

GERMANY

Social security and Personal Income Tax Information

You have been invited to invest in shares of Airbus SE in the context of the **2023 Airbus Employee Share Ownership Plan (2023 ESOP)**.

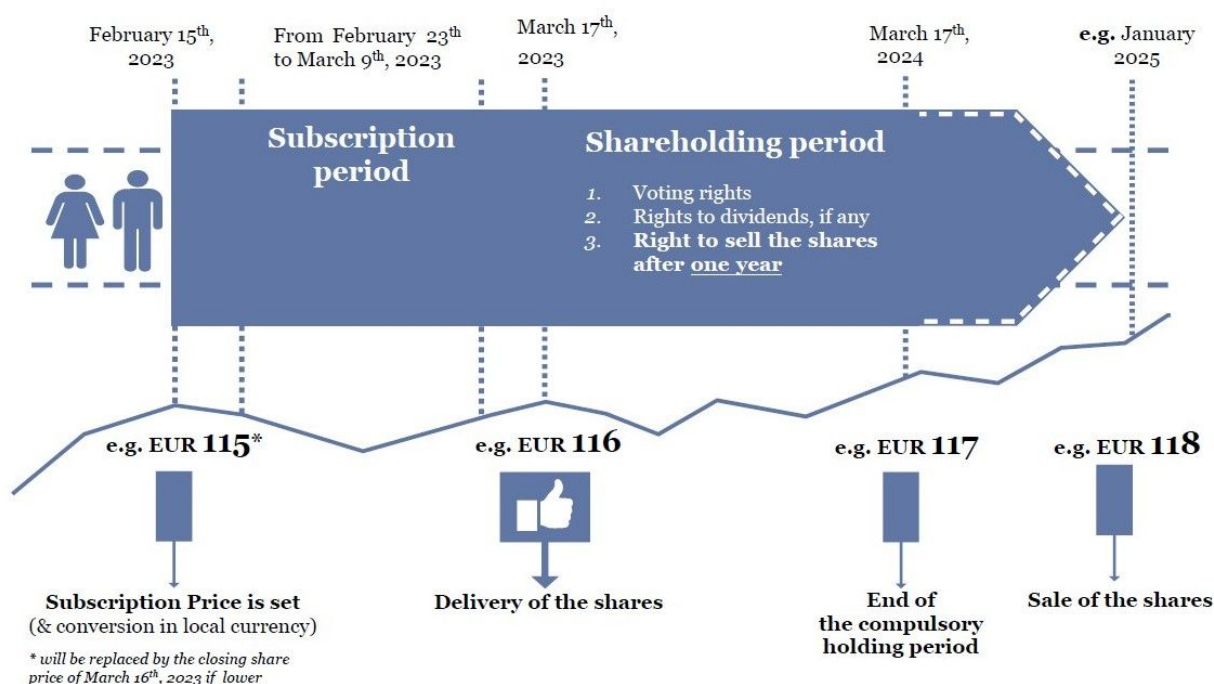
The purpose of this document is to provide to you an overview of individual income tax and social security contribution consequences in Germany arising from your participation in the **2023 ESOP**.

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

- You are subject to individual income tax in Germany; and
- You perform your professional activity exclusively in Germany; and
- You are subject to the mandatory State social security scheme of Germany; 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 2023** in Germany. 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. Please contact your individual tax advisor in the case of an international mobility situation, as different rules might apply.

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 2023 ESOP, you should speak to an independent financial / tax advisor.

3. Taxation at sale of your Airbus shares

1. Taxation at the time of subscription of Airbus shares

In the 2023 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:

- You make a taxable benefit corresponding to the difference between the market value of the **Subscription Shares** on the date you become a shareholder and the subscription price that you paid:

$$\text{Taxable benefit} = \text{market value of the Subscribed Shares} - \text{price you paid}$$

- You make a taxable benefit equal to the market value of the **Matching Shares** on the date you become a shareholder:

$$\text{Taxable benefit} = \text{market value of the Matching Shares}$$

Income tax should arise upon delivery of the shares, i.e. when you become a shareholder of Airbus SE.

The market value of Subscribed Shares and of Matching Shares for tax purposes is the lowest listed price of Airbus SE shares on the date of delivery, i.e. on the date of the capital increase to take place on March 17th, 2023.

The taxable benefit calculated as described above is subject to income tax at progressive rates of currently **up to 45%**. An additional **solidarity surcharge of 5.5%** (if any) and church tax of 8% or 9% (if applicable and depending on your federal state of residence) is levied on the actual income tax amount.

In 2023, solidarity surcharge should be levied only if your personal income tax amounts to **more than EUR 17,543¹** (or more than EUR 35,086 in the case of spouses / registered life partners assessed together) in . Amounts withheld in excess, if any, should be reimbursed upon request.

This benefit is also subject to social security contributions if your remaining annual salary without the taxable benefit does not already exceed the assessment limits for social security contributions (*Beitragsbemessungsgrenzen*) of EUR 59,850 for health insurance and nursing care and EUR 87,600 for pension and unemployment insurance (or EUR 85,200 for the German federal states comprising the former East Germany) in 2023. These contributions should add up to approximately 20% of the assessable income.

