



SUSTAINABLE DATASPHERE

FY2024 ESG PERFORMANCE INDICES

Contents

03	Introduction	07	GRI Content Index
04	Summary of Performance	13	SASB Content Index
05	Impact Materiality Assessment	15	TCFD Reporting
06	UNGC Content Index	15	Policies

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This report covers activities managed by Seagate Technology Holdings public limited company (PLC), an Irish public limited company that is publicly traded on the Nasdaq Stock Market, during our FY2024, which began on July 1, 2023, and ended on June 28, 2024, and where noted, during the 2023 calendar year. 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 webpage. References to “\$” are to United States (U.S.) dollars.



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 CO ₂ e) ¹	1.227 (CY2021)	1.048 (CY2022)	0.931 (CY2023)
GHG Emissions	Scope 1 and Market-Based Scope 2 GHG Emissions (Million Metric Tons CO ₂ e) 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 CO ₂ e/EB) ¹	1,799 (CY2021)	2,439 (CY2022)	1,357 (CY2023)
	Scope 3 GHG Emissions (Million Metric Tons CO ₂ e) ¹²	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. Pg. 51
2-7	Employees	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.



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