**HUNGARY**

**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).**

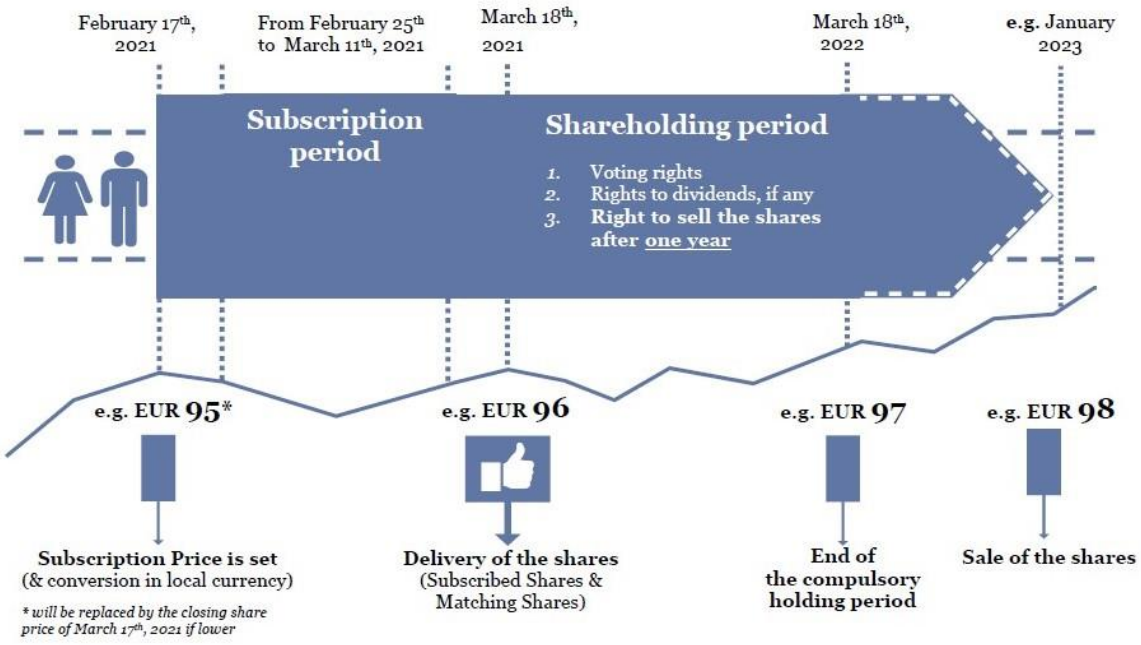
The purpose of this document is to provide to you an overview of individual income tax and social security consequences in Hungary arising from your participation in the **2021 ESOP.**

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

- You are subject to individual income tax in Hungary; and
- You perform your professional activity exclusively in Hungary; and
- You are subject to the mandatory State social security scheme of Hungary; 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 Hungary. 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 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 **closing listed price** of Airbus SE share on the date of its delivery on your share account, i.e., on the date of the capital increase to take place **on March 18th, 2021.**

  The taxable income will be considered employment income and **subject to personal income** at the tax rate of 15%. The income will be **subject to social security contributions** that are payable at the rate of 15.5%. If the 15.5% social contribution tax is paid by you and you are not reimbursed by the employer, the personal income tax base shall be 87% of the above amount.

  You are responsible for reporting this benefit as an employment income in your annual tax return to be filled before May 20th of the year following the allocation of the shares. **You are required to pay the personal income tax and social security charges** (social tax) by the 12th day of the month following the end of the quarter in which you purchase the shares.

  Please note that two separate payments (personal income tax and social contribution tax) should be made to two different accounts. The accounts are published on the Hungarian tax authorities' web page. Furthermore, it is also important that your full name and tax ID number are to be indicated when making the payment.

- Additionally, you benefit from a **salary advance** offered by your employer for payment of the Subscription Price. Your employer will make an advance salary payment for the total amount of your subscription to be repaid through salary deductions in 3 installments of equal amount.

  Such payment facility, **if exceeds HUF 805,000, is a taxable benefit**. The tax base shall be the interest allowance times 1.18 and shall be taxable at the rate of 15%. The interest allowance is also subject to social contribution tax at a rate of 15.5%. The employer shall assess and pay the tax.

## 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%.

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 Hungary

Under Hungarian tax law, foreign dividends are taxed at the **flat rate of 15%**.

You will be responsible for reporting the dividends and paying income tax **in the year following the one during which the income is received** or made available to you.

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

## 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 the shares are sold through a controlled capital market transaction (i.e. when a brokerage firm carries out the transaction and other conditions of such transaction are also met):

  **The tax rate is 15% on the total capital gains** on the sale less the total loss incurred on transactions in the given tax year. The capital losses you suffered in the previous two years, provided that they were indicated in your relevant tax return, may be set off against the capital gains in line with the carry forward rules.

  **No social contribution tax will be due** on the gain qualifying as gain from controlled capital market transactions.

- In case the transaction of the sale of the shares does not qualify as a controlled capital market transaction:

  **The tax rate is also 15% on the 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 (including the amount taxed at the time of the acquisition) minus the transaction costs (e.g. broker's fees).

  Besides the personal income tax **social contribution tax is also due on the gain** at a rate of 15.5% (the tax shall be payable until the natural person's income in the subject year reaches twenty-four times the mandatory minimum wage which is HUF 161,000 in 2020, i.e. the upper limit of the social contribution tax payable is HUF 676.200)

**You must declare your capital gains** on your annual personal income tax return. **You are responsible for paying** the incurring charges on capital gain.

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