



# SUSTAINABILITY REPORT



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The fiscal year (FY) 2025 Sustainability Report describes Seagate's approach to advancing sustainable and responsible business practices across our products, services, operations, and employees. Published on March 11, 2026, this report provides insight and context for Seagate's FY2025 performance and goals for FY2025 and beyond. Throughout this report, text is electronically linked to other external resources for in-depth review. Inquiries regarding this report or its contents should be directed to [social.response@seagate.com](mailto:social.response@seagate.com).



# INTRODUCTION

## Letter from Dave Mosley, CEO

FY2025 was a defining year for Seagate—one marked by innovation, growth, and a deepened focus on our values of Innovation, Inclusion, and Integrity. As I reflect on the past year, I am inspired by the resilience and creativity of our global team, who navigated a rapidly changing landscape with purpose and passion.

As the world's demand for data and its value continues to grow, we deliver technologies that not only power the artificial intelligence (AI) era and help organizations unlock the value of their data, but also advance sustainability across the data ecosystem. Our focus on responsible innovation is at the heart of everything we do—so that as we enable the future of data, we do so with care for our planet and communities.

A highlight of the fiscal year was the advancement of our Mozaic™ platform, built on heat-assisted magnetic recording (HAMR) technology. We shipped more than a million Mozaic hard drives, reflecting strong adoption of our 3+ terabyte (TB) per disk products and validating our progress toward even greater capacities in the future. By increasing storage density, meaning more data can be stored on each disk, HAMR technology enables customers to conserve physical space in their data centers and reduce energy consumption per unit of data stored. These breakthroughs help our customers scale their data efficiently while lowering their environmental footprint.

In addition to advancing our innovation roadmap, we maintained a sharp focus on operational excellence and financial discipline. This approach delivered 39% annual revenue growth and more than tripled our non-GAAP operating profit year over year, underscoring how disciplined execution and long-term value creation go hand in hand. Our focus on responsible business practices continues to guide our strategy, informing decisions and reinforcing accountability across the organization. We align with globally recognized frameworks such as the United Nations (UN) Global Compact Principles and the Responsible Business Alliance (RBA) Code of Conduct, integrating ethical and sustainable considerations into our operations in a way that supports resilience and stakeholder trust.

The pace of technological change, evolving regulations, and the urgent need for climate action require us to adapt and lead with integrity. In FY2025, we were honored to be named Sustainability Champion of the Year at the Asia Tech x Singapore Enterprise Tech Awards and ranked #13 on the Forbes Net Zero Leaders List. Our “**Decarbonizing Data**” report highlighted the urgent sustainability challenges facing data centers in the AI era—including rising energy demands, space constraints, and the need to reduce carbon emissions.

We are proud of the progress we’ve made toward these goals. In FY2025, four of our seven manufacturing facilities operated entirely on renewable energy and in CY2024, 57% of our energy consumption came from renewable sources across our global footprint.

Seagate’s innovative data solutions directly address these challenges by enabling customers to increase storage capacity within existing footprints, reduce energy consumption, and minimize embodied carbon through advanced hard drive technologies and circularity programs. By extending the life cycle of storage equipment, optimizing power efficiency, and supporting the transition to renewable energy, Seagate helps customers achieve both their business and environmental goals.

Finally, our governance and ethical standards remain the foundation of our sustainability approach. Transparency, accountability, and compliance guide how we operate and build trust with our customers, partners, and stakeholders.

Our achievements are only made possible by the hard work and dedication of our global team. Around the world, Seagate employees brought creativity, dedication, and integrity to everything they did—whether advancing breakthrough technologies, driving operational excellence, or giving back to their communities. Their focus on our sustainability goals and shared values is what makes Seagate strong and trusted.

As we look ahead, we remain focused on delivering sustainable innovation, creating long-term value, and empowering our people and partners to thrive in a data-driven world. Together, we aim to lead with purpose and responsibility—building a future where data, people, and the planet can prosper.

Thank you for your trust and partnership.



A handwritten signature in black ink that reads "W. B. Mosley". The signature is fluid and cursive, with a large, sweeping flourish at the end.

**Dave Mosley**  
Chief Executive Officer  
Seagate Technology

## Sustainability Recognitions

- Seagate was recognized as a Military Friendly® employer for the fourth year and first year at the gold level.
- Seagate was also recognized as a Military Friendly® spouse employer for the third year.
- Seagate Thailand was recognized for the sixth time by the local Thailand government with the Outstanding Organization that Empowers Persons with Disabilities award.
- At the Asia Tech x Singapore Enterprise Tech Awards, Seagate was recognized as Sustainability Champion of the Year.
- Seagate was ranked #13 on the Forbes Net Zero Leaders List.
- Seagate was listed on Forbes America's Best Companies List.
- Seagate was recognized as one of Forbes Most Trusted Companies in America.

## About This Report



This report outlines the activities managed by Seagate Technology Holdings public limited company (PLC), an Irish public limited company listed on the Nasdaq Stock Market, during our FY2025, which spanned from June 29, 2024, to June 27, 2025. Where applicable, certain metrics also reflect data from the 2024 calendar year.

Throughout this report, the terms “Seagate,” “we,” “us,” “our,” and “the Company” refer collectively to Seagate Technology Holdings PLC and its subsidiaries. For a comprehensive list of these subsidiaries, please refer to the Company's most recent annual report on [Form 10-K](#), filed with the U.S. Securities and Exchange Commission (SEC) and available on our Investor Relations webpage. All monetary values are presented in United States (U.S.) dollars. References to our major locations denote sites with more than 300 Seagate employees.

This report is part of our annual sustainability reporting cycle. Previous editions, including the FY2024 report covering the period from July 1, 2023, through June 28, 2024 (and select 2023 calendar year data), are available for download at [www.seagate.com/sustainability](http://www.seagate.com/sustainability). The Seagate website contains supplementary information about the Company's history, products, values, management, and financial performance. More information covering our operations in FY2025, 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 27, 2025.

## 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; and anticipated commitments and strategies. 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 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.

## Defining Report Content

The FY2025 Sustainability Report follows the Global Reporting Initiative's (GRI) 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 reference to the GRI Standards. This report also contains disclosures recommended by 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 the [Sustainability Performance Indices](#) and is available on [seagate.com](https://www.seagate.com).

In FY2025, Seagate updated its materiality approach to reflect a more comprehensive understanding of sustainability—one that considers both the impacts of our business on people and the environment, and the financial implications of sustainability-related risks and opportunities on our operations.

The assessment followed a structured, four-phase process that included value chain mapping, stakeholder identification, and the evaluation of sustainability impacts, risks, and opportunities. Internal stakeholders were engaged through interviews, workshops, and calibration sessions as a part of our robust and inclusive process. While the assessment focused on internal expertise, stakeholder mapping also considered affected parties across Seagate's value chain, including those without a direct voice, such as vulnerable worker groups.

Materiality was determined using a combination of standardized scoring rubrics and judgments from internal subject matter experts. Impact materiality was assessed based on scale, scope, irremediable character (i.e., how difficult or impossible it is to reverse the impact), and likelihood, with special consideration given to human rights. Financial materiality was evaluated using Seagate's enterprise risk management (ERM) framework, incorporating magnitude and likelihood of sustainability-related risks and opportunities. Final materiality determinations were made through a collaborative review process, maintaining consistency and alignment with Seagate's internal governance standards.

The outcome of the materiality assessment was the identification of four material topics: Business Conduct, Climate Change, Own Workforce, and Workers in the Value Chain. These topics are further broken down into six material sub-topics: Energy, Climate Change Adaptation, Health and Safety, Training and Skills Development, Forced Labor, and Corporate Culture. While this represents a more focused set of topics compared to the ten identified in our prior single materiality assessment, the sub-topic structure allows for continuity and alignment with previously reported issues.

These material topics and sub-topics form the foundation of this FY2025 Sustainability report. In addition, this report also includes information that is relevant to our broader stakeholder community—including investors, customers, and employees—allowing for transparency and accountability across our sustainability journey.

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

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

## Report Assurance

We received third party assurance over 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).

Our FY2025 greenhouse gas (GHG) inventory, water withdrawals, and energy use were assessed by a third-party at the limited assurance level and completed in reference to the International Standards on Assurance Engagements (ISAE) 3000. This assurance engagement included our Scope 1, Scope 2, and certain Scope 3 GHG emissions, water withdrawals, water recycled, energy use (direct and indirect), and total renewable energy. Our FY2025 GHG and Water Verification Statement is available at [seagate.com/sustainability/resources](https://www.seagate.com/sustainability/resources).

# About Seagate

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

Seagate’s principal products are hard drives, also known as disk drives. Additionally, we offer a broad portfolio of data storage solutions, including solid state drives (SSDs), storage subsystems, and a scalable edge-to-cloud mass data platform. This platform features data transfer shuttles and a storage-as-a-service (SaaS) cloud offering. All products are shipped under the Seagate, LaCie, Lyve, and Maxtor brand names.

