

## Czech Republic Employee Tax Guide

### Employee Share Purchase Plan

#### Introduction

The following is a summary of the tax treatment of awards made under the Micro Focus Employee Share Purchase Plan (the "Plan"). This summary assumes that you have been resident in Czech Republic during the lifecycle of the award (i.e. from the beginning of the Savings Period to the Sale of shares) and that you are not subject to taxes (including Social Tax) in relation to the plan in any other jurisdiction.

The tax treatment as explained herein is intended as a guide only. It is limited to a general description of the national tax laws, and is not intended to address city, regional, or other local tax laws that may be applicable to you. It may not apply to your particular tax or financial situation, and we are not in a position to assure you of any particular tax result. Therefore, we recommend that you consult with your own independent tax advisor regularly to determine the consequences of taking or not taking any action concerning your shares, and to determine how the tax or other laws in Czech Republic apply to your specific situation.

This information was last reviewed in December, 2021

---

#### Summary Table

Award	<ul style="list-style-type: none"> <li>The ESPP allows you to purchase Micro Focus shares at a discount.</li> <li>You are <b>not subject to taxation on equity</b> at this point.</li> </ul>
Purchase	<ul style="list-style-type: none"> <li>You will <b>be subject to tax</b> at this point.</li> <li>The taxable amount is the market value of the shares at the date of Purchase less the price paid for the shares.</li> <li>You are <b>responsible for paying income tax due</b>.</li> <li>You are <b>responsible for reporting the income</b>.</li> </ul>
Sale	<ul style="list-style-type: none"> <li>The date you sell Micro Focus shares.</li> <li>This event may generate additional income known as Capital Gain (CG), or a loss.</li> <li>If there is a <b>Capital Gain</b> on the sale of shares, tax is due in the tax year of sale.</li> <li>You are responsible for calculating the tax and reporting this capital gain.</li> </ul>

---

#### Reporting / Tax Withholding

##### How will any benefits under the ESPP be reported?

It will be your duty to report the ESPP benefits in your individual tax return, due by April 1.

---

## Sale

### **Will I pay any tax when I sell my shares?**

Selling your shares may generate additional income known as Capital Gain (CG), or a loss in the tax year of sale. This will be your responsibility to report if applicable.

As the calculation of capital gains can be complex and may be subject to certain exemptions, we recommend that you consult your personal financial/tax advisor.

---

This tax information was provided to Micro Focus by Global Intelligence for information purposes only, and is based on the terms of Global Intelligence Legal Disclaimer. It has not been signed-off or reviewed specifically for Micro Focus by local lawyers. Neither Micro Focus nor Global Intelligence accept any liability for any loss caused by reliance upon this information, or acting upon or refraining from acting in reliance upon this information.

THIS INFORMATION IS FOR INFORMATIONAL PURPOSES ONLY AND DOES NOT CONSTITUTE LEGAL OR TAX ADVICE. You should always consult with and rely on your own legal and/or tax advisor(s). The information may not be current and is subject to change without notice, and no representations or warranties are made concerning the accuracy, completeness or timeliness of the information.