Canada - Tax Guide

Employee Share Purchase Plan

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 Canada 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 Canada apply to your specific situation. This information was last reviewed in January, 2026.

This guide includes both federal and provincial taxes. Ontario is included for illustration purposes throughout the guide.

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. • Generally speaking, Capital Gain is the growth in value from purchase to sale. • 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 53.53%.	Capital gains tax payable at rates up to 26.765%.
Employee social tax	No	Yes **Canada Pension Plan:** Rate up to 5.95% capped at earnings of CAD 85,000 of income per year.	No
Employer's social tax	No	Yes **Canada Pension Plan:** Rate up to 5.95% capped at earnings of CAD 85,000 of income per year.	No
Income tax withholding	No	Yes	No
Employee social tax withholding	No	Yes	No
Employee tax reporting	No	Yes	Yes
Employer tax reporting	No	Yes	No
Tax return deadline	By April 30 of the following tax year		
What documents do I need for my taxes	N/A	N/A	Form T1
Foreign asset reporting	You should report any foreign assets above CAD 100,000 to the Canada Revenue Agency (on Form T1135, Foreign Income Verification Statement) by April 30. Specified foreign property (including shares held in an overseas stock plan account) held by Canadian resident individuals must be reported annually on Form T1135 if the total cost of such foreign specified properties exceeds CAD 100,000 at any time in a tax year. Unvested and unexercised awards (e.g., restricted stock units and stock options on specified foreign property) must also generally be reported at nil cost if the CAD 100,000 cost threshold is exceeded by virtue of the individual's other foreign specified property. In relation to shares acquired under an employee share plan, the 'cost' is the adjusted cost base of the shares. Revenu Québec announced that, from 2026, residents of Québec are also required to report foreign property held outside of Canada on form TP-1079.8.BE-V by April 30 if the total cost was more than CAD 100,000 at any point in the relevant tax year.		

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 53.53%.

Social Taxes

Canada Pension Plan: For earnings up to CAD 85,000 per year, 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 up to 5.95%.

Payment Method

Seagate Technology Holdings PLC will deduct and withhold tax on your behalf.

Any variance between the amount of tax withheld and your actual tax liability will be your responsibility.

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 April 30.
- Any capital gains tax due on the sale of shares in Form T1 to the tax authorities in the annual tax return, due by April 30.

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 27.57%.

For the 2025 tax year, “eligible dividends” received from Canadian corporations are generally taxed at a federal rate of up to 24.81% on the actual dividend (not the statutorily required grossed-up taxable amount). Dividends other than “eligible dividends” are generally taxed at a federal rate of up to 27.57% of the actual dividend. In addition, provincial or territorial tax is applied to both “eligible” and "other than eligible" dividends based on the province of residency. The federal gross-up rate is 38% for “eligible dividends” and 15% for "other than eligible” dividends. Foreign dividends received are taxed at a federal rate of up to 33% and are also subject to provincial or territorial tax based on the jurisdiction of residency.

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.

If the sale price of your shares is higher than their cost basis (broadly, the cost basis is equal to the fair market value of the shares at the time of purchase), the difference will be taxable as a capital gain, at a combined rate up to 26.765%. If the sale price is lower than the cost basis of the shares, you may realize a capital loss.

The current capital gains inclusion rate is one-half such that only 50% of any capital gain realized upon the shares is included in the individual’s income tax return and taxed at ordinary tax rates. The capital gains tax rates set out in this summary are effective tax rates after application of the 50% deduction.

Provincial and territorial tax rates vary by province and territory, and these taxes will also be payable on capital gains realized applying the same rules as apply federally.

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

Social security (CPP/QPP)

In 2026, Canada Pension Plan (CPP) contributions are payable by each of the employee and the employer at a rate of 5.95% on eligible annual earnings between CAD 3,500, and CAD 71,600, and a rate of 4% on earnings over CAD 74,600 and up to CAD 85,000. For employees and employers in Quebec, Quebec Pension Plan (QPP) contributions are payable instead at a rate of 6.3% by each of the employee and the employer on annual earnings between CAD 3,500 and CAD 74,600, and at 4% on earnings over CAD 74,600 and up to CAD 85,000.