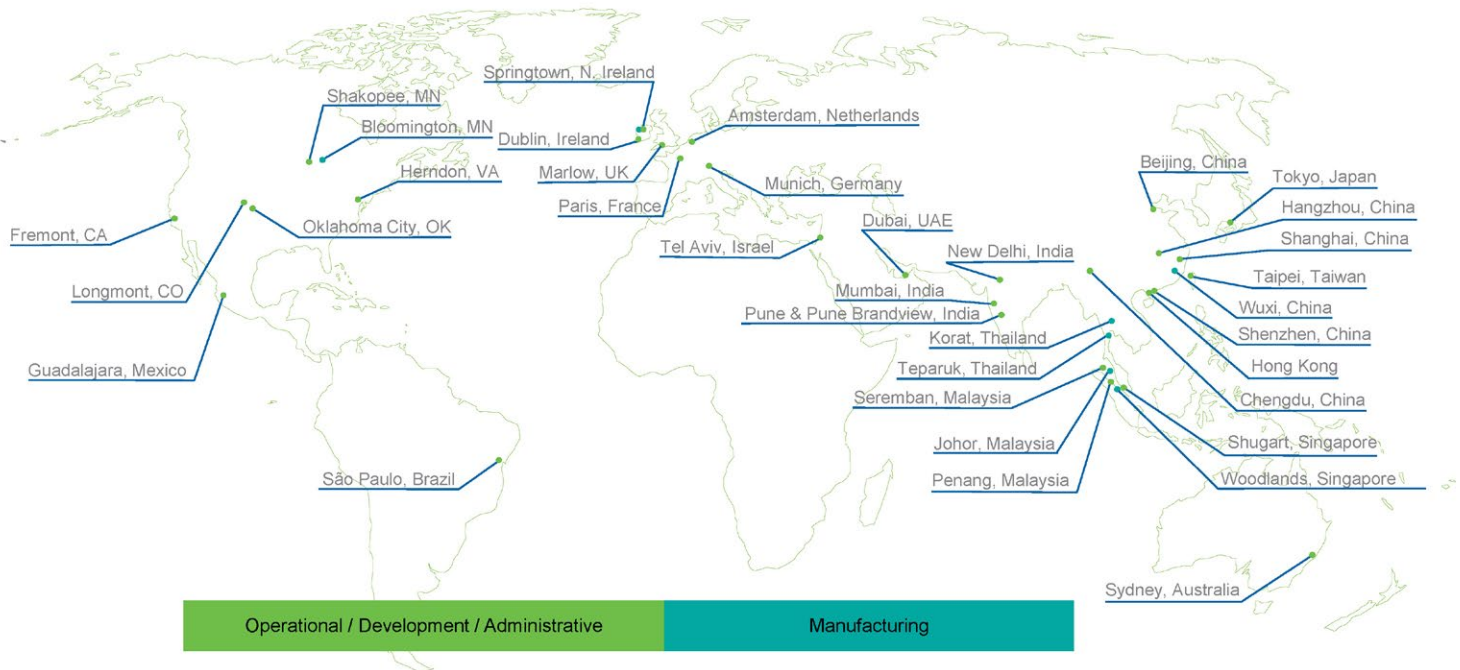
Hard drives remain the leading medium for mass data storage, valued for their performance, reliability, quality, and cost efficiency. Seagate’s hard drives are engineered for both the Data Center and Edge IoT markets. Our hard drives and SSD offerings include interfaces such as Serial ATA (SATA), Serial Attached SCSI (SAS), and Non-Volatile Memory Express (NVMe), supporting a wide range of applications.

Data center comprises the majority of the Company’s business and primarily includes high-capacity nearline products for mass capacity data storage and systems sold to cloud and enterprise customers, as well as cloud-based video and image applications. Edge IoT primarily includes consumer and client-centric markets along with network-attached storage, mission critical and SSD. Our systems portfolio includes storage subsystems designed for enterprises, cloud service providers, scale-out storage servers, and original equipment manufacturers (OEMs). These modular, high-performance solutions incorporate our enterprise-grade hard drives and SSDs.

Seagate operates globally, serving customers across the Americas, Asia Pacific (APAC), Europe, the Middle East, and Africa (EMEA). We maintain a vertically integrated business model, designing and manufacturing many of the critical components used in our products, including read/write heads and recording media.

As of the end of FY2025, Seagate’s principal executive offices were located in Singapore. The Company operated 36 physical global sites, excluding vacant/unused and subleased locations, with seven key operations sites located in China, Malaysia, Singapore, Thailand, the United Kingdom (UK), and the U.S.

## Seagate's Global Footprint



Areas of operation are defined as locations where Seagate has direct employee presence, encompassing both regular and temporary employees, and excluding remote employees.

In FY2025, Seagate reported revenue of approximately \$9.1 billion USD and shipped 595 exabytes (EB) of hard drive storage capacity. In March 2025, Seagate completed the acquisition of Intevac, Inc., a supplier of thin-film processing systems, further strengthening our technology capabilities and manufacturing expertise. More information can be found in our annual report on [Form 10-K](#) for the fiscal year ended June 27, 2025.

Seagate is a signatory of the United Nations Global Compact (UNGC) and a founding member of the RBA, where we continue to play an active leadership role in advancing responsible business practices.

## Sustainability Management

Seagate's approach to managing sustainability topics is grounded in a robust governance framework, formal policies, and a focus on continuous improvement. Our sustainability management structure integrates strategic goal setting, operational execution, stakeholder engagement, and performance evaluation, embedding sustainability across our business.

Our sustainability efforts are guided by a suite of internal policies and external goals, including the Seagate Code of Conduct, Human Rights Policy, Environment, Health, and Safety and Sustainability (EHS&S) Policy, Energy and Water Policies, Responsible Sourcing of Minerals Policy, and our Climate Aspirations. We also align with international frameworks such as the UN Guiding Principles on Business and Human Rights and the Organization for Economic Co-operation (OECD) Guidelines for Multinational Enterprises.

Oversight of sustainability matters is embedded throughout our corporate governance structure. The Board of Directors, through its standing committees, provides strategic oversight of sustainability risks and opportunities. The Nominating and Corporate Governance Committee (NCGC) reviews governance-related sustainability topics, the Audit and Finance Committee (AFC) oversees sustainability disclosure controls, and the Compensation and People Committee (CAPC) evaluates Seagate's strategies and goals with respect to corporate culture and human capital management. Senior executives across Legal, People and Places, and Operations functions manage sustainability programs and report regularly to the Board. A dedicated sustainability and environmental, social, and governance (ESG) team, reporting through the People and Places leadership chain, is responsible for day-to-day program management, policy implementation, and cross-functional coordination.

Seagate has implemented targeted programs to manage each of its material sustainability topics. For example, our Climate Aspirations drive progress on climate and energy, supported by annual energy conservation targets and normalized energy efficiency metrics. We operate a single, integrated Energy and Environment, Health & Safety (EHS) management system that is certified to three key International Organization for Standardization (ISO) standards: ISO 14001 (Environmental Management), ISO 50001 (Energy Management), and ISO 45001 (Occupational Health and Safety). This unified system reflects our focus on sustainable resource use, energy performance, and proactive risk management across our operations. We use our enterprise EHS platform to track and analyze safety performance across our operations. In addition, our business conduct programs include a global ethics helpline, supplier training, and compliance monitoring to promote ethical behavior and human rights throughout our value chain.

To evaluate the effectiveness of our sustainability management system, we track key performance indicators (KPIs) across material topics. Our environmental data is third-party assured, and we are developing internal audit processes for social and governance data in preparation for future regulatory reporting requirements. We also maintain active engagement with investors, customers, and other stakeholders to gather feedback, respond to inquiries, and incorporate insights into our sustainability strategy and disclosures.

Through this integrated approach, sustainability considerations are not only aligned with our long-term business strategy but also responsive to the expectations of our stakeholders and the evolving regulatory landscape.

## Stakeholder Engagement

Seagate's stakeholder engagement approach is rooted in transparency, collaboration, and responsiveness. We recognize that meaningful engagement with our stakeholders is essential to shaping our sustainability strategy, informing our disclosures, and driving continuous improvement across our operations.

We identify stakeholders through a structured mapping exercise that considers their involvement and potential to be impacted by our business. Engagement levels are tailored based on the nature of the relationship and the relevance of the topic. In FY2025, our engagement efforts were structured and inclusive through our materiality assessment. This process opened the door to deeper internal collaboration via live interviews and workshops, and brought new voices into the conversation.

Stakeholder input played a critical role in shaping our FY2025 sustainability strategy and report. Engagement through the materiality assessment directly informed the identification of our material topics and sub-topics. Beyond that, ongoing dialogue with stakeholders helped determine the inclusion of non-material but relevant topics, and guided the evolution of our broader reporting strategy.

We continue to engage with a wide range of stakeholders, including:

- **Customers:** We engage with customers through face-to-face meetings, business reviews, working groups, and collaborative initiatives.
- **Employees:** We engage employees via annual performance reviews, employee experience surveys, global employee meetings, and more.
- **Suppliers:** We engage our suppliers through Sustainability-focused webinars, audits, and regular engagement on topics such as emissions, labor practices, and process improvement.
- **Investors and Shareholders:** We engage with our investors through regular webcasts, conferences and direct engagement to understand their expectations and for transparent communication of our operational performance and progress on strategic initiatives.
- **Industry Associations:** We engage with industry associations by contributing to the development of standards for the industry, providing feedback on proposed legislation, and participating in initiatives that advance industry priorities.

- **Government Relations and Regulators:** We engage with policymakers and industry groups to align on evolving standards, communicate Seagate's priorities, and maintain compliance with legal and ethical requirements.
- **Communities:** Guided by our core values, we partner with local organizations to create social, environmental, and economic impact.

In FY2025, Seagate maintained its leadership position within the RBA Board of Directors, continuing to play an active role in shaping industry-wide sustainability practices and reinforcing our focus on responsible business conduct. Seagate team members also contributed their expertise by leading and participating in the RBA's assessment workgroup and other collaborative initiatives.

Beyond the RBA, Seagate sustained its engagement with key industry organizations such as the Clean Electronics Production Network (CEPN), Circular Drive Initiative (CDI), the Responsible Minerals Initiative (RMI), Global Electronics Association (GEA), and the International Electrotechnical Commission (IEC). As a UNGC participant, we remain focused on advancing the principles across the global electronics value chain.

Our sustainability practices are informed by internationally recognized standards, including those developed by the ISO. We continue to report in reference to the GRI standards and the SASB standards, while also progressing toward full alignment with the TCFD. This report highlights key initiatives and progress from the past fiscal year.

## Sustainability Stakeholder Inquiry Process

Seagate has an established process to address specific stakeholder sustainability inquiries 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](mailto:social.response@seagate.com).

## Policies

At Seagate, our global policies reflect our focus on integrity, offering guidance and setting expectations for our worldwide operations. We regularly review these policies to confirm they stay relevant to our operations. For more details on Seagate's sustainability policies and practices, please visit our [Sustainability Resources Webpage](#).



# PLANET

## Managing Our Impact

The insights provided by our FY25 materiality assessment enable us to focus our efforts on the areas where we can drive the greatest positive change—specifically in reducing energy consumption, carbon emissions, waste generation, and water usage.

We track progress through defined goals and metrics, backed by senior leadership and informed by external collaboration. Our environmental footprint extends beyond direct operations, and we actively engage supply chain partners to promote responsible practices. For more detail, see the [Supply Chain section](#).

### Management Systems

Our environmental management system is guided by internationally recognized frameworks, including ISO standards, the RBA Code of Conduct, and the UNGC principles, and feedback from stakeholders. We assess the effectiveness of this system through management reviews, internal and external audits, regulatory compliance checks, and performance evaluations against our targets.

As of the end of FY2025, all Seagate manufacturing sites retained certification to both the ISO 14001 Environmental Management System (EMS) and the ISO 50001 Energy Management System (EnMS), covering our seven manufacturing sites and central functions. In FY25, Seagate hosted 42 environmental regulatory visits, including site inspections, air quality monitoring, and wastewater sampling.

Seagate utilizes energy and chemicals in the manufacturing of our products and the provision of services, which are contributors to our overall carbon footprint. To address these impacts, Seagate employs a three-step strategy designed to reduce our greenhouse gas emissions.

