

Saudi Arabia 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 Saudi Arabia 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 Saudi Arabia apply to your specific situation.

This information was last reviewed in January, 2021

Summary Table

Award	<ul style="list-style-type: none"> You will have a right to a cash payment in the future. Your award is not subject to taxation at this point.
Receipt of Cash	<ul style="list-style-type: none"> Your award is not subject to taxation at this point.

Reporting / Tax Withholding

How will any benefits under the ESPP be reported?

No reporting is required in this country.

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.