SEAGATE

Fiscal Year 2020 Global Citizenship Annual Report

SUSTAINABLE DATASPHERE

Contents

The Fiscal Year (FY) 2020 Global Citizenship Annual Report describes Seagate's approach to and advancement of sustainable and responsible business practices in all aspects of our products, services, and operations. This report provides highlights, insight, and context for Seagate's FY2020 performance, and metrics for FY2021 and beyond.

Inquiries regarding this report or its contents should be directed to: social.response@seagate.com

Message from our CEO

FY2020 brought profound challenges in the global citizenship landscape. Seagate's global citizenship environment was no exception.

Working alongside our customers, suppliers, partners, and employees, we have and will continue to identify and implement substantial improvements that serve our industry, our people, and our planet.

Dave Mosley

The COVID-19 pandemic required innovative controls throughout our global operations and supply chain as we maintained the health and safety of our teams.

The call to address historic racial injustices prioritized Seagate's global dialogue on race and equitable actions for all countries where we operate.

The environmental milestones witnessed reaffirmed Seagate's commitment to responsible progress to preserve our planet.

These powerful examples compel me and the global Seagate team to annually reaffirm our values of Integrity, Innovation and Inclusion, and recommit ourselves to enabling a Sustainable Datasphere. Working alongside our customers, suppliers, partners, and employees, we have and will continue to identify and implement substantial improvements that serve our industry, our people, and our planet.

As the world witnesses increased global temperatures, weather events, food shortages and other climate change milestones, we continue to dedicate ourselves to minimizing our impact by innovating new technologies and processes to minimize and off-set negative effects. Our Science-Based Targets set for 2040 structure our efforts. With GRI and SASB standards, we remain committed to transparency and achievement of these targets.

The COVID-19 pandemic has impacted every community and country in which we live and operate. Seagate has implemented new operating norms while continuing to achieve our mission. Some colleagues remain on-site with increased safety and controls; other colleagues are working from home. I am immensely proud of how our workforce embodies our values as together we have adapted to both maintain the safety of all colleagues and sustain our customer commitments. The pandemic has also impacted our supply chain. Seagate continues to work alongside our suppliers, partners and customers to ensure our mutual business continuity and the wellbeing of all people within our supply chain.

The senseless acts of racial injustice and violence are a reminder that Seagate stands in solidarity against all forms of prejudice, inequality, and racism. While Seagate benefits from a very capable team of colleagues that develop, manufacture, and deliver our products and services, we also recognize the best innovation comes from a safe workplace where everyone can bring their whole self to their work. Together with the leadership team, I continue to refine our global organization to reflect Seagate's commitment to Inclusion where all colleagues can together enable the Datasphere.

Seagate remains a signatory of the United Nations Global Compact (UNGC) and a founding member of the Responsible Business Alliance (RBA). While we commit to continue meeting and exceeding these standards of conduct, it is our values of Integrity, Innovation and Inclusion that engage the global Seagate team, set our priorities, and guide our decision making. My colleagues and I commit to being global citizens and good stewards of our planet and our people. This report of fiscal year 2020 accountability reflects our commitment to the Sustainable Datasphere.

About this Report

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This report covers activities managed by Seagate Technology public limited company (PLC), an Irish public limited company, from June 29, 2019 through July 3, 2020, our 2020 fiscal year (FY).

References to “Seagate,” “we,” “us,” “our,” and the “Company” within this report refer to Seagate Technology, PLC and its subsidiaries. References to “$” are to United States (U.S.) dollars. There were no significant changes to Seagate’s size, structure, ownership, or supply chain, and as such, it has not been necessary to issue any restatements of information provided in previous reporting periods. References to our major locations are defined as locations that contain more than 500 Seagate employees.

The Sustainable Datasphere: FY2020 Global Citizenship Annual Report follows the Global Reporting Initiative (GRI)’s Sustainability Reporting Standards for applying the principles of materiality, stakeholder inclusiveness, sustainability context, and completeness for defining report content. This report has been prepared in accordance with the GRI Standards: Core option.

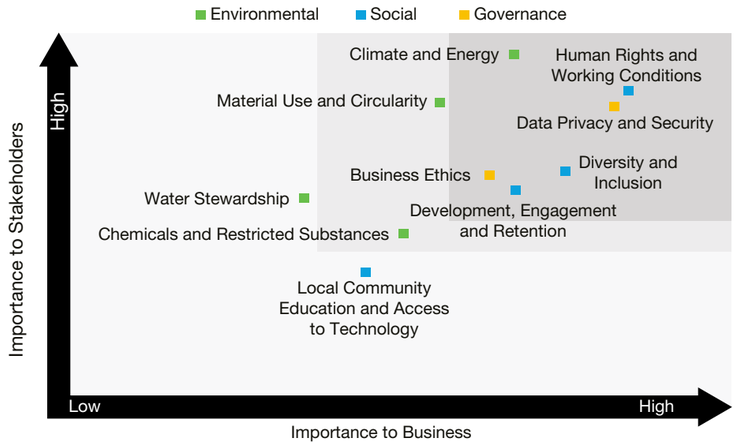
This report is published annually. Previous Global Citizenship Annual Reports can be viewed and downloaded from the Seagate website at www.seagate.com, including last year’s FY2019 report, which covers Seagate’s financial reporting cycle from June 30, 2018 through June 28, 2019. The Seagate website contains supplementary information about our company’s history, products, values, management, and our most recent financial performance. More information, including our net sales and other financial disclosures, can be found in Seagate’s Annual Report on Form 10-K for the fiscal year ended July 3, 2020.

Defining Report Content

This report contains disclosures from the GRI Sustainability Reporting Standards (the Standards) and the Sustainability Accounting Standards Board (SASB). A list of the indicators and their locations within this report can be found in our GRI and SASB Content Indexes at the back of this report. In FY2020, Seagate conducted a sustainability materiality assessment to identify, prioritize, and validate the aspects that are most significant to our business and our stakeholders. This included reviewing industry standards and external trends covering environmental, social, and governance (ESG) topic areas, and speaking with both internal and external stakeholders to develop a comprehensive understanding of Seagate’s significant impacts, where those impacts occur, and how various issues may influence the assessments and decisions of stakeholders. This assessment considered aspects of our business activity that resulted in both direct and indirect (through business relationships) impacts on

issues internal and external to Seagate. The third party who conducted the assessment covered a wide range of issues to validate those which were of highest importance to Seagate and our stakeholders, and those which were of lower priority. No aspect was intentionally excluded from the scope of the assessment. Stakeholder feedback gathered during the materiality assessment helped to shape the content of this report. Seagate's materiality assessment considered global citizenship impacts both inside and outside the company, such as impacts to our customers, employees, global partners, and supply chain. These topics make up the content and structure of this report. The topics that we identified as material to our business can be categorized into governance and ethics, product security and data privacy, product stewardship, environmental sustainability, our employees, supplier engagement, community engagement, and business continuity.

We review our materiality assessment annually, and after reviewing our business operations in FY2020, we concluded that we would conduct a new materiality assessment. This assessment reconfirmed the same material topics and topic boundaries as our previous assessment from 2017, with the addition of product security and data privacy. We will continue to review business operations each year and conduct materiality assessments as needed. A breakout of material findings and their sub-topics can be found here, as well as policies that drive our commitment and compliance.



High Importance
Priority issues of critical and strategic interest to Seagate's stakeholders

Growing Importance
Topics of ongoing significance for Seagate to manage

Lower Importance
Topics to be monitored and managed

Management Approach

Seagate deploys a structure of governance and continuous improvement through the deployment of Business Process Management (BPM) spanning both the operational and support aspects of our enterprise. Leveraging the structures and hierarchy of BPM, associated management documentation detailed in Corporate Standard Operating Procedures (CSOP), processes and work instructions are developed and periodically reviewed for relevance, excellence and compliance. Additionally, performance metrics are used to measure the effectiveness of the management program in delivering the intended results. Performance metrics are shared in this report. Through our internal audit program, we ensure that the management approach, processes, measurements and controls are effective in managing the risk and opportunities. Based on the performance metrics and audit results, actions are taken to improve the programs. Economic, environmental, governance, and social programs are managed by the relevant functional departments, with oversight by senior management who report directly to the CEO. These include, but are not limited to, our Senior Vice President, Business Sustainability and Transformation; Senior Vice President and Chief Human Resource Officer; Senior Vice President, Chief Legal Officer; and Executive Vice President of Operations and Technology.

Senior Management who report to the CEO

Joan Motsinger
Senior Vice President, Business Sustainability and Transformation

Patricia Frost
Senior Vice President and Chief Human Resource Officer

Kate Schuelke
Senior Vice President, Chief Legal Officer

Jeff Nygaard
Executive Vice President of Operations and Technology

Global Citizenship Highlights

Working in the Collective

Seagate understands that change can be best affected through our work together, both within Seagate and with outside organizations, peers and third parties. We have continued to have a leading role in the RBA, with our Senior Vice President, Business Sustainability and Transformation serving as Chair of the Board and executive committee. In the last few years, Seagate has helped lead the RBA Assessments Workgroup, and participated in other RBA workgroups. We also participate in several other industry groups, such as the Clean Electronics Production Network (CEPN), RBA Responsible Minerals Initiative (RMI), IPC, and International Electrotechnical Commission (IEC). Seagate also integrates third-party verification with organizations such as the International Organization for Standardization (ISO) to ensure compliance to standards and a commitment to continuous improvement.

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Governance and Ethics

Corporate Governance

Seagate continues to be governed by our fully independent Board of Directors; more information on their governance structure can be found here. Seagate has several policies and processes as part of our compliance and ethics program, ensuring that our employees know how to perform to the highest standards. This includes our Code of Conduct, a Global Anti-Bribery and Anti-Corruption Policy, and risk assessments completed every two years to identify any risk of corruption at our manufacturing sites.

Data Privacy and Security

Seagate remains committed to protecting data for our employees and customers and comply with the EU General Data Protection Regulation and the California Consumer Privacy Act of 2018. In addition, we work to comply with other emerging data protection and privacy laws worldwide. Seagate also maintains the integrity of our supply chains and products through ISO certifications, internal test and evaluation of data security risks, and trusted chains of custody.

Ethics

Seagate provides reporting channels for employees and those external to the company to share ethical concerns. Throughout FY2020, we promoted the Ethics Helpline, and held ongoing training to encourage feedback and participation by employees.

Product Sustainability

Product Impacts and Circularity

Seagate aims to improve product quality to extend the useful life of drives, while minimizing their impact on resources. We continue to use Life Cycle Assessments for our different product families, which identify the environmental impacts of a product's life cycle in the following areas:

1. Climate Change
2. Human Toxicity
3. Metal Depletion
4. Water Depletion

Each report also measures progress towards a circular economy. Seagate recognizes the need to move away from the "take, make, dispose" model into a more efficient, circular economy, and actively participates in circularity projects both internally and externally. In FY2020, a circularity pilot with Dell was operationalized, resulting in 1.6 tons of scrap magnets recycled. We also worked to improve our packaging, and made several changes in material types, recycled material, and densification, all with the goal to save material use and energy.

Restricted Substances and Critical Materials

Seagate aims to meet or exceed our customers' strictest specifications for restricted substances. We adhere to global restricted substance legislation, including the European Regulation (EC) 1907/2006 concerning the Registration, Evaluation, Authorization and Restriction of Chemicals (REACH) and the Directive of the European Parliament and of the Council on the Restriction of the Use of Certain Hazardous Substances (RoHS) in Electrical and Electronic Equipment 2011/65/EU (RoHS) and amended by 2015/863/EU, among others.

Seagate participates in the RBA Responsible Minerals Initiative (RMI). In FY2020, our entire product portfolio was certified as conflict-free. In addition to Tungsten, Tantalum, Tin and Gold (3TG), Seagate recognizes the procurement risks associated with other mineral-based products that we refer to as Critical Materials. The risks of those commodities present in our products are rated on an annual basis. Seagate's risk management and compliance professionals also monitor news aggregators, industry association newsletters and other information pathways to maintain awareness on events which could pose an impact on our material supply chains.

Environmental Sustainability

Energy and Carbon Emissions

Seagate aligns with ISO standards as we implement and improve energy management systems. We are certified to the ISO 50001 Energy Management System in our manufacturing sites in Wuxi, Korat and Londonderry, and continue our efforts to become certified in all of our manufacturing sites. In FY2020 we saved 17,600 MWh of electricity through energy conservation and efficiency initiatives, exceeding our conservation goal of 14,000 MWh for the year. Since initiating our energy conservation program in FY2014, Seagate has saved a cumulative 187,000 MWh from projects focused mainly on electricity conservation.

Seagate's Science-Based Targets states that "Global data storage solutions provider Seagate Technology LLC commits to reduce absolute Scope 1 and Scope 2 GHG emissions 20% by 2025 and 60% by 2040 from a 2017 base year. Seagate Technology LLC also commits to reduce absolute Scope 3 GHG emissions 20% by 2025 and 60% by 2040 from a 2017 base year. More on Science Based Targets here."

Scope 1 and 2 (market-based) GHG emissions increased by 0.41 percent from 2017 to 2019. The 2017 baseline was adjusted in FY2020 with the most up-to-date information. The 20 percent emissions reduction from 2019 is still in progress to achieve the 2025 goal. Overall, we reduced our absolute emissions by 1.49 percent in CY2019 vs CY2018. Our reduction per EB was approximately 2,559 tCO2e/EB in CY2019, compared to 3,135 tCO2e/EB in CY2018. More information on our climate change efforts and results can be found in Seagate's CDP Climate Change Disclosure.

Waste

Seagate measures non-hazardous waste (comprised of wood, paper, cardboard and plastics which are non-hazardous) and hazardous waste (comprised of organic solvents, sludges, corrosives waste and e-waste.) In FY2020, we decreased our hazardous waste generated per EB (metric tons) to 21.4 metric tons from 24.3 metric tons in FY2019. We also met our target of an 85 percent diversion rate for non-hazardous wasted, with 87.8 percent diverted in FY2020.

HAZARDOUS WASTE

12%

decrease in hazardous waste generated per EB

Water Stewardship

Water is a critical natural resource, and Seagate actively works to improve the management and use of water in our manufacturing and facilities processes. In CY2019, we increased water recycling to 2,775 megaliters from 2,556 megaliters in CY2018, reduced total water withdrawn to 8,029 megaliters from 8,282 megaliters in CY2018, and decreased water intensity to 18.15 liters per EB from 22.59 liters per EB in CY2018. Seagate's CDP Water Disclosure provides additional information on our water stewardship efforts.

WATER STEWARDSHIP

8.57%

increase in water recycling

Our Employees

Diversity, Equity and Inclusion

Seagate remains committed to an environment in which everyone feels safe to be themselves at work and has a voice at the table. We publish an annual report on Seagate's Diversity, Equity and Inclusion efforts; the report for FY2020 can be found here, and more information can also be found in the Our Employees section of this report.

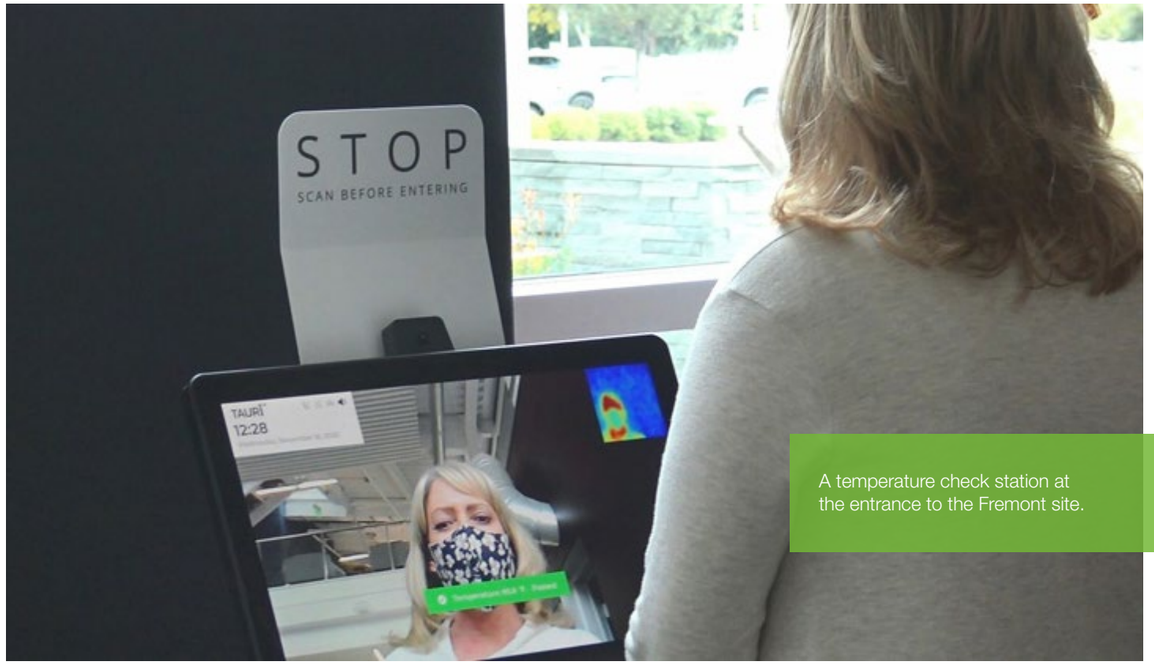
In FY2020, Seagate launched diversity training and education resources, including global LGBTQ+ (lesbian, gay, bisexual, transgender, queer) Ally Training and Neurodiversity training. We also sustained our global unconscious bias program through both live and virtual workshops. This program reached 14 global sites through 107 learning sessions. 735 Seagate employees at the director level or above attended workshops.

Employee Development, Engagement and Retention

Seagate aims to create an environment that inspires employees to grow and develop through conversations and coaching, collaboration, and diverse thought. In FY2020, we met our goal of 95 percent of non-operator employees participating in the performance management process, with 99 percent participating. We also actively encourage continued learning; 97 percent of our non-operator employees created learning plans in FY2020; and overall employees took more than 325,000 hours of training. The portfolio of learning and training formats include but are not limited to mentoring and coaching, e-learning opportunities, LinkedIn Learning self-study courses and programs, strategic internal programs.

Employee Health and Safety

The challenges posed by the COVID-19 pandemic have tested our health and safety controls but continue to reinforce Seagate's strong commitment to mitigating risk to our workforce worldwide through strong programs and controls. Seagate remains steadfast in acting with an abundance of caution to safeguard the health and safety of our workforce while protecting the continuity of our business operations. Several health and safety control measures have been implemented such as social distancing, temperature and health screenings, masks, increased cleaning and disinfection, and contact tracing measures. While a strong focus has been developed in support of our COVID-19 response, Seagate has continued to mature our Environment, Health and Safety (EHS) Management System focusing on a standardized and efficient approach to health and safety program management. The use of new tools, such as our new EHS software platform have allowed Seagate to proactively identify and mitigate risk, collect consistent information and data, enable more intuitive reporting and analytics, and lead continuous improvement.



A temperature check station at the entrance to the Fremont site.

Community Engagement

Program Results

Seagate's community engagement programs are designed to support local communities, with a focus on STEM while also addressing other opportunities. Involving Seagate employees, local community members, nonprofit partners, civic and academic institutions, and governments, we are able to reach a large audience with meaningful engagement.

In FY2020, Seagate executed more than 240 engagements and partnerships around the globe, including a pivot to more "hands-off" engagements due to COVID-19. Our customized program, Seagate4Good, addressed the pandemic by funding the purchase of ambulances, sewing masks for local responders, and supporting foodbanks, among other engagements.

Seagate feeds 1,800 workers through Feeding the Frontline MN, a non-profit organization that distributes nutritious food to Minnesota healthcare workers.

Supply Chain

Supply Chain Due Diligence

Seagate uses several factors in determining suppliers who fall within the scope of our RBA programs. We use the Self-Assessment Questionnaire (SAQ) and Validated Audit Program (VAP) as our primary risk assessment tools. We also aim to align our suppliers with the latest RBA Code of Conduct, Conflict-Free Mineral development plan, and RBA environmental questionnaire.

In FY2020, 182 targeted suppliers completed the SAQ, and 44 full supplier audits were completed through the RBA VAP. 13.5 percent of audited suppliers received a full score in the initial VAP Audit, granting Platinum Level recognition. 103 direct and packaging suppliers completed the environmental questionnaire this fiscal year, with 71 percent of those having GHG reduction targets, and 63 percent having water reduction targets.

Seagate cleanroom bunny suits have been donated to rural area hospitals, including hand-made cloth masks.

Business Continuity

Business Continuity Strategies

As a complex business, Seagate recognizes that there are many factors that can affect the continuity of our operations. Business continuity management systems are aligned with the ISO 22301 standard, enabling us to mitigate risks and minimize disruptions to customer and stakeholders by encompassing four pillars of planning:

1. Business Continuity Planning
2. Incident Management
3. Crisis Management
4. Supply Chain Risk Management

In CY2019, our HDD manufacturing facilities in China and Thailand were audited and maintain their ISO 22301:2012 certifications.

COVID-19 Response Highlights

In response to the COVID-19 pandemic that emerged in the second half of FY2020, our business continuity team took several actions to protect our employees and business, including exercising pandemic preparedness, activating health and safety practiced and protocols, partnering with the sales organization to proactively meet with customers, and distributing Pandemic Assessments to our suppliers to understand their own preparedness. The team also created a COVID-19 Site Handbook, which represents Seagate's global policies, practices, and protocols with the goal to ensure employees, contractors, and visitors were aware of Seagate site health and safety practices and controls.

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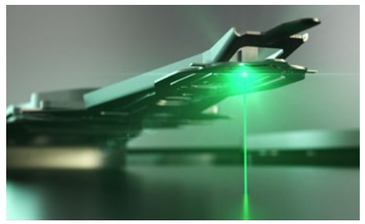
About Seagate

Our world is creating data more rapidly than ever, and Seagate is a key enabler of preserving and activating data.. Our values of Integrity, Innovation, and Inclusion underpin all of our work and interactions, including creating a sustainable datasphere.

We are a leading provider of data storage technology and solutions. Our principal products are hard disk drives, commonly referred to as disk drives, hard drives or HDDs. In addition to HDDs, we produce a broad range of data storage products including solid state drives (SSDs), solid state hybrid drives (SSHDs) and storage subsystems. All of these products and services are shipped under the Seagate, LaCie, and Maxtor brand names.

HDDs continue to be the primary medium of mass data storage due to their performance attributes, reliability, high quality, and cost effectiveness. Our HDD products are designed for mass capacity storage and legacy markets. Our HDD and SSD product portfolio includes Serial Advanced Technology Attachment (SATA), Serial Attached SCSI (SAS) and Non-Volatile Memory Express (NVMe) based designs to support a wide variety of mass capacity and legacy applications.



Mass capacity storage supports high capacity, low-cost per terabyte (TB) storage applications, including nearline, video and image applications and network-attached storage (NAS). Legacy markets include mission critical, desktop, notebook, consumer, DVR, and gaming applications.

Our enterprise data solutions (EDS) portfolio includes storage subsystems for enterprises, cloud service providers, scale-out storage servers and original equipment manufacturers (OEMs). Engineered for modularity, mobility, capacity and performance,these solutions include our enterprise HDDs and SSDs. Products and services are offered in the Americas, Asia Pacific (APAC), and Europe, the Middle East and Africa (EMEA).

We maintain a highly integrated approach to our business by designing and manufacturing a significant portion of the components we view as critical to our products, such as read/write heads and recording media.

