THAILAND

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).**

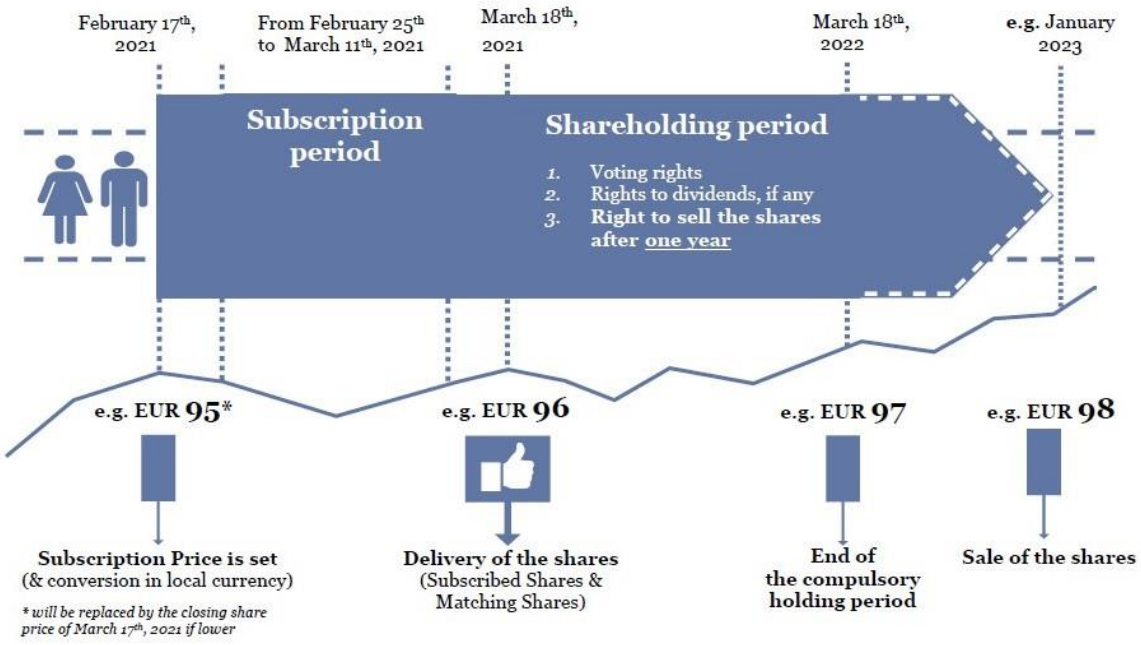
The purpose of this document is to provide to you an overview of personal income tax and social security consequences in Thailand arising from your participation in the **2021 ESOP.**

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

- You are subject to personal income tax in Thailand; and
- You perform your professional activity exclusively in Thailand; and
- You are subject to the mandatory State social security scheme of Thailand; and
- You are a non-American citizen.

The information set forth below is based on the personal income tax and social security laws in force in **December 2020** in Thailand. 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.

You make a taxable benefit corresponding to the difference between the fair market 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 opening 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 taxable as salary at **progressive rates of up to 35%**.

As social security does not apply to the employee share plan, no Thai social security contributions will be due.

You are solely responsible for including the taxable benefit calculated as detailed above in your annual personal income tax return for the year in which the benefits are received and pay tax to the Revenue Department. Filing the annual personal income tax return (Form PND 91 for employment income) with the Revenue Department is due by March 31st of the following year in which the benefit is received.

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 Thailand

In Thailand, dividends are taxable at normal **progressive rates of up to 35%** of net income at the time of remittance in Thailand, provided that the employee resides in Thailand for 180 days or more in a calendar year (tax year) and brings such income into Thailand in the same tax year.

In principle, **a tax credit should be granted** for the 15% Dutch withholding tax on the dividends.

You are solely **responsible for including the dividend in your annual personal income** tax return (Form PND 90) for the year in which the dividend is received and pay tax to the Revenue Department.

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 cannot be offset against other capital gains of the same nature for the year.

Please note that Thai tax law does not allow the deduction of tax paid upfront from the calculation of the capital gain. Thus, the amount of your taxable capital gain shall be equal to the **difference between the gross sale proceeds and the total price paid by you for such shares**, if you sell all your shares at the same time. If you do not sell all your shares at the same time, your gain shall be calculated as the difference between the sale proceeds and the price paid by you for a number of shares in your subscription package, whereas the capital gain with respect to matching shares will be equal to their whole value received upon sale.

Capital gains are taxable at the time of remittance of sale proceeds to Thailand at **progressive income tax rates of up to 35%** of net income, provided that the employee resides in Thailand for 180 days or more in a calendar year (tax year) and brings such income into Thailand in the same tax year.

You are solely responsible for including the capital gain in your annual personal income tax return (Form PND 90) for the year in which the capital gain is received and pay tax to the Revenue Department.

Please note that according to The Bank of Thailand regulation, any person permanently residing in Thailand who acquires foreign currency (e.g. dividend and capital gain) of USD 200,000 or more abroad is required to immediately remit the proceeds to Thailand and sell or deposit the foreign currency with an authorized commercial bank in Thailand within 360 days thereafter, as prescribed by the Minister of Finance.

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