SEAGATE

SUSTAINABLE DATASPHERE

FY2024 ESG PERFORMANCE REPORT

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The fiscal year (FY) 2024 Sustainable Datasphere: ESG Performance Report describes Seagate's approach to advancing sustainable and responsible business practices across our products, services, operations, and employees. Published on May 9, 2025, this report provides insight and context for Seagate's FY2024 performance and goals for FY2025 and beyond. In FY2024, Seagate reports in accordance with the 2021 Global Reporting Initiative (GRI) Universal Standards. Throughout this report, text is electronically linked to other external resources for in-depth review. Seagate has a separate document for reporting indices available here. Inquiries regarding this report or its contents should be directed to: social.response@seagate.com.

INTRODUCTION

01

Letter from Dave Mosley, CEO

As we reflect on the past year, Seagate's journey has been marked by excellence in environmental stewardship, social responsibility, and governance. Our advanced data storage solutions empower companies to fully leverage AI, meeting the substantial data demands with efficiency, reliability, and sustainability. Through our Mozaic 3+™ platform, we continue to enhance energy efficiency and help customers conserve their data center footprint, furthering our mission to support sustainable data management.

Our commitment to sustainable development remains at the heart of our operations, ensuring our growth is both responsible and resilient. In FY2024, over 50% of our energy was sourced from renewable avenues, and our total water withdrawal decreased by 9% year over year. By prioritizing resource efficiency, reducing waste, and investing in renewable energy, we actively work to minimize our environmental impact, driven by a vision to create long-term value for our stakeholders and safeguard the planet for future generations. This vision is reflected in our moonshot goals to power our manufacturing and R&D facilities with 100% renewable energy by 2030, and to achieve carbon neutrality by 2040.

Our technology and products benefit from the broad perspectives of our employees, driving innovation to meet global customer needs. We are committed to upholding human rights, our value of inclusion, and creating a workplace where every voice is valued. At Seagate, we foster an environment where all individuals can support each other and share their perspectives. Embracing various backgrounds and viewpoints enables us to drive sustainable growth and positively impact society.

Governance remains a cornerstone of our ESG strategy, which promotes transparency, accountability, and ethical conduct throughout our organization and supply chain. To uphold these values, Seagate diligently trains its staff to maintain ethical standards and protect our customers. These efforts maintain the trust and confidence of our stakeholders and guide us in making decisions aligned with our long-term vision and values.

Looking ahead, Seagate aims to further integrate sustainability into our business strategy, driving positive change and delivering value through responsible innovation and sustainable growth. I am proud of Seagate's performance in keeping sustainability and innovation at the center of everything we do. Thank you for your support and trust in Seagate.

Dave Mosley
Chief Executive Officer
Seagate Technology

ESG Recognitions

- Seagate was recognized as a Military Friendly® employer for the third year and second year at the silver level.
- Seagate was also recognized as a Military Friendly spouse employer for the second year.
- Seagate Thailand was recognized for the fifth time by the local Thailand government with the Outstanding Organization that Empowers Persons with Disabilities award.
- Seagate is proud to have earned a B rating in 2023 for the Carbon Disclosure Project (CDP) Climate Rating.
- Seagate is proud to have earned a B rating in 2023 for the CDP Water Rating.
- Seagate is proud to be a leader and has received an AA rating from MSCI's ESG Index.

About This Report

This report covers activities managed by Seagate Technology Holdings public limited company (PLC), an Irish public limited company that is publicly traded and listed on the Nasdaq Stock Market, during our FY2024, which began on July 1, 2023, and ended on June 28, 2024, and for limited metrics, during the 2023 calendar year unless otherwise noted.

References to "Seagate," "we," "us," "our," and the "Company" within this report refer to Seagate Technology Holdings public limited company and its subsidiaries. For a full list of the Company's subsidiaries, please refer to the Company's latest annual report on Form 10-K filed with the U.S. Securities and Exchange Commission, available on our Investor Relations web page. References to "$" are to United States (U.S.) dollars. References to our major locations are defined as locations containing over 500 Seagate employees.

This report is published annually. Previous annual reports can be viewed and downloaded from the Seagate website at www.seagate.com, including last year's FY2023 report, which covered Seagate's financial reporting cycle from July 2, 2022, through June 30, 2023, and in select cases the 2022 calendar year. The Seagate website contains supplementary information about the Company's history, products, values, management, and financial performance. More information covering our operations in FY2024, 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 June 28, 2024.

Restatement of Information

Seagate's FY2023 ESG Performance Report and FY2023 ESG Performance Indices included an editorial error. In the Our Science Based Targets table and the Summary of Performance Table, the Operations Emissions Intensity metric was reported as 2,439 metric tons CO_2e/EB and the metric should have been reported at 1,141 metric tons CO_2e/EB. This information is relevant to the FY2023 ESG Performance Report (pages 24-25) and is relevant to the FY2023 ESG Performance Indices (page 4).

Forward Looking Statements

This report contains forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995. Forward-looking statements provide current expectations of future events based on certain assumptions and include any statement that does not directly relate to historical fact. Forward-looking statements include, among other things, statements about the Company's plans, programs, strategies, and prospects; statements about our anticipated execution on our environmental, social, and governance priorities and goals; anticipated actions relating to our customers, suppliers, and industry; our planned operations and implementation of action items; our estimated ability to meet or exceed targets; anticipated commitments and strategies; and expectations regarding our ability to make timely quarterly payments under the settlement agreement with the U.S. Department of Commerce's Bureau of Industry and Security (BIS). Forward-looking statements generally can be identified by words such as "expects," "intends," "plans," "anticipates," "believes," "estimates," "seeks," "targets," "projects," "commits," "should," "may," "will," "continue," "can," "could," or the negative of these words, variations of these words, and comparable terminology, intended to refer to future events or circumstances. Forward-looking statements involve uncertainties and risks that could cause our actual results to differ materially from any present expectations or projections expressed or implied by such forward-looking statements. These risks and uncertainties include, but are not limited to, those described under the captions "Risk Factors" and "Management's Discussion and Analysis of Financial Condition and Results of Operations" in the Company's most recently filed periodic reports on Form 10-K and Form 10-Q, and in the Company's other filings with the Securities and Exchange Commission (SEC). Undue reliance should not be placed on the forward-looking statements, which speak only as of the date they were made. The Company undertakes no obligation, and expressly disclaims any duty to update or revise any forward-looking statements, including in response to new or changed information. Readers should not place undue reliance on the forward-looking statements in this report.

In this report, the use of the term "materiality" and other similar terms refers to topics that reflect our priority ESG issues. Seagate is not using such terms as they are used under the securities or other laws of the United States or any other jurisdiction, or as these terms are used in the context of financial statements and financial reporting.

Defining Report Content

The Sustainable Datasphere: Fiscal Year 2024 ESG Performance Report follows the 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. This report also contains disclosures from the Sustainability Accounting Standards Board (SASB) hardware standard and certain Task Force on Climate-Related Financial Disclosure (TCFD) standards. A list of the indicators and their locations can be found in Sustainable Datasphere: ESG Performance Indices and is available on seagate.com.

In FY2020, Seagate engaged a third party to conduct a sustainability impact materiality assessment to identify, prioritize, and validate the issues most significant to our business and stakeholders. The assessment reviewed industry standards and external trends covering ESG topics. To develop a comprehensive understanding of Seagate's significant impacts, where impacts occur, and the ways issues may influence the assessments and decisions of stakeholders, Seagate spoke with internal and external stakeholders. No issue was intentionally excluded from the scope of the assessment. The topics identified as material to our business were categorized into Environmental, Social, and Governance. These topics—along with stakeholder feedback gathered during the sustainability materiality assessment—shape the content and structure of this report.

Each year, we review our materiality assessment alongside business operations to ensure relevance, with the FY2024 review confirming the validity of the FY2020 materiality assessment and identifying no new material topics. In FY2024, we initiated a double materiality assessment in line with the Corporate Sustainability Reporting Directive (CSRD), expected to conclude in FY2025. Additionally, "materiality" in this report refers exclusively to topics reflecting our priority ESG issues and does not imply alignment with definitions under U.S. securities or financial reporting laws.

Key Findings: Impact Materiality Matrix

Report Assurance

While Seagate has not received external assurance for all the data within this report, we have engaged third parties to assure select data in the environmental section of our report on a limited basis. Additionally, we engage third parties to help determine the report content (including application of the materiality principle and the stakeholder engagement process) and confirm that the report has been prepared in accordance with the GRI standards (2021).

About Seagate

Seagate is a leading provider of data storage technology and solutions.

Our principal products are hard disk drives (HDD), commonly referred to as disk drives, hard drives, and HDDs. In addition to HDDs, we produce a broad range of data storage products, including solid state drives (SSDs), and storage subsystems, as well as a scalable edge-to-cloud mass data platform that includes data transfer shuttles and a storage-as-a-service (SaaS) cloud. All products are shipped under the Seagate, LaCie, Lyve, and Maxtor brand names.

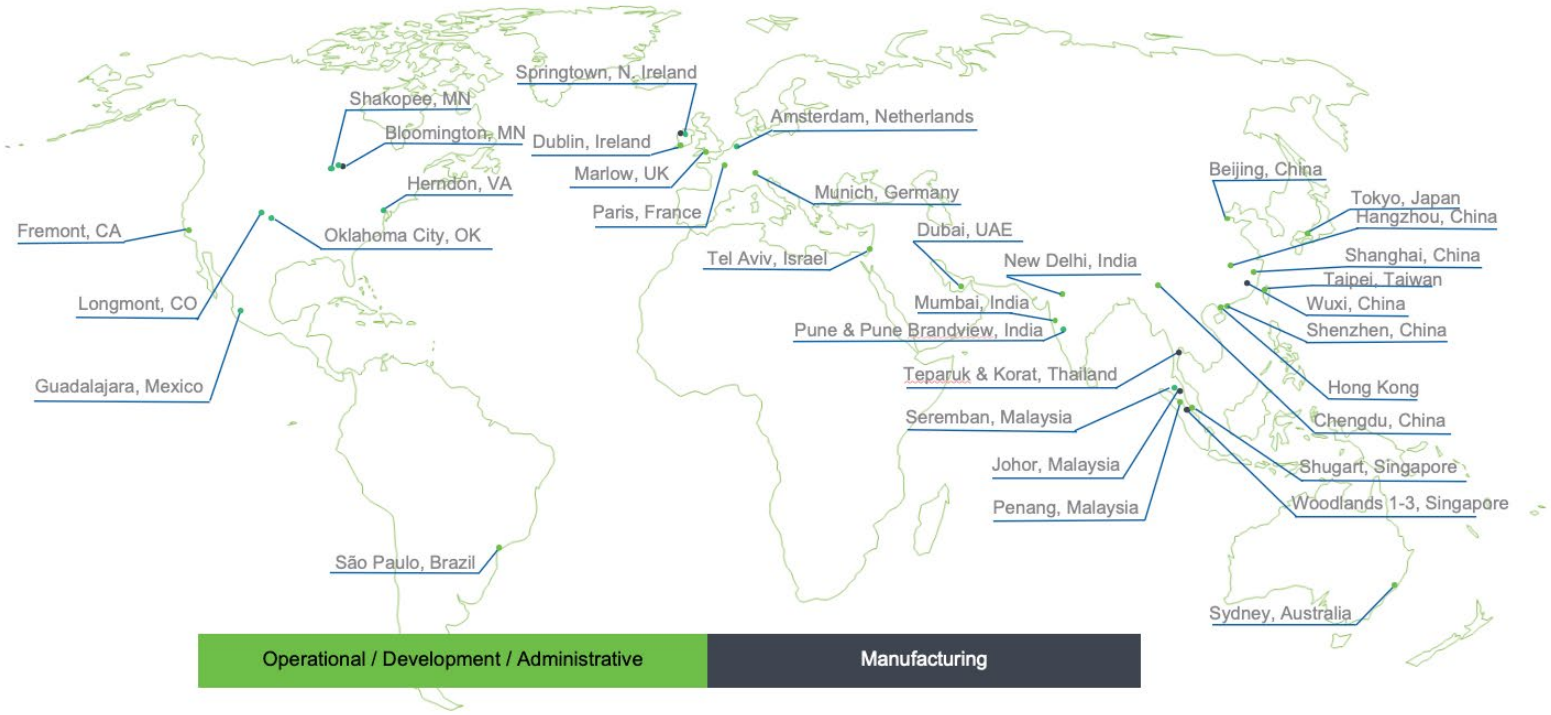
HDDs continue to be the primary medium of mass data storage due to their performance attributes, reliability, high quality, and cost effectiveness. Seagate's HDD products are designed for mass capacity storage and legacy markets. Our HDD and SSD product portfolio includes designs based on serial advanced technology attachment (SATA), serial attached SCSI (SAS), and non-volatile memory express (NVMe) 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 (VIA), and network-attached storage (NAS). Legacy markets include mission critical, desktop, notebook, consumer, digital video recorder (DVR), and gaming applications. Seagate's systems 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. Our products and services are offered in the Americas, Asia Pacific (APAC), Europe, the Middle East, and Africa (EMEA).

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

At the end of FY2024, Seagate's principal executive offices were located in Singapore, and it had 39 physical global sites, excluding surplus and subleased locations. Our seven operations sites are located in China, Malaysia, Singapore, Thailand, the United Kingdom, and the United States.

Seagate's Global Footprint



In FY2024, Seagate reported revenue of approximately $6.6 billion USD and shipped 398 exabytes of HDD storage capacity. There were no significant changes to Seagate's ownership, sector, or supply chain in FY2024. More information can be found in our annual report on Form 10-K for the fiscal year ended June 28, 2024.

Seagate adheres to the United Nations Global Compact (UNGC), and is a founding member of and plays an active role in the Responsible Business Alliance (RBA).

Business Process Management and Continuous Improvement

Seagate has established a program of continuous improvement through the execution of business process management (BPM), which spans all functional and value-creation processes across our enterprise. Leveraging the framework and hierarchy of BPM, we develop and periodically review management documentation in corporate standard operating procedures (CSOP), processes, and work instructions, for relevance, quality, and compliance. To further cross-functional alignment, we regularly define, evaluate, and improve end-to-end value-stream processes. Seagate also continues to follow the International Organization for Standardization (ISO) standards, reflecting our strong commitment to continuous improvement and delivering intended results.

ESG Management

Our ESG management structure and governance is comprised of strategic goal setting, assurance and reporting, stakeholder management, and operationalizing progress. Subject matter experts across Seagate contribute ESG recommendations to drive progress. In FY2024, a cross-functional Executive Steering Committee provided an internal review of our ESG program. Our Board of Directors also provides oversight of our ESG program, goals, and progress.

Stakeholder Engagement

Seagate identifies stakeholders through a mapping exercise that indicates the level of engagement appropriate for each stakeholder. We choose to engage with stakeholders on an as needed basis for a variety of reasons, including, but not limited to, seeking feedback or consultation, and building strong relationships. Criteria for engagement can include past engagement with Seagate, collaboration with industry associations, such as the RBA, and engagement of publishers of industry reports. Below are various examples of stakeholder engagement.

- **Customers:** We engage with customers through various channels, including face-to-face meetings, business reviews, working groups, and other collaborative opportunities.
- **Employees:** We engage with our employees through annual performance reviews, our employee experience survey, and internal quarterly global employee meetings.

- **Suppliers:** We engage our suppliers in ESG-related matters through webinars, audits, and regular engagements focused on issues, including process improvement, greenhouse gas emissions, and forced labor.
- **Investors and Shareholders:** Seagate engages with our investors and shareholders through live webcasts, news releases, and conferences available on our website.
- **Industry Associations:** We engage with industry associations we are part of on various topics, including the development of standards and tools for the industry, feedback on proposed legislation, and other industry-relevant initiatives.

In FY2024, Seagate continued to play a leadership role in the Responsible Business Alliance (RBA). We are proud to have a continued major role in the RBA, with our Vice President, Legal and Chief Compliance Officer serving as a Board member in FY2024. In addition, Seagate employees contributed their expertise by leading and participating in the assessment's workgroup, as well as other RBA work groups. Seagate continued partnerships with industry organizations, including the Clean Electronics Production Network (CEPN), the Responsible Minerals Initiative (RMI), IPC International Inc., and International Electrotechnical Commission (IEC), and is a signatory to the United Nations Global Compact (UNGC). These engagements focus on advancing sustainability efforts across the industry on a global scale.

We commit to continuous improvement based on key standards provided by the International Organization for Standardization (ISO). We also report in accordance with GRI Standards and comply with the Sustainability Accounting Standards Board (SASB) standards, while targeting compliance with the Task Force on Climate-Related Financial Disclosures (TCFD) standards. The following section reflects highlights of our efforts over the past fiscal year. Please see subsequent sections for more details.

ESG Stakeholder Inquiry Process

Seagate has an established process to address specific stakeholder ESG issues or requests. A cross-functional team is responsible for the ongoing management of the process. The types of information provided include environmental performance, product stewardship, product safety, labor standards, fair trade, supply chain, and more. For any requests and inquiries, please reach out to: social.response@seagate.com.

Business Continuity

Seagate is 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. The Seagate Business Continuity Policy captures this commitment.

Furthermore, the business continuity program is integrated with Seagate's supply chain risk management, enterprise security and resiliency program, and incident and crisis management programs to ensure a timely, effective, and holistic response to any incidents that may impact our operations.

Since transitioning our business continuity planning practices to comply with the requirements of ISO 22301:2019, Seagate continues to maintain a robust business continuity management system (BCMS). Our commitment to continuous improvement of the system is guided by a business continuity performance scorecard, which sets the program framework for our manufacturing sites, as well as design centers across the enterprise. In addition, our supply chain risk management program continued to proactively monitor supplier risk with global event monitoring, research, analysis, and assessment of our suppliers. Mitigation planning exercises occur regularly to properly address any risks identified.

PLANET

02

Managing Our Impact

Seagate sets goals to monitor our progress on key metrics, focusing on reduction of energy consumption, carbon emissions, waste, and water usage. These efforts are supported by senior management and several external organizations. Seagate acknowledges that our supply chain is part of our broader impact, and we maintain engagement with our supply chain partners. For more information, please see the supply chain section.

Our environmental management system is shaped by ISO standards, the RBA Code of Conduct, United Nations (UN) Global Compact (UNGC) principles, and stakeholder input. The management system's effectiveness is evaluated through various channels, including management reviews, internal and external audits, regulatory compliance, and performance against targets.

At the end of FY2024, all of Seagate's manufacturing sites maintained certification to the ISO 14001 Environmental Management System (EMS) and ISO 50001 Energy Management System (EnMS). The EMS and EnMS are multi-site certifications covering our seven manufacturing sites and central functions. Seagate had 35 environmental regulatory visits (these include site visits, air monitoring, and wastewater sampling).

In the manufacturing of our products and the provision of services, Seagate utilizes energy and chemicals. Seagate employs a three-step strategy designed to reduce our greenhouse gas emissions.

Enhancing Operational Efficiency

We focus on improving the efficiency of energy and chemical usage in our operations. To achieve this, we initiated several actions, including the implementation of ISO 50001 EnMS at all our manufacturing facilities in FY2021.

In addition, Seagate has set clear targets for energy conservation and reductions in chemical usage. We also actively engage our supply chain partners to drive Scope 3 emissions reduction.

Reducing Emissions from Inputs

We work to reduce emissions associated with the inputs used. Our strategy includes transitioning to renewable energy and evaluating an alternative process chemical with a lower global warming potential (GWP).

Efforts are also underway to reduce energy consumption of our products, which will positively impact our Scope 3 emissions.

Offsetting Unavoidable Emissions

Some emissions are unavoidable. To address these emissions, offsets will be purchased as needed. Seagate has not purchased offsets at this time.

Measuring Our Impact

The measurement of our environmental impact varies across the industry and among different product types. At Seagate, we measure energy and carbon emissions intensity per exabyte (EB) of storage capacity shipped. This measurement includes energy and carbon emissions internal to the organization, but excludes Scope 3 emissions. Some of Seagate's environmental metrics are measured on a calendar year basis.

Environmental Matters

Some environmental laws, such as the Comprehensive Environmental Response Compensation and Liability Act of 1980 (as amended, the "Superfund" law) and its state equivalents, can impose liability for the cost of cleanup of contaminated sites upon any of the current or former site owners or operators, or upon parties who sent waste to these sites, regardless of whether the owner or operator owned the site at the time of the release of hazardous substances or the lawfulness of the original disposal activity. We have been identified as a responsible or potentially responsible party at several sites. At each of these sites, the Company has an assigned portion of financial liability based on the type and amount of hazardous substances disposed of by each party at the site and the number of financially viable parties. We have fulfilled our responsibilities at some of these sites and remain involved in only a few at this time. Based on our current estimates of cleanup costs and our expected allocation of these costs, we do not expect costs in connection with these sites to be material.

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. To the best of our knowledge, Seagate had no significant spills (defined as one which requires outside response by a party external to Seagate) in FY2024.

Our Science Based Targets

Seagate's environmental moonshot goals of reaching 100% renewable energy in our manufacturing and research and development ("R&D") sites by 2030 and reaching carbon neutrality by 2040 build upon the 2025 goals of our Science Based Targets (SBT). Scope 1 and 2 (market based) green house gas (GHG) emissions decreased by 49% from CY2017 to CY2023 while our Scope 3 emissions reduced by 33% in CY2023 compared to 2017. We continue to balance meeting these reduction goals while growing our business, and we remain committed to our SBTs while working towards the next milestones of our moonshot goals for 2030.

"Global data storage solutions provider Seagate Technology Holdings PLC 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 Holdings PLC 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.

Seagate is proud to have earned a B from the Carbon Disclosure Project (CDP) in the Water Security Disclosure 2023 and a B in the Climate Change Disclosure 2023. It highlights our commitment to ensuring we continue to make positive progress and manage our climate change impacts. We are actively working towards reducing our GHG emissions and improving our TCFD disclosures.

Carbon Emissions

Seagate conducts our carbon inventory on a calendar year basis. Seagate's baseline year is CY2017, the first year we had complete scope 1, 2, and 3 data and when Seagate set Science Based Targets. We share our greenhouse gas emissions performance annually with our stakeholders in our Sustainable Datasphere: ESG Performance Report, public disclosures, including CDP responses, the RBA's Emission Management Tool (EMT), and our website.

- CDP Climate Change Response
- Third-Party Verification

Our CDP climate change response provides information on risks and opportunities posed by climate change. Seagate continues to assess climate change-related risks to the business as part of our annual ISO 14001 management system process. We have not identified any substantive risk unique to our Company beyond what would apply to our industry. Seagate's enterprise risk management (ERM) process incorporates climate change as an identifiable risk. Through the ERM process, climate change risk mitigation actions are incorporated into our overall business strategy.

Our Science Based Targets

Scope 1, 2, and 3 Emissions Results

SCOPE	CY2017	CY2023
Total GHG Emissions	8,613,322 metric tons of carbon dioxide equivalent (CO_2e)	5,622,032 metric tons of CO_2e
Scope 1 Emissions: GHG emissions generated directly at our sites	262,085 metric tons of (CO_2e)	279,920 metric tons of CO_2e
Scope 2 Location-Based Emissions: GHG emissions generated from the electricity that we purchase	790,102 metric tons of CO_2e	651,054 metric tons of CO_2e
Scope 2 Market-Based Emissions: GHG emissions generated from the electricity that we purchase	787,536 metric tons of CO_2e	255,711 metric tons of CO_2e
Scope 3 Emissions: Indirect GHG emissions that occur in our value chain, including both upstream and downstream emissions	7,563,700 metric tons of CO_2e	5,086,400 metric tons of CO_2e
Operation Emissions Intensity: Total Scope 1 and 2 market-based emissions per storage capacity shipped	3,676 metric tons of CO_2e per EB	1,357 metric tons of CO_2e per EB

Seagate adopts The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition) to collect activity data and calculate emissions using an operational control approach. 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 Intergovernmental Panel on Climate Change (IPCC) Fifth Assessment Report (AR5–100 year) compares amount of heat trapped by a given mass of a GHG to amount of heat trapped by similar mass of carbon dioxide (CO_2).

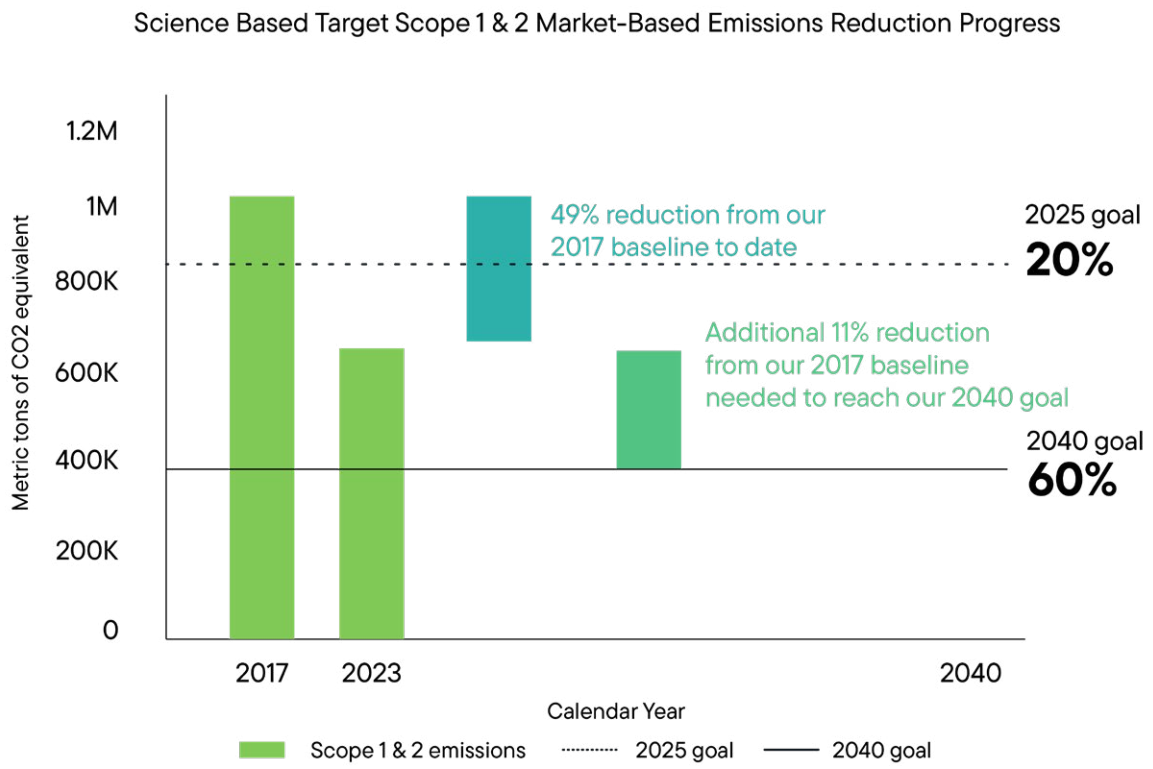
Other emission factors used included U.S. Environmental Protection Agency (EPA) Emission Factor Hub, April 2022 (fuels), U.S. EPA Waste Reduction Model (WARM) Version 15, November 2020 Update, U.S. EPA Environmentally Extended Input-Output Analysis (EEIO) Factors, Supply Chain GHG Emission Factors (Categories 1 and 2) UK Department for Environment, Food, & Rural Affairs (DEFRA) 2021 (air travel). Emission factors for electricity used are referred to emissions and generation resource integrated database (eGRID) 2020, February 2022 (US), International Energy Agency (IEA) 2011 (International), Association of Issuing Bodies (AIB) (European Residual Mix Factors) and Country-and supplier-specific factors.