**Step One:** Enhancing Operational Efficiency

**Step Two:** Reducing Emissions from Inputs

**Step Three:** Offsetting Unavoidable Emissions

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

## Measuring Our Impact

Environmental impact measurement can differ significantly across the tech industry and by product category. We measure energy and emissions intensity relative to the amount of storage capacity shipped, expressed in EB. This approach allows us to track environmental efficiency as our business scales.

Our calculations focus on emissions and energy consumption within our operational boundaries. Additionally, some of our environmental performance indicators are reported on a calendar year basis to align with industry norms and data availability.

## Environmental Matters

Certain environmental regulations—such as the Comprehensive Environmental Response, Compensation, and Liability Act of 1980 (commonly known as “Superfund”) and similar state laws—can assign cleanup responsibilities to current or former site owners, operators, or parties that contributed waste, regardless of ownership at the time of contamination or the legality of the original disposal.

Seagate has been named a responsible or potentially responsible party at several such sites. In each case, our share of financial responsibility is determined based on the volume and nature of materials we contributed, as well as the number of other viable parties involved. We have fulfilled our obligations at some locations and remain engaged at only a limited number of sites. Based on current cost estimates and our expected share of liability, we do not anticipate these matters will have a material financial impact.

To the best of our knowledge, none of Seagate’s operations are located in, adjacent to, or directly impact protected areas or regions of high biodiversity value. Additionally, we did not experience any significant environmental spills in FY2025—defined as incidents requiring external emergency response.

## Our Science Based Targets

Seagate’s environmental goals are central to our identity and long-term strategy. Guided by our Science Based Targets (SBTs), we are working toward a future that balances innovation with environmental responsibility. Our Climate Aspirations—achieving 100% renewable energy at our manufacturing and research and design (R&D) sites by 2030 and reaching carbon neutrality by 2040—build on the foundation of our SBTs. Seagate intends to meet the renewable energy transition by utilizing on-site solar to a limited amount and Renewable Energy Certificates (RECs) and Renewable Energy Guarantee of Origin (REGO) certificates.

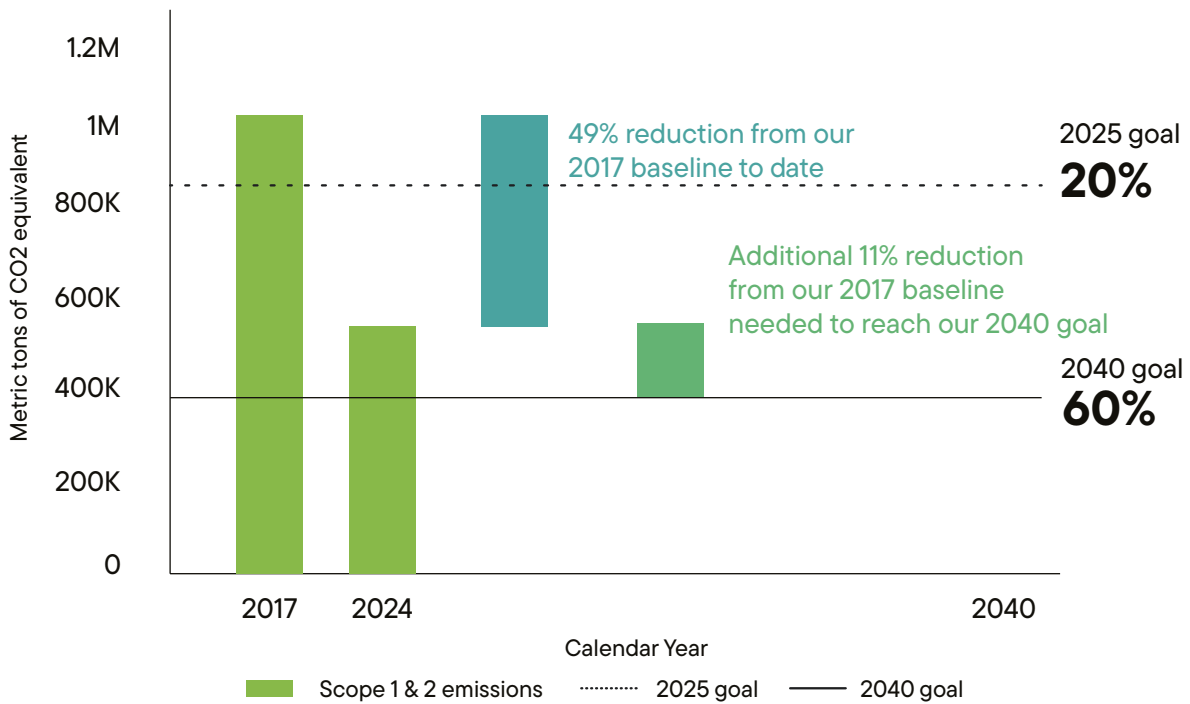
Seagate purchases bundled and unbundled RECs and REGOs that are retired or redeemed on its behalf by Ofgem and Interstate Renewable Energy Council (IREC). Seagate currently purchases RECs and REGOs in Northern Ireland, China, and Thailand.

From calendar year 2017 to 2024, we reduced our Scope 1 and 2 (market-based) GHG emissions by 49%, and in 2024 alone, we achieved a 41% reduction in Scope 3 emissions compared to our 2017 baseline. These reductions reflect our ongoing goal of decoupling business growth from environmental impact.

**Our validated Science Based Targets:** We commit to reduce absolute Scope 1 and Scope 2 GHG emissions 20% by 2025 and 60% by 2040 from a 2017 base year. We also commit to reduce absolute Scope 3 GHG emissions 20% by 2025 and 60% by 2040 from a 2017 base year.

Seagate plans to revise our Science Based Targets in 2026. Read more on Science Based Targets [here](#).

**Science Based Target Scope 1 & 2 Market-Based Emissions Reduction Progress**



Seagate reports annually to the Carbon Disclosure Project (CDP) to demonstrate transparency in our climate-related programs and practices. This disclosure supports our focus on continuous improvement and accountability in managing climate risks and opportunities. We continue to enhance our climate disclosures in alignment with the TCFD framework.

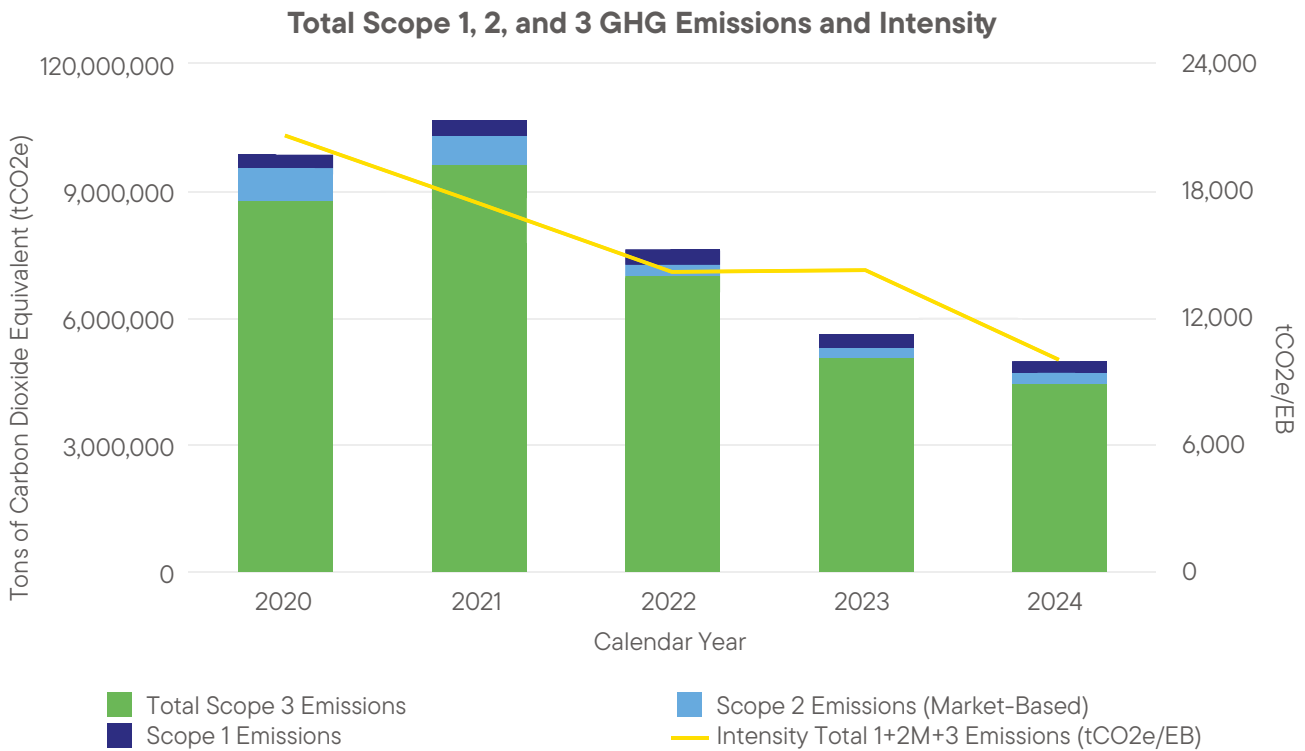
Additionally, in early 2025, Seagate was honored to be ranked 13th on [Forbes' annual list of Net Zero Leaders](#), which recognizes the 200 global companies making the most meaningful progress toward reducing or offsetting greenhouse gas emissions. The list evaluates companies based on emissions performance, risk management, governance, and climate preparedness—across their operations, supply chains, and product use.

Seagate’s leadership in areal density innovation not only advances data storage performance but also contributes to more sustainable, energy-efficient data centers worldwide. We’re proud of the progress we’ve made toward our goals and remain focused on pushing the boundaries of what’s possible in climate action.

Please see [here](#) for Seagate’s disclosures pursuant to California Assembly Bill 1305: the Voluntary Carbon Market Disclosures Act for additional information.

## Emissions

Seagate is focused on transparent and accountable climate action. We conduct our GHG inventory on a calendar year (CY) basis, using CY2017 as our baseline year—the first year we had complete Scope 1, 2, and 3 data and established our SBTs.



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.

### Tracking and Reporting

We report our GHG emissions annually through multiple channels, including our Sustainability Report, [CDP Integrated Environmental Questionnaire](#), and our corporate website. Our emissions data undergoes third-party verification to maintain accuracy and credibility. You can view our CY2024 GHG and Water Verification Statement [here](#).

### Climate Risk Management

Seagate integrates climate-related risks into our ISO 14001 environmental management system and our ERM framework. While we have not identified any climate risks unique to Seagate beyond those typical for our industry, we continue to monitor and address potential impacts through strategic planning and mitigation efforts.

