



25 August 2021

Directors  
Market Conduct Division and  
Individual and Indirect Taxation Division  
The Treasury  
Langton Crescent  
PARKES ACT 2600

**Via email: [ESSreforms@treasury.gov.au](mailto:ESSreforms@treasury.gov.au)**

**Public Consultation: Employee Share Schemes**

We thank the Treasury for the opportunity to submit feedback on the Governments announced changes to regulatory and tax arrangements for employee share schemes.

Link Group administers financial ownership data and drives user engagement, analysis and insight through technology. Our commitment to market-leading client solutions is underpinned by our investment in people, processes and technology. Link Group's subsidiary, Link Market Services Limited (**Link**) provides employee share plan related services to over 200 clients in Australia and is a leading provider of technology enabled shareholder services to more than 7.7 million investors in Australian listed companies.

We support the draft legislation to simplify and consolidate the regulation that companies must navigate to establish Employee Share Schemes (**ESS**). These changes will ultimately help more businesses enter into an ESS, especially those companies who are resource and time poor, along with "start-up" companies.

We support increasing the value cap that applies to ESS offers by unlisted entities to \$30,000 per year and the proposed simplified disclosure requirements and consolidated exemptions from licensing, anti-hawking and advertising requirements.

Finally, we support the tax reform to remove cessation of employment as a taxing point for tax deferred ESS that are available for companies. From an administration process, this will simplify tax treatment for employees and employers at the point of cessation.

We believe government should continue working closely with organisations such as Link and Employee Ownership Australia to review a program of continuous improvement in other areas of ESS.

Correspondence in relation to Link's submission can be directed to me at the below.

Yours sincerely,

A handwritten signature in black ink that reads "Lysa McKenna". The signature is written in a cursive, flowing style.

Lysa McKenna  
CEO Corporate Markets, Asia Pacific  
Email : [lysa.mckenna@linkgroup.com](mailto:lysa.mckenna@linkgroup.com)