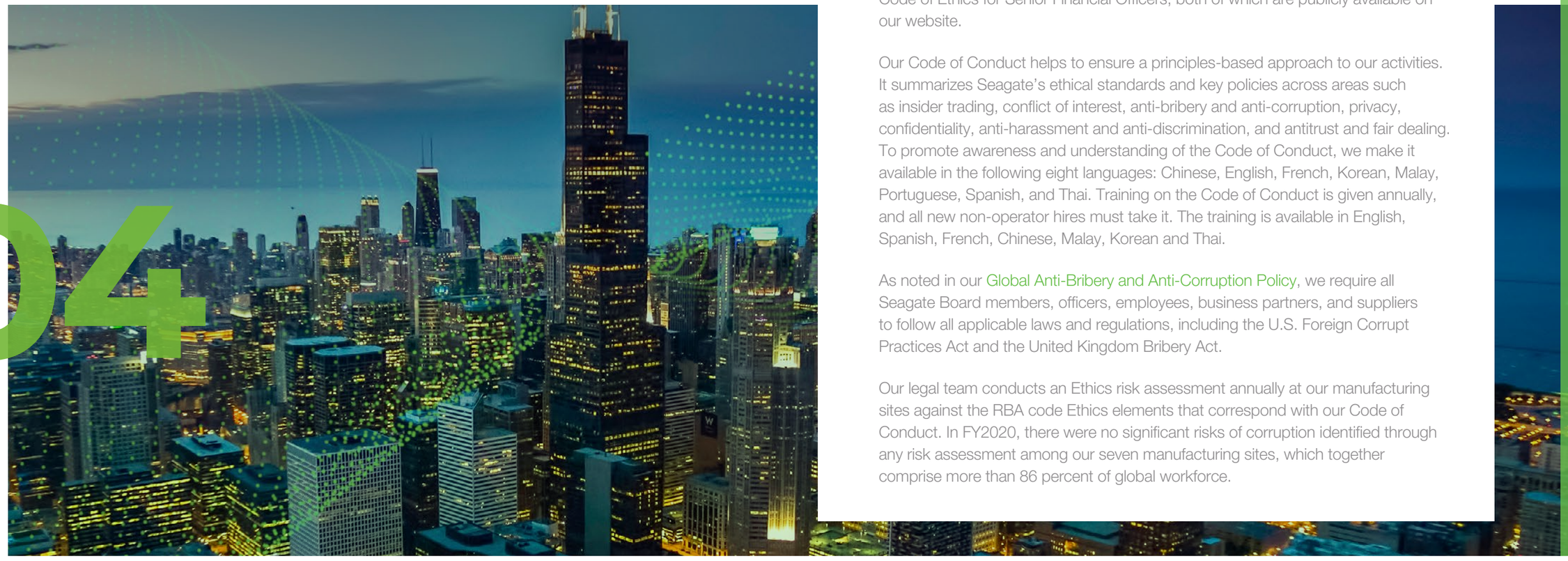
Seagate's headquarters are located in the Republic of Ireland. As of the end of our fiscal year, we had 57 sites worldwide, excluding surplus and subleased locations. We operate seven manufacturing sites which are located in China, Malaysia, the UK, Singapore, Thailand, and the US, and six R&D sites in the US, Singapore, Malaysia, and India.

In FY2020, Seagate reported net revenue of $10.5 billion USD and shipped 442 exabytes of HDD storage capacity.

More information can be found in our 10-K.

Governance & Ethics

Guided by our value of Integrity, Seagate is dedicated to upholding the highest standards of ethics. As part of our compliance and ethics program, we have instituted a number of policies and processes, and delivered training and other communications to ensure all employees know how to perform to the highest standards.



04

Seagate is governed by its Board of Directors (the Board). Additional information on our governance structure is available publicly in the Governance section of our website. Our Corporate Governance Guidelines provide a framework for the Board in exercising their responsibilities toward Seagate stakeholders, and these guidelines demonstrate that the Board has the necessary authority and practices in place to review and evaluate Seagate's business operations and make decisions independently of company management. The guidelines also elaborate on the processes by which shareholders may communicate with the Board.

Our Code of Conduct serves as Seagate's guide for conducting ourselves legally and ethically every day and in every place where we do business. It explains the standards all Seagate team members are expected to embody in meeting our corporate values and complying with Seagate policies and the specific laws, and regulations that apply to us. Seagate's Code of Conduct is supplemented by our Code of Ethics for Senior Financial Officers, both of which are publicly available on our website.

Our Code of Conduct helps to ensure a principles-based approach to our activities. It summarizes Seagate's ethical standards and key policies across areas such as insider trading, conflict of interest, anti-bribery and anti-corruption, privacy, confidentiality, anti-harassment and anti-discrimination, and antitrust and fair dealing. To promote awareness and understanding of the Code of Conduct, we make it available in the following eight languages: Chinese, English, French, Korean, Malay, Portuguese, Spanish, and Thai. Training on the Code of Conduct is given annually, and all new non-operator hires must take it. The training is available in English, Spanish, French, Chinese, Malay, Korean and Thai.

As noted in our Global Anti-Bribery and Anti-Corruption Policy, we require all Seagate Board members, officers, employees, business partners, and suppliers to follow all applicable laws and regulations, including the U.S. Foreign Corrupt Practices Act and the United Kingdom Bribery Act.

Our legal team conducts an Ethics risk assessment annually at our manufacturing sites against the RBA code Ethics elements that correspond with our Code of Conduct. In FY2020, there were no significant risks of corruption identified through any risk assessment among our seven manufacturing sites, which together comprise more than 86 percent of global workforce.

Data Privacy

We are committed to protecting all data within Seagate, including the personal and confidential information of our employees and customers and other data that is shared with or received by third parties. We continue to comply with the European Union (EU) General Data Protection Regulation (GDPR) and other data protection and privacy laws worldwide, including the California Consumer Privacy Act of 2018 (CCPA), as we work toward compliance with other emerging data protection and privacy laws, including the Thailand Personal Data Protection Act, which will be effective June 1, 2021.

Our global privacy program has adopted a principles-based approach that incorporates the principles of the EU GDPR and the Fair Information Practice Principles (FIPPS) as the foundation for our comprehensive and holistic global privacy program. FIPPS are widely accepted concepts for fair information practices and data protection. The FIPPS principles include accountability, acting within the law, informing individuals of how their data will be used, only using data for a specific purpose, collecting only the minimum data necessary, and not keeping the data longer than is necessary to fulfill its purpose. These principles are widely accepted concepts for fair information practices and data protection. Through cross-functional collaboration, we continue to build on this foundation to comply with the global data privacy and protection laws applicable to our business, and to honor the privacy rights that have been granted to individuals worldwide.

To further Seagate's commitment to safeguarding data, we launched an internal data protection program that evaluates the data life cycle—including how data is created, stored, used, shared, archived, and destroyed—within Seagate. We are implementing additional policies, processes, and technologies to sufficiently protect Seagate's data and our partners' data from corruption, compromise, and loss. We aim to strike the right balance between the productivity required for smooth business operations and the security controls necessary for effective data protection.

Product Security

As data becomes a bigger contributor to our quality of life, both its value and risk increases, simultaneously increasing the need for data protection. Product security is at the forefront in our continual commitment to Integrity. Safeguarding our products and the data they house can only be achieved through a holistic approach to secure best practices and at every phase of the product life cycle. In conjunction with rigorous product testing and the implementation of innovative security features such as Instant Secure Erase (ISE), this multi-layered mitigation strategy offers an unequalled level of protection for businesses, governments, and individual consumers.

In an increasingly interconnected world, the integrity of global supply chains has never been a more serious threat. Minimizing risk to this threat requires an alignment of priorities that extend beyond our own walls, to our critical suppliers and partners. With the timely arrival and selection of product life cycle standards and frameworks, including ISO certification, Seagate has established a uniform baseline of safeguards at every stage- from product development and sourcing to manufacturing and supply chain.

Seagate's Product Security Office identifies vulnerabilities in information systems using a structured process. Information systems that are critical to the integrity of the product's security are routinely validated to be in compliance with corporate IT policy and meet ISO 20243 supply chain product security requirements. Product lines become ISO 20243 certified through a formal assessment by a third party accredited laboratory.

Data security risks and vulnerability within products are identified through a Product Security Test and Evaluation process which includes performing security reviews to assess controls, architecture and design, and to gauge the cyber resilience via penetration testing. Remediation of the findings is governed via the controls in the gated product development process to assure closure prior to release.

Seagate is innovating product security and privacy preservation through the implantation of security features on the drive itself, along with a trusted chain of custody in the reverse supply chain. This enables a circular economy of trusted technology that increases sustainability through the reuse, repair, and resale of products that would otherwise generate e-waste. These methods will continue to support our goal to increase the quantity of drives that re-enter circulation for years to come.

For more information you can visit our website here.

Ethics Helpline and Reporting

Our Ethics Helpline is available to both our employees and to those external to Seagate, with contact information available on the homepage of both our internal and external Seagate websites. Concerns may be reported by phone or webmail in English, Spanish, French, Chinese, Korean, Malay, Portuguese, or Thai. Throughout FY2020, we continued to promote our Ethics Helpline so that employees may confidentially and anonymously report illegal or unethical situations without any fear of retaliation.

Additional reporting channels are available for employees to address ethics and other concerns, and ongoing training encourages employee feedback and participation in local sites, management communications sessions, and employee "all hands" meetings with executives. Ethics concerns or advice about ethical and lawful behavior can be directed towards a supervisor or HR representative. Seagate encourages employee consultation and supports the ability of employees to address complaints without the fear of retaliation.

Public Policy Advocacy

As a diverse global company with operations, employees, customers, suppliers and shareholders located around the world, we engage and interact with officials and government representatives in a number of different countries and municipalities. Seagate provides them with information about our company, our industry, markets, technology, and other facets of our business. We do not directly or indirectly contribute corporate funds, either financial or in-kind, for the purpose of supporting candidates for political office, political parties, or to political action committees.

Seagate may actively engage in legislative and regulatory processes, including advocacy for certain policies that the company believes will facilitate productive economic growth, and are in the best interests of Seagate and its stakeholders.

Seagate's effort to interact with industry peers and stay informed of evolving policies, trends, technology developments, and regulations includes participation in a number of trade associations and related organizations. Some of these associations and organizations are categorized as 501(c) organizations under the U.S. tax code, and some may engage in public policy advocacy with the U.S. or other government entities. Seagate may make payments to these organizations, including membership fees and dues, however the Company's payments to, participation in, or membership with these trade associations and organizations does not mean that Seagate endorses or agrees with all of a group's policy objectives.

Below is a list of trade associations and organizations that received membership fees or payments from Seagate for or during FY2020:

Responsible Business Alliance (RBA)
United Nations Global Compact
United for Patent Reform
Green Chemistry Council
Silicon Valley Leadership Group
TechNet
The Minnesota High Tech Association
Longmont, CO Area Economic Council
Longmont, CO Chamber of Commerce
Boulder, CO Chamber of Commerce
Cupertino, CA Chamber of Commerce
Fremont, CA Chamber of Commerce
American Chamber of Commerce, Thailand
American Chamber of Commerce, Malaysia
American Chamber of Commerce, Singapore
American Chamber of Commerce, China
US-ASEAN Business Council
Singapore Business Federation
US-China Business Council
United States Information Technology Office
US-India Business Council
Londonderry Chamber of Commerce
Northern Ireland Chamber of Commerce
Confederation of British Industry CBI
Irish Business and Employers Confederation (IBEC)

LOOKING FORWARD: GOVERNANCE AND ETHICS

Seagate periodically evaluates and assesses our Code of Conduct and related policies, programs, and processes, for effectiveness and compliance with new laws and regulations. We plan to continue development and implementation of impactful live and online employee training and communications to support a culture of integrity, ethical behavior and compliance.

Product Sustainability

Seagate has a holistic view of how our products impact the environment, our customers, suppliers, and communities. The Product Sustainability team, and Seagate as a whole, knows that we are responsible for any impacts to our world, people, and ecosystems. Maximizing our sustainable practices and minimizing impacts is the overarching goal for Product Sustainability and helps us be better equipped in supporting our customers and suppliers in meeting their own environmental objectives.

Seagate's products use process chemicals and materials drawn from our natural resources. Our Product Sustainability team works with internal and external partners to assess and reduce our products' environmental impacts and manage any tradeoffs. We analyze the environmental impacts over a product's life cycle by conducting Life Cycle Assessments (LCAs). The progress that we have made is published on the Global Citizenship page of our website. Health and Safety considerations are done at the design stage to meet all regulatory and customer requirements.

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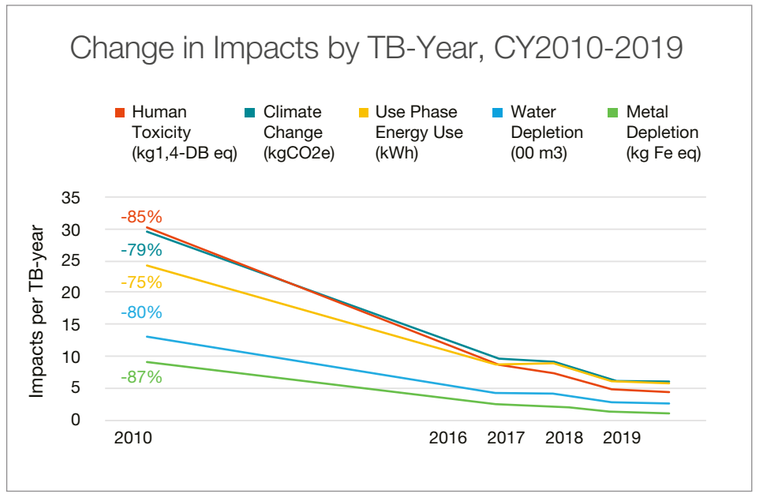
All of Seagate's products are assessed to meet regulatory requirements for health and safety in all jurisdictions where we do business. In FY2020 we had zero incidents of non-compliance. Additionally, none of Seagate's products or services are banned in any markets where we do business. The Global Market Access Council (formerly Product Compliance Council), which is our internal cross functional team, is chartered with ensuring all regulatory requirements are met when placing our products in the markets we do business in.

Product Impacts

We obtain Full Material Disclosures (FMD) from our suppliers for each part included in our products. This information is used in our LCAs to improve our products' environmental impacts. Our Sustainability organization maintains a database of these FMDs and can quickly address any concerns about substances that arise.

Our LCAs are conducted in accordance with the International Organization for Standardization (ISO) 14040:2006 and 14044:2006, and each LCA is reviewed by an independent third party.

The Seagate Green Design Tool, based on Footprinter™ models, is used to help create the LCAs, and has achieved a limited assurance verification by UL Environment based on criteria as detailed in the International Standards for LCA (ISO 14040 and ISO 14044), and the World Resources Institute (WRI) and World Business Council for Sustainable Development (WBCSD) Greenhouse Gas (GHG) Protocol Product Life Cycle Accounting and Reporting Standard.



There are four endpoints used for their relevance in the electronics industry:

Climate Change
(kg CO2e)
Assessed across the seven GHGs specified in the GHG Protocol Product Standard

Human Toxicity
(kg 1,4-DB eq)
Accounts for environmental persistence, accumulation in the human food chain, and human toxicological effects

Metal Depletion
(kg Fe eq)
Indicates the amount of mineral deposits consumed

Water Depletion
(kg cubic meters)
Reflects the amount of water withdrawn in cubic meters from local freshwater systems

We prioritize product LCAs based on production volume and customer data requirements, and in FY2020 we published 5 HDD and 2 SSD LCAs. We assess all of our products for health and safety, and improvements related to health and safety, based on a representative drive from each family of products, as well as for the overall product portfolio.

In accordance with our commitment to credibility, the completion and reporting of LCA results maintains third-party assurance. The actual use of our products represents the most significant environmental impact of the product life cycle. The single largest opportunity to reduce the environmental impacts from product use comes from properly applying Seagate's product power conservation modes. These actions allow customers to both reduce the costs associated with drive operation and lower environmental impacts. The advantages of these power conservation modes are described in the product manuals.

Seagate does not stipulate post-consumer content when procuring components or parts from suppliers; however, it must be acknowledged that there is post-consumer material inherent in today's raw material supply. Utilizing data from our LCAs, we are able to determine the impact of metal depletion per terabyte (TB) of storage capacity shipped on average for our product portfolio. The metal depletion indicator specifies the amount of mineral deposits that are consumed to provide the end-use material in question. The process is normalized to the extraction of iron (kg Fe-Eq). The average metal depletion per TB across Seagate's product portfolio is 4.50 kg Fe-Eq, and the total CY2019 impact to metal depletion equates to 1.65 million tons of Fe-Eq. The material is non-renewable and is limited to the production of the product only; the information disclosed does not include packaging. In order to be more accurate, in line with our methodology, we are reporting in a CY based time frame for metal depletion.

Our LCA reports are published on Seagate's external website, and cover our Enterprise HDD, Enterprise SSD and Consumer HDD products.

Product Life Cycle Management SASB Information

Percentage of products by revenue that contain IEC 62474 declarable substances:

100% – All Seagate products contain IEC 62474 declarable substances

Percentage of eligible products, by revenue, meeting the requirements for EPEAT registration or equivalent

Not applicable for Seagate, but as it is applicable for our customers, we help them meet requirements*

Percentage of eligible products, by revenue, meeting ENERGY STAR® criteria

100% – Eligible products by revenue that meet the ENERGY STAR criteria only applies to EDS products (not SSD or HDD) which make up <10% of our overall revenue

Weight of end-of-life products and e-waste recovered, percentage recycled

Not applicable for Seagate, as we do not have a product take-back program, just a warranty program

* The EPEAT standard does not apply to our product portfolio, however we do provide data in support of our customers who submit their systems for EPEAT registration.
** Seagate customers are responsible for end-of-life e-waste management according to local requirements.

Packaging

We are continuously working to improve our packaging to ensure we meet product requirements, while working to reduce packaging overall. Packaging is relevant to both our environmental impact and our stakeholder goals, as customers look for less single-use plastics, non-governmental organizations (NGO) aim to reduce plastics use overall, and we look to recycle as much of our packaging material as possible to comply with regulations. In FY2020, we looked at various aspects of our packaging and made the following changes:

Material Type

Switched from corrugated paper to recycled EPE (expanded polyethylene) material in our SSD packaging of two products, requiring less energy to produce.

Recycled Material

Switched from virgin EPP (expanded polypropylene) material to recycled EPE (expanded polyethylene) material for the Top Cover of our HDD products, and for two of our consumer products, requiring less energy to produce. EPP has a 40 percent higher melting point than EPE (156-160 deg, C vs 108-112 deg. C), meaning we save energy in producing packaging with EPE. The switch to EPE also saves on our carbon footprint:

- For every 1kg of EPP manufactured -> 4.25 kgCO2eq
- For every 1kg of EPE manufactured -> 3.02 kgCO2eq

Densification

We changed our packaging configuration from a 10 unit per carton count to 20 units per carton, saving 75kg per 1,000 drives in packaging material.

> **One of Seagate's sustainability goals is to make better use of our materials, and create a circular economy for our products.**

Materials Efficiency and Circularity

The concept of a linear, or take-make-waste, economy was developed over 50 years ago and underpins the majority of industrialized economies around the world. It is only in the last handful of years that the reality of a circular economy has started to receive widespread attention, in part driven by growing recognition in the post-Great Recession era of dwindling finite resources and increasing availability and access concerns. In a circular economy, the end-of-use products that would otherwise be destined for waste are diverted through the hierarchy of material recovery (i.e. recycling), parts extraction, refurbishment, and repair.

One of Seagate's sustainability goals is to make better use of our materials, and create a circular economy for our products. With projects involving internal and external stakeholders, and tools within the company, we are making important progress in this area.

Through the Seagate Green Design tool, we include a circularity metric on each product LCA. Circularity is a measure of materials efficiency. Seagate now measures the circularity of products using the Material Circularity Indicator (MCI) for those products assessed via the Seagate Green Design Tool. We do this to benchmark our products, identify opportunities for improvement, and to move toward greater material efficiency, serving Seagate, our customers, and partners.

The MCI focuses on the restoration of material flows at product and company levels, and is based on: using feedstocks from reused or recycled sources, reusing components or recycling materials after each use of the product, keeping products in use longer (e.g., by reuse or remanufacture), and making more intensive use of products (e.g. via service or performance models). MCI combines these measures of circularity into a single indicator.

A perfect score is one, or 100 percent restorative, while a score of zero indicates a product with average lifespan and functionality, no recycled or reused content, and with no prospect of being recycled or reused at end of life. Our LCAs, which include a circularity score for each product, are publicly available on the Global Citizenship page of our website for each product on which Seagate has completed ISO 14040/14044 LCA studies.

In FY2020 Seagate demonstrated our commitment to Integrity through a Circularity pilot project in collaboration with Google where voice coil magnet assemblies (VCMAs) were successfully recovered from several thousand end-of-use HDDs and were reused in the manufacture of new HDDs. This groundbreaking pilot process was estimated to result in 86 percent less GHG emissions per VCMA set in the new drives as compared to shredding HDDs, including VCMAs, at end of life.

CIRCULARITY PILOT

When a drive reaches the end of its use, one method of disposal is to shred it, ensuring data destruction. The resulting scrap is sent off-site to a metal smelter for material recovery. For the pilot, Google set up a Class 1000 cleanroom within a data center for the disassembly and clean removal of VCMAs from several thousand end-of-life enterprise drives. These VCMAs were packaged according to the same specifications for newly manufactured components and shipped to one of Seagate's drive assembly plants in Thailand. At the assembly plant the reclaimed VCMAs were routed through existing cleaning and inspection processes. The reclaimed VCMAs were used in the assembly of new drives of the same model from which they were removed, and the drives were certified to the same stringent standard as all Seagate drives. The new drives containing the reclaimed VCMAs were then shipped back to Google with the same warranty carried by every new drive, and are being used in a data center.

Having demonstrated the feasibility of VCMA circularity, the path forward is to integrate circularity into the Seagate business model. While projects like the one undertaken above demonstrate that component circularity is indeed possible, design engineering paradigms need to be shifted to embrace the coming norm. As component circularity becomes more prevalent, engineering teams will be challenged to design components that will be utilized across numerous product models as well as over several product iterations. Material selection will be increasingly important as components will need to function through several product life cycles.

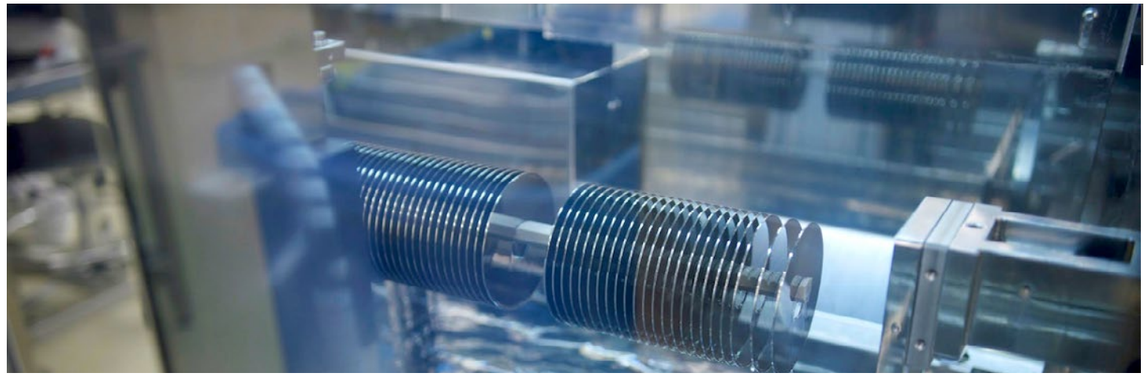
In the FY2019 GCAR, we discussed a pilot product take-back program with Dell in which neodymium oxide was extracted from scrap HDD magnets and utilized in new HDD builds. 25,000 drives produced with these recycled materials were then used in the Dell Latitude 5000 series laptop.

In FY2020, this pilot was operationalized, leading to better supply chain efficiency and allowing us to reuse rare earth metals, resulting in 1.6 tons of scrap magnets recycled, thereby reducing environmental damage. This strategic partnership with Dell has received many accolades, including winning the Environmental Protection Agency SMM Challenge and the 2019 Responsible Business Alliance (RBA) Compass award.

The circular economy will change business models as well. Companies will be shifting to services that bookend the life cycle of products from the current make and ship paradigm. In the coming fiscal year, Seagate will be focused on developing systems and processes to incorporate circularity principles into our way of business.

The majority of Seagate's products are sold as components to larger systems produced by original equipment manufacturers (OEM) or resellers; we therefore have minimal leverage over how our products are managed at the end of their useful life, and do not have a product-take-back program. Just as we recycle our own internally generated scrap, we provide information to our customers to enable their own reclamation efforts and promote participation in manufacturer take-back programs.

For our retail products and servers, Seagate helps to manage product waste by taking back warranty-returned drives. All of these drives are refurbished or recycled. Drives that are recycled are done so at locations that have been third-party audited to ensure our environmental standards are met. We also provide customers with drive disassembly instructions to facilitate recycling. In FY2020 we were able to repair and redeploy 15 percent of the hard drives that were received via warranty returns through various channels. Overall one percent of drives sold in FY20 were reclaimed and redeployed through our warranty return program.



FY20 Circularity Program Indicators

Resale

362K HDDs refurbished—extended life

Material Harvesting

3000 HDDs built with harvested components

Material Recycling

1660 Kgs of rare earth material recycled

LOOKING FORWARD: PRODUCT SUSTAINABILITY

Seagate will harness the power of innovation and further product sustainability improvements through transparent, accountable projects. We will create and use LCAs in FY2021, for both new and existing products, and continue to explore other recycling opportunities to further our circularity collaboration. These efforts, along with incorporating other circular principles into our design and business, will help us be sustainable long into the future.

Restricted Substances

Seagate aims to meet or exceed our customers' strictest specifications for restricted substances, and as such catalogues them in an internal database. These substances have been known to have a negative impact on the environment and human health, especially at the end of a product's life. Policies and procedures have been developed and communicated within the company, and in our supply chain, to ensure product environmental requirements are met. The restricted substances program is managed through Seagate's product environmental compliance function.