Our Science Based Targets

Scope 1, 2, and 3 Emissions Results

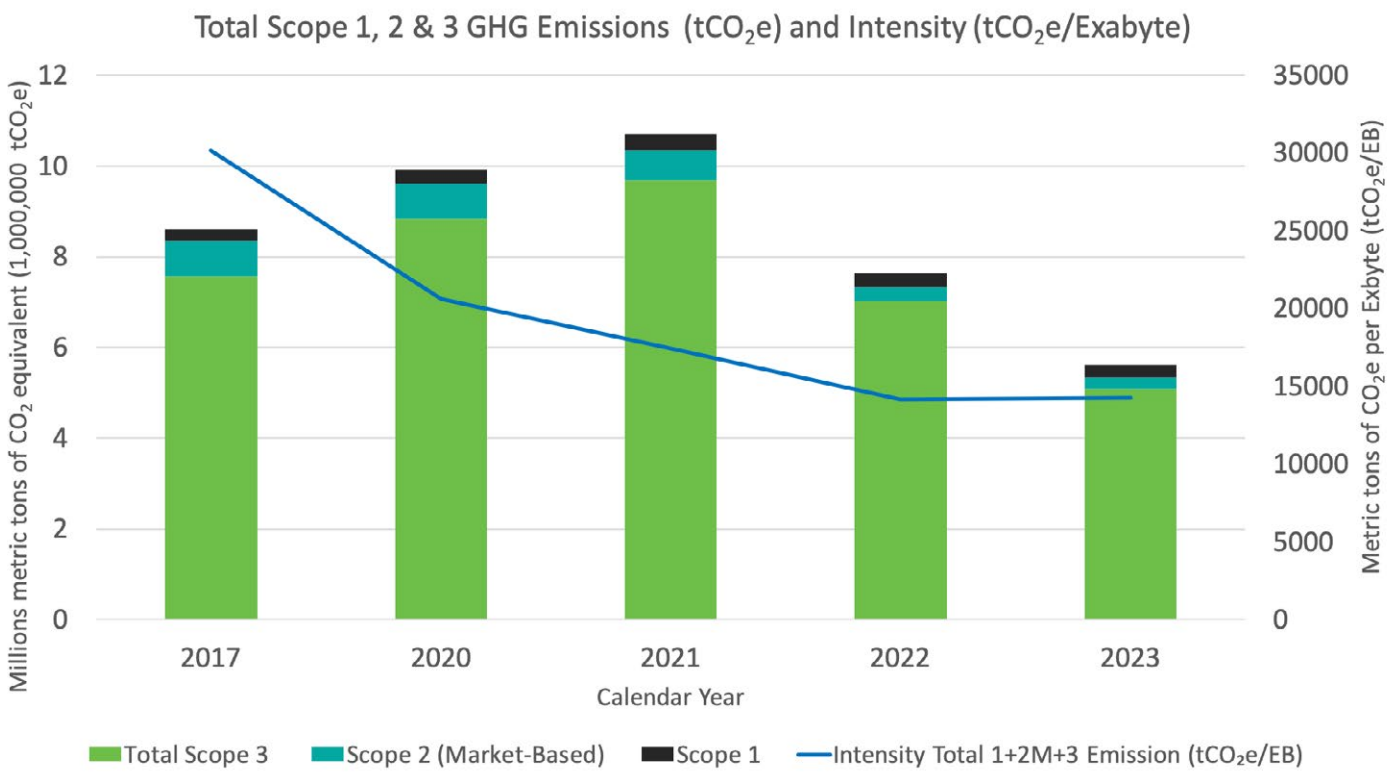
SCOPE	CHANGE (CY2023 vs. 2017 base)	REASONS FOR CHANGE
Total GHG emissions	35% decrease	Part of key manufacturing facilities powered by 100% renewable energy and transition of lower HDD volume
Scope 1 Emissions	7% increase	Additional high global warming potential (GWP) chemical consumption in processes
Scope 2 Location-Based Emissions	18% decrease	Lower total energy consumption
Scope 2 Market-Based Emissions	68% decrease	Offset from renewable energy credits (REC) retired to Seagate
Scope 3 Emissions	33% decrease	Driven by lower HDD market volume
Operation Emissions Intensity	63% decrease	Key manufacturing facilities utilize renewable energy and storage capacities shipped to market grew over the years

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



Measuring emissions normalized over EBs shipped is a more accurate representation of the emissions intensity against our Science Based Targets as it incorporates the variation in the bill of materials and test time.

GHG Emissions (Scope 1, 2, 3)



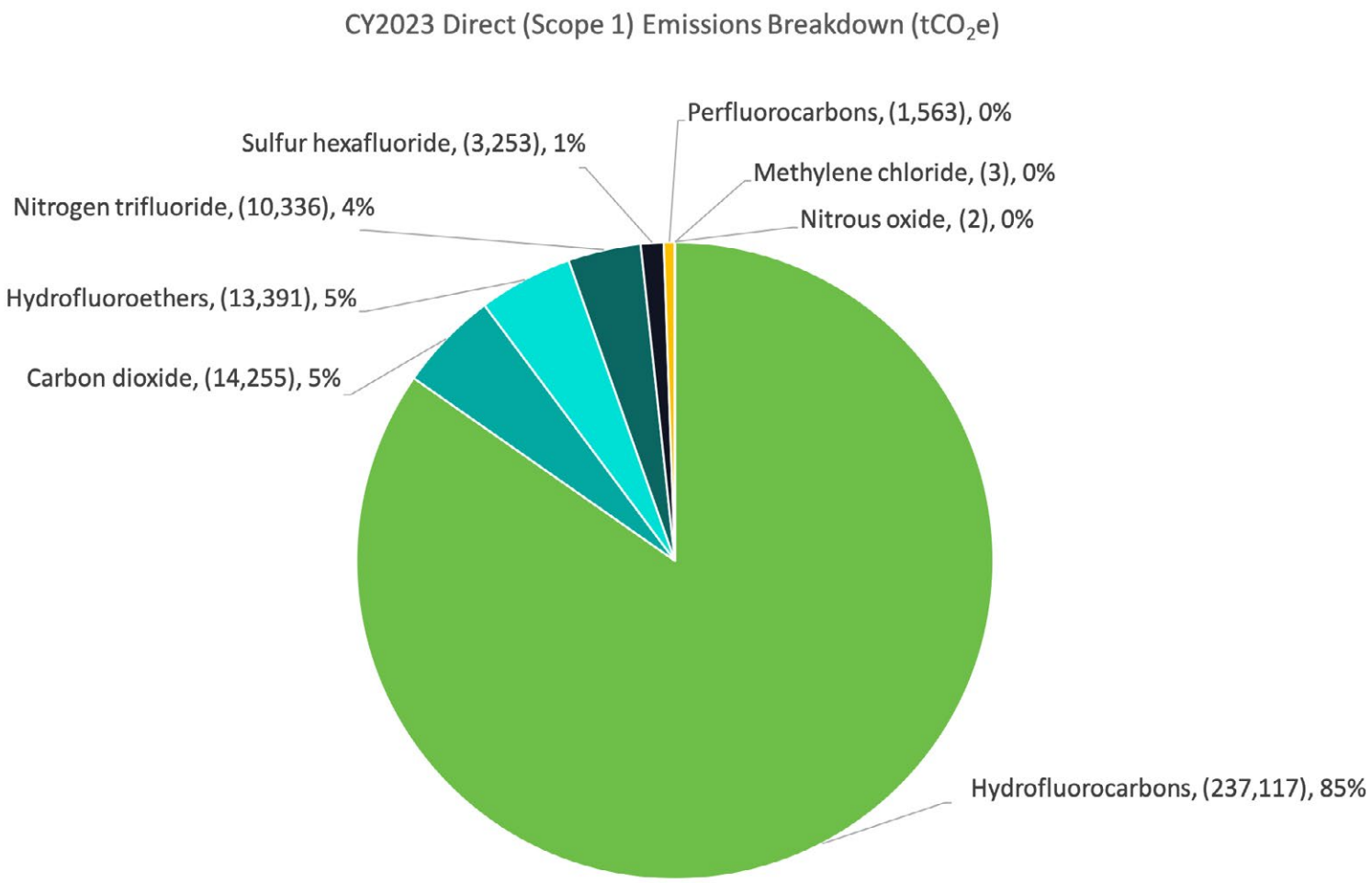
Seagate reports on all Scope 1, 2, and 3 categories that are relevant to our operations. The other three categories: Downstream leased assets, franchises, and investments are not relevant to Seagate operations.

Scope 1 Emissions

Scope 1 Emissions Breakout

	TOTAL	PROCESS/ FUGITIVE	STATIONARY COMBUSTION	MOBILE COMBUSTION
Scope 1 Emissions (tCO_2e)	279,920	268,100	11,359	461

Breakdown of Direct Scope 1 Emissions (268,100 tCO_2e)



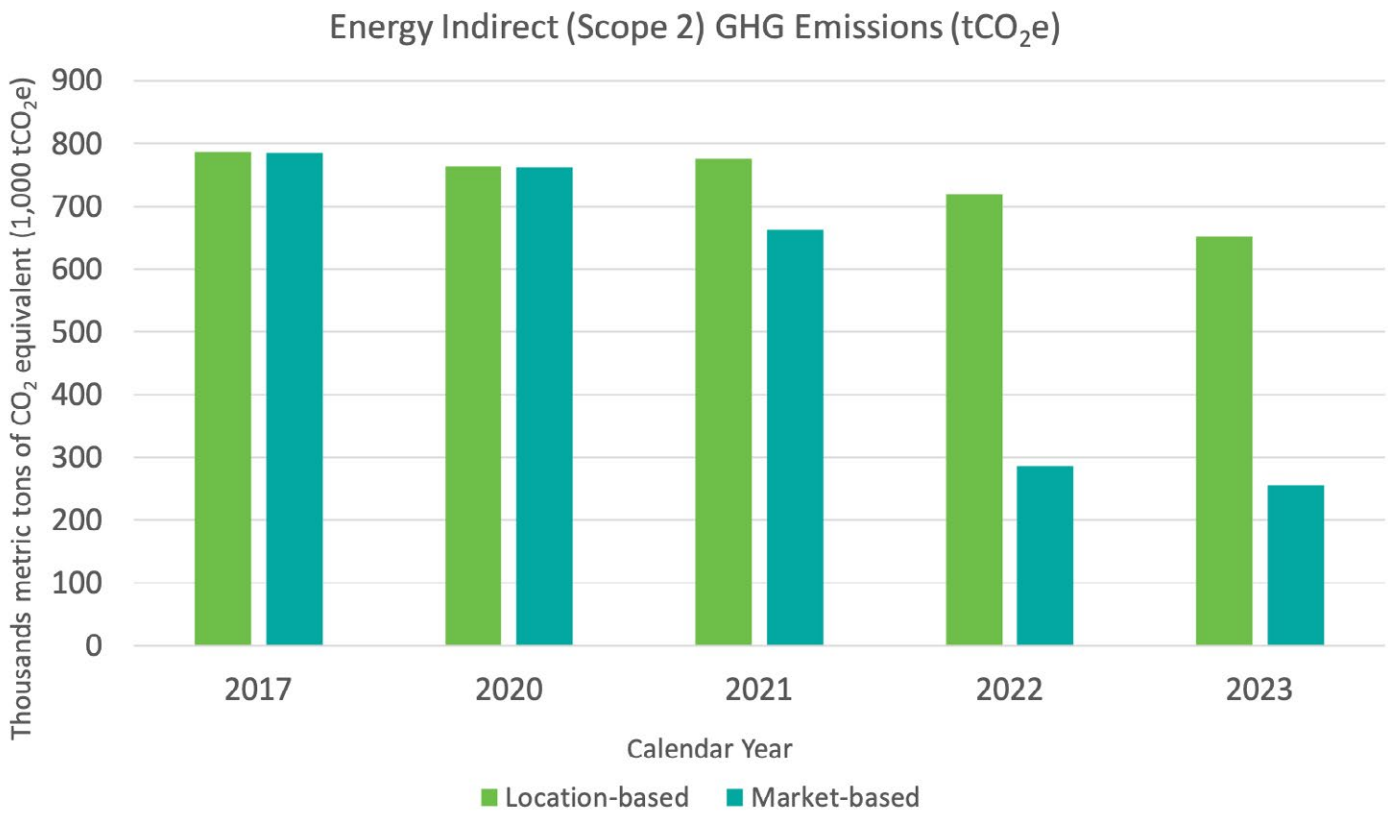
The HFC solvent used in our heads and media manufacturing process contributed 85% of the Scope 1 emissions totals in CY2023.

Scope 2 Emissions

Scope 2 Emissions Breakout

	TOTAL	PURCHASED ELECTRICITY	PURCHASED COOLING	ON-SITE GENERATION
Scope 2 Market-Based (tCO_2e)	255,711	253,766	1,837	109
Scope 2 Local-Based (tCO_2e)	651,054	649,108	1,837	109

Summary of Energy Indirect (Scope 2) GHG Emissions



The transition to renewable energy has reduced our Scope 2 emissions. In CY2023, over 50% of our energy consumption was sourced from renewable sources resulting in a reduction of over 500,000 tons of CO_2e compared to based year CY2017.

Seagate continues to face fugitive emissions challenges with a HFC solvent with high GWP. This solvent is a necessary part of our media manufacturing process, which we deploy in a closed-loop system with on-site recovery to minimize fugitive emissions. In FY2022, we started evaluating alternate chemistries to replace this solvent with one that has a lower GWP. We are actively conducting process evaluations on this multiyear project, and it remains a priority for our media design and manufacturing teams to continue qualifying a suitable replacement and reduce process emissions.

Scope 3 Emissions

Scope 3 emissions are typically much higher than Scope 1 and 2 emissions in the technology industry and are driven primarily by product use and purchased goods and services. Seagate continues to engage with our supply chain partners to address Scope 3 emissions related to purchased goods and services. We are also committed to improving the power consumption of our products with the goal of each generation of products being more energy efficient (TB/watt) than the previous generation.

CY2023 GHG Total Emissions

Scope 3 Upstream = 1.65M

- Purchased Goods and Services = 1.3M
- Capital Goods = 50M
- Fuel and Energy Related Activities = 180K
- Upstream Transportation and Distribution = 90K
- Employee Commuting = 23K
- Business Travel = 1.8K
- Waste Generated = 7.4K
- Upstream Leased Assets = 1.1K

Scope 2 Market-Based = 255K

- Purchased Electricity = 254k
- Purchased Cooling = 1.8k
- On-Site Generation = 109

Scope 1 = 280K

- Process/Fugitive = 268K
- Stationary Combustion = 11.4K
- Mobile Combustion = 461

Scope 3 Downstream = 3.43M

- Use of Sold Products = 3.4M
- End of Life Treatment for Sold Products = 26K
- Downstream Transportation and Distribution = 7.6K
- Processing of Sold Products = 1K

CY2023 GHG Total, Scope 1, 2, and 3 Emissions Listed in Metric Tons CO_2e.

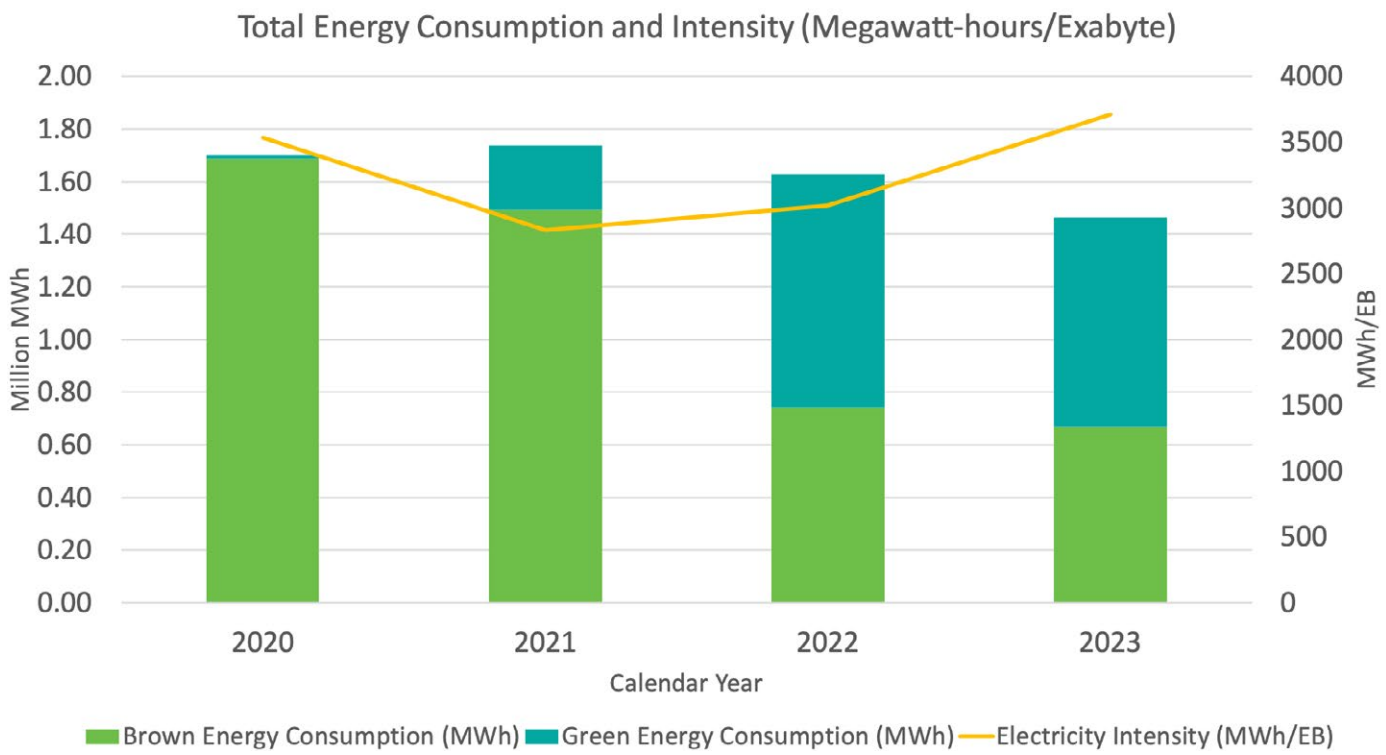
CY2023 Other Air Emissions

In CY2023, we did not produce, import, or export ozone depleting substances (ODS). The information below is from site monitoring results unless otherwise stated and complies with local regulatory standards and guidelines.

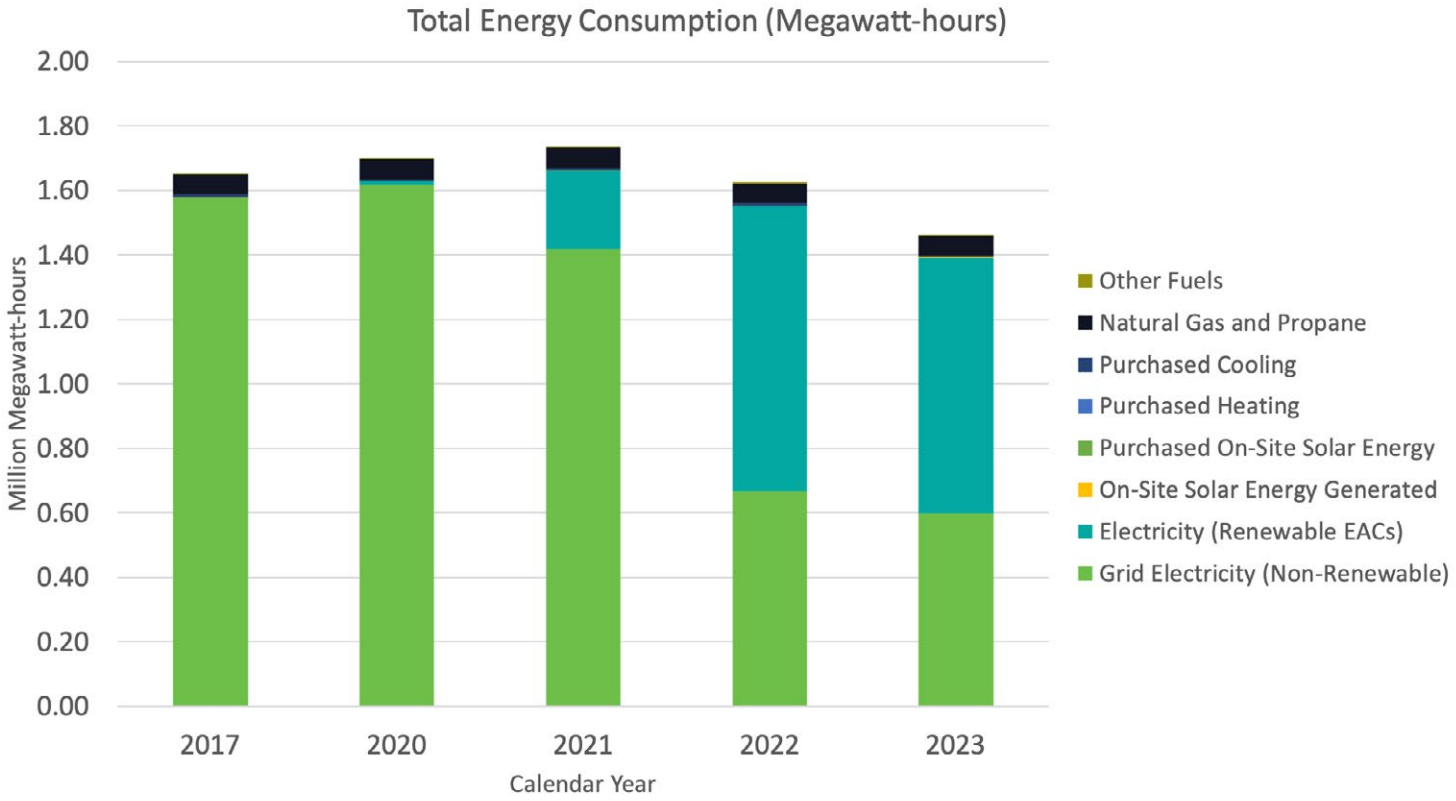
EMISSION	EMMISION FACTOR	CY2023
CFC-11 Equivalent (metric tons)	Montreal Protocol	0.02 (from chemical inventory)
Nitrogen Oxides (milligram/normal cubic meter)	NA	195
Sulfur Oxides (milligram/normal cubic meter)	NA	164
Volatile Organic Compounds (milligram/normal cubic meter)	NA	2,371
Particulate Matter (milligram/normal cubic meter)	NA	138
Hazardous Air Pollutants (metric tons) (US manufacturing only)	NA	1.4 (estimated)

Energy

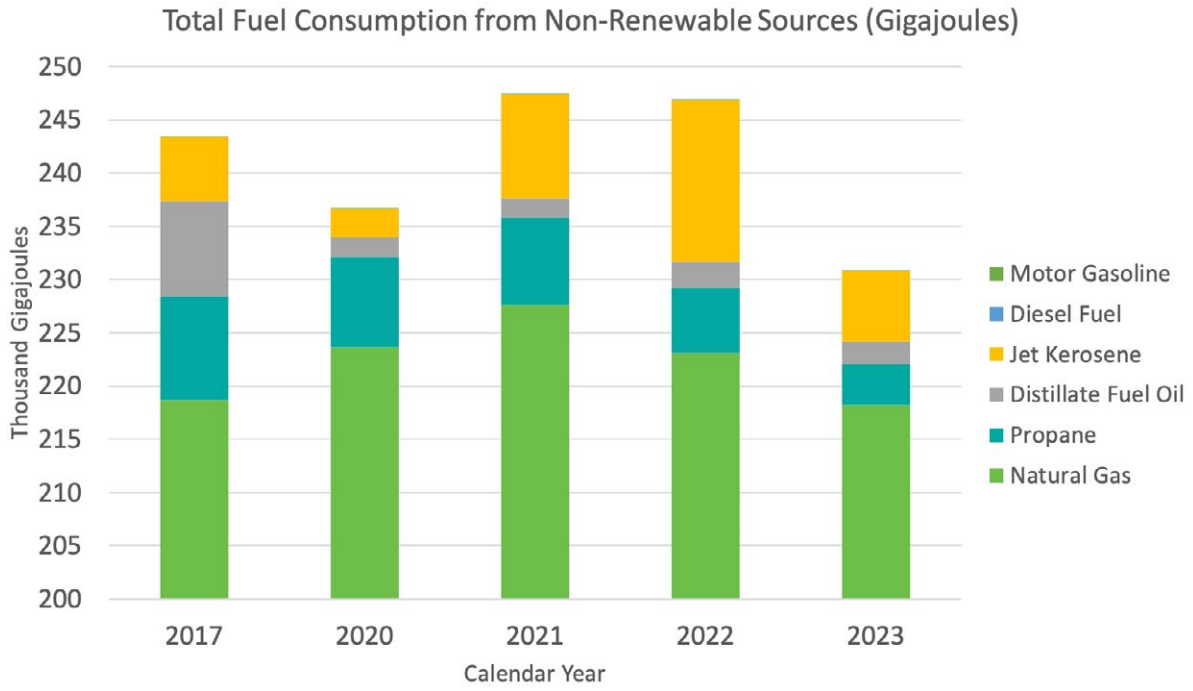
To meet the increasing demand for cloud-based storage solutions, Seagate continues to innovate and produce higher capacity drives. These innovations offer customers lower cost and power consumption on a per terabyte (TB) basis, but require greater energy to manufacture and test. Normalizing our energy consumption megawatt-hours (MWh) per exabyte (EB) of shipped storage capacity helps guide our energy efficiency process and provide a standard to measure our progress.



