SPAIN

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).**

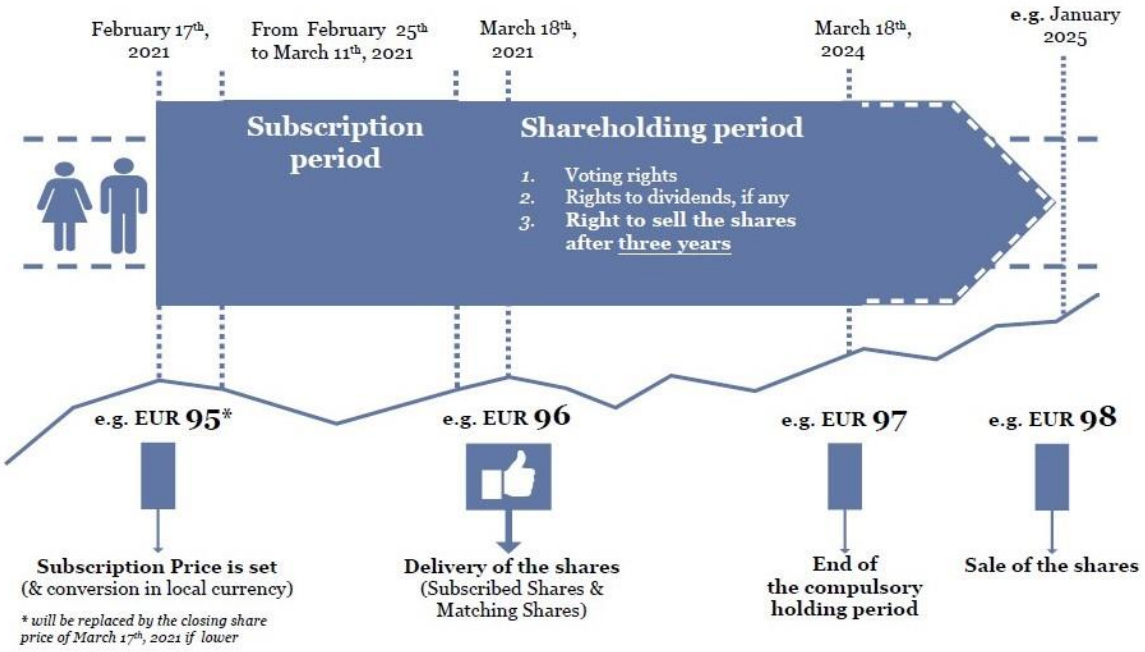
The purpose of this document is to provide to you an overview of individual income tax and social security consequences in Spain arising from your participation in the **2021 ESOP.**

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

- You are subject to individual income tax in Spain; and
- You perform your professional activity exclusively in Spain; and
- You are subject to the mandatory State social security scheme of Spain; 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 **January 2021** in Spain. 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

  For tax purposes, the market value is the closing listed price of Airbus SE share on the date of its delivery to you, i.e., on the date of the capital increase to take place on March 18th, 2021.

  This benefit is considered employment income and subject to Personal Income Tax ("**PIT**") at **progressive rates currently ranging from 19% to 49%**. However, you **benefit from a tax exemption** up to an **annual amount of EUR 12,000** (this exemption is not applicable in the Spanish regions of Guipúzcoa, Vizcaya and Álava).

  The same amount is subject to **social security contributions** (irrespective of the application of the EUR 12,000 exemption which applies only for tax purposes) **that are payable at the rate of 6.35% for indefinite contracts or 6.4% for fixed-term contracts**., subject to monthly contribution ceiling (i.e. EUR 4,070.10 per month for the year 2021).

  Your employer is responsible for reporting the total employment income arisen (including the exempt amount) and the amount of tax and social security contributions owed by you will be withheld by your employer from your salary.

  You are responsible for reporting the benefit in your annual tax return to be filed within April-June of the year following the purchase of the shares. You should include the withholdings as a payment on account and pay any income tax differential through the tax return.

- 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.

  The difference between the interest rate you paid (i.e. zero) and the legal interest rate is **considered as remuneration in kind subject to PIT and to social security contributions**. The rate of the legal interest rate is 3% (for the fiscal year 2021).

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%.

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 Spain

Under Spanish tax law, dividends are taxed at **progressive rates ranging from 19 to 26%** (i.e. 19% for the first EUR 6,000, 21% on the amount received between EUR 6,000.01 up to EUR 50,000, 23% on the amount received between EUR 50,001 up to EUR 200,000 and 26% above).

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

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 (to be filed within April-June of the following year).

No Social Security contributions would be due over the dividends received.

- You should **report the acquisition of foreign securities** by filing the **official model D-6.** This reporting, which is required for statistical purposes only, should be filed with the General Directorate of Commerce and Investments in January of each year as from the acquisition of the foreign securities.

  You may also have to report securities held abroad upon Bank of Spain's request. Specific reporting obligations apply if the total value of the assets, liabilities and transactions held abroad exceed EUR 1,502,530.27 per year.

  Furthermore, you need to **report your foreign assets (Form 720)** to the Spanish tax authorities before **March 31st** if the total value of the assets exceeds EUR 50,000 as of December 31st during the tax year (e.g. if the value of the assets on December 31st, 2021 exceeds EUR 50,000, a form 720 must be filed before March 31st, 2022). No taxes will be due - it is merely for reporting / information purposes.

  Additionally, please note that if your assets and goods worldwide value is above EUR 2 million (or EUR 700,000 net) you should file the Wealth Tax, within May-June of the following year (e.g. 2022).

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.

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 - market value of shares received – broker's commissions

The capital gain is taxed at **progressive rates ranging from 19 to 26%**. No social security contributions will apply.

The capital gains must be declared in your personal income tax return which is due within April-June following the end of the year in which you sell the shares.

In case of capital loss, such losses may be offset against other capital gains of the same nature for the year. The remaining capital losses can be offset against the saving base income (interests, dividends, etc.) up to a 25% of such income. Further loss may be compensated during the 4 following years in the same order previously mentioned.

You are responsible for paying this capital gain tax.

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