## Emissions Intensity and Renewable Energy Progress

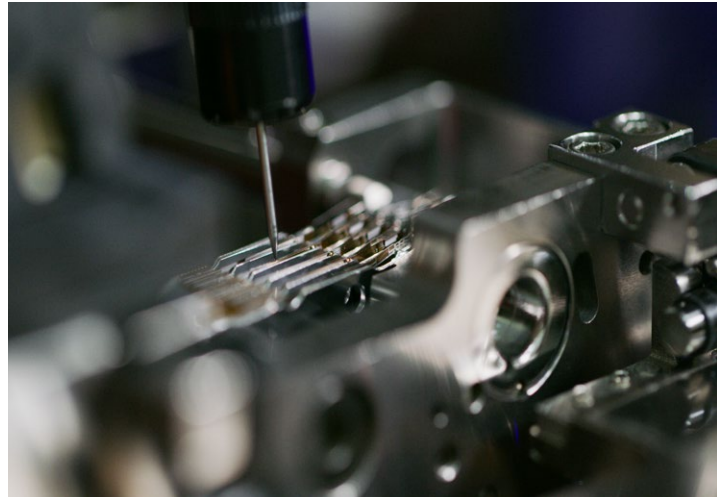
To better reflect operational efficiency, we measure emissions intensity per EB of storage capacity shipped. This approach accounts for variations in product design and testing requirements. Our transition to renewable energy has significantly reduced our Scope 2 emissions. In CY2024, 57% of our energy consumption came from renewable sources, resulting in a reduction of more than 442,756 metric tons of carbon dioxide equivalent (tCO<sub>2</sub>e).

## Process Emissions and Innovation

One of our ongoing challenges is managing fugitive emissions from a high-GWP hydrofluorocarbon (HFC) solvent used in our media manufacturing process. While this solvent is essential to our operations, we use a closed-loop system with on-site recovery to minimize emissions. Since FY2022, we have been actively evaluating alternative chemistries with lower global warming potential. This multi-year initiative remains a top priority for our media design and manufacturing teams.

## Scope 3 Emissions and Product Efficiency

As is common in the technology sector, our Scope 3 emissions—primarily from purchased goods and services and product use—are significantly higher than Scope 1 and 2. We continue to collaborate with our supply chain partners to reduce upstream emissions and are focused on improving the energy efficiency of our products. Our goal is for each new generation of products to deliver better performance per watt (TB/watt) than the last.



For a detailed breakdown of our emissions inventory, please see the [Planet Data Table](#).

## Other Air Emissions

Seagate monitors and manages air emissions in compliance with applicable local and international environmental regulations. In calendar year 2024, we did not produce, import, or export any ozone-depleting substances (ODS). This aligns with our ongoing focus on minimizing harmful emissions across our operations.

Our air emissions data is primarily derived from site-level monitoring programs and verified against local regulatory standards. Based on our most recent comprehensive assessment, significant air emissions from our manufacturing sites included approximately:

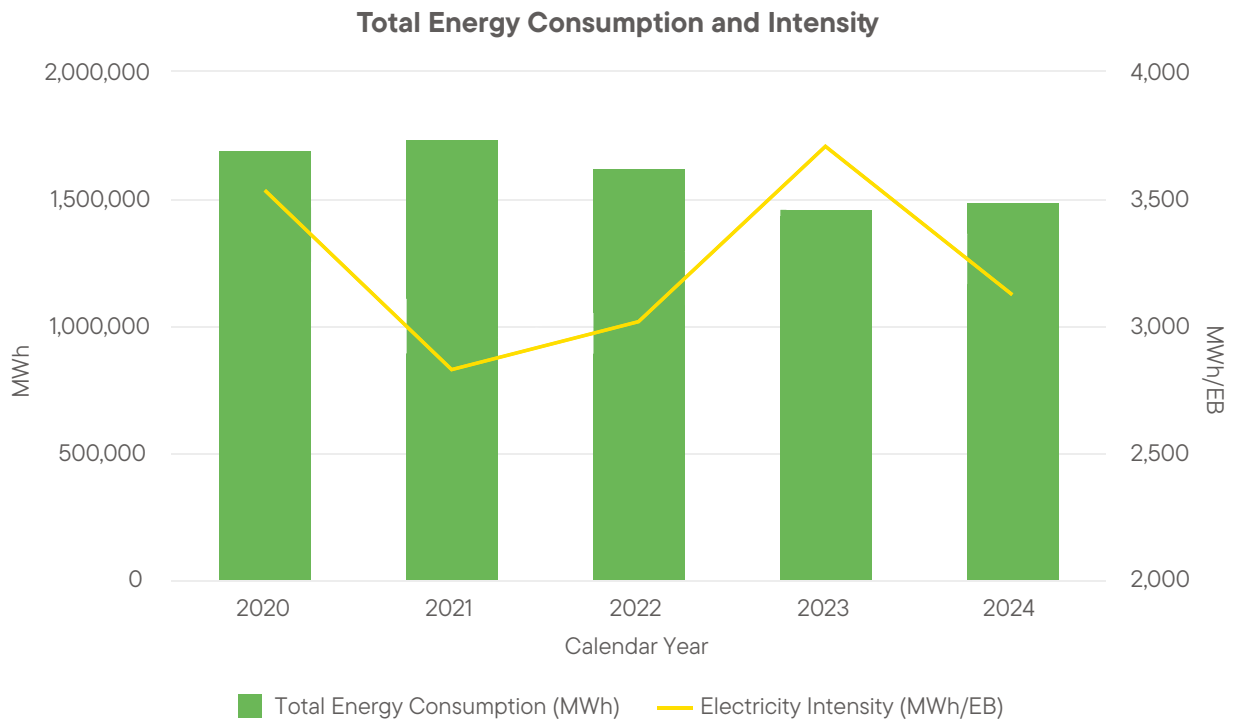
- 165 mg/Nm<sup>3</sup> of nitrogen oxides (NO<sub>x</sub>)
- 221 mg/Nm<sup>3</sup> of sulfur oxides (SO<sub>x</sub>)

- 1,106 mg/Nm<sup>3</sup> of volatile organic compounds (VOCs)
- 378 mg/Nm<sup>3</sup> of particulate matter (PM)

We also estimate that Seagate emits approximately 1.4 U.S. tons of hazardous air pollutants (HAPs) annually. These figures are based on emissions factors sourced from the U.S. Environmental Protection Agency's (EPA) ODS guidelines and our internal chemical inventory, which accounts for ozone depletion potential (ODP) where applicable.

## Energy

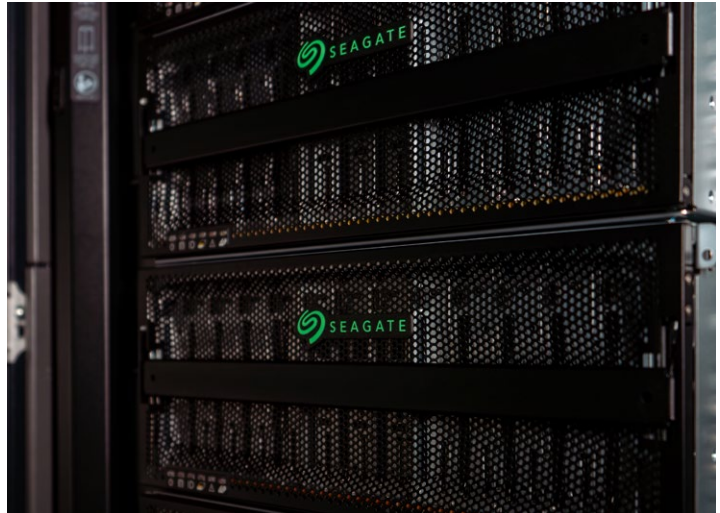
As demand for cloud-based storage continues to grow, Seagate remains focused on delivering higher-capacity drives that offer improved energy efficiency for our customers. These innovations reduce power consumption on a per-TB basis, although higher capacity drives typically require more energy to manufacture and test. To track our progress, we normalize energy consumption in megawatt-hours (MWh) per EB of storage capacity shipped, providing a consistent benchmark for energy efficiency across our operations.



Seagate shipped 501.6 EB of storage capacity in calendar year CY2024, resulting in a total of 3,123 megawatt-hours (MWh) per EB of storage capacity shipped, compared to 3,708 MWh in CY2023. The intensity of energy consumption decreased 16%. Since CY2022 more than 50% of energy consumed globally has been from renewable sources.

## Energy Conservation Initiatives

Energy conservation remains a key priority in our environmental strategy. In FY2024, Seagate set a goal to conserve 10,000 MWh of energy each year—and significantly exceeded it in FY2025, achieving approximately 17,838 MWh in savings. These reductions were driven by process optimization, as well as equipment and lighting upgrades across our facilities. Energy savings are calculated using the metered baseline method (MBM), and we have renewed our conservation target of 10,000 MWh for FY2026.



## Renewable Energy Progress

Seagate continues to advance toward our Climate Aspiration of sourcing 100% renewable energy for our manufacturing and R&D sites by 2030. In FY2025, our facilities in Korat and Teparuk (Thailand), Wuxi (China), and Springtown (Northern Ireland) operated entirely on renewable energy. We are actively evaluating renewable energy options at additional sites as part of our broader energy strategy.

Our on-site photovoltaic (PV) systems in Fremont (California), Shugart (Singapore), and Teparuk (Thailand) generated 2,730 MWh of solar energy in CY2024. Combined with renewable energy purchases, these renewable energy sources accounted for over 57% of Seagate's total energy consumption during the year.