Seagate shipped 394.6 EB of storage capacity in calendar year CY2023, resulting in a total of 3,708 megawatt-hours (MWh) per EB of storage capacity shipped, compared to 3,017 MWh in CY2022. The intensity of energy consumption increased 23%. Since CY2022 more than 50% of energy consumed globally has been from renewable sources.



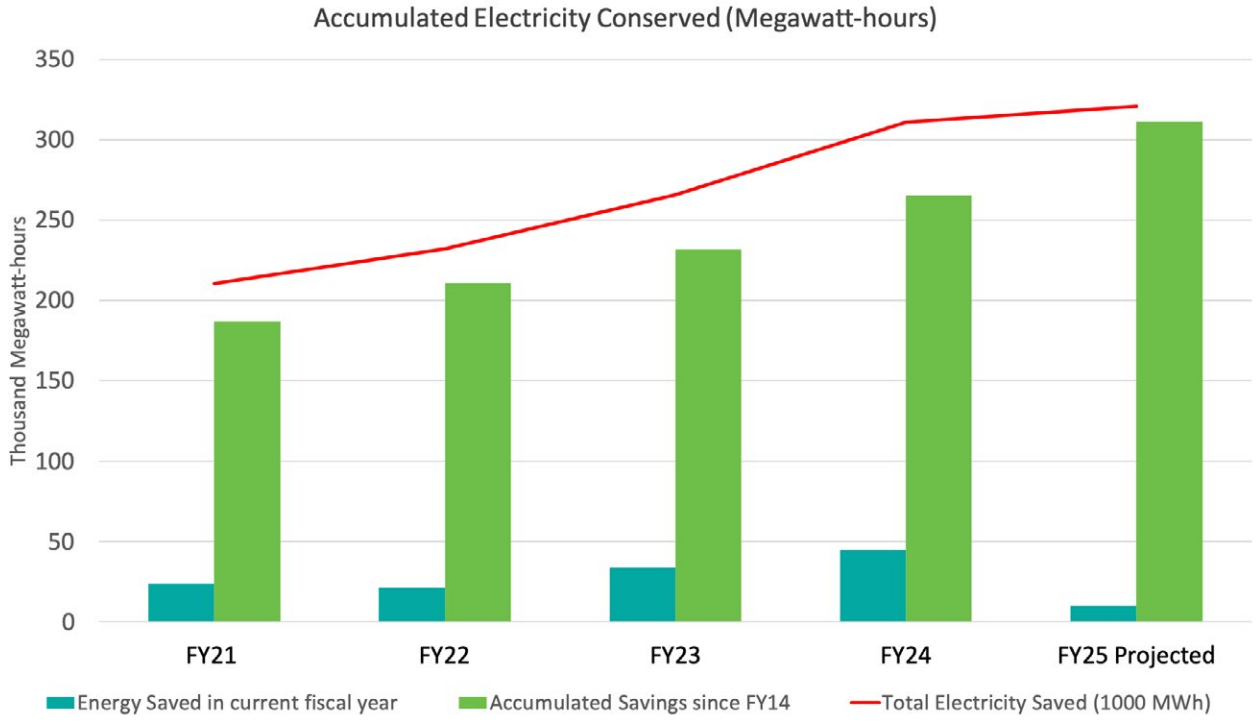
Total energy consumed within Seagate: 1,463,152 megawatt-hours.



Total fuel consumed from non-renewable sources: 231K gigajoules.

Reduction of Energy Consumption

Energy conservation continues to be a priority area of focus for Seagate. In FY2024, Seagate's energy conservation goal was 10,000 MWh. Seagate exceeded our goal and saved approximately 44,800 MWh through process optimization, and equipment and lighting upgrade projects. Energy savings are calculated using the metered baseline method (MBM). We maintain conservation goals and have set a target of 10,000 MWh for FY2025. For more information on our energy consumption refer to Seagate's CDP climate change disclosure.

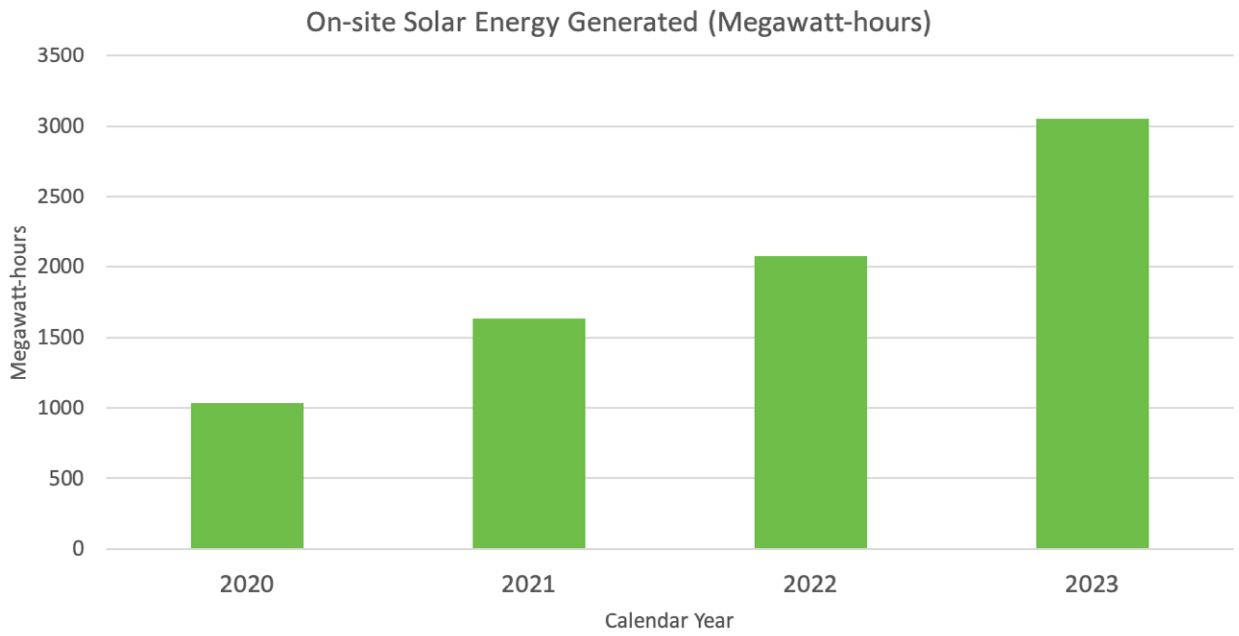


Accumulated Electricity Conserved Over Three Fiscal Years (MWh).

Renewable Energy

In FY2024, Seagate continued actioning our moonshot goal of transitioning to 100% renewable energy in our manufacturing and R&D facilities by 2030. In FY2024 our Korat and Teparuk facilities in Thailand, Wuxi, China, and Northern Ireland facilities continued to source 100% of their energy from renewable sources. We continue to evaluate renewable options at our other locations as part of our energy strategy. Our on-site photovoltaic (PV) systems in Fremont, California, Shugart, Singapore and Teparuk, Thailand generated 3,052 MWh of solar energy in CY2023.

The renewable energy resulting from our on-site PV systems and renewable energy purchases account for over 50% of Seagate's total energy consumption.



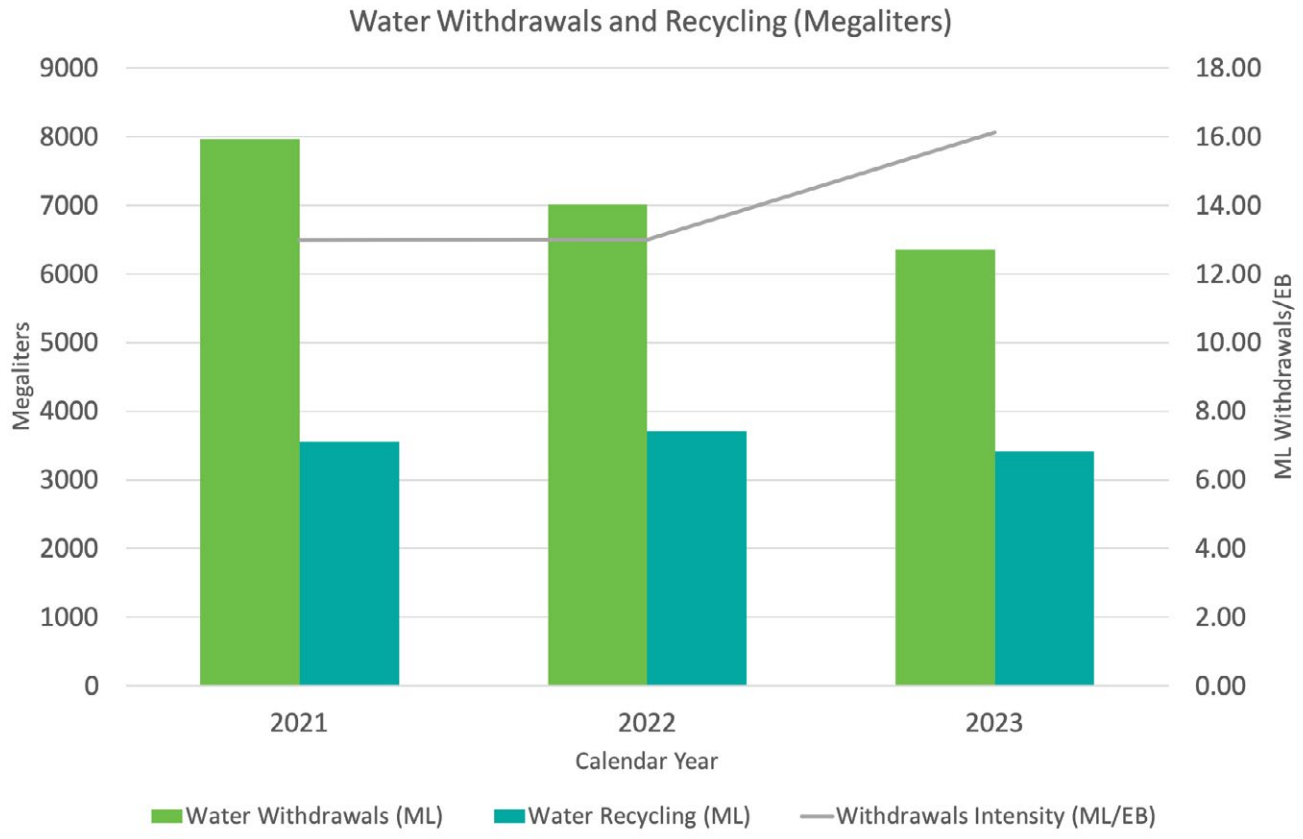
Total on-site solar energy generated: 3,052 MWh.

Water Stewardship

Our manufacturing processes use freshwater sourced from local watersheds shared with the local community. Freshwater is primarily used in direct operations and our product value chain as cleaning agents at production sites, and to provide adequate cooling to sites and critical equipment.

Note that all water noted in our charts and data callouts is classified as freshwater (≤1,000 mg/L total dissolved solids).

Seagate published our Water Policy in FY2023. It defines commitment and expectations with internal and external stakeholders. Seagate applies measures to reduce water consumption, improve water recycling, and reduce water intensity. Our water metrics are reported annually based on the calendar year. Please see our 2024 CDP Corporate Questionnaire and Third Party Water Disclosure Verification for further information.



-9%

Total Water Withdrawn Reduced

From 7,014 megaliters in CY2022 to 6,361 megaliters in CY2023; total volume of water withdrawn from municipal water supplies (based on meter reading). According to the WRI Aqueduct Tool, two of our non-manufacturing sites, Longmont and Pune, and one of our manufacturing sites, Wuxi, are located in water stress areas.

-8%

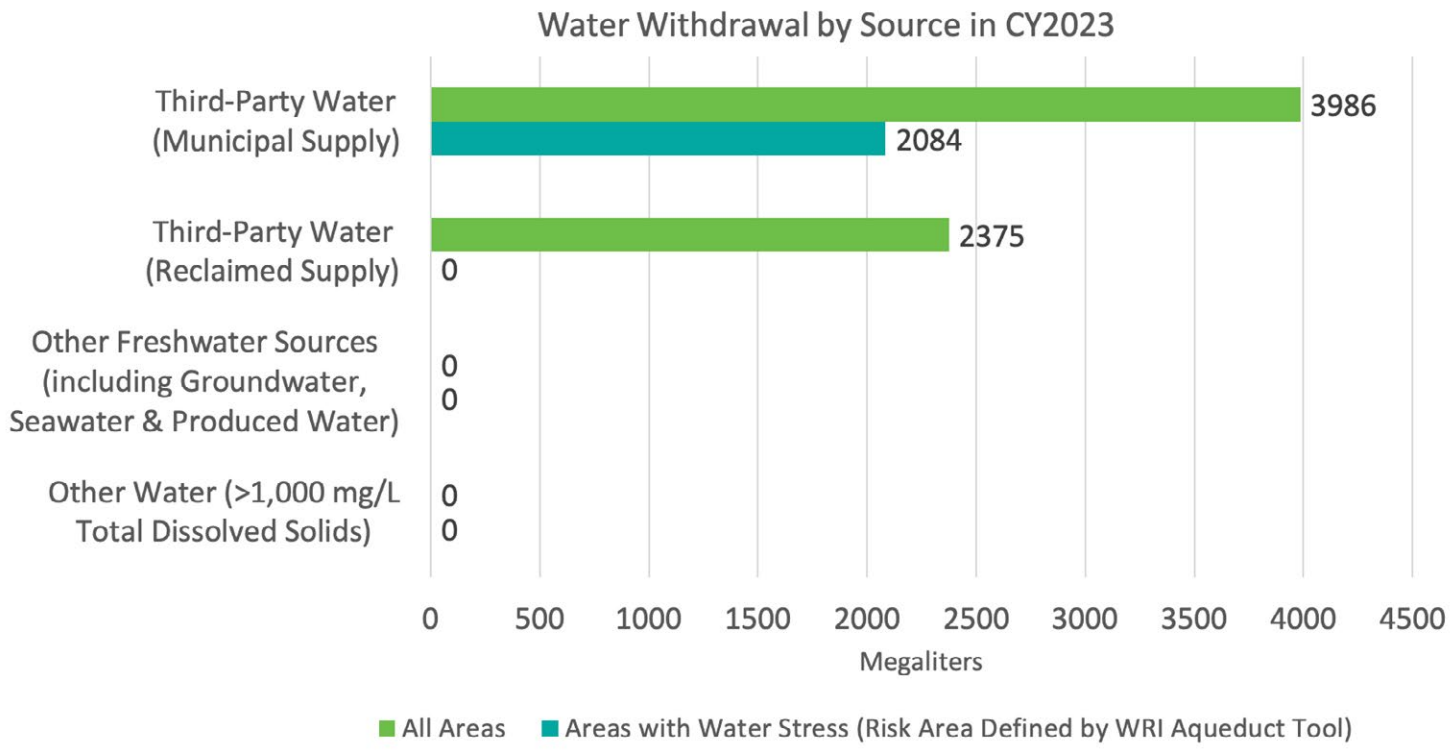
Water Recycled Reduced

From 3,708 megaliters of water in CY2022 to 3,415 megaliters in CY2023 (based on meter reading). Reduction due to lower volume from discharge as recycling intake.

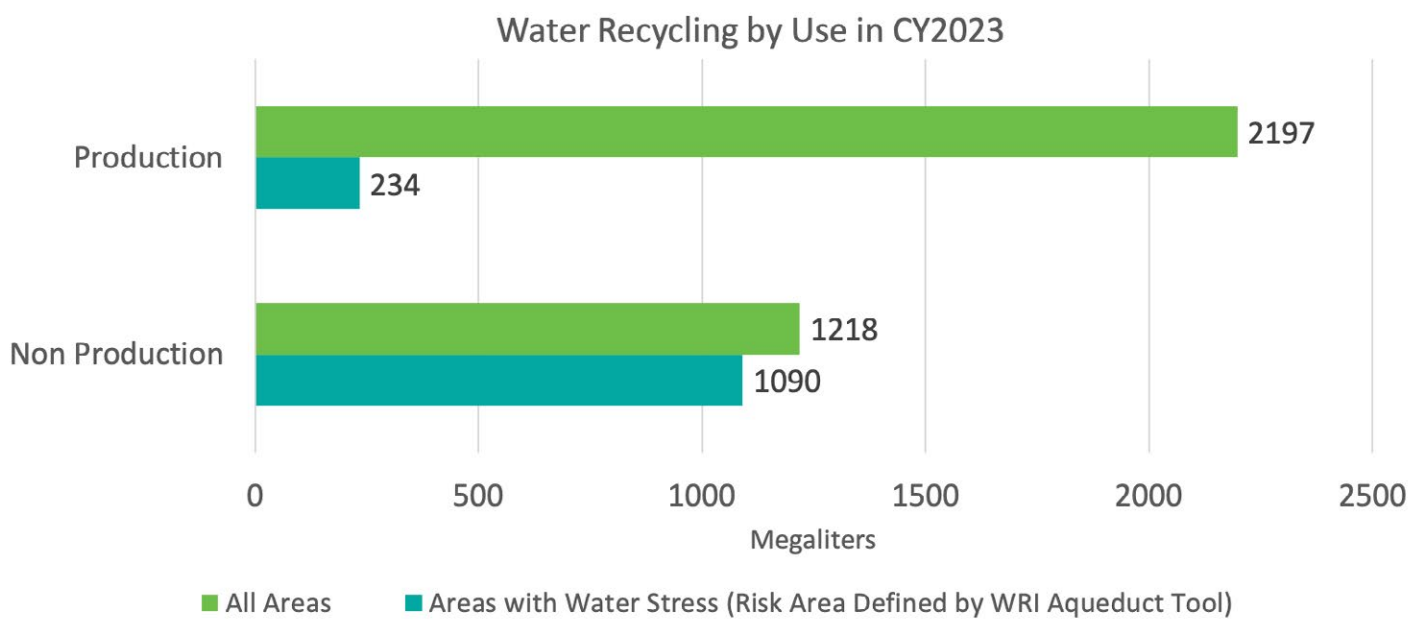
+24%

Water Intensity Increased

From 13.00 megaliters per EB in CY2022 to 16.12 megaliters per EB in CY2023. Water intensity increased in CY2023 because of fluctuations in production.

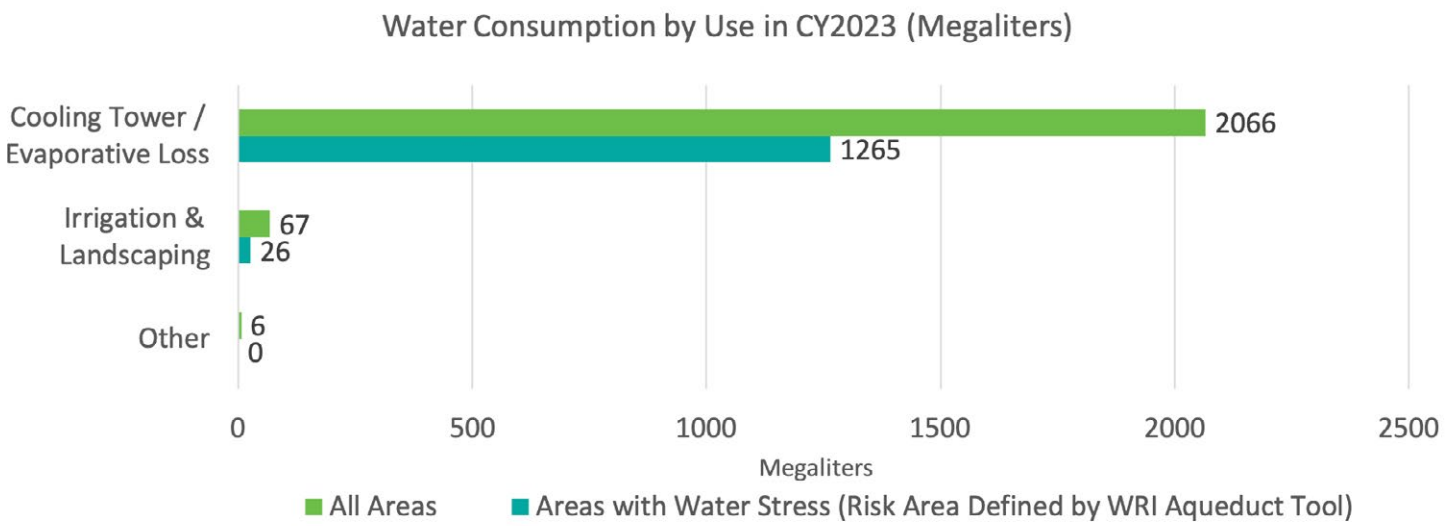


Water withdrawal by source total: 6,361 megaliters.

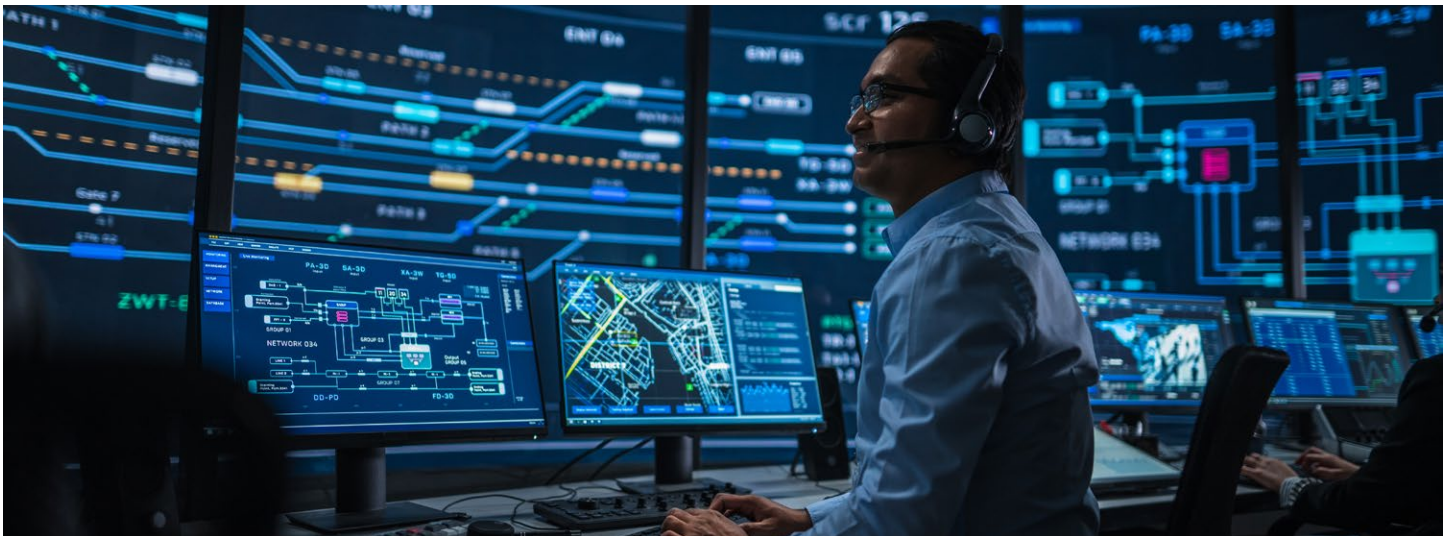


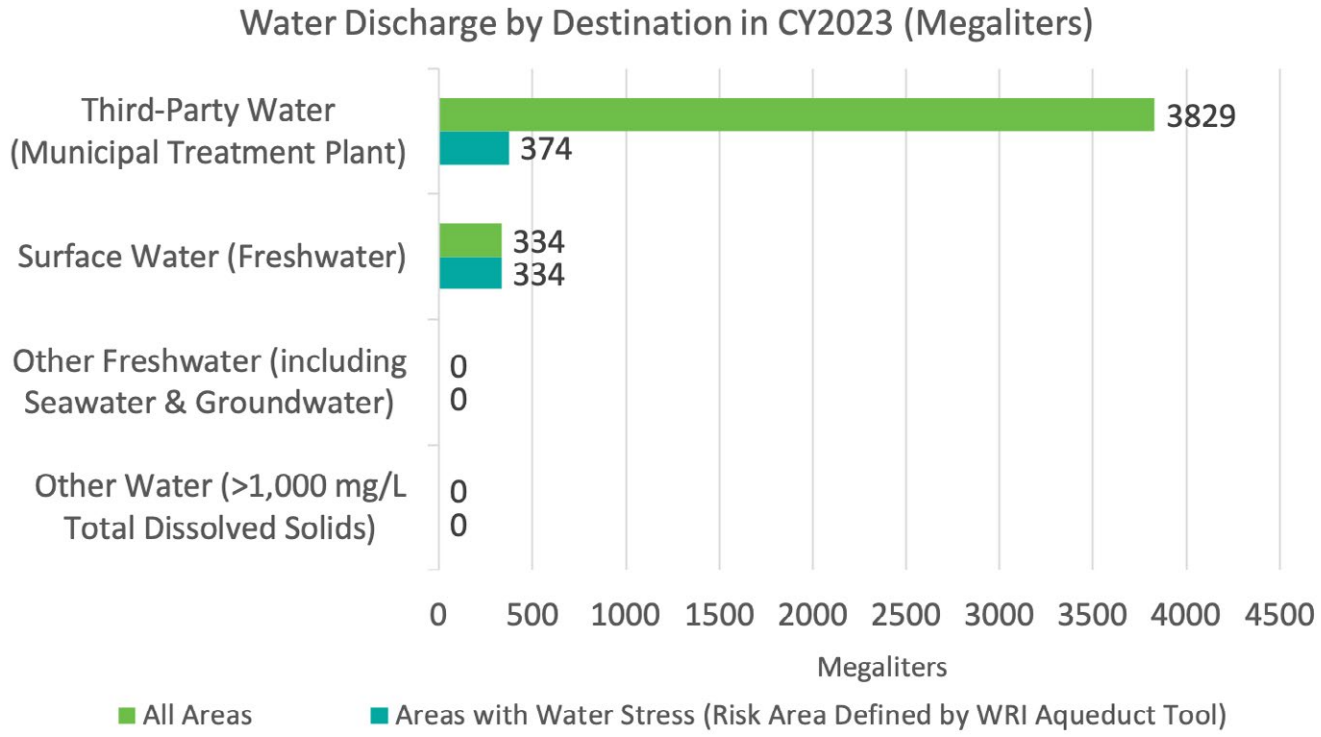
Water withdrawal by source total: 3,415 megaliters.

