



Employee Stock Purchase Plan

ESPP

May 2024

Agenda

What is ESPP?

Eligibility

Enrollment & Enrollment Windows

Purchase

Restriction Period

Refunds

Tax

What is the Employee Stock Purchase Plan? (ESPP)

The Employee Stock Purchase Plan (ESPP) is the opportunity for employees to purchase shares of Roper Technologies, Inc. common stock at a 10% discount of the fair market value (FMV).

Qualified 423 plan

- Allows employees to purchase shares at a discount of the fair market value without taxes owed on the discount at the time of purchase.

Who is eligible to participate?

- **Full-time employees** in the United States and Canada who regularly have payroll tax withheld
- **Part-time employees** who work more than 20 hours a week and work at least 5-months in the calendar year.

How do employees enroll in ESPP?

- During an open enrollment window, login to your Fidelity NetBenefits account to start your enrollment.
- Elections can be made from 1-10% of your pay.
- Contributions will be withheld from each pay period during the offering period in which you are enrolled.
- Contributions are post-tax contributions.
- Annual contribution limit of \$25,000 of the FMV.
- Dividend equivalents will be deposited to your brokerage account each quarter beginning the first dividend payable date after your first purchase.

Enrollment Windows

Upcoming Enrollment Windows:

Contributions Begin in:	Enrollment Window Opens
Q3 2024	5/27/2024
Q4 2024	8/26/2024

**Enrollment in ESPP will begin in Fidelity NetBenefits beginning on May 27, 2024. More information will come within the next week on the change to Fidelity NetBenefits as our new system administrator of ESPP.*

What happens during the purchase?

- Your contribution amounts for the offering period are combined and the total dollar amount is sent to Fidelity.
- Using a **lookback**, the **purchase price** is determined.
- A **lookback** feature of an ESPP plan allows us to look at the stock price on the first and last day of the offering period to determine which price is lower. The lower price will be used to determine the **purchase price**.
- The **purchase price** is the discounted price used to determine how many shares of Roper stock you will receive at the time of purchase.

Purchase Price

Purchase Price

First Business Day of the Quarter	Last Business Day of the Quarter
April 3, 2023	June 30, 2023
\$440.79	\$480.80
10%	10%
\$396.71	\$432.72

Fair Market Value (FMV)

\$440.79

- The fair market value is the price of the Roper Technologies, Inc. common stock at market close on the **beginning date** of the offering period.
- FMV is used to determine the annual contribution limit of \$25,000.

** Examples above are shown in USD.*

Purchase Example

Number of Shares Purchased

Employee "A" Purchase	
Total Contribution Amount Per Pay (6 Payrolls)	\$3,750.00
Total Contribution Amount in Q2 2023	\$22,500.00
Discounted Stock Price	\$396.71
Total Number of Shares Purchased	56.71635 Shares

FMV At Purchase Employee "A"

FMV	\$440.79
Number of Shares Purchased	56.71635
Annual Limit Met	\$25,000.00

** Examples above are shown in USD.*

Restriction Period

- Shares are held by the custodian, Fidelity, and restricted from sale or transfer for 15-months from the last day of the offering period.
- Once the restriction period expires, you can:
 - Continue to hold shares and allow the shares to become more valuable over time
 - Sell your shares.
 - Transfer shares to another account

** Note: Once the purchase is complete, the shares belong to you.
Upon termination, shares will NOT be forfeited.*

Refunds & Cancellations

- If you terminate employment before the last day of the offering period, a refund will be issued for the total amount of contributions withheld during the offering period.
- If you terminate employment on the last day of the offering period, the purchase will be made, and no refund will be issued.
- If you cancel your enrollment by the end of the offering period, you will receive a full refund of all contributions withheld in that offering period and no purchase will be made.

Tax

- No tax is withheld at time of purchase.
 - Not recognized as taxable income until shares are sold.
 - To receive favorable tax treatment and meet the requirements for a qualifying ESPP disposition, you must meet both criteria listed below:
 - You must hold shares for at least **ONE** year from the purchase date.
- AND**
- You must hold shares for at least **TWO** years from the offering date (grant date).



Roper

TECHNOLOGIES