ROMANIA

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 Romania 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 Romania; and

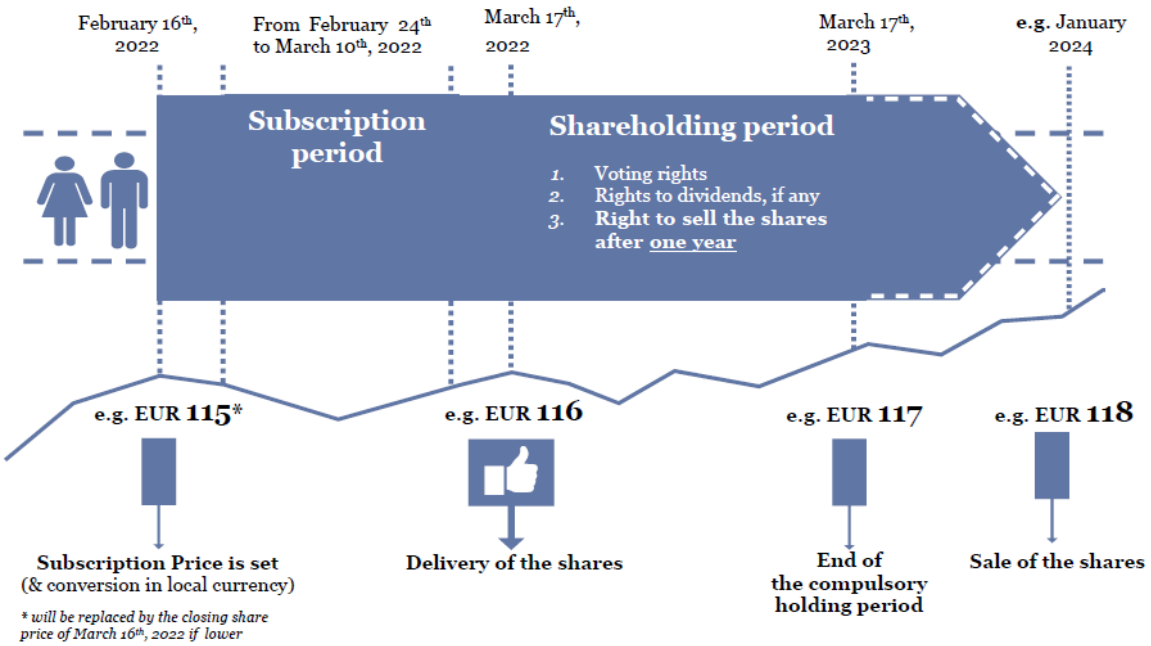
- You perform your professional activity exclusively in Romania; and

- You are subject to the mandatory State social security scheme of Romania; 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 Romania. 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.

Under the Romanian law, benefits in cash and in kind are deemed any benefits received by an employee and are assimilated to salary income. As such, the taxable benefit should be determined as follows:

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 opening listed 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.

Therefore, the granted discount should be taxable as salary related benefit through payroll similar to the salary, in the month when the benefit is received (**income tax of 10% and individual social contributions of 35%**).

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%.

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 Romania

Under Romanian tax law, foreign dividends are taxed at the current **flat rate of 5%**. According to the Treaty for avoidance of Double taxation between Romania and The Netherlands, the dividend tax paid in The Netherlands by a Romanian resident in compliance with the Dutch fiscal regulations will be deducted from the dividend tax amount payable in Romania. Assuming that the dividend tax rate in Romania is kept at 5%, a fiscal credit up to the amount of tax due in Romania can be claimed by the individual for the dividend tax paid in Netherlands, as the case may be (proof of tax paid in The Netherlands would be needed).

Health insurance contribution of 10% may also be due if your annual income from sources like dividends, capital gains, rental income or income from independent activities, cumulatively, is equal or higher than 12 times the value of the statutory national minimum gross salary (which for the year 2021 is RON 2,300 / month). Otherwise, the 10% contribution is payable to a lower tax basis.

You will be responsible for reporting the dividends arising on your shares by May 25th of the following year, by using a special form (so called "Single/All purposes return", in Romanian "*Declaratie unica*") provided by the Romanian fiscal authorities. The same deadline of May 25th of the following year should be considered if the dividend tax or the health insurance contribution will be due for the respective tax year.

Any payment after this date would be subject to late payment interest and penalties.

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, net losses can be carried forward for up to seven consecutive tax years, by income type and source, for each country.

The capital gain is equal to the difference between the gross sale proceeds on the date of the sale and market value on subscription date minus the transaction costs (e.g. broker's fees).

Taxable benefit = sale proceeds – market value of shares at their delivery

The capital gain is taxed at the **flat rate of 10%.**

Considering capital gain is an investment income, **health insurance contribution of 10% may also be due** if your annual income is equal or higher than 12 times the value of the statutory national minimum gross salary (which for the year 2021 is RON 2,300/ month). Otherwise, the 10% contribution is payable to a lower tax basis.

You must report your capital gain by May 25th of the following year, by using a special form (socalled "Single/All purposes return", in Romanian "*Declaratie unica*") provided by the Romanian fiscal authorities.

You are responsible for paying this capital gain tax and the related health insurance contribution. The filing deadline of May 25th of the year following the one during the income was obtained represents also the payment deadline for the income tax and/or social security liabilities due. Any payment after this date would be subject to late payment interest and penalties.

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