The function currently verifies supplier part restricted substance compliance for a list of more than 3,000 restricted substances in our Compliance Assurance System (CAS) database. This database is used to evaluate changing legal, industry and customer requirements. The Chemical Abstract Service number for each chemical substance present in Seagate components and products is cataloged in the system as well.

FY2020 CAS Database Updates (made with supplier Full Material Disclosures (FMDs) and Conflict Minerals Data)

20K
active Seagate Parts

35K
active Supplier Components

7.5K
responses for product environmental compliance info

Seagate strives to comply with all regulatory requirements where we and our customers do business; we therefore adhere to global restricted substance legislation, including:

- The European Regulation (EC) 1907/2006 concerning the Registration, Evaluation, Authorization and Restriction of Chemicals (REACH)
- Directive of the European Parliament and of the Council on the Restriction of the Use of Certain Hazardous Substances (RoHS) in Electrical and Electronic Equipment 2011/65/EU (RoHS) and amended by 2015/863/EU
- Regulation (EU) 2019/1021 of the European Parliament and of the Council of 20 June 2019 on persistent organic pollutants POPs and amended by (EU) 2020/784
- Directive of the European Parliament and of the Council on Waste Electrical and Electronic Equipment (WEEE), 2002/96/EC and recast in 2012/19/EU
- European Parliament and Council Directive 94/62/EC on packaging and packaging waste

Our restricted list of chemicals and substances is continuously updated, and we monitor regulatory, industry and customer requirements for changes in order to comply with new reporting requirements and restrictions, including elimination from Seagate products if necessary. An update of note in FY2020 is that REACH added 19 new substances to the candidate list, bringing the total number to 209 as of July 2020.

Using FMDs and CAS, Seagate determines if and where Substances of Very High Concern (SVHCs) are present in our products, and at what concentrations, both at the homogeneous material and article levels. While the 19 added substances are confirmed to not be present in any Seagate products or components, updated REACH Declarations were generated and made available as an assurance to customers that the Declarations account for the complete list of 209 substances. Seagate screens for the presence of REACH SVHCs to meet the REACH Article disclosure requirement for SVHCs present at >0.1 percent in articles in our products.

Effective July 2019, the EU added four phthalates (DEHP, BBP, DBP and DIBP) to the restricted substances in Annex II to Directive 2011/65/EU (RoHS). Seagate products meet the new restrictions and lab verification testing for the 4 RoHS phthalates was added as a requirement for supplier part and Finished Goods (FG) lab testing where applicable. Prior to the start of FY2020, Seagate tested FG HDD families for the four new RoHS phthalate and updated RoHS Declarations of Compliance were generated and made available to Seagate customers.

Seagate products rely on certain RoHS 2011/65/EU Annex III exemptions for lead which were scheduled to expire in July 2021. Seagate supported renewal requests that were submitted and are currently under review at the time of this publication. Seagate is also working with our suppliers to determine if there are suitable alternatives that do not require RoHS exemptions and where possible, substitutions are being made.

For FY2020: Completed

- EAEU RoHS (TR 037/2016)
- Ecodesign for external power supplies (2009/125/EC, (EC) No 278/2009, (EU) 2019/178)
- Ecodesign for servers (2009/125/EC, (EU) 617/2013 (EU) 2019/424)
- UAE RoHS (UAE Cabinet Decision No. 10/2017)

For FY2021: Planned

- China VOC limits (GB 30981-2020, GB 33372-2020, GB 38507-2020, GB 38508-2020)
- ECHA SCIP database reporting
- South Korea packaging material requirements (Notice No. 667, 2020)
- UK RoHS, REACH

Seagate and our suppliers comply with local regulations on chemicals used in manufacturing that can impact worker safety and air quality, including compliance with China's new Blue Sky initiative on limits on volatile organic compounds (VOCs) and harmful substances in component and product manufacturing materials such as adhesives, coatings, printing inks and cleaning agents.

With the priority to exceed these requirements, we give our customers time to manage their own product compliance at the finished product level. This also provides them the opportunity to participate in programs such as the Electronic Product Environmental Assessment Tool (EPEAT). Seagate products are generally components, for which no EPEAT standards apply. Our ability to verify RoHS compliance and identify product composition at both the homogeneous material and article levels provides customers the assurance that the incorporation of Seagate components into their final products will support their ability to meet the relevant EPEAT required and optional criteria for their final products.

In FY2020, we received no significant fines or nonmonetary sanctions for product environmental non-compliance, including laws and/or regulations related to restricted substances.

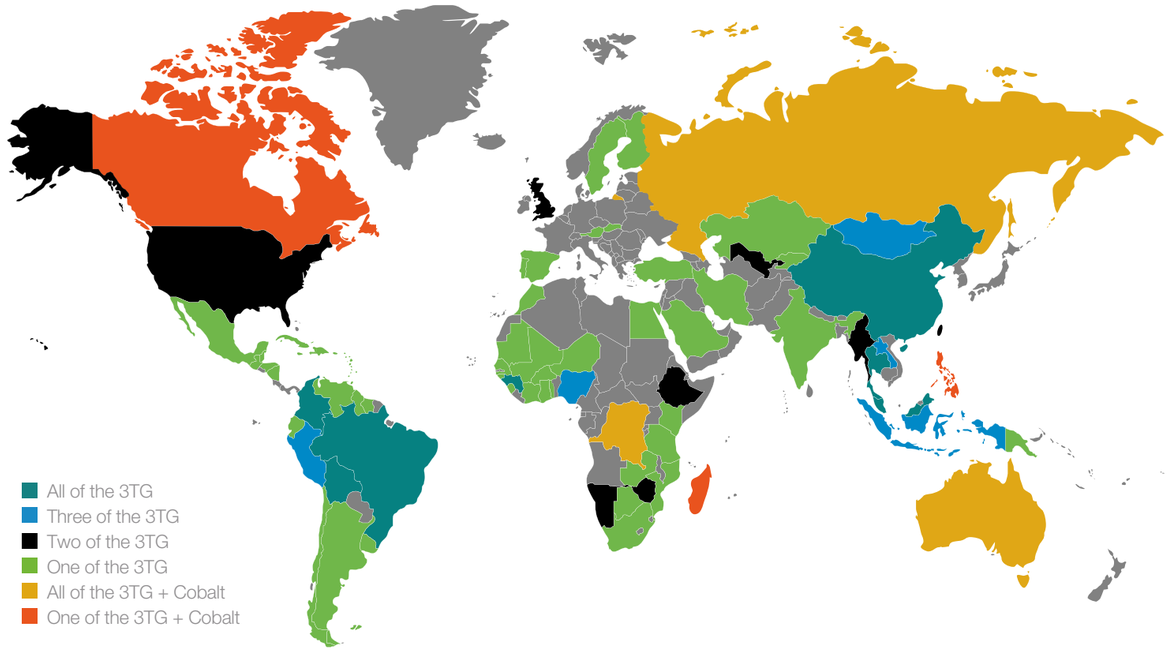
LOOKING FORWARD: RESTRICTED SUBSTANCES

Upholding our value of Integrity, we will continue to ensure that all customer and regulatory product environmental compliance requirements are fully met throughout FY2021 and beyond. Working with our product environmental compliance Business Process Outsourcing partner, we will work to identify and leverage process efficiencies. Seagate will also be reporting information on SVHCs in concentrations above 0.1 percent weight by weight (w/w) in articles in our products starting in CY2021, per the launch of ECHA's SCIP database for information on Substances of Concern in articles as such or in complex objects (Products) established under the Waste Framework Directive (EU) 2018/851 amending 2008/98/EC.

Responsible Sourcing of Minerals

The electronics industry faces an ongoing challenge in ensuring that tin, tantalum, tungsten, gold (collectively, 3TG) and cobalt are sourced in ways validated to be free from human rights abuses. These minerals are commonly mined in the Democratic Republic of the Congo (DRC) and adjoining countries as well as other Conflict-Affected and High-Risk Areas (CAHRAs) around the world. Some of these minerals are prone to be illegally sourced and traded by armed groups who are responsible for human rights violations. The Dodd-Frank Act, Section 1502, adopted in the United States in 2010, requires companies to investigate their minerals supply chains and disclose if any 3TG used in their products originated in the DRC or an adjoining country. If so, any and all efforts undertaken by the company to ensure the origins of these minerals are documented, identified, and reported to the U.S. Securities and Exchange Commission (SEC).

The Sources of 3TG and Cobalt in Our Products



Seagate participates in the Responsible Minerals Initiative (RMI), which allows us to contribute to industry solutions while maintaining standard processes for data collection and complying with regulations. Apart from a few instances, Seagate does not source any of the 3TG in our products directly from smelters/refiners. Our Responsible Sourcing of Minerals Policy was reviewed and updated and is available on our website. This policy was updated to align with a global framework (the Organization for Economic Co-operation and Development) instead of US-centric regulations. This revision had the effect of expanding the scope from just 3TG in Covered Countries to more minerals from all Conflict-Affected and High-Risk Areas.

In FY2020, Seagate's entire product portfolio containing 3TG was validated as "DRC conflict-free." For the conflict minerals reporting period which closed midway through FY2020 (January 1, 2019 through December 31, 2019), Conflict Minerals Reporting Templates were collected from 100 percent of our in-scope suppliers. Every 3TG smelter or refiner in our supply chain conformed to the Responsible Minerals Assurance Process Standards as of the close of CY2019.

Seagate had an Independent Private Sector Audit (IPSA) of our Responsible Sourcing of Minerals program conducted in CY2020. The IPSA concluded that our Conflict Minerals Report for CY2019 filed with the SEC conformed in all material aspects with the Organization for Economic Co-operation and Development (OECD) Due Diligence Guidance. The IPSA also found that Seagate's due diligence practices were consistent with the description provided in our Conflict Minerals Report. The IPSA Auditor's Report was included in the CY2019 Conflict Minerals Report.

Throughout FY2020, we continued to manage supplier communication and data via our Compliance Assurance System (CAS2).

Critical Materials

In addition to the 3TG, Seagate recognizes the procurement risks associated with other mineral-based products that we refer to as Critical Materials, including cobalt. Of the list of the 35 mineral commodities designated as Critical Minerals by the US Department of the Interior, 17 were present in our products. Additionally, three additional minerals were identified as critical to our operations. An internal, interdisciplinary team at Seagate rated these 20 critical materials using a four-tiered risk rating across three risk domains. The risk ratings are specific to Seagate and are by nature temporally-variable; risks are re-rated no less frequently than on an annual basis.

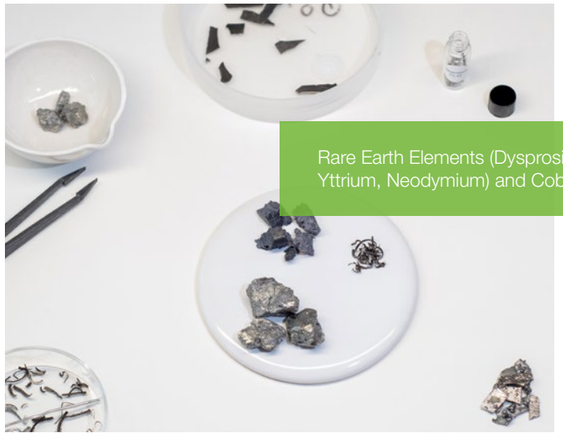
For CY2019, two of the 20 minerals achieved a risk-score meeting or exceeding our internal threshold for reporting: cobalt and the rare earth elements (which we view collectively).

Cobalt

Cobalt was rated highest for risk. Roughly two-thirds of the world's cobalt is mined in the DRC (exposing it to similar risks as 3TG) and as COVID-19 threatened to halt these mining activities, the global supply of cobalt was put at risk of severe restriction. Cobalt is also subject to massive price swings and is facing intense scrutiny around the lack of safety and poor labor practices. We currently extend our due diligence beyond what is required by law and map the origins of cobalt in our supply chain via the RMI's Cobalt Reporting Template (CRT), making us one of the first companies to undertake this endeavor. The CRT provides a standardized mechanism by which to share cobalt-sourcing data throughout the supply chain. Seagate has used the CRT to gather cobalt-sourcing information from all of our direct material suppliers and makes this information available by request to customers.

Roughly one-fifth of minerals are produced from artisanal and small-scale mining (ASM). The lack of formalization of ASM sites makes them more prone to human rights abuses and environmental degradation than more established, large-scale industrial mines. Also, the existing responsible mining standards are generally not well-suited for ASM. In response, the RMI formed the ASM Workgroup to develop a set of principles, or a standard, relating to human rights abuses and socioeconomic injustices as well as to manage risk for the downstream entities purchasing ASM-sourced minerals. Seagate was selected to co-chair this workgroup. As of the close of FY2020, a set of standards for ASM-sourced cobalt from the Democratic Republic of the Congo was in development.

The high-risk rating of the rare earth elements is primarily due to uncertainty surrounding availability, as well as volatility in price. While the global demand for rare earth elements has doubled over the past 25 years, a single country controls the bulk of the world's supply. This limited diversity in the origin of the rare earth elements, and the significant price swings seen over the last decade due to supply constraints are concerning for Seagate due to the need for rare earth elements in our products – especially our HDDs. Our circularity initiatives, particularly around the re-use of magnets, help address these concerns.



Rare Earth Elements (Dysprosium, Yttrium, Neodymium) and Cobalt

Seagate's risk management and compliance professionals monitor news aggregators, industry association newsletters and other information pathways to maintain awareness on events which could pose an impact on our material supply chains. As needed, we coordinate with our supply chain to mitigate potential supply disruptions. Where possible, Seagate maintains multiple suppliers for each component we purchase, to enable swift sourcing changes in response to risk, pricing, and availability challenges. Our commodities management organization reviews raw materials pricing trends on a quarterly basis to forecast spending changes.

LOOKING FORWARD: RESPONSIBLE SOURCING OF MINERALS

Seagate will remain committed and vigilant against human rights violations throughout our supply chain and we continue our goal of maintaining a conflict-free status across our entire product portfolio. We also intend to migrate more of our supply chain to use responsibly sourced cobalt, underpinning our dedication to integrity for both people and planet.

Environmental Sustainability

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Our global environmental sustainability efforts are intrinsically tied to how we do business; Seagate acknowledges that climate change and subsequent environmental damage are real and contributed to by human activity, and we are responsible to our people, the planet, and our own viability as a company in reducing our impact.

All efforts in reducing our energy consumption, carbon emissions, waste, and water usage are supported by senior management, and we regularly set and review goals to track our progress.

In addition to measuring progress internally, we work with several outside organizations, such as the RBA, UNGC, and Science Based Target Initiative (SBTi) to validate and further our efforts. We also work with our suppliers and key stakeholders to educate them on sustainability best practices, measuring their own performance.

These actions comprise the majority of our environmental sustainability efforts. To the best of our knowledge, no Seagate operations are owned, leased, managed in, or adjacent to protected areas and areas of high biodiversity value outside protected areas.

> **...we are responsible to our people, the planet, and our own viability as a company in reducing our impact.**

Management Systems

Our environmental management system is shaped by ISO standards, the RBA Code of Conduct, UNGC principles, and stakeholder input, creating a platform for industry leadership in environmental sustainability.

At the end of FY2020, all of Seagate's manufacturing facilities maintained certification to ISO 14001 Environmental Management System. The EMS covers the seven manufacturing sites and central function, similar to ISO45001. We had 25 environmental regulatory visits and no violations in FY2020.

We align with ISO standards in implementing energy management systems, with the goal of driving a common and sustainable energy management program at all manufacturing sites. Our manufacturing sites in Wuxi, China, Korat, Thailand and Londonderry, Northern Ireland, are certified to the ISO 50001 Energy Management System.

Energy and Carbon Emissions Performance

Reducing GHG emissions is the most significant environmental aspect of our operations. Seagate aims to reduce both energy use and GHG emissions per storage capacity produced to measure the impact relative to the amount of economic activity taking place. We measure energy and carbon emissions intensity per exabyte (EB) of storage capacity shipped.

Incurred energy use and process chemical use are essential in both manufacturing our products and providing our services. To reduce related GHG emissions due to energy and process chemical use we identify conservation opportunities, audit our management systems, set targets, and report our progress to employees, suppliers and customers.

Purchased electricity and fugitive emissions (an unintended release of GHG compounds into the atmosphere from various types of equipment and processes) remain the largest sources of Scope 1 and 2 GHG emissions. As such, our manufacturing sites are required to set and achieve annual energy savings goals to reduce their GHG emissions intensity.

As the cloud-based data storage market continues to grow, our product mix has transitioned towards higher capacity drives. These products typically require longer test times, and operate for longer periods of time, increasing the GHG emissions per EB. We actively seek ways to mitigate the negative impacts that come from these products. For example, we are continuing to search for a replacement for the hydrofluorocarbon (HFC) solvent used in our manufacturing processes (a fugitive emission), and other chemicals that have high global warming potential. These are the main contributors to our Scope 1 emissions and are key in reducing overall GHG emissions.

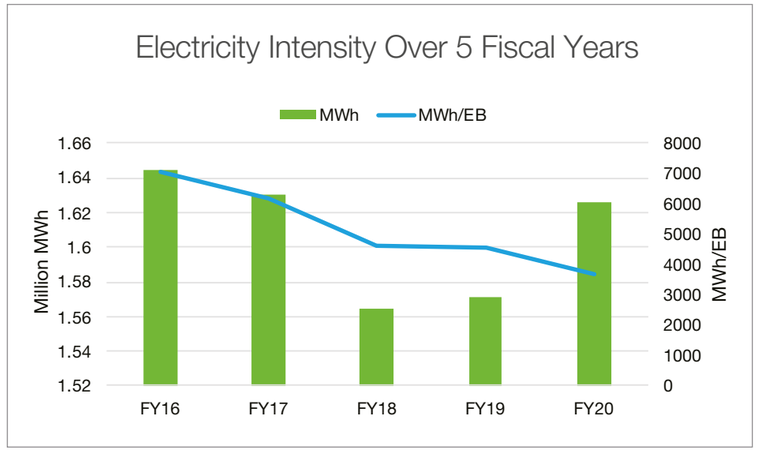
We remain committed to our SBT goals:
"Global data storage solutions provider Seagate Technology LLC commits to reduce absolute Scope 1 and Scope 2 GHG emissions 20% by 2025 and 60% by 2040 from a 2017 base year. Seagate Technology LLC also commits to reduce absolute Scope 3 GHG emissions 20% by 2025 and 60% by 2040 from a 2017 base year. More on Science Based Targets here."

Scope 1 and 2 (market-based) GHG emissions increased by 0.41 percent from 2017 to 2019. The 2017 baseline was adjusted in FY2020 with the most recent information. The 20 percent emissions reduction from 2019 is still in progress to achieve the 2025 goal.

Energy

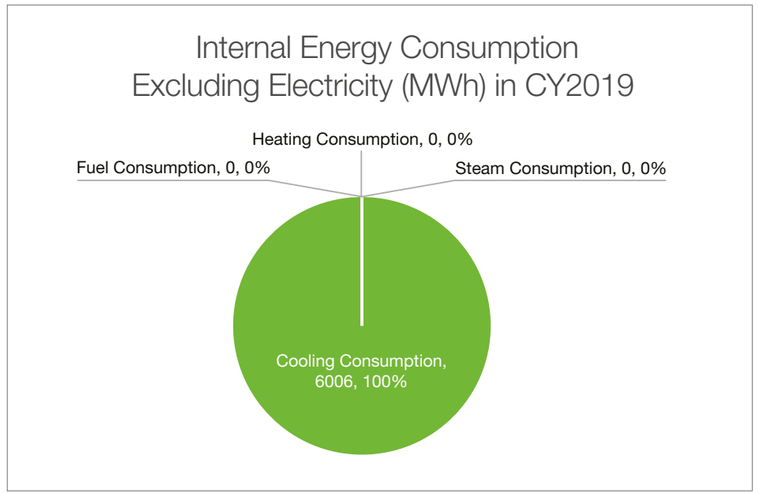
As we continue to innovate to produce higher-capacity drives to support increasing demand for cloud-based storage solutions, the amount of energy required to manufacture our products has increased. Normalizing our energy consumption per exabyte of shipped storage capacity helps guide our energy efficiency processes and provide a standard to measure our efficiency progress.

Energy Intensity

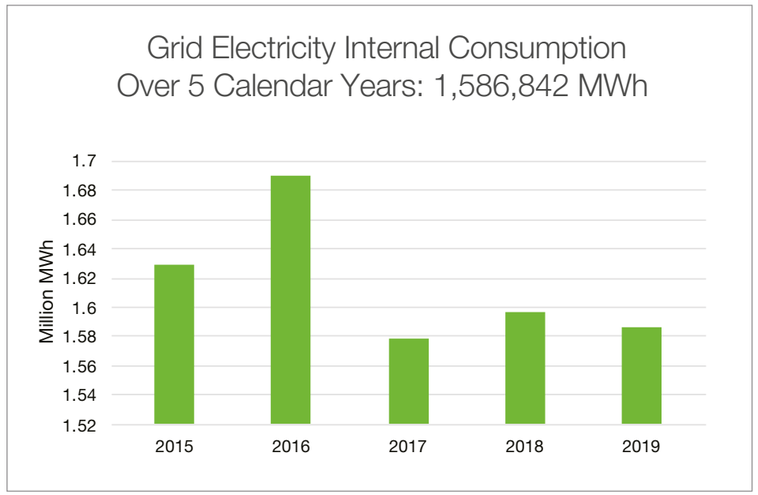


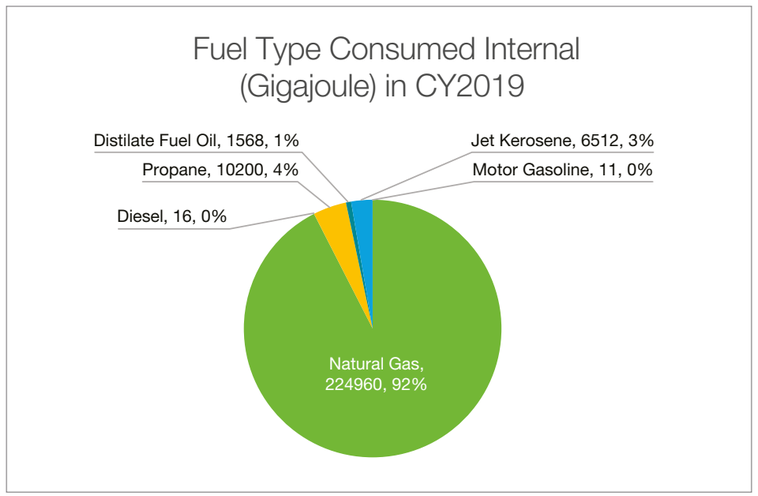
Seagate shipped 442.4 EB of storage capacity in FY2020, resulting in a total of 3674 MWh per EB of storage capacity shipped, compared to 4533 MWh per EB in FY2019. The percent reduction in electricity consumption is 18.9% percent.

Energy Consumption within Seagate



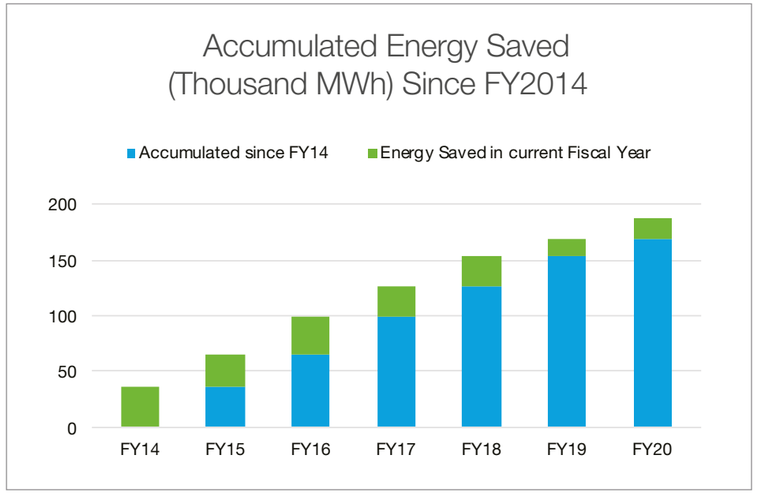
Total of 6,006 MWh of cooling consumption internally by Seagate in CY2019. There was zero other fuel consumption, heating consumption or steam consumption, excluding electricity.



