



# SHARE**SAVE**

Smart, simple, secure

2022 brochure | Australia

# It's as easy as 1-2-3

The Flutter Sharesave plan lets you buy Flutter shares at a 25% discount, and also save some money whilst doing so! How does it work? It's as easy as 1-2-3:



(\* and if it has then you can just take your savings back... you won't lose a penny!)



# What happens after 3 years?

At the end of the savings period (“maturity”) you have 3 choices available to you:

## 1 Exercise your options and sell your shares

**As long as the share price when you sell is higher than the discounted price, you’ll make a profit.**

- Your shares will be sold at the Flutter share price at the time of the trade on the Irish Stock Exchange.
- You will have to pay income tax on any profit you make through your tax return.

## 2 Exercise your options and keep your shares

**You’d become a Flutter shareholder and could sell your shares at any time in the future.**

- Your savings will be used to buy shares at the discounted price of €96.98.
- You can sell the shares at any time in the future or transfer them to a spouse or partner.
- If the share price when you sell is higher than the discounted price, you’ll make a profit.

## 3 Withdraw your savings

**You can simply take your savings back – but you would not make a profit!**

- You don’t have to buy the shares; you could withdraw your savings instead, but if you do so, you won’t be able to buy shares at the discounted price.
- If the share price were to drop by 25% or more then this approach will ensure that you don’t lose out.

At maturity, Shareworks (our share plan administrators) will contact you with the choices available to you. You will have 6 months to decide whether to buy the shares at the option price or take your savings in cash.

# Worked example

- An employee elects to save **€100** per month for 3 years
- The total savings after 3 years would be **€3,600** ( $€100 \times 36$  months)
- Let's say the share price was €120, and so the option price was **€90** (€120 discounted by 25%)
- And they would be granted options over **40** shares ( $€3,600 / €90$ )
- If the share price at maturity was exactly the same, at **€120...**
- ...Then the total sale proceeds would be **€4,800**
- And the profit (total sale proceeds less total savings) would be **€1,200**
- That's effectively a **10% p.a.** savings rate
- If the share price were to go up by just 5% p.a. over three years, the profit would increase to **€2,000**
- And if it went up by 10% p.a., the profit would be **€2,800**



For those of you in the 2019 plan, the option price was €62.74, so if you saved the maximum €500, based on share price on 7 November your profit would be **€20,896. (115% more than the amount saved)**

# Sound good? Want to join? Here's how...

Once you've decided how much you'd like to save (between \$20 and \$AUD 765 per month), you can apply online in just a few minutes. Just head over to [www.shareworks.solium.com](http://www.shareworks.solium.com). The amount you choose is fixed for 3 years, so cannot be increased or decreased.

Any request that will cause your total monthly savings across all active plans to exceed the AUD 765 limit will be scaled back.

If you already have a Shareworks account, you simply need to log in to your account using your existing username and password.

If you haven't registered before, you will need to activate your account first. You will receive an activation email from Shareworks with your unique link to activate your account.

Once you've logged in, click on the "Enrol" button, located under your Task Area (Dashboard) within your Shareworks account.

## DON'T MISS OUT

**The application window closes at 5pm (UK time) on 5 December 2022**

### Key dates



Option price set	18 Nov 22
Application window open	21 Nov 22
Application window close	5 Dec 22
Option grant date	16 Dec 22
First payroll deduction	Jan 23
Contract start date	1 Mar 23
Contract end date	1 Mar 26*

- Last payment date for 2020 and 2021 Sharesave plans remains unchanged unless you've taken any payment



# You have questions? We have answers.

Here are the answers to the most common questions about the plan. If you have any other questions, please contact Shareworks via the chat functionality on your account, which is in real time with an agent available 24 hours a day.

## **Am I eligible to join?**

You can join the Sharesave 2022 plan if you are employed by a Flutter Entertainment plc Group company before the invitation date (even if you have just joined and are still on probation). Contractors are not eligible to join the plan.

## **What is a share?**

A share is part of a company which can be bought or sold on the stock market. If you own Flutter shares it makes you a shareholder and you own a part of the company. The price of a share is affected by various factors, including the company's performance. If we are doing well and achieving great results, we are worth more to investors and, all things being equal, our share price should go up. A share option simply gives you the option to buy a share at a particular price.

## **What if I leave the company?**

The choices available to you will depend on your leaving reason. At the very least, you will always get back the money that you have put in. If you leave due to redundancy, retirement at the specified age, injury or disability, you will be able to purchase a reduced number of shares or withdraw your savings (subject to the plan rules). If you leave for any other reason, you will only be able to withdraw your savings.