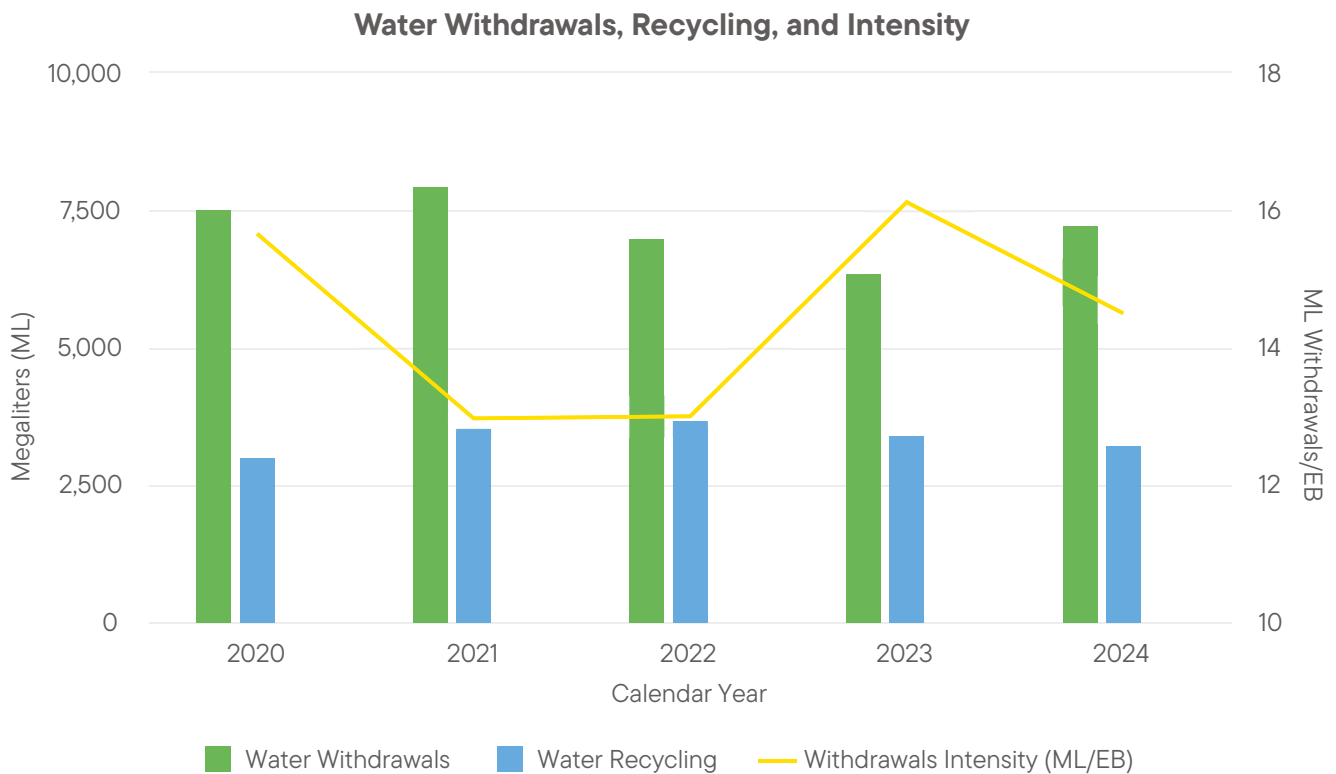
For additional information on our full energy profile, please see the [Planet Data Table](#).

# Water

## Water Stewardship

Water is a shared and finite resource, and Seagate is focused on responsible water use across our operations. Our manufacturing processes rely on freshwater sourced from local watersheds, which we share with surrounding communities. Water is primarily used for equipment and site cooling, as well as in cleaning processes during production.

All water data reported in our disclosures is classified as freshwater ( $\leq 1,000$  mg/L total dissolved solids) and is reported on a calendar year basis.



## Policy and Risk Management

In FY2023, Seagate published our [Water Policy](#), which outlines our goals and expectations for internal and external stakeholders. We focus on reducing water consumption, improving recycling, and lowering water intensity across our operations.

We conduct annual water risk assessments for our highest-use sites using the World Resources Institute (WRI) Aqueduct tool, considering both local water stress and the characteristics of receiving water bodies. These assessments are disclosed in our [2025 CDP Integrated Environmental Questionnaire](#) and verified by third parties.

## Water Use and Monitoring

In CY2024, approximately 97% of Seagate's water use was dedicated to cooling systems at our manufacturing, R&D, and administrative sites. Water use at smaller, office-based locations is minimal. Where direct measurement is not available, we estimate usage based on comparable site data.

We prioritize monitoring at our largest water-consuming sites and maintain internal systems to track and manage water use efficiently.



## Effluent Management and Compliance

Seagate complies with all applicable local regulatory standards for effluent discharge, including parameters such as pH, biological oxygen demand (BOD), chemical oxygen demand (COD), suspended solids, and heavy metals relevant to electronics manufacturing.

Our on-site treatment plants are designed and maintained to meet or exceed discharge requirements. We set internal control limits

that are more stringent than regulatory thresholds as a buffer for compliance and operational resilience. Many of our sites are equipped with online monitoring systems that report directly to local regulatory authorities.

In FY2025, Seagate experienced no nonconformances related to effluent discharge, and no corrective actions were required.

For more information on our water use, recycling, and disposal, please see the [Planet Data Table](#).

## Waste

Managing waste responsibly is a core part of Seagate's environmental strategy. As waste is an inherent byproduct of manufacturing, we have implemented programs to track, manage, and report waste streams across our global operations. These programs support the appropriate categorization and disposal of waste in compliance with applicable regulations. Waste generated by Seagate is sent off-site for treatment or disposal, and in FY2025, we recorded no significant spills—defined as incidents requiring external emergency response.

Waste data is reported by each site into a centralized database, accessible to both site-level and corporate sustainability teams. This system supports transparency, accountability, and continuous improvement.



### Non-Hazardous Waste

Examples include wood, paper, cardboard, and non-hazardous plastics.



### Hazardous Waste

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

## Non-Hazardous Waste

Our primary performance metric for non-hazardous waste is the landfill diversion rate. In FY2025, Seagate generated 15,888 metric tons of non-hazardous waste and achieved a 90% diversion rate, reflecting our goal to minimize landfill use through recycling and reuse initiatives. These totals include all waste generated at sites under Seagate’s ownership and operational control.

## Hazardous Waste

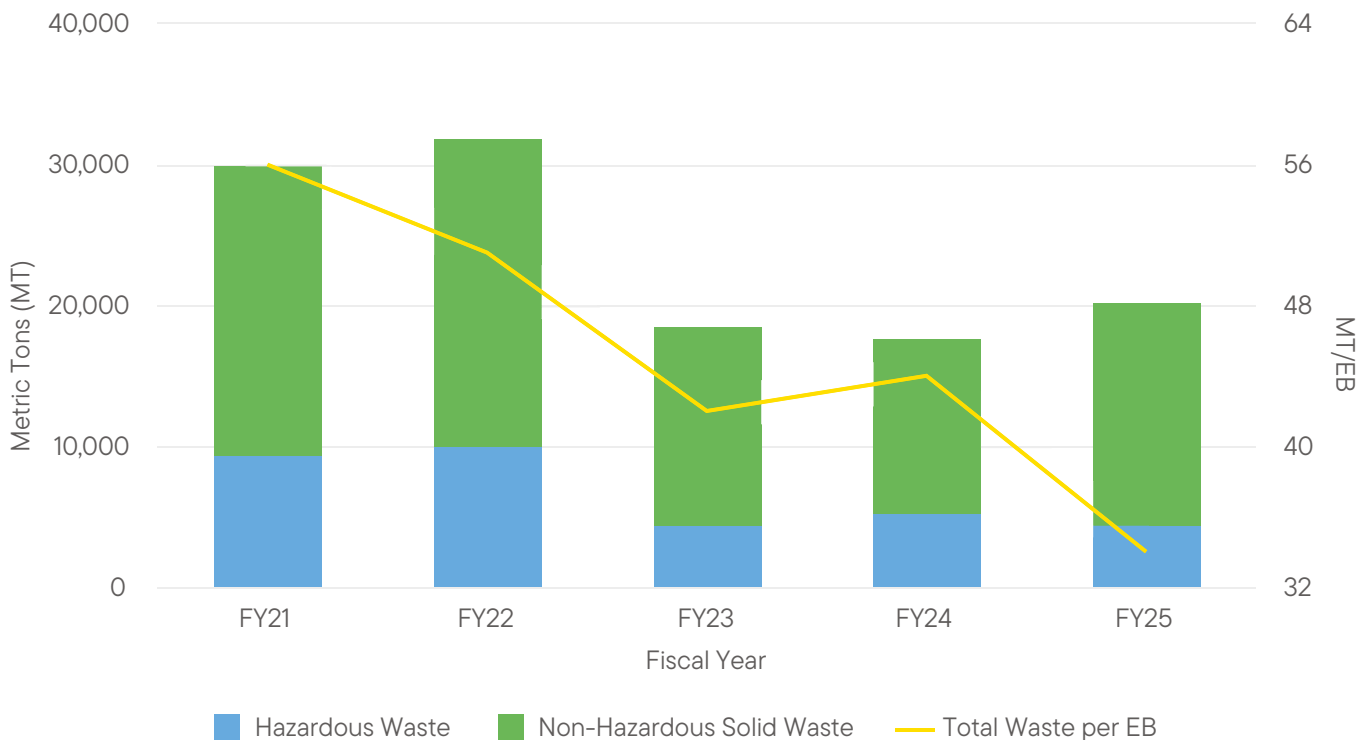
Seagate is focused on zero landfill disposal of hazardous waste unless no technically feasible alternative exists. When disposal is necessary, we work closely with treatment facilities to identify

the most appropriate method—prioritizing recycling, followed by chemical and physical treatment, and incineration as a last resort. In FY2025, to the best of our knowledge, no hazardous waste was sent to a landfill.

We transported 4,453 metric tons of hazardous waste to in-country treatment, storage, and disposal facilities (TSDFs). These volumes are calculated using hazardous waste consignment notes, which are validated by the receiving TSDFs. In FY2025, 83% of our hazardous waste was diverted from disposal and an additional 6% was treated with energy recovery.

For a detailed waste breakdown, please see the [Planet Data Table](#).

**Total Waste Generated and Waste Intensity**



## Vendor Oversight and Auditing

To facilitate responsible waste handling, Seagate qualifies hazardous waste vendors through third-party audits based on strict performance criteria. We rely on CHWMEG, Inc. audit reports where available, and when not, we commission independent audits. In FY2025, we conducted or reviewed seven TSDF audit reports to assess compliance with Seagate's environmental standards.

## Product Sustainability

At Seagate, we recognize that the environmental impact of our products extends across their entire life cycle—from raw material extraction to end-of-life. We take accountability for these impacts and are focused on designing and delivering products that reflect our dedication to sustainability, responsibility, and innovation.

Our internal policies and procedures—ranging from material restrictions to responsible sourcing—are designed to minimize environmental harm. We collaborate with internal teams and external partners to assess and reduce product impacts through life cycle assessments (LCAs) and other analytical tools that help us manage trade-offs and drive continuous improvement.

