COLOMBIA

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).**

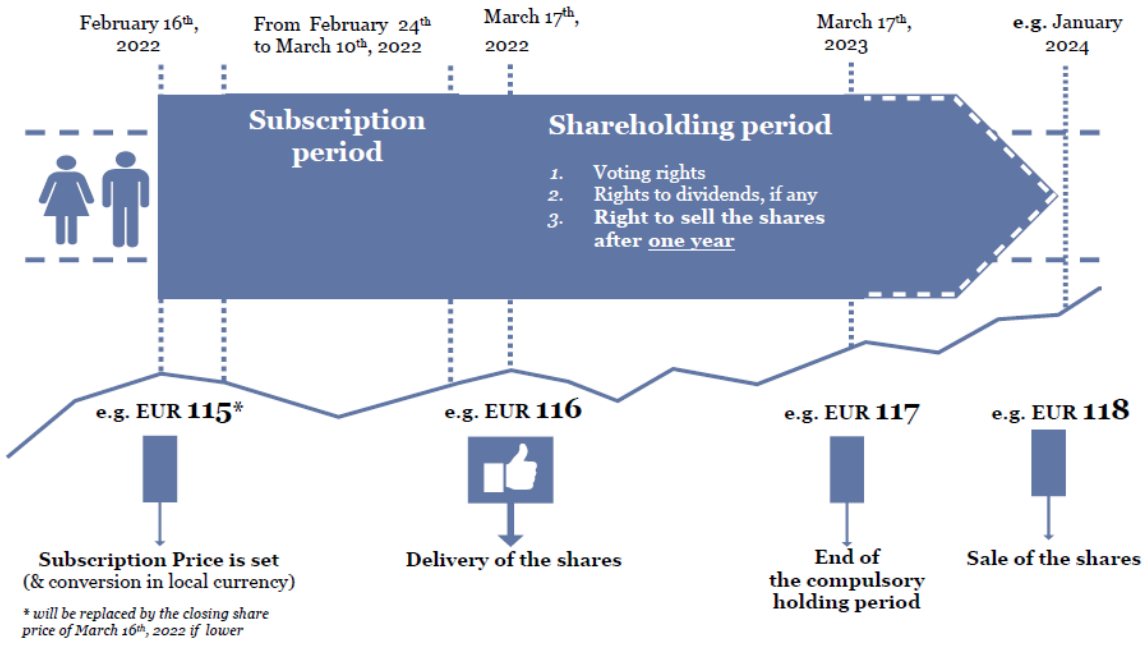
The purpose of this document is to provide to you an overview of individual income tax and social security consequences in Colombia arising from your participation in the **2022 ESOP.**

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

- You are subject to individual income tax in Colombia; and
- You perform your professional activity exclusively in Colombia; and
- You are subject to the mandatory State social security scheme of Colombia; 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 Colombia. 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 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 your acquisition cost per share.

You make a taxable benefit corresponding to the difference between the market value of all shares delivered to you (Subscription Shares and Matching Shares) and the price that you paid:

Taxable benefit = market value of the share x total number of shares received - price you paid in total for your purchase

For tax purposes, the market value is the value of the shares on the date in which the shares are delivered to you, i.e. on the date of the capital increase to take place on March 17th, 2022.

This benefit is subject to tax at **progressive rates currently up to 39%**.

As this amount is considered non-salary payment, it is **not subject to social security contributions** or payroll taxes except that the value of the non-salaried benefits derived from the plan (i.e. price discount, matching contribution) plus any other non-salaried benefit you received during the month in which shares are acquired exceed 40% of your total compensation (compensation understood as salary plus non-salaried benefits), the excess will have to be included in the base for calculation of social security contributions.

The amount of the tax owed by you will be **withheld by your employer from your salary**, regardless of the fact that **you will be responsible for reporting** the taxable benefit in your annual tax return of fiscal year 2022 to be filed in the year 2023 and pay the corresponding tax if income tax is higher than the income tax withholding to which payment was subject to by your employer.

Please note that employees are generally required to file an income tax return if:

- The value of assets owned as of 31st December exceeds 4,500 tax units (COL$ 163,386,00 FY 2021);
- Credit card expenditure during the taxable year exceeds 1,400 tax units (COL$ 50,831,200 FY 2021);
- The total value of purchase exceeds 1,400 tax units, (COL$ 50,831,200 FY 2021);
- The total value of bank deposits and other investments during the taxable year exceeds 1,400 tax units (COL$ 50,831,200 FY 2021);
- Income earned during the year exceeds 1,400 UVT (COL$ 50,831,200 FY 2021).

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 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 Colombia

Under Colombian tax law, dividends are included in your income and are taxed at **progressive rates up to 39%**.

Tax credit would be available for local residents up to the amount that such dividends would have paid in Colombia. Tax credit may be obtained in the year in which dividends have been received by you or in any of the subsequent years.

Furthermore, you will be **subject to cover social security contributions** derived from the dividends received. Social taxes are imposed at the following rates:

- Health contributions of 12,5%, and Pension contributions of 16% with a monthly cap of COL$ 22.713.150 for 2021 (equal to 25 minimum monthly wages "MMW");
- Employees under integral salary system are subject to social security contributions on 70% of theirsalary income or 25 MMW, whichever is lower;
- Employees with salaries above 4 MMW will have extra 1% to 2% contribution to the pension system.

You will be responsible for reporting the dividend amounts in your annual tax return and pay the corresponding taxes and social security contributions.

- **As the shares are held abroad, you have the obligation to file a separate Foreign Assets report, if the amount of assets held abroad as of January 1st of each year is higher than 2,000 UVT** (approx. COL$ 76,008,000).

  This report must be filed by all individuals considered residents for fiscal purposes. This report does not lead to a tax liability, but non-compliance will trigger penalties. You should discuss whether your personal circumstances will require you to file this form with your personal tax adviser. Deadlines to file the Foreign Assets report are the same as for the filing of the income tax return.

  Additionally, the shares received must be informed in your annual Colombian income tax return as part of your equity.

3. Taxation at sale of your Airbus shares

You will not be able to sell or transfer the shares acquired under the 2022 ESOP for 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.

Taxation will take place at the time of sale of your shares, if you make a capital gain. In case of capital loss, such losses cannot be used as deductions from the same type of income in the annual tax return.

The capital gain is equal to the difference between the gross sale proceeds on the date of the sale and the cost basis of the shares adjusted by inflation.

Taxable benefit = sale proceeds - market value of shares received adjusted by inflation

You must declare your capital gain/ordinary income in your annual income tax return for the taxable year **during which the gain was received or made available to you**.

- If the shares are held for less than 2 years: the ordinary income is taxed to a **progressive rate up 39%.**
- If the shares are held for 2 years or more: the capital gain is taxed to a **flat rate of 10%.**

You are responsible for reporting your gain and paying this capital gain tax.

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