IRELAND

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).**

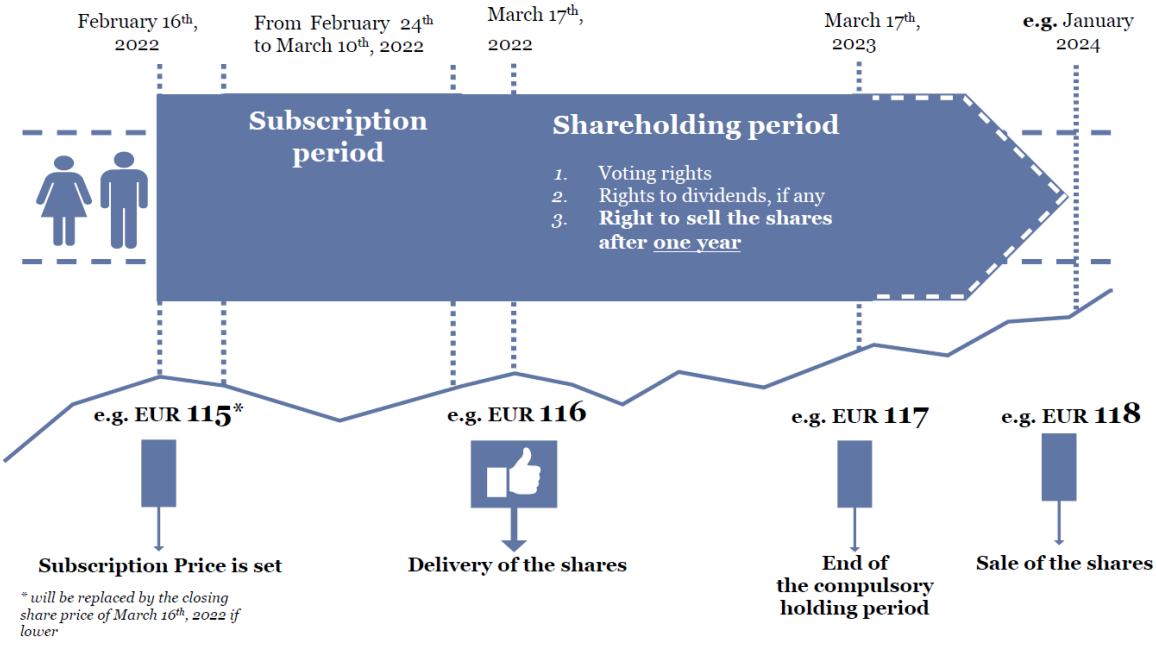
The purpose of this document is to provide to you an overview of individual income tax and social security consequences in Ireland arising from your participation in the **2022 ESOP.**

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

- You are subject to individual income tax in Ireland; and
- You perform your professional activity exclusively in Ireland; and
- You are subject to the mandatory State social security scheme of Ireland; 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 Ireland. 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 value of all shares delivered to you (Subscribed 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 listed price of Airbus SE share on the date of its delivery, 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 income tax rates** of 20% or 40%**.** The same amount is subject to the Universal Social Charge ("**USC**") – for 2022 the rates are currently 0.5%, 2%, 4.5% or 8% depending on the level of your income – and to Pay Related Social Insurance ("**PRSI**") at a rateof 4%.

  The amount of the tax, USC and PRSI owed by you **will be withheld** by your employer from your salary.

  If you do not have income from any other source than income which is subject to Irish "PAYE" ("Pay As You Earn") withholding (e.g. Irish employment income), you will not have a personal Income Tax Return filing requirement, unless you receive a specific request from the Irish Revenue stating that you must file a Tax Return for the year in question.

  However, there is a reporting requirement in Ireland where the details of any Non-Irish bank accounts opened by you in a tax year must be reported in an Income Tax Return for the year in which the account was opened.

- 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 amount of the instalments outstanding will be treated in the same way as an interest-free loan from your employer for Irish tax purposes.

  The interest free element constitutes a taxable benefit computed as the amount of interest that would have arisen on the amount of the loan outstanding, computed at the rate of 13.5% per year (pro-rata). You will be **subject to income tax at your marginal rate** on this benefit.

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 Ireland

Under Irish tax law, dividends are taxed at the **marginal rate of either 20% or 40%**. USC and PRSI also apply.

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

You are responsible for reporting the dividends arising on your shares in your annual tax return.

You are responsible for paying the 20%/40% tax, USC and PRSI.

Furthermore, where a **Form 11 self-assessed return** is filed for a tax year, the value of the shares acquired should also be reported in **the "Chargeable Assets Acquired" section of the tax return**.

Where no requirement to file a Form 11 return exists, there will not be an obligation on the relevant individual to report the number of shares acquired during the tax year in question as this information will be included in the employment income figure submitted by Airbus to Irish Revenue.

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 may be offset against capital gain arising in the same tax year or can also be carried forward indefinitely for offset against capital gain in future tax years.

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 minus the transaction costs (e.g. broker's fees).

Taxable benefit = sale proceeds - market value of shares received – broker's commissions

The capital gain is taxed at the **flat rate of 33%.**

An annual exemption of EUR 1,270 is available per individual to set off against gains from all sources.

Any capital gain or capital loss arising on the sale of your shares should be reported in your tax return (Form CG1) for the **year of disposal**.

You are responsible for paying this capital gain tax. Capital gain tax arising on the disposal of ESOP shares will be due by reference to the disposal date. If the disposal date occurs between 1st January and 30th November in the tax year, then the CGT liability must be paid to Revenue by **15th December of the year in which the disposal takes place**. Where the disposal date occurs during the month of December, then the CGT liability must be paid to Revenue by **31st January in the year following the year of disposal**.

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