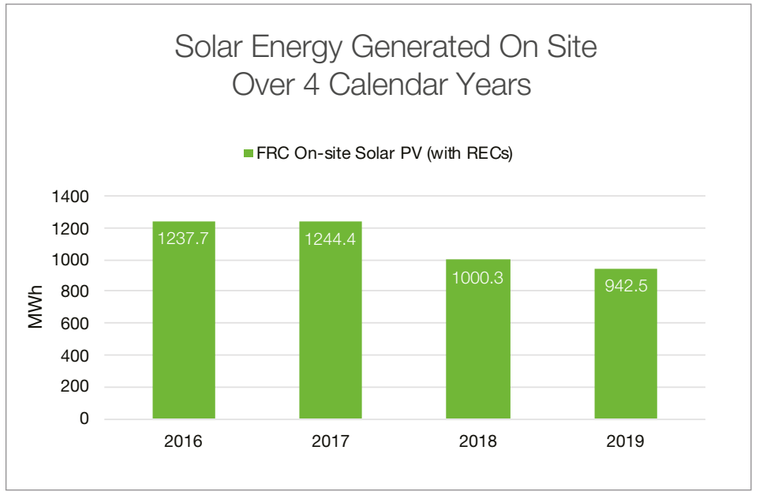


Reduction of Energy Consumption

Energy conservation continues to be a growing area of focus for Seagate, and in FY2020 we saved 17,600 MWh of electricity through energy conservation and efficiency initiatives, exceeding our conservation goal of 14,000 MWh for the year. Energy savings are calculated using the Metered Baseline Method (MBM); since FY2014 when Seagate initiated energy conservation projects, focused mainly on electricity, we have saved a cumulative 187,000 MWh. Our conservation goal for FY2021 is 10,000 MWh.



Renewable energy is continually evaluated as part of our work in reducing GHG emissions. Our Fremont, California design center generated 942.5 MWh of solar energy in CY2019. The capacity of the system is 1MW; the total amount generated, and the RECs are retained by Seagate.



Carbon Emissions

Carbon emissions data is collected by calendar year (CY), and our baseline year is CY2017, the year that we had complete Scope 3 data. Seagate measures Scope 1, 2 and 3 emissions, and shares our factory performance results with our stakeholders annually in both our own report (the GCAR) and through the CDP (formerly known as the Carbon Disclosure Project) investor and supply chain questionnaires. Our responses are available on the CDP website and our own external webpage, and we share information with our customers through the RBA environmental module.

- CDP Climate Change Response
- Third Party Verification

Information on risks and opportunities posed by climate change can also be found in our CDP Climate Change response. We continue to assess climate change related risks to the business as part of our annual ISO 14001 management system process, and we have not identified any risk unique to our company beyond what would apply to our industry. See the CDP disclosure for details on risks and opportunities.

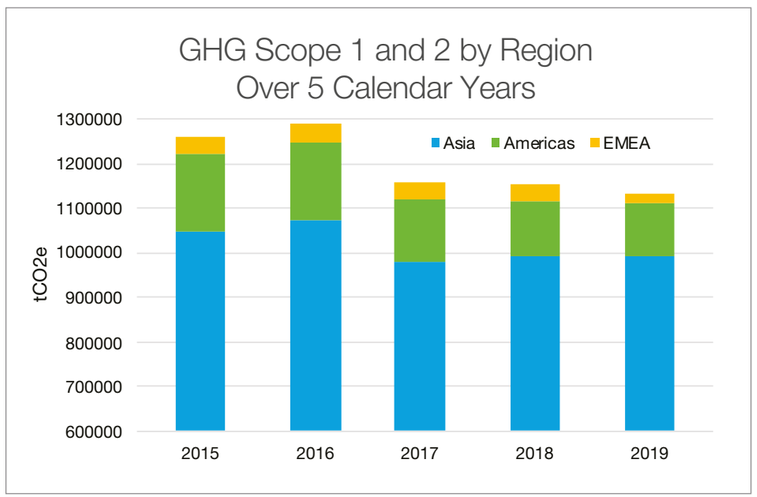
Scope 1, 2 and 3 Emissions Results

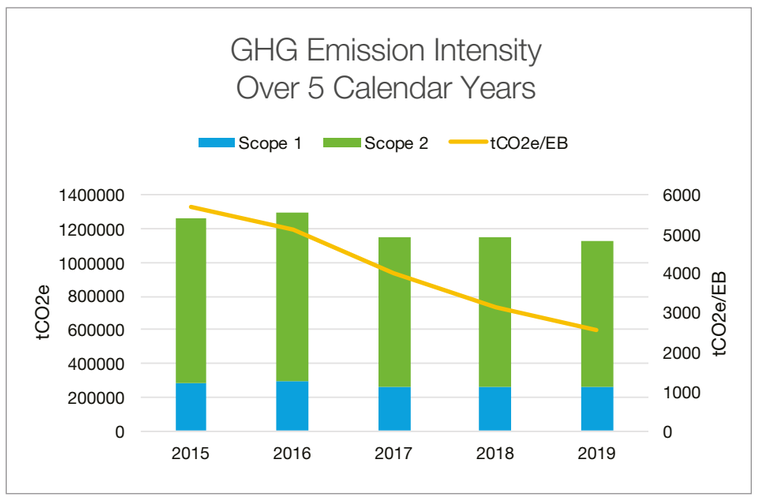
SCOPE	CY2019	CY2018	CHANGE	REASONS FOR CHANGE
Scope 1: Emissions (GHG emissions generated directly at our sites)	262,445 metric tons of CO2e	259,307 metric tons of CO2e	1.21 percent increase	Increased consumption of natural gas and jet kerosene led to increase
Scope 2: Location based emissions: GHG emissions generated from the electricity that we purchase	869,654 metric tons of CO2e	890,010 metric tons of CO2e	2.29 percent decrease	Reductions driven by site energy conservation
Scope 2: Market based emissions: GHG emissions generated from the electricity that we purchase	875,773 metric tons of CO2e	902,266 metric tons of CO2e	2.94 percent decrease	Reductions driven by site energy conservation
Combined Scope 1 and 2 Goal (SBT): Reduce emissions by 20% by CY2025 and 60% by CY2040 from CY2017 base year	1,132 thousand metric tons	1,149 thousand metric tons	Overall we reduced our absolute emissions by 1.49 percent in CY2019 vs CY2018	See above
Scope 3 emissions: Indirect GHG emissions that occur in our value chain, including both upstream and downstream emissions	9,909,200 metric tons CO2e	Total: 16,790,400 metric tons CO2e	--	Better LCA mapping with the latest product profiles resulted in an emission adjustment of the use of sold products and a new baseline to model our emissions

**Seagate adopts The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition) to collect activity data and calculate emissions. The emission data are reported for Scope 1 and Scope 2 as per the World Resources Institute (WRI)/World Business Council for Sustainable Development (WBCSD) Greenhouse Gas Protocol Corporate Accounting and Reporting Standard, and Scope 3 as per the WRI/WBCSD Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard.

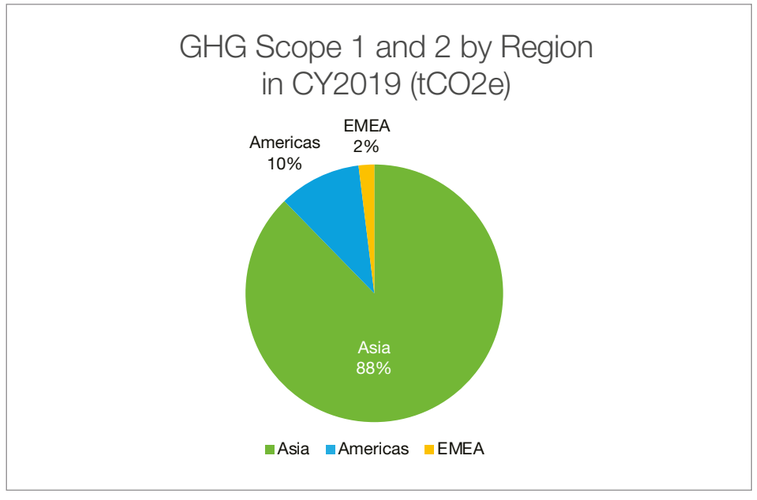
Our GWP factors are based on IPCC Fifth Assessment Report (AR5 – 100 year), and we scope our reporting for which we have operational control. Other gasses include CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, 404A & 407C. Emission factors for the electricity use are using EPA's eGRID2018 for the US and IEA's "CO2 Emissions from Fuel Combustion" (2013 Edition) for outside the US.

We also conduct third-party verification of our GHG emissions reporting, which is done every year per ISO 14064-3: Greenhouse gases—Part 3: Specification with guidance for the validation and verification of greenhouse gas assertions. **

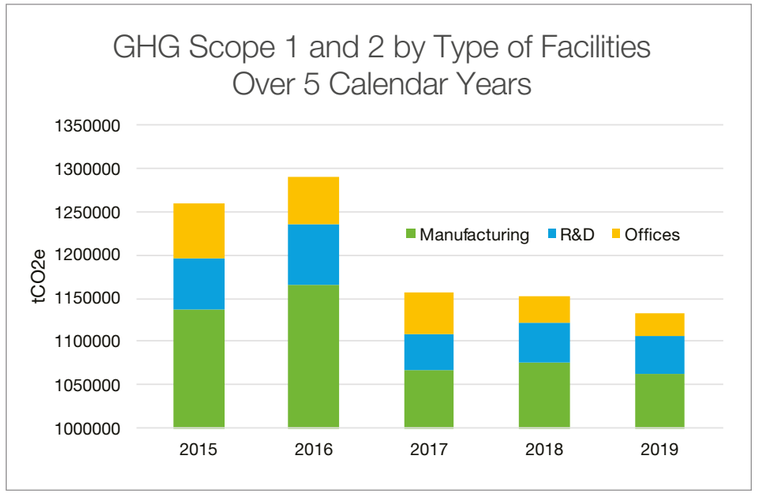




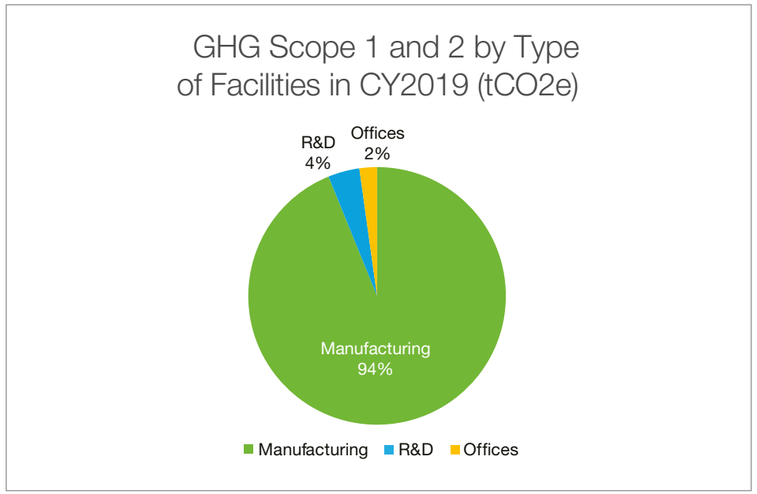
We believe that measuring emissions normalized over EBs shipped is a more accurate representation of the emissions portfolio of our business as compared to data being normalized to number of drives shipped.



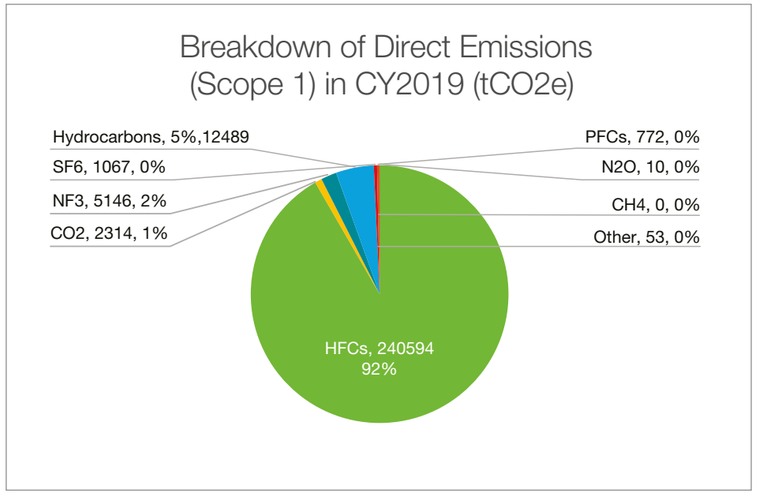
Total of 1,132 thousand metric tons of CO2e generated in Scope 1 and 2 (location based), a 1.49 percent reduction from CY2018



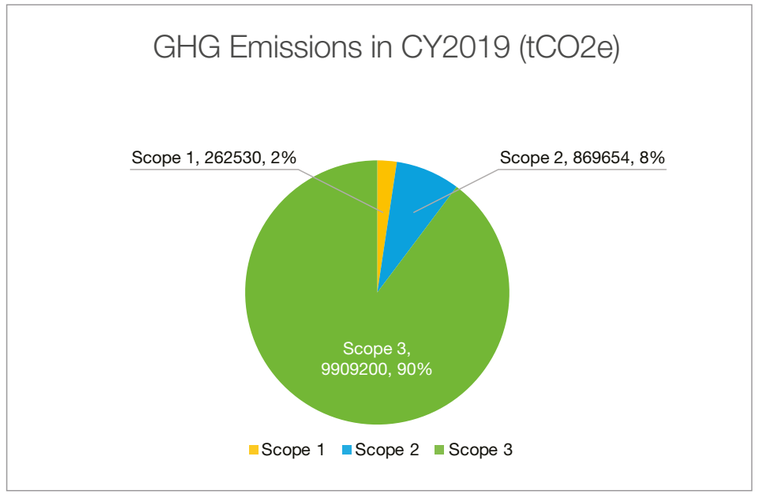
Seagate continues to face challenges with the use of a hydrofluorocarbon solvent with high global warming potential in our media manufacturing process, resulting in fugitive emissions. The chemical is in a closed-loop system with on-site recovery to minimize those fugitive emissions. This solvent is a necessary part of our manufacturing process, and it is a priority to find a suitable replacement. Our media design teams are working with our manufacturing teams to qualify a replacement and improve process efficiency.

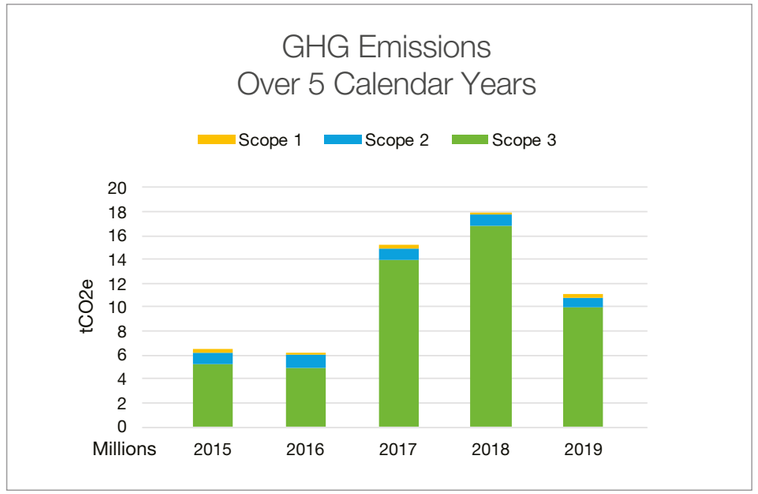


The hydrofluorocarbon solvent used in our head and media manufacturing process contributed 92 percent of the Scope 1 emissions totals.



Seagate reports on all twelve Scope 3 parameters that are relevant to our operations; our FY2019 GCAR was the third year that we reported a complete Scope 1, 2, and 3 GHG footprint, including all relevant Scope 3 categories.





Scope 3 Emissions

In the technology industry, Scope 3 emissions are typically much higher than Scope 1 and 2 emissions due to product use. As products require more power and/or operate for longer periods of time, the emissions also change. Seagate continues innovation in this area to reduce the amount of energy used by our products; by learning from current products, we can better design future ones to decrease emissions. Our LCA results inform us of sustainability impacts, including energy usage, along with other improvement areas such as packaging. Seagate's goal is for each generation of products to be more efficient (TB/watt) than the previous generation.

CY2017 GHG emissions were higher as we began fully reporting on all scope 3 parameters. Reductions in the CY2019 scope 3 number are due to a reassessment of "use of sold product," mainly realignment of enterprise HDD product LCAs.

CY2019 GHG Total Emissions

PROCUREMENT | TRANSPORTATION | PRODUCTION | TRANSPORTATION | DISPOSAL

2019 Total Scope 1, 2, and 3 Emissions: 11 million metric tons CO2e

Scope 3 Upstream = 1,848

- Purchased Goods and Services = 1,300
- Capital Goods = 210
- Fuel and Energy Related Activities = 190
- Upstream Transportation and Distribution = 100
- Employee Commuting = 25
- Business Travel = 15
- Waste Generated = 5
- Upstream Leased Assets = 3

Scope 2 = 870

- Purchased Electricity = 867
- Purchased Cooling = 3
- On-Site Generation = 0.1

Scope 1 = 262

- Process/Fugitive = 250
- Stationary Combustion = 12
- Mobile Combustion = 0.4

Scope 3 Downstream = 8,060

- Use of Sold Products = 8,000
- End of Life Treatment for Sold Products = 50
- Downstream Transportation and Distribution = 9
- Processing of Sold Products = 1.3

Scope 1, 2, and 3 Emissions listed in thousand metric tons CO2e

** Total Scope 1, 2, and 3 Emissions 11 million metric tons CO2e*

CY2019 Emissions of Ozone Depleting Substances and Nitrogen Oxides, Sulfur Oxides and Other Significant Air Emissions

In CY2019, there were no ozone depleting substances (ODS) recognized under the Montreal Protocol used for production. However, there was a total of 0.04 metric tons of CFC equivalents used in test and development, and lab work. This data was based on in-house annual chemical inventory, which came from their relative ozone depletion potential (ODP). Determined from data generated and collected during an air emission monitoring program, our total applicable significant air emissions concentration from our manufacturing facilities were 17.5 mg/Nm3 SOx, 7,888 mg/Nm3 volatile organic compounds (VOC) and 64.5 mg/Nm3 particulate matter (PM). There was no NOx was detected. Emissions factors are sourced from the EPA's ODS page.

LOOKING FORWARD: ENERGY AND CARBON EMISSIONS

Energy conservation will continue to be a focus in FY2021, as we continually evaluate processes and products to identify savings opportunities. We will also aim to minimize emissions through energy conservation activities, improved management of energy, and process controls. We anticipate saving 10,000 MWh in FY2021 and anticipate Scope 1 and 2 emissions to total 1,152,000 metric tons of CO2e. These efforts all ladder up to our aggressive SBTi goals. Seagate also aims to have ISO 50001 implemented in the remaining four manufacturing sites in FY2021.

Waste Management

Each Seagate site has established systems to track, manage and report waste of all types; any waste minimization initiatives undertaken have the goal of preventing waste from being produced, and recycling or reusing waste whenever possible. Waste is inevitable in the manufacturing process, making its management a significant aspect of our operations. Proper management is undertaken to reduce environmental impact and generate the most benefit, and any programs in place allow us to categorize different waste streams, ensuring proper disposition in accordance with regulatory requirements.

Two Main Types of Waste

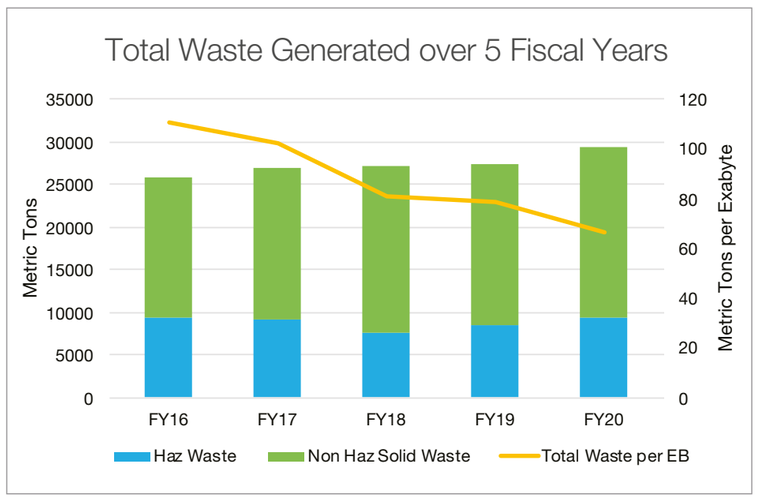
Non-Hazardous Waste: Comprised of wood, paper, cardboard and plastics which are non-hazardous.

Hazardous Waste: Comprised of organic solvents, sludges, corrosives waste and e-waste.

We commit to zero landfill disposal of hazardous waste unless technically not feasible. In the case of disposal, we work with the disposal facility to identify the most appropriate method for treatment and disposal. Our preference is to recycle waste whenever possible, but if that is not an option, we look at chemical, then physical treatment, and finally incineration.

Each Seagate site reports data on waste to a central database, accessible by employees and reviewed by our Sustainability team to ensure best practices are in use. Vendors are qualified through a third-party audit of set criteria, and we have established minimum requirements for the selection and performance of hazardous waste treatment vendors.

Seagate had no significant spills (defined as one which is reported in the financials as a liability requiring outside response by a party external to Seagate) in FY2020.



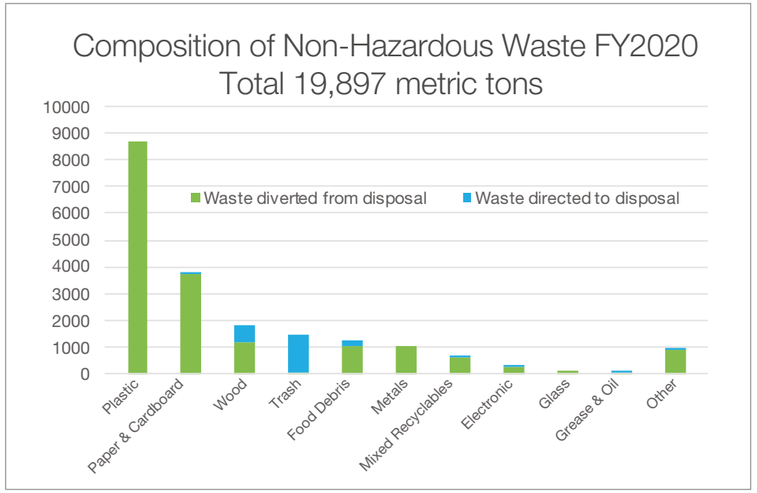
Non-Hazardous Waste

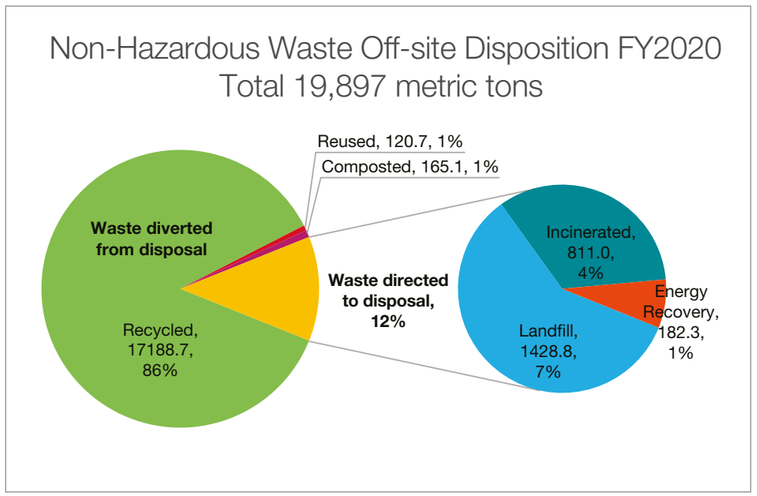
We measure the performance of our program by tracking the metrics listed in the graph that follows, taking into account recycling and energy recovery. Our annual totals include all waste generated at facilities under the company's ownership and control, not including waste generated as part of new construction projects.

FY2020 Target:
A diversion rate for our non-hazardous waste of 85 percent.