The benefit should be exempt from social security contributions and income tax up to an amount of EUR 1,440. Please note that this exemption is not available to employees who are employed by a company which is not part of the Airbus Group (*Konzern*) for purposes of German corporate law, which might for example be the case for a company that is not directly or indirectly majority-owned by Airbus SE (as it is the case with United Monolithic Semiconductors GmbH). If the exemption applies, the employer should only withhold social security contributions and income tax if your taxable benefit exceeds EUR 1,440 in 2023 or if you already made use of the exemption in 2023.

As the wage tax and social security contribution amounts falling due for the taxable benefit resulting from the 2023 ESOP should be withheld by your employer from your salary, no additional reporting should be necessary on your side when filing your annual income tax return. The taxable benefit should be included in the annual wage tax certificate you receive from your employer, so you only need to follow the amounts included therein when filing your income tax return for 2023.

2. Taxation during the holding of your Airbus shares

You are required to hold your shares for a period of at least **one year** (the lock-up period). During that

¹ Please note that based on the Inflation Compensation Act dated December 8th, 2022, solidarity surcharge in 2024 should be levied only if the income tax exceeds EUR 18,130 (or EUR 36,260 in the case of spouses / registered life partners assessed together).

3. Taxation at sale of your Airbus shares

time, you will be taxable with respect to dividends if any are distributed by Airbus SE.

Dividends will probably be subject to a withholding tax in the Netherlands and will then be taxable in your country of residence.

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%.

If your shares are held with Société Générale, 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 Germany

Under German income tax law, dividends are taxed at a **flat rate of 25%**. Please note a **5.5% solidarity surcharge** and – if applicable – **church tax of 8% or 9%** on income tax applies. Other than for employment income, the solidarity surcharge on dividends is generally levied without regard to your annual income tax.

A **tax-exempt amount of EUR 1,000** (singles) **or EUR 2,000** (in the case of spouses / registered life partners assessed together) on your total investment income (i.e. including all interests, dividends, capital gains and other investment income you receive in 2023) will be available (*Sparer-Pauschbetrag*).

In principle, tax credit should be available for the withholding tax paid in the Netherlands (subject to a case-by-case analysis).

You should be obliged to file and report your dividends only under certain circumstances:

- **If your shares are held with Société Générale:** the German taxes are not withheld at source and you will be responsible for reporting the dividends in your annual income tax return and paying income tax in accordance with your income tax assessment notice.
- **If your shares are held with Commerzbank:** the taxes payable should be withheld at source and there is generally no need to declare the dividends in your annual income tax return. However, if you did not apply for consideration of the above-mentioned tax-exempt amount of EUR 1,000 (or 2,000) with the German financial institution or if you are unsure whether and / or to what extent the tax-exempt amount was correctly taken into account, we recommend declaring the dividend income in your annual income tax return. All dividends have to be reported in the annual income tax return where the taxpayer requests a review of the tax rate on investment income.

In addition, **as a German tax resident, you have to report payments of more than EUR 12,500** you receive from non-residents or from residents for account of a non-resident (incoming payments) or make to non-residents or to residents for account of a non-resident (outgoing payments) **to the German Federal Bank** (*Deutsche Bundesbank*).

3. Taxation at sale of your Airbus shares

You will not be able to sell or transfer the shares acquired under the 2023 ESOP for a period of **one year** (the *lock-up period*). In practice, you will be able to sell your shares **from March 18th, 2024**.

Taxation will take place at the time of sale of your shares if you make a capital gain. In the case of a capital loss, such losses can only be used to offset other capital gains from the sale of shares. Unused capital losses are carried forward to offset future capital gains resulting from the sale of shares.

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

The capital gain is equal to the difference between the gross sale proceeds minus the acquisition costs and minus transaction costs (e.g. broker's fees). The benefit that was subject to wage tax upon delivery or that was not recognized for wage tax purposes solely because the EUR 1,440 tax exemption applied (please see *Taxation upon subscription and delivery* above) should be considered as part of the acquisition costs.

$$\text{Capital gain upon sale} = \text{sale proceeds} - \text{acquisition costs (including the taxable benefit realized upon delivery of the shares)} - \text{transaction costs}$$

The capital gain is taxed at the **flat rate of 25%**. Please note an additional **5.5% solidarity surcharge** and – if applicable – **church tax of 8% or 9%** on income tax applies.

A **tax-exempt amount of EUR 1,000** (singles) **or EUR 2,000** (spouses / registered life partners assessed together) on your total investment income (i.e. including all interests, dividends, capital gains and other investment income you receive in 2023) will be available (*Sparer-Pauschbetrag*).

You should be obliged to file and report your capital gains only under certain circumstances:

- **If your shares are held with Société Générale:** the German taxes are not withheld at source and you will be responsible for reporting your capital gain in your annual income tax return and paying income tax in accordance with your income tax assessment notice.
- **If your shares are held with Commerzbank:** the taxes payable should be withheld at source and there is generally no need to declare the capital gain in your annual income tax return. However, if you did not apply for consideration of the above-mentioned tax-exempt amount of EUR 1,000 (or 2,000) with the German financial institution or if you are unsure whether and / or to what extent the tax-exempt amount was correctly taken into account, we recommend declaring the capital gains in your annual income tax return. All capital gains have to be reported in the annual income tax return where the taxpayer requests a review of the tax rate on investment income.

In addition, **as a German resident, you have to report payments of more than EUR 12,500** you receive from non-residents or from residents for account of a non-resident (incoming payments) or which you make to non-residents or to residents for account of a non-resident (outgoing payments) **to the German Federal Bank** (*Deutsche Bundesbank*).

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