PORTUGAL

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).**

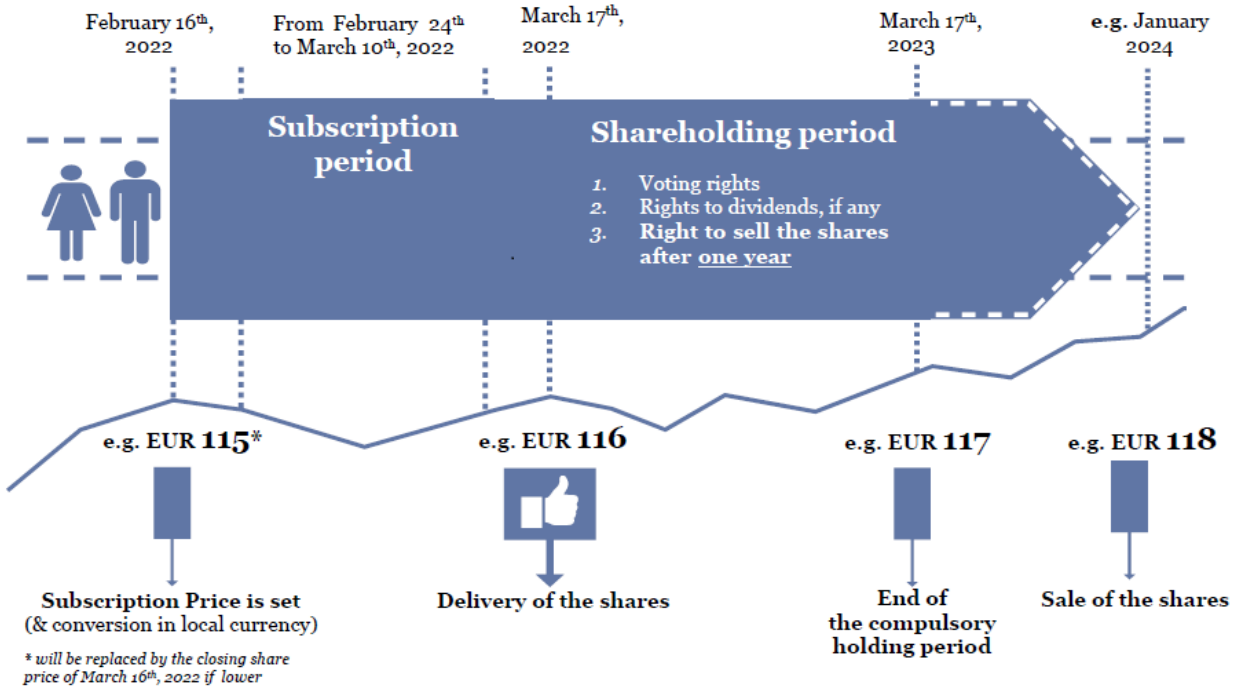
The purpose of this document is to provide to you an overview of individual income tax and social security consequences in Portugal arising from your participation in the **2022 ESOP.**

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

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

- 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

  For tax purposes, the market value is the market value of the shares on the last day of the subscription period (considering that Portuguese tax law does not establish any specific criteria, it is recommended to use the average shares' listed price) i.e., on March 10th, 2022.

  This benefit qualifies as employment income and is subject to Portuguese Individual Income Tax ('PIT') (Category A), even where the income is only obtained after the termination of the employment relationship.

  This income will be taxed at the PIT general/progressive rates of up to 48%, concerning income obtained in 2022, rate which applies to a taxable income exceeding € 80,882.00. If taxable income exceeds € 80,000.00, an additional solidarity tax is due over the portion of the taxable income exceeding that amount, at 2.5% rate over its tranche up to € 250,000.00 and at a 5% rate over its tranche exceeding the latter amount. No social security contributions are due.

  No withholding tax applies.

  You will be responsible for reporting the income on your annual tax return.

- 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 1 or 3 installments of equal amount.

  This advance may be considered as an interest-free loan granted by your employer which constitutes an employment income (category A) taxable on the amount resulting from the application to the respective capital of 70% of the proposed minimum rate applicable to the main refinancing operation (MRO) by the European Central Bank, or of other rate legally fixed as equivalent, on the 1st business day of the year to which the income pertains, in the absence of a ministerial order setting the reference interest rate.

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, which are distributed by Airbus S.E.

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 Portugal

Under Portuguese domestic law, the gross amount of the dividends received in respect of your shares will qualify as investment income (Category E) and will be subject to PIT. Considering that dividends are not paid with the involvement of a Portuguese intermediary, such dividends will not be subject to the Portuguese withholding tax. In such a case, dividends will be taxed by means of autonomous taxation at a 28% PIT rate, through their disclosure on your annual tax return ("annex J"). You may, however, choose to include those dividends in your overall income.

If this option is exercised, dividends will only be taxed in 50% of its amount, at the general/progressive PIT rates of up to 48%, plus, in case taxable income exceeds € 80,000.00, an additional solidarity tax over the portion of the taxable income exceeding that amount, of 2.5% which is levied over its tranche up to € 250,000.00 and of 5% over its tranche exceeding the latter amount.

You should be entitled to a tax credit in Portugal corresponding to the lowest of the following amounts: (i) the Dutch tax paid on the dividends or (ii) the fraction of the Portuguese income tax, assessed before this deduction, corresponding to the income previously taxed in the Netherlands.

If you opt to include those dividends in your overall income, you will be bound to make such aggregation in respect to the other types of income which, except in case such option is exercised, would be taxed through final withholding tax or by means of autonomous taxation, which means that the general/progressive PIT rates, plus the additional surcharges above mentioned, should apply to that income.

You will be responsible for reporting the dividends in your annual PIT return to be filed with reference to the year where these dividends were earned, being that such return should be submitted in the following year between April 1st and June 30th. If returns are filled in due time (within the deadlines previously mentioned), PIT should be assessed until 31st July of the year following that in which income was obtained.

No Social Security contributions would be due over the dividends received.

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.

The capital gain is equal to the positive difference between the shares' sale proceeds and the market value of the shares at subscription.

Taxable benefit = sale proceeds - market value of shares at subscription

You will be responsible for reporting the capital gains in your annual PIT return to be filed with reference to the year where these gains were earned, being that such return should be submitted in the following year between April 1st and June 30th. If returns are filled in due time (within the deadlines previously mentioned), PIT should be assessed until 31st July of the year following that in which income was obtained.

Such capital gains will be included in the positive annual balance of capital gains and capital losses arising from the sale of shares, bonds and other securities, during a given tax year (Category G), which will be taxed autonomously at a 28% rate, although you may elect to include the mentioned annual difference in your overall income. If this option is exercised, capital gains would be taxed at the general/progressive PIT rates of up to 48%, plus, in case taxable income exceeds € 80,000.00, an additional solidarity tax over the portion of the taxable income exceeding that amount, of 2.5% which is levied over its tranche up to € 250,000.00 and of 5% over its tranche exceeding the latter amount.

If you opt to include this positive annual balance in your overall income, you will be bound to make such aggregation in respect to the other types of income of the same category which, except in case such option is exercised, would be taxed through final withholding tax or by means of autonomous taxation, which means that the general/progressive PIT rates, plus the additional surcharges above mentioned, should apply to that income.

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