## **What if my situation changes?**

If your situation changes, you can take a payment break. You can defer up to 6 payments in each plan, and your maturity date will be extended accordingly. Please refer to the 'Documents' section of your Shareworks account for further details. You can also choose to withdraw your savings from the plan at any time, but you would lose the option to buy shares at the discounted price.

## **I participate in more than one plan?**

Yes. As long as you remain eligible, and as long as you are within the plan limits, you can participate in more than one plan. Your monthly savings across all active Sharesave plans must not exceed \$765, excluding the 2019 plan – as the last deduction from this plan will be taken in October 2022. However, if you have taken a payment break, you will only be able to participate to the extent that you are not currently saving up to \$765, as your last payment date under the 2019 plan will be delayed.

## **What if I go on a long-term leave?**

Your plan will continue as long as your salary is sufficient to cover contributions. If you think that your salary will not be sufficient to cover salary contributions, please contact payroll to discuss the possibility of making payments directly to the plan administrators to cover contributions whilst on leave. You may also be able to take a payment break whilst you are on leave.

## **What if I relocate?**

If you are relocated to another Flutter Entertainment Group company, you will still be able to continue participating in the plan. In order to continue, you will have to arrange to make payments directly instead of the contributions being deducted from your salary. Savings will need to continue in the original currency. If you have further questions, you can contact [shareplans@flutter.com](mailto:shareplans@flutter.com).





### **What if I go on a long-term leave?**

Your plan will continue as long as your salary is sufficient to cover contributions. If you think that your salary will not be sufficient to cover salary contributions, please refer to the 'Sharesave Standing Orders FAQs' available in the 'Documents' section of your Shareworks account. You may also be able to take a payment break whilst you are on leave.

### **What are the risks?**

The shares of Flutter Entertainment plc to which you may be entitled under this plan are listed on the Irish Stock Exchange. The price of these shares will fluctuate throughout the period of the plan and may even lose their entire value. There is therefore no guarantee that the market value of a share in the company on exercise is greater than the Option Price set at the start of the plan. However, if the share price at the end of the savings period is less than the discounted Option Price, you can simply take back your savings. You should always check the share price before making a decision and if you are unsure, you should seek independent financial advice.

### **Am I locked in for 3 years?**

No. You can cancel your plan any time directly from your Shareworks online account. Your ANZ Bank account will be closed and your savings will be returned to you within 2-3 weeks. By choosing to cancel/withdraw from the plan, you forfeit the option to buy shares at the end of the plan.

### **Will the exchange rate have an impact?**

Due to fluctuations in the exchange rate, you may have saved more or less than required to buy the shares at the end of the savings period. If your savings are more than required, any excess savings will be returned to you.

However, if your savings are not enough to buy all of the shares, you will have the option to either buy a reduced number of shares or top up your savings to buy the full number of shares held for you.

### **Will I pay tax?**

Sportsbet is unable to provide tax advice to employees regarding Sharesave. Employees should seek tax advice prior to joining the program as employees will be required to pay tax to the Australian Taxation Office on any interest earned in your savings account as well as any discount received on the exercise of the option to acquire the shares. Tax will be due on the difference between the exercise price of the options and the market value of the shares at the time of exercise (or at the point of sale if the shares are sold within 30 days of the exercising the options).

The Company will not be withholding tax on your behalf and any tax will be payable by you after reporting the income in your personal tax return.

If the shares are held for more than 30 days after the exercise of the option, the subsequent disposal of the shares will be subject to capital gains tax (CGT). If the shares are held for more than 12 months after the exercise of the option, any gain calculated on the sale should be eligible for a 50% CGT discount (unless you have carried forward capital losses, as any capital loss is applied to the capital gain before the discount is applied).

Please note that the information above is not advice and if you are unsure about any of your tax obligations you should consult a qualified tax advisor.

### **Where are my savings held?**

Your savings are held locally in an ANZ bank account which has been set up in your name in relation to the plan. Your savings are fully protected. Interest will accrue on your savings. For questions about local banking and interest, please email [mypay@sportsbet.com.au](mailto:mypay@sportsbet.com.au).

### **How is my personal data shared?**

Your data is sent to our share plan administrators via a secure server-to-server transfer (SFTP). Only data relevant to the operation of the Sharesave plan is sent, and data is not stored for longer than needed. For further details, please refer to the 'Participant Terms and Conditions, Privacy Policy and eDelivery Consent' which is available in the 'Documents' section of your Shareworks account.



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