SWEDEN

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).**

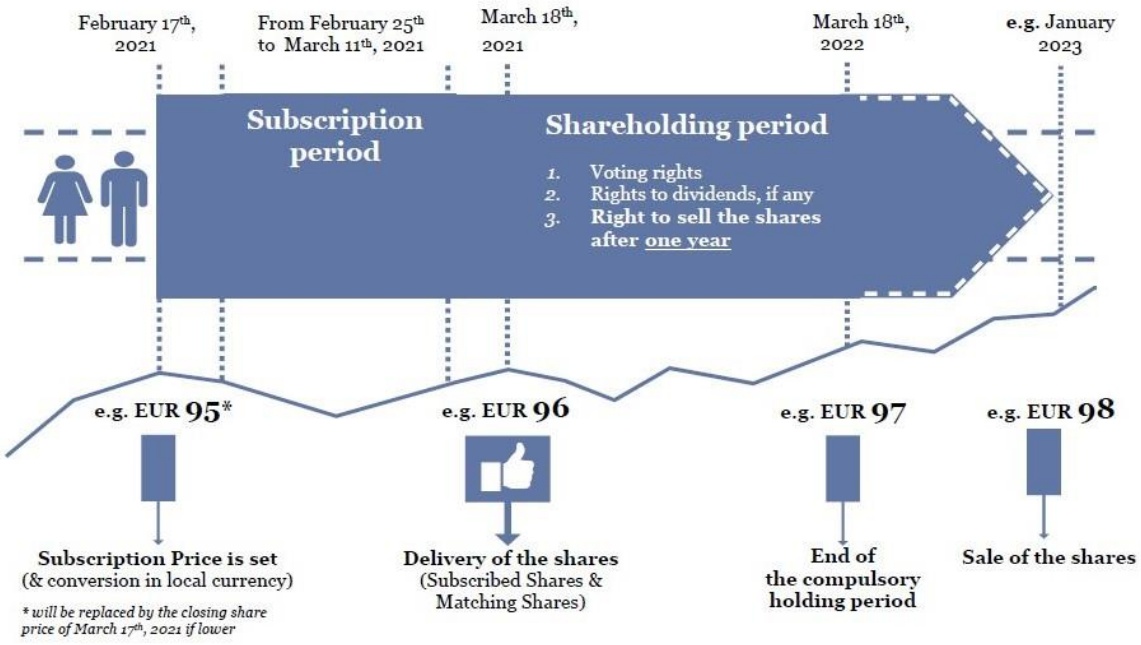
The purpose of this document is to provide to you an overview of individual income tax and social security consequences in Sweden arising from your participation in the **2021 ESOP.**

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

- You are subject to individual income tax in Sweden; and
- You perform your professional activity exclusively in Sweden; and
- You are subject to the mandatory State social security scheme of Sweden; 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 Sweden. 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 lowest listed price of Airbus SE share on the last day of the subscription period.

  This benefit is considered employment income and subject to tax at **progressive rates currently ranging from 32% to 52%** (at 32% local tax rate). Social security contributions (7% on annual income up to SEK 519,708 for 2020) are included in the tax rates.

  You are responsible for reporting the taxable acquisition gain in your Swedish tax return in the year following the year in which the shares were acquired. As your employer has an obligation to report the employment income to the Swedish Tax Agency in a year-end statement, the gain should be pre-printed in your tax return. You will, however, be responsible for checking that the information has been reported in your tax return and thereby to the Swedish Tax Agency.

  The **amount of the tax and social security contributions** owed by you will be **withheld by your employer** from your salary during the month following the purchase of the shares. Any difference between the tax withheld and the final amount of tax due will be settled as residual tax or a tax refund.

- 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 benefit is **taxable as an interest free loan**. The taxable amount will be taxed as employment income calculated by applying a standard public interest rate (currently 0%) plus 1% on the amount of your advance.

  Your employer will proceed with tax withholding from your salary.

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 Sweden

Under Swedish individual income tax law, dividends are taxed at the **flat rate of 30%**.

A **tax credit should be available** for the withholding tax paid in the Netherlands from tax on capital income.

You must declare the dividend income on your annual Swedish tax return to be filed.

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 of capital loss, such losses may be offset (in whole or in part) against other capital income during the year. Any remaining capital losses are deductible at 70% in the capital income category. A deficit in the capital income category will result in a tax reduction (from e.g. tax on employment income) of 30% on the deficits up to SEK 100,000 and a reduction of 21% on the portion of the deficits exceeding SEK 100,000.

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 – (the price you paid for the shares + the taxable amount for the discount) – broker's commissions

The capital gain is taxed at the **flat rate of 30%.**

You are responsible for reporting any capital gain or loss in your Swedish tax return.

You are responsible for paying this capital gain tax.

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