FRANCE

Social Security and Personal Income Tax Information

You have been invited to participate to the share offering made in the context of the Airbus Employee Share Ownership Plan 2022 ("**ESOP 2022**").

The purpose of this document is to provide you with a summary regarding social security and income tax arising from your participation to ESOP 2022 in France.

General Information on the Offering

In this offering, you can opt between the two following investment formulas:

- **Option 1 : invest in the framework of the Employee Group Savings Plan of Airbus ("PEG formula")**

If you opt for this formula, you make your investment in the framework of the Airbus Employee Group Savings Plan ("*Plan d'Epargne Groupe*" or "PEG"). Your investment is subject to a lock-up of approx. 5 years, i.e., until June 30th, 2027, unless you can benefit from an early release event during that period. You will hold your Airbus shares through the employee mutual fund ("*fonds commun de placement d'entreprise*") FCPE ESOP Airbus. You will receive FCPE units corresponding to your investment in shares. We encourage you to consult the Key Investor Information Document (KIID) of the FCPE ESOP Airbus made available to you for more information. In this investment formula, the subscription price is equal to the average of closing prices of Airbus share on Euronext on the 20 trading days preceding February 16th, 2022.

Please note that the amount of investments in the PEG is capped. The total of your investment made in 2022 in the PEG or other employee savings plans to which you have access, except contributions to the collective retirement plan (PERCOL), as the case may be, and excluding contribution to PEG of amounts distributed from profit sharing schemes (*intéressement et participation*), must not exceed 25% of your annual gross compensation. You shall ensure that you will not exceed the cap with the total subscription price for the share package you selected in ESOP 2022.

The amount of the matching contribution you can benefit from in a calendar year is also capped. For investments in company's shares, the cap for 2022 is set at €5.923,58. Above this cap, Matching Shares of the corresponding share package will be delivered in the direct shareholding formula described below and will be subject to rules applicable to this formula.

Investments in the PEG Formula benefit from a favorable tax regime. Matching Shares are subject to CSG/CRDS only and gains at exit from the plan will only trigger social contributions. Please consult the tax part of this notice for additional details.

- **Option 2 : invest out of the framework of the PEG and hold shares directly in a share account opened with Société Générale ("direct shareholding formula ")**

If you opt for this formula, your investment is subject to terms and conditions of ESOP 2022. Your shares are delivered in a share account opened with Société Générale and will be subject to a mandatory holding period of 1 year, i.e., until March 17th, 2023, inclusively. In this investment formula, the subscription price is equal to the closing price of Airbus share on Euronext on February 16th, 2022. However, if the closing price of Airbus share on March 16th, 2022 reveals to be lesser, then the subscription price retained to make your investment will be equal to the closing price of Airbus share on March 16th, 2022.

Investment in the direct shareholding formula does not benefit from any specific tax regime.

Information on applicable income and social security charges

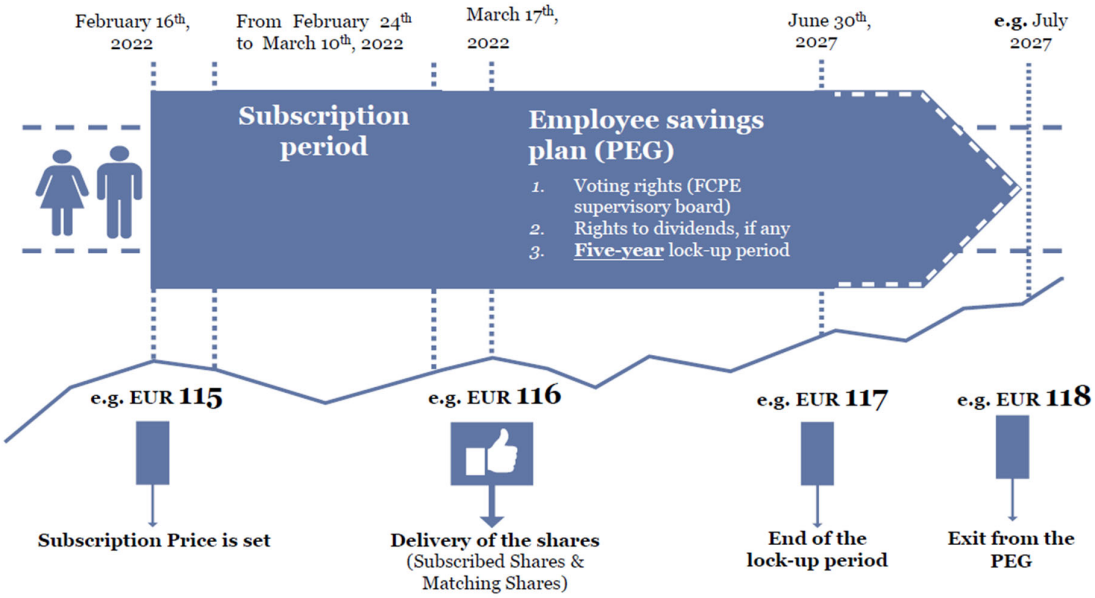
The tax and social security implications described below apply to you if at all times, on the period of your investment in the Plan:

- You are a tax resident of France, and
- You perform your professional activity only in France, and
- You are subject to the mandatory social security regime in France, and
- You are not a citizen of United States of America nor a tax resident of any other country than France.

*Information set forth below is based on rules applicable to income tax and social security charges as of **January 2022**. Please note that rules may change and such changes may have an impact on the calculation of your income tax and social security charges as described in this document. This notice is provided for information only. It is not relevant if you are on international mobility.*

Option 1: Investment in the "PEG formula"

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 moment of subscription of Airbus shares

The benefits offered at the time of subscription, i.e., Matching Shares, are exempt from income tax.

- Matching Shares are subject to CSG/CRDS only at the rate of 9.7%. The corresponding amount will be withheld by your employer from your salary.

- Additionally, you benefit from a salary advance offered by your employer to assist with the 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 3 installments of equal amount.

  The benefit resulting from such financing and corresponding to the difference between the financing at the interest rate of zero as compared to the legal interest rate (0.76% for the first half-year 2022) is not subject to income tax based on tolerance of tax administration but should trigger social security charges in the same manner as salary.

2. Taxation during the period of holding of your assets in the PEG

In the PEG formula, you hold units of the FCPE ESOP Airbus that are subject to a **lock-up period of 5 years.** You can exit from the PEG starting from July 1st, 2027 or in case of occurrence of an early exit event as provided for in Article R. 3324-22 of the French labor code.

Dividends distributed during the holding period, as the case may be, will be subject to a dividend withholding tax in the Netherlands but will not be taxable in France because of their reinvestment in the FCPE.

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%.

b. Taxation of dividends in France

Dividends will not be paid to you directly but will be reinvested in the FCPE and will not trigger taxation at the time of their reinvestment. Social contributions will be triggered only upon exit from the PEG.

3. Taxation at the time of exit from the PEG

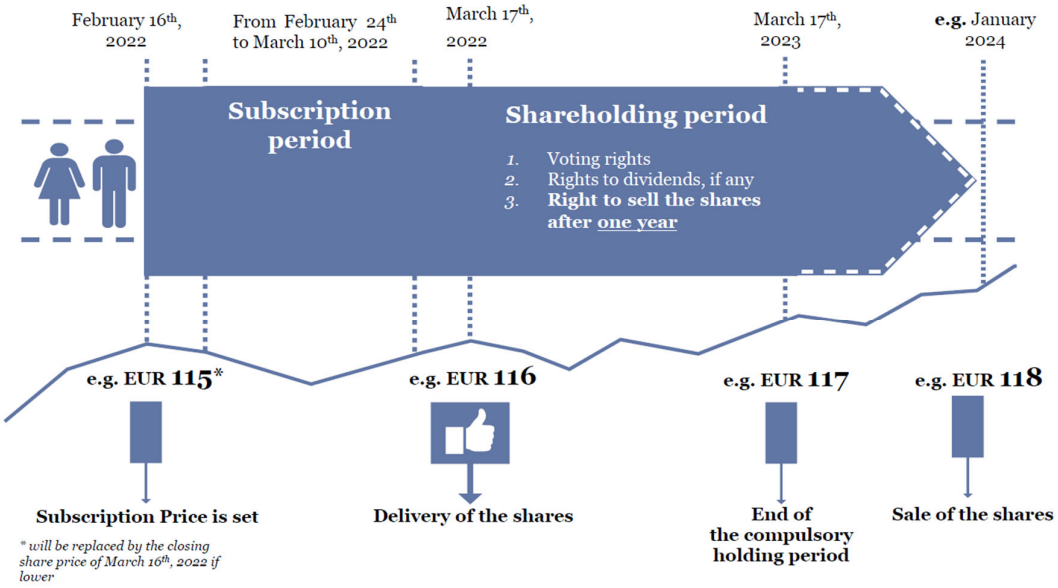
You can exit from the PEG starting from July 1st, 2027 or in case of occurrence of an early exit event as provided for in Article R. 3324-22 of the French labor code. End of the lock-up period is not a taxable event.