In CY2023, roughly 97% of Seagate's water was used for cooling sites and critical equipment. Seagate prioritizes monitoring our sites that consume the most water, including our manufacturing, and largest R&D and administrative sites. For smaller, office-based sites, water consumption is negligible. We monitor use at our sites annually, and when actual data is not available, we estimate use based on available data from other sites. We perform annual water risk assessments for our prioritized sites using the WRI Aqueduct tool, considering the receiving water body and disclosed information in our 2024 CDP Corporate Questionnaire.

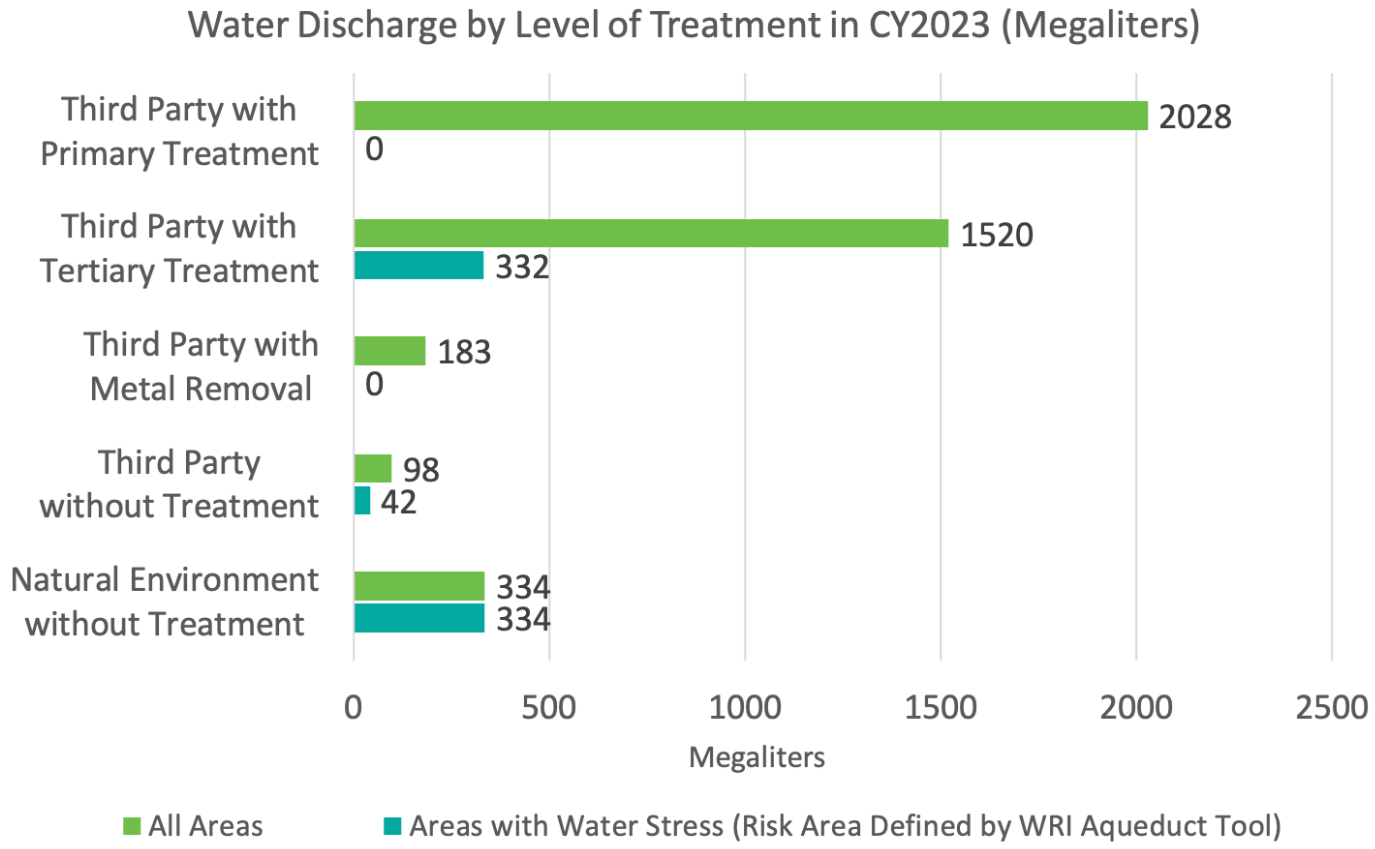


Seagate complies with local authorities' minimum standards for the quality of effluent discharge in all operations locations. These standards include potential of hydrogen (pH), biological oxygen demand, chemical oxygen demand, suspended solids, and mineral content, among other priority substances of concern—primarily heavy metals relevant to electronic processes. Our treatment plants are built and maintained to operate efficiently in treating the effluents from our processes. Seagate has internal operating control limits set well below the minimum discharge standards to act as internal triggers to ensure both internal and local effluent discharge requirements are met. Our internal control limits consider regulatory standards and system design parameters to ensure a buffer exists to react to unforeseen circumstances while remaining in compliance with our operating permit.





Seagate's water discharge monitoring plan considers process capabilities and legal requirements for our sites. We prioritize monitoring at our manufacturing sites and Seagate's largest R&D and administrative sites. This prioritization is necessary because water discharge quality is monitored by standard effluent parameters at all sites 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 to our knowledge.



The 334 megaliters listed as natural environment without treatment refers to wastewater, which is channeled to a pond before final discharge.

Many Seagate sites also have online monitoring capabilities that are connected directly to the regulatory authority monitoring system. Regulatory authorities provide Seagate with permits to operate our treatment plants and set effluent discharge limits, considering the receiving bodies of water. These bodies of water are managed by the municipality and are connected to municipal water treatment sites. In FY2024, there were no non-conformances to discharge limits. Therefore, no corrective action was needed.

Waste Management

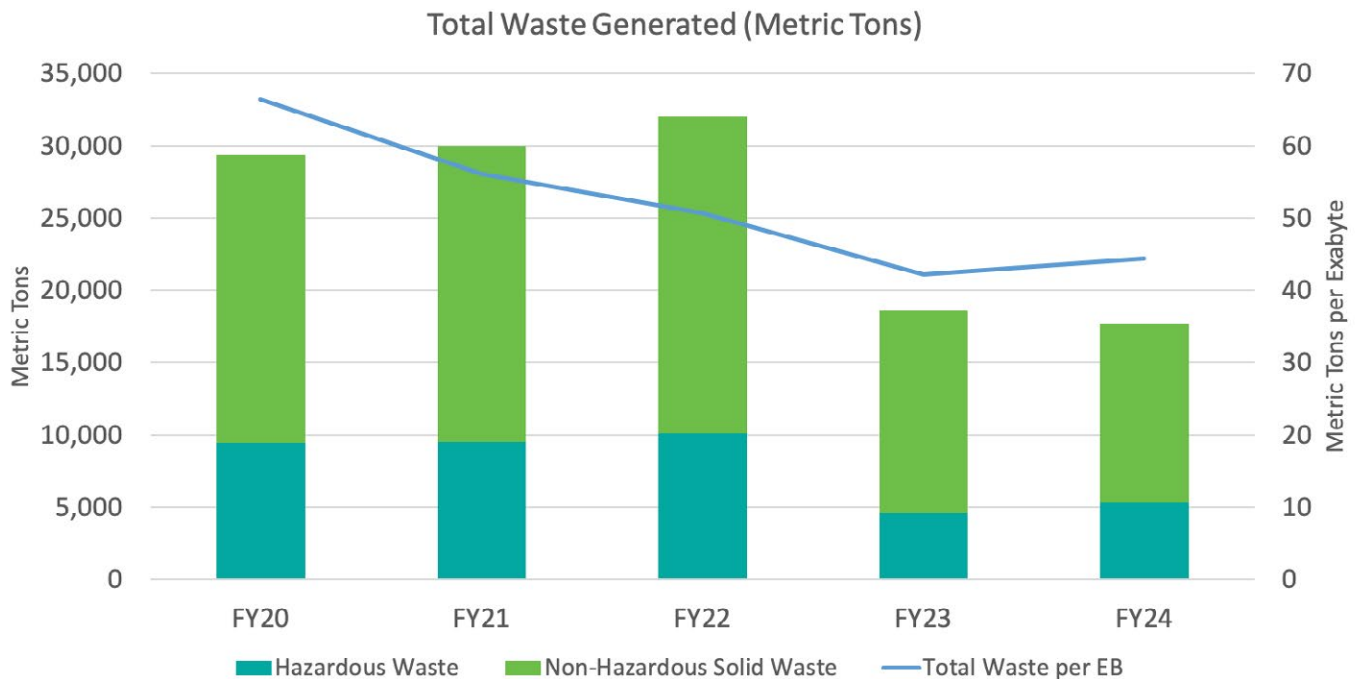
Waste from the manufacturing process is an inherent aspect of Seagate's operations, which makes its management a priority. We have established programs to properly track, manage, and report all waste types across our global footprint. We use these programs to categorize different waste streams and properly dispose of waste in accordance with regulatory requirements. All waste generated by Seagate is disposed of off-site. Seagate had no significant spills (defined as one which requires outside response from an external party) in FY2024.

Two Main Types of Waste

Non-Hazardous Waste: Examples include wood, paper, cardboard, and non-hazardous plastics.

Hazardous Waste: Examples include organic solvents, sludges, corrosive waste, and e-waste.

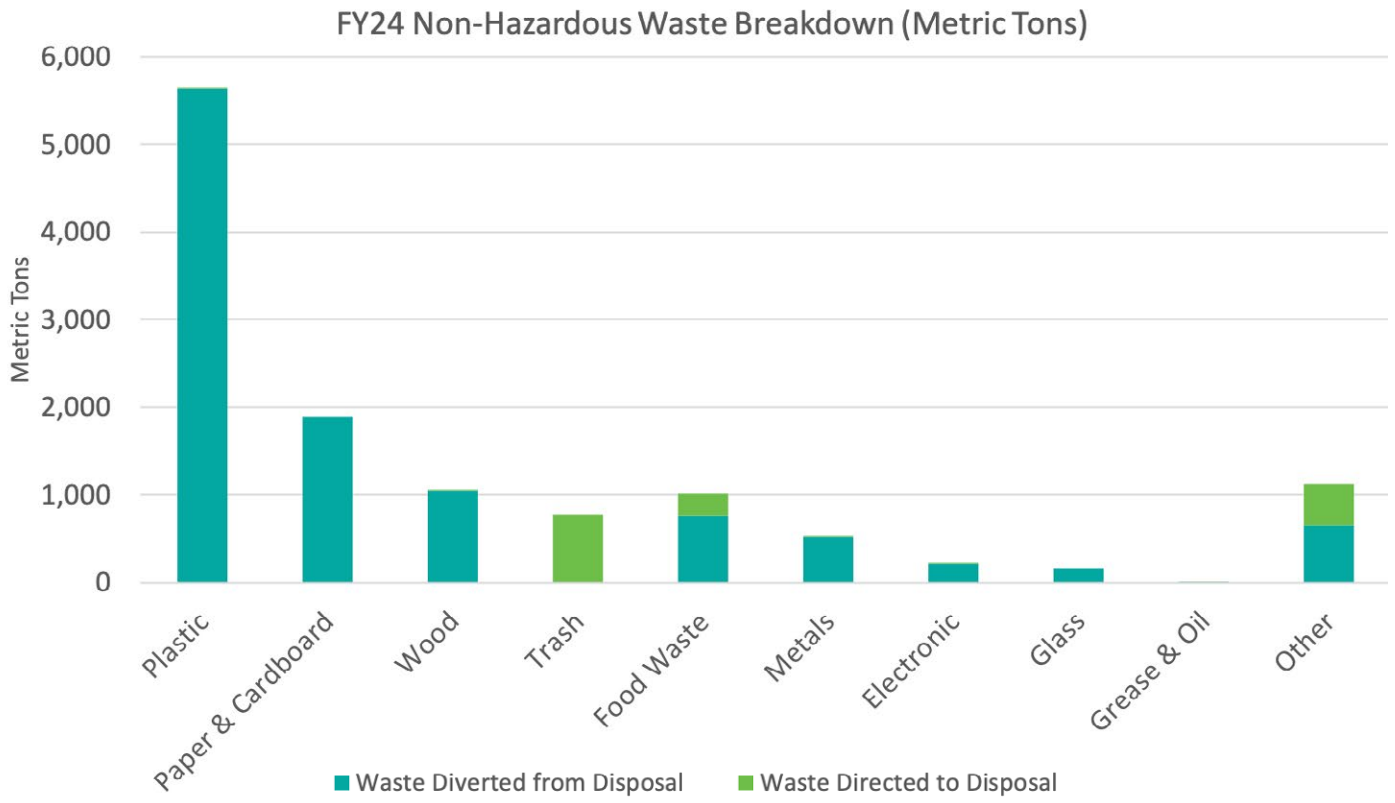
Seagate sites report waste data to a central database, which is accessible by relevant site and corporate personnel and reviewed by Seagate's corporate sustainability team. Hazardous waste treatment vendors are qualified through a third-party audit of set criteria and have established minimum requirements for their selection and performance.



Total waste generated in FY2024: 17,685 metric tons.

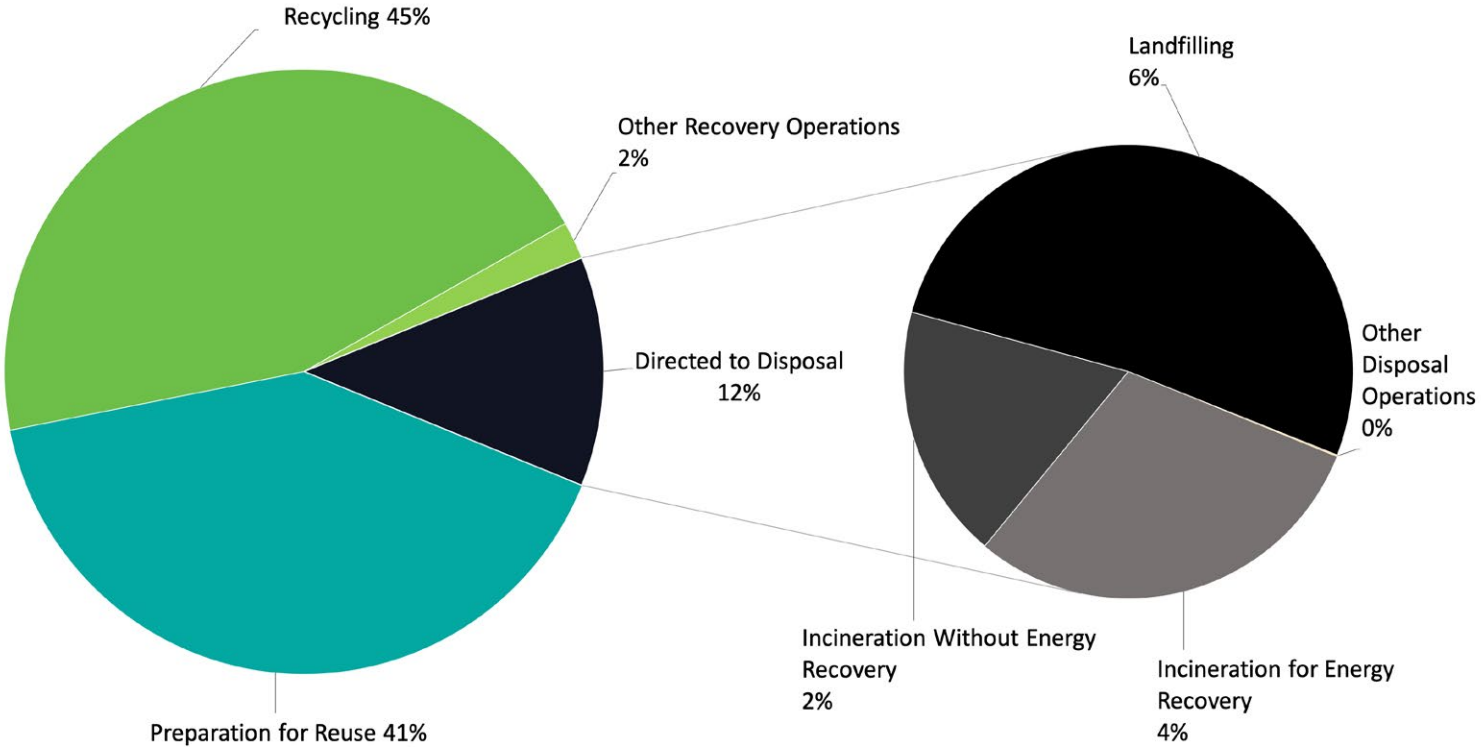
Non-Hazardous Waste

Our primary performance measure for non-hazardous waste is the landfill diversion rate. The following graphs list other program tracking information. Our annual totals include all waste generated at sites under Seagate's ownership and control. In FY2024, we diverted 88% of non-hazardous waste. Seagate generated 12,402 metric tons of non-hazardous waste in FY2024.



Total non-hazardous waste: 12,402 metric tons.

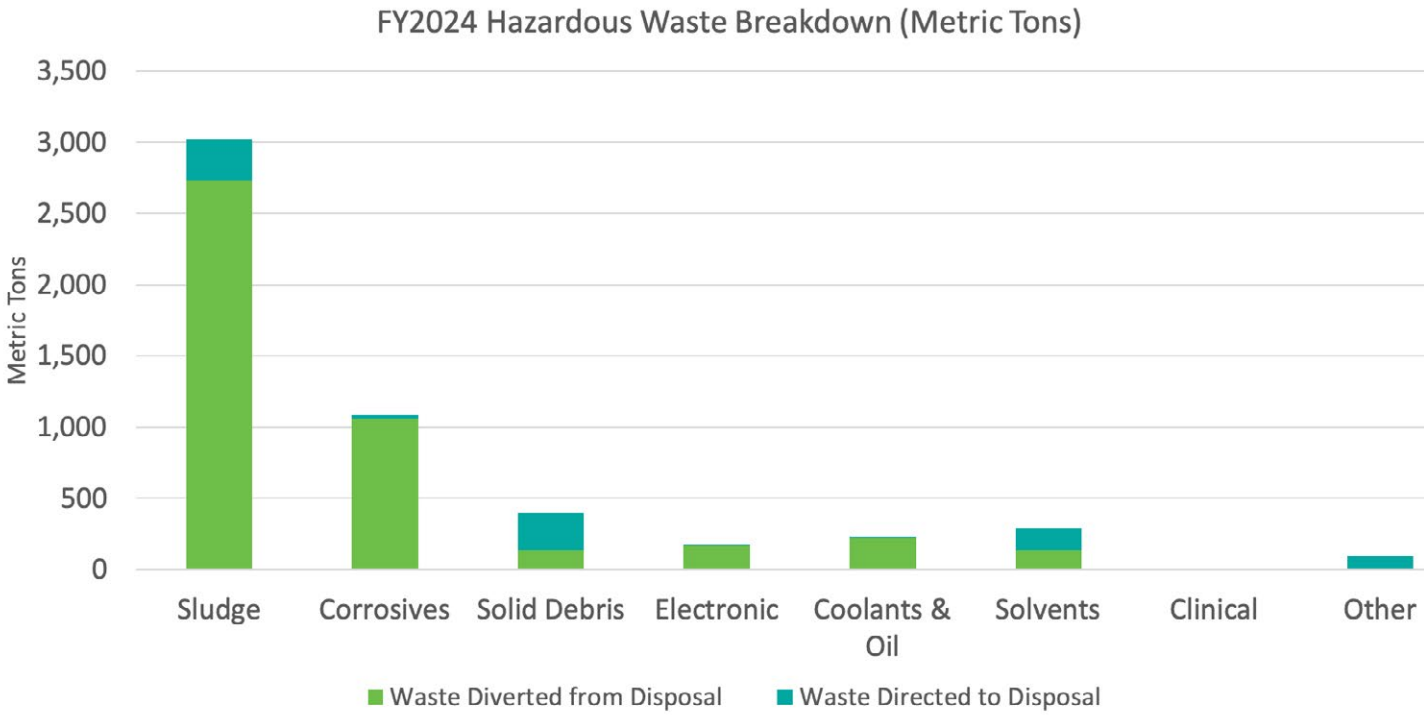
FY2024 Non-Hazardous Waste Off-Site Diversion



Hazardous Waste

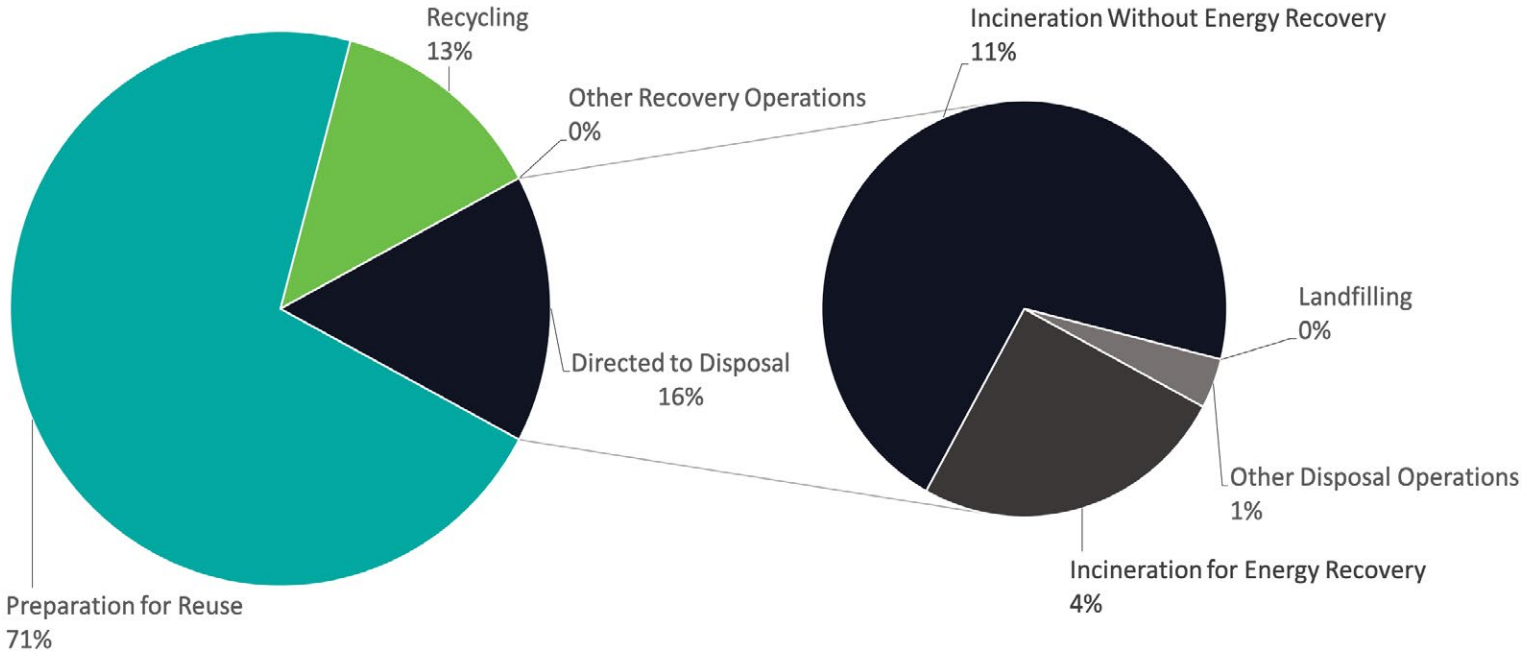
Seagate has committed to zero landfill disposal of hazardous waste unless technically infeasible. In the case of disposal, we work with the disposal facility to identify the most appropriate method for treatment and disposal. Seagate's preference is to recycle waste whenever possible, but if that is not an option, we look at chemical treatment, followed by physical treatment, and finally incineration. In FY2024, to the best of our knowledge, no hazardous waste was sent to landfills.

5,282 metric tons of hazardous waste was transported to in-country treatment, storage, and disposal facilities (TSDFs) for treatment in FY2024. All waste is directed off-site for disposal. The volume of waste transported is calculated from hazardous waste consignment notes that accompany the shipment for treatment and are validated by the TSDF.



Total hazardous waste: 5,282 metric tons.

FY2024 Hazardous Waste Off-Site Disposition



Seagate continues to use recycling as the main method of disposal for hazardous waste. In FY2024, 84% of our hazardous waste was diverted from disposal and 4% of what was directed to disposal was done so with energy recovery.