FY2020 Results:
Target met with 87.8 percent diverted

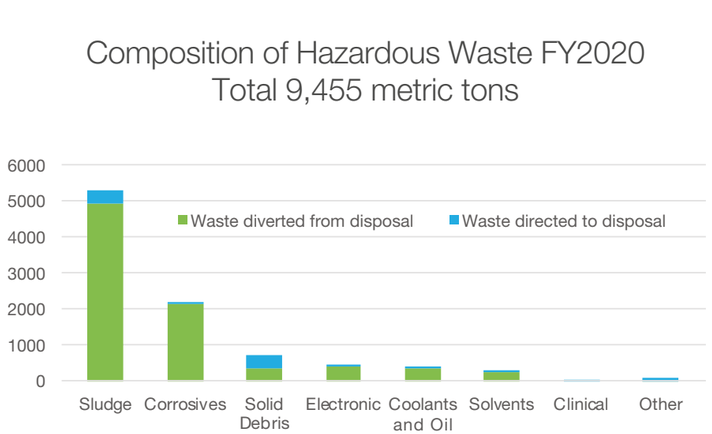
*generated 4.37 percent more non-hazardous waste in FY2020 (at 19,897 metric tons), compared to 19,036 metric tons in FY2019

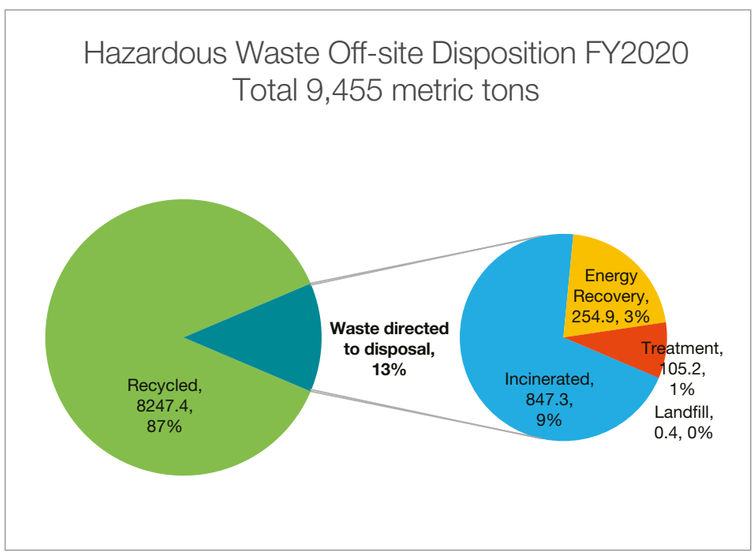




Hazardous Waste

Seagate continues to use recycling as the main method of disposal for hazardous waste. Waste sent for landfill contained asbestos from building renovation as there was no other suitable treatment method available. A smaller percentage of our hazardous waste was recycled this year, but a larger percentage was sent through energy recovery.





We utilize CHWMEG third-party audit reports to assess Treatment, Storage, and Disposal Facilities (TSDF) across global sites. When CHWMEG audit reports are not available, we directly contract with third-party firms to conduct audits of TSDFs. In FY2020, we conducted or reviewed 16 Hazardous Waste TSDF audit reports to ensure these facilities meet the standards set by Seagate Corporate Sustainability. A total of 9,455 metric tons of hazardous waste was transported to in-country TSDFs for treatment in FY2020. No waste was imported or exported during the year. The volume of waste transported is calculated from hazardous waste consignment notes that accompany the shipment for treatment.

All of Seagate's waste numbers are off-site; our waste contractor collects the waste, consolidates, and transports off-site to their own facilities for waste processing.

LOOKING FORWARD: WASTE MANAGEMENT

We are committed to ensuring that all of our hazardous waste stays out of landfills throughout the year. We also aim to maintain a non-hazardous waste diversion rate of more than or equal to 87 percent in FY2021. Hazardous waste volume is a potential challenge, as we see it increasing due to process complexity at some of our sites; with site initiatives, innovation, and insights from our teams, we hope to keep our hazardous waste totals as low as possible and continue to decrease our hazardous waste per EB number.

Water Management

Proper management of water, an important natural resource, is needed to preserve and protect our global ecosystems. Without water, we could not clean products during manufacturing or provide adequate cooling to facilities and critical equipment.

Freshwater is primarily used in direct operations and in our value chain as coolants and cleaning agents at production facilities, and is sourced from local watersheds shared with the community.

Note that all water noted in our charts and data callouts is classified as Freshwater (≤ 1,000 mg/L Total Dissolved Solids)

Wastewater produced from our operations is treated and discharged into waterways used for other purposes e.g. transportation and irrigation. Proper treatment of water is also an important aspect of our operations to reduce the impact to downstream activities. Seagate continues to apply measures to reduce water consumption, improve water recycling, increase awareness among employees, and reduce water intensity. Our water metrics are reported annually based on the calendar year, not fiscal year. Our CDP Water Security Response and Third-Party Verification can be found on our external Global Citizenship Website.

3.05%

Total Water Withdrawn Reduced

To 8,029 megaliters in CY2019 from 8,282 megaliters in CY2018; total volume of water withdrawn from municipal water supplies (based on meter reading).

8.57%

Water Recycled Increased

To 2,775 megaliters in CY2019 from 2,556 megaliters of water (based on meter reading) in CY2018; progress driven by reducing water use through efficient processes and recycling water we do use.

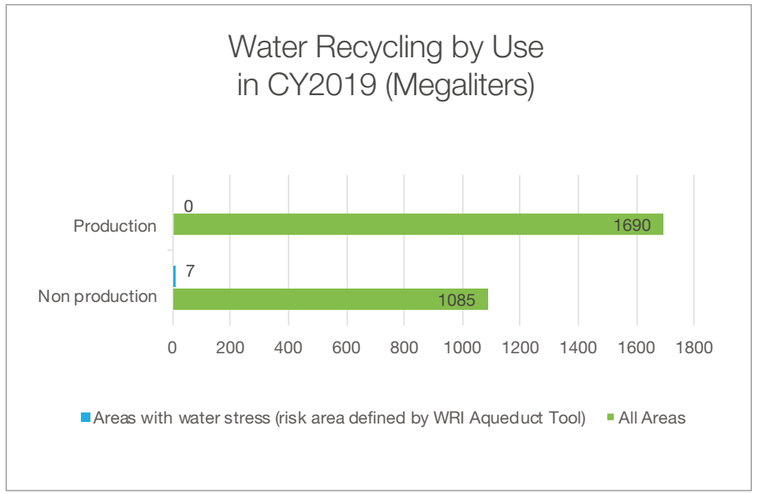
19.65%

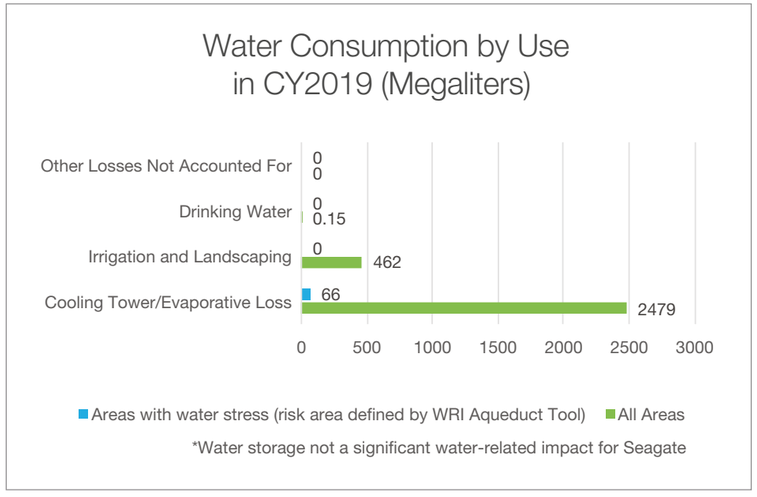
Water Intensity Decreased

To 18.15 liters per EB in CY2019 from 22.59 liters per EB in CY2018; This is due to an overall reduction in withdrawal as well as the increased number of EBs shipped from CY2018 to CY2019.

Cooling is our primary water use, with around 84 percent used for that purpose. We monitor use at our facilities on an annual basis, and when actual data is not available, we estimate consumptive use based on available data from other facilities. Manufacturing sites and Seagate's largest R&D and administrative sites are prioritized for monitoring because they are the largest contributors to our water use. For smaller office-based sites, consumption is negligible.

We perform water risk assessments using the WRI Aqueduct Tool and disclose information in our CDP water disclosure questionnaire. Seagate's CDP Water Disclosure can be referenced for details.





Treatment and disposal of wastewater from our processes is an important aspect of our operations. In all locations in which we operate there are minimum standards set by local authority for the quality of effluent discharge which include pH, Biological Oxygen Demand, Chemical Oxygen Demand, Suspended Solids and mineral content among others priority substances of concern (primarily heavy metals relevant to electronic processes.) Our treatment plants are built and maintained to ensure they operate efficiently in treating the effluents from our processes. All our treatment plants have internal operating control limits set well below the minimum discharge standards to act as internal triggers to ensure continued compliance, and are in compliance with local effluent discharge requirements.

A number of our facilities also have online monitoring capabilities which are linked directly to the regulatory authority monitoring system. The regulatory authority which provides us with the permits to operate our treatment plants and set effluent discharge limits takes into consideration the receiving bodies of water. The receiving bodies of water are managed by the municipality and are connected with municipal water treatment facilities. There was no corrective action needed for non-compliance of discharge limits in FY2020.

Johor Wastewater Treatment

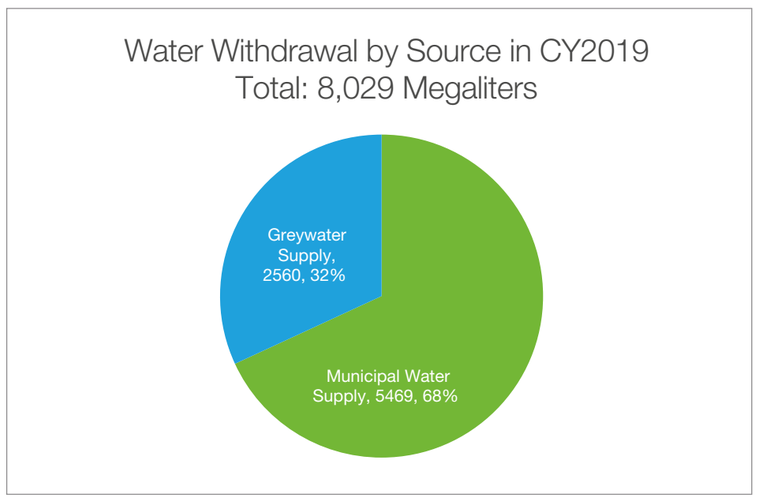
CASE STUDY

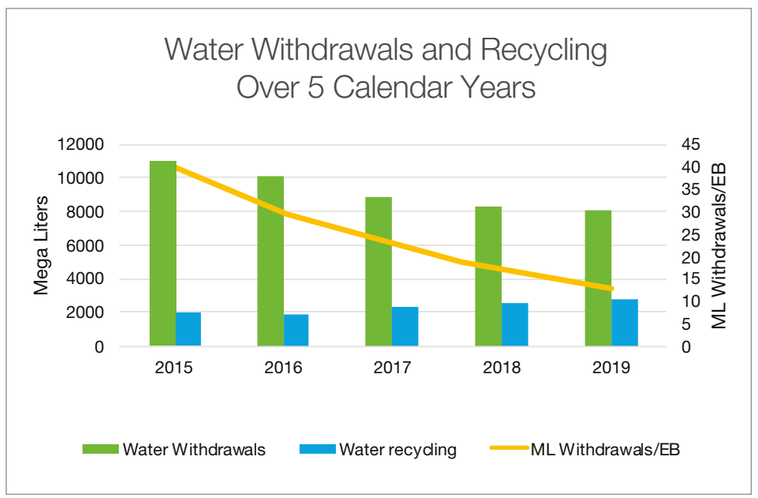
Johor Water Recovery Initiative

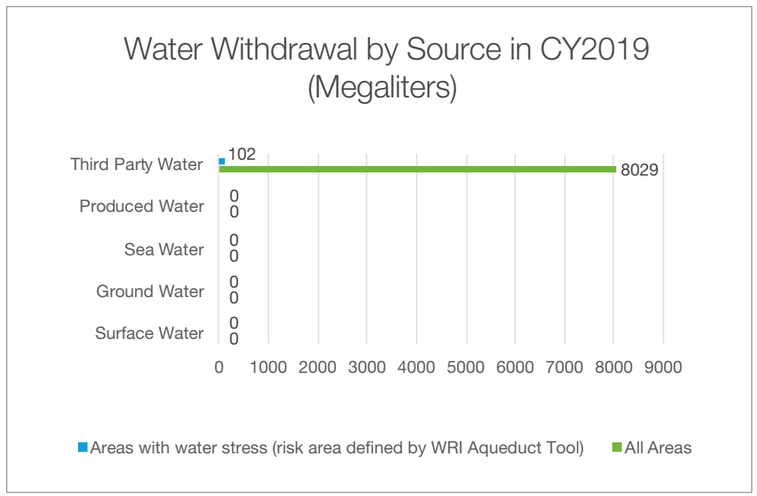
In FY2020, Seagate's Johor team embarked on a project to reduce dependence on raw water, both from our own reservoir and external sources. Through increased recycling efforts, Seagate could lessen its environmental impact, save significant money and resources, and increase business resilience by mitigating any water supply disruptions.

In the first phase of the project, the team worked with a specialist vendor to install an industrial effluent recycling system next to the Seagate Johor process water tank. By using the recycling system, the site was able to increase reclaimed water volume and generate process water with consistent water quality, essential for the manufacturing processes it is used in.

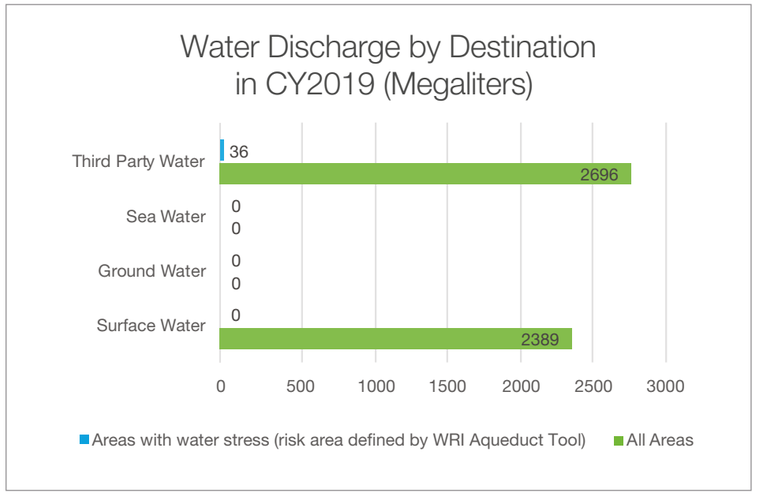
At the end of FY2020, water recycling at the facility totaled 62,890 m^3. Phase 1 of the project implementation is complete, and phase 2, which focuses on increasing recycling from other areas of production, is in progress.

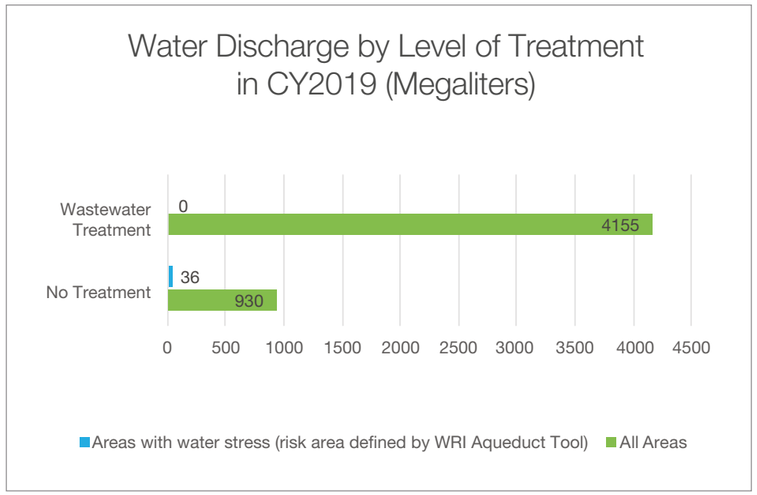


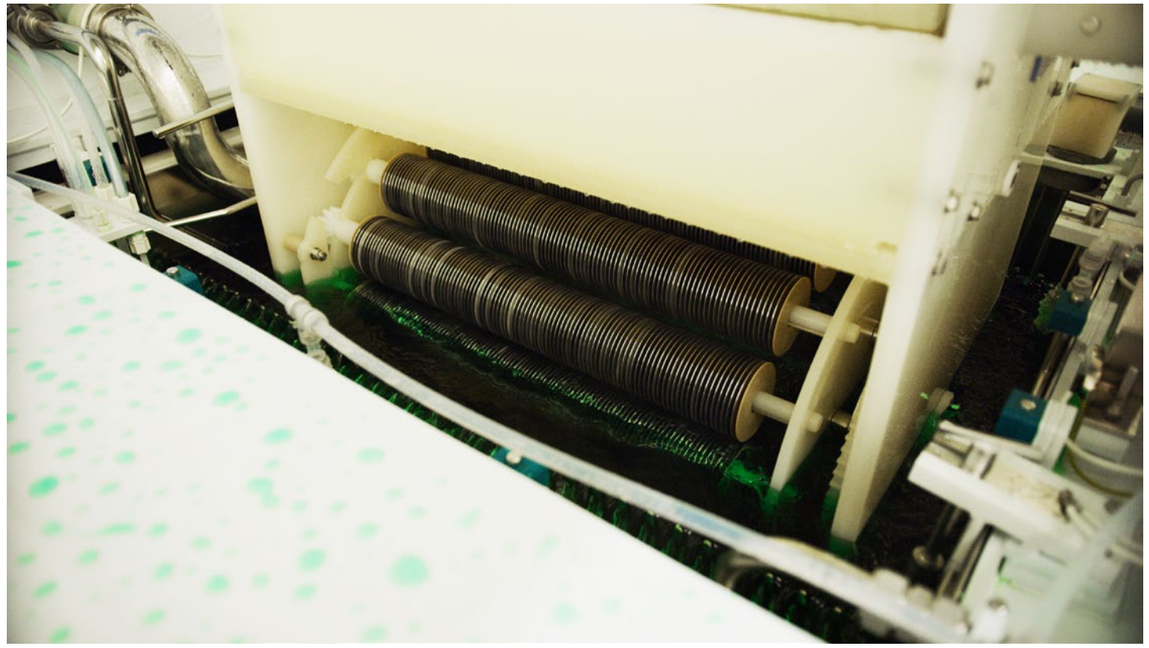




Our sites have established a water discharge monitoring plan that takes into consideration process capabilities and legal requirements; as the largest contributors, manufacturing sites and Seagate's largest R&D and administrative sites are prioritized for monitoring. This prioritization is deemed appropriate because water discharge quality is monitored by standard effluent parameters at all facilities where wastewater treatment takes place on site. Our remaining sites discharge to municipal sewers as per local requirements and do not negatively impact surrounding ecosystems.







LOOKING FORWARD: WATER MANAGEMENT

Seagate remains committed to reducing use of water, and increasing water recycling, throughout FY2021. One target for FY2021 is to improve water withdrawal per EB by 4 percent. Our innovative solutions, such as recovery operations in Johor, along with new technologies, data monitoring, and policies will help us achieve our goals in water management and maintain integrity in our environmental goals.

07

Our Employees

FY2020 presented new challenges for all of us with the onset of the global pandemic and putting our employees first has been Seagate's top priority.

Seagate's people make us a leader in the industry and at the end of FY2020 we had more than 41,500 employees located around the globe in more than 25 countries. With a large, widespread community of employees, we gain diversity of talent and thought each day, helping to create a more sustainable business. The success of Seagate depends on our ability to continue attracting, developing, retaining and engaging a talented workforce.

FY2020 Global Employees: 41,664**

Total Employees by Region

REGION	Regular Employees	Temporary Employees	Total Employees
Americas	11.8%	0.3%	12.1%
Asia	82.2%	1.5%	83.7%
EMEA	4.2%	–	4.2%

* Data compiled on information that is in the HR Management System on the last day of the reporting period.

** Regular employees include full and part-time employees. Temporary employees includes interns and employees with fixed-term contracts.

Total Employees by Gender

GENDER	Regular Employees	Temporary Employees	Total Employees
Female	58.1%	0.7%	58.8%
Male	40.0%	1.2%	41.2%

GENDER	Full-Time	Part-Time
Female	58.6%	0.2%
Male	41.1%	0.1%

*** Time type is defined by legislation where employees are located.

Technology acceleration requires an equal acceleration in our “people” capabilities, spanning engagement, recruitment, retention, inclusion, reskilling, redeployment and a host of other vectors. Human Resources (HR) services and programs are critical in providing a positive experience to all Seagate customers and employees during a time of tremendous change for our business, our organization and the world. FY2020 was about change management; the HR team has been working to develop a People Strategy that aligns with the business strategy, focused on pivoting the culture of HR and Internal Communications to reaffirm and expand the team’s role as a consultative partner to the business by offering strategic guidance underpinned by carefully scoped, high-value solutions.

Our people strategy will officially launch in FY2021 and is a fundamental part of the overall business strategy, focusing on enhancing the employee experience while ensuring:

- Opportunities to learn, grow and explore various career paths.
- An understanding of how employees can contribute to Seagate’s success.
- An inclusive and equitable environment offering room for diverse voices to be heard.
- Access to meaningful benefits and rewards that support employees’ health, well-being and much more.
- In addition, we plan to offer managers new opportunities to learn and deploy critical skill sets in hiring, leading and inspiring.

To support our people strategy, our team has worked throughout FY2020 to lay the foundation to migrate to SAP SuccessFactors, which will launch in FY2021. This user-friendly platform provides a world-class solution with a unified, simple user experience across various touchpoints. These include performance management, compensation and benefits, hiring and goal-setting—as well as insights and data about our delivery of the employee experience.

Our goal is to create better employee experiences, from hire to retire—enabling a positive impact on employee engagement. This ultimately supports customer satisfaction, shared success and revenue growth. Overall, our HR team is committed to helping employees achieve their best potential at Seagate.

Mission First, People Always!

Workforce and Talent

Attracting and retaining the talented and diverse workforce that Seagate thrives on requires that we both recruit externally and grow our employees internally. Critical to talent acquisition is the ability to identify internal talent for open positions. We encourage our employees to check for current job postings of interest through Seagate's career site—the same place where external candidates can easily view and apply for Seagate jobs. We recruit externally to align our workforce with our business and identify skilled individuals that can bring creative and innovative solutions. External hiring was down slightly from FY2019, due to global factors, including the COVID-19 pandemic.

As we work to support diverse representation throughout our workforce, ensuring diverse talent pipelines remains at the forefront of our efforts. The actions below represent the steps we take to engage with diverse candidates:

Working with local and national diversity organizations, including the National Society of Black Engineers (NSBE), Society for Hispanic Engineers (SHPE), as well as engaging in community outreach for groups including LGBTQ+ and U.S. veterans.

Seagate is committed to increasing minority representation within our U.S. workforce, intensifying focus around attracting and retaining talent.

In Wuxi, job fairs are held each week to help individuals with disabilities connect, network and find opportunities with Seagate.

We're active where candidates live, on social media. Our Facebook and Instagram platforms provide an opportunity to share the Life at Seagate story with candidates and share the diversity of our employee base through our global offerings.

We're also active on key recruitment sites across the globe including JobStreet, LinkedIn and Glassdoor. To increase our reach with female candidates, we partner with Fairygodboss.

Ensuring that people of all abilities have equitable access to opportunities through ongoing communications, education, and other efforts. For example, in FY20 Seagate hosted a job fair for people with disabilities in Thailand; we also launched a company-wide neurodiversity training aimed at raising awareness of neurodiversity inclusion.

Taking steps to ensure hiring slates are inclusive of diverse candidates; the talent acquisition team ensures the hiring process is equitable, inclusive, and free from unconscious bias.

Leveraging our Employee Resource Groups as strategic partners, driving organizational change efforts and supporting Seagate in community outreach, engagement, and diverse hiring initiatives.

Recruiting/Hiring

FY2020 Global Employee Hires: 6,778 (Overall hire rate 16.3%)

HIRES RATE BY REGION		HIRES RATE BY GENDER		HIRES RATE BY AGE GROUP	
Americas	9.5%	Females	16.5%	<30	41.9%
Asia	17.5%	Males	15.9%	30-50	8.3%
EMEA	10.0%			<50	4.8%

Data reflects employee hires captured in our HR Management System during the reporting period and excludes agency temporary workers. Hire rate is calculated as the number of hires divided by employee headcount.

FY2020 Voluntary Turnover: 3,422 (Overall turnover rate 8.2%)

VOLUNTARY TURNOVER RATE BY REGION		VOLUNTARY TURNOVER RATE BY GENDER		VOLUNTARY TURNOVER RATE BY AGE GROUP	
Americas	5.9%	Females	8.3%	<30	18.2%
Asia	8.8%	Males	8.1%	30-50	5.3%
EMEA	3.2%			<50	2.7%

Data reflects employee voluntary turnover captured in our HR Management System during the reporting period and excluded agency temporary workers. Turnover rate is calculated as the number of voluntary terminations divided by employee headcount.

Seagate prioritizes retaining and developing our talented workforce and sets an annual voluntary turnover goal for non-operator employees at 10 percent; in FY2020 we met this goal. We define operators as “Direct Labor Production Workers” and non-operators as “all others.” Seagate offers transition services, such as pre-retirement planning information and resources, for employees that are leaving the workforce due to retirement. In the United States we provide outplacement services and in other countries, we align with legal mandates.

Seagate invests in the future by strategically recruiting on campuses for interns with the goal of converting to graduate hires. We focus on hiring technical and non-technical graduates from universities at our sites around the world, and in FY2020 we hired 224 graduates. We regularly partner with campus minority organizations and 50 percent of our events (15/30) in the US were specific to diversity outreach via campus organizations.

