**PHILIPPINES**

**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).**

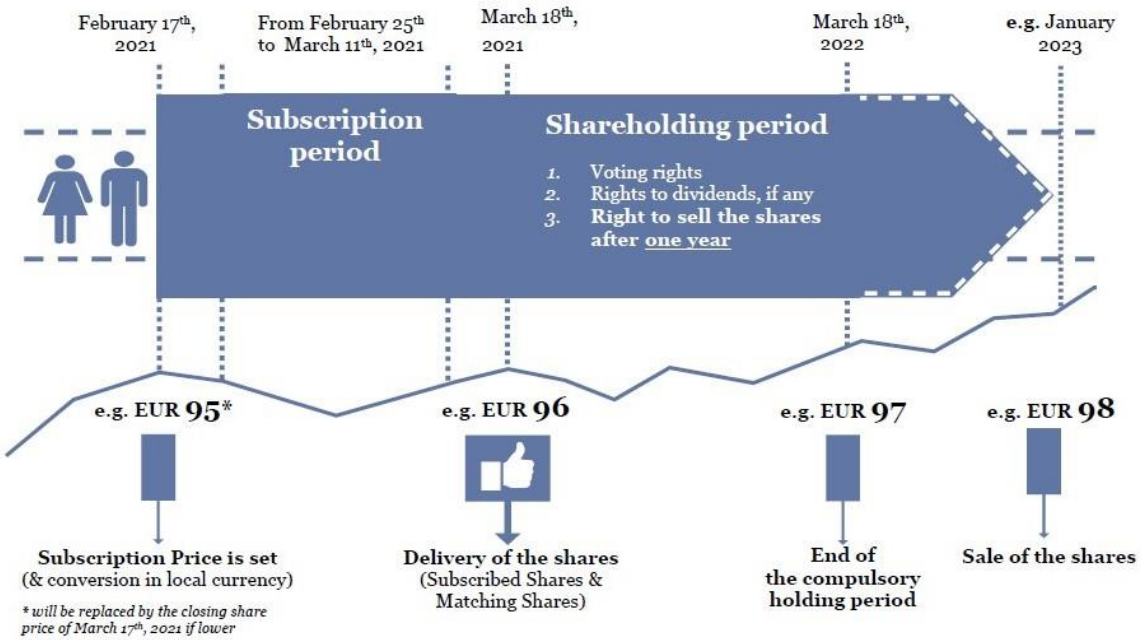
The purpose of this document is to provide to you an overview of individual income tax and social security consequences in the Philippines arising from your participation in the **2021 ESOP.**

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

- You are a citizen and a tax resident of the Philippines; and
- You perform your professional activity exclusively in the Philippines; and
- You are subject to the mandatory State social security scheme of the Philippines; and
- You are not an American citizen.

The information set forth below is based on the personal income tax and social security laws in force in **December 2020** in the Philippines. Please keep in mind that the rules may change and affect the personal 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.

The benefit corresponding to the value of Matching Shares shall be taxable at the time of their delivery **at progressive rates of up to 35%**.

There will be no tax withholding on the part of your employer with respect to this amount. **You will need to report individually** the fair market value of the Matching Shares as an additional income.

No social security contribution will apply.

## 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 the Philippines

Under Philippine tax laws, dividends from foreign shares are treated as ordinary income subject to progressive income tax rates **of 0% to 35%.**

**You will be responsible for reporting** the dividends and paying the tax due thereon in your annual income tax return for the year the dividends are received or made available to you.

**A tax credit is available** for the withholding tax paid in the Netherlands, subject to limitation.

## 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 does not trigger taxation.

Taxation will take place at the time of sale of your shares, if you make a capital gain. In case of capital loss, such loss may be offset against capital gain in the current taxable year, but only to the extent of such capital gain. Any unused capital losses (in an amount not exceeding the net income for the year) may be carried forward to the succeeding taxable year and treated as a loss from the sale or exchange of a capital asset held for less than 12 months.

The capital gain is equal to the difference between the gross sale proceeds on the date of the sale and the cost of the shares to you.

The capital gain is considered ordinary income subject to the ordinary graduated **income tax rates of 0% to 35%**.

Shares held for more than 12 months are subject to tax **only on 50% of the capital gain**. Thus, given the 1-year mandatory holding period imposed on your shares, only 50% of your capital gain from the sale thereof will be subject to tax.

**You must declare your capital gain** in your annual income tax return for the year during which the gain was received or made available to you. You are responsible for paying your income tax on your capital gain.

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