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 CAD 100,000. The information must be submitted to the Canada Revenue Agency (on Form T1135, Foreign Income Verification Statement) by April 30.

Specified foreign property (including shares held in an overseas stock plan account) held by Canadian resident individuals must be reported annually on Form T1135 if the total cost of such foreign specified properties exceeds CAD 100,000 at any time in a tax year. Unvested and unexercised awards (e.g., restricted stock units and stock options on specified foreign property) must also generally be reported at nil cost if the CAD 100,000 cost threshold is exceeded by virtue of the individual’s other foreign specified property. In relation to shares acquired under an employee share plan, the ‘cost’ is the adjusted cost base of the shares.

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10. Sample tax calculation

This illustrative example assumes the following:

- Purchase price of USD 70.
- An income tax rate of 53.53%.
- Capital Gains Tax of 26.765%.
- This example does not take into account any annual Capital Gains Tax (CGT) exemptions which may be available.
- This illustration does not take into account any capped social tax amount.
- Tax calculation is based on the currency in which the shares are traded and any subsequent currency conversion has not been applied.

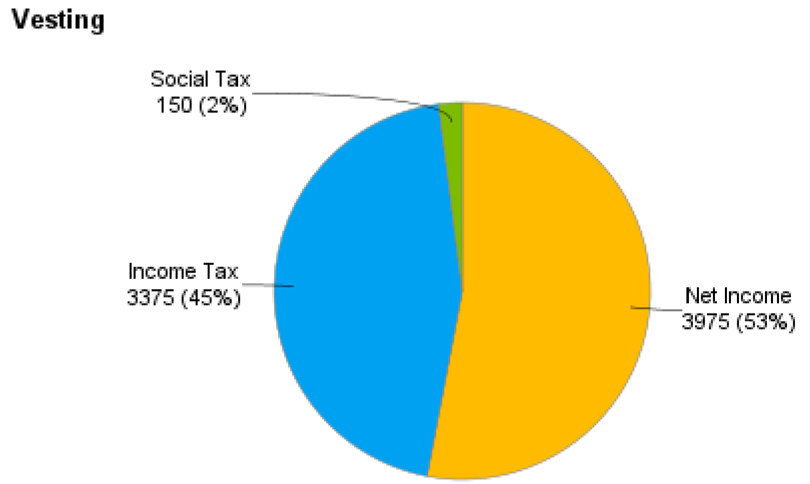
Tax implications

Award

No taxes due.

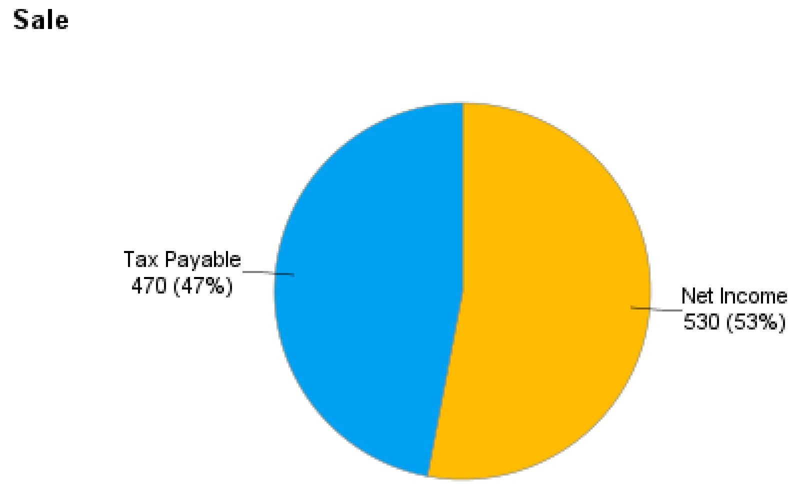
Purchase

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**
Income Tax Withheld (USD 1,000 x 53.53%)	**USD 535.30**
Net Income (USD 1,000 - USD 535.30)	**USD 464.70**



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 26.765%)	**USD 133.82**
Net Income (USD 500 - USD 133.82)	**USD 366.18**



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