Any gain at exit from the PEG is exempted from income tax and is only subject to social contributions at the global rate of 17.2%.

The account keeper of your assets in the PEG will provide you with all necessary information.

Option 2: Investment in the "Direct shareholding formula"

Illustration



This scheme is an illustration only and is not intended to predict the market value of the Airbus Share in the future.

IMPORTANT

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1. Taxation at the moment 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.

- At the time of subscription, you will be considered to have received a taxable benefit corresponding to the difference between the value of all the shares delivered to you (Subscription Shares and Matching Shares) and the subscription 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 trading price of the Airbus SE shares on the date of their delivery to you, i.e., on the date of the capital increase to take place on March 17th, 2022.

  This gain is viewed as benefit taxable in the same manner as salary at progressive income tax rates comprised between 0% and 45%. This benefit is also subject to social charges (including CSG and CRDS) in the same manner as salary. Mandatory social charges and part of CSG are deductible from income tax.

Social charges and income tax will be withheld by your employer. Similarly, the gain will be comprised in your taxable salary for the year 2022 and automatically reported in your pre-printed tax return.

- Additionally, you benefit from a salary advance offered by your employer to assist with the 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 3 installments of equal amount.

  The benefit resulting from such financing and corresponding to the difference between the financing at the interest rate of zero as compared to the legal interest rate (0.76% for the first half-year 2022) is not subject to income tax based on tolerance of tax administration but should trigger social security charges in the same manner as salary.

2. Taxation during the period of holding of your shares

In the direct shareholding formula, Airbus shares are subject to a **mandatory holding period of 1 year**.

Dividends distributed during the holding period, as the case may be, will be subject to a dividend withholding tax in the Netherlands and will be then taxable in France.

c. 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%.

d. Taxation of dividends in France

Dividends received with respect to your shares will be subject, at the time of their payment and unless exception[1] applies, to the flat tax rate (*prélèvement forfaitaire unique* or PFU) of 30%, comprising income tax at the rate of 12.8% and social contributions at the rate of 17.2%.

By way of derogation from the application of the PFU, dividends received with respect to your shares may be subject to progressive income tax rates, if you make an express and irrevocable option for all your income taxable at PFU. In such case, dividends will be included in your taxable income after deduction of 40%.

Please note that dividends are subject to non-final flat withholding tax (*prélèvement forfaitaire non libératoire* or PFNL) equal to 12.8% on their gross amount and to social contributions at the rate of 17.2%, i.e., a total of 30% to be withheld by the bank. The PFNL is an advance payment of income tax due in the following year (to be paid at final tax rates in accordance with the taxpayer option). The rate and assessment base of the PFNL and PFU are the same and therefore, you will not be required to pay any additional income tax.

You are required to report the dividends received and withholdings made in your annual tax return to be filed in the year following the one in which the income has been received.

Your account keeper will produce a document "IFU" indicating all amounts to be reported and tax credit for the Dutch withholding tax.

1 In particular, persons having a reference income of the year N-2 below €50,000 (for single taxpayers) or €75,000 (for taxpayers filing jointly) can ask not to apply the withholding. This request must be made before November 30 of the year prior to the year in which payment is made.

3. Taxation with respect to sale of your shares

You will not be able to sell or transfer the shares acquired under the direct shareholding formula during the **mandatory holding period of one year**, i.e., until March 17th, 2023 inclusively. End of the lock-up period is not a taxable event.

Capital gain made at the time of sale of your shares is taxable at PFU at the global rate of 30%, i.e., income tax at the rate of 12.8% and social contributions at the rate of 17.2%, unless you opt for taxation at progressive income tax rates if more favorable for you (please note that the option will concern all income taxable at PFU and in particular, the dividends).

You are required to report the capital gain in your annual tax return and pay the corresponding tax when you receive your tax statement.

Please note that:

Salary income is subject to **tax withholding** (*prélèvement à la source*). Accordingly, your salary will be reduced by the amount of social charges and income tax due with respect to benefits offered in at the time of subscription to the Option 2 "direct shareholding formula".

In addition to the above, higher income taxpayers are subject to an additional tax of 3% or 4%, applicable above the following income thresholds:

- exceptional contribution at the rate of 3% if the reference tax income ("*revenu fiscal de référence*") is comprised between €250,000 and €500,000 for single taxpayers and between €500,000 € and €1,000,000 for taxpayers filing jointly;
- exceptional contribution at the rate of 4% if the reference tax income ("*revenu fiscal de référence*") above €500,000 for single taxpayers and €1,000,000 for taxpayers filing jointly.

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