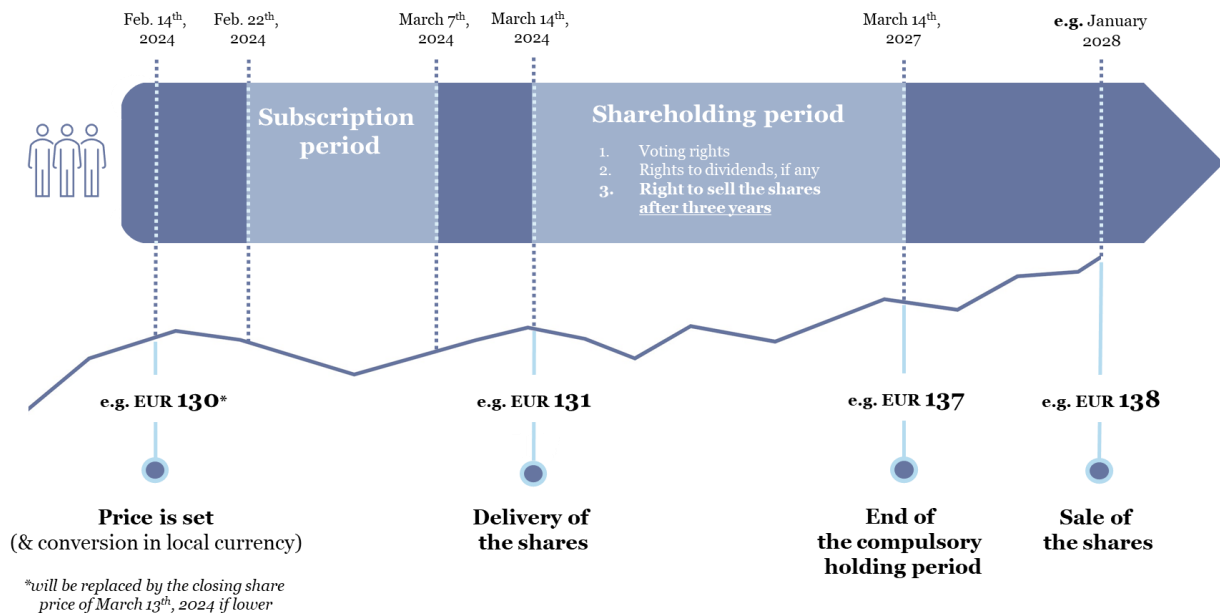
The purpose of this document is to provide to you an overview of individual income tax and social security consequences in Turkey arising from your participation in the **2024 ESOP**.

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

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

The information set forth below is based on the individual income tax and social security laws in force in **January 2024** in Turkey. 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. 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 thereby reducing your acquisition cost per share.

One may consider the discounts made over the actual price of the shares as taxable gain in the form of “employment income”, however the market perception is not to consider discount amounts as a taxable gain at the grant date, but the difference between the sale price and the subscription price as taxable gain at the time of disposal of those shares.

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 Turkey

Under Turkish tax law, dividends are taxed at progressive rates ranging between 15% and 40%, which varies depending on your total income.

In principle, the **tax credit should be available** for the withholding tax paid in the Netherlands. However, such tax credit cannot exceed the income tax payable on such dividend income in Turkey.

You will be responsible for reporting the dividends arising on your shares in your Turkish tax return, provided you qualify as a Resident in Turkey for that year.

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 15th, 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 gross 'sale proceeds' on the date of the sale and the 'cost of acquisition' of the shares minus the transaction costs (e.g. broker's fees).

$$\text{Taxable benefit} = \text{sale proceeds} - \text{cost of acquisition} - \text{broker's commissions}$$

The Income Tax Law applies to profits earned by individuals and is levied on a calendar year basis in Turkey. Currently, individual income and gains are subject to income tax **at progressive tax rates**, which vary **between 15% and 40%** and are calculated on a cumulative basis.

The Turkish tax year is a calendar year, and the annual tax return must be filed by 31 March of the following year. No extensions are available.

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