BELGIUM

Social security and Personal Income Tax Information

You have been invited to invest in shares of Airbus SE in the context of the **2022 Airbus Employee Share Ownership Plan (2022 ESOP).**

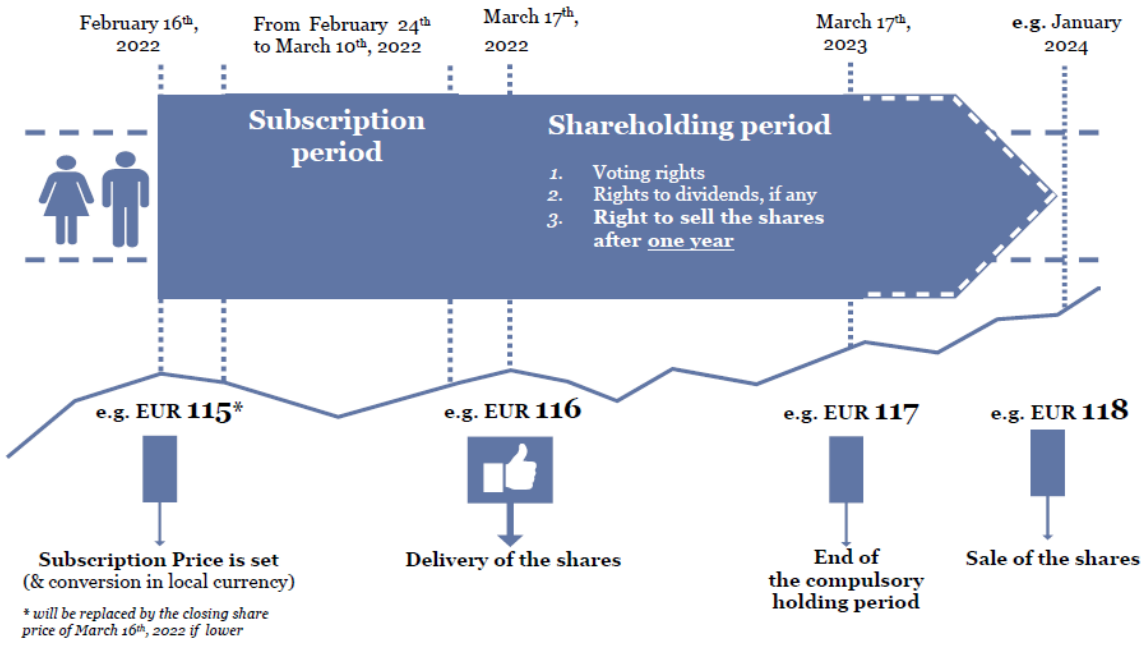
The purpose of this document is to provide to you an overview of individual income tax and social security consequences in Belgium arising from your participation in the **2022 ESOP.**

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

- You are subject to individual income tax in Belgium; and
- You perform your professional activity exclusively in Belgium; and
- You are subject to the mandatory State social security scheme of Belgium; 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 2022** in Belgium. 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 forinformation 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 2022 ESOP you should speak to an independent financial/tax advisor.

1. Taxation at the time of subscription of Airbus shares

In 2022 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 the acquisition cost of the shares acquired.

- With respect to shares for which you pay a subscription price, you may make a taxable benefit if there is a positive difference between the value of shares at the time of their delivery and the subscription price.

- Matching Shares delivered for free will also constitute a benefit in kind, which will correspond to the market value of the Matching Shares upon their delivery to you.

  For tax purposes, the market value in each case is the opening listed price of Airbus SE share on the date of the delivery of shares to you, i.e., on the date of the capital increase to take place on March 17th, 2022.

  This benefit is considered employment income and subject to tax at **progressive rates currently ranging from 25% to 50%**.

  The same amount is subject to employee's social security contributions that are payable at the rate of **13.07%** calculated on the value of the benefits granted to you.

  Income tax and social security contributions owed by you will be withheld by your employer from your salary.

  The subscription to the Airbus S.E. shares may allow you to benefit from a tax reduction ("**Monory Bis**"), computed at the **special tax rate of 30%, on your personal income tax due up to a maximum amount of EUR 780** (for income year 2021). This tax reduction cannot be cumulated with the tax reduction for pension savings. This reduction, which must be claimed in your annual tax return, **will only be maintained provided that you hold the shares for five years** following the subscription, i.e., until March 17th, 2027 included.