In FY2020, many of Seagate’s spring and summer interns moved to a virtual work environment due to COVID-19. We hired 322 interns at our facilities globally and where feasible, interns worked remotely. Our internship program offers interns an opportunity to gain hands-on experience within an innovative and global company. During their time at Seagate, student interns gain valuable industry experience and contribute to many departments at the company. These interns gain exposure to technology through project-based work and at the conclusion of their projects, they prepare and present a summary of their internship for their group leadership and other relevant employees. Interns were given virtual exposure to leadership via

“lunch & learn” sessions, took an HDD 101 class, networked with each other through online social activities and were even offered a cooking class by the head chef at our Longmont facility. When surveyed, 96 percent (88 percent in FY2019) of global interns said they would return to work at Seagate, if offered and 96 percent (94 percent in FY2019) said they would refer a friend to Seagate. 89 percent of US managers surveyed would re-hire their intern if they could. At least 1/3 of US interns have been extended to work for Seagate full or part time through December.

LOOKING FORWARD: WORKFORCE AND TALENT

In FY2021, we plan to continue to build employee skill sets through an internal mobility program. This program is designed to make opportunities visible to employees who seek to build knowledge, gain experience and explore other career directions; build employee skills and confidence to pursue opportunities outside of their “day jobs”; and provide career coaching or a Talent Consultant to identify growth areas for a fulfilling career path. For external hires, we will be enhancing the process to welcome and engage new employees within their first 30 days.

Human Rights and Working Conditions

Protecting and promoting labor standards and human rights is integral to our global operations. Seagate adheres to the United Nations Guiding Principles on Business and Human Rights, the International Labor Organization core labor principles, and the Responsible Business Alliance (RBA) Code of Conduct. Each of these standards are incorporated into our own policies and procedures. Equal opportunity, nondiscrimination, and fair employment practices are also prioritized. As a material aspect of our business, protecting human rights and following labor standards in all of our operations, including in geographies that lack the regulatory protection or enforcement to manage concerns such as child labor, requires specific attention to the following:

COMMITMENT TO A RESPECTFUL WORKPLACE

We do not allow or condone any form of harsh or inhumane treatment.

Seagate strives to create, foster and maintain a work environment that's free from harassment by proactively working to prevent such behavior. The company also promptly responds to, investigates and addresses harassment complaints.

OPEN COMMUNICATION

Our Open Door policy and philosophy encourages open dialogue between employees and managers.

In addition to formal and informal complaint or grievance procedures, employees or other concerned parties have easy access to Seagate's global ethics and compliance hotline to report complaints or concerns.

PROHIBITION OF CHILD LABOR

Our policies oppose child labor, and we do not use child labor in any of our facilities.

We have established age 18 as a standard minimum age for employment at all locations, which complies with or exceeds local legal requirements. Through RBA Validated Audit Program (VAP) audits there have been no cases of child labor found in our operations, and our controls keep such cases at a low risk.

PROHIBITION ON FORCED LABOR

Our policies prohibit, and we do not use any forced, bonded, indentured or other compulsory labor.

We also prohibit our suppliers from using any forced, bonded, indentured or other compulsory labor. Through RBA VAP audits there have been no cases of forced labor found in our operations, and our controls keep such cases at a low risk.

FREEDOM OF ASSOCIATION

We respect our employee's right to freedom of association in choosing labor organizations to represent them.

We strive to maintain positive relationships with the unions, works councils and employee associations that represent many of our employees. Worldwide, approximately 14 percent of our employees are represented by an employee representative organization such as a union, works council or employee association. Through RBA VAP audits there have been no instances of violation of freedom of association found in our operations, and our controls keep such cases at a low risk.

CONDITIONS OF EMPLOYMENT

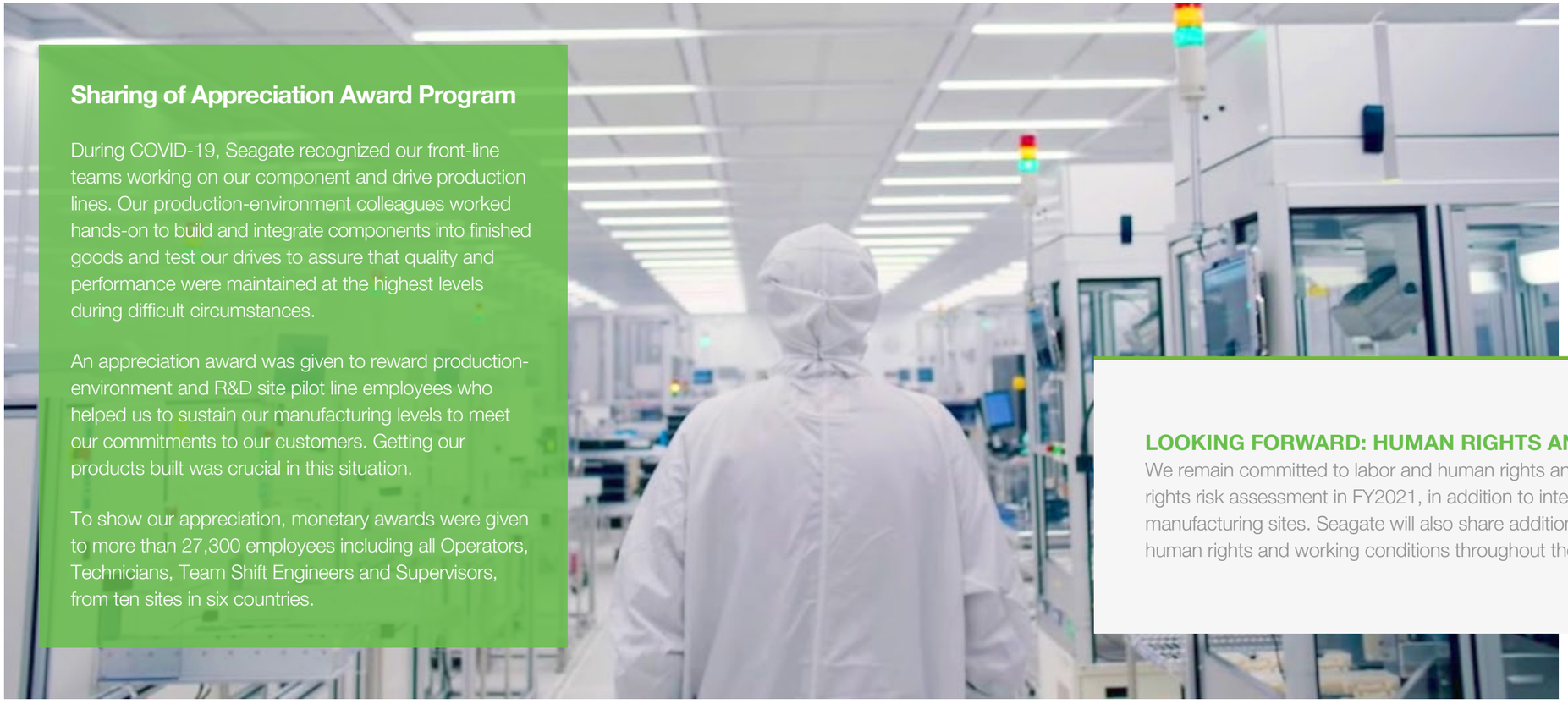
Seagate operates with reasonable working hours and rest days to maintain a positive and productive work environment consistent with the RBA code of conduct or local legislation, whichever sets the bar higher.

Employees decide to accept employment after being fully apprised of the terms, conditions, practices and expectations of their jobs. Workers are not required to surrender government-issued identification, passports or work permits as a condition of employment.

Annual assessments, in line with the human rights framework found in the RBA Code of Conduct, are conducted to identify and mitigate labor and human rights risks at our manufacturing facilities in the United States, Malaysia, China, Thailand, the United Kingdom, and Singapore, which collectively represent slightly more than 86 percent of our workforce.

Internally, our Human Rights policy is published in English, Thai, Malay, and Chinese, and is shared with all new hires during onboarding, posted at our facilities, and included in our annual policy acknowledgement program. During the FY2020 acknowledgment process, the policy was communicated to over 17,500 non-operator employees globally (more than 40 percent of our employees), and over 99 percent reviewed and acknowledged the policy. There is no separate, specific training for this policy. Additionally, 128 of our security personnel who are Seagate employees received human rights training in FY2020.

Seagate believes in Equal Employment Opportunity and recognizes that a talented, diverse workforce provides a competitive advantage. We are committed to providing an environment where all individuals are treated equitably and where people feel their talents and potential are recognized. Our equal opportunity policy prohibits discrimination in all employment practices based on age, race, color, ancestry, ethnic or national origin, physical or mental disability, medical condition, genetic information, marital status, sex (which includes pregnancy or perceived pregnancy, childbirth, breastfeeding, or related medical conditions), gender (male or female), gender identity (our internal sense of our gender) and gender expression (how our behavior, appearance and interests reflect our gender), sexual orientation, perceived or actual religious creed or political opinion, military and veteran status, taking or requesting statutorily protected leave, taking or requesting a reasonable accommodation for a protected basis, or other basis protected by applicable law.



Sharing of Appreciation Award Program

During COVID-19, Seagate recognized our front-line teams working on our component and drive production lines. Our production-environment colleagues worked hands-on to build and integrate components into finished goods and test our drives to assure that quality and performance were maintained at the highest levels during difficult circumstances.

An appreciation award was given to reward production-environment and R&D site pilot line employees who helped us to sustain our manufacturing levels to meet our commitments to our customers. Getting our products built was crucial in this situation.

To show our appreciation, monetary awards were given to more than 27,300 employees including all Operators, Technicians, Team Shift Engineers and Supervisors, from ten sites in six countries.

LOOKING FORWARD: HUMAN RIGHTS AND WORKING CONDITIONS

We remain committed to labor and human rights and will continue our annual labor and human rights risk assessment in FY2021, in addition to internal and external RBA labor audits in our manufacturing sites. Seagate will also share additional metrics on, and increase Board visibility to, human rights and working conditions throughout the year.

Diversity, Equity and Inclusion

We recognize that diversity is a key to Seagate's continued success. But diversity alone is not enough; to build a thriving culture, we must also address and mitigate the systemic barriers to inclusion that exist for many underrepresented and minority groups. It is through this combined and holistic approach to diversity, equity and inclusion (DEI) that we cultivate a workplace environment where all employees feel safe, respected, welcome, and valued.

Learn more about Seagate's DEI actions and commitments in the annual report.

> Inclusion is foundational to our success and extends beyond our employee base. As a company guided by the core values of innovation, integrity, and inclusion, this is a vital moment for us to set a leading example with all our stakeholders. We acknowledge that we do not have all the answers, but we are committed to taking this opportunity to look inward and create positive change across our global organization.
>
> - Dave Mosley, CEO

Celebrating LGBTQ Pride month is one of the many ways Seagate as a company fosters inclusion and celebrates our diversity.

DEI In Action: Supporting Racial Inclusion

Throughout FY2020, Seagate undertook several initiatives and efforts in support of DEI. Specifically, in response to racial prejudice and injustice, Seagate held a series of virtual inclusion panel discussions meant to provide a forum for honest, open and constructive dialogue on racial inclusion.

Key Highlights:

Launched diversity training and education resources, including global LGBTQ+ (lesbian, gay, bisexual, transgender, queer) Ally Training and Neurodiversity 101, with over 300 employees participating in the training.

Sustained our global unconscious bias program, including live and virtual workshops. This program reached 14 global sites, with over 107 learning sessions. 735 Seagate employees at the director level or above attended workshops.

Published employee communications focused on highlighting Seagate's steadfast commitment to inclusion, social justice and equality.

Launched customer-facing DEI and Employee Resource Group webpages.

Supporting ERGs

Employee Resource Groups are the heartbeat of our diverse and inclusive workforce. With over 20 ERG chapters spanning five countries, our ERGs provide a place for our employees to connect with each other, build professional and leadership skills, and drive positive change in support of diversity, equity, and inclusion. From neurodiversity to interfaith, our thriving ERG community has a place for everyone.

SEAGATE PRIDE! LGBTQ+ and Allies

Support human rights and greater equality through networking and professional development events. Engage in efforts that promote diversity and inclusion within Seagate and the community.

SEAGATE Women's Leadership Network

Foster a community of women and allies within Seagate by providing networking, mentoring, and development opportunities to encourage personal and professional growth.

SEAGATE Professionals of Color

Raise awareness of and provide support to people of minority affiliations within Seagate. Support inclusion through community outreach, education, and leadership engagement.

SEAGATE Minds of All Kinds

Advocate for and support the recruitment and retention of neurodiverse people. Increase workforce diversity and drive innovation by focusing on capabilities rather than limitations.

SEAGATE Asian Pacific Community

Engage in community service and professional advancement opportunities, and raise awareness of the diverse cultures and customs of Asia.

SEAGATE Interfaith

Develop a safe space to share resources and build connection around the topic of faith. Provide learning and outreach of diverse faiths, support inclusion, and foster community.

SEAGATE Young Professionals

Establish a welcoming community for those early in their careers to network with peers, learn from mentors, and collaborate with colleagues. Help attract and retain new and diverse talent.

SEAGATE Chinese Community 希捷華人聯誼會

Encourage networking and cultural education experiences for those with Chinese heritage. Engage in community outreach, and promote Chinese cultures and customs.

SEAGATE Military & Veterans

Foster support, networking, and development opportunities to military and veteran employees. Support veterans through community outreach and brand engagement.

Ensuring Fair, Equitable Pay

We believe that all employees should be paid fairly and equitably, reflecting our DEI commitments and our value of Integrity. To deliver on that commitment, as well as remain competitive in the market for talent, we analyze the competitiveness of our programs at least annually to ensure Seagate's compensation pay ranges and targets are in line with other companies like Seagate and who are seeking like talent. In addition to a market analysis, we continually benchmark compensation best practices in order to provide employees a competitive total compensation package.

We also review on an annual basis our compensation practices to ensure pay is fair and equitable. In partnership with an independent third-party, we look at pay parity based on gender, and in the US, we look at race as well. Additionally, Seagate provides development programs that are designed to eliminate bias in all employment decisions including performance and compensation.

Our Breaking Bias program reached 14 global sites, with over 107 learning sessions. 735 Seagate employees at the director level or above attended workshops.

Diverse Representation

Seagate is committed to increasing diverse representation throughout our workforce, especially among management and leadership positions. Since FY2019, we have increased female representation among nearly all levels of leadership, including the executive and management levels. And while we increased representation of many minority categories during FY2020, we recognize that we can and must do a better job of attracting, retaining, and developing underrepresented talent.

	BY GENDER		BY AGE GROUP			MINORITY/NONMINORITY	
JOB CATEGORY	Female	Male	<30	30-50	>50	Minority (US Only)	Nonminority (US Only)
Board	22.2%	77.8%	–	11.1%	88.9%	–	88.9%
Management	26.2%	73.8%	.5%	62.7%	36.7%	28.7%	67.1%
Technical employees	18.8%	81.1%	16.8%	66.1%	17.0%	41.2%	55.1%
All other employees	77.2%	22.8%	30%	61.1%	8.9%	46.0%	48.9%

Categories may not add up to 100% because some employees chose not to disclose.

JOB CATEGORY (US ONLY)	Asian	Black or African American	Hispanic or Latino	White	Other*	Not Available or Not Disclosed
Management	23.6%	1.9%	2.2%	67.1%	0.9%	4.3%
Technical employees	35.1%	1.6%	2.7%	55.1%	1.8%	3.6%
All other employees*	31.3%	7.8%	5.3%	48.9%	1.6%	5.2%

*Native American or Alaska Native, Native Hawaiian or Pacific Islander, and Two or More Races.
Data is compiled based on information that is in the HR Management System on the last day of the reporting period.

LOOKING FORWARD: DIVERSITY, EQUITY AND INCLUSION

We recognize that there is more work to be done in support of a truly equitable and inclusive workforce. Throughout FY2021 and beyond, we will continue our efforts to attract, retain, and develop diverse and underrepresented talent. Specifically, we will drive efforts to increase such representation among leadership and management roles. To achieve this, we will leverage strategic diversity partnerships with key stakeholders in our communities, work closely with ERGs to foster inclusion, and eliminate systemic inequities that exist within our internal processes. Learn more.

Employee Development, Engagement and Retention

Seagate aims to create an environment that brings out employee performance through rich conversations and coaching, collaboration, and diverse thought. This is underpinned by our performance management process, where employees develop goals each year via conversations with managers and our online Virtual Coach resources. Ongoing dialogue around these goals helps managers and employees identify strengths, improve outcomes, and close performance gaps.

Performance Management

Seagate's operator employees receive direct ongoing feedback and coaching throughout the year from their supervisors. Our non-operator employees develop two to three clear, meaningful goals to drive innovation, all aligned to our overall company strategy. Progress against goals, and demonstrated behaviors, is assessed twice during the fiscal year. In FY2020 we set a goal of 95 percent of non-operator employees participating in the performance management process; 99 percent completed the goal setting, mid-year and year-end review process in our online system, and 99 percent received a year-end goal review with their manager. Breaking out by gender, eligible employees completed the year-end review at a rate of: Females – 99.68 percent and Males – 99.35 percent*.

Managers also learn how to better guide their reports through Management Essentials Training. These engaging tutorials help build or refresh people leadership skills, and focus on individual and team goal setting, development of effective learning plans, evaluating performance, and how to help increase a team's diversity of thoughts and engagement.

Continued Learning

We encourage employees to develop learning plans as part of their annual goals, as well as taking training and other courses (such as Career Roadmap training) to further their own skills and abilities. 97 percent of our non-operator employees created learning plans in FY2020; and overall employees took more than 325,000 hours of training. Seagate learning activity offerings include:

- Face-to-face training
- Seagate E-Learning and Classroom Learning Opportunities
- LinkedIn Learning Self Study Courses and Programs Strategic Internal Programs (such as Breaking Bias, Citizen Data Scientist, Firmware Engineering)
- Tuition Reimbursement for Outside Degree Programs
- Internal Mobility Opportunities
- International Assignments
- Seagate Ambassador Program
- On-the-Job Training
- Seminar and Conference Opportunities
- Mentoring and Coaching

*this process does not include 1) operator employees 2) sales and sales management employees 3) employees hired after 01-Jun-2020.

Training by Program (Average training hours by employee category)

GENDER	AVERAGE HOURS
Female	6.61
Male	7.6

EMPLOYEE CATEGORY	AVERAGE HOURS
Non-Operator	9.56
Operator	5.36

*Training hours only capture training in the Seagate Learning Platform; specific on the job training is not captured in these results. However, operators took on average 15 courses specific to their role in addition to training completed in SLP.

Engagement: Survey update

Seagate regularly surveys employees to get feedback and to understand employee perceptions on leadership, development, Seagate values, belonging, and optimism about their future at Seagate. Our last survey cycle that concluded in early FY2020 had a 95 percent participation rate with more than 37,000 of our global employees completing the survey. And, just as in years past, all responses are anonymous so employees can freely respond and share their feedback. Once the survey concludes and results are analyzed, they are then shared with leaders, and managers have conversations with their teams to develop targeted action plans. Overall, we continue to see improvements in our results, most significantly in the areas of engagement and belonging.

This year, we took time to review our engagement survey process, content and purpose, to ensure that we are continuously improving and aligning with the business. To that end, we expanded the survey content beyond our engagement Micro Survey and into a broader annual engagement survey, that will focus on the full breadth of the employee experience.

LOOKING FORWARD: EMPLOYEE DEVELOPMENT, ENGAGEMENT AND RETENTION

In FY2021 we will continue to host learning options for all employees, with a key focus on helping leaders adapt faster to the rapidly changing work environment. We plan to enhance our Leadership Essentials program with on-demand and facilitated development programs for our people leaders.

Our redesigned engagement survey will launch in FY2021. This broader engagement survey will focus on Employee Experience (e.g., everything an employee observes, feels and interacts with), manager effectiveness; diversity, equity and inclusion; and benefits and wellness. This expansion will provide additional actionable insights and value to the business and our employees.

Benefits and Wellbeing

Seagate is committed to our employees' overall wellbeing, including physical, mental, and emotional health, and financial acumen. Our benefits are benchmarked to local market practices, industry norms, and cultural requirements, and reflect our standards as a competitive, multinational organization.

Our plans differ geographically, but all offer value and flexibility, in support of our employees and, in some cases, their dependents.

Regular employees at our major locations (sites that have more than 500 Seagate employees) are offered comprehensive benefits coverage, including health care, wellness programs, parental leave, paid time off, retirement savings opportunities, life insurance and equity ownership opportunities. We also offer a Healthy Journeys wellness program, which seeks to educate, encourage, and support our employees as they work on achieving their health and wellness goals. Because our benefits programs are managed at a country or site level, in line with local legislation and employment policies, the Healthy Journeys program varies from location to location. All employees (including operators) have equal access to the programs offered through Healthy Journeys, which is coordinated at each site. Some of these offerings are in-person and some are virtual. COVID-19 has not stopped us from taking care of our employees as we focused particularly on employee mental well-being.

Paid Parental Leave

Seagate's new Paid Parental Leave benefit, rolled out in CY2020 to US employees, provides 16 weeks of paid time off to employees welcoming a new child. The benefit is rolling out by region/country, with the U.S. being effective Jan. 1, 2020. Outside the U.S., many countries provide paid leave time for new parents based on local government requirements. This will result in enhanced paid benefits in a number of countries.

Benefits in the United States

In 2020, in the US, Seagate conducted three physical workout challenges for employees, in which 700-800 employees typically participated. Employees who successfully completed the multi-week challenges were eligible for $100 cash incentives upon completion. Seagate also rolled out a pilot program with Cigna to assist employees with eldercare caregiver issues. We also offered on-site health screening at three key locations, prior to having to cancel the remaining locations due to COVID. In addition, our Employee Assistance Program (EAP) offered two webinars on how to work from home successfully during COVID. Lastly, we continued to offer 1:1 health coaching for employees who wanted to work on improving various aspects of their health such as stress management, nutrition, sleep and weight management.

Benefits in EMEA (Europe, Middle East, Africa)

In EMEA, a new EAP program was rolled out across all countries to assist employees and family members with 1:1 counseling for personal issues which is especially important during COVID.

Benefits in APAC (Asia-Pacific)

In Asia, we launched a Self-Care campaign to offer simple and easy self-care tips. It encouraged employees to "check-in" and learn daily tips from mindfulness to self-compassion. The 4-week campaign attracted 7,200 participants and garnered 28,000 check-ins. When asked to practice gratitude, one participant wrote "This campaign makes me feel secure, I know I am not alone."

In India and Singapore, workout classes and health talks went online and Singapore employees held a walk/run/cycle challenge in July in which over 400 employees participated. In China, health talks on Disease Prevention and Women's Mental Health were conducted.

We were able to make telemedicine available in China and Thailand during the pandemic. 20,000 employees (90 percent) in both locations completed their health checks either on-site or off-site. We added a mobile medical app in Singapore that allows online medicine request in addition to telemedicine.

Health and Safety

The health and safety of Seagate employees is a material aspect of our business, due in part to the nature of our business, which includes manufacturing. Seagate's hazard profile is typical of an electronics manufacturer and includes slips, trips and falls, and ergonomic injuries among others. Seagate's current health and safety management systems support continual improvements across our risk reduction and mitigation efforts. Our strategies for reducing risks associated with work-related injuries and illnesses is backed by more than a decade of collecting health and safety performance indicators.

All of our locations and work activities are covered under the health and safety management systems and all manufacturing sites have their health and safety management systems certified to ISO 45001. Our global health and safety standards, as well as our accompanying management systems, frequently go beyond country or industry-level guidelines.

HEALTH AND SAFETY BY THE NUMBERS IN FY2020	AMOUNT
Work-related fatalities	0
Recordable case rate[1]	0.18
Days-away case rate[2]	0.10 (compared to 0.11 in FY2019)
Health and Safety regulatory visits hosted	68
Notice of violation findings	None
Fines levied	None
Health and Safety e-learning courses held and completed with "satisfied" completion status[3]	25,000
Meals served globally per month (average)[4]	718,857
Foodborne illnesses reported	0
Miles that Seagate bused employees	6,232,050 miles
Vehicle incidents per million miles traveled[5]	1.9

[1] Total Recordable Case Rate (TRIR) Total Recordable Incidents x 200,000 / Total Hours Worked
[2] Lost Workday Rate (DART-L) Total Lost Workday Incidents x 200,000 / Total Hours Worked
[3] Includes workplace safety, ergonomics, working at heights, process chemistry and more
[4] Seagate has a formal food safety program at all of our sites; this number was significantly impacted by COVID-19
[5] All incidents are investigated and actions are taken to prevent reoccurrence.
This includes both Seagate contributed and 3rd party contributed accidents.

Over 60 percent of all work-related injuries are caused by two incident types - Slip, Trip, Falls and Ergonomic Musculoskeletal Disorders. Seagate has robust programs, initiatives, training and communication dedicated to incident reduction in these two areas both at site and global levels. Company and site scorecards reflect targets dedicated to incident reduction and hazards and risks are identified through risk assessments to establish the required hierarchy of controls and response to these focus areas of concern.

