NEW ZEALAND

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).**

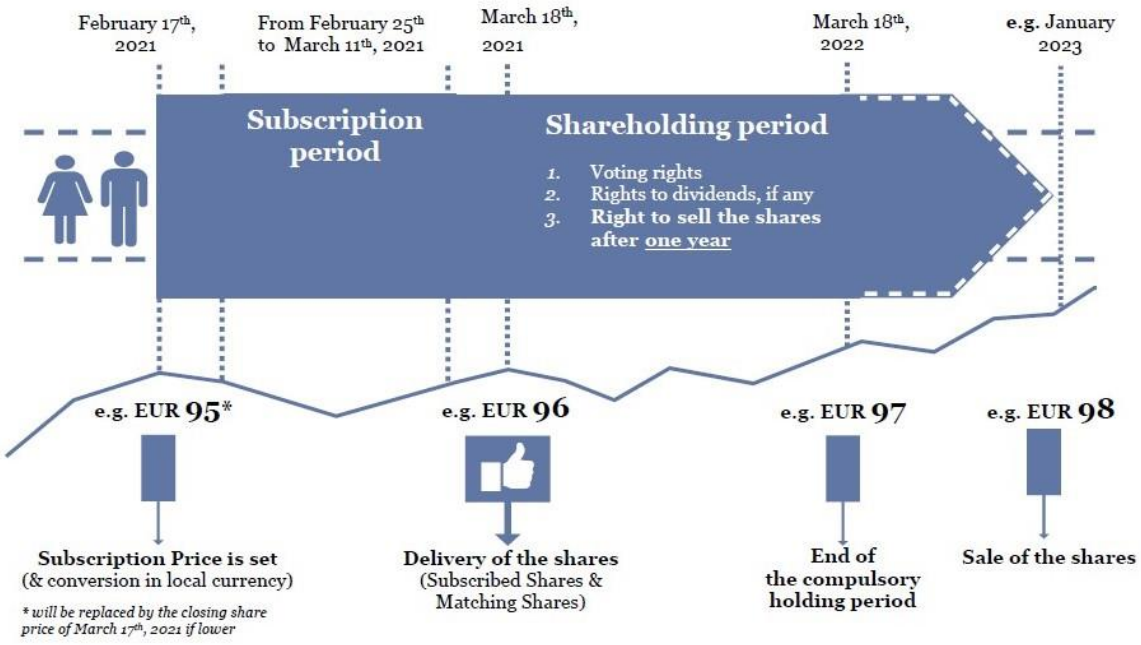
The purpose of this document is to provide to you an overview of individual income tax and social security consequences in New Zealand arising from your participation in the **2021 ESOP.**

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

- You are subject to individual income tax in New Zealand; and
- You perform your professional activity exclusively in New Zealand; and
- You are subject to the mandatory State social security scheme of New Zealand; 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 New Zealand. 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 listed price of an Airbus SE share on the date you become a shareholder, i.e., on the date of the capital increase which is set to take place on March 18th, 2021.

This benefit is considered employment income and subject to tax at progressive rates currently ranging **from 10.5% to 33%** (or 39% possibly). There is **no separate social security tax**.

Your employer must report the value of any taxable benefits you receive under the 2021 ESOP as part of the monthly payroll reporting. This will be reflected in your Income Tax Assessment or prepopulated account prepared by Inland Revenue for the tax year April 1st, 2021 to March 31st,2022 (the taxable benefit being treated as derived by you in that tax year).

The employer may choose to pay tax on your behalf, through the PAYE withholding system. If the employer does not make the election, you are responsible for reporting the taxable income to Inland Revenue and to pay the resulting tax liability when due. In practice, you will be responsible for meeting any tax payment obligation for the 2021/22 tax year.

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 continue to hold your Airbus shares, you will be taxable with respect to dividends if any are distributed by Airbus SE or, if applicable, the income created under the Foreign Investment Fund ("**FIF**") regime (see below).

Dividends will be subject to a dividend withholding tax in the Netherlands and may also 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 New Zealand

Under New Zealand tax law, your liability to be taxed depends on whether the FIF rules apply.

- If the total cost of all of your foreign shareholdings is not more than NZ$50,000, **you are subject to what is known as "dividend taxation"**. In such case, any dividend paid on your shares is taxable at your marginal tax rate in the tax year in which it is paid to you.

  The gross dividend and any foreign tax credits must be reported to Inland Revenue through myIR, modification to the prepopulated account received from Inland Revenue or included in your personal tax return. If any amount of foreign tax is withheld from the dividend on payment to you, it may be available as a foreign tax credit in your tax return.

That is unless you elect to the contrary and opt for FIF taxation (see below).

- If the total cost of all of your foreign shareholdings (excluding ASX listed shares and certain Australian unit trusts) is more than NZ$50,000, **you are subject to FIF taxation**. If this cost threshold is exceeded, FIF taxation applies to all foreign shareholdings and not just the excess over NZ$50,000. You should take advice from your tax advisor if you are uncertain as to whether the threshold will be met in your case and as to what foreign equity investments might be excluded from the calculation.

  You may elect to apply FIF taxation despite not exceeding the NZ$50,000 cost threshold.

  If you are subject to the FIF regime**, the calculation of FIF income takes into account dividends (and sales) so any dividends are not separately taxed or reported to Inland Revenue.**

  For this purpose, you must select a calculation method authorised by the rules on FIF taxation for the purpose of calculating the taxable income arising from your investment. The Fair Dividend Rate Method is assumed to be one of the authorised calculation methods which you will select. Under this method, the taxable income is the amount that is 5% (or other percentage in force for the tax year) of the market value of the foreign investment at the start of the tax year, being each 1 April.

  Any dividends derived from the Plan during the tax year are not subject to further/separate taxation. The taxable income created under the fair dividend rate method is the only taxable income from the foreign investment.

  The application of the FIF rules (compulsory and elective) and the calculation of FIF income is complex and you are recommended to seek professional advice. Inland Revenue has a helpful guide and calculator on its website to calculate FIF income.

There is no obligation to provide Inland Revenue with information on income for a tax year if, for that tax year, your non "reportable income" does not exceed NZ$200. Broadly, non-reportable income is all income not within a New Zealand withholding tax regime (such as foreign dividends and FIF 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 **from March 19th, 2022**. The end of the holding period is not a taxable event.

There is **no specific capital gains tax** in New Zealand.

If the FIF Regime applies, then the calculation of **FIF income already takes into account** dividends and **capital gains** and thus, any sale proceeds should not be separately taxed or reported to Inland Revenue.

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