JAPAN

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).**

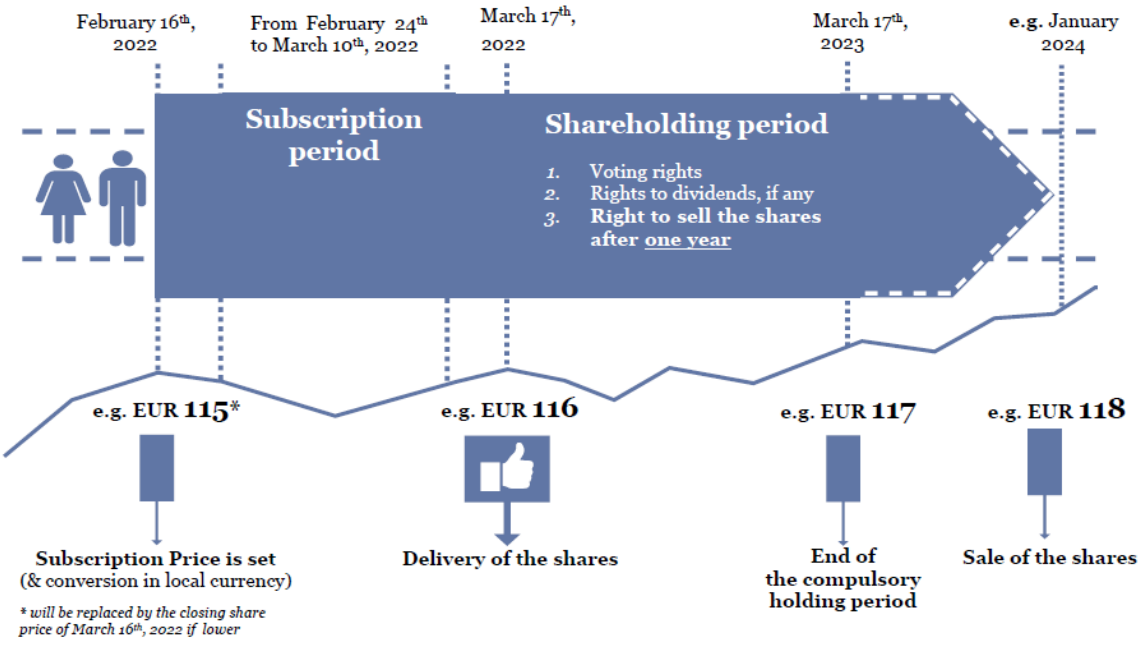
The purpose of this document is to provide to you an overview of individual income tax and social security consequences in Japan arising from your participation in the **2022 ESOP.**

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

- You are a tax resident of Japan; and
- You perform your professional activity exclusively in Japan; and
- You are subject to the mandatory State social security scheme of Japan; and
- You are not an American citizen.

The information set forth below is based on the personal income tax and social security laws in force in **January 2022** in Japan. Please keep in mind that the rules may change and affect the personal 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.

- 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 the share x total number of shares received - price you paid in total for your purchase

For tax purposes, the market value is the closing 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 salary income and subject to National income tax at **progressive rate which is currently ranging of up to 55.945%** (45% for income tax, 0.945% for special income tax for reconstruction and 10% for Local Inhabitant's tax). No social security charges.

You will be responsible for reporting the taxable benefit in your annual tax return to be filed before March 15th of the year following the purchase of the shares.

National income tax due on the annual tax return should be either paid with the payment voucher by the filing due date or if an automatic bank transfer procedure is set up, the payment will be due mid-April. Local inhabitant's tax is collected in the year that follows the year of subscription.

- 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 benefit equal to 1.6% per annum applied to the amount of the subscription price is deemed salary income and subject to income tax, unless the taxable amount resulting from this calculation does not exceed JPY 5,000.

2. Taxation/reporting requirements 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. You may also be subject to reporting requirements.

- 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 Japan

Under Japanese tax law, foreign dividends should be reported either:

- under aggregate taxation, at **progressive rate up to 55.945%** (45% for income tax, 0.945% for special income tax for reconstruction and 10% for Local Inhabitant's tax); or

- upon election, under **separate taxation at the tax rate of 20.315%** (15% for income tax, 0.315% for special income tax for reconstruction and 5% for Local

Inhabitant's tax) for the dividends received from listed shares until December 31st, 2037.

Local inhabitant's tax is collected in the year that follows the year of payment of dividends.

You can claim a foreign tax credit on the Japan resident tax return with respect to the Dutch withholding tax up to a certain limit.

- **Overseas Assets reporting**: as a permanent resident taxpayer, you will be required to report the value of the assets owned overseas to the Japan tax authorities on or before March 15th if the aggregate value of overseas assets as of December 31st of the preceding year is more than 50 million yen.

- **Assets and Liabilities reporting:** you are subject to reporting of global assets and liabilities on or before March 15th if the following conditions are met: you are required to file a tax return and a net income of the preceding year (excluding retirement income) exceeds 20 million yen AND you hold worldwide assets with a gross fair value of 300 million yen or more as of December 31st of the preceding year OR you hold assets subject to the exit tax amounting to 100 million yen or more as of December 31st of the preceding year.

Please note that while holding of shares in itself does not trigger taxation, you may be liable to tax on unrealized capital gains under the 'Exit Tax' with respect to your Airbus shares if you depart from Japan and hold certain financial assets such as securities and derivatives with a total value of JPY 100 million or more upon departure from Japan.

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 (transacted through a broker outside Japan), it can be offset against any capital gain from sale of public traded shares in current year.

The capital gain is equal to the difference between the gross sale proceeds on the date of the sale and the market value of the shares received on the date you became a shareholder (i.e. March 17th, 2022).

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

The capital gain is taxed **at the rate of 20.315%** (15% for income tax, 0.315% for special income tax for reconstruction and 5% for Local Inhabitant's tax).

You have the obligation to report the capital gain derived from outside Japan in your annual tax return, which is due by March 15th of the year following the sale of your shares.

You are responsible for paying this capital gain tax. National income tax due on the annual tax return should be either paid with the payment voucher by the filing due date or if an automatic bank transfer procedure is set up, the payment due will be around middle of April. Local Inhabitant's tax is collected in the year that follows the year of sale of shares.

4. Securities law warning

Please note that the total number of shares offered in Japan is capped and will be reduced to fall within the total amount of less than JPY 50 million. This JPY 50 million limit is applicable in Japan irrespective of whether the total number of shares offered in ESOP 2022 on a worldwide basis is oversubscribed or not.

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