This data is incorporated into our total hours worked and recordable/lost time incident data for contractors, interns and agency temps under Seagate control. No workers have been excluded except for those not within Seagate control whose hours and incidents are reported through their respective organizations.

Seagate thoroughly evaluates the aspects and hazards relevant to its operations, services and facilities in order to reduce likelihood of work-related hazardous events or exposures and prevent negative outcome to personnel, assets and other resources. This risk assessment process is carried out by trained and competent personnel and cross-functional groups of subject matter experts to ensure employees at all levels participate in the identification and elimination of hazards and the implementation of hierarchy of controls.

The Environment, Health, Safety and Sustainability Policy reinforces Seagate's commitment to a safe workplace underpinned by our values of integrity, innovation and inclusion. This policy, along with site initiatives and training programs supports the active collaboration, consultation and participation of employees and other stakeholders, empowering them to actively identify and eliminate hazards, anonymously report concerns, incidents and near misses, and exercises the "stop work authority" without reprisal.

The EHS&S Policy, along with site initiatives and programs, actively encourage and empower the workforce to participate in all occupational health and safety matters. Involvement is enabled through participation in site safety committees, emergency response teams, incident investigation teams, risk assessments and tools such as safety suggestion boxes. Results of risk assessments, incident investigations, drills and lessons learned are shared with relevant stakeholders for transparent and open communications.

In FY2020, Seagate remained a safe place to work and continued to perform well under safety and health industry averages, as based on the standard calculations and industry averages determined by the Occupational Safety and Health Administration (OSHA). Seagate uses the OSHA definition for injury types and injury rates.

In January 2020, the Cority EHS Enterprise Software platform was implemented for use globally. The system modules allow for EHS to proactively mitigate risks, meet compliance requirements, identify problem areas, track and manage incidents and monitor overall safety performance. Use of Cority will provide for integrated and centralized data, standardized process, and the ability to track, trend and analyze EHS performance and key performance indicators (KPIs).

The Occupational Health services focus on total worker health utilizing policies, programs and practices that integrate protection from work-related safety and health hazards with the promotion of injury and illness prevention efforts and worker well-being. The on-site Occupational Health clinics see approximately 60,000 clinic visits on average, annually. Occupational Health services include medical surveillance, emergency support, work-related case management, injury and illness visits, pre and post-employment physicals, fitness for work and wellness program support. Worker personal health-related information is maintained confidentially by certified and licensed medical/nursing staff in the Cority - Occupational Health module.

Product related Health and Safety risks are addressed in the design of our product. Health and Safety related information is provided in product manuals to users. Contractors working at Seagate locations are required to comply with Seagate Health and Safety procedures. Seagate Health and Safety procedures utilize the hierarchy of controls in addressing health and safety risks at our locations. Those working to build Seagate products and components at supplier sites are subjected to the RBA code of conduct; details are provided in the supply chain section of this report.

In FY2020, Seagate continued to work towards ISO 45001 Occupational Health and Safety, upgraded from Occupational Health and Safety Assessment Series (OHSAS) 18001. We had 44 health and safety and fire regulatory visits globally in FY2020. There were no violations in FY2020.

Corporate Equality Index 2020

Human Rights Campaign Foundation's Corporate Equality Index is the national benchmarking tool on corporate policies, practices and benefits pertinent to lesbian, gay, bisexual, transgender and queer employees.

Seagate has again received a 100% perfect score on the Human Rights Campaign's 2020 Corporate Equality Index (CEI), earning the designation of Best Employer for LGBT+ Equality—for the second year in a row. This designation is given to companies that score perfectly across all three categories of the CEI: (1) Workforce Protections, (2) Inclusive Benefits, and (3) Supporting an Inclusive Culture/Corporate Social Responsibility.

Health and Safety: Process Chemistry

Seagate recognizes that our commitment to ensuring that workers are not exposed to hazardous chemicals does not stop at the walls of our factories but extends throughout our supply chain. The first step in this journey is understanding what chemicals are used at each of the many steps in the supply chain. To enable the effective transfer of chemical usage information between companies, the Clean Electronics Production Network (CEPN) has developed the Process Chemicals Data Collection (PCDC) Tool as a unified industry approach to chemical data collection and reporting. Seagate is a member of CEPN and contributed materially to the development of the PCDC Tool.

Seagate will be using the PCDC Tool to develop an inventory of the chemicals that are used in our supply chain as well as to gather information on how those chemicals are used and what worker health and safety protections are in place. We will use this information to better understand where the opportunities exist in our supply chain for interventions to ensure safe conditions for workers. In FY2020, Seagate completed the process chemical documentation process (to be continued on an annual basis) for both drive manufacturing sites. FY2021 will see us finishing the documentation for remaining manufacturing sites, as well as producing training materials for members of our supply chain and other electronics industry companies.

LOOKING FORWARD: BENEFITS AND WELLBEING, HEALTH AND SAFETY

In FY2021, we will look at Benefits and Wellbeing as part of a Total Rewards package that is offered to our employees. We will continue our health and wellbeing programs offered globally, embark on digital health, where applicable and promote employee overall health and wellbeing as they work differently through the pandemic and beyond. We will continue to prioritize and improve upon health and safety controls as the COVID-19 pandemic evolves with consideration given to vaccine availability, transmission rates, new technology, science, research and guidance from governments and health authorities.

Community Engagement

08

Seagate's community engagement program is designed to provide support to our local communities, with an emphasis on STEM, but also addressing health and wellness and environmental opportunities.

The program reflects Seagate's vertically integrated business model, with multiple large facilities across EMEA, Asia and the United States. Accordingly, the program is highly localized, involving a cross-functional process to identify and execute on opportunities that are meaningful locally. We involve not only our employees, but also local community members, nonprofit partners, civic and academic institutions, and governments.

Program Results

In FY2020, Seagate executed on more than 240 different engagements and partnerships around the globe, although the second fiscal half required a fast pivot to different programs due to COVID-19.

Seagate has a long-standing tradition of delivering hands-on STEM targeted programming to K-12 students, supporting STEM efforts in a way that is age-appropriate and allows for fun as well as learning. We also look for ways to bring underserved or hard-to-reach audiences into the STEM experience. In the first fiscal half of FY2020, Seagate executed to plan, reaching more than 10,000 students with hands-on STEM learning, and another 37,000 through indirect exposure to data storage and technology messaging; this was all done with approximately 25,000 employee volunteer hours.

In Colorado, Seagate helped fund a mobile STEM activities van, which visited all schools in the St. Vrain Valley school district, and beyond. In Minnesota, Seagate sponsored Girl Time at The Works Museum, bringing STEM activities to 200 kids and STEM activity equipment to about 1,500. Minnesota's employees also supported robotics clubs and helped sponsor practice facilities. About 300 youngsters in China enjoyed touring Seagate's Wuxi facility, visiting the Seagate Smart Lab dedicated to advanced technology.

Another example of combining fun and creativity with technology can be found in Seagate Singapore, where colleagues visited the Little Arts Academy for a colorful afternoon of collaboration with a group of students. Seagate volunteers and students were paired up to discuss their painting subjects, reflecting the Seagate values of "Inclusion, Innovation, Integrity." The kids used a mobile app to create animations to showcase their paintings when complete.

Efforts to reach the underserved includes multiple programs in Thailand which addressed low-income students in the communities near our facilities. Nearly 3,000 kids in Thailand enjoyed field trips to the National Science Museum with Seagate as the lead sponsor. In Colorado, Seagate joined in the Sunrise Stampede is a family-oriented 10K or 2-mile run/walk that has raised $225,000+ for student programs in the St. Vrain Valley School District. The program awards grants to teachers who have innovative ideas to enhance learning for students with special needs.

A focus on the underserved also extends to supporting food banks and other social agencies that serve a range of needs for those in the community who need assistance—including food, referrals to social services, clothing and other necessities.

Pivot to New Approaches Due to COVID-19

In the second fiscal half, COVID-19 struck, and Seagate adapted on many fronts, including its community footprint.

In response to the pandemic, Seagate created a customized program, "Seagate4Good," which identified about 50 key engagements and partnerships that would address the pandemic on several levels.

Near-term urgent needs for PPE, as well as emergency funding, was provided to non-profits supporting health care responders in numerous countries. In China, Seagate funded the purchase of three fully equipped, negative-pressure ambulances to Huang Gang Central Hospital, Xishui County Hospital and Xishui County Chinese Medicine Hospital, all in Huang Gang City, in hard-hit Hubei Province. In addition, proceeds from Seagate's Charity Golf Fund were used to purchase 60 electro-respirators and accessories for Wuhan Union Hospital of China and the First People's Hospital of Jiangxia, Wuhan.

Seagate's Wuxi Labor Union separately donated 30 ECG monitors to hospitals in regions where the virus was most prevalent. Thailand employees sewed 150,000 masks for local responders and employees at other sites, including more than 21,000 masks as part of "back-to-school kits" for more than 10,000 local students. At several Seagate sites, employees took the initiative to create face shields using 3D printers. In addition, numerous food banks were supported with cash donations as social distancing isolated people and challenged food supply lines and access in various geographies.

An important aspect of Seagate4Good in FY2020 was to focus on helping local economies weather the storm. In China and Thailand respectively, Seagate purchased produce and milk from farmers who couldn't sell their products, and had the foodstuffs delivered to shelters, orphanages, and community support groups. In Fremont, California, Seagate helped fund an e-gift card program in which residents could shop at local small, independent businesses and get a bonus cash balance to increase their purchase. In Minnesota, local restaurants were tapped to supply some meals to employees working onsite.

In Springtown and Northern California, work continues in supporting online resources that help the elderly and isolated stay in touch with social services using technology. Seagate plans on sustaining some of the support services as COVID-19 continues to strain community and educational capabilities.

LOOKING FORWARD: COMMUNITY ENGAGEMENT

In FY2021, Seagate will continue to focus on volunteer opportunities (as allowable within the COVID-19 environment) and programs that serve STEM learning, community wellbeing, and health and wellness. As we anticipate ramifications from the COVID-19 pandemic, more resources will be used in providing help for local economies, health care workers, and hard-hit communities.

Supply Chain

09

Seagate is a global company with diverse operations; agility is key in meeting customer and market demands. Our supply chain is an extension of our footprint, and stakeholders hold us responsible for the performance and actions of our suppliers. This makes supply chain ESG material to Seagate.

Through education, strategic management, and transparency to and from our manufacturers, and suppliers, Seagate ensures that people in our supply chain are treated fairly, and resources managed responsibly.

Our two categories of suppliers are direct (those that provide components and parts of our products) and indirect (those that provide products and services that support our operations.) To align with the RBA Code of Conduct, our Supply Chain and Global Citizenship program have four aspects: Code, Capacity Building, Risk Assessment, and Remedy. The RBA Code of Conduct also serves as the code of conduct for our suppliers, and we expect that 100 percent of suppliers will comply.

Our supply chain ESG program aligns with the RBA and we utilize all the tools and processes provided. We align with the RBA because we believe an industry wide standard is the most efficient way to set expectations and carry out verification down the supply chain.

The RBA Closure Audit is the preferred option for verifying successful closures of audit findings; Seagate's requirements are documents in our CSOP. Supplier audit performance and closure findings are scored in the Quarterly Supplier Scorecard for the affected supplier(s). In FY2020, we gave a supplier CSR award (to ST Micro Philippines) for the first time in recognition of leading performance in the area of ESG.

Supplier Engagement and Collaboration

Proactive engagement with suppliers helps to ensure our goals and standards are aligned, and Seagate regularly meets with suppliers to share expectations and evaluate our level of engagement.

For onsite service providers, such as canteen providers and janitorial services, we require adherence to Seagate's Standard Operating Procedures. This ensures that all on-site service providers are held to the same standards as our own workforce. Seagate does not currently use foreign labor via agents, and we partner with recruitment agents at various locations, including Thailand, China, Singapore and the U.S., who provide local talent.

Our Supply Chain organization has fulltime staff and dedicated resources to monitor RBA compliance and education and ensure adherence to applicable global and local laws.

Collaboration is key for success in our supply chain, and as such, Seagate plays host to multiple Executive Business Reviews. These reviews show our RBA compliance and sustainability efforts to supplier leadership.

Engaging our suppliers on key projects that focus on issues like RBA conformance, financial sustainability, and process improvement enables us to continue innovating for everyone's benefit.

In FY2020 Seagate outsourced training via seven webinar sessions with almost 400 supplier participants. These webinars included topics on supply chain due diligence, forced labor and EHS topics. The webinars were designed to include implementation of the code of conduct, and how to develop effective corrective action plans for actual audit findings in these topic areas. We also had a session on COVID response to ensure suppliers were managing their operations in line with Code expectations during the pandemic. We held no face-to-face sessions as COVID restrictions impacted our annual training plans.

We provide an Anti-Slavery and Human Trafficking Statement on our website, in adherence to the California Transparency in Supply Chain Act and the United Kingdom Modern Slavery Act, and to demonstrate our efforts as a company in preventing slavery and human trafficking in our business and supply chain.

Seagate is proud to have a continued major role in the RBA, with our Senior Vice President, Business Sustainability and Transformation serving as Board Chair, and in the executive committee/Senior Leadership Council. In the last few years, Seagate helped lead the Assessments Workgroup, and participated in other workgroups. Having an active presence in the RBA helps Seagate be a better global citizen, and also provides the opportunity to work with peers to drive improvements in the supply chain.

Through audits and reports from non-governmental organizations (NGOs) in FY2020, Seagate was made aware of four cases of high recruitment fees involving foreign workers at supplier facilities in Malaysia, and two in Thailand. During the year we worked with the RBA and other customers of these suppliers to confirm the allegations and quantify the amount of fees involved. Identification of recruitment fees, especially in a worker's home country, has been extremely challenging, but is very important in protecting workers in our supply chain, and maintaining integrity as a company. We continue to work closely with the RBA and other customers to address this issue. We have reimbursed over $2.3M to over 3,200 workers so far.

In FY2020, we completed the remediation of two suppliers (one from FY2019 and one identified in FY2020, 25 percent of FY2020 identified suppliers). The remaining suppliers are in various stages in their remediation activities. We will continue to ensure that the workers are being recruited fairly.

Supply Chain Due Diligence

Seagate's supplier due diligence process considers a number of factors (such as type of supplier, spend, onsite or offsite) in determining suppliers who fall within the scope of our RBA programs. Seagate uses the Self-Assessment Questionnaire (SAQ) and Validated Audit Program (VAP) as our primary risk assessment tools. With these tools we are able to determine any instances of non-conformance with the code and obtain root cause and corrective action plans as needed. Training on the code of conduct and our expectations is given either directly to suppliers, or through tools provided by the RBA.

Seagate requires identified suppliers to update their SAQs annually. In FY2020, 182 suppliers either completed or updated their SAQ and released it via the RBA-Online system. All existing suppliers, and 100 percent of new suppliers identified in the scope of our policy, are screened annually. The SAQ contains environmental questions for which Seagate assesses criteria. We also aim to align our suppliers with the latest RBA Code of Conduct revision updates, Conflict-Free Mineral development plan, and RBA environmental questionnaire.

Seagate requires all of our direct materials suppliers with whom we spend at least $1 million annually, as well as selected indirect suppliers, to undergo the RBA VAP audit process. Doing so helps to ensure integrity and verify conformance with the code of conduct. These audit reports are valid for two years, meaning our suppliers are on a two-year audit cycle.

RBA FY2020 Update

103
direct and packaging suppliers
completed the RBA environmental survey (104 were assigned, 99 percent completed)

71 percent have GHG reduction targets 63 percent have water reduction targets

182
targeted suppliers (direct and indirect)
completed the SAQ

44
full supplier audits completed[1]
during FY2020 through the RBA VAP

75 were completed in FY2019, for a total of 119 active supplier audits

Platinum Level Recognition

13.5%
of audited suppliers
received a full score in the initial VAP Audit

8.4%
of audited suppliers
received a full score in the closure VAP Audit

22
supplier closure audits conducted[2]
to ensure suppliers previously found non-compliant have implemented correction measures on any violations found in the initial VAP audit

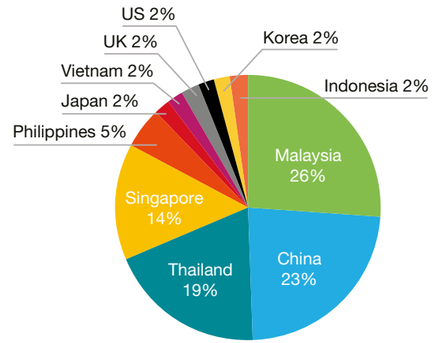
[1] Audits were impacted by COVID during second half of FY2020
[2] When suppliers are unable to close any findings, we work to reduce the level of severity, and then track closure rates

	Quantitative	Percentage / Rate
Percentage of Tier 1 supplier facilities audited in the RBA Validated Audit Process (VAP) or equivalent, by (a) all facilities and (b) high-risk facilities	A) FY2020 33/41 B) N/A (No high risk facilities)	A) 80.49% B) N/A
Tier 1 suppliers' (1) non-conformance rate with the RBA Validated Audit Process (VAP) or equivalent, and (2) associated corrective action rate for (a) priority non-conformances and (b) other non-conformances	1) Priority non-conformance = 31 Other non-conformance = 328 (total audits = 33)	A) Priority non-conformance = 0.93 findings per audit B) Other non-conformance = 9.94 finding per audit Priority Non conformance corrective action rate = 11/31(35.48%) Other Non conformance corrective action rate = 220/328 (67.07%)

Seagate also conducted environmental compliance screenings of 38 supplier facilities via the Institute of Public and Environmental Affairs (IPE) database. Based on our screenings of 38 supplier facilities, five of our suppliers were found on the database for issues pertaining to operation permits, effluent/wastewater quality issue, and hazardous waste requirements. We are working with all five suppliers to address the non-compliance identified.

Seagate tracks "priority" and "major" finding closure rates in addition to SAQ and VAP completion. At the end of FY2020, the closure rate of nonworking-hour findings was 76.86 percent; the closure rate of working-hour findings was 52.44 percent.

FY2020 Supplier Audits by Country



Top 10 Supplier VAP Audit Findings

1. Working Hours
2. Freely Chosen Employment
3. Emergency Preparedness
4. Wages and Benefits
5. Supplier Responsibility
6. Occupational Safety
7. Occupational Injury and Illness
8. Sanitation, Food, and Housing
9. Hazardous Substances
10. Legal and Customer Requirements

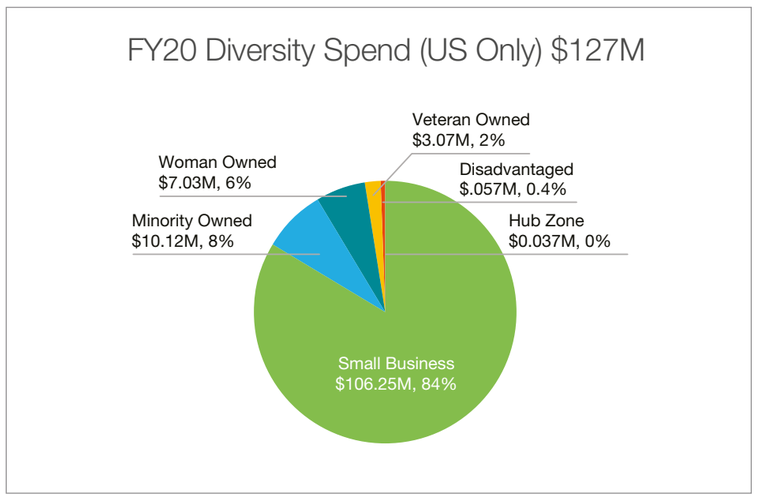
Child labor, forced labor, and threats to the freedom of association within our supply chain are risks we remain vigilant on. The highest risk of forced labor in our supply chain is where foreign labor is utilized; suppliers in Malaysia, and Thailand pose the highest risk. Our training on forced labor has been focused on suppliers in these countries over the past three years. Based on supplier VAP audits, child labor and young workers exposed to hazardous work have not been identified as a serious concern in our supply chain. However, various NGOs report that student workers in the China supply chain represent an area of possible concern for the region.

Our audit results have not identified any geographies of concern for freedom of association and collective bargaining in FY2020. Most of the findings in this area are related to suppliers not having a policy/procedure on the right of peaceful assembly.

Supplier Diversity

Seagate's products serve everyone in the world, meaning our global customer base, local communities, employees, and suppliers are diverse. To encourage diversity in our supplier base, Seagate contracts regularly with diverse suppliers who qualify and successfully compete for our business; there is great value in minority-owned businesses. For example, diverse suppliers in the U.S. are welcome to participate in Seagate's competitive bidding process, including businesses owned and operated by minorities and those located in historically underutilized business zones.

We are proud to play a part in helping diverse suppliers grow, create jobs, and strengthen the communities in which they live and do business.



LOOKING FORWARD: SUPPLY CHAIN

In FY2021, Seagate will be focused on supplier capacity-building by working with other like-minded companies in carrying out joint training on key topics. We are also looking at conducting focused training on root cause and corrective action plan development for our suppliers in various geographies. Seagate will continue its involvement in the RBA Board and working groups and will strive for 100 percent completion rates among all identified suppliers (direct and indirect) of the RBA SAQ. In addition, we have a goal that 100 percent of identified suppliers will complete a third-party RBA VAP audit. Continuing to show our value of Integrity with our suppliers, and the relationship we have with them, remains a key priority.

10

Business Continuity

Each country, company, and person face the complexity and unpredictability of the world each day—and Seagate is no different in facing the innumerable risks and threats to our business. We are committed to investing and protecting our operations and supporting the community from any foreseeable threats by aligning our business continuity practices with the ISO 22301 standard and the Seagate Business Continuity Policy captures this commitment.

We strongly believe that such business challenges should not be disruptive to our customers and stakeholders. Accordingly, Seagate continued to mature our Business Continuity Management System (BCMS) throughout FY2020 to help us manage and mitigate the various risks and threats to our business. Our BCMS encompasses four pillars of planning—Business Continuity Planning, Incident Management, Crisis Management, and Supply Chain Risk Management—and complies with the ISO 22301 Management System.

An overview of our BCMS program is available to our customers and is evaluated and updated bi-annually. The most recent version, updated for the first half of FY2021 with how Seagate manages supplier risk, reflects our global BCMS program, business continuity planning and practices, and ISO 22301:2012 certifications.

We continue to utilize Seagate's enterprise business continuity software as our central repository and relational database for all business continuity related documents and assessments and have aligned our document control and management with the requirements of the second edition of the ISO 22301 standard. In addition, in FY2020, our supply chain risk management program continued to proactively monitor supplier risk by integrating technology to reduce the amount of time and resources required to manually and analyze potential risks.

Our HDD manufacturing facilities in China and Thailand were audited in CY2019 and maintain their ISO 22301:2012 certifications. To drive continuous improvement and compliance to ISO 22301 requirements in FY2020, we continued to utilize a Business Continuity Readiness Index for both our HDD and component sites and design centers across the enterprise.

CASE STUDY

COVID-19: Mitigating Impacts, Risk, and Ensuring Business Continuity

In the second half of FY2020, coronavirus (COVID-19) was declared a global pandemic. Not a normal business disruption, COVID-19 required Seagate to respond fast and adapt quickly to the dynamic global situation, including the activation of our business continuity response all while acting with an abundance of caution, Seagate's Enterprise Crisis COVID-19 mission.

Preserving the continuity of our operations at our Seagate facilities and supply chain base around the globe meant actively utilizing our business continuity plans and amending in real-time, or as required, to address the COVID-19 situation and its impacts as they emerged. This framework also includes ensuring our business continuity strategies are ready upon the need for activation and alignment with Seagate COVID-19 objectives to maintain life and safety, business operations, and Seagate values.

Business Continuity Strategies Include:

Manufacturing Flexibility
Seagate's manufacturing facilities meet Highly Protected Risk (HPR) standards to minimize any potential disruption to individual site operations.

Minimization and Distribution of Risk
Combination of utilizing capacity already in place within Seagate and/or ramping up temporary alternate or supplier capabilities.

Crisis Management
In the event of business disruption such as COVID-19, ongoing management and decision-making led by the Enterprise Crisis Team allows Seagate to determine the level of effort and resources required for the appropriate business continuity planning and recovery actions, and to coordinate the enterprise response to the event.

Supply Chain Continuity
Key suppliers' business continuity is assessed and mitigated to reduce supply chain risk.

As a result of our robust Seagate Business Continuity Management System and business continuity strategies embedded across the enterprise, we have been able to safeguard the continuity of our business operations and services required to meet the commitments and obligations to our stakeholders and customers, and mitigate risk associated to our supply chain base from the onset of the pandemic.

Highlights:

Exercising our Pandemic Preparedness and Business Continuity Response
At the beginning of the pandemic, our sites exercised their pandemic preparedness using business continuity plans, and health and safety practices and protocols, to ensure the appropriate processes and protocols were in place to mitigate COVID-19 impacts to our workforce and operations.

