BRAZIL

Social security and Personal Income Tax Information

You have been invited to invest in shares of Airbus SE a company incorporated in the Netherlands, which shares are traded in the Paris Stock Exchange, in the context of the **2021 Airbus Employee Share Ownership Plan (2021 ESOP).**

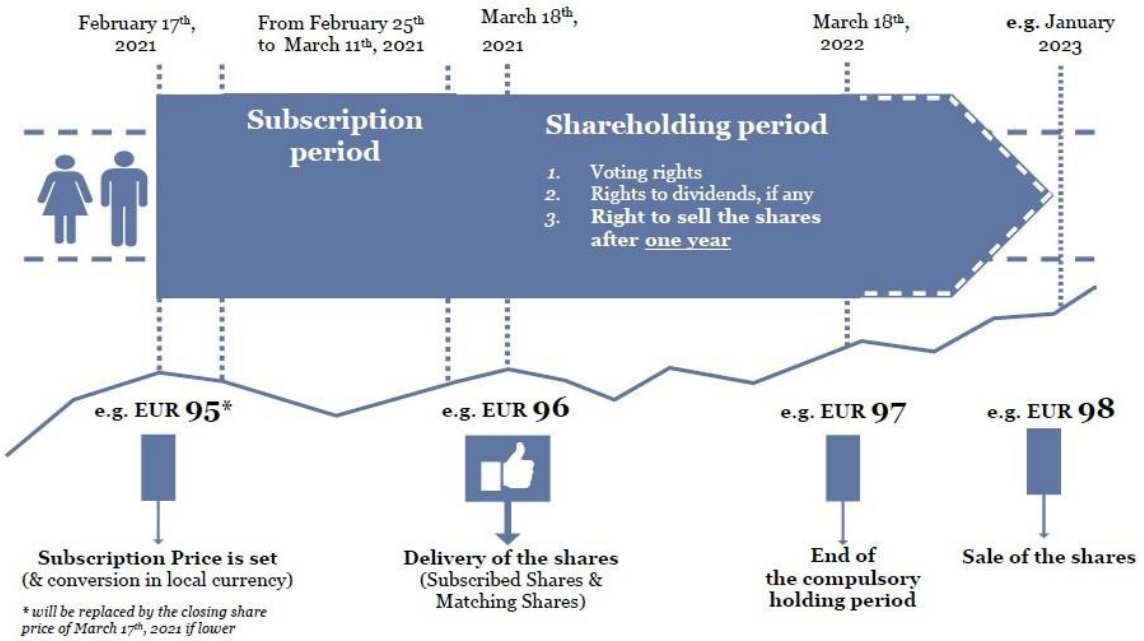
The purpose of this document is to provide to you an overview of individual income tax and social security consequences in Brazil arising from your participation in the **2021 ESOP.**

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

- You are subject to individual income tax in Brazil; and
- You perform your professional activity exclusively in Brazil; and
- You are subject to the mandatory State social security scheme of Brazil.

The information set forth below is based on the individual income tax and social security laws in force in **December 2020** in Brazil. 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. Neither Airbus nor your employer is providing you with, and will not provide you with any personal, financial or tax advice in relation to the 2021 ESOP. 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 2021 ESOP you should speak to an independent financial/tax advisor.

1. Taxation at the time of subscription and delivery of Airbus shares

In 2021 ESOP, you pay the subscription price for a number of newly issued Airbus shares (Subscription Shares) and receive additional newly issued Airbus shares for free from Airbus (Matching Shares).

- You should be subject to tax or social security contributions in Brazil upon delivery of Matching Shares.

  When the Matching Shares are delivered to you, income tax will be due in Brazil, calculated based on the amount of taxable income, which shall be equal to the market value of such Matching Shares on the date of their actually delivery to you (the Delivery Date).

  Due to the fact that the Matching Shares will be granted directly to you by Airbus SE, and not by your local employer in Brazil, your local employer will not withhold income tax upon delivery of the Matching Shares. The income tax shall be assessed and paid by you (via *carnê leão*) until the last business day of the month following the month in which the Matching Shares have been delivered to you, and should be included in your annual tax return.