Seagate utilizes CHWMEG, Inc. third-party audit reports to assess TSDF across global sites. When CHWMEG, Inc. audit reports are not available, we directly contract with third-party firms to conduct audits of TSDFs. In FY2024, we conducted or reviewed 5 hazardous waste TSDF audit reports to assess facilities programs for meeting the standards set by Seagate.

Product Sustainability

Seagate recognizes that our products have an impact on the environment, and we take accountability for this. The manufacturing of our products consumes chemicals and material from natural resources resulting in environmental impact. Our internal policies and procedures—ranging from material restrictions to responsible sourcing of materials—are designed to mitigate our products' impacts. We work with internal and external partners to assess and reduce our product's effects on the environment and conduct life cycle assessments (LCAs) and other analyses to help manage any trade-offs.

Seagate evaluates our management system through various channels, including management reviews, LCAs, internal and external verifications, audits, and performance against targets. We believe the management system is functioning effectively year over year, and minor adjustments are made as needed.

Seagate's products are assessed to meet regulatory requirements for health and safety in jurisdictions where we do business. Health and safety considerations are addressed at the design stage to meet regulatory and customer requirements. Product-related health and safety risks are addressed in the design of our products and are provided in product manuals, accessible to users online. In FY2024, we had zero incidents of non-compliance with such regulations. Additionally, none of Seagate's products or services are banned in any markets where we do business.

Product Life Cycle Assessments

To better understand the impact of our products, Seagate conducts LCAs on our product families. We utilize information from our internal operations and full material disclosures (FMD) of the components from our suppliers in the assessment. We have determined that the impacts of material to our products are greenhouse gas emissions, water depletion, metal depletion, and human toxicity.

In FY2024, we undertook an effort to review and update our LCA methodology. Our updated methodology is aligned with Ecoinvent v3.8 and ReCiPe 2016. 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 WRI and WBCSD GHG Protocol Product Life Cycle Accounting and Reporting Standard. The updated methodology provides us with more accurate assessments of the most recent operational improvements and use case scenarios.

The information in our product LCA is used to:

- **Target improvements to our products' environmental impact**
- **Support customers in their product impact assessments and GHG reduction programs**

Seagate acknowledges that post-consumer material is inherent in today's raw material supply but does not stipulate post-consumer content when procuring components or parts. In FY2024, Seagate continued to certify the recycled content of aluminum (ADC12) in the motor base assembly resulting in two of our aluminum ingot suppliers' achievement of the UL2809 certification. Utilizing data from our LCAs, Seagate can determine the impact of metal depletion per terabyte of storage capacity shipped on average for our product portfolio.

The metal depletion indicator specifies the number of mineral deposits that are consumed to provide the end-use material in question. The process is normalized to the extraction of copper (kg Cu-Eq). More than 90% of our products are created from minerals; for CY2023, the average metal depletion per TB across Seagate's product portfolio was 0.0538 kg Cu-Eq, and the total impact to metal depletion equates to approximately 30.61 million metric tons of Cu-Eq. The material is non-renewable and is limited to the production of the product only. The information disclosed does not include packaging.

Product Life Cycle Management Disclosures

ACCOUNTING METRIC	FY2024 RESPONSE
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 Electronic Product Environmental Assessment Tool (EPEAT) registration or equivalent	Not applicable for Seagate, but as it is applicable to our customers, we help them meet requirements[1]
Percentage of eligible products, by revenue, meeting ENERGY STAR® criteria	100%—Eligible products by revenue that meet the ENERGY STAR criteria only applies to Enterprise Data Solutions products (not SSD or HDD) which make up <10% of our overall revenue as of end of FY2024
Weight of end-of-life products and e-waste recovered, percentage recycled[2]	Seagate's take-back program produced approximately 1.03 million kilograms of end-of-life products

[1]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.
[2]Seagate customers are responsible for end-of-life e-waste management according to local requirements. Seagate does not have adequate data to calculate the percentage of products recycled in FY2024.

Circularity

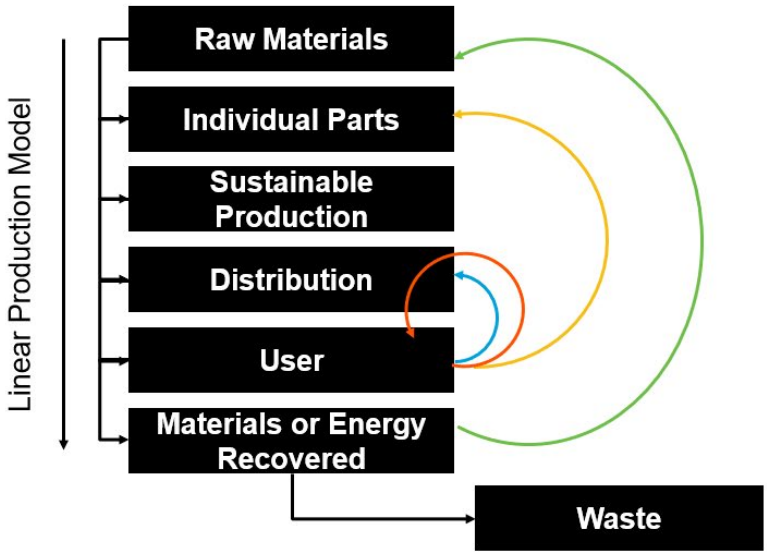
Efficient material use and circularity are valuable to Seagate as they help reduce our environmental impacts, enhance supply chain resiliency, and strengthen company strategy.

By increasing recycled content and reusing components in our products, Seagate can conserve natural resources and lower greenhouse gas emissions. This approach strengthens supply chain resiliency and fosters a positive reputation with stakeholders. In addition, material efficiency and circularity can reduce costs, create new revenue streams, and attract new customers, all while reinforcing Seagate's commitment to safe and ethical operations. Overall, material efficiency and circularity are essential for driving a sustainable and profitable future.

Seagate receives warranty-returned drives, buys back products from customers, and refurbishes and resells useful drives, extending their useful life. In FY2024, Seagate extended the life of 1.81 million drives. The drives were recovered and placed back into the market, avoiding over 837,500 kilograms of e-waste[1]. Our circularity program has seen a trend toward extending the life of higher capacity drives. Drives are recycled at locations audited by a third party that confirms environmental standards are met. We provide customers with drive disassembly instructions to facilitate recycling. Learn more about our circularity efforts here.

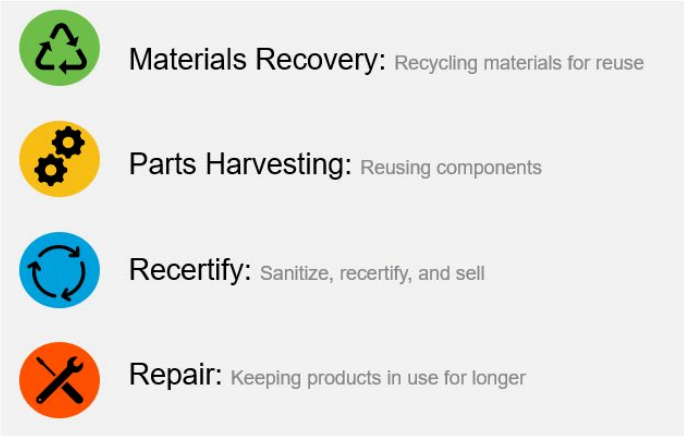
[1]Assuming each drive is an average weight of 465g.

Linear Production Model



Circular Production Model

In a circular economy, products that have reached the end of their lifecycle would be destined for waste are diverted through Seagate's hierarchy of:



FY2024 Circularity Program Indicators

Extending Product Life

~ 1.81 million HDDs and SSDs

Material Recycling

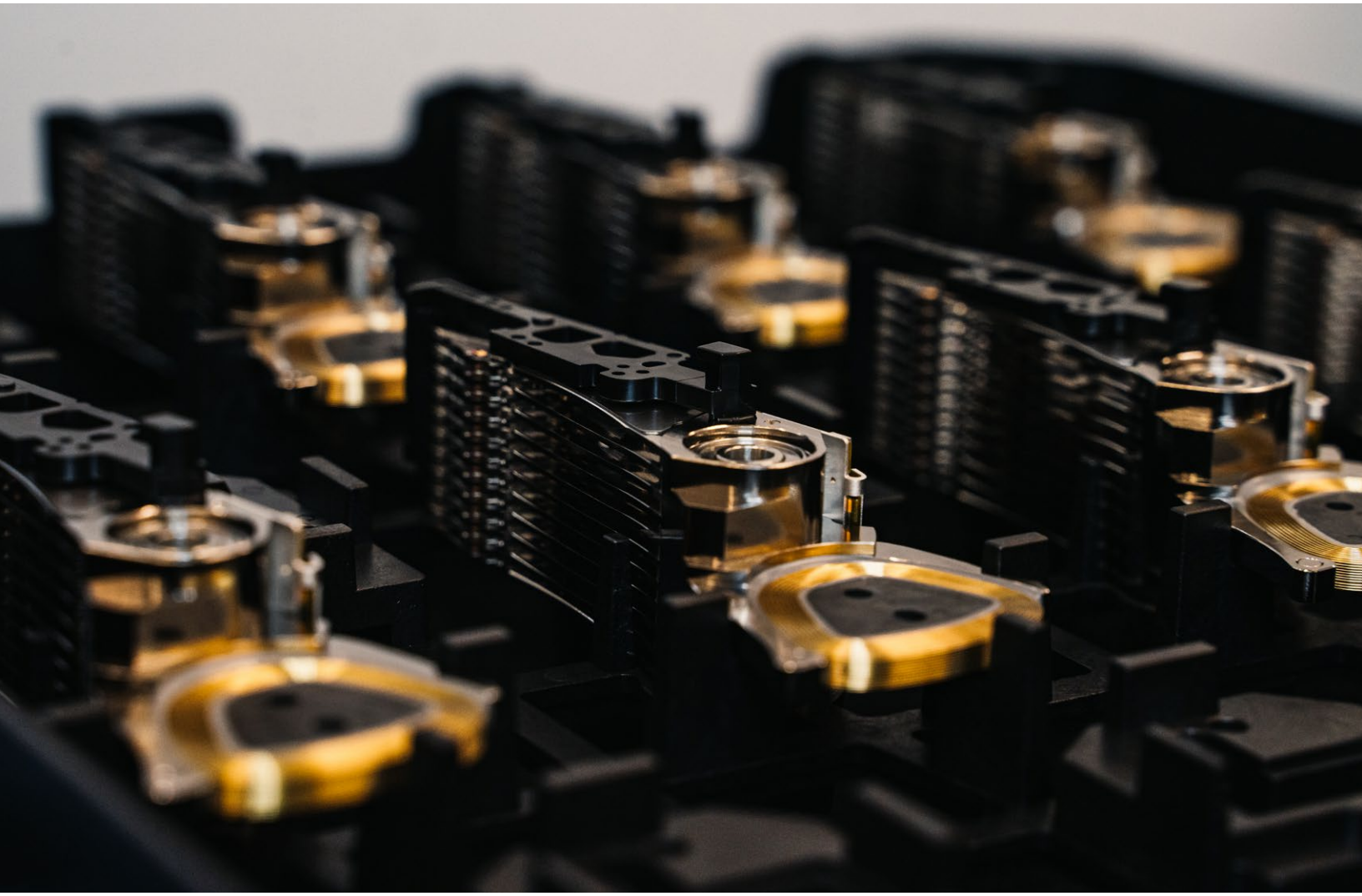
- Scrap Aluminum: 35.43 metric tons
- Scrap Magnets: 2.22 metric tons

Drives Returned to Service

HDDs: 1,801,345
SSDs: 8,366
Total: 1,809,711

Packaging

As Seagate moves to reduce single-use plastics, we continue to work to reduce packaging and recycle as much of our packing material as possible. In FY2024, all core Seagate HDD products were shipped using certified sustainably sourced packaging, which constituted approximately 1.7 million kilograms of packaging materials. Seagate also used approximately 190,000 kilograms of non-renewable packaging materials.



Materials Sourcing and Regulation

Chemicals and Restricted Substances

Restricted substances have a negative impact on human health and the environment, especially at the product's end of life if improperly managed. Seagate's target is to meet or exceed our customers' specifications, which are often more strict than applicable global regulations for restricted substances. We compile customer and regulatory requirements into an overall Seagate restricted substance specification in an internal compliance database (Compliance Assurance System, CAS). Seagate has developed and communicated policies and procedures within the Company and to our supply chain to meet product environmental requirements.

The restricted substances program is managed through Seagate's product environmental compliance function. This function currently verifies supplier part restricted substance compliance for more than 3,000 declarable and restricted substances based on unique Chemical Abstracts Service Registry Numbers provided in supplier part Full Material Disclosures (FMD) to our compliance database (CAS). The information from the CAS database is used to respond to customer product environmental compliance inquiries. In FY2024, we received and responded to approximately 4,300 requests for data and compliance documentation.

FY2024 CAS Database Updates

>14.5K
Active Seagate Parts

>27.4K
Active Supplier Components

Comprised of Supplier Full Material Disclosures and Conflict Minerals Data

Seagate is committed to compliance, and we expect this to increase in scope and complexity in the coming years. Some of the global restricted substance legislation that applies to our products include:

- 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 and similar RoHS restrictions in other jurisdictions, such as China, Saudi Arabia, Taiwan, and United Arab Emirates.
- 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 Waste Electrical and Electronic Equipment (WEEE), 2002/96/EC and recast in 2012/19/EU.
- United States Toxic Substances Control Act (TSCA), as amended in 2016 by the Frank R. Lautenberg Chemical Safety for the 21st Century Act, regulated restrictions on Persistent, Bioaccumulative, and Toxic (PBT) Chemicals under TSCA Section 6(h).

Our restricted list of chemicals and substances is continuously updated. Seagate monitors regulatory, industry, and customer requirements for changes to comply with new reporting requirements and restrictions, including elimination from Seagate products if needed. For example, in FY2024, the European Chemical Agency (ECHA) added six new substances to the REACH candidate list of substances of very high concern (SVHCs), bringing the total number to 241 as of June 2024.

Per-and polyfluoroalkyl substances (PFAS) have been gaining global public and regulatory attention for several years. In FY2024, governments around the world proposed or introduced new regulatory instruments which have already, or once enacted, will likely, in the future (a) restrict the use of PFAS; and/or (b) require the disclosure of PFAS in Seagate's products and our manufacturing process. Seagate is undertaking a review to determine: (a) the various types of PFAS present in Seagate products and corresponding volumes; and (b) what steps we need to take to comply with applicable legislation, including phasing out the use of PFAS and requesting derogations or exemptions when no feasible PFAS alternatives exist. Seagate products use specific RoHS Annex III exemptions, and the Company supported the Pack 22 exemption renewal requests submitted by the industry Umbrella Project. The European Commission's (EC) consultant published proposed new exemption expiration dates, which Seagate will monitor as they progress towards final approval.

Regulatory Compliance

In FY2024, Seagate received no significant fines or nonmonetary sanctions for product environmental non-compliance, including those related to restricted substances. Working with our product environmental compliance business process outsourcing partner, we continue to identify and leverage process efficiencies.

Responsible Sourcing of Minerals

Seagate remains vigilant against human rights violations throughout our supply chain. Our overarching goal is to maintain a conflict-free status across our product portfolio, and we conduct mineral due diligence in alignment with the latest version of the Organization for Economic Cooperation and Development (OECD) Due Diligence Guidance for responsible Supply Chains of Minerals from conflict-affected and high-risk areas (CAHRAs).

The program was originally developed for the conflict minerals tin, tungsten, tantalum, and gold (3TG) in compliance with the Dodd-Frank Act Section 1502. Over time, Seagate voluntarily expanded the scope of minerals to include cobalt and mica even though Seagate is not a significant consumer of these minerals due to stakeholder interest and in alignment with our Responsible Sourcing of Minerals policy.

To identify and assess risks in our supply chain, Seagate participates in the RMI. This partnership enables us to contribute to industry-wide solutions while adhering to standardized processes for data collection and regulatory compliance. Seagate annually educates our suppliers about the procurement of minerals used to produce our products. Our guidance emphasizes sourcing minerals exclusively from smelters and refiners validated as conformant to the responsible minerals assurance process standards. Non-conformant smelters are to be removed from our supply chain. Seagate mandates our direct suppliers who have 3TG metals in the materials supplied to Seagate to conduct annual due diligence and report minerals sourcing information using the Conflict Minerals Reporting Template (CMRT).

In FY2024, Seagate had an Independent Private Sector Audit (IPSA) of our Responsible Sourcing of Minerals program. The IPSA concluded that our Conflict Minerals Report 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.

Seagate found no reasonable basis for concluding that any 3TG in our products directly or indirectly financed or benefited armed groups. Every 3TG smelter or refiner in our supply chain was found to conform to the responsible minerals assurance process standards. The detailed results are published in our Conflict Minerals Report filed with the SEC in compliance with Dodd Frank Section 1502.

Critical Materials

Seagate recognizes that in addition to 3TG, there are other critical minerals with inherent procurement risks found in our products. An internal, interdisciplinary team rates these critical minerals across four risk domains (availability and access, price volatility, regulatory and reputational risks, and concentration) in alignment with SASB. The risk ratings are specific to Seagate and are temporarily variable; risks are re-rated no less frequently than annually.

The Process

Action

ONE	TWO	THREE
Identify critical minerals in Seagate's supply chain with reference to US Department of Interior List and EU Critical Raw Materials Act.	Assess the 24 minerals across four risk domains.	Disclose risks and mitigation strategies in the ESG Performance Report.

Outcome

ONE	TWO	THREE
24 minerals in HDD identified.	Tin and zinc identified as top two critical minerals.	Tin and zinc due to ESG concerns; risk mitigation by participation in RMI initiative and using certified smelters.

PEOPLE

03

Our Employees

The success of Seagate hinges on our capacity to attract, develop, retain, and engage a talented workforce. Our employees are innovative, dedicated, and passionate, driving creativity in the workplace. As a global company, we take pride in fostering a work culture where every individual feels valued, heard, and empowered to achieve their full potential. At the end of FY2024 we employed approximately 30,000 employees across our 39 global sites.

FY2024 Global Employees: 29,943[1]

Total Employees by Region[1]

REGION	REGULAR EMPLOYEES	TEMPORARY EMPLOYEES	TOTAL EMPLOYEES
Americas	10.6%	0.4%	11.0%
Asia	83.7%	0.4%	84.1%
EMEA	4.8%	0.1%	4.9%

Total Employees by Gender[1]

GENDER	REGULAR EMPLOYEES	TEMPORARY EMPLOYEES	TOTAL EMPLOYEES
Female	59.6%	0.3%	59.9%
Male	39.5%	0.6%	40.1%

GENDER	FULL-TIME	PART-TIME	TOTAL EMPLOYEES[2]
Female	60.0%	0.1%	60.1%
Male	39.7%	0.2%	39.8%

Data compiled on information in the Human Resources (HR) Management System on June 28, 2024. Regular employees include full- and part-time employees. Temporary employees include interns and employees with fixed-term contracts. Type of employment is defined by applicable legislation where employees are located.

[1]Some categories may not add up to 100% because some employees chose not to disclose. Undeclared or other gender represent <1.0% of the population.

[2]Full-time and part-time employee calculations are meant to show a more detailed look at the composition of our regular, non-temporary, employees. Temporary employees are not included in this data set.

Note: Seagate does not employ any non-guaranteed hours employees.

Human Rights and Working Conditions

Seagate's Human Rights Policy shows our dedication to respecting, upholding, and advancing the fundamental human rights of others. We adhere to the UN guiding principles on business and human rights, the ILO core labor principles, and the RBA Code of Conduct. These standards are incorporated into our policies and procedures.

We must prioritize the protection of human rights and adherence to labor standards throughout our operations and supply chain, particularly in countries that are lacking in regulatory protection or enforcement to address concerns such as child and forced labor. Should we become aware of any human rights abuses or actions violating our human rights policies, we will conduct a thorough investigation, taking timely and fair corrective actions, as necessary.

Read our Human Rights Policy

RESPECTFUL AND INCLUSIVE WORKPLACE	**We strive to treat everyone fairly and equitably.**	We respect and value people for their talent, contributions, and potential. Seagate does not tolerate harassment or discrimination of any kind, including actions by or against any Seagate team member or third party. We expect everyone to treat others with dignity and respect. Seagate respects employees' religious beliefs and will engage with employees regarding reasonable accommodations for religious practices. Seagate is also committed to engaging with job applicants and employees with disabilities or those who are pregnant regarding reasonable accommodations, in compliance with applicable laws.
FAIR COMPENSATION	**We believe in fair and equitable pay for all employees, reflecting our value of integrity.**	We will compensate employees with wages and benefits that meet or exceed the legally required minimum without delay and will clearly communicate to all employees their compensation earned.
REASONABLE LIMITATION OF WORKING HOURS	**We promote a positive and productive work environment.**	Seagate sets working hours and rest days that are reasonable and consistent with the RBA Code of Conduct and local legislation, whichever is more stringent.
OPEN COMMUNICATION AND GRIEVANCE MECHANISMS	**Every employee has a right to openly express their opinion, including notification of concerns.**	In addition to formal and informal complaint or grievance procedures, employees, or other concerned parties external to Seagate, including, but not limited to, vendors, contractors, suppliers, and former employees, are able to raise concerns through our Ethics Helpline. These concerns can be reported confidentially and anonymously, to the extent anonymity is permitted by local law, without any fear of retaliation.

ACCESS TO REMEDY	**We take action.**	If Seagate learns of human rights abuses or other conduct contrary to our policies committed by our employees or suppliers, we will take remedial action proportionate to the offense. Such remediation may include investigating, developing corrective action plans, requiring additional audits, possibly suspending or terminating the relationship, and supporting the affected parties, as needed.
PROHIBITION OF CHILD LABOR	**Our policies prohibit child labor, and we do not use child labor at any of our sites.**	Eighteen years of age is the standard minimum age for employment at all Seagate locations, which complies with or exceeds local legal requirements. Through RBA Validated Audit Program (VAP) audits, there were no cases of child labor found in our operations in FY2024, and we believe our controls for age verification keep such cases at a low risk.
PROHIBITION ON FORCED LABOR	**Our policies prohibit the use of any forced, bonded, indentured, or other compulsory labor.**	Our policies also prohibit our suppliers from using any forced, bonded, indentured, or other compulsory labor. Employees are not required to surrender government-issued identification, passports, or work permits as a condition of employment. Employees will also not be required to pay application, recruiting, hiring, placement, or processing fees. Employees decide to accept employment after being fully apprised of the terms, conditions, practices, and expectations of their jobs. Based on RBA VAP audits, there were no cases of forced labor found in our operations in FY2024.

FREEDOM OF ASSOCIATION	**We respect and adhere to all applicable laws concerning the right of workers to organize in labor unions and engage in collective bargaining and peaceful assembly.**	Seagate will not prohibit or impede employees from lawfully exercising such rights. We strive to maintain positive relationships with the unions, work councils, and employee associations that represent many of our employees. Worldwide, approximately 14% of our employees are covered by collective bargaining agreements (CBA) as of the end of FY2024. Based on RBA VAP audits, there have been no instances of violation of freedom of association found in our operations during FY2024. The working conditions and terms of employment for employees not covered by a collective bargaining agreement (CBA) are determined separately from those covered by a CBA.

Annual assessments, in line with the human rights framework found in the RBA Code of Conduct, are conducted to identify, and mitigate, labor and salient human rights risks at our manufacturing sites. These assessments were conducted for 100% of Seagate's operations during FY2024.

Internally, our Human Rights policy is published in Chinese, English, Malay, and Thai. It is shared with all new hires during onboarding, posted at our sites, and included in our policy acknowledgment program. During the FY2024 acknowledgment process, the policy was communicated to over 12,000 employees globally, and over 99% of those reviewed and acknowledged the policy. Annual policy acknowledgment is performed by global non-manufacturing specialist employees and manufacturing specialist employees in the U.S. and EMEA. Finally, the policy is published on our external Seagate site and endorsed by our CEO. Additionally, 96% of our security personnel who are Seagate employees received human rights training in FY2024.

Equal Employment Opportunity Statement

Seagate believes in Equal Employment Opportunity (EEO) and recognizes that a talented, global workforce provides a competitive advantage. We are committed to providing an inclusive work environment where all individuals feel valued and respected, and where employees feel their talents and potential are recognized. Our global EEO Policy prohibits discrimination in all employment practices based on age, race, color, ancestry, national origin, citizenship status, physical or mental disability, genetic information, marital status, sex (which includes pregnancy, childbirth, breastfeeding, or related medical conditions), gender, gender identity, gender expression, sexual orientation, religion, military and veteran status, or other status protected by applicable law. Seagate also supports the standards on workplace conduct set forth in the Responsible Business Alliance (RBA).

AMCHAM Corporate Social Responsibility (CSR) Excellence Recognition Award, awarded to Seagate for the 11th consecutive year in recognition for our long-term efforts to support Thailand's sustainable development.

Enterprise Human Resources Excellence Award, awarded to Seagate Wuxi, China in recognition of high employee satisfaction. This accolade highlights Seagate's commitment to nurturing a positive corporate culture and prioritizing the well-being of its employees.

Our Value of Inclusion

Along with Integrity and Innovation, our core value of Inclusion is at the heart of what guides us at Seagate. As global citizens, we are committed to promoting inclusion—both within and outside of our walls. We cultivate a workplace environment where all employees feel safe, respected, welcome, and valued.

