



Prior 401(k) Contributions Notification Form for 2025

Through automatic payroll deductions, you can contribute between 1% and 50% of your eligible pay to the Seagate 401(k) Plan on a pretax and/or Roth 401(k) basis, up to the annual IRS limit (\$23,500 in 2025).

The IRS will only allow you to contribute \$23,500 of pretax and/or Roth 401(k) personal contributions for the current calendar year (2025). The \$23,500 cap on pretax/Roth 401(k) personal contributions for 2025 includes all sources for the year, not just contributions you make while at Seagate. So, if you have contributed to a previous employer's 401(k) or 403(b) plan during 2025, those contributions added to your Seagate contributions cannot exceed \$23,500. Any excess contribution amounts will be considered as income.

In addition, if you are age 50 or older, or if you will reach age 50 by the end of the calendar year (December 31, 2025), you can make an additional \$7,500 in pretax and/or Roth 401(k) "catch-up" contributions to your Seagate 401(k) Plan. This means that in 2025 you will be able to save a total of \$31,000 on a pretax and/or Roth 401(k) basis, a \$7,500 increase over the standard \$23,500 pretax and/or Roth 401(k) personal contribution limit.

Starting in 2025, the SECURE 2.0 Act increased the catch-up limit to \$11,250 if you have attained age 60, 61, 62 or 63 in a given calendar year. However, per IRS regulations, if you turn age 64 during the 2025 calendar year, you are not eligible for the higher catch-up contribution limit.

By notifying Seagate Payroll of your contributions with your previous employer(s), Seagate Payroll will only deduct the difference so you will not exceed the IRS limit for calendar year 2025.

- If you are under age 50, your pretax and/or Roth 401(k) personal contribution limit is \$23,500 for 2025.
- If you are age 50 or older, or if you will reach age 50 by December 31, 2025 your pretax and/or Roth 401(k) contribution limit, with catch-up contribution, is \$31,000 for 2025.

Note: Notifying Payroll of your 401(k) contributions to other plans during 2025 is your responsibility. If you do not notify Seagate of year-to-date contributions you have made to other plans, and your total contributions to all plans exceed the IRS limits for calendar year 2025, the Seagate 401(k) Plan is not required to distribute any excess amount to you.

If you have any questions, please contact Seagate Payroll Department in Minnesota at 866-324-3225 (toll-free), option 2, then option 1. Please send the completed form to:

Fax: (952) 402-7002
Interoffice mail: MN-NRW01A
Email: US.Payroll@seagate.com

To properly complete this form, please identify below any personal contributions or catch-up contributions that you have made with other employers this year.

Employee Name	Employee Number
Location/Division	Work Phone Number
Name of Former Employer(s)	Pretax Personal Contributions \$ _____ <i>Amount contributed to former employers' 401(k) or 403(b) plans in 2025</i>
Name of Former Employer(s)	Pretax Catch-Up Contributions \$ _____ <i>Amount contributed to former employers' 401(k) or 403(b) plans in 2025</i>
	Roth 401(k) Personal Contributions \$ _____ <i>Amount contributed to former employers' 401(k) or 403(b) plans in 2025</i>
	Roth 401(k) Catch-Up Contributions \$ _____ <i>Amount contributed to former employers' 401(k) or 403(b) plans in 2025</i>