  The tax rates for personal income tax is divided into brackets, as follows:

Bracket / Month	Tax	Tax Credit
Up to R$ 1,903.98	0%	*Nihil*
From R$ 1,903.99 to 2,826.65	7.5%	R$ 142.80
From R$ 2,826.66 to 3,751.05	15.0%	R$ 354.80
From R$ 3,751.06 to 4,664.68	22.5%	R$ 636.13
Above R$ 4,664.68	27.5%	R$ 869.36

  The income tax levied on the delivery of the Matching Shares, nevertheless, is not final and can be offset against any final income tax assessed and payable by you in your annual tax return, because the corresponding amount of the Matching Shares received by you will be part of your year-end taxable income.

- 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 3 installments of equal amount.

  Such payment facility will be subject to a financial transactions tax (IOF/Credit) **at a rate of 0.0082% per day, limited to a maximum rate of 2.99%** (plus a surtax of 0.38%), on the total amount of the loan.

2. Taxation and reporting 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 Brazil

Under Brazilian law, dividends are subject to **income tax up to 27.5%** on the date the dividends become available to you, notwithstanding whether the dividend amounts are repatriated to Brazil or not.

In principle, **tax credit should be available** for the withholding tax paid in the Netherlands up to the amount of the applicable Brazilian income tax.

Such income tax upon dividends is self-assessed (via *carnê leão*) and must be paid by you no later than the last business day of the month following to the month such dividends are received by you, and should be included in your annual tax return. This tax, nevertheless, is not final and can be offset against any final income tax assessed and payable by you in your tax return.

The inflow of proceeds to Brazil as result of dividends paid to you will be subject to IOF/Exchange tax at a rate of 0.38%, to be withheld by the Brazilian bank in charge of the relevant foreign exchange transaction.

- While you hold your Airbus shares, you will also be responsible for **reporting your Airbus shares**.

You are responsible for reporting your shares purchased and held throughout the year in your annual tax return to be filed before April 30th of each year, on the "*Bens e Direitos*" section where you list your assets and rights maintained in the previous tax year.

The purchase price of the assets to be informed in your annual tax return shall reflect the amount actually paid by you to acquire such assets, which means, for the subscription of Airbus' shares, the total amount in Reais used to subscribe such shares. With respect to the Matching Shares, the purchase price shall be equal to the market value of the Matching Shares on the Delivery Date (as the amount treated by you as income for purposes of the Brazilian income tax as per item 1 above).

In addition, the location of the relevant assets, the price, in euros, of each share acquired and the number of shares acquired must be reported in the section "*Discriminação*" of your Annual Tax Return. For this purpose, the following wording may be used: "*[number of shares acquired] Airbus S.E. shares, located in France (and listed on the Paris Stock Exchange), by €[amount in euros] per share, corresponding to R$ [amount in reais], according to the exchange rate of [exchange rate date].*"

You may have an additional reporting requirement with the Brazilian Central Bank if you have foreign-held assets and rights with value equal or more than (i) US$ 1,000,000 on December 31 of any given calendar year and/or (ii) US$100,000,000 by the end of each fiscal quarter.

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 one year**. In practice, you will be able to sell your shares **from March 19th, 2022**. 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, it will be considered personal loss and cannot be used to offset other taxable income from Brazilian individual income tax perspective.

The capital gain is equal to the difference between the gross sale proceeds on the date of the sale and the average cost per share as defined by Brazilian law, taking into account the subscription price you paid / the value of the Matching Shares treated by you as income for purposes of the Brazilian income tax as per item 1 above and 2 (b) above minus the broker's fees.

The capital gain is taxed at the **progressive rates ranging from 15% to 22.5%**, depending on the amount of the capital gain. However, stock sales proceed up to BRL 35,000 in a month, arising out transactions carried out at a stock exchange outside of Brazil, are currently exempt from capital gains tax. The applicability of this tax exemption to you should be assessed on a case-by-case basis by you together with your own legal and tax counsel.

Capital gains need to be declared through a specific program made available by the Brazilian Revenue Service. This program calculates any capital gains tax due and issues the corresponding payment voucher called "DARF" (in its Portuguese acronym) – tax code 8523.

You are responsible for paying this capital gain tax. Capital gains are not subject to social security contributions.

Although the capital gain tax should be paid until the last business day of the month following the month of the sale, it shall also be declared in your personal income tax return to be filed by April 30th of each year.

The inflow of proceeds to Brazil as result of the sale of your shares will be subject to IOF/Exchange tax at a rate of 0.38%, to be withheld by the Brazilian bank in charge of the relevant foreign exchange transaction.

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