

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

### 2. Overview

Award	<ul style="list-style-type: none"><li>• It allows you to purchase Seagate Technology Holdings PLC shares at a discount.</li><li>• You are <b>not subject to taxation on equity</b> at this point.</li></ul>
Purchase	<ul style="list-style-type: none"><li>• You will <b>be subject to tax</b> at this point.</li><li>• 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.</li><li>• <b>Seagate Technology Holdings PLC is responsible for reporting the income.</b></li><li>• You are also <b>responsible for reporting the income.</b></li></ul>
Sale	<ul style="list-style-type: none"><li>• The date you sell Seagate Technology Holdings PLC shares.</li><li>• This event may generate additional income known as Capital Gain (CG), or a loss.</li><li>• Generally speaking, Capital Gain is the growth in value from purchase to sale.</li><li>• If there is a <b>Capital Gain</b> on the sale of shares, tax is due in the tax year of sale.</li><li>• You are responsible for calculating the tax and reporting this capital gain.</li></ul>

### 3. Tax Treatment

	Award	Purchase	Sale
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<b>Action required</b>	No action required.	Pay any taxes due. Report the income on tax return.	Pay any taxes due. Report the income on tax return.
<b>Income tax / Capital gains tax</b>	No	Income tax payable at rates up to 47%.	Capital gains tax payable at rates up to 30%.
<b>Employee social tax</b>	No	<p>Yes</p> <p><b>Common Contingencies:</b> Flat rate of 4.7% capped at earnings of EUR 5,101.20 of income per month.</p> <p><b>Intergenerational Equity Mechanism:</b> Flat rate of 0.15% capped at earnings of EUR 5,101.20 of income per month.</p> <p><b>Unemployment:</b> Flat rate of 1.55% capped at earnings of EUR 5,101.20 of income per month.</p> <p><b>Professional Training:</b> Flat rate of 0.1% capped at earnings of EUR 5,101.20 of income per month.</p> <p><b>Solidarity Quota:</b> Rate up to 0.21% capped at earnings of EUR 7,651.80 of income per month.</p> <p>Uncapped flat rate of 0.24% thereafter.</p>	No
<b>Employer's social tax</b>	No	<p>Yes</p> <p><b>Common Contingencies:</b> Flat rate of 23.6% capped at earnings of EUR 5,101.20 of income per month.</p> <p><b>Intergenerational Equity Mechanism:</b> Flat rate of 0.75% capped at earnings of EUR 5,101.20 of income per month.</p> <p><b>Unemployment:</b> Flat rate of 5.5% capped at earnings of EUR 5,101.20 of income per month.</p> <p><b>Professional Training:</b> Flat rate of 0.6% capped at earnings of EUR 5,101.20 of income per month.</p> <p><b>Salary Guarantee Fund (FOGASA):</b> Flat rate of 0.2% capped at earnings of EUR 5,101.20 of income per month.</p> <p><b>Solidarity Quota:</b> Rate up to 1.04% capped at earnings of EUR 7,651.80 of income per month.</p> <p>Uncapped flat rate of 1.22% thereafter.</p> <p><b>Professional Contingencies:</b> Uncapped flat rate of 7.15%.</p>	No
<b>Income tax withholding</b>	No	Yes	No

