ITALY

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).**

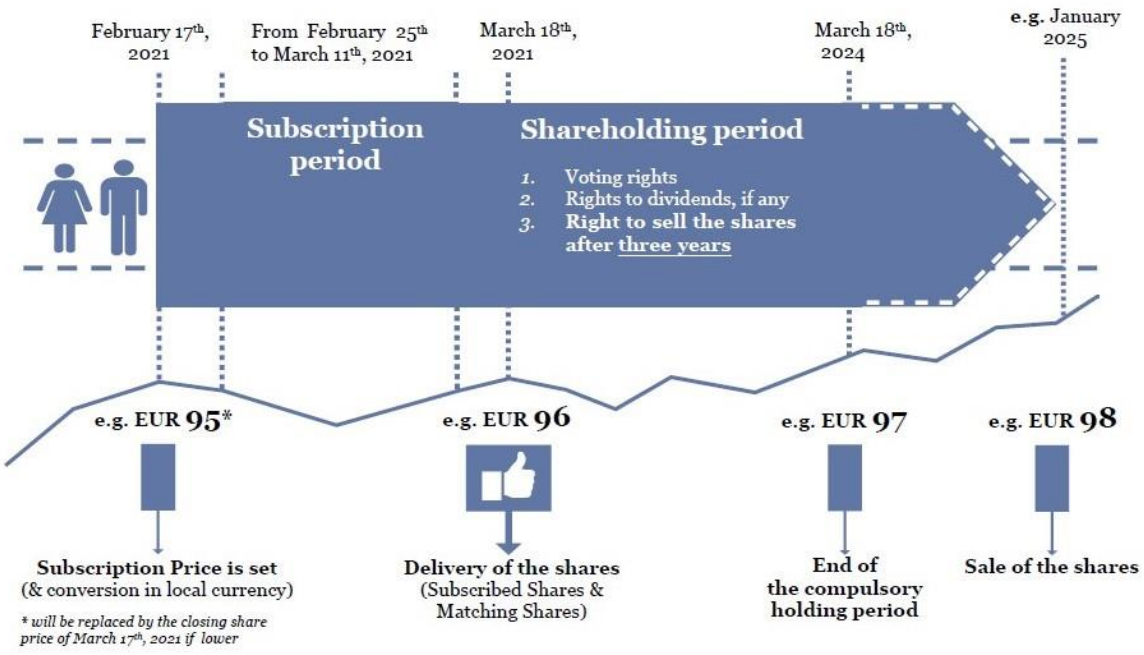
The purpose of this document is to provide to you an overview of individual income tax and social security consequences in Italy arising from your participation in the **2021 ESOP.**

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

- You are subject to individual income tax in Italy; and
- You perform your professional activity exclusively in Italy; and
- You are subject to the mandatory State social security scheme of Italy; 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 Italy. 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 "normal 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 "normal value" is the average listed price of Airbus SE share between the date of its delivery to you (i.e., on the date of the capital increase to take place on March 18th, 2021), and the same date of the preceding month.

  This benefit is subject to Personal Income Tax (IRPEF) at **progressive rates currently ranging from 23% to 43%**, **with additional regional** (at a rate generally between 0,7% and 3.33%, depending on the Region of domicile of the employee, possibly progressive) **and municipal** (where applicable at a rate generally between 0% to 0.9% depending on the municipality of domicile of the employee) **surtaxes.**

  The same amount is **subject to social security contributions** that are payable at the rate of **approximately 10%**, subject to annual contribution ceiling.

  However, a **tax and social security charges exemption up to EUR 2,065.83** in each calendar year applies.

  If the "normal value" of all shares delivered to you and the subscription price that you paid exceeds €2,065.83 in a calendar year, the excess constitutes income from employment and is subject to income taxes and social security contributions according to the ordinary rules in the year of subscription at the rates indicated above.

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

- 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 qualifies as a fringe benefit to be included in your taxable income. The fringe benefit corresponds to 50% of the difference between the Official Bank Rate and the amount of interest calculated based on the rate applied by the employer (i.e. zero). **Such amount is taxable as employment income** and thus subject to IRPEF, additional surtaxes and social security contributions.

2. Taxation during the holding of your Airbus shares

You are required to hold your shares for a period of at least **three years**. 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%.

b. Taxation of dividends in Italy

Under Italian tax law, dividends are subject to income tax at the **rate of 26%**.

Considering that your shares will be held in a share account maintained by Société Générale Securities Services and not an Italian resident intermediary acting as withholding agent, you will be required to declare your dividends individually in your income tax return and pay the **substitute tax** at the rate of 26% thereon.

Substitute tax shall apply on the gross amount of the dividends, i.e., before deduction of the Dutch withholding tax, and **no tax credit corresponding to tax withholding paid in the Netherlands will be available.**

No social security contributions apply in Italy on such gains.

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 **three years**. In practice, you will be able to sell your shares **from March 19th, 2024**. 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 deducted from your gains in the same tax year. If you still have unused capital losses, you can carry forward losses for offset against gains in the following four tax years.

If you sell your shares before the expiration of the 3-year holding period, the amount not subject to tax upon subscription will be subject to both personal income tax, plus local surtaxes where applicable, and to social security contributions in the fiscal year in which the disposal takes place.

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 – subscription price (increased by the portion of the amount taxed at subscription, if any) – broker's commissions

The capital gain will be subject to **substitute tax** at the **flat rate of 26%.**

You are responsible for reporting and paying this capital gain tax.

4. Reporting obligations

For so long as your Shares are held in France, for tax monitoring purposes, you should report on section RW, at the end of each fiscal year or at the end of the relevant holding period, of your annual income tax return (*Modello Redditi Persone Fisiche*), or in an equivalent form if you are exempted from the obligation of filing the income tax return, the Shares held. The shares qualify as foreign investments for Italian reporting purposes.

Such reporting obligations may not apply when an Italian-based intermediary is in charge of the collection of income deriving from the shares to the extent the income is subject to Italian withholding or substitute tax by the same intermediary.

Considering that your shares will be held in a share account maintained by Société Générale Securities Services in France, a wealth tax is imposed in Italy at the rate of 0.2% at the end of the relevant year (or of the holding period, in case the Shares are sold before the end of the calendar year), which is generally applicable on financial assets held abroad by Italian resident individuals. The taxable base is the market value of the assets (or, in the lack thereof, the nominal or the reimbursement value) at end of every fiscal year, or, if the assets are no more held at the end of the year, at the end of the holding period.

The potential double taxation is avoided by allowing Italian residents to credit net worth foreign taxes (if any) paid abroad against, and up to the amount of, the Italian wealth tax.

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