AUSTRALIA

Social security and Personal Income Tax Information

You have been invited to invest in shares of Airbus SE in the context of the **2021 Airbus Employee Share Ownership Plan (2021 ESOP).**

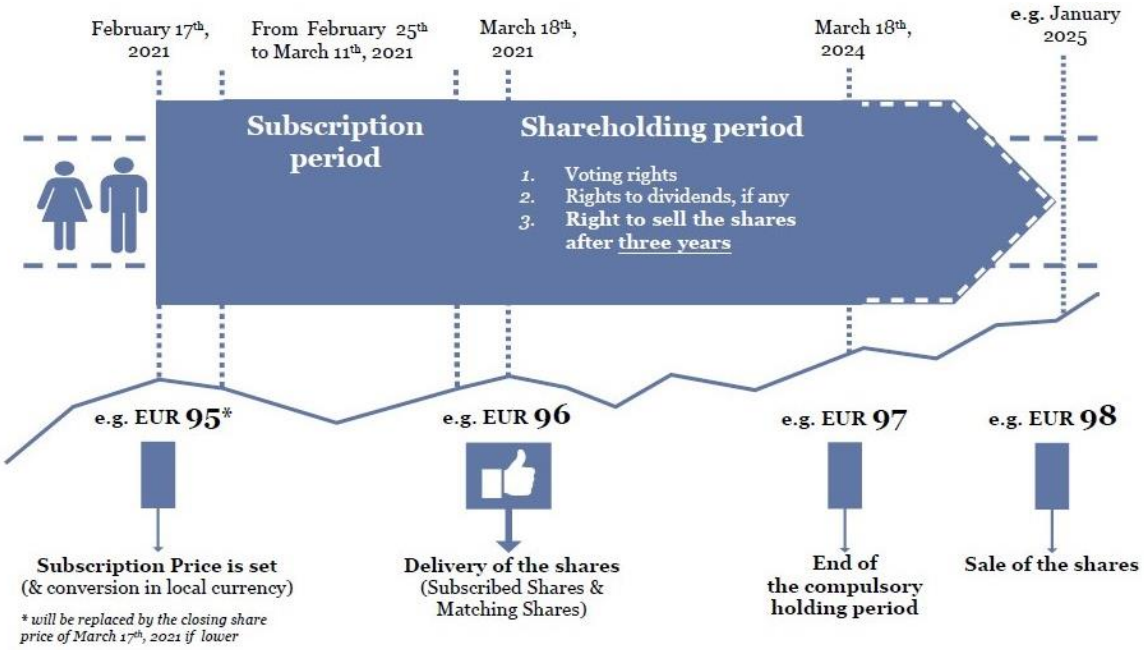
The purpose of this document is to provide to you a general overview of individual income tax and social security (superannuation) consequences in Australia arising from your participation in the **2021 ESOP.**

The tax and social security implications described below apply to you if at all times you are and remain an Australian tax resident and not a dual resident, and provide your services for Airbus exclusively in Australia.

The information set forth below is based on the individual income tax and superannuation guarantee laws in force in **December 2020** in Australia.

Please keep in mind that the rules may change and affect the individual income tax and/or superannuation guarantee treatment described below. This note is provided to you for information purposes only and is not advice and should not be relied on as such. Airbus recommends that you obtain advice from a suitably qualified tax adviser regarding the consequences to you of participating in the Plan, having regard to your own circumstances. It also assumes that you are and will remain an Australian tax resident throughout your participation in the plan. It is therefore 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 2021 ESOP you should speak to an independent financial/tax advisor.

1. Taxation at the time of subscription of Airbus shares

In 2021 ESOP, you pay the subscription price for a number of Airbus shares (Subscription Shares) and receive additional Airbus shares (Matching Shares) for free. For tax purposes, the Matching Shares will be treated as having been acquired at a 'discount' because you are not required to pay for them. Under the Australian tax laws, the discount is assessable to you as ordinary income. However, in certain circumstances you may be eligible for a tax exemption concession, which is discussed below.

- The value of the discount will be assessable as ordinary income (not as a capital gain) in the current income year (i.e. ending 30th June 2021 (the 2021 income year)):

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

  This is subject to the tax exemption concession discussed below.

  The tax law does not prescribe how the market value needs to be determined for tax purposes, however the Australian Taxation Office has issued public guidance on the methods it will accept to value shares in certain circumstances. The opening share price on the date of the capital increase, i.e., on March 18th, 2021, can be retained as a fair market value of the shares on that date, however you can choose to use a different value.