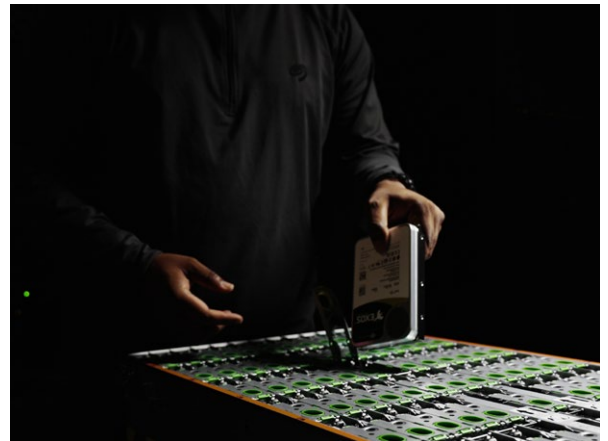
Seagate evaluates our management system through various channels, including management reviews, LCAs, internal and external verifications, audits, and performance against targets. We believe the management system is functioning effectively year over year, and minor adjustments are made as needed.

## Designing for Responsibility

Seagate integrates health and safety considerations into the earliest stages of product design to meet both regulatory and customer requirements. In FY2025, we recorded zero incidents of non-compliance with product-related health and safety regulations, and none of our products or services were banned in any markets where we operate. Product manuals and safety information are made available online to maintain transparency and accessibility.

## Life Cycle Assessments

To better understand and reduce the environmental footprint of our products, Seagate conducts LCAs across product families. These assessments incorporate data from our operations and full material disclosures (FMDs) from suppliers. In FY2024, we updated our LCA methodology to align with Ecoinvent v3.8 and ReCiPe 2016, using the Seagate Green Design Tool based on Footprinter™ models.



This methodology has received limited assurance verification by UL Environment, in accordance with ISO 14040/14044 and the GHG Protocol Product Life Cycle Standard. Our LCA report is available on our [website](#).

### **Our LCAs help us:**

- Identify opportunities to reduce environmental impact across the product life cycle.
- Support customers in their own sustainability and GHG reduction programs.

## **Thought Leadership: Co-Authored the Circularity Conversation**

In 2025, Seagate co-authored the white paper “[Understanding Life Cycle Assessment and Embodied Carbon](#)”, which explores how LCAs and embodied carbon metrics can guide more sustainable product design and decision-making. The paper outlines:

- The LCA framework Seagate uses, aligned with ISO 14040 and 14044.
- Key impact categories: global warming potential, water consumption, mineral resource scarcity, and human toxicity.
- The importance of embodied carbon—the total GHG emissions associated with a product before it reaches the consumer.
- Best practices for reducing embodied carbon, including sustainable materials, energy-efficient manufacturing, and supplier engagement.

This white paper reinforces Seagate’s leadership in sustainable innovation and our focus on transparency, accountability, and continuous improvement. Seagate is focused on a future of sustainable product innovation. As we continue to refine our design tools, expand our use of recycled materials, and deepen our collaboration with suppliers and customers, we are building a product portfolio that not only meets today’s performance demands but also supports a more sustainable future.

## **Circularity**

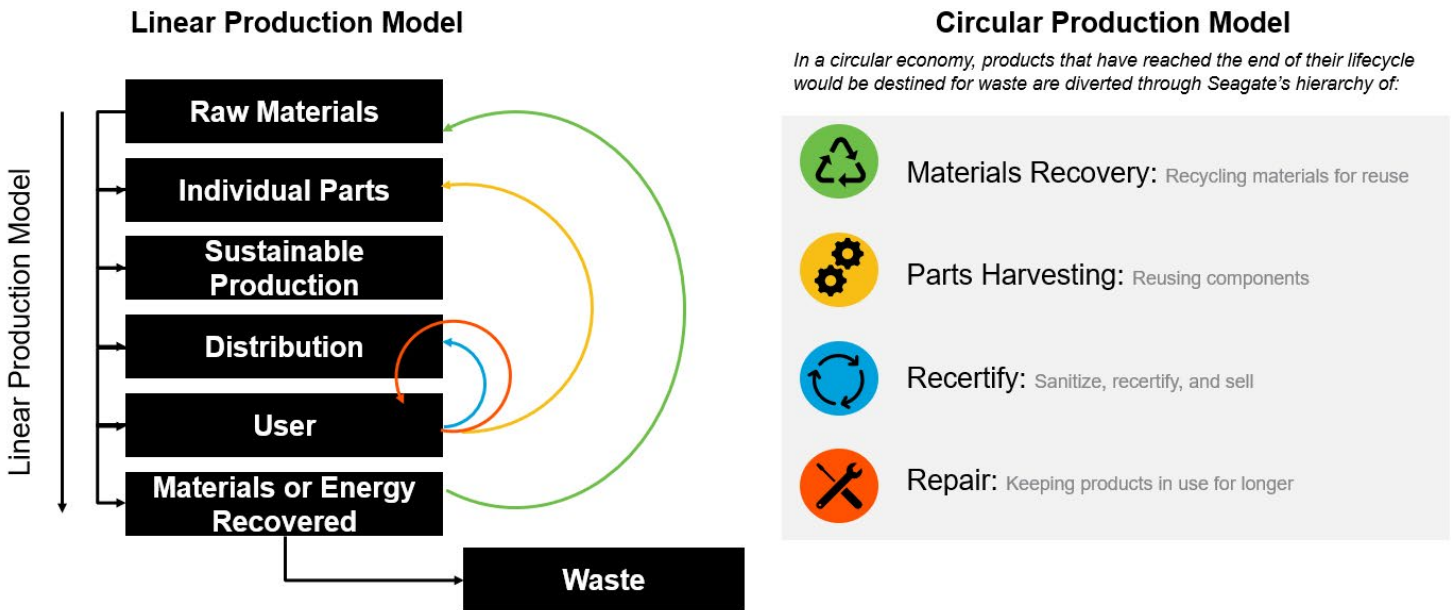
Seagate is focused on advancing a circular economy—one that designs out waste, keeps materials in use, and regenerates natural systems. Efficient material use and circularity are not only environmental imperatives but also strategic levers that enhance supply chain resilience, reduce costs, and create long-term value for our customers and stakeholders.

Seagate continues to explore opportunities to increase the use of recycled content in our products. In FY2025, two additional aluminum ingot suppliers in our motor base assembly supply chain were certified to UL2809, expanding on the two earlier smelters who were certified in FY2024. While we do not currently require post-consumer content in all components, we acknowledge its growing role in the global materials supply chain. Seagate products on average contain approximately 27% recycled content by weight.

By increasing the use of recycled content, reusing components, and extending product life, we reduce our environmental footprint while supporting a more sustainable IT ecosystem.

In FY2025, Seagate returned over 1.5 million hard drives and SSDs to service through repair, refurbishment, component extraction, and material recovery—avoiding approximately 700 metric tons of e-waste<sup>1</sup>.

<sup>1</sup>Assuming each drive is an average weight of 465g.



## Recover. Recertify. Redeploy.

Our circularity program is built on three core pillars:

- **Recover:** Securely enable reuse of storage hardware through self-encrypting drives and instant secure erase (ISE).
- **Recertify:** Extend product life through repair, refurbishment, parts extraction, and materials recovery.
- **Redeploy:** Return refurbished drives to the market, reducing e-waste and conserving finite resources.

This approach not only reduces waste but also significantly lowers emissions. Refurbishing and reusing drives can cut 275× more carbon dioxide (CO<sub>2</sub>) emissions than recycling components alone (Source: Science Direct).

For more details on our circularity program indicators, please see the [Planet Data Table](#).

## Packaging and Materials

In FY2025, all core Seagate hard drive products were shipped using certified sustainably sourced packaging, totaling approximately 2.04 million kg. We used 237,898 kg of non-renewable packaging materials and continue to pursue reductions in single-use plastics and improvements in recyclability.

# Materials Sourcing and Regulation

Seagate is focused on sourcing materials responsibly and maintaining compliance with global environmental and safety regulations. Our approach to materials management is grounded in transparency, compliance, and continuous improvement—so that we meet or exceed both regulatory and customer expectations.

## Chemicals and Restricted Substances

We recognize the potential harm that restricted substances can pose to human health and the environment, particularly at end-of-life. Seagate maintains a comprehensive Restricted Substances Specification, which consolidates global regulatory requirements and customer-specific standards into a centralized Compliance Assurance System (CAS).

Our product environmental compliance team manages this program, verifying supplier part compliance for over 3,000 declarable and restricted substances using FMDs. In FY2025, we responded to approximately 6,880 customer requests for compliance documentation. The CAS Database currently includes 6,378 active Seagate parts and 9,461 active supplier components, supported by supplier FMDs and conflict minerals data.

We actively monitor evolving regulations, including:

- 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 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 Commission's (EC) Regulation 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).

In 2025, the European Chemicals Agency (ECHA) added three new substances to the REACH Substances of Very High Concern (SVHC) list, bringing the total to 250. Seagate continuously updates our restricted substances list to reflect these changes.

## PFAS and Emerging Regulations

Per- and polyfluoroalkyl substances (PFAS) have continued to attract global regulatory and public attention due to their persistence in the environment and potential health impacts. In 2024, governments around the world proposed or enacted new regulatory instruments that either:

- (a) restrict the use of PFAS, and/or;
- (b) require disclosure of PFAS in products and manufacturing processes.

In response, Seagate initiated a comprehensive review to:

- Identify the types and volumes of PFAS present in our products and processes, and;
- Determine the steps necessary to comply with emerging legislation, including potential phaseouts, substitution strategies, and the pursuit of derogations or exemptions where no feasible alternatives currently exist.

Seagate products currently rely on specific RoHS Annex III exemptions for certain applications. In FY2024, we supported the Pack 22 exemption renewal requests submitted through the industry-wide Umbrella Project. We continue to monitor the EC's proposed exemption expiration dates as they move through the approval process.

## Regulatory Compliance Performance

In FY2025, Seagate received no significant fines or nonmonetary sanctions related to product environmental non-compliance. We continue to enhance efficiency through our partnership with a product environmental compliance business process outsourcing provider.

## Responsible Sourcing of Minerals

Seagate remains vigilant in preventing human rights violations across our supply chain. Our overarching goal is to maintain a conflict-free product portfolio, and we conduct mineral due diligence in alignment with the latest version of the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas (CAHRAs).

Our program was originally developed to address the sourcing of tin, tungsten, tantalum, and gold (3TG) in compliance with Section 1502 of the U.S. Dodd-Frank Act. Over time, we have voluntarily expanded the scope to include cobalt and mica, even though Seagate is not a significant consumer of these minerals. This expansion reflects our focus on stakeholder expectations and our Responsible Sourcing of Minerals Policy.

To identify and assess risks in our supply chain, Seagate participates in the RMI. This collaboration enables us to contribute to industry-wide solutions while adhering to standardized processes for data collection and regulatory compliance. We educate our suppliers annually on responsible mineral sourcing and require them to source exclusively from smelters and refiners validated as conformant to the Responsible Minerals Assurance Process (RMAP). Nonconformant smelters are required to be removed from our supply chain.

