Tax - Employee Notes

Canada	RSI/LRSI/ DSIP/ LTIP - Restricted Stock Units (RSU) and PSU	RSI/LRSI/DSI/LTIP/MTIP - Nil-Cost Options (NCO)	Sharebuild
When will I be taxed in relation to my plan benefits?	**Grant**: No income tax or social security (provided that the moment of tax is not accelerated by the application of the Salary Deferral Arrangement (SDA) rules). **Vesting**: Income tax and social security (subject to the application of the SDA rules). **Transfer to participant**: No income tax. No social security. **Sale by participant**: Capital gains tax on increase in value since time of relevant tax event. No social security.	**Grant**: No income tax or social security (provided that the moment of tax is not accelerated by the application of the Salary Deferral Arrangement (SDA) rules). **Vesting**: No income tax. No social security. **Exercise**: Income tax and social security on spread (subject to the application of the SDA rules). **Transfer to participant**: No income tax. No social security. **Sale by participant**: Capital gains tax on increase in value since time of relevant tax event. No social security.	**Purchased shares**: **Purchase**: Income tax on any discount to the fair market value at the time of purchase. **Sale by participant**: Capital gains tax on increase in value since purchase. No social security. **Matching shares**: **Grant**: No income tax or social security (provided that the moment of tax is not accelerated by the application of the Salary Deferral Arrangement (SDA) rules). **Vesting**: Income tax and social security (subject to the application of the SDA rules). **Transfer to participant**: No income tax. No social security. **Sale by participant**: Capital gains tax on increase in value since time of relevant tax event. No social security.
What is the maximum rate of income tax payable in relation to my plan benefits?	54.8% (2026). Any change in tax rates usually takes effect from 1 January.	54.8% (2026). Any change in tax rates usually takes effect from 1 January.	54.8% (2026). Any change in tax rates usually takes effect from 1 January.
Income tax rates	Canada operates a system of federal and provincial or territorial taxes. The top federal tax rate is 33% for income over CAD258,482 (2026). The highest combined federal and provincial/territorial rate is 54.8% in the province of Newfoundland and Labrador. In Quebec, the highest combined rate is 53.31% and in Ontario it is 53.53%. The rate of withholding varies by province and can be higher than the marginal rate (up to the maximum rate).	Canada operates a system of federal and provincial or territorial taxes. The top federal tax rate is 33% for income over CAD258,482 (2026). The highest combined federal and provincial/territorial rate is 54.8% in the province of Newfoundland and Labrador. In Quebec, the highest combined rate is 53.31% and in Ontario it is 53.53%. The rate of withholding varies by province and can be higher than the marginal rate (up to the maximum rate).	Canada operates a system of federal and provincial or territorial taxes. The top federal tax rate is 33% for income over CAD258,482 (2026). The highest combined federal and provincial/territorial rate is 54.8% in the province of Newfoundland and Labrador. In Quebec, the highest combined rate is 53.31% and in Ontario it is 53.53%. The rate of withholding varies by province and can be higher than the marginal rate (up to the maximum rate).
Will my employer withhold income tax in relation to my plan benefits?	Yes	Yes	Yes

Are my plan benefits subject to social security contributions?	Yes Employee social security. Employer social security. Employer must withhold the employee contribution.	Yes Employee social security. Employer social security. Employer must withhold the employee contribution.	Yes Employee social security. Employer social security. Employer must withhold the employee contribution.
Employee social security	**Employee social security (max rate)**: **For share related and most other non-cash benefits, pension plan contributions (2026)**: • **Federal**: 5.95% and 4.00% for CPP2; • **Quebec**: 6.3% and 4.00% for QPP2. **For most cash payments and benefits, combined pension plan contributions and employment insurance premiums (2026)**: • **Federal**: 7.58%; • **Quebec**: (approximately) 7.6% or 8.03% including Quebec parental insurance premiums. **Employee social security (cap)**: **Maximum amount of earnings subject to pension plan contributions (2026)**: • **Federal and Quebec**: CAD74,600 with a basic exemption of CAD3,500. The maximum annual contribution to the pension plan is CAD4,230.45 (Federal) and CAD4,479.30 (Quebec). Pensionable earnings between CAD74,600.00 and CAD85,000.00 are subject to second additional CPP (CPP2 or QPP2 in Quebec) contributions and the maximum CPP2 contribution is CAD416.00 each for employees and employers. **Maximum contribution for employment insurance (2026)**: the maximum insurable earnings are CAD68,900 and the maximum annual premium is: • **Federal**: CAD1,123.07 (EI premium rate of 1.63%); • **Quebec**: CAD895.70 (EI premium rate of 1.3%) plus CAD442.90 for parental insurance premiums (premium rate of 0.430% on maximum insurable earnings of CAD103,000).	**Employee social security (max rate)**: **For share related and most other non-cash benefits, pension plan contributions (2026)**: • **Federal**: 5.95% and 4.00% for CPP2; • **Quebec**: 6.3% and 4.00% for QPP2. **For most cash payments and benefits, combined pension plan contributions and employment insurance premiums (2026)**: • **Federal**: 7.58%; • **Quebec**: (approximately) 7.6% or 8.03% including Quebec parental insurance premiums. **Employee social security (cap)**: **Maximum amount of earnings subject to pension plan contributions (2026)**: • **Federal and Quebec**: CAD74,600 with a basic exemption of CAD3,500. The maximum annual contribution to the pension plan is CAD4,230.45 (Federal) and CAD4,479.30 (Quebec). Pensionable earnings between CAD74,600.00 and CAD85,000.00 are subject to second additional CPP (CPP2 or QPP2 in Quebec) contributions and the maximum CPP2 contribution is CAD416.00 each for employees and employers. **Maximum contribution for employment insurance (2026)**: the maximum insurable earnings are CAD68,900 and the maximum annual premium is: • **Federal**: CAD1,123.07 (EI premium rate of 1.63%); • **Quebec**: CAD895.70 (EI premium rate of 1.3%) plus CAD442.90 for parental insurance premiums (premium rate of 0.430% on maximum insurable earnings of CAD103,000).	**Employee social security (max rate)**: **For share related and most other non-cash benefits, pension plan contributions (2026)**: • **Federal**: 5.95% and 4.00% for CPP2; • **Quebec**: 6.3% and 4.00% for QPP2. **For most cash payments and benefits, combined pension plan contributions and employment insurance premiums (2026)**: • **Federal**: 7.58%; • **Quebec**: (approximately) 7.6% or 8.03% including Quebec parental insurance premiums. **Employee social security (cap)**: **Maximum amount of earnings subject to pension plan contributions (2026)**: • **Federal and Quebec**: CAD74,600 with a basic exemption of CAD3,500. The maximum annual contribution to the pension plan is CAD4,230.45 (Federal) and CAD4,479.30 (Quebec). Pensionable earnings between CAD74,600.00 and CAD85,000.00 are subject to second additional CPP (CPP2 or QPP2 in Quebec) contributions and the maximum CPP2 contribution is CAD416.00 each for employees and employers. **Maximum contribution for employment insurance (2026)**: the maximum insurable earnings are CAD68,900 and the maximum annual premium is: • **Federal**: CAD1,123.07 (EI premium rate of 1.63%); • **Quebec**: CAD895.70 (EI premium rate of 1.3%) plus CAD442.90 for parental insurance premiums (premium rate of 0.430% on maximum insurable earnings of CAD103,000).

