UNITED KINGDOM

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).**

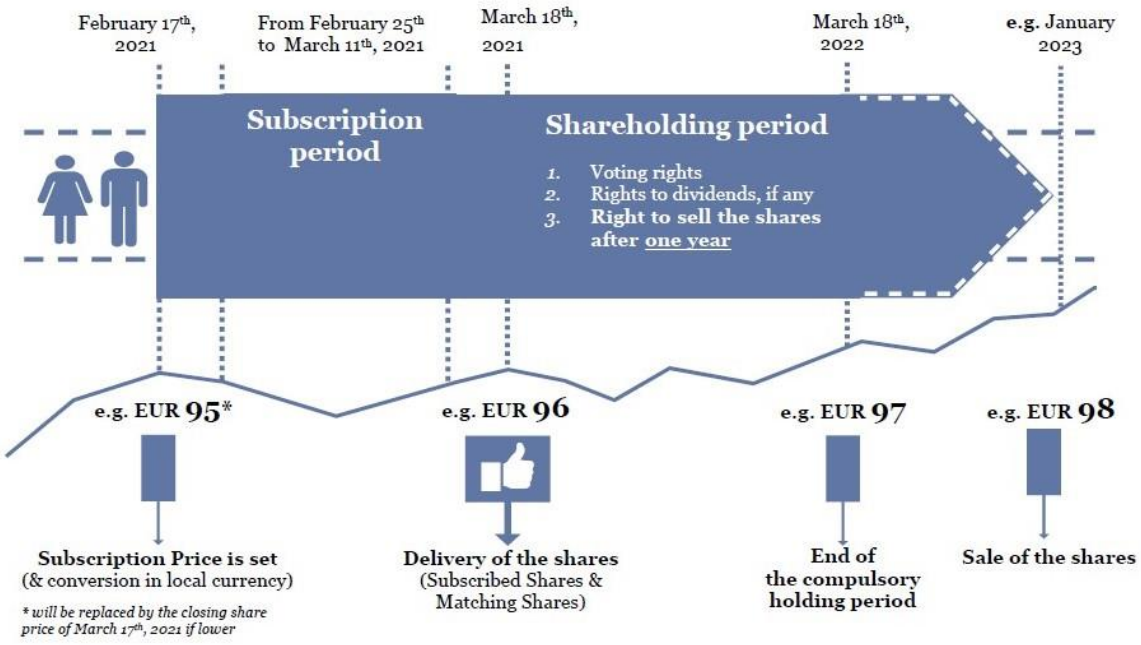
The purpose of this document is to provide to you an overview of individual income tax and social security consequences in the United Kingdom arising from your participation in the **2021 ESOP.**

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

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

WARNING: It will be necessary for you to complete a tax election in order to participate in the offering. The tax treatment described below applies only in case you enter into the joint election with your employer.

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.

- You receive a taxable benefit corresponding to the difference between the value of your shares delivered to you (Subscription Shares and Matching Shares) and the subscription price that you paid.

  Calculation of the benefit for tax purposes is not based on the same values with respect to shares for which you paid the subscription price and matching shares:

  - With respect to your Subscription Shares, the market value for tax purposes is the closing price of Airbus SE share **on the last day of the subscription period**, i.e., on March 11th, 2021.

    Thus, your taxable benefit is the difference between such market value and the subscription price.

  - With respect to your Matching Shares, the market value for tax purposes is the closing price of Airbus SE share **on the date of their delivery**, i.e., on March 18th, 2021.

    A calculation example is provided in Annex to this tax note.

  This benefit is considered employment income and **subject to tax at progressive rates** currently ranging **from 20% to 45%**. The same amount is **subject to social security** contributions (NICs) that are payable at the rate of **12% or 2%**.

  The amount of the tax and NICs owed by you will be withheld by your employer from your salary (via the "Pay As You Earn" = "PAYE" system). Assuming that your employer operates PAYE and NIC on the full taxable amount, you will not have any further reporting requirements.

- 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 payment facility will be considered a taxable benefit **if it exceeds** (together with any other employer loans) **a threshold of £10,000**.

