**DENMARK**

**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 Denmark arising from your participation in the **2022 ESOP.**

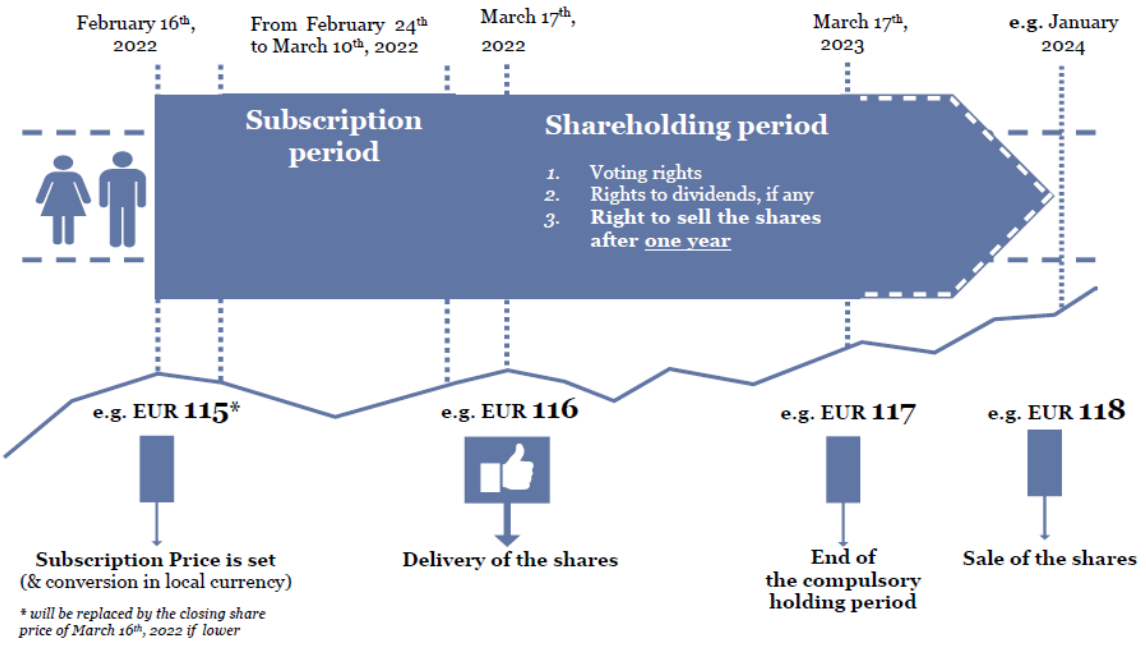
The tax and social security implications described below apply to you if at all times:

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

Noting that the tax and social security implications described herein might also apply if you do not fulfill one or all of the above criteria. We recommend that you speak to an independent tax/social security advisor to confirm the specific tax and/or social security treatment applicable to you.

The information set forth below is based on the individual income tax and social security laws in force in **January 2022** in Denmark. 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) andreceive 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 value of all shares delivered to you (Subscription Shares and Matching Shares) and the subscription price that you paid:

*Taxable benefit = market value of one share x total number of shares received - priceyou paid in total for your purchase*

For tax purposes, the market value is the closing price of Airbus SE share on Euronext Paris on the date of the capital increase to take place on March 17th, 2022.

This benefit is subject to **income tax at progressive rates of up to approximately 56%**, inclusive of labour market contribution.

**Your employer will report the acquisition** of shares on a monthly basis and in connection with the grant. On your side, you shall ensure that reporting of the taxable benefit appears correctly in your annual income tax return to be filed no later than on May 1st, 2023.

Your employer has no payroll withholding obligations. **You are individually responsible for paying applicable income tax**. In order to avoid interest, we suggest you pay before December 31st, 2022. The payment can be made via "log på Borger" on www.skat.dk.

## 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 Denmark

Under Danish tax law, all share income, including dividends, is taxable at **flat rate of 27% up to a limit of DKK 57,200** (DKK 114,400 for married couples) and at **flat rate of 42% above** that threshold (2022-thresholds).

**You will be responsible for reporting** the dividends and paying the corresponding share income tax. In order to avoid interest, we suggest that you pay it before December 31st of the year during which you received the dividend. The payment of tax can be made via "log på Borger" on www.skat.dk.

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

## 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.

The capital gain is equal to the difference between the gross sale proceeds on the date of the sale and the total of (1) the price paid at subscription and (2) any amount subject to tax at the time of subscription. However, if you hold other Airbus shares please be aware that you should use an average purchase price of all Airbus shares held by you, for calculating the capital gain on sale of shares.

*Taxable benefit = sale proceeds – price paid – taxable benefit at subscription – broker's commissions*

The capital gain is taxed as share income at **flat rate of 27% up to a limit of DKK 56,500** (DKK 113,000 for married couples) and at **flat rate of 42% above** that threshold (2021-thresholds).

The **capital gain** must be declared on your tax return for the **year following the one in which you sold your shares**.

You are responsible for paying this capital gain tax. In order to avoid interest, we suggest that you pay it before **December 31st of the year during which you sold shares**. The payment of tax can be made via "log på Borger" on www.skat.dk.

In case of capital loss, such losses can be deducted from a capital gain on listed shares in the same tax year. If you still have unused capital losses you can carry forward losses for offset against gains and dividends on listed shares in future years.

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