Seagate mandates that all direct suppliers providing materials containing 3TG conduct annual due diligence and submit sourcing information using the Conflict Minerals Reporting Template (CMRT).

Importantly, Seagate found no reasonable basis to conclude that any 3TG in our products directly or indirectly financed or benefited armed groups.

All 3TG smelters and refiners in our supply chain were found to be conformant with RMAP standards. Detailed results are available in our [Conflict Minerals Report](#) filed with the SEC.

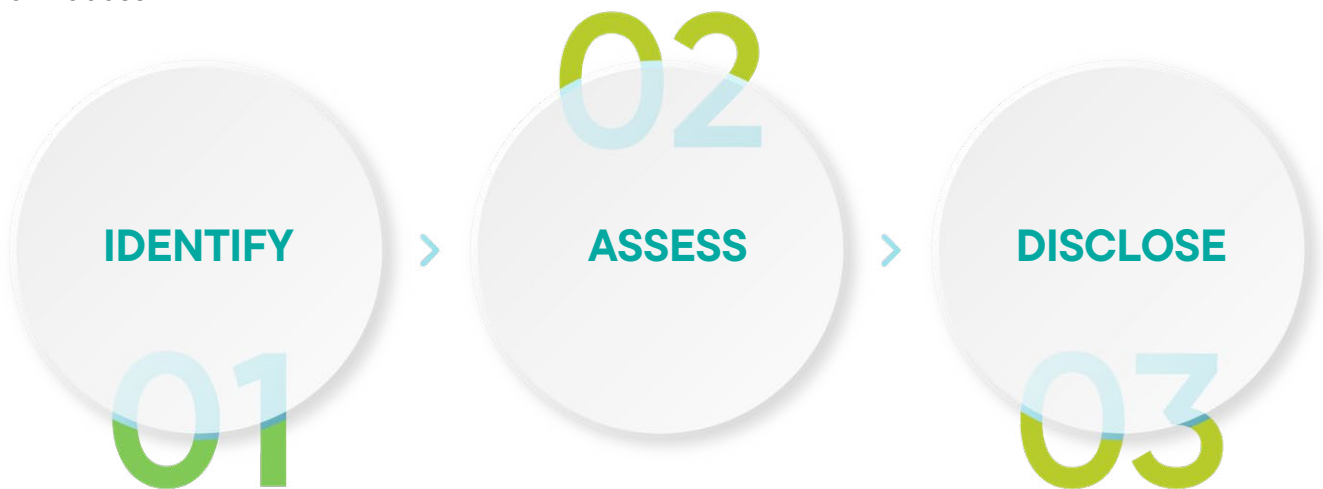
## Critical Materials Risk Management

Beyond 3TG, Seagate monitors other critical minerals that present procurement risks. An internal, interdisciplinary team evaluates these materials across four risk domains:

- Availability and access
- Price volatility
- Regulatory and reputational risk
- Geographic concentration

These risks are reassessed at least annually and aligned with SASB standards as a measure of proactive mitigation.

### The Process



#### Action

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 Sustainability Report.

#### Outcome

24 minerals in HDD identified.

Tin and zinc identified as top two critical minerals.

Tin and zinc due to sustainability concerns; risk mitigation by participation in RMI initiative and using certified smelters.

# Planet Data Table

Scope 1, 2, and 3 Emissions Results					
Scope	Units	CY2017	CY2024	Change (CY2024 vs. 2017 Base)	Reasons for Change
Total GHG emissions	MTCO <sub>2</sub> e	8,613,337	5,020,478	42% decrease	Reduction of Scope 3 Category 1 Emissions
Scope 1 Emissions: GHG emissions generated directly at our sites	MTCO <sub>2</sub> e	262,096	274,114	5% increase	Process chemical substitution
Scope 2 Location-Based Emissions: GHG emissions generated from the electricity that we purchase	MTCO <sub>2</sub> e	790,102	702,420	11% decrease	Lower energy usage
Scope 2 Market-Based Emissions: GHG emissions generated from the electricity that we purchase	MTCO <sub>2</sub> e	787,541	259,664	67% decrease	Increased utilization of renewable energy
Scope 3 Emissions: Indirect GHG emissions that occur in our value chain, including downstream emissions	MTCO <sub>2</sub> e	7,563,700	4,486,700	41% decrease	More effective value chain management and technology advancement
Operation Emissions Intensity: Total Scope 1 and 2 market-based emissions per storage capacity shipped	MTCO <sub>2</sub> e	3,676	1,064	71% decrease	Utilization of 100% of renewable energy at key manufacturing sites

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 is reported for Scope 1 and Scope 2 as per the 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) which compares amount of heat trapped by a given mass of a GHG to amount of heat trapped by similar mass of CO<sub>2</sub>.

Other emission factors used included U.S. EPA Emission Factor Hub, January 2025 (fuels), U.S. EPA Waste Reduction Model (WARM) 2021, U.S. EPA Environmentally Extended Input-Output Analysis (EEIO) Factors, and Supply Chain GHG Emission Factors (Categories 1 and 2) UK Department for Environment, Food, & Rural Affairs (DEFRA) June 2022 (air travel). Emission factors for electricity used are referred to emissions and generation resource integrated database (eGRID) 2023, January 2025 (US), International Energy Agency (IEA) 2024 (International), Association of Issuing Bodies (AIB) (European Residual Mix Factors), and country-and supplier-specific factors.

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.

The base year inventory will be adjusted in response to any structural or methodology changes if the resulting adjustment is more than 0.5% of base year emissions. Adjustments less than this threshold are considered insignificant and will be decided case by case. The latest GHG inventory values presented align with updated references, methods, and GWP.

GHG Inventory												
Scope 1												
Scope 1 Emissions Breakout												
Scope	Units		CY2017 (Base Year)		CY2021		CY2022		CY2023		CY2024	
Process/ Fugitive	MTCO <sub>2</sub> e		249,458		342,415		313,906		268,100		262,353	
Stationary Combustion	MTCO <sub>2</sub> e		12,217		12,075		11,765		11,359		11,211	
Mobile Combustion	MTCO <sub>2</sub> e		421		675		1,047		461		549	
Total Scope 1 Emissions: GHG emissions generated directly at our sites	MTCO <sub>2</sub> e		262,096		355,165		326,718		279,920		274,114	
Breakdown of Direct Scope 1 Emissions (CY24 274,114 MTCO <sub>2</sub> e)												
Hydrofluoro- carbons <sup>1</sup>	MTCO <sub>2</sub> e	% of total scope 1 Emissions	228,862	87.9%	303,852	85.5%	282,612	86.5%	237,117	84.7%	215,812	78.7%
Carbon Dioxide	MTCO <sub>2</sub> e	% of total scope 1 Emissions	14,845	5.7%	15,952	4.5%	15,376	4.7%	14,255	5.1%	14,241	5.2%
Hydrofluoro- ethers	MTCO <sub>2</sub> e	% of total scope 1 Emissions	8,315	3.2%	12,853	3.6%	11,199	3.4%	13,391	4.8%	13,586	5.0%
Nitrogen Trifluoride	MTCO <sub>2</sub> e	% of total scope 1 Emissions	4,878	1.9%	5,234	1.5%	10,213	3.1%	10,336	3.7%	15,306	5.6%
Sulfur Hexafluoride	MTCO <sub>2</sub> e	% of total scope 1 Emissions	1,938	0.7%	1,942	0.5%	5,180	1.6%	3,253	1.2%	13,875	5.1%
Perfluoro- carbons	MTCO <sub>2</sub> e	% of total scope 1 Emissions	1,433	0.6%	15,244	4.3%	1,454	0.4%	1,563	0.6%	1,274	0.5%
Methylene Chloride	MTCO <sub>2</sub> e	% of total scope 1 Emissions	821	0.0%	83	0.02%	600	0.2%	3	0.001%	2	0.0%
Nitrous Oxide	MTCO <sub>2</sub> e	% of total scope 1 Emissions	10	0.0%	5	0.001%	84	0.03%	2	0.001%	19	0.0%

Scope 2						
Scope 2 Emissions Breakout						
Scope	Units	CY2017 (Base Year)	CY2021	CY2022	CY2023	CY2024
Scope 2 Market-Based: Purchased Electricity	MTCO <sub>2</sub> e	784,744	662,502	286,531	253,765	258,004
Scope 2 Market-Based: Purchased Cooling	MTCO <sub>2</sub> e	2,513	2,007	1,979	1,837	1,552
Scope 2 Market-Based: On-Site Generation	MTCO <sub>2</sub> e	111	108	103	109	108
Scope 2 Location- Based: Purchased Electricity	MTCO <sub>2</sub> e	787,305	774,762	719,484	649,108	700,760
Scope 2 Location- Based: Purchased Cooling	MTCO <sub>2</sub> e	2,513	2,007	1,979	1,837	1,552
Scope 2 Location- Based: On-Site Generation	MTCO <sub>2</sub> e	111	108	103	109	108
Total Scope 2 Location- Based Emissions: GHG emissions generated from the electricity that we purchase	MTCO <sub>2</sub> e	790,102	776,877	721,566	651,054	702,420
Total Scope 2 Market-Based Emissions: GHG emissions generated from the electricity that we purchase	MTCO <sub>2</sub> e	787,541	664,617	288,613	255,711	259,664

<b>Scope 3</b>						
<b>Scope 3 Upstream Emissions Breakout</b>						
<b>Scope</b>	<b>Units</b>	<b>CY2017 (Base Year)</b>	<b>CY2021</b>	<b>CY2022</b>	<b>CY2023</b>	<b>CY2024</b>
Purchased Goods and Services	MTCO <sub>2</sub> e	2,000,000	1,900,000	1,400,000	1,300,000	727,200
Capital Goods	MTCO <sub>2</sub> e	100,000	90,000	80,000	50,000	29,100
Fuel and Energy Related Activities	MTCO <sub>2</sub> e	170,000	220,000	220,000	180,000	168,700
Upstream Transportation and Distribution	MTCO <sub>2</sub> e	210,000	70,000	50,000	90,000	104,800
Employee Commuting	MTCO <sub>2</sub> e	29,000	36,000	27,000	23,000	24,200
Business Travel	MTCO <sub>2</sub> e	17,000	500	5,200	1,800	4,300
Waste Generated in Operations	MTCO <sub>2</sub> e	5,600	9,300	7,400	6,400	4,300
Upstream Leased Assets	MTCO <sub>2</sub> e	800	2,500	1,300	1,100	900
<b>Total Scope 3 Upstream</b>	<b>MTCO<sub>2</sub>e</b>	<b>2,532,400</b>	<b>2,328,300</b>	<b>1,790,900</b>	<b>1,652,300</b>	<b>1,063,500</b>
<b>Scope 3 Downstream Emissions Breakout</b>						
Use of Sold Products	MTCO <sub>2</sub> e	4,900,000	7,300,000	5,200,000	3,400,000	3,395,200
End of Life Treatment for Sold Products	MTCO <sub>2</sub> e	110,000	40,000	30,000	25,500	17,800
Downstream Transportation and Distribution	MTCO <sub>2</sub> e	19,000	6,000	4,000	7,600	9,100
Processing of Sold Products	MTCO <sub>2</sub> e	2,300	2,400	1,600	1,000	1,100
<b>Total Scope 3 Downstream</b>	<b>MTCO<sub>2</sub>e</b>	<b>5,031,300</b>	<b>7,348,400</b>	<b>5,235,600</b>	<b>3,434,100</b>	<b>3,423,200</b>
<b>Total Scope 3 Emissions: Indirect GHG emissions that occur in our value chain, including downstream emissions</b>	<b>MTCO<sub>2</sub>e</b>	<b>7,563,700</b>	<b>9,676,700</b>	<b>7,026,500</b>	<b>5,086,400</b>	<b>4,486,700</b>

