CANADA
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).**

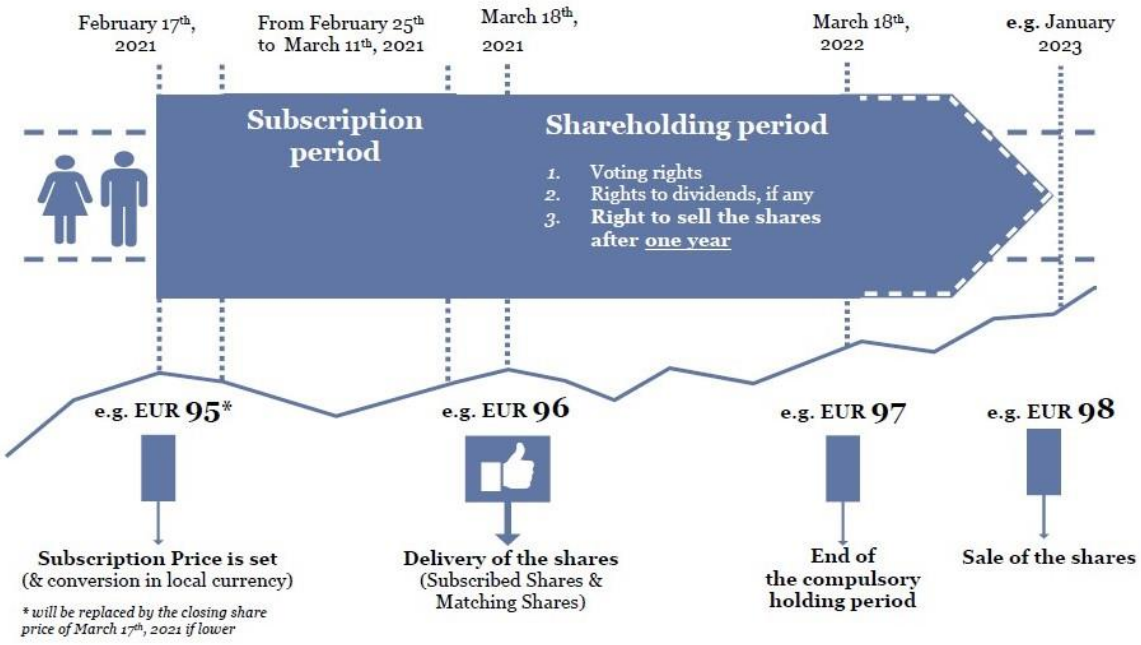
The purpose of this document is to provide to you an overview of individual income tax and social security consequences in Canada arising from your participation in the **2021 ESOP.**

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

- are subject to individual income tax as a resident of Canada for Canadian federal income tax purposes and for purposes of the Canada-Netherlands Tax Treaty;
- perform your professional activity exclusively in Canada;
- are subject to the mandatory social security scheme of Canada; and
- are a not an American citizen nor a tax resident of any jurisdiction other than Canada.

The information set forth below is based on the individual income tax and social security laws in force in **December 2020** in Canada. 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 informational purposes only. It may not be 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.

Overview:

Airbus SE shares acquired under the 2021 ESOP, like shares of any public company shares traded on a designated stock exchange, may be contributed to a Tax-Free Savings Account ("TFSA") or a Registered Retirement Savings Plan ("RRSP"). Due to the restrictions on sale of the ESOP shares, if you would like to hold your shares in an RRSP or TFSA, you must establish an account with Computershare.

Thus, if you decide to participate to the 2021 ESOP, you may hold your shares in the ways as described below.

Shares held in these schemes are subject to different tax rules. Please see general comments of this overview prior to reading tax information provided in this document.

Option 1: Direct ownership of shares in the ESOP

Your shares (referred to below as "ESOP shares") will be automatically transferred to Computershare. If you have an existing Société Générale account, you may opt for holding your shares in your Société Générale account.

Ordinary rules apply: no specific/favorable tax and social regime.

Option 2: Contribution of the Shares to a RRSP

Provided that you have sufficient RRSP contribution room, you may direct that your ESOP shares be contributed to an RRSP established with Computershare.

If arrangements satisfactory to your employer are made to certify that you have sufficient RRSP contribution room, the shares and share-related benefits can be exempted from withholding tax at the time of subscription, as further described below and taxed at specific reduced rates at the moment of their withdrawal from the plan.

The deduction limit, often called your "contribution room" is the lesser of (a) 18% of your earned income in the previous years or (b) the annual RRSP contribution limit (for 2020 it is CAD 27,230).

In order to calculate your contribution room you shall take into account:

- the amount that you can contribute to your RRSP (and certain other registered plans)
- the amount that you can contribute to your spouse or common-law partner' s RRSP (and certain other registered plans)
- the maximum you can deduct on your tax return, reducing your tax for that year.

You may have to pay a tax of 1% per month on your contributions that exceed your RRSP deduction limit by more than $2,000.

Option 3: Contribution of the Shares to a TFSA

There is a limit as to how much you can contribute to a TFSA every calendar year.

Since 2009, contribution room accumulates every year. The annual TFSA dollar limit for contributions in 2020 is $6,000 CAD. The TFSA annual room limit is indexed annually for inflation and rounded to the nearest $500 CAD. You can check with the CRA for up to date information on historical and current contribution levels. Any unused contribution room can be carried forward indefinitely.

An over-contribution penalty of 1% applies on the excess contribution every month until it is withdrawn.

