

Australia - Tax Guide

Employee Share Purchase Plan

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1. Introduction

The following is a summary of the tax treatment of an award made to you by Seagate Technology Holdings PLC under the Employee Share Purchase Plan (the "Plan"). This summary assumes that you have been resident in Australia during the lifecycle of the award.

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 shares, and to determine how the tax or other laws in Australia apply to your specific situation. This information was last reviewed in January, 2026.

2. Overview

Award

- It allows you to purchase Seagate Technology Holdings PLC shares at a discount.
- You are **not subject to taxation on equity** at this point.

Purchase

- You will **be subject to tax** at this point.
- The taxable amount is calculated based upon the market value of the shares at the date of purchase less the price paid for the shares.
- **Seagate Technology Holdings PLC is responsible for reporting the income.**
- You are also **responsible for reporting the income.**

Sale

- The date you sell Seagate Technology Holdings PLC shares.
- This event may generate additional income known as Capital Gain (CG), or a loss.
- If there is a **Capital Gain** on the sale of shares, tax is due in the tax year of sale.
- You are responsible for calculating the tax and reporting this capital gain.

3. Tax Treatment

	Award	Purchase	Sale
Action required	No action required.	Pay any taxes due. Report the income on tax return.	Pay any taxes due. Report the income on tax return.

Income tax / Capital gains tax	No	Income tax payable at rates up to 45%.	Capital gains tax payable at rates up to 47%.
Employee social tax	No	Yes Medicare Levy: Uncapped flat rate of 2%.	No
Employer's social tax	No	No	No
Income tax withholding	No	No	No
Employee social tax withholding	No	No	No
Employee tax reporting	No	Yes	Yes
Employer tax reporting	No	Yes	No
Tax return deadline	By October 31 of the following tax year		
What documents do I need for my taxes	N/A	N/A	N/A
Foreign asset reporting	<p>You should report any foreign assets above AUD 49,999 to the Australian Taxation Office (on Form Annual Income Tax Return) by October 31.</p> <p>The threshold applies at any time during the tax year. The deadline may be extended if filing through a registered tax agent.</p>		

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 an award under the ESPP?

You will not have to pay any tax when you are granted a right to acquire shares under the ESPP.

5. Will I pay tax when I receive my shares?

Income Taxes

When the shares are purchased, you will be required to pay income tax on the difference between the purchase price and the market value of the shares at that time at rates of up to 45%.

Social Taxes

Medicare Levy: When the shares are purchased, you will be required to pay social taxes on the difference between the purchase price and the market value of the shares on purchase at a rate of 2%.

Payment Method

The local company will not withhold any taxes on the award and it will be your duty to report and pay any tax due under the ESPP in your tax return.

6. How will any benefits under the ESPP be reported?

You will need to report:

- Any income tax due on purchase of the shares to the tax authorities in the annual tax return, due by October 31. You have the ability to file post October 31 if you are using a registered tax agent.
- Any social security due on purchase of the shares to the tax authorities in the annual tax return, due by October 31.
- Any capital gains tax due on the sale of shares to the tax authorities in the annual tax return, due by October 31.

7. 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 rates up to 47%.

Included in this rate is a Medicare levy, taxed at a flat rate of 2% on any annual taxable income.

8. 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.

When you sell your shares, the amount by which the sale proceeds exceed your cost basis in the shares will be subject to capital gains tax at a rate up to 47%. Your cost basis will generally be equal to the fair market value of the shares at the income taxing point. If the sale price is lower than the cost basis of the shares, you may realize a capital loss.

Included in this rate is a Medicare levy, taxed at a flat rate of 2% on any taxable gains on the sale of shares.

If you hold the shares for at least 12 months, tax will only be payable on 50% of the gain, after allowing for other capital losses.

Where the shares acquired on purchase are sold within 30 days of what would otherwise be the income taxing point, the date of sale is instead treated as the taxing point and the taxable amount (for income tax purposes) is calculated by reference to the net sale proceeds (instead of the market value of the shares at the initial taxing point). In this instance, there is no additional capital gains tax liability.

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.

9. Additional Information

Taxation Rules for Significant Shareholders

The taxation rules may be different for significant shareholders (i.e. owners of more than 10% of the company's equity); further advice is recommended.

Medicare levy

Please note the applicable capital gains tax rates displayed assume that you are earning taxable income above the Medicare levy threshold.

Disposal restrictions

To the extent that you are restricted from selling the shares acquired on purchase because there is a holding lock and/or trading restriction period (and that restriction existed at grant of the award), the income taxing point will generally be deferred until those disposal restrictions are first lifted and employees are free to sell the shares. The amount subject to income tax will instead be calculated based on the tax market value of the shares at this time.

Tax deferral

The tax treatment assumes that tax deferral applies (i.e. no tax at grant) and that there are no transfer or disposal restrictions at exercise/purchase.

