

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

2. Overview

Award	<ul style="list-style-type: none"> 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	<ul style="list-style-type: none"> You are not subject to taxation on equity at this point.
Sale	<ul style="list-style-type: none"> 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.	No action required.	No action required.
Income tax / Capital gains tax	No	No	No
Employee social tax	No	No	No
Employer's social tax	No	No	No
Employee tax reporting	No	No	No
Employer tax reporting	No	No	No
Tax return deadline	By April 30 of the following tax year		
What documents do I need for	N/A	N/A	N/A

my taxes			
Foreign asset reporting	While there are no specific foreign asset reporting obligations, residents of Israel may need to report any assets held outside Israel, including any shares acquired under an employee share plan, in their annual tax return.		

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?

You will not have to pay any tax when the shares are purchased under the ESPP.

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

You will not need to report the purchase of the shares.

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 a rate of 25%.

Tax on dividends is 30% for a shareholder who owns more than 10% of the company.

Regardless of the level of shareholding, a 3% surtax may apply to all income in excess of ILS 721,560. In addition, an additional surtax of 2% may apply to income from capital sources (which includes income types such as dividends, interest income and capital gains but does not include employment income) in excess of ILS 721,560.

The employee may be required to submit a tax filing on gains from foreign securities in order to report the dividend payment. The tax report must be filed with the ITA by July 30 and January 31 of each year, as applicable, for any amounts realized in the six months preceding the reporting deadlines. There is no specific form for the bi-annual filing. In addition, if the employee's annual income or dividend income or the combination of both exceeds a threshold (currently ILS 721,560), the employee will be required to file a tax return with the ITA by April 30 of the year following the year during which the income was realized. The annual tax return may be submitted by the ITA electronic system or via hard copy. It may be possible to obtain an extension of the tax filing deadline.

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. Sample tax calculation

This illustrative example assumes the following:

- Purchase price of USD 70.
- 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

No taxes due.

Sale

No taxes due.

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

This tax information was provided to Seagate Technology Holdings PLC by Global Intelligence for information purposes only, and is based on the terms of Global Intelligence Legal Disclaimer. It has not been signed-off or reviewed specifically for Seagate Technology Holdings PLC by local lawyers. Neither Seagate Technology Holdings PLC nor Global Intelligence accept any liability for any loss caused by reliance upon this information, or acting upon or refraining from acting in reliance upon this information.

INFORMATION MADE AVAILABLE BY MORGAN STANLEY SMITH BARNEY LLC, [MEMBER SIPC](#), AND ITS AFFILIATES (“MORGAN STANLEY AT WORK”) ON THIS SITE IS FOR INFORMATIONAL PURPOSES ONLY AND DOES NOT CONSTITUTE LEGAL OR TAX ADVICE. You should always consult with and rely on your own legal and/or tax advisor(s) as Morgan Stanley at Work does not provide legal or tax advice and the information is not tailored to the specific situations of your company or your employees.

The information is sourced from third parties, may not be current and is subject to change without notice. Morgan Stanley at Work makes no representations or warranties concerning the accuracy, completeness or timeliness of the information and is not implying an affiliation, sponsorship or endorsement with/of any third parties or views expressed by such parties.

Any views expressed in the information are solely those of the third-party source. Morgan Stanley at Work shall have no liability arising out of, or in connection with, the information, including any loss caused by use of, or reliance on, the information.

All information made available by Morgan Stanley at Work is subject to the terms of the written agreement entered into between Morgan Stanley at Work and your company.