  In such case, a charge to income tax will arise on a deemed beneficial loan calculated using HMRC's official rate of interest. This interest rate is applied to the average loan value which is calculated as the average of the monies owed at the start of the loan period and those owed at the point the loan is repaid. This will be reported on your Form P11D, which you will receive by July 2021. Following receipt of your P11D, HMRC may adjust your PAYE tax code to collect the tax due depending on your personal position.

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 taxed 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%.

If your shares are held with Société Générale, 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 United Kingdom

Under the United Kingdom tax law, for the 2020/21 tax year, **a personal annual dividend exemption of £2,000 applies.**

Dividends received in excess are currently **taxed at 7.5% for basic rate taxpayers, 32.5% for higher rate taxpayers and 38.1% for additional rate taxpayers**.

The dividend exemption does not reduce your total income for tax purposes. It means that you do not have to pay any tax on the first £2,000 of dividend income you receive. Dividends within your allowance will still count towards your basic or higher rate bands, and may therefore affect the rate of tax that you pay on dividends you receive in excess of the allowance.

In principle, **tax credit should be available** for the withholding tax paid in the Netherlands. Therefore, if you are a basic rate taxpayer, no further income tax should be payable in the UK. If you are a higher rate or additional rate taxpayer, you will need to pay tax on dividend received, to the extent the amount of the dividend exceeds your dividend allowance. You may also be able to reclaim a proportion of the Dutch withholding tax and to credit some of the Dutch tax paid against your UK income tax liability.

You are responsible for reporting the dividends and paying any income tax (if due) via a self-assessment tax return for the year in which the dividend income is received.

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.

Taxation will take place at the time of sale of your shares, if you make a capital gain. In case of capital loss, there will be no capital gains tax to pay and the amount of such loss will be deducted from any other gains you make in the same tax year.

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 + any amount on which income tax and NICs has already been paid) – broker's commissions

If the capital gain made on the sale of your shares, together with all of your capital gains for the relevant tax year of sale is less than the **annual exempt amount (£12,300 for the 2020/21 tax year)**, you will have no capital gains tax to pay.

Amounts in excess of your annual exempt amount is **taxed at the flat rate of 10%** (for basic rate taxpayers) **or 20%** (for higher rate or additional rate taxpayers).

Please note that the calculation of the capital gain may be more complex if you already hold and/or acquire Airbus shares at different times. You should consult your tax adviser for further advice.

You must declare your capital gain on your annual self-assessment tax return for the relevant year of sale, to the extent that this capital gain exceeds your annual exempt amount for the tax year. Capital gain below the annual exempt amount may also be reportable in certain circumstances.

You are responsible for paying this capital gains tax via your self-assessment return.

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ANNEX

As a result of subscription of shares in the ESOP 2021 offering, you will be liable to additional income tax and NIC on the benefit in kind value.

Please find below an illustration of the way in which this benefit in kind is calculated. This illustration assumes completion of the S.431 election form.

The example illustrates the amount subject to income tax and NICs for the subscription of 5 shares, which results in an additional 4 matching shares, i.e., 9 shares delivered in total.

This example is an illustration only not intended to represent what the share price, income tax and NIC rates and dates will or will not be in the future.

Liability To Pay Income Tax and NIC	
1. Subscription shares	
A charge to income tax and NIC arises on acquisition of your shares based on the difference (if any) between the market value of the shares on the date of acquisition less the price you pay to acquire the shares set on 17th February 2021. **Example** Subscription price set on 17th February 2021 Closing market price on 11th March 2021 (Example only) Benefit in kind subject to tax/NIC per share **Total value of taxable benefit in kind for the purchase of 5 shares:**	 £90.00 £100.00 £10.00 **£50.00**
2. Matching shares	
A charge to income tax and NIC arises on the acquisition date of your matching shares, 18th March 2021. **Example** Closing market price on 18th March 2021 (Example only) **Total value of taxable benefit in kind for delivery of 4 matching shares:**	 £102.00 **£408.00**
Total benefit in kind chargeable through payroll at subscription	**£458.00**

Additional benefit in kind may need to be acknowledged depending on the global amount of your employer loans.