RUSSIA

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 Russia 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 Russia; and

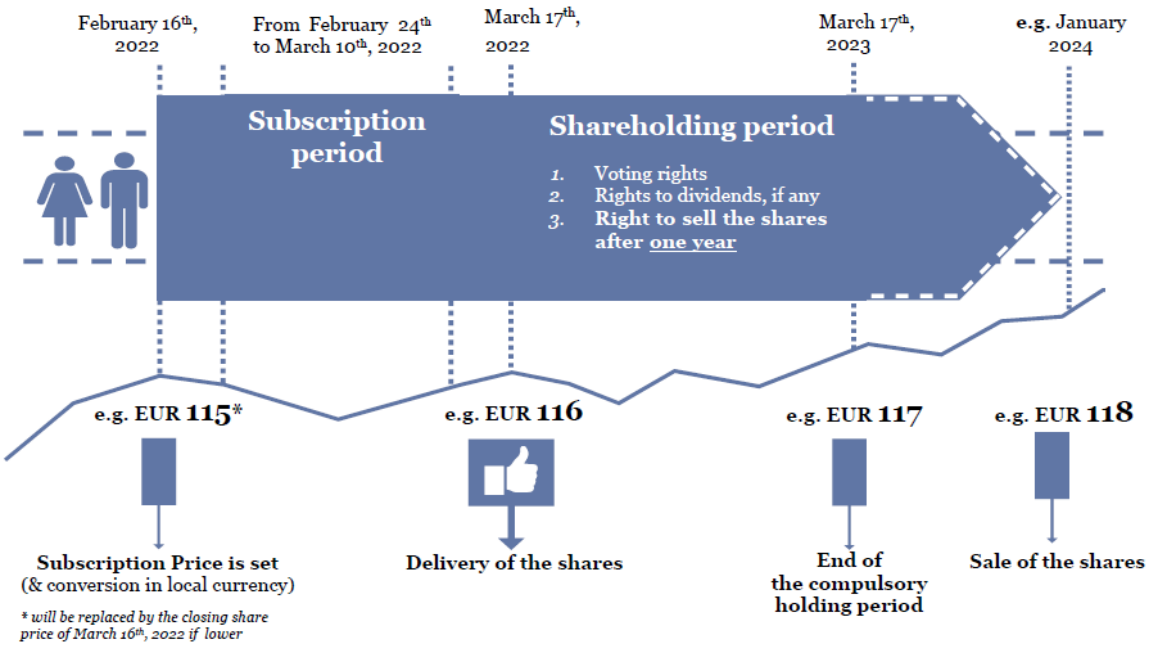
- You perform your professional activity exclusively in Russia; and

- You are subject to the mandatory State social security scheme of Russia; 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 Russia. 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 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 lowest price of Airbus SE share on the stock exchange as of the date of their acquisition by you, i.e., on the date of the capital increase to take place on March 17th, 2022.

  This benefit is **taxable at the rate of 13%**. Since January 1st, 2021 a part of the personal income exceeding RUB 5 million per a calendar year is **taxed at the rate of 15%**. This benefit is not subject to social security charges.

  Your employer does not have tax withholding obligations. **You will be responsible for reporting** the acquisition gain in your annual tax return to be filed before April 30th of the year following the acquisition of the shares and pay income tax by July 15th.

- 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 one or 3 installments of equal amount.

  Such payment facility may be viewed as an interest-free loan (in the amount of the subscription price) granted to you by the employer and thus constitute your material benefit. In this case a tax base will be calculated on the last day of each month during the term of the payment facility as follows:

  Taxable benefit = the Subscription Price x 2/3 of the CBR key rate[1] x (days of enjoying the benefit[2] / 365 days)

  The amount of a material benefit must be calculated by your employer on a monthly basis during the term of the payment facility. The tax on the material benefit **will be withheld by your employer** from your salary or other income payable to you **at the rate of 35%**. This benefit should not be subject to social security charges.

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[1] As of November 11th, 2021, the key rate established by the Central Bank of Russia (the "**CBR**") is 7.5%. Please note that the applicable CBR key rate is determined as of the last day of each month during the term of the payment facility, i.e. it may change.

[2] Number of days during which you have benefited from the payment facility per month.

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 Russia

Under Russian individual income tax law, dividends are subject to income tax **at the rate of 13%**. Since January 1st, 2021 a part of the personal income exceeding RUB 5 million per a calendar year is taxed **at the rate of 15%**.

As with the taxable benefit at subscription, you must report your dividend income in your annual tax return to be filed before April 30th of the year following the receival of the dividend income and pay income tax by July 15th.

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.

The capital gain is equal to the difference between the gross sale proceeds on the date of the sale and the subscription price you paid minus the transaction costs (e.g. broker's fees) and the sum of benefit that was subject to taxation at subscription[3].

Taxable benefit = sale proceeds – subscription price – broker's commissions – the sum of benefit that was subject to taxation at subscription

Capital gains are subject to income **tax at the rate of 13%**. Since January 1st, 2021 a part of the personal income exceeding RUB 5 million per a calendar year is taxed **at the rate of 15%**.

You must report your capital gain in your annual tax return to be filed before April 30th of the year following the receival of the capital gains from the sale and pay income tax by July 15th.

If you make a capital loss, you can deduct such capital losses from your total capital gains in the same tax year. If you still have unused capital losses you can carry forward losses against gains in future tax years.

[3] The sum of benefit corresponding to the difference between the market value of all shares delivered to you and the subscription price that you paid.

4. Your reporting requirements

As a Russian currency resident (i.e. if you are holder of Russian passport or of a Russian residence permit and are not going to spend more than 183 days outside of Russia during a calendar year), you have to:

- notify the Russian tax authorities **within one month** about the opening/closing of foreign accounts with financial institutions as well as about change of account's details. If you are planning to spend more than 183 days during a calendar year outside of Russia but finally you spent 183 or more days in Russia, notification on opening / closing / change of requisites of a foreign account with a financial institution should be filed no later than May 31st the year following such calendar year in which you start spending 183 or more calendar days in Russia.

- submit annual reports on foreign accounts with financial institutions to the Russian tax authorities no later than **May 31st** the year following the reporting year. You are not required to submit annual reports if (a) the total value of shares and cash credited to/debited from your bank account with Société Générale within a reporting year does not exceed RUB 600,000 or (b) where no shares or cash was credited to/debited from your bank account with Société Générale within a reporting year, the remaining balance of shares and cash on your bank account with Société Générale at the end of the reporting year does not exceed RUB 600,000[4].

- be aware that as of January 1st, 2020 (with retroactive effect from 1st January 2018) Russian currency law does not prohibit to credit any funds from currency non-residents directly to foreign bank accounts, provided that such accounts were opened with banks located (i) on the territory of the states being members of the Eurasian Economic Union or (ii) in a jurisdiction that automatically exchanges financial information with Russia[5].

Your shares will be held in a share account administrated by Société Générale Securities Services, a French bank, and as such, must be reported as per the requirements above.

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4 The RUB equivalent shall be determined at the official CBR exchange rate as at 31st December of each year.

5 The list of such jurisdictions shall be maintained, updated and published by the Russian Federal Tax Service.