  You will be responsible for reporting this income after deduction of employee social security contributions on your annual tax return to be filed before the end of June of the year following the allocation of the shares (the filing date is quoted on your tax return).

  On the basis of your annual tax return, you will receive a tax notice issued by the Belgium tax authorities. Generally, any insufficiency on the withholding tax operated will be regularized within the two months following the sending date of the tax notice.

- **Additionally, you benefit from a 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 in one or 3 installments of equal amount.

  The interest-free loan granted by your employer constitutes a taxable benefit in kind. The value of this benefit corresponds to the positive difference between (i) the interest rate under the loan (i.e. zero) and (ii) the official rate determined each year by the Belgian tax authorities[1].

  This benefit will be taxed as income at rates **ranging between 25 and 50%**, increased with local surcharges. The income tax will be withheld by your employer. The taxable income resulting from this benefit must be disclosed in your personal income tax return, but it should normally not be further taxed as you will receive a credit for the wage withholding tax paid by your employer.

  The benefit resulting from the employer's interest-free advance should also be **subject to social security contributions (13.07%)**, to be withheld by your employer.

[1] The rate (for income year 2021) is (i) about 0.11% monthly for unsecured loans with a fixed duration and (ii) 10.20% yearly for loans with an indefinite duration.

- Please also note that **your subscription and the holding of the Airbus S.E. shares could be considered as constituting a "foreign account"** under the extended terms of the definition adopted by the Belgian legislator in the Royal Decree of 3 April 2015. Therefore, it could trigger the following obligations:

  - To disclose in your personal income tax return, under dedicated subsection "Foreign Account", including your first and last names, and the country (France);
  - To mention in the abovementioned subsection whether certain data related to your subscription to the Airbus S.E. shares have been reported with the "Point de Contact Central" (PCC) with the National Bank of Belgium (NBB), no later than the filing of your personal income tax return. The reporting should either be submitted electronically (via the NBB's website) or by filing and sending a paper form.

  For further information about these obligations, please refer to the dedicated websites of the NBB (including a FAQ) and the Belgian tax authorities:

  - https://www.nbb.be/fr/centrales-des-credits/point-de-contact-central/comptes-ouverts-letranger ;
  - https://finances.belgium.be/fr/sur_le_spf/structure_et_services/administrations_generales/tr%C3%A9sorerie/contr%C3%B4le-des-instruments-0-3.

2. Taxation during the holding of your Airbus shares

You are required to hold your shares for a period of at least **one year**. As long as you will continue to hold your Airbus shares, you will be taxable with respect to dividends, if any, which are distributed by Airbus S.E.

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 Belgium

Under Belgian individual income tax law, dividends are taxed at the flat **rate of 30%**. If no Belgian financial intermediary intervenes in the payment of the dividends, you are required to report these dividends in your annual personal income tax return.

However, you may benefit from an annual tax **exemption up to a maximum of EUR 800 per year**. The exemption needs to be applied for through your personal income tax return upon the reporting of your dividend income.

In principle, **tax credit should be available** for the withholding tax paid in the Netherlands.

Please note that Airbus Group shares acquired in the context of ESOP would be included in the calculation of value of financial instruments for the purpose of the Belgian tax on securities accounts. Such tax applies in case the average value (during the applicable reference period of twelve consecutive months) of financial instruments held on securities account exceeds EUR 1,000,000. The tax is levied at the rate of 0.15% and capped at 10% of the difference between this average value and the EUR 1,000,000 threshold. We recommend you consulting your own tax advisor regarding reporting and payment obligations.

3. Taxation at sale of your Airbus shares

You will not be able to sell or transfer the shares acquired under the 2022 ESOP during a **period of one year**.

In practice, you will be able to sell your shares **from March 18th, 2023**. End of the holding period is not a taxable event. Capital gains may be subject to a 33% tax on miscellaneous income (increased with local surcharges) should the Belgian tax authorities successfully prove that such gains derive from an operation that is to be regarded as falling outside the scope of the "*normal management of one's private assets*". Any risk to that extent should be rather limited.

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