What is the maximum rate of capital gains tax?	54.8% (tax on sale is on one-half of any capital gain, that amount is then subject to marginal rate taxes).	54.8% (tax on sale is on one-half of any capital gain, that amount is then subject to marginal rate taxes).	54.8% (tax on sale is on one-half of any capital gain, that amount is then subject to marginal rate taxes).
What is the maximum tax rate payable on dividends?	54.8% (foreign dividend tax rates depend upon the employee's province of residence and their income level).	54.8% (foreign dividend tax rates depend upon the employee's province of residence and their income level).	54.8% (foreign dividend tax rates depend upon the employee's province of residence and their income level).
Do I have to report any income in relation to the plan to my local tax authority?	Yes, an employee is required to file an annual return and this would cover reporting on income that has been withheld, paid and reported by the employer. There is no specific filing in relation to equity related incentives. Individuals must report foreign property holdings in excess of CAD100,000 at any time during the year (Form T1135). **Report name**: Annual Tax Return (Form T1). The tax return can be filed online. The tax return can be downloaded from the website here. Foreign property is filed on Form T1135, the Foreign Income Verification Statement (and/or the Quebec equivalent, as applicable). The report can be obtained here. **Tax period**: 1 January to 31 December. **Reporting deadline**: tax returns and foreign income statement must be filed by 30 April. **Payment of tax**: any outstanding tax amount is due by 30 April.	Yes, an employee is required to file an annual return and this would cover reporting on income that has been withheld, paid and reported by the employer. There is no specific filing in relation to equity related incentives. Individuals must report foreign property holdings in excess of CAD100,000 at any time during the year (Form T1135). **Report name**: Annual Tax Return (Form T1). The tax return can be filed online. The tax return can be downloaded from the website here. Foreign property is filed on Form T1135, the Foreign Income Verification Statement (and/or the Quebec equivalent, as applicable). The report can be obtained here. **Tax period**: 1 January to 31 December. **Reporting deadline**: tax returns and foreign income statement must be filed by 30 April. **Payment of tax**: any outstanding tax amount is due by 30 April.	Yes, an employee is required to file an annual return and this would cover reporting on income that has been withheld, paid and reported by the employer. There is no specific filing in relation to equity related incentives. Individuals must report foreign property holdings in excess of CAD100,000 at any time during the year (Form T1135). **Report name**: Annual Tax Return (Form T1). The tax return can be filed online. The tax return can be downloaded from the website here. Foreign property is filed on Form T1135, the Foreign Income Verification Statement (and/or the Quebec equivalent, as applicable). The report can be obtained here. **Tax period**: 1 January to 31 December. **Reporting deadline**: tax returns and foreign income statement must be filed by 30 April. **Payment of tax**: any outstanding tax amount is due by 30 April.

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This summary assumes that you only pay tax in one place. Different rules may apply if you pay tax in different places.

This summary is only a guide. It is limited to a general description of national tax laws and does not address various issues which may impact the tax result, including: local, city, regional, state or other provincial taxes; retention and holding periods; restrictions on the shares; clawback terms and periods; and your own individual circumstances. We do not guarantee any particular tax result. Therefore, we recommend that you consult your own tax advisor regularly to determine your tax position.

The information provided is understood to be correct as of 12 August 2026. Changes in legislation or practice after this date may affect the tax treatment.

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