Customer Engagement:
The Business Continuity Management team partnered with the sales organization to proactively meet with customers to discuss Seagate business continuity planning and readiness and strategies for mitigating COVID-19 impacts.

Seagate Pandemic Assessment
The Supply Chain Risk team developed and distributed Pandemic Assessments to our suppliers to understand their pandemic preparedness and determine mitigation plans required to ensure the continuity of supply.

COVID-19 Site Handbook
Developed and lead by a subset our Enterprise Crisis Team and subject matter experts across the enterprise, the COVID-19 Site Handbook was released in July 2020. This Handbook represents Seagate's global policies, practices, and protocols with the intent to ensure employees, contractors, and visitors are aware of Seagate site health and safety practices and preparedness measures.

As we look forward into FY2021, we will continue to operate in the new normal, applying our learnings and mitigating COVID-19 impacts to ensure an effective business continuity response and protect the business.

LOOKING FORWARD: BUSINESS CONTINUITY

We will continue to mature and exercise our BCMS throughout FY2021, including the transition to and implementation of the 2019 revision of the ISO 22301 Standard for Security and Resilience — Business Continuity Management Systems — Requirements, implementation of a new Site Business Continuity Scorecard, maintaining the requirements set forth by our Management System and taking into consideration program maturity and development needs across our global footprint, and the roll out of a supply chain visibility survey to our supplier base for better part-to-site mapping.

To continue to permit an immediate, effective response to future incidents and potential crisis, we will apply the learnings presented during the COVID-19 global pandemic to our business continuity planning. Applying our learnings to enhance the business continuity planning will ensure continuous improvement of our BCMS and ensure Seagate's ability to maintain operational resilience.

	PERFORMANCE INDICATOR	FY2018	FY2019	FY2020
Electricity Use and Carbon Emissions	Electricity Consumption (Million MWh)	1.567	1.574	1.625
	Electricity Consumption per Storage Capacity Shipped (MWh/EB)	4,634	4,533	3,674
	Scope 1 and Location-Based Scope 2 GHG Emissions (Million Metric Tons CO2e)[1]	1,157	1,149	1,132
	Scope 1 and Location-Based Scope 2 GHG Emissions per Storage Capacity Shipped (Metric Tons CO2e/EB)[1]	4,053	3,135	2,559
	Scope 3 GHG Emissions (Million Metric Tons CO2e)[1,2]	13,883[2]	16,790[2]	9,909[2]
Water Usage	Water Withdrawal (Megaliters)[1]	8,875	8,282	8,029
	Water Recycled (Percentage)[1]	22%	31%	35%
	Water Intensity (Megaliters/EB of storage capacity shipped)[1]	31.1	22.59	18.15
Pollution Prevention	Hazardous Waste Generated (Metric Tons)	7,672	8,445	9,455
	Non-Hazardous Waste Diverted (Percentage)	83%	87%	87.8%
Health and Safety	Injury and Illness Recordable Case Rate (Cases/100 employees)	0.16	0.19	0.18
	Injury and Illness Days-Away Case Rate (Cases/100 employees)	0.08	0.11	0.10
Ethics	Ethical Conduct Policy Certification (Percentage)[3]	99%	Delayed due to program revision	98.5%
	Conflict of Interest Policy Certification (Percentage)			98%
Our Employees	Non-operator Employees Completing Annual Performance Evaluation Process	98%	99%	99%
	Non-operator Employees With Learning Plans	96%	97%	97%
	Non-operator Employees With Performance Goals	97%	99%	99%

[1] Total annual carbon emissions, carbon emissions per storage capacity shipped, and water metrics are measured and reported based on the calendar year. The values provided in this table are for calendar years 2017, 2018 and 2019. Other numbers in the table, for ethics, health and safety, and our employees are all reported in FY.
[2] All 15 Scope 3 categories were assessed, and 12 of 15 were found relevant.
[3] In FY2020, Ethical Conduct Policy and Conflict of Interest Policy Certification (Percentage) were broken out into two separate measurements, where previous years measured them together.

Policies

Environment, Health, Safety, and Sustainability

Energy

Human Rights

Responsible Sourcing of Minerals

Seagate Business Continuity Policy

Code of Conduct

Stakeholder Engagement

Engaging with key stakeholders on relevant environmental, social, and governance issues is an important activity that provides Seagate with the insights and relationships needed to make well-informed business decisions. Seagate identifies stakeholders through a mapping exercise that utilizes a set of criteria to prioritize engagement. The criteria includes past engagement, collaboration with industry association e.g. the RBA, and publication of industry reports, among other factors.

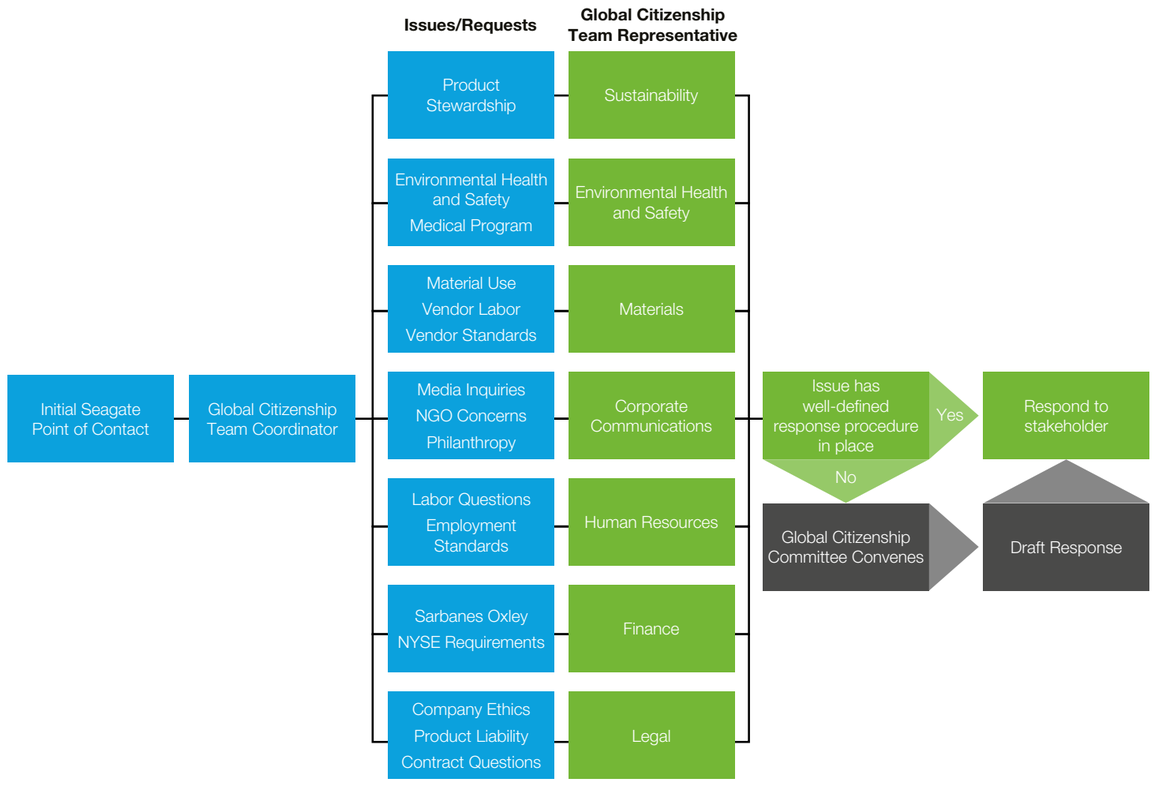
Each year, we solicit feedback from our customers and business partners to shape our Global Citizenship program plans and strategies. For example, through a variety of surveys and reporting initiatives, Seagate shares detailed information about the company's environmental performance and greenhouse gas emissions to help the electronics industry improve its environmental footprint. We also solicit feedback on Seagate's performance, reliability and product quality through Net Promoter Score and Customer Scorecards on a quarterly basis.

We meet at minimum annually with investors, governments, nongovernmental organizations, local communities, and other civil society members to gather perspectives about trends in business and society that may influence not only our business success, but also the extent to which we can contribute positively to sustainable development. We constantly engage with employees, and for suppliers we have a dedicated supplier day, webinars, training, and more. More detail on these engagements can be found in our Supply Chain and Product Sustainability sections.

A formal materiality assessment was completed in FY2020, and included speaking to both internal and external stakeholders to identify the material topics to our business.

Global Citizenship Stakeholder Inquiry Process

Seagate has an established process to address specific stakeholder global citizenship issues or requests. A subset of the Global Citizenship team manages this process. The types of information provided range from environmental performance, product stewardship, and product safety to labor standards, fair trade, supply chain, and more.



ESG DESIGNATION	MATERIAL TOPICS	SUB-TOPICS
Environmental	Climate and Energy	• Product energy use • Operational GHG emissions, efficiency, renewable energy • Climate adaptation and resiliency
	Material Use and Circularity	• Hazardous and e-waste management • Use of rare earth metals • Reducing solid waste and landfill diversion • Circular product design • Product takeback and reuse or recovery of materials and components at end of life
	Water Stewardship	• Water use • Wastewater discharges
	Chemicals and Restricted Substances	• Compliance with chemicals regulations • Systems to select safer alternatives • Process chemistry • Incident prevention
Social	Human Rights and Working Conditions	• Supply chain standards and audits • Forced and child labor • Occupational Health & Safety • Conflict minerals • Fair wages, benefits, and working hours • Freedom of association • Use of temporary / foreign workers
	Diversity and Inclusion	• Diversity of governance bodies and employees • Inclusive culture • Female and minority development and promotion
	Employee Development, Engagement and Retention	• Employee attraction, engagement, retention • Training, development, internal promotion • Employee wellness • Skills and future work
	Local Community Education and Access to Technology	• Local community engagement • STEM education • Digital literacy • Access to technology
Governance	Data Privacy and Security	• Hard drive security for customers • Cyber security • Data privacy and sovereignty
	Business Ethics	• Corporate governance • Bribery, anti-corruption, anti-competition • Intellectual property • Third parties and grievance mechanisms

UNGC Content Index

Seagate has been an active participant in the United Nations Global Compact (UNGC) since 2004, and we have aligned our management systems to the 10 universally-accepted principles in the areas of human rights, labor, environment, and anti-corruption. These principles guide us as we develop new programs and strategies in the area of global citizenship. We are committed to the implementation, disclosure, and promotion of the UNGC's Principles throughout our operations. The table below provides a guide to our strategies and actions in support of the 10 principles.

UNGC PRINCIPLE	THE BUSINESS SHOULD SUPPORT AND/OR UPHOLD THE FOLLOWING	SUSTAINABILITY DEVELOPMENT GOAL	PAGES
1	Support and respect the protection of internationally proclaimed human rights.	SDG 17: Partnerships for the goals	74-99, 104-111, 117
2	Make sure that they are not complicit in human rights abuses.		
3	The freedom of association and the effective recognition of the right to collective bargaining.	SDG 5: Gender equality SDG 8: Decent work and economic growth	74-99, 104-111, 117
4	The elimination of all forms of forced and compulsory labor.		
5	The effective abolition of child labor.		
6	The elimination of discrimination in respect of employment and occupation.		
7	Support a precautionary approach to environmental challenges.	SDG 6: Clean water and sanitation SDG 7: Affordable and Clean Energy SDG 12: Responsible consumption and production SDG 13: Climate action	30-73, 104-111, 117
8	Undertake initiatives to promote greater environmental responsibility.		
9	Encourage the development and diffusion of environmentally friendly technologies.		
10	Work against corruption in all its forms, including extortion and bribery.		24-29, 104-111, 117

GRI Content Index

This report has been prepared in accordance with the GRI Standards: Core option to promote a more consistent, standardized approach to its sustainability reporting.

Sustainable Datasphere, Seagate's FY2020 global citizenship report, references the GRI Standards listed in the left-hand column of this GRI Content Index. Where the GRI Standard has not been used in full, we have marked the disclosure "partial" and where needed explained reasons for omission. For more information about the GRI and Reporting Standards visit www.globalreporting.org.

While Seagate has not received external assurance for the data within this report, we have engaged third parties to help determine the report content (including application of the Materiality principle and the stakeholder engagement process) and ensure that the report has been prepared in accordance with the GRI Standards: Core option.

GRI STANDARD	GRI DISCLOSURE	LOCATION	LEVEL OF DISCLOSURE	REASON FOR OMISSION AND OTHER NOTES
GRI 102: General Disclosures 2016	102-1 Name of the organization	Page 7	Full	
	102-2 Activities, brands, products, and services	Page 21	Full	
	102-3 Location of headquarters	Page 23	Full	
	102-4 Location of operations	Pages 22-23	Full	
	102-5 Ownership and legal form	Form 10-K	Full	
	102-6 Markets served	Pages 21-22	Full	
	102-7 Scale of the organization	Pages 22-23, 75	Full	
	102-8 Information on employees and other workers	Page 76	Full	
	102-9 Supply chain	Pages 104-111	Full	
	102-10 Significant changes to the organization and its supply chain	Page 7	Full	
	102-11 Precautionary Principle or approach	Throughout Report	Full	"Our precautionary approach is reflected in our Environment, Health, Safety, and Sustainability Policy."

GRI STANDARD	GRI DISCLOSURE	LOCATION	LEVEL OF DISCLOSURE	REASON FOR OMISSION AND OTHER NOTES
GRI 102: General Disclosures 2016	102-12 External initiatives	Pages 5, 129	Full	
	102-13 Membership of associations	Page 29	Full	
	102-14 Statement from senior decision-maker	Pages 4-5	Full	
	102-16 Values, principles, standards, and norms of behavior	Page 4-5, Governance and Ethics Section	Full	
	102-17 Mechanisms for advice and concerns about ethics	Page 28	Full	
	102-18 Governance structure	Form 10-K, Investors Page	Full	
	102-22 Composition of the highest governance body and its committees	Governance Site	Full	
	102-23 Chair of the highest governance body	Governance Site	Full	
	102-24 Nominating and selecting the highest governance body	Governance Site	Full	
	102-25 Conflicts of interest	Governance Site	Full	
	102-40 List of stakeholder groups	Throughout Report	Full	
	102-41 Collective bargaining agreements	Pages 82-83	Full	
	102-42 Identifying and selecting stakeholders	Pages 117-118	Full	
	102-43 Approach to stakeholder engagement	Pages 7, 117-118	Full	
	102-44 Key topics and concerns raised	Throughout Report	Full	
	102-45 Entities included in the consolidated financial statements	Form 10-K	Full	
	102-46 Defining report content and topic Boundaries	Page 7	Full	

GRI STANDARD	GRI DISCLOSURE	LOCATION	LEVEL OF DISCLOSURE	REASON FOR OMISSION AND OTHER NOTES
GRI 102: General Disclosures 2016	102-47 List of material topics	Pages 8, 119	Full	
	102-48 Restatements of information	Pages 6-9	Full	
	102-49 Changes in reporting	Pages 6-9	Full	
	102-50 Reporting period	Page 7	Full	
	102-51 Date of most recent report	Page 7	Full	
	102-52 Reporting cycle	Pages 6-9	Full	
	102-53 Contact point for questions regarding the report	Page 3	Full	
	102-54 Claims of reporting in accordance with the GRI Standards	Pages 7-8	Full	
	102-55 GRI content index	Page 121	Full	
	102-56 External assurance	N/A	Full	While Seagate has not received external assurance for the data within this report, we have engaged third parties to help determine the report content (including application of the Materiality principle and the stakeholder engagement process) and ensure that the report has been prepared in accordance with the GRI Standards: Core option.

GRI STANDARD	GRI DISCLOSURE	LOCATION	LEVEL OF DISCLOSURE	REASON FOR OMISSION AND OTHER NOTES
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	Throughout Report	Full	
	103-2 The management approach and its components	Throughout Report	Full	
	103-3 Evaluation of the management approach	Throughout Report	Full	
GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	CDP Disclosure, Energy/GHG section	Full	
	201-3 Defined benefit plan obligations and other retirement plans	Form 10-K	Full	
GRI 205: Anti-Corruption 2016	205-1 Operations assessed for risk related to corruption	Page 25	Full	
GRI 301: Materials 2016	301-1 Materials used by weight or volume	LCAs, Page 34	Full	
	301-2 Recycled input materials used	N/A	Full	Do not currently have a spec to date indicating - going forward, Seagate plans to benchmark and try to better understand material in our recycling
	301-3 Reclaimed products and their packaging materials	Page 38	Full	
GRI 302: Energy 2016	302-1 Energy consumption within the organization	CDP Disclosure, Energy/GHG section (Pages 51-52, 54)	Full	
	302-3 Energy intensity	Page 51	Full	
	302-4 Reduction of energy consumption	Page 53	Full	

GRI STANDARD	GRI DISCLOSURE	LOCATION	LEVEL OF DISCLOSURE	REASON FOR OMISSION AND OTHER NOTES
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Pages 66-73	Full	
	303-2 Management of water discharge related impacts	Pages 66-73	Full	
	303-3 Water withdrawal	Pages 67, 70-71	Full	
	303-4 Water discharge	Pages 71-72	Full	
	303-5 Water consumption	Pages 66-67	Full	
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to protected areas and areas of high biodiversity value outside protected areas	Page 49	Full	
	304-3 Habitats protected or restored	Page 49	Full	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Pages 55-61	Full	
	305-2 Energy indirect (Scope 2) GHG emissions	Pages 55-61	Full	
	305-3 Other indirect (Scope 3) GHG emissions	Pages 55-61	Full	
	305-4 GHG emission intensity	Page 57	Full	
	305-5 Reduction of GHG emissions	Page 59	Full	
	305-6 Emissions of ozone-depleting substances (ODS)	Page 61	Full	
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Page 61	Full	

GRI STANDARD	GRI DISCLOSURE	LOCATION	LEVEL OF DISCLOSURE	REASON FOR OMISSION AND OTHER NOTES
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Pages 62-65	Full	
	306-2 Management of significant waste-related impacts	Pages 62-63	Full	
	306-3 Waste generated	Pages 62-65	Full	
	306-4 Waste diverted from disposal	Pages 62-65	Full	
	306-5 Waste directed to disposal	Pages 62-65	Full	
GRI 307: Environmental 2016	307-1 Noncompliance with environmental laws and regulations	Pages 42, 50	Full	
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Pages 104-111	Full	
	308-2 Negative environmental impacts in the supply chain and actions taken	Page 109	Full	
GRI 401: Employment 2016 (Containing Standard Interpretation 1)	401-1 New employee hires and employee turnover	Page 80	Full	
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Page 94	Full	
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Page 96	Full	
	403-2 Hazard identification, risk assessment, and incident investigation	Pages 97-98	Full	
	403-3 Occupational Health services	Page 98	Full	

GRI STANDARD	GRI DISCLOSURE	LOCATION	LEVEL OF DISCLOSURE	REASON FOR OMISSION AND OTHER NOTES
GRI 403: Occupational Health and Safety 2018	403-4 Worker participation, consultation, and communication on occupational health and safety	Page 97	Full	
	403-5 Worker training on occupational health and safety	Page 96	Full	
	403-6 Promotion of worker health	Pages 94-95	Full	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Pages 34, 98	Full	
	403-9 Work-related injuries	Pages 96-97	Full	
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Page 93	Full	
	404-2 Programs for upgrading employee skills and transition assistance programs	Pages 80, 92	Full	
	404-3 Percentage of employees receiving regular performance and career development reviews	Page 92	Partial	
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Page 90	Full	
	405-2 Ratio of basic salary and remuneration of women to men	Page 89	Partial	
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Pages 82-83, 110	Full	

GRI STANDARD	GRI DISCLOSURE	LOCATION	LEVEL OF DISCLOSURE	REASON FOR OMISSION AND OTHER NOTES
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Pages 82-83, 110	Full	
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Pages 82-83, 110	Full	
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	Page 84	Full	
GRI 412: Human Rights Assessment 2016	412-1 Operations that have been subject to human rights reviews or impact assessments	Page 84	Full	
	412-2 Employee training on human rights policies or procedures	Page 84	Partial	
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Pages 107-108	Full	
	414-2 Negative social impacts in the supply chain and actions taken	Page 107	Partial	
GRI 415: Public Policy 2016	415-1 Political contributions	Page 28	Full	
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Pages 30-31, 34	Full	
	416-2 Incidents of noncompliance concerning the health and safety impacts of products and services	Page 31	Full	
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	N/A		Seagate tracks data related to this indicator, but does not disclose details due to the nature of the subject to protect our customers.
GRI 419: Socioeconomic Compliance 2016	419-1 Noncompliance with laws and regulations in the social and economic area	Form 10-K	Full	

Seagate subscribes to or endorses the following economic, environmental and social charters, principles or other initiatives:

1. Business Coalition for the Equality Act
2. CDP
3. Global Reporting Initiative
4. International Labor Organization
5. International Organization for Standardization (ISO)
6. Responsible Business Alliance
7. Responsible Minerals Initiative
8. Securities and Exchange Commission
9. United Nations Global Compact
10. Science Based Targets

SASB Table with Accounting and Activity Metrics

TOPIC	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	PAGE
Product Security	Description of approach to identifying and addressing data security risks in products	Discussion and Analysis	N/A	TC-HW-230a.1	Pages 26-27
Employee Diversity and Inclusion	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	Quantitative	Percentage (%)	TC-HW-330a.1	Page 90
Product Lifecycle Management	Percentage of products by revenue that contain IEC 62474 declarable substances	Quantitative	Percentage (%)	TC-HW-410a.1	Page 35
	Percentage of eligible products, by revenue, meeting the requirements for EPEAT registration or equivalent	Quantitative	Percentage (%)	TC-HW-410a.2	Page 35
	Percentage of eligible products, by revenue, meeting ENERGY STAR® criteria	Quantitative	Percentage (%)	TC-HW-410a.3	Page 35
	Weight of end-of-life products and e-waste recovered, percentage recycled	Quantitative	Metric tons (t), Percentage (%)	TC-HW-410a.4	Page 35

TOPIC	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	PAGE
Supply Chain Management	Percentage of Tier 1 supplier facilities audited in the RBA Validated Audit Process (VAP) or equivalent, by (a) all facilities and (b) high-risk facilities	Quantitative	Percentage (%)	TC-HW-430a.1	Page 108
	Tier 1 suppliers' (1) non-conformance rate with the RBA Validated Audit Process (VAP) or equivalent, and (2) associated corrective action rate for (a) priority non-conformances and (b) other non-conformances	Quantitative	Rate	TC-HW-430a.2	Page 108
Materials Sourcing	Description of the management of risks associated with the use of critical materials	Discussion and Analysis	N/A	TC-HW-440a.1	Pages 46-47

TOPIC	ACTIVITY METRIC	CATEGORY	UNIT OF MEASURE	CODE	
	Number of units produced by product category	Quantitative	Number	TC-HW-000.A	Form 10-K
	Area of manufacturing facilities	Quantitative	Square Feet	TC-HW-000.B	Form 10-K
	Percentage of production from owned facilities	Quantitative	Percentage (%)	TC-HW-000.C	Refer to Form 10-K. This is 100 percent HDD.

Acronym Index

3TG	("Conflict Minerals") Tungsten, Tin, Tantalum, and Gold
BCMS	Business Continuit Management System
BCRI	Business Continuity Readiness Index
CAS	Chemical Abstract Service
CEO	Chief Executive Officer
CO2	Carbon Dioxide
CO2e	Carbon Dioxide Equivalent
CSOP	Corporate Standard Operating Procedures
CY	Calendar Year
DRC	Democratic Republic of the Congo
EB	Exabyte
EMEA	Europe, Middle East, Africa
EPEAT	Electronic Product Environmental Assessment Tool
FMD	Full Material Disclosure
FY	Fiscal Year
GHG	Greenhouse Gas
GRI	Global Reporting Initiative
HDD	Hard Disk Drive
ICT	Information and Communication Technology
ILO	International Labor Organization
ISE	Instant Secure Erase
ISO	International Organization for Standardization
LCA	Life Cycle Assessment
MCI	Material Circularity Indicator
MWh	Megawatt Hour
NGO	Nongovernmental Organization
OEM	Original Equipment Manufacturer
OHSAS	Occupational Health and Safety Assessment Series
OSHA	Occupational Safety and Health Administration
PLC	Public Limited Company
RBA	Responsible Business Alliance
REACH	Registration, Evaluation, Authorization and Restriction of Chemicals
RMI	Responsible Minerals Initiative
RoHS	Restriction of Hazardous Substances
SAQ	Self-Assessment Questionnaire
SEC	Securities and Exchange Commission
STEM	Science, Technology, Engineering, Math
TCO	Total Cost of Ownership
TSDF	Treatment, Storage, and Disposal Facility
U.S.	United States (of America)
UK	United Kingdom
UNGC	United Nations Global Compact
VAP	Validated Audit Program

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