MALAYSIA

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).**

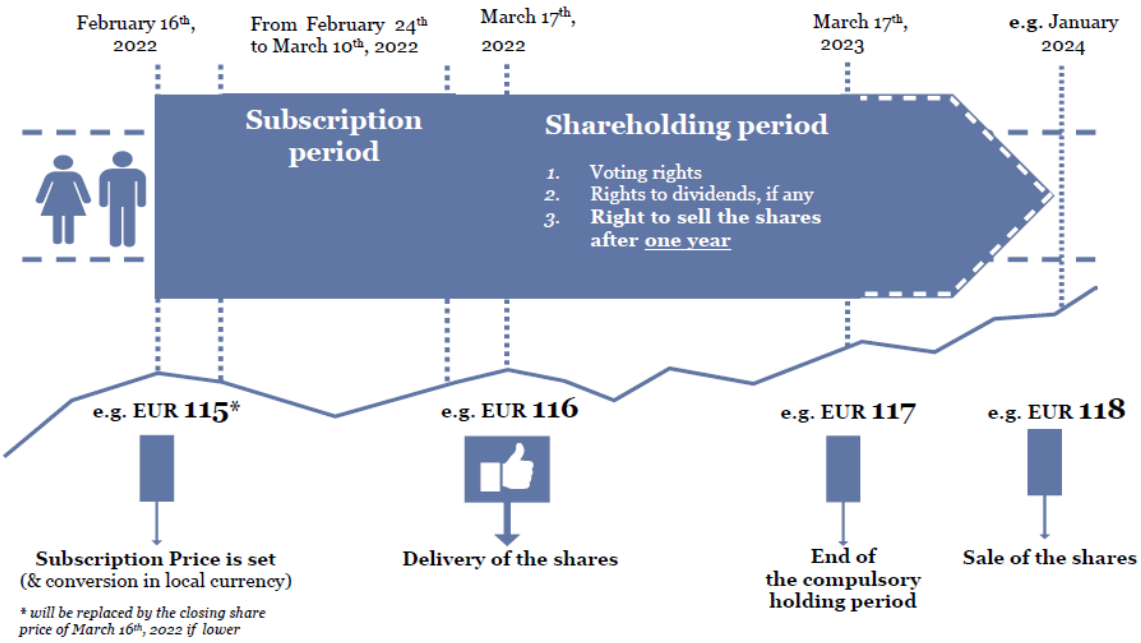
The purpose of this document is to provide to you an overview of individual income tax and social security consequences in Malaysia arising from your participation in the **2022 ESOP.**

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

- You are a tax resident of Malaysia; and
- You perform your professional activity exclusively in Malaysia; and
- You are subject to the mandatory State social security scheme of Malaysia; 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 Malaysia. 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 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 the share x total number of shares received - price you paid in total for your purchase

For tax purpose, the market value is the average of the highest and lowest share price at the date of the taxable event, 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 tax **at progressive rates of up to 30%** for resident individuals and at a flat rate of 30% for non-resident individuals.

Generally, no social security contributions are due on the taxable amount. The Malaysian Employees Provident Fund (EPF) Board has already confirmed in the past that these benefits do not fall within the scope of the EPF.

You are required to report the taxable ESOP income to the Malaysian Inland Revenue Board in your annual tax return (Form BE) by **April 30th in the year following the year of assessment**. The employment income reported inthe Form BE must be supported by a copy of the Income Statement (Form EA) prepared by your employer.

Unless you elect (in writing) before April 30th, 2022 to pay the tax on the ESOP income through the tax return filed April 30th, 2022, **taxes will be withheld by your employer** from your salary during the month of acquisition or alternatively, by instalments up to a maximum of 12 months, beginning with the month of taxation.

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.

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 Malaysia

Malaysia operates a single tier taxation system whereby tax payable by corporate is deemed a final tax. As such, dividends are generally not **subject to taxation** in Malaysia.

Pursuant to the Income Tax Act that has been amended by the Finance Act 2021 (with effect from January 1st 2022), foreign sourced dividends remitted into Malaysia should be subject to Malaysian tax at the rate of 3% for remittance received from January 1st 2022 through to June 30th 2022 and then subject to tax at the prevailing, progressive tax rates of up to 30% on the person's chargeable income. However, according to an announcement of the Ministry of Finance, with effect from January 1st 2022, the tax exemption on foreign sourced income will continue to apply to dividends received by resident individuals (except for resident individuals who carry on business through a partnership) for 5 years[1].

[1] Subject to certain conditions which will later be issued by the Malaysian Inland Revenue Board.

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.

Currently, capital gains tax is only restricted to real property gains in Malaysia. As such, **gains generated from the sale of shares are not taxable** in Malaysia.

In case of capital loss, it will be considered personal loss and cannot be used to offset other taxable income from Malaysia individual income tax perspective.

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