

## Bulgaria - Tax Guide

### Sharesave RoW (excludes UK & IOM)

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#### 1. Introduction

The following is a summary of the tax treatment of a grant granted to you by Flutter Entertainment plc under the Sharesave RoW (excludes UK & IOM) (the "Plan"). This summary assumes that you have been resident in Bulgaria during the lifecycle of the grant.

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 options, and to determine how the tax or other laws in Bulgaria apply to your specific situation. This information was last reviewed in July, 2024.

Please note that the information presented above is relevant for participants who have had no period of overseas work during the vesting period of their awards. The tax treatment of your share awards may change if you have relocated internationally, and as such the above rules may not be relevant to you. If you are in doubt regarding the tax treatment of your share awards, please seek advice from a professional tax advisor to confirm the tax position.

#### 2. Overview

Grant	<ul style="list-style-type: none"><li>• Option to purchase Flutter Entertainment plc shares in the future at a specified price.</li><li>• You are <b>not subject to taxation on equity</b> at this point.</li></ul>
Vesting	<ul style="list-style-type: none"><li>• You are <b>not subject to taxation on equity</b> at this point.</li></ul>

<b>Exercise</b>	<ul style="list-style-type: none"> <li>You will <b>be subject to tax</b> at this point.</li> <li>Taxable income is calculated based upon the appreciation between the grant price value and the fair market value (FMV) on exercise date.</li> <li><b>Flutter Entertainment plc is responsible for reporting the income.</b></li> </ul>
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<b>Sale</b>	<ul style="list-style-type: none"> <li>The date you sell Flutter Entertainment plc shares.</li> <li>This event may generate additional income known as Capital Gain (CG), or a loss.</li> <li>Generally speaking, Capital Gain is the growth in value from exercise to sale.</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>
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### 3. Tax Treatment

	Grant	Vesting	Exercise	Sale
<b>Income tax / Capital gains tax</b>	No	No	Income tax payable at a flat rate of 10%.	Capital gains tax payable at a flat rate of 10%.
<b>Employee social tax</b>	No	No	Yes Flat rate of 13.78% capped at earnings of BGN 3,750 of income per month.	No
<b>Income tax withholding</b>	No	No	Yes	No
<b>Employee social tax withholding</b>	No	No	Yes	No
<b>Employee tax reporting</b>	No	No	No	Yes

**Income Tax** - The rates set out in this guide are marginal rates. In the event that you are required to pay income tax on the value of your award, the amount of income tax you pay will depend on your marginal tax rate. Generally, the more you earn, the higher your marginal income tax rate.

#### 4. Will I pay tax when I am granted options under the Plan?

You will not have to pay any tax when you are granted options under the Plan.

#### 5. Will I pay tax when my options vest under the Plan?

You will not have to pay any tax when your options become exercisable under the Plan.

#### 6. Will I pay tax when I exercise my options?

When you exercise your options you will be required to pay income tax on the difference between the option price and the market value of the shares at that time at a rate of 10%.

#### 7. How will any benefits under the Plan be reported?

You will need to report:

- Any capital gains tax due on the sale of shares to the tax authorities in the annual tax return, due by April 30.

#### 8. Will I have to pay any tax on any dividends paid on the shares?

A dividend is a right to participate in the company's profits, at the discretion of the board of directors.

Any dividends you receive will be taxed at a rate of 5%.

## 9. Will I pay any tax when I sell my shares?

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.

If the sale price of your shares is higher than their cost basis (broadly, the cost basis is equal to the fair market value of the shares at the time of exercise), the difference will be taxable as a capital gain, at a rate of 10%. If the sale price is lower than the cost basis of the shares, you may realize a capital loss.

When you sell your shares, the local company will not withhold any taxes on the gains. You should report any gain or loss arising in your tax return for the tax year in which the sale took place.

## 10. Additional Information

### Exchange Control issues

When cross-border transfer or payment to a third party amounting to BGN 30,000 or more, or their equivalent in another currency are effected, documents certifying the grounds for and the amount of the transfer or payment shall be presented to the payment service provider.

### Foreign asset reporting

You are required to report any cash or share accounts held in a foreign institution. The information must be submitted to the National Revenue Agency by April 30.

## 11. Sample tax calculation

This illustrative example assumes the following:

- Grant price of GBP 100.
- An income tax rate of 10%.
- Capital Gains Tax of 10%.
- This example does not take into account any annual Capital Gains Tax (CGT) exemptions which may be available.
- This illustration does not take into account any capped social tax amount.
- Tax calculation is based on the currency in which the shares are traded and any subsequent currency conversion has not been applied.

## Tax implications

### Grant

No taxes due.

### Vesting

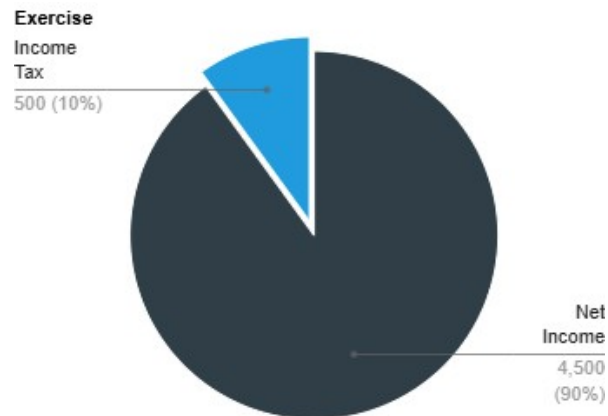
No taxes due.

### Exercise

Number of Options Exercised	100
Grant Price	GBP 100
Fair Market Value (FMV) of the shares on exercise	GBP 150
Taxable Income (100 x GBP 150) - (100 x GBP 100)	<b>GBP 5,000</b>
<b><u>Income Tax Withheld (GBP 5,000 x 10%)</u></b>	<b><u>GBP 500</u></b>

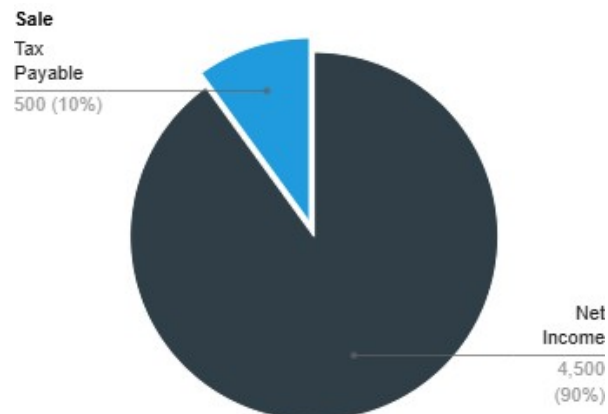
Net Income (GBP 5,000 - GBP 500)

**GBP 4,500**



## Sale

Number of shares Sold	100
Fair Market Value (FMV) of the shares on Sale	GBP 200
Sale Proceeds (100 x GBP 200)	GBP 20,000
<b>Less: Acquisition Costs</b>	
Amount Previously Taxed	<b>GBP 15,000</b>
Capital Gain	GBP 5,000
<b><u>Tax Payable (GBP 5,000 x 10%)</u></b>	<b><u>GBP 500</u></b>
Net Income (GBP 5,000 - GBP 500)	<b>GBP 4,500</b>



*\* Please note the above is for information purposes only. Transaction fees may also apply and are not included.*

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