SOUTH AFRICA

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).**

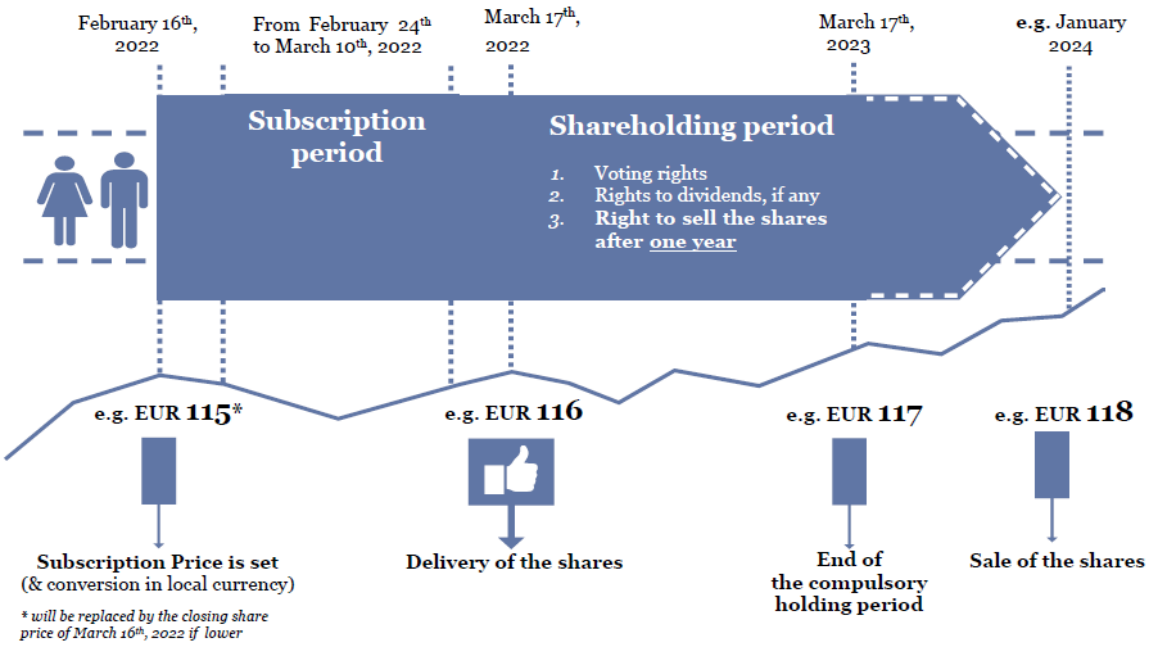
The purpose of this document is to provide to you an overview of individual income tax and unemployment insurance fund ("**UIF**") contribution consequences in South Africa arising from your participation in the **2022 ESOP.**

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

- You are subject to individual income tax in South Africa; and
- You perform your professional activity exclusively in South Africa.

The information set forth below is based on the individual income tax and UIF laws in force in **January 2022** in South Africa. Please keep in mind that the rules may change and affect the individual income tax and/or UIF 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 will **not be taxed at subscription** with respect to the potential difference between the market value of the total number of shares at their delivery and the subscription price you paid. Taxation will take place at the end of the mandatory holding period (please see below).

- On the other hand, you benefit from a facility offered by your employer for payment of the subscription price. Your employer will make an interest-free 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 **is a taxable benefit**, considering that this financing is provided to you by your employer for free. The taxable amount is based on the official interest rate (currently 4.5%) applied to the amount of your subscription which is advanced for the whole amount by your employer.

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 South Africa

In South Africa, foreign dividends are typically **subject to income tax at the rate of up to 20%**.

A rebate may be available for the amount of Dutch withholding tax paid.

In certain limited circumstances (such as where a foreign dividend is received in respect of shares which are still subject to a lock-up period and is derived directly or indirectly from an amount transferred or applied by Airbus as consideration for the acquisition or redemption of any Airbus share, or which is received or accrued in anticipation or in the course of the winding-up, liquidation, deregistration or final termination of Airbus), employees withholding tax may be applicable.

You will be required to report dividend income individually and pay the corresponding tax.

3. Taxation at the end of the holding period

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**.

You will become taxable upon the end of the holding period.

The taxable benefit will be equal to the value of all shares you hold further to your subscription to ESOP 2022 (Subscription Shares and Matching Shares) and the subscription price you paid:

Taxable benefit = market value of the share x total number of shares received - price you paid in total for your purchase

The market value for these purposes shall be determined based on the closing price of Airbus shares on the last date of the holding period (i.e., March 17th, 2023).

This benefit is taxable as salary at **progressive rates ranging from 18% to 45% and subject to Employee Unemployment Insurance Fund contribution of 1%**, if not already capped.

The amount of tax and contribution will be **withheld by your employer**. You will be responsible for reporting this benefit in your annual income tax return by the applicable deadline announced for the relevant year, usually before November 30th.

If you sell your shares at the end of the mandatory holding period for a sale price equal to the market value as described above, **no additional tax should apply**.

4. Taxation at sale of your Airbus shares

If you continue to hold your shares after the end of the mandatory holding period and sell your shares later, you may be taxable on the capital gain (assuming that you hold your shares as capital as opposed to revenue assets).

Capital gains are subject to income tax at **progressive rates ranging from 18% to 45%**.

Only 40% of net capital gains exceeding the exempted ZAR 40,000 amount will be taxable, resulting in a net effective rate of up to 18% (40% x 45%).

You will be required to report your capital gain individually and pay the corresponding tax.

If you make a capital loss, you should be entitled to apply such capital loss against other capital gains realised in the same tax year. If you have an unused aggregate capital loss remaining for the relevant year, you may carry forward such loss to the next year and potentially offset this loss against future capital gains.

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