<b>Employee social tax withholding</b>	No	Yes	No
<b>Employee tax reporting</b>	No	Yes	Yes
<b>Employer tax reporting</b>	No	Yes	No
<b>Tax return deadline</b>	By June 30 of the following tax year		
<b>What documents do I need for my taxes</b>	N/A	Declaración de la Renta de las Personas Físicas (IRPF) Form 100	Declaración de la Renta de las Personas Físicas (IRPF)
<b>Foreign asset reporting</b>	<p>You should report any foreign assets above EUR 50,000 to the Ministerio de Hacienda (AEAT) (on Form Modelo 720 and Form D6 (Form D6 only relevant for shareholders of 10% or more of the share capital)) by March 31.</p> <p>After such assets are initially reported, the reporting obligation will only apply for subsequent years if the value of any previously reported assets increases by more than EUR 20,000. The reporting must be completed by March 31 following the end of the relevant year. It is your responsibility to comply with these reporting obligations, and you should consult with your personal tax and legal advisors in this regard.</p> <p>In addition, you are required to electronically declare to the Bank of Spain any securities accounts (including brokerage accounts held abroad), as well as the securities (including shares acquired under the ESPP) held in such accounts if the value of the transactions for all such accounts during the prior tax year or the balances in such accounts as of December 31 of the prior tax year exceeds EUR 1,000,000 under Form ETE (BdE).</p> <p>Employees holding shares equal to or more than 10% of the share capital of the company are required to submit a declaration (on Form D6) annually to the Directorate of Investments in Spain when holding shares of such foreign company on or before January 31 of each year. In addition, employees are also required to submit a declaration when acquiring or disposing shares of a foreign company (Form D5-A and Form D5-B) during the month next following the month in which the transaction took place.</p>		

**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 47%.

##### Social Taxes

You will also be required to pay the following taxes:

- **Common Contingencies:** For earnings up to EUR 5,101.20 per month, 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 of 4.7%.
- **Intergenerational Equity Mechanism:** For earnings up to EUR 5,101.20 per month, 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 of 0.15%.
- **Unemployment:** For earnings up to EUR 5,101.20 per month, 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 of 1.55%.
- **Professional Training:** For earnings up to EUR 5,101.20 per month, 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 of 0.1%.
- **Solidarity Quota:** For earnings up to EUR 7,651.80 per month, you will be required to pay Solidarity Quota on the difference between the purchase price and the market value of the shares on purchase at a rate up to 0.21%. You will also be subject to an additional uncapped payment of 0.24% thereafter.

##### 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 in Declaración de la Renta de las Personas Físicas (IRPF) Form 100 to the tax authorities in the annual tax return, due by June 30.
- Any capital gains tax due on the sale of shares in Declaración de la Renta de las Personas Físicas (IRPF) to the tax authorities in the annual tax return, due by June 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 30%.

Dividend tax is payable at a rate of 19% for the first EUR 6,000 of dividend income, 21% for any amount between EUR 6,000 and EUR 50,000, 23% for any amount between EUR 50,000 and EUR 200,000, 27% for any amount between EUR 200,000 and EUR 300,000, and 30% for any amount exceeding EUR 300,000.

## 8. Will I have to pay wealth tax on the value of the shares?

You will be subject to a wealth tax (which may include the value of any shares you hold) at a rate of 3.5% on any net wealth exceeding EUR 700,000.

Please note that Wealth Tax and Solidarity Tax on Large Fortunes exemptions may be available depending on the autonomous region in which the employee resides.

The tax treatment under the Wealth Tax and Solidarity Tax on Large Fortunes may vary depending on the specific terms and conditions of the incentive granted.

## 9. 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 30%. 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.

## 10. Additional Information

### Income tax rates

Tax residents are taxed on their worldwide income at progressive tax rates. Taxes are split between state and regional tax; therefore, applicable income tax rates will differ depending on the taxpayer's residence.

The displayed tax rate is a suggested tax withholding rate for employment and equity compensation income. However, the actual marginal tax rate for an individual depends on the autonomous region where the taxpayer habitually resides. Currently, the maximum marginal rate in Madrid is 45%, in Catalonia the maximum marginal rate is 50% and, in Valencia, the maximum marginal rate is 54%.

Employees who are not tax resident of Spain at the taxable event will be subject to the non-tax resident tax rate of 24% if they are tax resident of a non-EU country or the rate of 19% if they are tax resident of an EU country, on the portion of their income that is deemed as taxable in Spain.

### Forale Tax Regime

The "Forale Tax Regime" is a self-regulated system with complete tax autonomy that applies in the Basque Country and Navarre, therefore, tax residents in those regions may be subject to different rates.