Gaines earned while shares are held in the TFSA are not taxable while held in the plan or are withdrawn.

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 thereby reducing your acquisition cost per share.

- You will be considered to have received 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 trading price of the Airbus SE shares on the date of their delivery to you, i.e., on the date of the capital increase to take place on March 18th, 2021.

  With respect your ESOP shares, this benefit is considered employment income and subject to tax at top marginal rates currently ranging from 47% to 54%, depending on the province. The same amount will be subject to Canada/Quebec Pension Plan ("C/QPP"), to the extent that your income for the year in which the taxable benefit arises has not otherwise exceeded the applicable yearly maximum pensionable earnings level for C/QPP contributions ($58,700 (CAD) for 2020) at the time the shares are acquired.

  The current contribution rate is 5.25% on covered income for CPP and 5.7% on covered income for QPP.

  The amount of the tax and C/QPP social contributions owed by you will be withheld by your employer from your salary.

  Your employer will report the taxable benefit on your T4. You are responsible for reporting the taxable benefit in your annual tax return to be filed before April 30th of the year following the subscription of the shares.

  If you contribute your shares to a RRSP, the income tax inclusion will be offset by a deduction that you can claim on your tax return for the value of the taxable benefit determined as per the formula above. In practice, **you will not be subject to tax or social contributions at the time of subscription of shares in your RRSP**.

  With respect your TFSA shares, the taxable benefit will be taxable and subject to social charges at subscription, in the same manner as described for ESOP shares.

- Additionally, you benefit from a salary advance offered by your employer to assist with the 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.

  Any Canadian participant realizing a benefit as a result of the salary advance should be entitled to an offsetting interest expense deduction, such that there should be no net income inclusion to the participant as a result of having received the salary advance.

2. Taxation during the holding of your Airbus shares

You are required to hold your shares for a period of at least **one year**.

With respect to your ESOP shares, 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, as described below.

Dividends will be subject to a dividend withholding tax in the Netherlands and will then be taxable under Canadian federal income tax law.

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%.

b. Taxation of dividends in Canada

Under Canadian individual income tax law, dividends are subject to tax at top marginal rates currently ranging **from 47% to 54%,** depending on the province.

In principle, a tax credit should be available in your Canadian income tax filing for any withholding tax paid in the Netherlands.

You have the self-declaration obligation to report the dividend income derived from outside Canada to the Canadian tax authorities in your T1 income tax return for the year the dividend is received (such return being due by April 30th of the following year).

If you contributed your shares to your RRSP, any dividends received while you hold your shares in the RRSP will be subject to withholding tax of 15% in the Netherlands and will not be taxable in Canada. Taxation (at ordinary income tax rates) will take place in Canada when the shares (or proceeds resulting from the sale thereof) are withdrawn from the RRSP. You will generally not be able to claim a foreign tax credit for any Dutch withholding tax unless you have other Dutch-source investment income.

If you contributed your shares in the TFSA, dividends received with respect to your TFSA shares will not be taxable while you hold your shares in the TFSA nor at withdrawal. You will generally not be able to claim a foreign tax credit for any Dutch withholding tax unless you have other Dutch-source investment income.

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 **on or after March 19th, 2022**. The end of the holding period will not, in and of itself, represent a taxable event.

With respect to your ESOP shares, 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 positive difference (if any) between the gross share sale proceeds on the date of the sale and the cost basis of the shares (which will include the tax benefit discussed above), minus any transaction costs incurred (e.g. broker's fees).

Only one half (50%) of your capital gain shall be included in your taxable income and subject to tax at top marginal rates ranging between **47% and 54%** depending on the province.

Any capital loss realized from a sale of the shares may generally be deducted from your other capital gains. Capital losses may also, generally speaking, be carried back for three years and forward indefinitely.

Any capital gain must be declared in your annual tax return to be filed before April 30th of the year following the sale of the shares.

Additionally, if you hold your ESOP shares with Société Générale, you may need to declare your foreign (i.e., French) assets if the total cost is CAD 100,000 or more at any time during the tax year. If applicable, you may have to file a Form T1135 "Foreign Income Verification Statement" with your tax return to the Canadian Revenue Agency. You are encouraged to speak with your advisor for further particulars concerning T1135 filing requirements.

With respect to your RRSP shares, tax will take place when you withdraw your shares (or proceeds from the sale thereof) from the scheme. You may withdraw from your RRSP at any time after the expiry of the one year holding period.

When you withdraw funds from an RRSP, your financial institution is generally required to withhold tax on the amount withdrawn. The rates depend on your residency and the amount you withdraw:

- 10% (5% in Quebec) on amounts up to CAD 5,000
- 20% (10% in Quebec) on amounts over CAD 5,000 up to including CAD 15,000
- 30% (15% in Quebec) on amounts over CAD 15,000

For funds held in the province of Quebec, there will also be provincial tax withheld.

You will receive a T4RSP indicating the amount withdrawn and taxes withheld. These amounts must be included in your tax return to be filed before April 30th of the year following the distribution from the RRSP.

With respect to your TFSA shares, provided that amounts contributed are within your contribution limits, interest, dividends, or capital gains earned on qualified investments in a TFSA are not taxable either while held in the account or when withdrawn.

If you decide to continue to hold your Airbus shares after their withdrawal from the TFSA, any further increase in value of the shares will be taxable in the same manner as capital gains on ESOP shares described above.

* * *