GERMANY

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).**

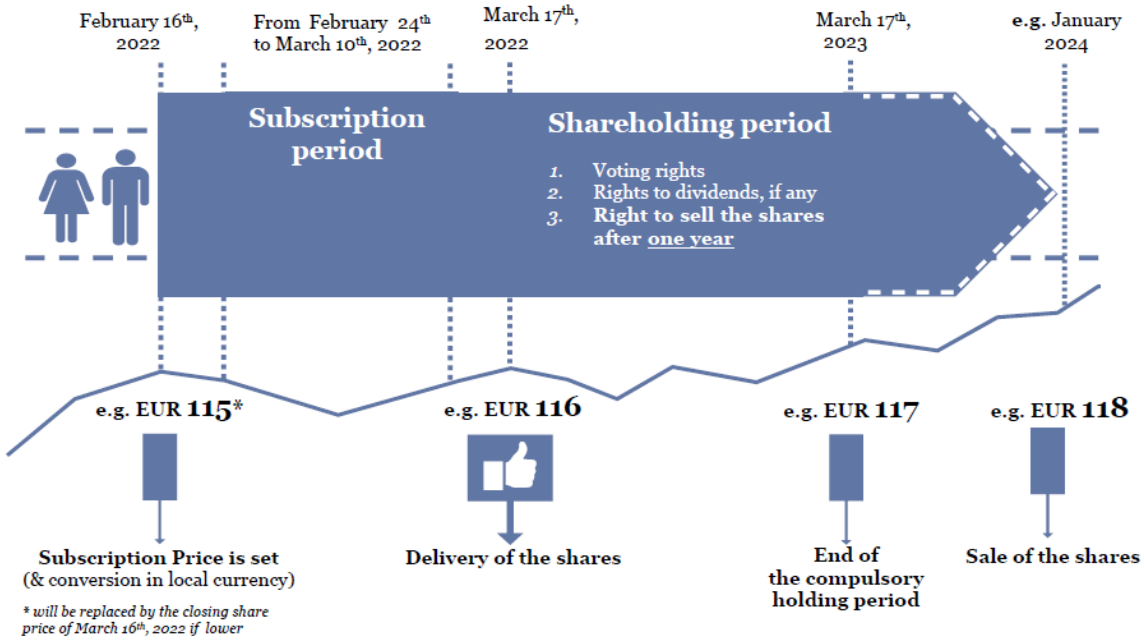
The purpose of this document is to provide to you an overview of individual income tax and social security contribution consequences in Germany arising from your participation in the **2022 ESOP.**

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 2022** 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 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 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 the **Subscription Shares** on the date you become a shareholder and the subscription price that you paid:

  Taxable benefit = market value of the Subscribed Shares - price you paid

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

  Taxable benefit = 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, 2022.

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 taxof 8% or 9% (if applicable and depending on your federal state of residence) is levied on the actual income tax amount.

Solidarity surcharge should be levied only if your personal income tax amounts to **more than EUR 16,956** (or more than EUR 33,912 for spouses assessed together) in the relevant tax year. 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 58,050 for health insurance and nursing care and EUR 84,600 for pension and unemployment insurance (or EUR 81,000 for the German federal states comprising the former East Germany) in 2022. 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. If the exemption applies, the employer should only withhold social security contributions and income tax if your taxable benefit exceeds EUR 1,440 in 2022.

As the wage tax and social security contribution amounts falling due for the taxable benefit resulting from the 2022 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 2022.

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 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 individual income tax law, dividends are taxed at a **flat rate of 25%**. Please note a current **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 801** (singles) **or EUR 1,602** (spouses assessed together) on your total investment income (i.e. including all interests, dividends, capital gains you receive in 2022) 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 the 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, in case you did not apply for consideration of the above-mentioned tax-exempt amount of EUR 801 (or 1,602) 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 capital income.

In addition, **as a German tax resident, you have to report payments of more than EUR 12,500** you receive from non-residents (incoming payments) or make to non-residents (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 2022 ESOP for a period of **one year** (the *lock-up period*). In practice, you will be able to sell your shares **from March 18th, 2023**.

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 can be used to offset other capital gains from the sale of shares. Unused capital losses are carried forward to offset future capital gains.

The capital gain is equal to the difference between the gross sale proceeds minus the acquisition and 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 part of the acquisition costs.

Capital gain upon sale = sale proceeds - acquisition costs (including the taxable benefit realized upon delivery of the shares) - 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 801** (singles) **or EUR 1,602** (spouses assessed together) on your total investment income (i.e. including all interests, dividends,capital gains you receive in 2022) 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 withheldat the source and you will be responsible for reporting yourcapital 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, in case you did not apply for consideration of the above-mentioned tax-exempt amount of EUR 801 (or 1,601) with the German financial institution or if you are unsure whether and/or to what extent the tax-exempt amount wascorrectly 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 wherethe taxpayer requests a review of the tax rate on capital income.

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

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