GERMANY

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).**

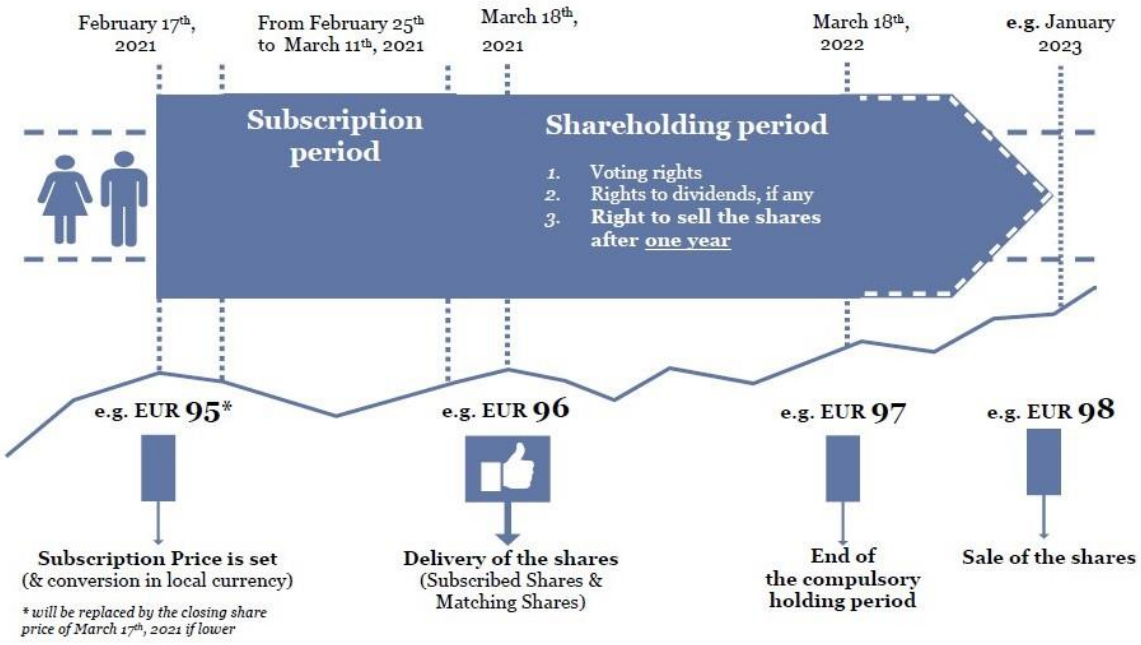
The purpose of this document is to provide to you an overview of individual income tax and social security consequences in Germany arising from your participation in the **2021 ESOP.**

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

- You are subject to individual income tax in Germany; and
- You perform your professional activity exclusively in Germany; and
- You are subject to the mandatory State social security scheme of Germany; 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 **December 2020** in Germany. 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 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 thereby reducing your acquisition cost per share:

- You make a taxable benefit corresponding to the difference between the market value of the **Subscription Shares** on the date you become a shareholder and the subscription price that you paid:

  Taxable benefit = market value of the Subscribed Shares - price you paid

- You make a taxable benefit equal to the market value of the **Matching Shares** on the date you become a shareholder:

  Taxable benefit = market value of the Matching Shares

For tax purposes, the market value of Subscribed Shares and of Matching Shares is the lowest listed price of Airbus SE shares on the date of their issuance to you, i.e., on the date of the capital increase to take place on March 18th, 2021.

This benefit (acquisition gain) is subject to income tax at progressive rates of currently **up to 45%**. A **solidarity surcharge of 5.5%** and – for a registered member of a religious community - a church tax of 8% or 9% (depending on your federal state of residence) is levied on the actual income tax amount.

Starting from January 1st, 2021, the solidarity surcharge will be levied only if a taxpayer's personal income tax amounts to EUR 16,956 or higher in the relevant tax year (or EUR 33,912 or higher in case of married couples and registered civil partners filing jointly). Amounts withheld in excess, if any, should be reimbursed upon request.