Workforce Demographics

FY2024 Global Workforce

	BY GENDER (GLOBAL)			BY AGE GROUP (GLOBAL)		
JOB CATEGORY	**Female**	**Male**	**N/A[2]**	**<30**	**30-50**	**>50**
Management	34.1%	65.8%	0.0%	1.9%	57.5%	40.5%
Technical Employees	20.2%	79.6%	0.1%	14.1%	65.6%	20.3%
All Other Employees	78.5%	21.5%	0.0%	23.2%	65.6%	11.2%

JOB CATEGORY (U.S. Only)	ASIAN	BLACK OR AFRICAN AMERICAN	HISPANIC OR LATINO	WHITE	OTHER[1]	N/A[2]
Management	27.6%	2.6%	3.1%	62.4%	0.7%	3.6%
Technical Employees	39.4%	2.3%	3.1%	49.2%	2.3%	3.8%
All Other Employees	33.5%	14.2%	5.0%	40.9%	2.2%	4.2%

Data is compiled in accordance with the guidance outlined in the SASB TC-HW-330a.1, GRI 2-7, and ESRS S1-9 reporting standards and is based on self-reported demographics from the HR Management System as of June 28, 2024. Rounding may cause some categories to not total 100%.

[1] Other includes the following classifications: Native American or Alaska Native, Native Hawaiian or Pacific Islander, and Two or More Ethnicities.

[2] N/A = not available, not disclosed, or other gender category.

Talent Aquisition

Recruiting/Hiring

FY2024 Global Employee Hires: 4,328 (Overall Hire Rate: 15.5%)					
HIRE RATE BY REGION		**HIRE RATE BY GENDER**		**HIRE RATE BY AGE GROUP**	
Americas	6.9%	Female	20.3%	<30	67.5%
Asia	17.6%	Male	8.8%	30-50	8.7%
EMEA	1.9%			>50	1.2%

Data reflects self-reported information from employee hires captured in our HR Management System during the reporting period and excludes agency temporary workers and interns. Data is compiled in accordance with guidance outlined in the GRI 401-1 standard. The hire rate is calculated as the number of employee group hires divided by the average employee group headcount.

Seagate invests in the future by strategically recruiting on campuses for graduate hires and interns. We focus on hiring technical and non-technical graduates from universities at our global sites and in FY2024, we hired 210 graduates and 355 interns.

Seagate periodically engages contingent workers to temporarily support Seagate operations based on changing business needs. Contingent workers help support Seagate operations globally and drive operational continuity.

Ensuring Fair, Equitable Pay

Seagate believes in fair and equitable pay for all employees, reflecting our value of integrity. We analyze the competitiveness of our programs annually to help ensure that compensation pay ranges and targets are in line with industry standards. Additionally, in partnership with an independent third party, we evaluate pay equity globally for all of our employees.

Workforce Highlights

Sharing the Voices of Seagate

Learning From Employee Voices in Black History and Pride Month Podcasts

We hosted an internal podcast, highlighting employee stories, experiences, and insights from their unique personal and professional environments. In FY2024, we released 2 new podcast series. During Black History month, podcasts focused on subjects such as intersectionality, racial allyship, tribe culture, and a multiracial world. During Pride month, podcasts were focused on acceptance, inclusive language, and global LGBTQ+ experiences inside and outside of the workplace.

Celebrating Heritage and Fostering Belonging

During Asian American and Pacific Islander (AAPI) Heritage Month and Hispanic Heritage Month, we shared videos of our employees telling their stories, offering personal insights into their cultural backgrounds, and how they influence their sense of belonging at work. This initiative not only honored each employees' heritage—it also fostered increased cultural understanding and appreciation within our workplace.

Strengthening Community by Sharing Stories

During Pride Month and International Women's Day, employees shared personal stories with the unifying themes of #ProudTogether and #InspireInclusion to strengthen our sense of community.

Forming the Next Generation of Leadership

As Seagate's leadership visited various site locations, they fostered connections with employee resource group members, early career professionals, technical teams, and other employees. This initiative encompassed a variety of activities including speed networking, interactive roundtables, and in-depth discussions, all aimed at exchanging ideas to cultivate our next generation of leaders.

Supporting Employee Resource Groups (ERG)

Seagate fosters a culture of inclusion by empowering ERGs, which offer spaces for all employees to connect at work. In FY2024, we expanded our ERG program by launching the Parents and Caregivers ERG across the Asia region. With over 3,900 global members across ten ERGs and 30 local chapters in FY2024, ERGs were crucial to our commitment to creating a workplace where all employees feel safe, respected, and valued. All employees may join any ERG.

SEAGATE Women's Leadership Network

SEAGATE Interfaith

SEAGATE Professionals of Color

SEAGATE Minds of All Kinds

SEAGATE Asian Pacific Community

SEAGATE Military & Veterans

SEAGATE Chinese Community 希捷華人聯誼會

SEAGATE Young Professionals

SEAGATE PRIDE!

SEAGATE Parents & Caregivers

Employee Performance, Development and Engagement

Seagate aims to foster an environment that enhances employee performance through meaningful conversations, coaching, collaboration, and a variety of perspectives. Through our performance management process, managers identified and supported ways to integrate this objective into daily work activities. In FY2024, we implemented various resources to help our employees develop their skills and feel valued in their roles.

Performance Management

Building talent in-house is a key component of Seagate's people strategy. Managers are given the tools to shape our workforce by developing our employees' skills and knowledge through our objective and key result (OKR) process and performance review cycle.

At the beginning of each fiscal year, leaders and employees work together to establish team and individual OKRs that are directly aligned to our overall corporate strategy and annual corporate OKRs. In addition to quarterly OKR conversations, at the end of the fiscal year, employees and managers complete a performance review process. This year, we set a goal of 95% participation rate from non-manufacturing specialist employees. Of these employees, 98.3% received a year-end performance review from their manager.

FY2024 participation in the performance management process by employee category and gender:

EMPLOYEE CATEGORY	FEMALE	MALE
Executive/Management	96.77%	96.34%
Professional	98.66%	97.29%
Support	99.19%	99.40%

Data reflects performance evaluation data in our HR Management System during the reporting period. Overall participation rate is calculated using the total number of participating non-manufacturing specialist employees (excluding interns) divided by total non-manufacturing specialist employee headcount (excluding interns). Table shows participation percentage rates for each employee category by gender.

Employee Development and Learning Programs

In FY2024, 91% of our non-manufacturing specialist employees developed their own development plans, demonstrating our dedication to their growth and alignment with company objectives at every level.

FY2024 participation in development plan process by employee category and gender:

EMPLOYEE CATEGORY	FEMALE	MALE
Executive/Management	88.95%	87.78%
Professional	90.50%	86.90%
Support	92.61%	96.81%

Data reflects development plan participation data in our HR Management System during the reporting period. Overall participation rate is calculated using the total number of participating non-manufacturing specialist employees (excluding interns) divided by total non-manufacturing specialist employee headcount. Table shows participation percentage rates for each employee category by gender.

Over the course of the year, employees have different opportunities to attend programs, complete self-paced training, or learn on-the-job to improve skillsets. In addition to these opportunities, Seagate continued our 40-hour learning objective for all non-manufacturing specialists into FY2024. These opportunities empowered both our manufacturing and non-manufacturing specialist employees to complete 2,104,912[1] combined hours of learning and development in FY2024. Returning learning programs, as well as new tools and opportunities, contributed to this shared learning success in FY2024.

FY2024 Average Learning Hours

AVERAGE LEARNING HOURS[1]	FEMALE	MALE
Non-Manufacturing Specialist	33.6%	66.4%
Manufacturing Specialist	19.6%	80.3%

[1]Learning hours for all employees employed during the FY2024 reporting period. Learning data is reported for regular employees and fixed term workers. Intern learning hours are not reported.

Rounding may cause some categories to not total 100%.

Seagate's portfolio of learning and training opportunities includes, but is not limited to, mentoring and coaching, e-learning opportunities, self-paced training, on-the-job training, and other strategic internal programs that cover topics ranging from leadership and technical skills to health, safety, and the environment.

For example, the internally built Core People Skills Program (CPSP) continued to achieve significant success with over 8,800 enrollments in FY2024. This program is designed to enhance employees' people skills at all levels and provide the necessary tools to support Seagate's corporate objectives. CPSP uses a combination of live sessions, virtual facilitation, and has expanded to in-person classes for our manufacturing supervisors in Thailand. The program offers on-demand training, covering a wide range of topics from emotional intelligence to workplace efficiency, ensuring employees have access to skills that evolve with our business needs.

As another example, returning for a fourth (4th) year, the Seagate Project Management (PM) Community of Practice Steering Committee planned the 2023 PM Summit with a theme of "Making Connections: Strategic and Tactical Alignment." Over 450 total attendees from across the globe participated in 14 sessions, with 25 presenters covering topics like change management, communication, key relationships, PM power skills, processes, tools and methodologies and best practices. The PM Summit is open to all employees interested in improving their project management skills.

Moreover, as part of our commitment to providing the best tools, resources, and opportunities to grow, we redesigned our AI-enabled Career Discovery platform to be more intuitive, efficient, accessible, and easy to use. This internal mobility and career development tool provides Seagate employees with the opportunity to establish networking and mentor connections, identify and participate in internal part-time projects, and explore internal full-time positions. The new and improved design helped to provide 64,793 learning hours, with more than 70% of project assignments being cross functional.

Leadership Development Programs

To supplement our company-wide programs, management level employees also have access to targeted development opportunities that can support them at any level.

One of our most successful development programs this year was the New Leader Essentials Program (NLE), which was internally designed for, and piloted with, new managers to help them adapt to their leadership roles and Seagate's environment. At the end of this program, the goal was for participants to understand the key responsibilities of leaders, how to effectively manage stakeholder and peer relationships, drive key strategic objectives, and understand themselves better.

Additionally, in FY2024, the Seagate Strategic Sponsorship experience continued to empower the next generation of enterprise leaders to win and lead our markets far into the future by providing key leaders with the knowledge, experience, and exposure needed for meaningful growth and evolution in the organization cross-functionally.

Finally, the Seagate Delegate Program has continued to support experienced leaders in developing their executive leadership skills through meaningful and varied experiences. This helps leaders to gain depth, breadth, perspective, skill, and connections to lead at the enterprise level and positively impact our business. Participants are challenged to develop strategic-level perspectives, build relationships, gather leadership tools, and understand Seagate's many business functions.

Employee Engagement

Employee engagement is the psychological commitment and passion that drives discretionary effort. It predicts individual performance and measures the relationship between Seagate and our employees. Gaining insight into our employees' sentiments about their careers enables us to enhance the overall employee experience. This positive experience can influence everything from recruitment to Seagate's success.

In FY2024, we conducted our Employee Experience Survey to obtain feedback from our global workforce on their experience at Seagate. Managers were provided access to a dashboard with results that shared key drivers of employee engagement specific to their own organizations.

Additionally, managers were provided with communication tools that enabled them to have effective conversations with their employees about the state of the business. These tools provide information on customer insights, people and leader resources, important dates, and necessary actions.

New for this year, Seagate also introduced a global recognition platform called Spark. Spark allows employees to recognize others for their achievements, service milestones, and life events. With over 110,000 recognition moments in its first year, the platform is continuing to foster Seagate's culture of recognition.

Employee Retention

Seagate values our employees and invests in their development to reduce turnover, retain knowledge, and deepen customer relationships. Our voluntary annual turnover for non-manufacturing specialist employees is below 10% for FY2024.

For retiring employees, Seagate offers transition services such as pre-retirement planning information and resources. In the U.S., in situations where reductions in workforce are required, we provide outplacement services; in other countries, we align with legal requirements.

FY2024 Overall Turnover[2]: 4,509 (overall Turnover Rate 16.2%)

VOLUNTARY TURNOVER RATE[1] BY REGION		VOLUNTARY TURNOVER RATE[1] BY GENDER		VOLUNTARY TURNOVER RATE[1] BY AGE GROUP	
Americas	6.5%	Female	6.8%	<30	17.0%
Asia	6.7%	Male	6.2%	30-50	5.5%
EMEA	4.8%			>50	2.3%
TOTAL TURNOVER RATE[2] BY REGION		**TOTAL TURNOVER RATE[2] BY GENDER**		**TOTAL TURNOVER RATE[2] BY AGE GROUP**	
Americas	15.8%	Female	16.0%	<30	28.8%
Asia	15.6%	Male	16.4%	30-50	12.8%
EMEA	25.6%			>50	19.1%

The data reflects regular employee turnover captured in our HR Management System during the reporting period and excludes agency temporary employees and interns. The turnover rate is calculated as the number of employee group terminations divided by average employee group headcount. Data is compiled in accordance with the guidance outlined in the GRI 401, and ESRS S1-1 reporting standards.

[1]Includes resignations.

[2]Includes resignations, retirements, and dismissals.

Community Engagement

This year, Seagate gave back to our local communities through over 130 outreach initiatives. Some of the activities included engaging with students at science, technology, engineering, and math (STEM) events, serving nutritious meals to those in need, and joining in the fight against cancer and other diseases.

As part of these initiatives, we completed a Month of Impact focused on supporting STEM education. Encouraging young people to participate in STEM education initiatives is the cornerstone of Seagate's community engagement charter. Employees had opportunities to judge a science fair competition, host a site tour for local students, and mentor students in their communities.

Some of the events held during our Month of Impact were:

RaptorTECH: Seagate's Longmont employees continued to serve as an industry partner at a local high school's STEM-focused program, RaptorTECH. RaptorTECH allows high school students to earn their high school diploma and an associate degree focused on cybersecurity at no cost to the student. Our employees serve as mentors to students throughout their four-to-five-year program, and students often visit the Longmont site to learn about the data storage industry.

STEM at Work: Seagate employees in Minnesota teamed up with the Starbase Program run by the Air National Guard Base, to host STEM at Work events designed to create connections between engineering and technology professionals, and Starbase students, that ignite passions and interest in STEM careers. During a visit to Seagate, students donned cleanroom suits and engaged in an activity that compared the speed of computer communication to human interaction.

Generation Innovation Program: At our Springtown site in Northern Ireland, we actively engage with students through a work-experience initiative designed to empower, enable, and upskill young individuals for the workplace of tomorrow.

Educational Visits: Singapore's Seagate Women's Leadership Network (SWLN) hosted an event for children from a local non-profit and employee's children at the Shugart site. The event was filled with fun educational activities, including an exercise on how to disassemble a hard drive.

Educational Visits: In Thailand, a group of Ph.D. and master's degree students from the Suranaree University of Technology, along with the university's Dean of Science Faculty, visited our Korat site to network and learn about our operations. During the event, students gained first-hand knowledge about our hard drive operations and technologies.

Employee Benefits and Well-Being

Seagate's employee benefits and well-being initatives are designed to attract, motivate, and retain talent. Our benefits are benchmarked against local market practices, industry norms, and cultural requirements, reflecting our standards as a competitive, multinational organization.

The well-being offerings provide resources to support employees in living a healthy lifestyle, promoting physical and mental health, as well as financial acumen. While plans may differ by geography, all regular full-time employees are offered comprehensive benefits coverage, which may include:

- Medical, dental, and vision insurance
- Health Savings Account (HSA)
- Employee Stock Purchase Plan (ESPP)
- Financial and retirement benefits
- Disability coverage
- Paid time off
- Employee Assistance Programs (EAPs)
- Life Insurance

Seagate also provides a maximum of 16 weeks of paid parental leave (PPL) to eligible employees who welcome a new child to the family, either through birth or adoption. The benefit is available globally to both female and male eligible employees, but may differ by country.

FY2024 Global Parental Leave

GENDER	ENTITLED TO PARENTAL LEAVE	TOOK PARENTAL LEAVE	RETURNED TO WORK
Female	17,884	329	325
Male	11,902	300	300

This data represents the number of global employees, excluding interns, that were entitled to paid parental leave, took parental leave, or returned to work after parental leave during FY2024.

Employee Wellness

Our global Healthy Journeys wellness program seeks to educate, encourage, and support our employees as they work on achieving their health and wellness goals. Globally, all employees have equal access to the programs offered through Healthy Journeys. To enable easy access to our well-being resources and information, we established a global resource center in FY2024. Additionally, our EAPs offer counseling services and a wealth of information on personal and emotional issues, family, relationships, work, and financial/legal advice. All employees are encouraged to reach out to their local EAP for free and confidential counseling.

As part of the Healthy Journeys program, Seagate celebrated World Mental Health Day on October 10, 2023, with the theme Make Gratitude Your Everyday Attitude. This event coincided with the launch of our global recognition program, Spark. On this day, Seagate focused on educating employees about how small acts of gratitude can boost our mental health.

Building on our commitment to overall well-being, Seagate also prioritized financial health. In May 2024, our global financial well-being roadshows spanned over 23 days and across seven countries, attracting over 4,000 participants who gained financial literacy skills and had the chance to win prizes through financial quizzes.

Health and Safety

Seagate's commitment to the health, safety and well-being of our employees, contractors, and visitors is a cornerstone of our operations. We strive to provide a safe and healthy work environment that fosters a positive culture and minimizes risks. Our rigorous Environment, Health, and Safety (EHS) programs and standards exemplify our dedication to operating at the highest level.

All Seagate locations, employees, contractors, 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, meet and frequently go beyond country or industry-level guidelines.

Our EHS Management System is underpinned by our Environment, Health, Safety and Sustainability (EHS&S) Policy. The EHS&S Policy reinforces Seagate's commitment to a safe workplace supported 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 such as safety representatives, agency temporary workers and contractors. Involvement is enabled through participation in site safety committees, EHS standard operating procedure creation and review, 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. The EHS&S Policy empowers every worker to actively identify and eliminate hazards, anonymously report concerns, incidents, and near misses and to exercise the 'stop work authority' and remove themselves from situations of 'imminent harm' without reprisal.

Our current health and safety management systems support a rigorous hazard identification and risk assessment process to proactively address occupational health and safety concerns. Routine and non-routine assessments are conducted to identify potential hazards and assess their associated risks, ensuring comprehensive coverage across all operations. Hazards and risks are identified through a risk assessment process. This includes hazards which may pose a risk of high consequence injury or ill health. Once a risk is identified, Seagate's hierarchy of controls is applied to mitigate exposure. This risk assessment process is conducted by trained employees and a cross-functional group of subject matter experts who facilitate employee participation in the hazard identification and risk assessment process. The strategies we have implemented for reducing risks associated with work-related injuries and illnesses are backed by more than a decade of health and safety performance indicators. Seagate's top identified health and safety risks to injury or ill health include ergonomics injuries and slips, trips, and falls, which is a hazard profile typical of an electronics manufacturer. These identified risks were responsible for contributing to high consequence injuries and illness during FY2024.

All EHS incidents are investigated by a team of trained employees with incident investigations focused on identifying root causes, developing effective corrective actions, and continuously monitoring and evaluating safety measures to prevent future occurrences and ensure a safe working environment.

The Cority EHS Enterprise Software platform provides Seagate with integrated and centralized data, standardized processes, and the ability to track, trend, and analyze EHS performance and key performance indicators (KPIs). Using this information, we can proactively mitigate risks, meet compliance requirements, identify problem areas, track, and manage incidents, and monitor overall safety performance.

In FY2024, Seagate continued to perform well under the safety and health industry averages, based on calculations determined by the United States Occupational Safety and Health Administration (OSHA). Seagate uses OSHA definitions for injury types and injury rates, where available. No workers have been excluded except for those not within Seagate control whose hours and incidents are reported through their respective organizations.

FY2024 Global Health and Safety by the Numbers

	TOTAL[1]		SEAGATE EMPLOYEES ONLY		CONTRACTORS UNDER SEAGATE	
	NUMBER	RATE	NUMBER	RATE	NUMBER	RATE
Number of Hours Worked	56,928,532		56,818,627		109,905	
Fatalities as a Result of Work-Related Injury	0	0.00	0	0.00	0	0.00
Fatalities as a Result of Work-Related Illness	0	0.00	0	0.00	0	0.00
High Consequence Work-Related Injuries Number and Rate	2	.007	2	.007	0	0.00
Total Recordable Work-Related Cases[2] (Includes Injury and Illness) Number and Rate	70	0.25	67	0.24	3	5.46
Total Recordable Work-Related Injuries Number and Rate	55	0.19	53	0.19	2	3.64
Total Recordable Work-Related Illness Number and Rate	15	0.05	14	0.05	1	1.82
Days Away (Lost Workday) Case Rate (Includes Injury and Illness) Number and Rate	42	0.15	40	0.14	2	3.64
Main Types of Work-Related Injury	Slip, Trip, Fall, Caught In/ Under/Between, Strike To		Slip, Trip, Fall, Caught In/ Under/Between, Strike To		Chemical Exposure, Slip, Trip and Fall	
Main Types of Work-Related Ill Health	Musculoskeletal Disorders (MSD)		Musculoskeletal Disorders (MSD)		Musculoskeletal Disorders (MSD)	

[1] This data includes all employees, contractors, and agency temps working under Seagate control. This data is not available for workers not under Seagate control.
[2] Total recordable case rate (TRIR) follows the Occupational Safety and Health Administration (OSHA) standard. TRIR total recordable incidents × 200,000/total hours worked and includes both recordable work-related injury and ill health incidents. All rates have been calculated based on 200,000 hours worked.

Seagate is committed to providing comprehensive health and safety training to all employees. This training is designed to equip workers with the knowledge and skills necessary to perform their job safely and prevent accidents, injuries, and illnesses in the workplace. Training is conducted through online courses, on the job, or classroom training. We provide ongoing training and development opportunities including refresher courses, new employee orientation, and specialized training for specific job roles.

Seagate's Occupational health services focus on total worker health by 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 located at the Springtown, Northern Ireland; Wuxi, China; Johor, Malaysia; Korat and Teparuk, Thailand; and Woodlands, Singapore sites saw approximately 36,000 clinic visits in FY2024. Occupational health services include medical surveillance, emergency support, work-related case management, injury and illness visits, pre-employment physicals, fitness for work, Seagate's pandemic response, and wellness program support. Seagate's occupational health clinics, listed above, also provide services to on-site contractors and visitors if they have symptoms on-site; moreover, the clinics also provide occupational medical examinations to on-site contractors.

To address health and safety risks within our supply chain, we conduct thorough supplier assessments, foster collaboration, and implement risk mitigation measures. We prioritize suppliers with strong EHS practices, monitor their performance, and require them to adhere to our standards. This comprehensive approach helps ensure that our business relationships contribute to a safe and responsible supply chain. Those working at supplier sites are required to adhere to the RBA Code of Conduct. Details are provided in the supply chain section of this report.

Process Chemistry

Seagate recognizes that our commitment to ensuring workers are not exposed to hazardous chemicals does not stop at the walls of our factories, but extends throughout our supply chain. This journey begins with the chemicals used at each point of our supply chain. To support this aim, we utilize Seagate's Enterprise Chemical Management System (ECMS). The ECMS is a single, global platform for selecting, ordering, and tracking the use and disposal of all chemicals in our manufacturing processes. The ECMS helps Seagate standardize practices, meet customer and regulatory reporting requirements, reduce costs, and support business process management across all sites.

To remain relevant in this dynamic environment, Seagate works with industry associations and external initiatives.

Seagate uses the Process Chemical Data Collection (PCDC) tool to develop an inventory of the chemicals used in our supply chain, gather information on how those chemicals are used, and identify what worker health and safety protections are in place. We use this information to better understand where opportunities exist in our supply chain for interventions designed to ensure safe conditions for workers.

In FY2024, Seagate continued annual process chemical documentation for all manufacturing sites. Going forward, we may conduct process chemistry investigations into our downstream suppliers that are designed to ensure documentation is obtained.

SUPPLY CHAIN

04

Supply Chain

Supply Chain Responsibility

Due diligence in our supply chain is vital for Seagate as it reflects our broader impact. Our stakeholders expect us to be accountable for the performance and actions of our suppliers. We strive to ensure fair treatment of individuals in our supply chain and responsibly manage resources through education, strategic oversight, and transparent communication with our manufacturers. Seagate firmly opposes human trafficking, forced labor, debt bondage, indentured servitude, and slave labor, and we are dedicated to preventing these practices in our supply chain. Additionally, Seagate upholds the employer pays principle, helping to ensure that workers are not burdened with recruitment fees.

Our supply chain responsibility program has five key areas: code, capacity building, due diligence, remedy, and reporting. The aim of this program is to help ensure our supply chain operates responsibly and addresses issues when they are identified. Seagate's supply chain organization is supported by full-time staff and dedicated resources to implement and oversee our supply chain compliance program. The effectiveness of our management system' is assessed through various methods, including management reviews, internal and external audits, and performance evaluations against set targets. We believe the management system is functioning effectively, with minor adjustments made, as necessary.

Seagate has adopted the RBA Code of Conduct as its supplier Code of Conduct and requires all suppliers to adhere to it. Our program is aligned with RBA tools and processes, as we believe that collective efforts are the most effective way to manage supply chain responsibility. We expect all our suppliers to extend the RBA Code of Conduct further downstream in the supply chain. Our supply chain due diligence process is detailed in an internal CSOP.

Supplier Engagement and Collaboration

Seagate engages with suppliers to communicate expectations and assess our level of engagement. This proactive strategy enhances alignment of goals and standards. On-site service providers, such as cafeteria and janitorial staff, must comply with Seagate's site standard operating procedures. Seagate does not currently employ foreign labor through agents and instead, collaborates with recruitment agents at various locations to source local talent.

By working with our suppliers on key projects that address issues like RBA Code of Conduct conformance, financial sustainability, and process improvement, we drive innovation and scale for mutual benefit. Seagate conducts multiple executive business reviews to maintain success within our supply chain, including discussions regarding supplier RBA compliance efforts with their leadership.

In FY2024, Seagate delivered training through one outsourced webinar session and two internally sourced sessions, reaching approximately 58 supplier participants. These webinars covered topics such as responsible sourcing of minerals, greenhouse gas management, forced labor, implementing the RBA Code of Conduct, and developing effective corrective action plans for actual audit findings in these topic areas.

Our anti-slavery and human trafficking statements are available on our website, in compliance with the California Transparency in Supply Chain Act and United Kingdom Modern Slavery Act, to demonstrate our efforts in preventing slavery and human trafficking in our business and supply chain.

Seagate has an active presence in the RBA. Our involvement improves our ESG efforts and provides the opportunity to work with peers to drive improvement in the global supply chain. We are proud to have a continued major role in the RBA, with our Vice President, Legal and Chief Compliance Officer serving as a Board member in FY2024.

