

US Legacy Program FAQ's

Employee Questions

1. *What is the Legacy Program?*

A: The Legacy Program is a voluntary program designed to provide a period of transition to certain eligible professional and managerial employees who are ready to transition out of their employment with Seagate during which:

- 1) they work a reduced schedule of 60% of their normally scheduled hours; and
- 2) they transfer work or expertise to other employees; and/or
- 3) they take on a mentor role to other employees; and/or
- 4) they undertake a project of fixed duration to see through to completion.

In agreement for a delayed and fixed departure, Legacy enrollees will receive a Completion Bonus at the end of their employment, paid as soon as administratively possible after the termination date. The Completion Bonus will be calculated as:

$$\text{Pro-rated Salary} \times \text{Legacy Assignment Duration} \times 10\%$$

For example, if an employee earns \$85,000 USD on full-time basis annually and is approved for an assignment from July 1 to December 31 (184 days), their Completion Bonus would be calculated as:

$$\$85,000 \times .6 \text{ (pro-rated salary)} = \$51,000 \times (184/365) \times 10\% = \$2,570.96 \text{ USD}$$

Employees must successfully complete their outstanding job responsibilities and transition any remaining responsibilities to be eligible for a Completion Bonus. Employee targets/deliverables would be agreed upon and set out in a Legacy Program Participation Agreement. Completion Bonuses will be paid after the employee transitions out of the Company. Employees will not be eligible for any pro rata portion of a Completion Bonus.

The legacy program is entirely voluntary and does not alter the employee's employment at-will status with Seagate.

2. *Why is Seagate offering the Legacy program?*

A: Seagate is offering the Legacy program to certain employees in high level roles to provide a way to transition out of their careers at Seagate through a phased approach of ramping down work responsibilities and work hours over an extended period, between 6 and 12 months. The program is structured to help ensure a smooth and orderly transition of work and institutional knowledge, with written documentation of what work is to be transferred, to whom, and by when (as set out in the Legacy Program Participation Agreement). It benefits both Seagate and employees to have a planned, longer-term transition of knowledge and expertise to avoid any disruptions to business continuity.

3. *Which countries will offer the Legacy program?*

A: The Legacy program will initially be piloted in the US, UK and Singapore. Other countries may be added after the pilot is implemented in these three countries.

4. *Who is eligible for the Legacy program?*

A: Employees in professional levels 4-7 and management levels 3-6 with a minimum of 10 years of service with Seagate may apply to be in the Legacy program.

5. *How does an employee apply for the Legacy program?*

A: Employees who wish to be considered for the Legacy program should discuss this with their manager. Participation in the Legacy program is completely voluntary and is employee initiated.

6. *Who needs to approve Legacy program participation?*

A: The employee's immediate manager and organization VP will need to approve any Legacy assignment.

7. *What work will be done while on a Legacy assignment?*

A: While on a Legacy assignment, the employee will typically work on a plan with their management to transfer work and expertise to other employees. The employee may be asked to take on a mentor role to other employees or may even be given a project of fixed duration to see through to completion. The employee may continue to perform some of their responsibilities through the end of their employment. The manager will work with the employee to define the work during this transition period. The Legacy assignment goals and deliverables will be documented in the Legacy Program Participation Agreement.

8. *What documents need to be completed to officially be put on a Legacy assignment?*

A: The employee and manager will need to complete the Legacy Program Participation Agreement.

9. *Will the employee's job code or job level change when they go on a Legacy assignment?*

A: No, the employee's job code and job level will remain the same while in a Legacy assignment.

10. *What happens to Compensation while on a Legacy assignment?*

A: Base pay will be pro-rated to 60% of the weekly base pay, based on the reduced work schedule. Mid-Year and Year-end bonuses will be pro-rated based on eligible earnings during the bonus period. For the mid-year or year-end bonus, the employee must be active on the payroll cutoff date for the bonus to receive the bonus payout. Individuals in the Legacy program will not be eligible to receive equity grants. RSUs (restricted stock units) granted previously will continue to vest per their prior vesting schedule until the termination date.

11. *Is it possible to work a different schedule than 60% and to be paid a different number of hours while on a Legacy assignment?*

A: No, to keep the program manageable, all Legacy participants will be required to work a reduced schedule of 60%. However, the actual work schedule within the week is flexible, so long as the employee and manager agree.

For example, in the US the standard workweek is 40 hours. A Legacy employee will be required to work 24 hours a week. However, they can decide (in agreement with their manager) to work Monday-Wednesday for 8 hours, or work Monday-Thursday for 6 hours, etc.

12. What happens to Benefits while on a Legacy assignment?

A: While on a Legacy assignment, employees will retain Benefits eligibility. Costs for any medical, dental and vision coverage will remain the same as for a full-time employee. Life insurance and disability costs and

coverage will be based on the reduced salary. Company contributions to the 401(k) plan will also be based on the reduced salary. Flex time off in the US will remain unchanged. ESPP (Employee Stock Purchase Plan)

contributions will be based on the reduced salary. Deferred Compensation Plan eligibility may be impacted

depending on when the employee enrolls in the Legacy Program. If you're actively enrolled and making

contributions to the Plan when the Legacy assignment begins, contributions to the Plan must continue but will be based on the reduced salary.

13. Can the length of the Legacy assignment be shorter than 6 mos. or longer than 12 months?

A: No, the Legacy program is designed to be 6-12 months in length to ensure adequate time to transition knowledge and/or responsibilities.

14. How will the employee be paid while on a Legacy assignment?

A: Employees on a Legacy assignment will work 60% of the normal work week and will receive 60% of their normal weekly base pay.

15. Is the assignment Completion Bonus taxable?

A: Yes, the assignment completion bonus will be taxed.

16. If an employee signs up for the Legacy program, can they change their mind and go back to their full-time status with manager approval?

A: No. Once the Participation Agreement has been signed, there will not be an option to revoke the agreement.

17. If an employee's pay changes during the Legacy assignment, how will the Completion Bonus be calculated?

A: The pro-rated Salary used to calculate the bonus will be the salary on the employee's termination date.

18. How will holidays be paid during a Legacy assignment?

A: While on a Legacy assignment, if a holiday falls on a regularly scheduled workday, the employee will be paid for the normal number of work hours for that day.