

# Singapore - Tax Guide

## Employee Share Purchase Plan

1. Introduction
2. Overview
3. Tax Treatment
4. Will I pay tax when I am granted an award under the ESPP?
5. Will I pay tax when I receive my shares?
6. How will any benefits under the ESPP be reported?
7. Will I have to pay any tax on any dividends paid on the shares?
8. Will I pay any tax when I sell my shares?
9. Additional Information
10. Sample tax calculation

### 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 Singapore 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 Singapore 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.
- You are **not subject to taxation on equity** at this point.

### 3. Tax Treatment

	Award	Purchase	Sale
Action required	No action required.	Pay any taxes due. Report the income on tax return.	No action required.
Income tax / Capital gains tax	No	Income tax payable at rates up to 24%.	No

<b>Employee social tax</b>	No	No	No
<b>Employer's social tax</b>	No	No	No
<b>Income tax withholding</b>	No	No	No
<b>Employee tax reporting</b>	No	Yes	No
<b>Employer tax reporting</b>	No	Yes	No
<b>Tax return deadline</b>	By April 15 of the following tax year, (April 18 if electronically filed)		
<b>What documents do I need for my taxes</b>	N/A	Form B1	N/A
<b>Foreign asset reporting</b>	While there are no specific foreign asset reporting obligations, residents of Singapore may need to report any assets held outside Singapore, including any shares acquired under an employee share plan, in their annual tax return.		

**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 24%.

You should pay any tax due upon receipt of the Notice of Assessment from the Inland Revenue Authority of Singapore. The taxes are due within one month from the date of the Notice.

##### Social Taxes

You will not be required to pay any social taxes.

##### Payment Method

The local company will not withhold income tax on the award and it will be your duty to report and pay income 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 in Form B1 to the tax authorities in the annual tax return, due by April 15 (April 18 if electronically filed).  
You should report the income on Form B1 if filed in paper form. Online filing possible through the IRAS' e-services portal.

#### 7. Will I have to pay any tax on any dividends paid on the shares?

There will be no tax payable on any dividends you receive.

#### 8. Will I pay any tax when I sell my shares?

You will not have to pay any tax on the sale of the shares.

### 9. Additional Information

##### **Disposal restrictions**

The tax treatment of awards may differ based on whether the shares obtained upon exercise, purchase or vesting (as applicable) are subject to restrictions on sale. Specifically, in case a selling restriction/ moratorium is attached to the shares received pursuant to the award, the point of taxation is generally when the restriction ceases to apply. Local advice is recommended.

##### **Sale of shares**

Gains or profits from the sale of shares acquired under an employee share plan would generally be considered capital in nature and, therefore, not subject to tax. Nevertheless, if the employee is regarded as trading in shares (e.g. based on his/ her history of frequently buying/ selling shares), then the aforesaid gains or profits may be regarded as income and, accordingly, subject to tax at progressive rates.

### 10. Sample tax calculation

This illustrative example assumes the following:

- Purchase price of USD 70.
- An income tax rate of 24%.
- Tax calculation is based on the currency in which the shares are traded and any subsequent currency conversion has not been applied.

## Tax implications

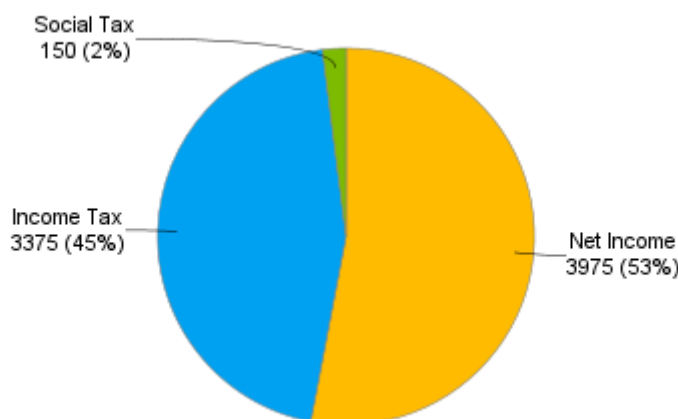
### Award

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)	<b>USD 1,000</b>
<b><u>Income Tax Payable by you (USD 1,000 x 24%)</u></b>	<b><u>USD 240</u></b>
Net Income (USD 1,000 - USD 240)	<b>USD 760</b>

### Vesting



### Sale

No taxes due.

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

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