**FINLAND**
**Social security and Personal Income Tax Information**

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

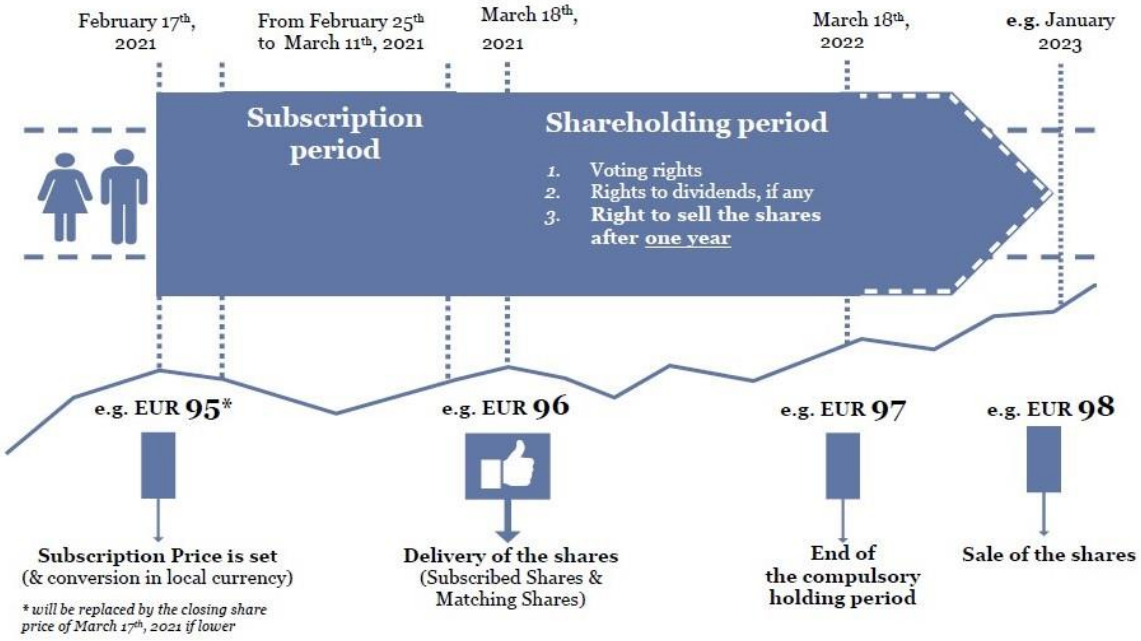
The purpose of this document is to provide to you an overview of individual income tax and social security consequences in Finland arising from your participation in the **2021 ESOP.**

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

- You are working and resident in Finland for the purposes of the tax laws of Finland and the Convention between the Republic of Finland and the Kingdom of the Netherlands for the avoidance of double taxation dated 28 December 1995 (the "Treaty"); and
- You are entitled to the benefits of the Treaty; and
- You are subject to the mandatory State social security scheme of Finland; and
- You are a non-American citizen.

The information set forth below is based on the individual income tax and social security laws in force in **January 2021** in Finland. 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 and should not be relied upon as being either complete or conclusive. 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 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.

- Taxation of your Subscription Shares

The benefit due to a right based on an employment relationship to subscribe to newly issued shares of the company below fair market value is taxable at the time of subscription as earned income at **progressive rates of up to approximately 55%** (in 2021). However, subscription discount is tax **exempt for the part it does not exceed 10%** of the fair market value of the shares.

For the purposes of this rule, the "discount" is the difference between the fair market value of the Airbus shares and the subscription price of the shares.

The **fair market value of listed shares is the lower of these two**:

1. the average price of shares of the calendar month prior to the decision of Airbus Board of Directors to launch the plan (i.e., average of share prices on the period from January 1st to January 31st, 2021, considering the Board decision launching the plan on February 17th, 2021), or

2. the average price of shares of the calendar month after the first listing of the shares issued to employees (i.e., average of share prices on the period from April 1st to April 30th, 2021, considering delivery of shares expected to take place on March 18th, 2021).

Please note that fair market value for tax purposes is different from the stock market price upon subscription.

**If the subscription price reveals to be less than the fair market value of Airbus share as determined above, any discount in excess of the maximum 10% discount from such fair market value is taxable** as earned income at progressive rates of up to approximately 55% (in 2021) and subject to the employee's health care payment (1.65% in 2021). To the extent that tax prepayment withheld by the employer in accordance with your tax card would not suffice for the payment of your taxes for the tax year in question (including tax payable on benefit from investment), you shall take care of payment of any outstanding tax yourself. The employee's health care payment is included in the withholding percentage stated on your tax card.

- Taxation of the Matching Shares

**Same approach as described above should apply** with respect to Matching Shares. For the Matching Shares, the subscription price of the shares corresponds to zero. The 10 % tax exempt discount should also be applicable.

The **fair market value** (determined as specified above) **reduced by a 10% discount** should be taxable in the same manner as the subscription price discount.

All implications regarding tax and health care payment should be determined as described above.

You will be responsible to check that the benefit and the number of Airbus shares have been included correctly on your pre-completed annual tax return form. Any changes to this information shall be filed usually in May following the year of the allocation of the shares.

## 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 taxed 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 Finland

Under Finnish tax laws, 85% of the dividend paid by listed companies within the EU area is taxable as capital income, **at 30% tax rate up to taxable capital income of EUR 30,000 and 34% tax rate on the excess (in 2021). 15% of the dividend is tax-exempt.**

The applicable taxes are not withheld by the employer. No social security charges are payable on dividends.

**You must declare the dividend** income and claim credit for Dutch withholding tax on your annual tax return to be filed usually in May following the year when the dividend income was received or made available to you.

## 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.

Any gain upon sale of the Airbus shares shall be taxed as **capital gain (at a rate of 30% for capital income of up to EUR 30,000 and 34% for capital income exceeding EUR 30,000 per year in 2021) for you in the tax year of the sale.** Any gain or loss is calculated as the sales proceeds less the actual acquisition cost (in this case the subscription price paid by you and the amount that has been taxed as your earned income at the time of subscription) and the selling expenses. It should be noted that the 10% tax-exempt part of the subscription discount is not included in the acquisition cost.

Alternatively, in lieu of applying the actual acquisition costs, you may choose to apply a presumptive acquisition cost equal to 20% of the sales price, or, if the shares sold have been held for a minimum of ten years, 40% of the sales price. If the presumptive acquisition cost is used instead of the actual acquisition cost, any selling or other expenses are deemed to be included therein, and therefore, cannot be deducted in addition to the presumptive acquisition cost.

Any losses arising from the sale of shares are primarily deductible from capital gains arising in the same year and the following five years and secondarily also from other capital income arising in the same year and the following five years.

Capital gains of individuals are tax-exempt if the total sales proceeds of the assets sold does not exceed EUR 1,000 in a tax year. Capital losses will not be tax deductible for individuals if the total amount of the acquisition prices of the assets sold does not exceed EUR 1,000 in a tax year.

No social security charges would be applicable.

The applicable taxes are not withheld by the employer. **You are responsible for paying** the tax yourself. You must declare your capital gain/loss on your annual tax return to be filed usually in May following the year when the shares were sold.

*  *  *