This benefit is also subject to social security contributions if your remaining annual salary without the acquisition gain does not already exceed the income ceilings for social security contributions (EUR 58,050 for health insurance and nursing care and EUR 85,200 for pension and unemployment insurance (for the German federal states 80,400 comprising the former East Germany) in 2021). These charges add up to approximately 20% of the assessable income.

For your information, social security contributions will be deductible for the application of the personal income tax.

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

However, please note that **an amount of up to EUR 360 is exempt from social security contributions and income tax**. Therefore, your employer will only withhold social security contributions and income tax if you have already benefited from the exemption in 2021 or insofar the taxable amount of the acquisition gain exceeds EUR 360.

Assuming that **your employer operates the withholdings** on the full taxable amount, no individual reporting is required on your side when filing your annual income tax return by July 31st of the year following 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 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%.

If your shares are held with Société Générale, 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 Germany

Under German individual income tax law, dividends are taxed at the **flat rate of 25%**. Please note a current **5.5% solidarity surcharge** and – if applicable – **church tax of 8% or 9%** on income tax applies.

A **tax-exempt amount of EUR 801** (singles) **or EUR 1,602** (married couple) will be available for the total of all investments income (e.g. interests, dividends, capital gains).

In principle, tax credit should be available for the withholding tax paid in the Netherlands.

- **If your shares are held with Société Générale**: the German taxes are not withheld at source and you will be responsible for reporting the dividends in your annual tax return and paying income tax within one month upon receipt of the income tax assessment notice.

- **If your shares are held with Commerzbank**: the taxes payable are already withheld at source and there is generally no need to declare the income in your annual income tax return. However, in case you did not apply for the above mentioned tax-exempt amount with the German financial institution or you are unsure if or to what extent the tax-exempt amount was correctly taken into account, it is recommended to declare the dividend income in the annual income tax return. All dividends have to be reported in the annual income tax return where the taxpayer requests a review of the tax rate on capital income.

In addition, as a German tax resident, **you have to report payments of more than EUR 12,500** or the equivalent (i.e. payments for sales and purchases of securities or financial derivatives as well as for payments in connection with redemption of securities), which you receive from non-residents (incoming payments) or make to non-residents (outgoing payments) to the German Federal Bank ("*Deutsche Bundesbank*").

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, such losses can be used to offset other capital gains from the sale of shares. Unused capital losses are carried forward to offset future capital gains.

The capital gain is equal to the difference between the gross sale proceeds on the date of the sale and the cost basis of the shares minus the transaction costs (e.g. broker's fees).

Taxable benefit = sale proceeds - acquisition costs (including the taxable benefit realised by acquiring the shares) - broker's commissions

The capital gain is taxed at the **flat rate of 25%.** Please note a current **5.5% solidarity surcharge** and – if applicable – **church tax of 8% or 9%** on income tax applies.

A **tax-exempt amount of EUR 801** (singles) **or EUR 1,602** (married couples and registered civil partners filing jointly) will be available for the total of all investments income (e.g. interests, dividends, capital gains).

- **If your shares are held with Société Générale**: you will be responsible for reporting your capital gain in your annual tax return and paying income tax within one month upon receipt of the income tax assessment notice.

- **If your shares are held with Commerzbank**: the taxes payable are already withheld at source and there is generally no need to declare the income in your annual income tax return. However, in case you did not apply for the above mentioned tax-exempt amount with the German financial institution or you are unsure, if or to what extent the tax-exempt amount was correctly taken into account, it is recommended to declare the capital gains in the annual income tax return. All capital gains have to be reported in the annual income tax return where the taxpayer requests a review of the tax rate on capital income.

In addition, as a German tax resident, **you have to report payments of more than EUR 12,500** or the equivalent (i.e. payments for sales and purchases of securities or financial derivatives as well as for payments in connection with redemption of securities), which you receive from non-residents (incoming payments) or make to non-residents (outgoing payments) to the German Federal Bank ("*Deutsche Bundesbank*").

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