Mexico - Tax Guide

Employee Share Purchase Plan

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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 Mexico 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 Mexico apply to your specific situation. This information was last reviewed in July, 2025.

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.
- You are **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.
- 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	Capital gains tax payable at

		to 35%.	rates up to 35%.
Employee social tax	No	No	No
Employer's social tax	No	No	No
Income tax withholding	No	No	No
Employee tax reporting	No	Yes	Yes
Employer tax reporting	No	No	No
Tax return deadline	By April 30 of the following tax year		
What documents do I need for my taxes	N/A	N/A	N/A
Foreign asset reporting	There are no foreign asset reporting obligations for employees. However, if an employee receives any income in respect of such foreign assets (i.e.dividends, capital gains, etc.), it should be reported.		

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 35%.

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 to the tax authorities by the 17th of the month following the month of purchase.
- Any capital gains tax due on the sale of shares 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 35%.

Note that dividends are subject to definitive income tax at a flat rate of 10% through a monthly tax payment by the 17th of the month following the month the dividend is paid, this amount will be deducted and paid by the company. Dividends must also be declared in the employee’s annual tax return and are also subject to income tax at progressive rates up to 35% as set out above.

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 rate up to 35%. If the sale price is lower than the cost basis of the shares, you may realize a capital loss.

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

Foreign asset reporting

There are no foreign asset reporting obligations for employees. However, if an employee receives any income in respect of such foreign assets (i.e.dividends, capital gains, etc.), it should be reported.

10. Sample tax calculation

This illustrative example assumes the following:

- Purchase price of USD 70.
- An income tax rate of 35%.
- Capital Gains Tax of 35%.
- This example does not take into account any annual Capital Gains Tax (CGT) exemptions which may be available.
- Tax calculation is based on the currency in which the shares are traded and any subsequent currency conversion has not been applied.

Tax implications

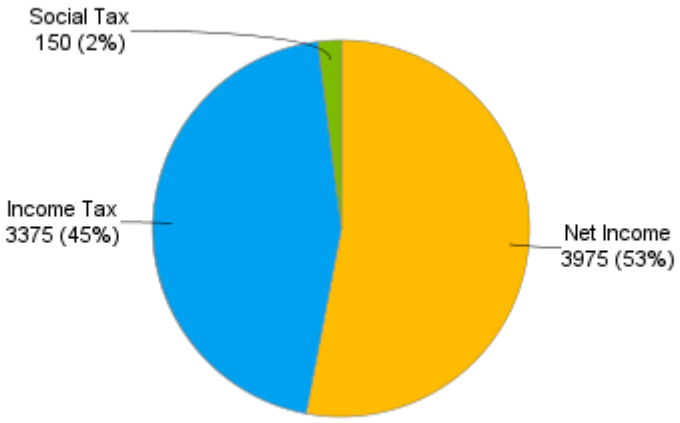
Award

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 Payable by you (USD 1,000 x 35%)	**USD 350**
Net Income (USD 1,000 - USD 350)	**USD 650**

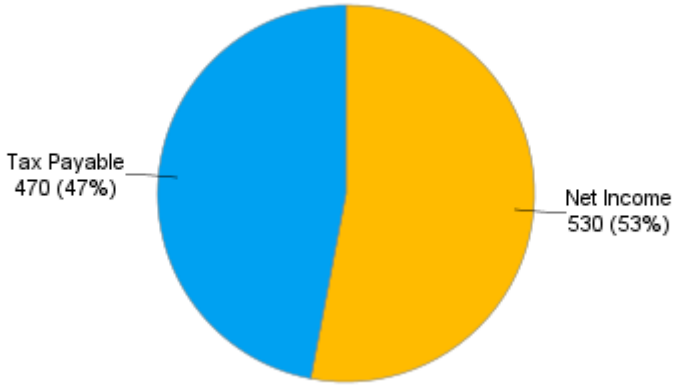
Vesting



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 35%)	**USD 175**
Net Income (USD 500 - USD 175)	**USD 325**

Sale



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

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