URUGUAY

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).**

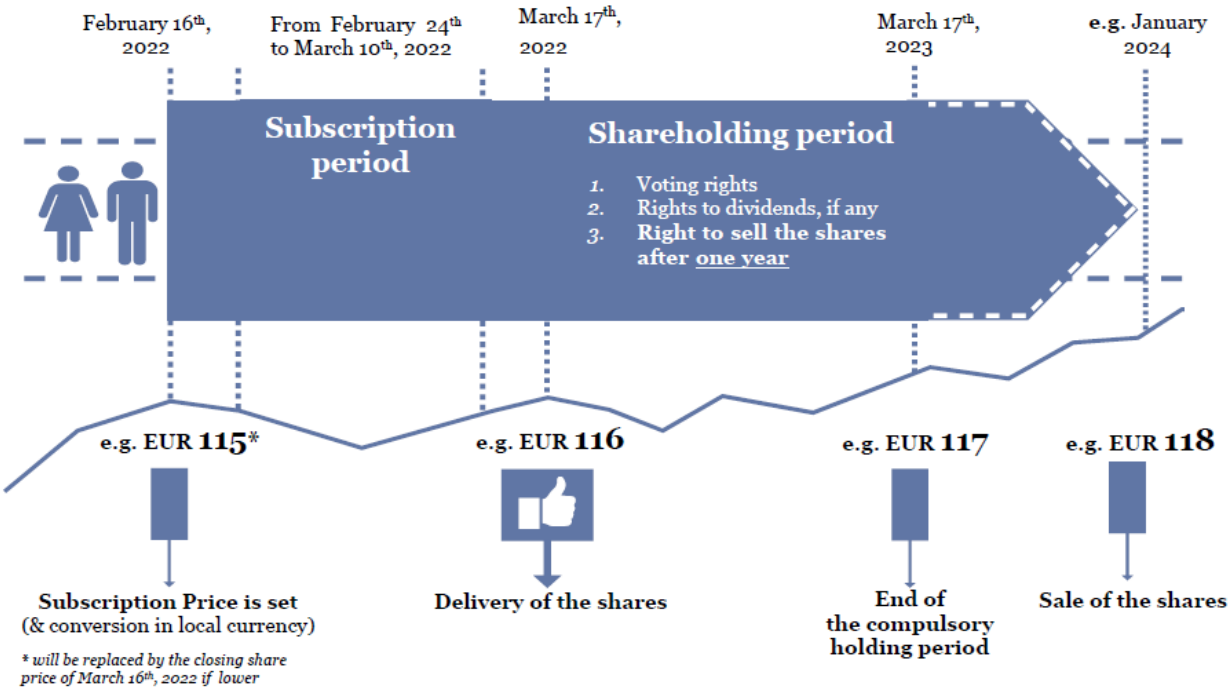
The purpose of this document is to provide to you an overview of individual income tax and social security consequences in Uruguay arising from your participation in the **2022 ESOP.**

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

- You are subject to individual income tax in Uruguay; and
- You perform your professional activity in Uruguay, under an employment relationship; and
- You are subject to the mandatory State social security scheme of Uruguay.

The information set forth below is based on the individual income tax and social security laws in force in **January 2022** in Uruguay. 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 fair market 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 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.

This benefit is taxable as salary **at progressive rates of up to 36%** and is **subject to social contributions**.

Tax and social security contributions on this benefit will be **withheld by your employer** from your salary if you are employed by a company incorporated under Uruguayan law and declared with the tax and social security authorities. If not, you will be responsible for paying tax in advance on this benefit in the month in which you received it and reporting it in your annual income tax return.

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 Uruguay

In Uruguay, dividends received by Uruguayan residents from non-resident entities are taxable **at flat rate of 12%.** Please bear in mind, that for non-residents achieving Uruguayan residence a "tax-holiday" may eventually be applicable, under certain conditions.

In principle, under domestic law, **a tax credit should be granted** for the 15% Dutch withholding tax on these dividends. Please bear in mind that the tax credit cannot exceed the income tax to be paid in Uruguay.

You are responsible for reporting the amount of the dividend received in your annual income tax return and paying the corresponding tax.

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.

On the basis that Airbus shares are foreign shares, in principle, capital gains from their sale **will not trigger income tax** in Uruguay.

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