**POLAND**

**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).**

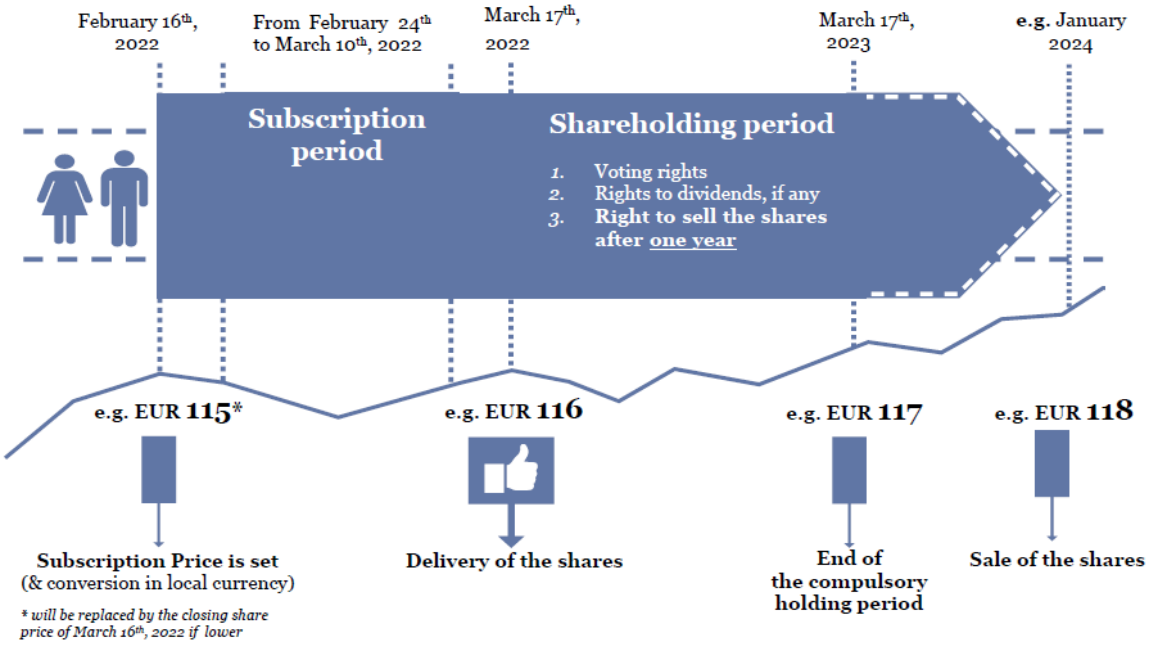
The purpose of this document is to provide to you an overview of individual income tax and social security consequences in Poland arising from your participation in the **2022 ESOP.**

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

- You are subject to individual income tax in Poland; and
- You perform your professional activity exclusively in Poland; and
- You are subject to the mandatory State social security scheme of Poland; 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 Poland. 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.

However, income tax is **deferred to the moment of sale of the shares** and you have no reporting obligation at the moment of subscription of the shares.

## 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 Poland

Under Polish tax law, dividends are taxed at the **flat rate of 19%**.

In principle, **tax credit should be available** for the withholding tax paid in the Netherlands (up to 15% of the gross amount of dividend).

**You will be responsible for reporting** the dividends and paying income tax in your annual tax return during which the income is received or made available to you.

- Moreover, you **need to report the foreign account(s)** to the National Bank of Poland on the specific form if the total value exceeds PLN 7 000 000 at 31st December during the tax year.

## 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 other capital gains of the same nature for the year. The remaining capital losses can be offset during five years following the one during which capital losses occurred.

The loss can be claimed only if reported in an annual tax return in the year in which it is incurred.

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 – (price you paid to acquire the shares + any other costs of the purchase of the shares) – broker's commissions*

All income and cost incurred in foreign currency should be exchanged to PLN using the average exchange rate as per announcement of the National Bank of Poland applicable for the last working day before the date when the income/cost was incurred.

The capital gain is taxed at the **flat rate of 19%.**

If your cumulative income in the year of the sale exceeds PLN 1 m, additional **4% solidarity tax** will be due on the amount of income exceeding the limit of PLN 1 m.

You must declare your capital gain in your annual tax return for the **year in which the gain was received or made available to you.** This annual tax return is to be filed before April 30th of the following year.

You are responsible for paying the capital gain tax.

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