### 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 EUR 50,000. The information must be submitted to the Ministerio de Hacienda (AEAT) (on Form Modelo 720 and Form D6 (Form D6 only relevant for shareholders of 10% or more of the share capital)) by March 31.

After such assets are initially reported, the reporting obligation will only apply for subsequent years if the value of any previously reported assets increases by more than EUR 20,000. The reporting must be completed by March 31 following the end of the relevant year. It is your responsibility to comply with these reporting obligations, and you should consult with your personal tax and

legal advisors in this regard.

In addition, you are required to electronically declare to the Bank of Spain any securities accounts (including brokerage accounts held abroad), as well as the securities (including shares acquired under the ESPP) held in such accounts if the value of the transactions for all such accounts during the prior tax year or the balances in such accounts as of December 31 of the prior tax year exceeds EUR 1,000,000 under Form ETE (BdE).

Employees holding shares equal to or more than 10% of the share capital of the company are required to submit a declaration (on Form D6) annually to the Directorate of Investments in Spain when holding shares of such foreign company on or before January 31 of each year. In addition, employees are also required to submit a declaration when acquiring or disposing shares of a foreign company (Form D5-A and Form D5-B) during the month next following the month in which the transaction took place.

### 11. Sample tax calculation

This illustrative example assumes the following:

- Purchase price of USD 70.
- An income tax rate of 47%.
- Social taxes of 0.24%.
- Capital Gains Tax of 30%.
- 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

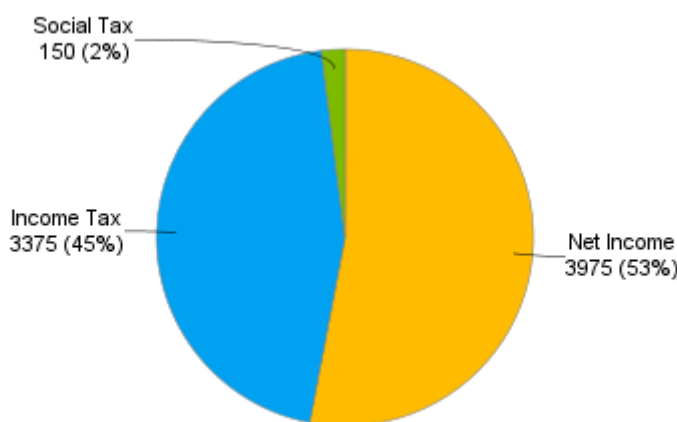
#### Award

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)	<b>USD 1,000</b>
Social Tax Withheld (USD 1,000 x 0.24%)	USD 2.40
Income Tax Withheld (USD 1,000 x 47%)	USD 470
<b>Total Tax Withheld (USD 470 + USD 2.40)</b>	<b>USD 472.40</b>
Net Income (USD 1,000 - USD 472.40)	<b>USD 527.60</b>

#### 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

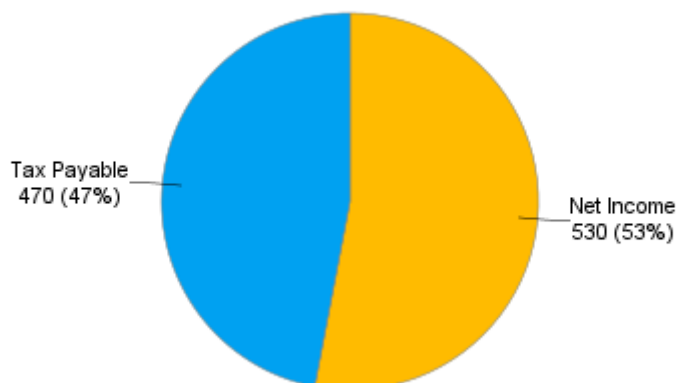
**Tax Payable (USD 500 x 30%)**

**USD 150**

Net Income (USD 500 - USD 150)

**USD 350**

**Sale**



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

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