  Please note that if the share price on the date of the capital increase is less than the market value of the shares on February 17th, 2021, the subscription price per share will be equal to the share price on the date of the capital increase (not the price set on February 17th, 2021). In these circumstances, you should not be treated as having acquired the Subscription Shares at a discount and the calculation above will include the value of Matching Shares only. The Subscription Shares will nevertheless be taxed when you sell them (see below).

  The assessable discount is subject to income tax at progressive rates currently **up to 47% (including 2% Medicare levy). An additional 1% to 1.5% Medicare Levy Surcharge may also be imposed** if you earn more than A$90,000 per annum (or A$180,000 for a couple) and if you do not hold Australian registered private hospital insurance cover.

  Under the tax laws, a **tax exemption** can apply where your adjusted taxable income (**ATI**) for the 2021 income year is A$180,000 or less. Under the tax exemption, the discount **will not be assessable** to the extent that it does not exceed A$1,000.

  Your ATI is made up of your:
  - taxable income for the year (including the shares that would be eligible for this concession);
  - total reportable fringe benefits amounts;
  - reportable employer superannuation contributions;
  - net financial investment loss;
  - net rental property loss; and
  - deductible personal superannuation contributions.

  If your ATI is A$180,000 or less for the 2021 income year, you should be eligible to reduce the assessable amount in relation to the discount on the shares by up to A$1,000. To the extent that the discount is more than A$1,000, you will only need to declare that excess as assessable income in your tax return.

  If your ATI is more than A$180,000 for the 2021 income year, you will **not** be eligible for the concession.

  You will be responsible for reporting the assessable amount in your income tax return for the 2021 income year and paying any tax liability after you have received your Notice of Assessment from the Australian Taxation Office. Airbus will not withhold any amount in respect of your liability (unless you have not provided it with your tax file number), so you will be responsible for paying that liability out of your own funds. You should note that the Subscription Shares and Matching Shares are subject to a compulsory three-year lock-up, which can only be lifted in limited circumstances, so you will not be able to dispose of your shares to fund any tax liability.

- You will be issued an ESS statement by July 14th, 2021, which will include an estimate of the taxable benefit relating to your shares. Please note that there may be circumstances where the amount reported on the ESS statement is different from what is required to be disclosed in your Australian income tax return.

2. Taxation during the holding of your Airbus shares

Your shares will be subject to a compulsory **three-year holding lock**, during which you cannot dispose of or otherwise deal with your shares.

There is no requirement to report foreign bank accounts in Australia. **However, you are required to disclose in your tax return whether you own assets located outside of Australia which have a total value of A$50,000 or more -** this is simply a 'Yes' or 'No' field.

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 Australia

Under Australian tax law, foreign dividends are taxed at **progressive rates up to 47%** (**including 2% Medicare levy) plus Medicare levy surcharge** (if applicable).

You must declare the **gross amount of the dividends** on your Australian income tax return in the year in which they are received and report those dividends as foreign source income.

A **foreign income tax offset (FITO)** may be claimed in the Australian tax return for foreign taxes paid in relation to the dividend income. This may be limited by the application of a double taxation agreement or the foreign income tax offset rules.

You will be responsible for reporting the dividends in your tax return and paying the resulting tax once your notice of assessment issues.

3. Taxation at sale of your Airbus shares

You will not be able to sell or transfer the shares acquired under the 2021 ESOP for a **period of three years**. In practice, you will be able to sell your shares **from March 19th, 2024**. The end of the holding lock period is not a taxable event.

If you sell the Subscription and/or Matching Shares, a Capital Gain Tax (**CGT**) 'event' will happen and a capital gain will arise on the difference between the arm's length sale proceeds on the date of the sale and the cost base of the shares, minus the transaction costs (e.g. broker's fees).

Taxable benefit = sale proceeds – (market value of shares received – broker's commissions)

You should note that the CGT cost base of your Matching Shares (and any Subscription Shares, if you acquire them at a discount) will be equal to the market value of the shares when they were issued to you, even where the tax exemption concession applies and the discount is not assessable to you.

As you will hold the shares for at least 12 months, **you should be able to reduce the capital gain by 50%**, after first offsetting any available capital losses.

The taxable capital gain will be taxed at **progressive rates currently up to 47% (including 2% Medicare levy) plus Medicare levy surcharge** (if applicable). You must declare the capital gain **in your income tax return for the year in which the shares are sold**.

No amount will be withheld in respect of any CGT liability and you will be responsible for paying that liability out of your own funds.

In case of capital loss, such losses can be offset against capital gains arising in the same year or are carried forward indefinitely to be offset against future capital gains. Capital losses cannot be offset against ordinary assessable income. Capital losses must be declared **in your income tax return for the year in which the shares are sold**.

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