

SOLVAY

POLAND: TAX SUMMARY: ESPP

This note applies to Purchased Shares purchased, Matching Shares Awards and Free Shares Awards granted under the ESPP, is correct as at May 2022 and assumes that the employee is a Polish tax resident and has been at all times from the purchase of the Purchased Shares, grant of Matching Shares Awards and Free Shares Awards to the vesting of a Matching Shares Award or Free Shares Award or sale of shares.

This information is provided for general guidance only and the actual tax consequences will depend on your own individual circumstances. If you are in any doubt as to your tax position, you should seek independent tax advice.

EMPLOYEE

1. Will I be taxed when I buy Purchased Shares?

No – you will not have to pay Personal Income Tax ("PIT") or Social Insurance Contributions ("SIC") when you buy Purchased Shares.

2. Will I be taxed when I am granted the Matching Share Award or Free Share Award?

No – you will not have to pay PIT or SIC when you are granted a Matching Share Award or Free Share Award.

3. Will I be taxed when the Matching Share Award or Free Share Award vests?

Yes - you will need to pay PIT at progressive tax rates from 17% to 32% and SIC (including 9% health insurance), if applicable on the market value of the shares you receive on vesting of your Matching Share Award or Free Share Award. A solidarity levy of 4% may also apply if the market value of your shares exceeds PLN 1m. Your employer will withhold the PIT and SIC due.

4. Will I be taxed when I sell my shares?

If the sale proceeds on the sale of your shares exceeds the market value of the shares on the date you received them, you will need to pay capital gains tax at a flat rate of 19% on the difference between the market value of the shares (i) at vesting for the Matching Share Awards and Free Share Awards and (ii) at purchase for the Purchased Shares. must pay a flat rate of 19% when you sells your shares:

Your employer will not withhold any capital gains tax due and it is your responsibility to pay and report this in your annual return.

5. Will I be taxed when I receive my dividends?

Dividends will be paid on your Purchased Shares and they are subject to tax at a flat rate of 19% when they are paid.

Your employer will not withhold any tax due on dividends and it is your responsibility to pay and report this in your annual return.

If any tax is withheld in Belgium in respect of your dividend, then to avoid any double taxation, a tax deduction or tax credit may be available if your country has a double tax treaty with Belgium. You will need to apply to your tax authority to claim the tax deduction or tax credit.