Supply Chain Due Diligence and Remedy

Seagate's supplier due diligence process evaluates multiple factors, such as supplier type, expenditure, and whether they are on-site or off-site, to determine which suppliers fall within the scope of our RBA programs. Seagate uses the self-assessment questionnaire (SAQ) and VAP as our primary risk assessment tools. These tools help identify instances of non-conformance within RBA's Code of Conduct, allowing us to pinpoint root causes and implement corrective action plans, as necessary.

The RBA self-assessment questionnaire (SAQ) assesses supplier compliance with code requirements. We target to align our suppliers with the latest RBA Code of Conduct revision updates, conflict-free mineral development plan, and the RBA environmental questionnaire. In FY2024, 125 suppliers either completed or updated their SAQ and released it via the RBA online system. All new and existing suppliers identified in the scope of our policy are screened annually.

Seagate requires all direct materials suppliers with annual spending of at least $1 million, as well as selected indirect suppliers, to undergo the RBA VAP audit process. This helps to ensure integrity and verifies conformance with the RBA Code of Conduct. These audit reports are valid for two years, placing our suppliers on a two-year audit cycle.

Responsible Business Alliance FY2024 Update

98%
of targeted suppliers engaged in social and environmental audits annually

125
targeted suppliers (direct and indirect)
completed the SAQ.

Platinum Level Recognition

9%
of audited suppliers
received a full score in the initial VAP audit.

44
supplier audits conducted[1]
completed during FY2024 through the RBA VAP.

16
supplier closure audits conducted[2]
to help ensure suppliers previously found non-compliant have implemented correction measures on any violations found in the initial VAP audit.

84.2%
closure rate
of **non-working hour** findings.

79.9%
closure rate
of **working-hour** findings.

[1] When suppliers are unable to close any findings, we work to reduce the level of severity and then track closure rates. RBA VAP audits follow a two-year audit cycle for targeted suppliers.

[2] Seagate tracks 'priority' and 'major' finding closure rates, in addition to SAQ and VAP completion.

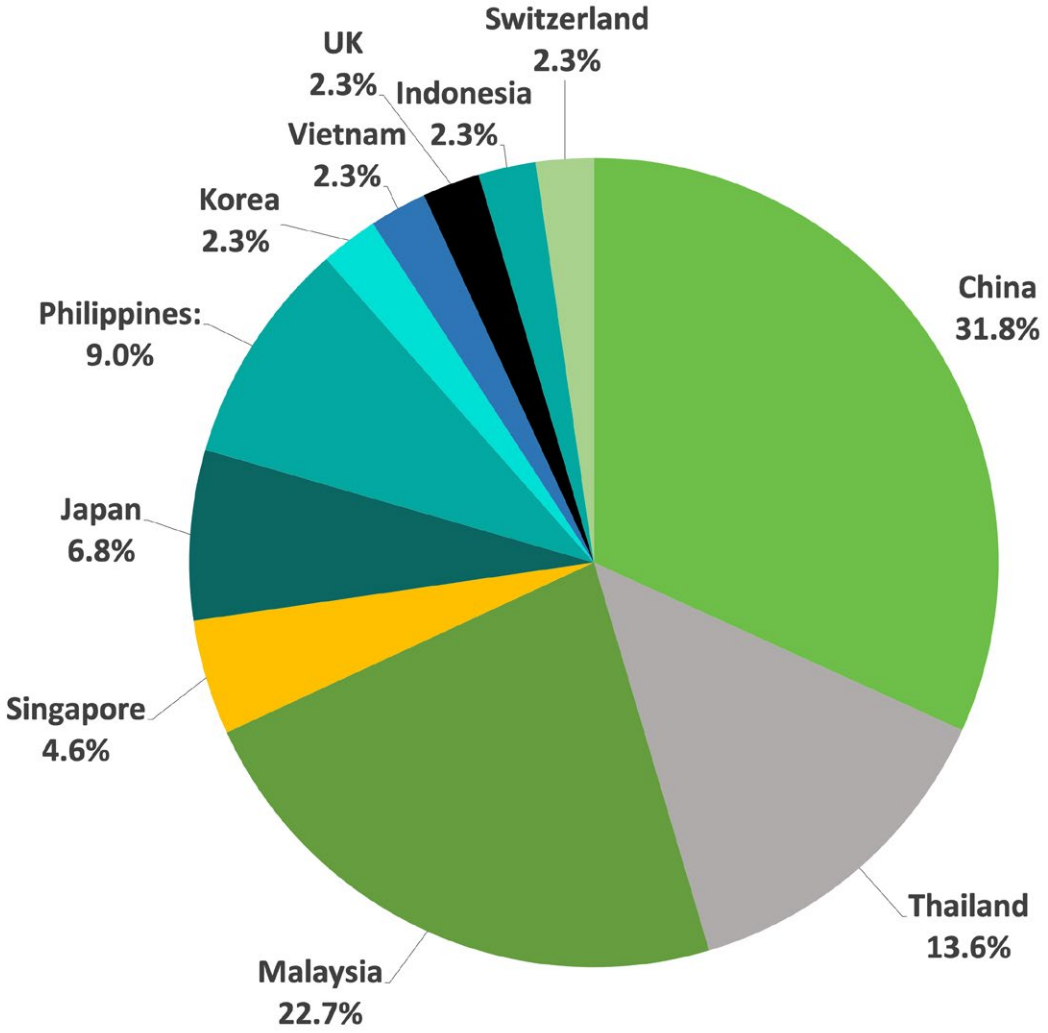
Responsible Business Alliance FY2024 Update (Continued)

INDICATOR	QUANTITATIVE	PERCENTAGE/RATE
Percentage of Tier 1 direct supplier facilities audited in the RBA VAP or equivalent, by (a) all sites and (b) high-risk sites	a) FY2024 = 44 b) N/A (No high-risk sites)	a) 100% b) N/A (No high-risk sites)
Tier 1 direct suppliers (1) non-conformance rate with the RBA VAP or equivalent, and (2) associated corrective action rate for (a) priority non-conformances and (b) other non-conformances	1) Priority non-conformance = 17 Other non-conformance = 296 (Total audits = 44)	a) Priority non-conformance = 0.384 findings per audit b) Other non-conformance = 6.7 findings per audit Priority non-conformance corrective action rate = (17-14)/17 = 18% Other non-conformance corrective action rate = (296- 42)/296 = 86%

FY2024 Top 10 Supplier VAP Audit Findings

1 Control Processes	2 Emergency Preparedness	3 Occupational Health and Safety	4 Working Hours	5 Occupational injury and Illness
6 Sanitation, Food, and Housing	7 Supplier Responsibility	8 Industry Hygiene	9 Wages and Benefits	10 Freely Chosen Employment

FY2024 Supplier Audits by Country



The highest risk of forced labor in our supply chain arises where foreign labor is used; suppliers in Thailand, Malaysia, and Singapore posed the highest risk. For several years, our training on forced labor has concentrated on suppliers in these countries. 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 non-governmental organizations (NGOs) report that student workers in the China supply chain may represent an area of potential concern.

Our audit results have not identified any geographies of concern for freedom of association and collective bargaining in FY2024. Most findings in this area are related to suppliers lacking a policy or procedure on the right of peaceful assembly.

Through our RBA Validated Audits in FY2024, we identified cases where workers of our suppliers had paid recruitment fees involving foreign migrant workers in Malaysia and Thailand. Throughout the year, Seagate worked with the RBA and third parties to quantify these fees. Identifying recruitment fees, especially in a worker's home country, has solidified our commitment to protecting workers in our supply chain. We continue to track remediation activities from the previous year and in FY2024, over $622,000 was reimbursed by suppliers to 1,559 employees. We remain vigilant to help ensure ethical recruitment and hiring practices are upheld in our supply chain.

GOVERNANCE

05

Code of Conduct

Seagate's Code of Conduct serves as a guide for demonstrating integrity and conducting ourselves legally and ethically each day and in every location where we do business. Our Code of Conduct explains the standards all Seagate team members are expected to embody in upholding our corporate values and complying with Seagate policies, as well as the specific laws and regulations that apply to us. We periodically evaluate and assess our Code of Conduct and related policies, programs, and processes for effectiveness and compliance with new laws and regulations. It summarizes Seagate's ethical standards and key policies across areas such as insider trading, conflicts of interest, anti-bribery and anti-corruption (including gifts and entertainment), privacy, confidentiality, anti-harassment and anti-discrimination, international trade, and antitrust and fair dealing. Managers are responsible for guiding their teams and conducting their functional area in compliance with the Code of Conduct. Incidents are investigated promptly, and corrective action is taken as needed.

In FY2024, our employees were provided with support by management, Human Resources, our Vice President, Legal and Chief Compliance Officer, Regional Compliance Officers, and the Compliance and Ethics team if questions arise. In addition, our Vice President, Legal and Chief Compliance Officer met regularly with our CEO and the Audit and Finance Committee of our Board of Directors to review compliance and ethics matters, and discuss progress on objectives and key results (OKRs) related to the program. More details about our Code of Conduct are available here.

To promote awareness and understanding of the Code of Conduct, it is available in the following eight languages: Chinese, English, French, Korean, Malay, Portuguese, Spanish, and Thai. All employees (other than manufacturing specialists) and certain worker categories are required to complete an annual Conflicts of Interest certification and are required to complete an annual Code of Conduct training and certification indicating they understand and agree to comply with the Code of Conduct. New employees are required to complete a Code of Conduct training promptly after the first day of employment. The training is available in Chinese, English, French, Korean, Malay, Spanish, and Thai. For the FY2024 Code of Conduct training and certification process, we achieved a 99.97% completion rate. Further, for the FY2024 annual Conflict of Interest certification, we achieved a 99.89% completion rate. Completion statistics for the annual conflicts of interest certification process, and Code of Conduct training and certification process are reported to the Board annually.

Seagate's Code of Conduct is supplemented by our Code of Ethics for Senior Financial Officers, which is applicable to the CEO, CFO, and principal accounting officer or controller, or persons performing similar functions. Amendments or waivers of the Code of Ethics are disclosed promptly on our website or in a current report on Form 8-K filed with the SEC. In FY2024, no amendments were made, and no waivers were requested or granted. Our FY2024 Proxy Statement describes our Code of Conduct, Code of Ethics, and other compliance and ethics policies. Our Code of Ethics can be found here.

Compliance and Ethics

We work to continuously improve and strengthen Seagate's Compliance and Ethics (C&E) program. We take a coordinated and cross-functional approach to creating a comprehensive system of policies, processes, and standards that prevent, detect, and address violations of laws, regulations, and corporate policies. Our approach to the C&E program reflects the internationally accepted hallmarks of an effective compliance program, and we take a strategic, risk-based approach relevant to Seagate and our employees.

Seagate's Global Compliance and Ethics Council (GCEC) brings leaders together from key business functions such as Human Resources, Legal, Finance, Sales, Operations, and Technology to align with the C&E strategy, policies, and procedures. The GCEC was established in FY2021 and has geographic and operational reach throughout Seagate. The GCEC's effectiveness is continually assessed, and in FY2024, we conducted a review of the structure and membership of the GCEC to maintain its effectiveness as a compliance forum for leaders in Seagate.

The C&E program is supported by a global team, including in FY2024, the Vice President, Legal and Chief Compliance Officer, Regional Compliance Officers, the GCEC, and Compliance and Ethics team, which include subject matter experts and experienced lawyers who are geographically dispersed throughout the organization.

Our C&E program focuses on key risk areas, which are assessed on an ongoing basis. Our Anti-Bribery and Anti-Corruption Policy requires all Seagate Board members, officers, employees, business partners, and suppliers to follow all applicable laws and regulations, including the United States Foreign Corrupt Practices Act and the United Kingdom Bribery Act. We require all employees (other than manufacturing specialists) and certain worker categories to review key C&E policies upon onboarding and then at regular cadences. We also provide training and awareness on Seagate's expectations in key areas such as trade compliance, anti-bribery, anti-corruption, and antitrust.

Seagate conducts regular ethics risk assessments at our manufacturing sites in accordance with the Ethics section of the RBA Code of Conduct, which is consistent with Seagate's Code of Conduct. In FY2024 Seagate conducted ethics risk assessments at three of our seven manufacturing sites.

Seagate's Code of Conduct, C&E program, policies, standards and values of Integrity, Innovation, and Inclusion underpin our strong culture of compliance and ethics. By setting clear expectations about how Seagate conducts business, we empower our employees to act with integrity.

Government Regulatory Compliance

On April 18, 2023, our subsidiaries Seagate Technology LLC and Seagate Singapore International Headquarters Pte. Ltd entered into a settlement agreement with the U.S. Department of Commerce's Bureau of Industry and Security ("BIS") that resolves BIS' allegations regarding our sales of hard disk drives to Huawei between August 17, 2020, and September 29, 2021. Under the terms of the settlement agreement, we agreed to pay $300 million to BIS in quarterly installments of $15 million over the course of five years beginning October 31, 2023. While we believed that we complied with all relevant export control laws at the time we made the hard disk drive sales at issue, we determined that engaging with BIS and settling this matter was in the best interest of Seagate, its customers, and its shareholders. For more information, please refer to our Form 10-K filed August 2, 2024.

Board of Directors and Board Committees

Our corporate governance framework is designed to create and support appropriate oversight and informed decision-making to better serve the long-term interests of our shareholders and other stakeholders. Seagate is governed by our Board of Directors (the Board), which is elected annually by our shareholders. The Board directs and oversees the management of the business and affairs of the Company in a manner consistent with the best interests of the Company and its shareholders. In this oversight role, the Board serves as the ultimate decision-making body of the Company, except for those matters reserved for the shareholders. In FY2024, Michael R. Cannon served as our Board Chair. He is an independent director and does not serve as a senior executive of the Company.

The Board of Directors has three standing committees:

Audit and Finance Committee (AFC)

AFC Charter

Compensation and People Committee (CAPC)

CAPC Charter

Nominating and Corporate Governance Committee (NCGC)

NCGC Charter

As part of our director identification and selection process, the NCGC considers a variety of factors, including but not limited to independence, professional experience, competencies, and education, that adequately address the Company's needs considering its strategy. Shareholders have the right to nominate director candidates under our Constitution, and the NCGC evaluates the candidates nominated in accordance with the requirements in our Constitution and other governing documents. Following the NCGC's recommendation, all directors are elected yearly by shareholder vote at the annual general meeting of shareholders.

In addition, the NCGC oversees the periodic evaluation of the Board and Board committees, as well as the self-evaluation process for each individual director, all of which seek to assess the Board's performance and makeup. The NCGC recommends changes to our Board composition and organizational practices as needed in response to the evaluations. The Board has decided not to adopt specific term limits or a mandatory retirement age for directors, as the NCGC engages in a robust annual evaluation of all director nominees for the following year.

Upon the nomination of a director, and then yearly thereafter, the NCGC evaluates whether directors are independent under the NASDAQ Stock Market listing rules. In FY2024, all members of the NCGC and all our non-employee directors met that independence standard. In addition, all non-employee directors receive compensation that is periodically reviewed by the CAPC, which recommends, for approval by the Board, the amount and form of director compensation.

For more information on our corporate governance framework, please read:

FY2024 Proxy Statement

Corporate Governance Guidelines

Our Board and management take conflicts of interest seriously, and Seagate has established several guardrails to prevent and mitigate such conflicts. Our NCGC is tasked with overseeing issues involving related party transactions and potential conflicts of interest of directors and executive officers. Our Board has also adopted a written policy for approval of transactions in which the Company is or will be a participant and any director or executive officer will have a direct or indirect material interest. This related party transactions policy helps to prevent and mitigate conflicts of interest for our directors and officers, including risks associated with cross-board membership, cross-shareholding with suppliers and other stakeholders, and third parties' relationships with the Company. Conflicts of interest are disclosed to shareholders as required by law, including but not limited to, in our annual report on Form 10-K and proxy statement under "Certain Relationships and Related Transactions."

The Board oversees the senior management members charged by the Board with conducting the business of Seagate. The Board regularly provides oversight of the formulation of the long-term strategic, financial, and organizational goals of the Company, and the plans and processes designed to achieve those goals. The Board also assesses management's approach to and tolerance for material risks affecting the business. The Board regularly reviews the steps the Company's management is taking or has taken to monitor and control risk within risk tolerance guidelines. In addition, through Seagate's Internal Audit Program, the Company helps ensure that management's approach, processes, measurements, and controls are operating effectively in managing risks and opportunities. Based on the performance metrics and internal audit results, the Company takes actions to improve the programs. The Board's oversight is furthered by the direct reporting relationship between the Company's internal audit function and the AFC.

The Board is responsible for ensuring that ESG opportunities and the oversight of related risks are integrated into our long-term strategy. Rather than concentrating all ESG oversight solely at the Board or into a single Board Committee—given the multi-faceted nature of the Company's approach to ESG and its integration into our overall strategy—the Board believes each of its committees should maintain oversight over the ESG matters that fall within their scope. The NCGC annually reviews the company's governance of various ESG topics, including company culture, corporate social responsibility, sustainability, inclusion, and human rights issues. The AFC annually reviews ESG disclosure controls. The CAPC annually reviews ESG performance metrics in the context of our overall executive compensation programs.

The Board receives regular reports on the matters covered by this report and oversees the processes established by management to report and monitor ESG matters. Environmental, social, and governance programs are managed by the relevant functional departments, with oversight by senior executives who report directly to the CEO. During FY2024 these included, but were not limited to our Senior Vice President and Chief People and Places Officer; Senior Vice President, Chief Legal Officer, and Company Secretary; and Senior Vice President, Global Operations.

Both the Board and management recognize that we advance the long-term interests of our shareholders by responsibly addressing the concerns of other constituencies, including employees, customers, suppliers, and the communities in which the Company operates. Senior management engages with stakeholders and reports periodically, and as appropriate, to the Board on relevant matters.

Senior executives report to the Board on the management of our impacts on the economy, environment, and people on a regular basis, including on the outcomes of programs and processes we have established to adhere to the Responsible Business Alliance Code of Conduct and the UNGC principles and standards, on establishing and achieving our sustainability, data protection, compliance and ethics, employee development, and employee health and safety. Management presents information to the Board through management presentations, financial and operating reports, reports on current issues, and other methods that could enhance a director's perspective on a matter. In addition, the Board is offered resources to advance its collective knowledge on sustainable development.

Board Representation

At the end of FY2024, our Board consisted of eleven directors with a broad range of skills, backgrounds, experience, and knowledge.

We demonstrate our value of integrity by disclosing our Board's gender, age, and racial/ethnic demographics. Data is based on self-reported information as of the end of FY2024. Up-to-date information on the Board of Directors is available on our website.

	BY GENDER			BY AGE GROUP			U.S. MINORITY/NON-MINORITY		
JOB CATEGORY	Female	Male	N/A[1]	<30	30-50	>50	Minority	Non-Minority	N/A[1]
Board of Directors	27.3%	72.7%	0%	0.0%	9.1%	90.9%	27.3%	72.7%	0.0%

JOB CATEGORY	Asian	Black or African American	Hispanic or Latino	White	Other[2]	N/A[1]
Board of Directors	18.2%	9.1%	0.0%	72.7%	0.0%	0.0%

[1]N/A is not available or not disclosed. Data is compiled in accordance with the Sustainable Accounting Standards Board (SASB) as of the end of FY2024.
[2]Native American or Alaska Native, Native Hawaiian or Pacific Islander, and Two or More Ethnicities.

Executive Compensation

ESG metrics were not incorporated into executive compensation paid or granted under our short-term or long-term incentive plans in FY2024, but were included in the performance targets for grants of performance-based equity made to certain executives in FY2023, for which the performance period runs until the end of FY2025. Achievement levels for these metrics are reviewed annually by our CAPC, and we are continuously evaluating how best to align these metrics with our evolving corporate goals.

As we continue to enhance our ESG efforts, we will continue to monitor and adapt our approach as necessary to ensure that ESG remains a key driver of long-term value creation.

Shareholder Engagement

We recognize that the long-term interests of the Company are advanced when our shareholders are engaged. The annual general meeting provides an opportunity each year for the shareholders to ask questions of, or otherwise communicate directly with, members of the Board on specific concerns and other matters relevant to the Company. In addition, our corporate governance guidelines provide an address and email where shareholders and other interested parties may communicate with the Board and raise questions, comments, or grievances. Our FY2024 Proxy Statement also provides contact information in “Communications with Directors.”

Data Governance

We are committed to protecting all data entrusted to Seagate, including the personal and confidential information of our employees, partners, and customers. Seagate uses a cross-functional security framework that meets regularly for functional accountability in information security, data governance, product security, and physical security. This group manages Seagate's security posture as it relates to technology, processes, and people with oversight by the Audit and Finance Committee of our Board of Directors.

Our global data privacy program has adopted a principles-based approach that incorporates General Data Protection Regulation (GDPR) concepts and Fair Information Practice Principles (FIPPS). We honor the fundamental human right to privacy that has been granted to individuals worldwide. We utilize industry-leading privacy management software to automate certain aspects of our privacy compliance program for a better user experience and to improve efficiency and impact. Through cross-functional collaboration, we continue to build on this foundation to comply with global data privacy laws applicable to our business, such as the GDPR, China's Personal Information Protection Law, and the California Consumer Privacy Act.

Protection of the data entrusted to us is a top priority for Seagate. Our internal data protection program, which includes a robust data loss prevention strategy, is led by a team that maintains a data classification framework for implementing appropriate protection protocols for all data within Seagate. Through routine evaluation of the full data life cycle, we stay informed of emerging risks and opportunities to implement additional safeguards, especially those related to proprietary data loss prevention. We implement policies, training, processes, and technologies to safeguard Seagate's data and our partners' data from unauthorized access, compromise, and loss. In FY2024, all employees (other than manufacturing specialists) and certain worker categories were required to complete a Data Protection & Privacy training, and we achieved a 99.55% completion rate.

Seagate's Records Retention Policy and accompanying records retention schedule form the basis for efficient preservation of Seagate records. The program follows global industry standards of Generally Accepted Recordkeeping Principles ("GARP" by the Association of Records Managers and Administrators) as applied to the Information Governance Maturity Model. The records are retained for a definite retention period as required by law, for business or regulatory reasons. In line with the industry trends, the records and information management team are taking a strategic phased approach in rolling out an electronic records management system.

Product Security

As data increasingly drives the global economy, its value and risk grow, heightening the need for robust data protection. Seagate employs a comprehensive strategy, integrating security best practices throughout every phase of the product life cycle.

A Product Security Assurance (PSA) framework is employed to provide a scalable, uniform approach to product security. The PSA consists of 10 domains encompassing the core aspects of product security for Seagate products and services, so that data confidentiality, integrity, and availability are maintained. Each domain consists of a set of policies, which must be followed to provide product integrity across all phases of the product life cycle.

Product lines become ISO 20243 certified through a formal assessment by a third-party accredited laboratory. This standard has requirements which assure a trusted lifecycle spanning design, source, make, service, and delivery. Certifications are renewed on a three-year cycle.

Seagate proactively identifies product and data security vulnerabilities and risks using a product security test and evaluation process. This includes performing security reviews to assess controls, architecture, and design, and to gauge cyber resilience via code scanning and penetration testing. Mitigation and/or remediation of the findings is governed via the controls in Seagate's gated product development process to assure closure prior to release.

Seagate deploys secure data sanitization by integrating standards-based security controls on drive and host software, 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 support our goal to increase the quantity of drives each year that re-enter circulation.

More information on product security can be found on our website.

Ethics Helpline and Reporting

Seagate's Ethics Helpline is available to our employees on the homepage of our internal website and to those outside Seagate via the Investors section of our external website. Contact information is available on the homepage of both Seagate websites. Concerns may be reported by phone or online in English, Spanish, French, Chinese, Korean, Malay, Portuguese, or Thai. Throughout FY2024, we continued to internally and externally promote our Ethics Helpline, so that employees and business partners are aware that they can report illegal or unethical situations confidentially and anonymously—to the extent anonymity is permitted by local law—without any fear of retaliation. We benchmark our Ethics Helpline to stay current with industry standards for information security, process improvements, reporting, and resolution.

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 questions about ethical and lawful behavior can be directed towards a supervisor, HR representative, or a compliance officer. In addition, in FY2024, our Vice President, Legal and Chief Compliance Officer provided periodic reports to the Audit and Finance Committee of the Board on all material concerns received through our Ethics Helpline, regardless of whether they were specifically addressed to the Board or the Audit and Finance Committee. Seagate encourages employee consultation and supports employees' ability to address complaints without fear of retaliation. Further information on Seagate's Ethics Helpline can be found here.

Public Policy Advocacy

As a global company with operations, employees, customers, suppliers, and shareholders located around the world, we engage and interact with officials and government representatives in several different countries and municipalities. Seagate provides them with information about our Company, 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 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 Seagate's stakeholders.

Seagate's effort to interact with industry peers and stay informed of evolving policies, trends, technology developments, and regulations includes participation in several 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 United States or other government entities. Seagate may make payments to these organizations, including membership fees and dues. However, Seagate's payments to, participation in, or membership with any trade association or organization does not mean that Seagate endorses or agrees with a particular group's policy objectives.

Among the trade organizations Seagate is a member of, we only play a significant role with the Information Technology Industry Council, where we serve as a board member. Holding this position allows us to play a key role in shaping industry direction, influencing policy, and building valuable relationships with key leaders. A significant role, like board membership, involves active participation in key committees, substantial investment of time and resources, and recognition as a thought leader. This not only enhances our credibility and provides early access to critical industry insights, but also supports our corporate social responsibility initiatives.

