

United States of America - 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 the United States of America 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 the United States of America apply to your specific situation. This information was last reviewed in January, 2026.

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 are **not subject to taxation on equity** at this point.

Sale

- 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 15 of the following tax year		
What documents do I need for	N/A	N/A	N/A

my taxes			
<p style="text-align: center;">Foreign asset reporting</p>	<p>You should report any foreign assets above USD 10,000 to the IRS (on Form 114 (FBAR)) by April 15.</p> <p>The FBAR reporting obligations apply when US persons have certain foreign financial accounts with an aggregate value of at least USD 10,000 at any time during the calendar year. The FBAR, or Report of Foreign Bank and Financial Accounts, is an annual report filed electronically through the Financial Crimes Enforcement Network (FinCEN) BSA E-filing system, and due April 15 following the calendar year reported. The FBAR is not filed with the federal tax return. An automatic extension is allowed to October 15 if the annual April 15 due date is not met. There is no need to request an extension to file the FBAR.</p> <p>Additionally, you are required to report any "specified foreign assets" on Form 8938 (FATCA) by April 15 if the value of such assets exceeded specified thresholds. The filing threshold for unmarried taxpayers or married taxpayers filing separately is (i) more than USD 50,000 on the last day of the tax year, or (ii) more than USD 75,000 at any time during the year. The thresholds are increased to USD 100,000 and USD 150,000, respectively, for married taxpayers, and further increased for U.S. taxpayers living outside of the United States. You should consult with your personal tax advisor regarding your reporting obligations.</p>		

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 rates up to 37%.

Tax treatment for dividends paid on the shares received under the ESPP depends on whether or not they constitute "qualified dividends". Qualified dividends are taxed similarly as long-term capital gain, and are taxed at rates of 0%, 15% or 20%, depending on the individual's total income for the year. Non-qualified dividends are taxed at ordinary income tax rates up to 37%. In addition, a Net Investment Income Tax of 3.8% (NIIT) is applicable to dividend amounts over USD 200,000 (for single filer taxpayers.) The NIIT is usually not applicable to non-resident aliens working outside the U.S. Please note that additional State and local taxes may apply.

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. Additional Information

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 USD 10,000. The information must be submitted to the IRS (on Form 114 (FBAR)) by April 15.

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