A\$1,000 tax-free concession

There is a maximum of AUD 1,000 tax-free concession that will apply for share plans with a salary sacrifice component, no salary sacrifice component, or both, if, amongst other conditions, the following conditions are met:

- The employee's taxable income after certain adjustments is less than AUD 180,000 for the tax year in which they acquire their awards/shares,
- The shares are offered on a non-discriminatory basis to at least 75% of the employees of the company with more than three years of service,
- The employee does not have a real risk of forfeiting the share interest under the conditions of the scheme; and
- There are restrictions on disposal of the shares for three years or, if earlier, until termination of employment.

If there are vesting conditions that could result in the employees losing their awards, this condition will not be satisfied and the AUD 1,000 tax exemption will not be available.

Pre-tax salary sacrifice

- Pre-tax dollars are used for employee salary sacrifice for the purpose of purchasing shares under the plan,
- AUD 5,000 is the annual limit for the award to qualify for tax deferral,
- The employee does not need to have a real risk of forfeiting the share interest under the conditions of the plan, and
- Deferral period for taxation of the shares acquired by way of salary sacrifice could be 7 or 15 years, depending on the time of the grant

Exchange Control issues

There are no exchange control restrictions, but there is a reporting requirement to the Australian Transaction Reports and Analysis Centre (**AUSTRAC**) where funds equal to or greater than AUD 10,000 are transferred (see section 43 of the Anti-Money Laundering and Counter-Terrorism Financing Act 2006 (Cth) (**AML/CTF Act**)). In addition, international funds transfers (regardless of the value of the funds transfer) are also required to be reported to AUSTRAC in certain circumstances (see sections 45 and 46 of the AML/CTF Act). If an Australian bank is assisting the participant with the transaction, the bank will file the report on the participant's behalf. If there is no Australian bank involved in the transfer, the participant will be required to file the report.

Foreign asset reporting

You are required to report any cash or share accounts held in a foreign institution where the value of the asset is more than AUD 49,999. The information must be submitted to the Australian Taxation Office (on Form Annual Income Tax Return) by October 31.

The threshold applies at any time during the tax year. The deadline may be extended if filing through a registered tax agent.

10. Sample tax calculation

This illustrative example assumes the following:

- Purchase price of USD 70.
- An income tax rate of 45%.
- Social taxes of 2%.
- Capital Gains Tax of 47%.
- This example does not take into account any annual Capital Gains Tax (CGT) exemptions which may be available.
- Tax calculation is based on the currency in which the shares are traded and any subsequent currency conversion has not been applied.

Tax implications

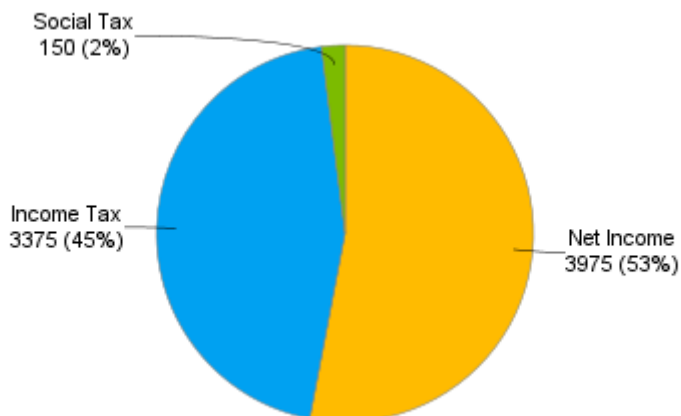
Award

No taxes due.

Purchase

Number of Shares Purchased	100
Purchase Price	USD 70
Fair Market Value (FMV) of the shares on Purchase	USD 80
Taxable Income (100 x USD 80) - (100 x USD 70)	USD 1,000
Social Tax Payable by you (USD 1,000 x 2%)	USD 20
Income Tax Payable by you (USD 1,000 x 45%)	USD 450
Total Tax Payable by you (USD 450 + USD 20)	USD 470
Net Income (USD 1,000 - USD 470)	USD 530

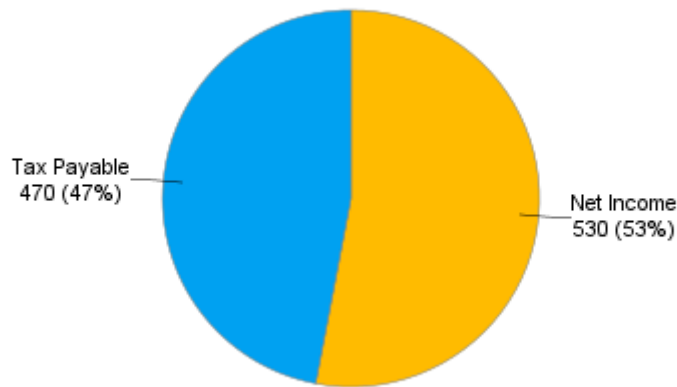
Vesting



Sale

Number of shares sold	100
Fair Market Value (FMV) of the shares on sale	USD 85
Sale Proceeds (100 x USD 85)	USD 8,500
Less: Acquisition Costs	
Amount previously taxed	USD 8,000
Capital Gain	USD 500
Tax Payable (USD 500 x 47%)	USD 235
Net Income (USD 500 - USD 235)	USD 265

Sale



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

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