Below is a list of trade associations and organizations that received membership fees or payments from Seagate for or during FY2024:

American Chamber of Commerce, China

American Chamber of Commerce, Malaysia

American Chamber of Commerce, Singapore

American Chamber of Commerce, Thailand

China Association of Enterprises with Foreign Investment

Circular Drive Initiative

Clean Electronics Production Network

Federation of Thai Industries

Fremont, CA Chamber of Commerce

INCITS

Information Technology Industry Council

Irish Business and Employers Confederation

Londonderry Chamber of Commerce

Longmont, CO Area Economic Council

Longmont, CO Chamber of Commerce

Northern Ireland Chamber of Commerce

NVM Express

Open Compute Project

Open Titan

Responsible Business Alliance

SATA-IO

SEMI

Singapore Business Federation

STA SNIA

TechUK

U.S.-ASEAN Business Council

U.S.-China Business Council

ESG PERFORMANCE INDICES

Introduction

At Seagate, our commitment to sustainable development remains at the heart of everything we do, ensuring our growth is both responsible and resilient. This work is both rooted and guided by our values of integrity, innovation, and inclusion, which act as a north star for our approach to Environmental, Social, and Governance (ESG). Through this work, we aim to continue our leadership in positive industry practices that benefit our global stakeholders.

The Sustainable Datasphere: FY2024 ESG Performance Report describes Seagate's approach to advancing sustainable and responsible business practices across our products, services, employees, and operations. This report provides insight and context for Seagate's FY2024 performance and goals for FY2025 and beyond.

Summary of Performance

	PERFORMANCE INDICATOR	FY2022	FY2023	FY2024
Energy	Electricity Consumption (Million MWh)	1.66 (CY2021)	1.63 (CY2022)	1.46 (CY2023)
	Electricity Consumption per Storage Capacity Shipped (MWh/EB)	2,828 (CY2021)	3,017 (CY2022)	3,708 (CY2023)
	Scope 1 and Location-Based Scope 2 GHG Emissions (Million Metric Tons CO2e)[1]	1.227 (CY2021)	1.048 (CY2022)	0.931 (CY2023)
GHG Emissions	Scope 1 and Market-Based Scope 2 GHG Emissions (Million Metric Tons CO2e)[1]	1.105 (CY2021)	0.615 (CY2022)	0.536 (CY2023)
	Scope 1 and Market-Based Scope 2 GHG Emissions per Storage Capacity Shipped (Metric Tons CO2e/EB)[1]	1,799 (CY2021)	2,439 (CY2022)	1,357 (CY2023)
	Scope 3 GHG Emissions (Million Metric Tons CO2e)[1,2]	11.056 (CY2021)	7.027 (CY2022)	5.086 (CY2023)
Water	Water Withdrawal (Megaliters)[1]	7,968 (CY2021)	7,014 (CY2022)	6,361 (CY2023)
	Water Recycled (Megaliters)	3,557(CY2021)	3,708 (CY2022)	3,415 (CY2023)
	Water Intensity (Megaliters/EB of Storage Capacity Shipped)[1]	12.97	13.03	16.12
Waste	Hazardous Waste Generated (Metric Tons)	10,113	4,546	5,282
	Non-Hazardous Waste Diverted (Percentage)	87%	90%	88%
Ethics	Code of Conduct Training and Certification Completion Rates (Percentage)[3]	99.5%	97.5%	99.9%
People	Non-Manufacturing Specialist Employees with Development Plans	99%	99%	98%
	Non-Manufacturing Specialist Employees Completing Annual Performance Evaluation Process	99%	99%	91%
	Annual Employee Voluntary Turnover	8.7%	7.5%	<10%
Health & Safety	Injury and Illness Recordable Case Rate (Cases/100 Employees)	0.19	0.19	0.25
	Injury and Illness Days-Away Case Rate (Cases/100 Employees))	0.12	0.13	0.15

[1] Total annual carbon emissions, carbon emissions per storage capacity shipped, and water metrics are measured and reported based on the calendar year. 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] Percentage of employees (other than manufacturing specialists) and certain worker categories who acknowledged the Code of Conduct through the annual training and attestation process.

Impact Materiality Assessment

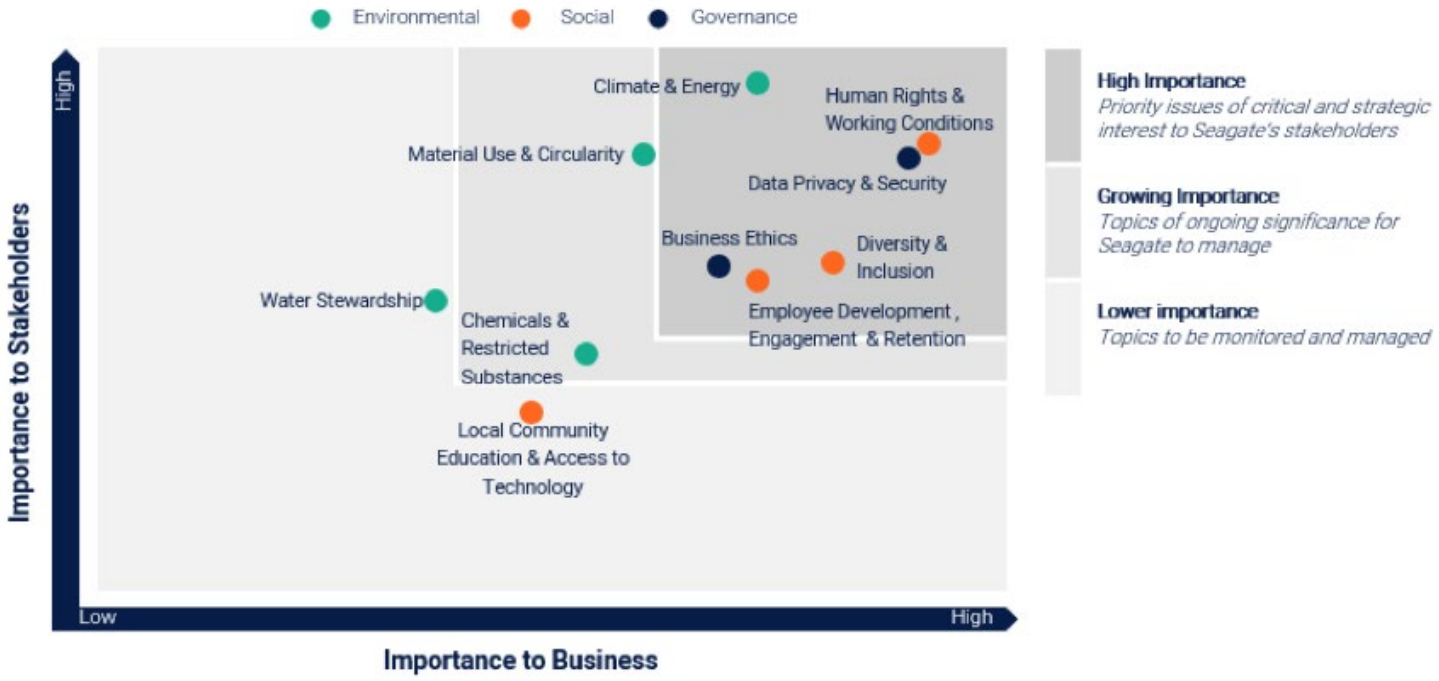
In FY2020, Seagate engaged a third party to conduct a sustainability impact materiality assessment to identify, prioritize, and validate the issues most significant to our business and stakeholders. The assessment reviewed industry standards and external trends covering ESG topics. To develop a comprehensive understanding of Seagate's significant impacts, where impacts occur, and the ways issues may influence the assessments and decisions of stakeholders, Seagate spoke with internal and external stakeholders. No issue was intentionally excluded from the scope of the assessment. The topics identified as material to our business were categorized into Environmental, Social, and Governance. These topics—along with stakeholder feedback gathered during the sustainability materiality assessment—shape the content and structure of this report.

Each year, we review business operations as well as our materiality assessment to ensure continued relevance, conducting additional materiality assessments as needed. Our FY2024 review concluded that the assessment from FY2020 remained valid. Internal assessments for the FY2024 year conducted by our environment, social, and governance teams resulted in no new material topics. A breakout of material findings as well as policies that drive our commitment and compliance, can be found below. Additionally, Seagate embarked on a double materiality assessment process in FY2024 in line with the Corporate Sustainability Reporting Directive (CSRD), which we expect to complete in FY2025.

Issues deemed material for the purposes of our ESG reporting and for purposes of determining our ESG strategy may not be considered material for SEC reporting purposes, nor does inclusion of information in our ESG report indicate that the topic or information is material to Seagate's business or operating results.

In this report, the use of the term "materiality" and other similar terms refers to topics that reflect our priority ESG issues. Seagate is not using such terms as they are used under the securities or other laws of the United States or any other jurisdiction, or as these terms are used in the context of financial statements and financial reporting.

Key Findings: Materiality Matrix



UNGC Content Index

Since 2004, Seagate has actively engaged with the United Nations Global Compact (UNGC) as a signatory, aligning our management systems with its 10 universally accepted principles covering human rights, labor, environment, and anti-corruption. These principles steer our development of new programs and strategies in ESG. We are dedicated to implementing, disclosing, and promoting the UNGC's principles across our operations. The table below outlines our strategies and actions supporting these ten 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	Pg. 50-73, 75-81, 83-86, 96-97
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	Pg. 50-73, 75-81, 83-86, 96-97
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	Pg. 16-48, 83-86
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.	SDG 17: Partnerships for the goals	Pg. 83-86, 96-99

GRI Content Index

Our Sustainable Datasphere: FY2024 ESG Performance Report has been prepared in accordance with the 2021 GRI Universal Standards. to promote a consistent, standardized approach to sustainability reporting.

Seagate's Sustainable Datasphere: FY2024 ESG Performance Report and FY2024 Sustainable Datasphere Performance Indices, reference the GRI standards listed in the left-hand column of this GRI content index. For more information about the GRI and its reporting standards, visit www.globalreporting.org.

While Seagate has not received external assurance for all the data within this report, we have engaged third parties to assure select data in the environmental section of our report on a limited basis.

GRI INDICATOR	DISCLOSURE DESCRIPTION	FY2024 RESPONSE
GRI 2: General Disclosures 2021		
2-1	Organization Details	Pg. 7, 11, Proxy, Form 10-K
2-2	Entities Included in the Organization's Sustainability Reporting	Pg. 7, Form 10-K
2-3	Reporting Period, Frequency and Contact Point	Pg. 3, 7
2-4	Restatements of Information	Pg. 7
2-5	External Assurance	Pg. 9
2-6	Activities, Value Chain and Business Relationships	Pg. 10-12, 75-81, Throughout Report Form 10-K There have been no significant changes in the company's sector, value chain, or business relationships compared to the previous reporting period.
2-7	Employees	Pg. 51 There have been no significant fluctuations in the number of employees during the reporting period.
2-8	Workers Who are Not Employees	Pg. 51, 59
2-9	Governance Structure and Composition	Pg. 87-91, Proxy
2-10	Nomination and Selection of Highest Governance Body	Pg. 88, Proxy

GRI INDICATOR	DISCLOSURE DESCRIPTION	FY2024 RESPONSE
2-11	Chair of Highest Governance Body	Pg. 87, Proxy Highest governance body chair is not a senior executive.
2-12	Role of the Highest Governance Body's in Overseeing the Management of Impacts	Pg. 89-91, Proxy
2-13	Delegation of Responsibility for Impact Management	Pg. 89-90
2-14	Role of Highest Governance Body in Sustainability Reporting	The Seagate ESG Performance Report is reviewed by leaders across the organization, including our SVP, Chief Legal Officer and Corporate Secretary, SVP of Investor Relations, Chief Human Resources Officer and SVP of People and Places, CFO, and CEO. It is additionally reviewed by our Board of Directors.
2-15	Conflicts of Interest	Pg. 89-90, Proxy, Form 10-K
2-16	Communication of Critical Concerns	Pg. 97 The nature and total number of critical concerns is confidential information and is not communicated externally by the company.
2-17	Collective Knowledge of the Highest Governance Body	Pg. 90
2-18	Evaluation of the Performance of the Highest Governance Body	Proxy
2-19	Remuneration Policies	Pg. 91, Proxy
2-20	Process to Determine Remuneration	Pg. 91, Proxy
2-21	Annual Total Compensation Ratio	Proxy
2-22	Statement on Sustainable Development Strategy	Pg. 5
2-23	Policy Commitments	Pg. 45, 52, 55, 77, 83, 84, Throughout Report ESG Resources Webpage
2-24	Embedding Policy Commitments	Throughout Report
2-25	Process to Remediate Negative Impacts	Pg. 96-97, Throughout Report
2-26	Mechanisms for Seeking Advice and Raising Concerns	Pg. 96-97
2-27	Compliance With Laws and Regulations	Pg. 40, 45-46, 72, 86, Form 10-K
2-28	Membership Associations	Pg. 76, 99
2-29	Approach to Stakeholder Engagement	Pg. 12-13, 91, Proxy

GRI INDICATOR	DISCLOSURE DESCRIPTION	FY2024 RESPONSE
2-30	Collective Bargaining Agreements	Pg. 55
GRI 3: Material Topics 2021		
3-1	Process to Determine Material Topics	Pg. 8-9 ESG Performance Indices (Pg. 5)
3-2	List of Material Topics	Pg. 8-9 No changes in material topics compared to previous reporting period.
3-3	Management of Material Topics	Throughout Report
GRI 201: Economic Preperformance 2016		
201-2	Financial Implications and Other Risks and Opportunities Due to Climate Change	Pg. 19, CDP Response
GRI 205: Anti-Corruption 2016		
205-1	Operations Assessed for Risks Related to Corruption	Pg. 85-86
GRI 301: Materials 2016		
301-1	Materials Used by Weight or Volume	Pg. 40, 42, 43
301-2	Recycled Input Materials Used	Pg. 40, 42, 43
301-3	Reclaimed Products and Their Packaging Materials	Pg. 40, 42, 43
GRI 302: Energy 2016		
302-1	Energy Consumption Within the Organization	Pg. 26-29, CDP Response
302-3	Energy Intensity	Pg. 27
302-4	Reduction of Energy Consumption	Pg. 28, 29, CDP Response
GRI 303: Water and Effluents 2018		
303-1	Interactions With Water as a Shared Resource	Pg. 29, CDP Response, Seagate Water Policy
303-2	Management of Water Discharge Related Impacts	Pg. 32, CDP Response
303-3	Water Withdrawal	Pg. 29-31, CDP Response
303-4	Water Discharge	Pg. 29-34, CDP Response

GRI INDICATOR	DISCLOSURE DESCRIPTION	FY2024 RESPONSE
303-5	Water Consumption	Pg. 29-34, CDP Response
GRI 305: Emissions 2016		
305-1	Direct (Scope 1) GHG Emissions	Pg. 19-23, CDP Response
305-2	Energy Indirect (Scope 2) GHG Emissions	Pg. 19-20, 24-25, CDP Response
305-3	Other Indirect (Scope 3) GHG Emissions	Pg. 19-20, 25, CDP Response
305-4	GHG Emissions Intensity	Pg. 22, 27
305-5	Reduction of GHG Emissions	Pg. 19-22, 24
305-6	Emissions of Ozone-Depleting Substances (ODS)	Pg. 26
305-7	Nitrogen Oxides (NOx), Sulfur Oxides (SOx), and Other Significant Air Emissions	Pg. 26
GRI 306: Effluents and Waste 2016		
306-1	Waste Generation and Significant Waste Related Impacts	Pg. 34-38
306-2	Management of Significant Waste Impact	Pg. 34-43
306-3	Waste Generated	Pg. 34-38
306-4	Waste Diversion	Pg. 35-38
306-5	Waste Directed to Disposal	Pg. 34-38
GRI 308: Supplier Environmental Assessment 2016		
308-1	New Suppliers That Were Screened Using Environmental Criteria	Pg. 77-79
308-2	Negative Environmental Impacts in Supply Chain	Pg. 77-81
GRI 401: Employment 2016		
401-1	New Employee Hires and Employee Turnover	Pg. 58, 67
401-2	Benefits Provided to Full-Time Employees That Are Not Provided to Temporary or Part-Time Employees	Pg. 7, 69-70
401-3	Parental Leave	Pg. 70

GRI INDICATOR	DISCLOSURE DESCRIPTION	FY2024 RESPONSE
GRI 403: Occupational Health and Safety 2018		
403-1	Occupational Health and Safety Management System	Pg. 71
403-2	Hazard Identification, Risk Assessment, and Incident Investigation	Pg. 71-72
403-3	Occupational Health Services	Pg. 71
403-4	Worker Participation, Consultation, and Communication on Occupational Health and Safety	Pg. 71-72
403-5	Worker Training on Occupational Health and Safety	Pg. 73
403-6	Promotion of Worker Health	Pg. 69-70, 73
403-7	Prevention and Mitigation of Occupational Health and Safety Impacts Directly Linked by Business Relationships	Pg. 71
403-8	Workers Covered by Occupational Health and Safety Management System	Pg. 51, 71
403-9	Work-Related Injuries	Pg. 71-73
GRI 404: Training and Education 2016		
404-1	Average Training Hours per Year per Employee	Pg. 65
404-2	Programs for Upgrading Employee Skills and Transition Assistance Programs	Pg. 63-67
404-3	Percentage of Employees Receiving Regular Performance and Career Development Reviews	Pg. 64
GRI 405: Diversity and Equal Opportunity 2016		
405-1	Diversity of Governance Body and Employees	Pg. 58, 91, Proxy
405-2	Ratio of Basic Salary and Remuneration of Women to Men	Confidentiality Constraints: The data on the ratio of basic salary and remuneration of women to men is considered confidential and, due to privacy constraints, will not be disclosed publicly. Pg. 7
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	Pg. 55, 81

GRI INDICATOR	DISCLOSURE DESCRIPTION	FY2024 RESPONSE
GRI 408: Child Labor 2016		
408-1	Operations and Suppliers at Significant Risk for Incidents of Child Labor	Pg. 54, 80
GRI 409: Forced and Compulsory Labor 2016		
409-1	Operations and Suppliers at Significant Risk for Incidents of Forced or Compulsory Labor	Pg. 54, 80
GRI 410: Security Practices 2016		
410-1	Security Personnel Trained in Human Rights Policies or Procedures	Pg. 52, 55
GRI 413: Local Communities 2016		
413-1	Operations With Local Community Engagement, Impact Assessments, and Development Programs	Pg. 68, 96-97
413-2	Operations With Significant Actual and Potential Negative Impacts on Local Communities	Information Unavailable/Incomplete: Data and information about operations with significant actual and potential negative impacts on local communities are not tracked or collected, and therefore cannot be disclosed.
GRI 414: Supplier Social Assessment 2016		
414-1	New Suppliers That Were Screened Using Social Screening	Pg. 77-79
414-2	Negative Social Impacts in the Supply Chain and Actions Taken	Pg. 77-79
GRI 415: Public Policy 2016		
415-1	Political Contributions	Pg. 98-99
GRI 416: Customer Health and Safety 2016		
416-1	Assessment of the Health and Safety Impacts of Products and Service Categories	Pg. 39-43
416-2	Incidents of Non-Compliance Concerning the Health and Safety Impacts of Products and Services	Pg. 39-40
GRI 418: Customer Privacy 2016		
418-1	Substantiated Complaints Concerning Breaches of Customer Privacy and Losses of Customer Data	Confidentiality Constraints: Seagate tracks data related to this indicator, but does not disclose details due to the nature of the subject to protect our customers. At Seagate, customer data and privacy are treated with utmost importance, and the company has implemented stringent standards, policies, and robust management systems to safeguard them.

SASB Content Index (Accounting and Activity Metrics)

TOPIC	METRIC	CATEGORY	UNIT OF MEASURE	CODE	LOCATION
Product Security	Approach to identifying and addressing data security risk in products	Discussion and Analysis	N/A	TC-HW-230a.1	Pg. 94-95
Employee Diversity and Inclusion	Gender and racial/ethnic group representation for management, technical staff, and all other employees	Quantitative	Percentage (%)	TC-HW-330a.1	Pg. 58
Product Life Cycle Management	Products containing IEC 62474 declarable substances	Quantitative	Percentage (%)	TC-HW-410a.1	Pg. 41
	Eligible products meeting requirements for EPEAT registration or equivalent	Quantitative	Percentage (%)	TC-HW-410a.2	Pg. 41
	Eligible products meeting ENERGY STAR™ criteria	Quantitative	Percentage (%)	TC-HW-410a.3	Pg. 41
	Weight of end-of-life products, e-waste recovered, e-waste recycled	Quantitative	Metric tons (t), Percentage (%)	TC-HW-410a.4	Pg. 41
Supply Chain Management	Tier 1 supplier facilities audited using the RBA VAP or equivalent	Quantitative	Percentage (%)	TC-HW-430a.1	Pg. 78
	Tier 1 suppliers' non-conformance rate with the RBA VAP and associated corrective actions	Quantitative	Rate	TC-HW-430a.2	Pg. 79
Materials Sourcing	Management of risks associated with use of critical materials	Discussion and Analysis	N/A	TC-HW-440a.1	Pg. 47-48

TOPIC	METRIC	CATEGORY	UNIT OF MEASURE	CODE	LOCATION
	Number of units produced by product category	Quantitative	Number	TC-HW-000.A	Form 10-K
Company Information	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	Form 10-K

TCFD Reporting

In FY2024, Seagate continued efforts toward reporting in alignment with the TCFD framework. Details of our progress are listed below:

1

The responsibility of managing climate related risk and opportunities rested with the Senior Vice President of People and Places, who reported directly to the chief executive officer. Additionally, the incorporation of climate change into the business strategy was overseen by the Senior Vice President of People and Places. Details of Seagate's program can be found in our CDP climate change disclosure.

2

Scope 1, 2, and 3 emissions are disclosed in the environmental sustainability section of this report.

3

Seagate has set Science Based Targets for the reduction of Scope 1, 2, and 3 emissions, which has been approved by the SBTi. Seagate's reduction targets can be found here.

Policies

At Seagate, our global policies reflect our focus on integrity, offering guidance and setting expectations for our worldwide operations. We periodically review these policies to ensure they stay relevant to our operations. For more details on Seagate's ESG policies and practices, please visit our ESG resources page.

Acronym Index

3TG	("Conflict Minerals") Tungsten, Tin, Tantalum, and Gold
AFC	Audit and Finance Committee
AI	Artificial Intelligence
APAC	Asia Pacific
BCMS	Business Continuity Management System
BIS	Bureau of Industry and Security
BPM	Business Process Management
C&E	Compliance and Ethics Program
CAHRAs	Conflict-Affected and High-Risk Areas
CAPC	Compensation and People Committee
CAS	Chemical Abstract Service
CBA	Collective Bargaining Agreement
CDP	Carbon Disclosure Project
CEPN	Clean Electronics Production Network
CMRT	Conflict Minerals Reporting Templates
CO_2	Carbon Dioxide
CO_2e	Carbon Dioxide Equivalent
CSOP	Corporate Standard Operating Procedures
CSRD	Corporate Sustainability Reporting Directive
CY	Calendar Year
DEFRA	Department for Environment, Food, & Rural Affairs
DVR	Digital Video Recorder
EB	Exabyte
EAPs	Employee Assistance Programs
ECHA	European Chemical Agency
ECMS	Enterprise Chemical Management System
EEIO	Environmentally-Extended Input-Output Analysis
EEO	Equal Employment Opportunity
EMEA	Europe, Middle East, Africa
EMS	Environmental Management System
EMT	Emission Management Tool
ENMS	Energy Management System
ERG	Employee Resource Group
ERM	Enterprise Risk Management
ESG	Environmental, Social, and Governance
ERMS	Enterprise Chemical Management System
ESRM	Enterprise Security Risk Management
ESPP	Employee Stock Purchase Plan
FIPPS	Fair Information Practice Principles
FMD	Full Material Disclosure
FY	Fiscal Year
GARP	Generally Accepted Records Keeping Practice
GDPR	General Data Protection Regulation
GCEC	Global Compliance and Ethics Council
GHG	Greenhouse Gas
GRI	Global Reporting Initiative
GWP	Global Warming Potential
HAMR	Heat-Assisted Magnetic Recording
HR	Human Resources
HSA	Health Savings Account
IEA	International Energy Agency
IEC	International Electronics Commission
IPCC	Intergovernmental Panel on Climate Change
IPSA	Independent Private Sector Audit
ISO	International Organization for Standardization
IT	Information Technology
KPI	Key Performance Indicators
LCA	Life Cycle Assessment
MBM	Metered Baseline Method
mg	Milligram

Acronym Index

MWh	Megawatt Hour
NAS	Network-Attached Storage
NGO	Non-Governmental Organization
Nm3	Normal Cubic Meter
NOx	Nitrogen Oxide
NVMe	Non-Volatile Memory Express
OECD	Organization of Economic Cooperation and Development
OEM	Original Equipment Manufacturer
ODS	Ozone Depleting Substances
OKR	Objectives and Key Results
OSHA	Occupational Safety & Health Administration
PCDC	Process Chemicals Data Collection
PFAS	Per- and Polyfluoroalkyl Substances
PLC	Public Limited Company
PPL	Paid Parental Leave
PSA	Product Security Assurance
PV	Photovoltaic
R&D	Reasearch and Development
RBA	Responsible Business Alliance
REC	Renewable Energy Credits
REACH	Registration, Evaluation, Authorization and Restriction of Chemicals
RMI	Responsible Minerals Initiative
RoHS	Restriction of Hazardous Substances
SaaS	Storage as a Service
SAS	Serial Attached SCSI
SAQ	Self-Assessment Questionnaire
SASB	Sustainability Accounting Standards Board
SBT	Science Based Targets
SCSI	Small Computer System Interface
SEC	Securities and Exchange Commission
SOx	Sulfur Oxides
SSD	Solid State Drive
STEM	Science, Technology, Engineering, Mat
SWLN	Seagate Women's Leadership Network
TB	Terabyte
TCFD	Task Force on Climate-Related Disclosures
TRIR	Total Recordable Case Rate
TSCA	Toxic Substances Control Act
TSDF	Treatment, Storage, and Disposal Facility
UN	United Nations
UNGC	United Nations Global Compact
U.S.	United States (of America)
VAP	Validated Audit Program
VIA	Video and Image Applications
VOC	Volatile Organic Compounds
WARM	Waste Reduction Model
WBCSD	World Business Council for Sustainable Development
WEEE	Waste Electrical and Electronic Equipment
WRI	World Resources Institute

SEAGATE

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