NORWAY

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).**

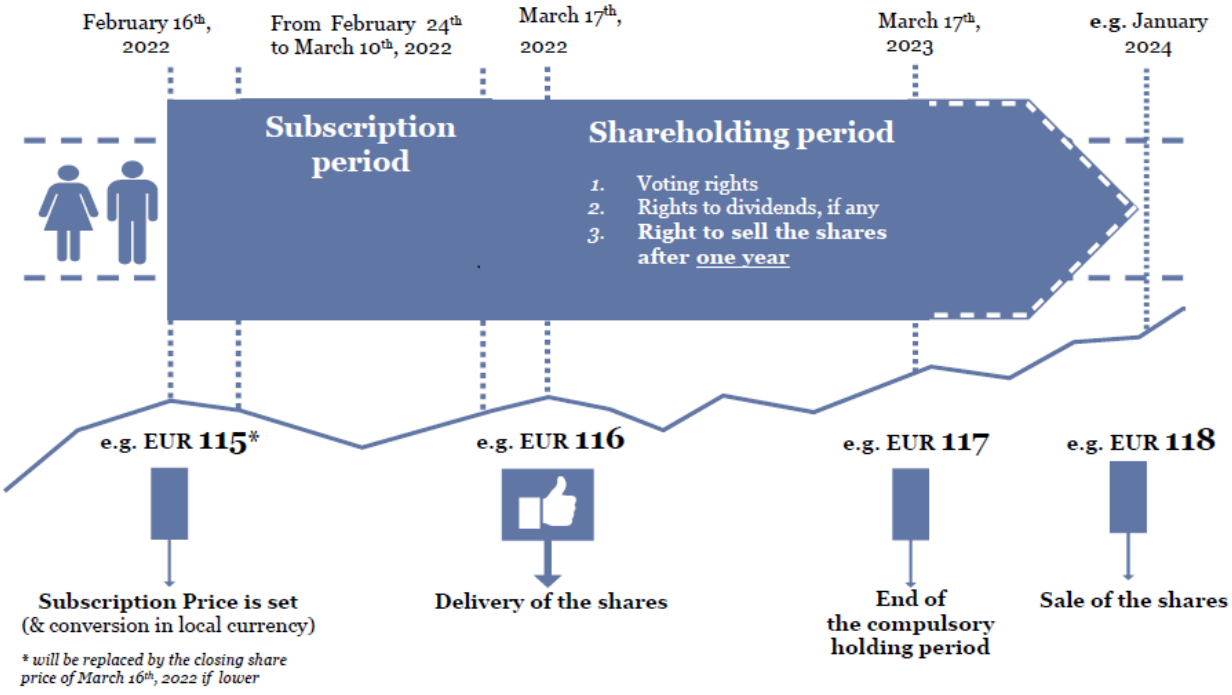
The purpose of this document is to provide to you an overview of individual income tax and social security consequences in Norway arising from your participation in the **2022 ESOP.**

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

- You are subject to individual income tax in Norway; and
- You perform your professional activity exclusively in Norway; and
- You are subject to the mandatory State social security scheme of Norway; 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 Norway. 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 (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 price of Airbus SE share on the date of its delivery to you, 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 currently up to 47.4%, including social security contributions (8%).**

  Your employer will report the benefit to the Tax Authorities, but you are responsible for controlling and reporting the benefit in the tax return by filing of the form RF-1159 in your annual tax return to be filed before **April 30th of the year following your subscription**.

  The amount of the tax and social security contributions owed by you will be withheld by your employer from your salary. If the tax withholdings are not sufficient, you will have to pay tax arrears.

- 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 either in one instalment or in 3 instalments of equal amount.

  An interest free loan will not be subject to Norwegian taxation provided that you have not received any other interest free or reduced rate loans that result in a total loan **amount exceeding approx. NOK 63,839 (around EUR 6,300**.) A loan exceeding the said threshold will be taxed as employment income based on an imputed rate of interest set by the Tax Authorities (subject to tax at **progressive rates currently up to 47.4%, including social security contributions (8%)).**

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 Norway

Under Norwegian tax law, dividends which exceed a certain tax-free allowance[1] are subject to an income tax at the current **flat rate of 22%**. However, the dividend received has to be multiplied with a **factor of 1.6,** so the effective current **tax rate is 35.2%.**

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

You will be responsible for reporting the dividends and paying the corresponding income tax in the year following the one during which the income is received or made available to you.

- You need to **report your foreign bank accounts** in your annual income tax return as well as the value of your shares as of December 31st. To report only shares, financial instruments and bank accounts you need to fill the form RF-1231.

  Please note that 75% of the market value of the shares is considered as part of your wealth for wealth tax purposes. Net wealth exceeding NOK 1,700,000 is taxed at a rate of 0.95%, and net wealth exceeding NOK 20,000,000 is taxed at a rate of 1.1%.

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 can be deducted in the ordinary tax base (with an effective tax rate of 35.2%).

The **capital gain** is equal to the difference between the gross sale proceeds on the date of the sale and the tax cost basis of the shares (the amount paid plus the amount taxed as employment income at the time of subscription) minus the transaction costs (e.g. broker's fees).

The capital gain which exceeds the tax-free allowance[2] is taxed at the current **flat rate of 22%.** However, the gain has to be multiplied with factor 1.6 so the effective current tax rate is 35.2%.

You will be responsible for reporting the taxable benefit in your annual tax return to be filed before April 30th of the year following the sale of the shares. The form RF-1159 has to be completed by you as an enclosure to your tax return.

You are responsible for paying this capital gain tax.

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[1] The amount of the tax-free allowance for the year 2021 is 0.5%

[2] Please see footnote 1