Tax - Employee Notes

Georgia	RSI/LRSI/ DSIP/ LTIP - Restricted Stock Units (RSU) and PSU	RSI/LRSI/DSI/LTIP/MTIP - Nil-Cost Options (NCO)	Sharebuild
When will I be taxed in relation to my plan benefits?	**Grant**: No income tax. No social security. **Vesting**: Income tax and social security. **Transfer to participant**: No income tax. No social security. **Sale by participant**: No capital gains tax. No social security.	**Grant**: No income tax. No social security. **Vesting**: No income tax. No social security. **Exercise**: Income tax on spread and social security. **Transfer to participant**: No income tax. No social security. **Sale by participant**: No capital gains tax. No social security.	**Purchased shares**: **Purchase**: Income tax and social security on any discount to the value at the time of purchase. **Sale by participant**: No capital gains tax. No social security. **Matching shares**: **Grant**: No income tax. No social security. **Vesting**: Income tax and social security. **Transfer to participant**: No income tax. No social security. **Sale by participant**: No capital gains tax. No social security.
What is the maximum rate of income tax payable in relation to my plan benefits?	20% (2026). Any change in tax rates usually takes effect from 1 January.	20% (2026). Any change in tax rates usually takes effect from 1 January.	20% (2026). Any change in tax rates usually takes effect from 1 January.
Income tax rates	Georgia has a flat tax system.	Georgia has a flat tax system.	Georgia has a flat tax system.
Will my employer withhold income tax in relation to my plan benefits?	Yes, if the income is derived from employment in Georgia, the employer will have a withholding obligation whether or not there is a recharge.	Yes, if the income is derived from employment in Georgia, the employer will have a withholding obligation whether or not there is a recharge.	Yes, if the income is derived from employment in Georgia, the employer will have a withholding obligation whether or not there is a recharge.
Are my plan benefits subject to social security contributions?	Yes Employer and employee social security (pension contributions). Employer must withhold the employee contribution.	Yes Employer and employee social security (pension contributions). Employer must withhold the employee contribution.	Yes Employer and employee social security (pension contributions). Employer must withhold the employee contribution.

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Employee social security	**Employee social security (max rate)**: 2% (pension contribution). **Employee social security (cap)**: there is no cap on the contribution made by the employee. Georgia does not have social security tax but all employees must enrol in a pension scheme which is funded by the employer, employee and government.	**Employee social security (max rate)**: 2% (pension contribution). **Employee social security (cap)**: there is no cap on the contribution made by the employee. Georgia does not have social security tax but all employees must enrol in a pension scheme which is funded by the employer, employee and government.	**Employee social security (max rate)**: 2% (pension contribution). **Employee social security (cap)**: there is no cap on the contribution made by the employee. Georgia does not have social security tax but all employees must enrol in a pension scheme which is funded by the employer, employee and government.
What is the maximum rate of capital gains tax?	Capital gains are included in income and taxed at 20%. However, tax is only payable on Georgian-sourced income. As a general rule (and subject to certain exceptions) income derived from the sale of shares in the foreign parent company should not be considered as Georgian-sourced income and should not be taxable in Georgia.	Capital gains are included in income and taxed at 20%. However, tax is only payable on Georgian-sourced income. As a general rule (and subject to certain exceptions) income derived from the sale of shares in the foreign parent company should not be considered as Georgian-sourced income and should not be taxable in Georgia.	Capital gains are included in income and taxed at 20%. However, tax is only payable on Georgian-sourced income. As a general rule (and subject to certain exceptions) income derived from the sale of shares in the foreign parent company should not be considered as Georgian-sourced income and should not be taxable in Georgia.
What is the maximum tax rate payable on dividends?	Tax is only payable on Georgian-sourced income so there should be no tax on dividends from the foreign parent company.	Tax is only payable on Georgian-sourced income so there should be no tax on dividends from the foreign parent company.	Tax is only payable on Georgian-sourced income so there should be no tax on dividends from the foreign parent company.
Do I have to report any income in relation to the plan to my local tax authority?	Yes, if an individual has received taxable income which has not already been subject to income tax withholding. There is no specific filing in relation to equity related incentives. **Report name**: Annual Tax Return. The return must be filed online, by registration on the official website of the local tax authorities, here. **Tax period**: 1 January to 31 December. **Reporting deadline**: the report must be filed by 1 April. **Payment of tax**: any unpaid income tax is due upon payment, if the payment is made in cash (including wire transfer) and, in the case of a non-cash payment (e.g. payment in shares), on the last day of the relevant month of the payment.	Yes, if an individual has received taxable income which has not already been subject to income tax withholding. There is no specific filing in relation to equity related incentives. **Report name**: Annual Tax Return. The return must be filed online, by registration on the official website of the local tax authorities, here. **Tax period**: 1 January to 31 December. **Reporting deadline**: the report must be filed by 1 April. **Payment of tax**: any unpaid income tax is due upon payment, if the payment is made in cash (including wire transfer) and, in the case of a non-cash payment (e.g. payment in shares), on the last day of the relevant month of the payment.	Yes, if an individual has received taxable income which has not already been subject to income tax withholding. There is no specific filing in relation to equity related incentives. **Report name**: Annual Tax Return. The return must be filed online, by registration on the official website of the local tax authorities, here. **Tax period**: 1 January to 31 December. **Reporting deadline**: the report must be filed by 1 April. **Payment of tax**: any unpaid income tax is due upon payment, if the payment is made in cash (including wire transfer) and, in the case of a non-cash payment (e.g. payment in shares), on the last day of the relevant month of the payment.

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This summary assumes that you only pay tax in one place. Different rules may apply if you pay tax in different places.

This summary is only a guide. It is limited to a general description of national tax laws and does not address various issues which may impact the tax result, including: local, city, regional, state or other provincial taxes; retention and holding periods; restrictions on the shares; clawback terms and periods; and your own individual circumstances. We do not guarantee any particular tax result. Therefore, we recommend that you consult your own tax advisor regularly to determine your tax position.

The information provided is understood to be correct as of 12 August 2026. Changes in legislation or practice after this date may affect the tax treatment.

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