Total GHG Emissions						
Total GHG emissions (market-based)	MTCO <sub>2</sub> e	8,613,337	10,696,482	8,017,835	5,622,031	5,020,478
Total GHG emissions (location-based)	MTCO <sub>2</sub> e	8,615,898	10,031,865	8,130,095	6,017,374	5,463,234

\*The HFC solvent used in our heads and media manufacturing process contributed approximately 78% of the Scope 1 emissions totals in CY2024.

Totals may not sum precisely due to rounding.

Other Air Emissions			
Emissions	Units	Emission Factor	CY2024
Production of Chlorofluorocarbons (CFC)-11 Equivalent	MT	Montreal Protocol	0
Import of CFC-11 Equivalent	MT	Montreal Protocol	0
Exports of CFC-11 Equivalent	MT	Montreal Protocol	0
Nitrogen Oxides	Milligram/Normal Cubic Meter (mg/Nm <sup>3</sup> )	N/A	165
Sulfur Oxides	mg/Nm <sup>3</sup>	N/A	221
Persistent Organic Pollutants	mg/Nm <sup>3</sup>	N/A	N/A
Volatile Organic Compounds	mg/Nm <sup>3</sup>	N/A	1106
Particulate Matter	mg/Nm <sup>3</sup>	N/A	378
Hazardous Air Pollutants (US manufacturing only)	MT	N/A	1.4

Energy						
Total Energy Consumption						
Fuel Type	Units	CY2017 (Base Year)	CY2021	CY2022	CY2023	CY2024
Grid Electricity (Non-Renewable)	MWh	1,578,555	1,418,972	667,129	599,142	604,178
Grid Electricity (Renewable Energy Attribute Certificates)	MWh	0	242,281	884,776	792,441	892,291
Total On-Site Solar Energy Generated	MWh	1,525	1,632	2,082	3,052	2,730
Purchased On-Site Solar Energy	MWh	281	280	266	260	260
Purchased Heating	MWh	6,198	0	0	0	0
Purchased Cooling	MWh	761	5,193	5,120	4,392	3,754
Natural Gas and Propane	MWh	63,463	65,508	63,678	61,675	60,860
Other Fuels	MWh	4,159	3,216	4,902	2,450	2,779

Total Energy Consumption and Intensity						
Metric	Units	CY2017 (Base Year)	CY2021	CY2022	CY2023	CY2024
Electricity Intensity	MWh/EB	5,796	2,826	3,017	3,708	3,123
Brown Energy Consumption <sup>2</sup>	MWh	1,653,417	1,493,169	741,095	667,919	604,178
Green Energy Consumption <sup>2</sup>	MWh	1,244	243,633	886,592	795,233	892,291
Total Grid Electricity Consumption	MWh	1,654,661	1,736,802	1,627,687	1,463,152	1,496,469
Total Fuel Consumption from Non-Renewable Sources						
Fuel Type	Units	CY2017 (Base Year)	CY2021	CY2022	CY2023	CY2024
Motor Gasoline	Gigajoules (GJ)	10	13	79	23	0
Diesel Fuel	GJ	0	0	0	0	0
Jet Kerosene	GJ	6,095	9,773	15,096	6,653	7,963
Distillate Fuel Oil	GJ	8,866	1,791	2,474	2,144	2,041
Propane	GJ	9,783	8,230	6,116	3,755	4,103
Natural Gas	GJ	218,684	227,601	223,123	218,275	214,992
Accumulated Electricity Converted						
Metric	Units	FY17	FY2022	FY2023	FY2024	FY2025
Energy Saved in Current Fiscal Year	Thousand MWh	28.2	21.4	33.6	44.8	17.8
Accumulated Savings Since FY14	Thousand MWh	99.0	211.0	232.0	266.0	311.0
Total Electricity Saved	Thousand MWh	127.2	232.4	265.6	310.8	328.8

<sup>2</sup>Green energy consumption refers to grid electricity purchased with associated Renewable Energy Certificates (RECs). Brown energy consumption refers to grid electricity purchased without associated RECs.

Water						
Water Withdrawals and Recycling						
Metric	Units	CY2021	CY2022	CY2023	CY2024	
Water Withdrawals	Megaliters (ML)	7,968	7,014	6,361	7,271	
Water Recycling	ML	3,557	3,708	3,415	3,223	
Withdrawals Intensity	ML Withdrawals/ EB	12.97	13.03	16.12	14.5	
Water Withdrawal by Source - All Areas						
Water Type	Units	CY2021	CY2022	CY2023	CY2024	
Third-Party Water: Municipal Water	ML	5,003	4,153	3,986	4,438	
Third-Party Water: Reclaimed Water	ML	2,965	2,861	2,375	2,833	

Other Freshwater Sources: Includes Groundwater, Seawater, and Produced Water)	ML	0	0	0	0
Other Water: >1,000 mg/L Total Dissolved Solids	ML	0	0	0	0

#### Water Withdrawal by Source - Areas with Water Stress (Risk Area Defined by WRI Aqueduct Tool)

Water Type	Units	CY2021	CY2022	CY2023	CY2024
Third-Party Water: Municipal Water	ML	840	709	2,084	2,349
Third-Party Water: Reclaimed Water	ML	0	0	0	0
Other Freshwater Sources: Includes Groundwater, Seawater, and Produced Water)	ML	0	0	0	0
Other Water: >1,000 mg/L Total Dissolved Solids	ML	0	0	0	0

#### Water Consumption by Use - All Areas

Use	Units	CY2021	CY2022	CY2023	CY2024
Cooling Tower/ Evaporative Loss	ML	2,239	2,041	2,066	2,059
Irrigation and Landscaping	ML	96	61	67	62
Other	ML	54	30	6	6

#### Water Consumption by Use - Areas with Water Stress (Risk Area Defined by WRI Aqueduct Tool)

Use	Units	CY2021	CY2022	CY2023	CY2024
Cooling Tower/ Evaporative Loss	ML	383	295	1,265	1,281
Irrigation and Landscaping	ML	30	30	26	31
Other	ML	48	24	0	0

#### Water Discharge by Destination - All Areas

Destination	Units	CY2021	CY2022	CY2023	CY2024
Third-Party Water: Municipal Treatment Plant	ML	5,049	3,353	3,829	4,532
Surface Water: Freshwater	ML	452	389	334	400

Water Discharge by Destination - All Areas					
Destination	Units	CY2021	CY2022	CY2023	CY2024
Other Freshwater: Includes Seawater and Groundwater	ML	0	0	0	0
Other Water: >1,000 mg/L Total Dissolved Solids	ML	0	0	0	0
Water Discharge by Destination - Areas with Water Stress (Risk Area Defined by WRI Aqueduct Tool)					
Destination	Units	CY2021	CY2022	CY2023	CY2024
Third-Party Water: Municipal Treatment Plant	ML	373	342	374	336
Surface Water: Freshwater	ML	0	0	334	400
Other Freshwater: Includes Seawater and Groundwater	ML	0	0	0	0
Other Water: >1,000 mg/L Total Dissolved Solids	ML	0	0	0	0
Water Discharge by Level of Treatment - All Areas					
Level of Treatment	Units	CY2021	CY2022	CY2023	CY2024
Third-Party With Primary Treatment	ML	2,368	1,365	2,028	2,704
Third-Party With Tertiary Treatment	ML	1,592	1,391	1,520	1,559
Third-Party With Metal Removal	ML	103	98	183	184
Third-Party Without Treatment	ML	986	499	98	85
Natural Environment Without Treatment <sup>3</sup>	ML	452	389	334	400
Water Discharge by Level of Treatment - Areas with Water Stress (Risk Area Defined by WRI Aqueduct Tool)					
Level of Treatment	Units	CY2021	CY2022	CY2023	CY2024
Third-Party With Primary Treatment	ML	0	0	0	0
Third-Party With Tertiary Treatment	ML	46	45	332	290
Third-Party With Metal Removal	ML	0	0	0	0
Third-Party Without Treatment	ML	327	296	42	46
Natural Environment Without Treatment <sup>3</sup>	ML	0	0	334	400

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.

<sup>3</sup>Refers to wastewater which is channeled to a pond before final discharge.

<b>Waste</b>					
<b>Total Waste Generated</b>					
<b>Waste Type</b>	<b>Units</b>	<b>FY2022</b>	<b>FY2023</b>	<b>FY2024</b>	<b>FY2025</b>
Hazardous Waste	Metric Tons (MT)	10,113	4,546	5,282	4,453
Non-Hazardous Solid Waste	MT	21,874	14,033	12,402	15,888
Total Weight of Waste Generated	MT	31,987	18,579	17,684	20,341
Total Waste per EB	MT/EB	51	42	44	34
<b>Non-Hazardous Waste Breakdown</b>					
<b>Waste Type</b>	<b>Units</b>	<b>FY2022</b>	<b>FY2023</b>	<b>FY2024</b>	<b>FY2025</b>
Plastic	MT	8,884	4,530	5,650	7,523
Paper and Cardboard	MT	4,276	2,396	1,895	2,266
Wood	MT	1,910	1,366	1,060	1,517
Trash	MT	1,954	918	768	878
Food Waste	MT	1,291	936	1,013	1,024
Metals	MT	942	346	517	712
Electronics	MT	400	350	217	541
Glass	MT	134	41	155	185
Grease and Oil	MT	10	22	4	5
Other	MT	2,073	3,129	1,122	1,239
<b>Hazardous Waste Breakdown</b>					
<b>Waste Type</b>	<b>Units</b>	<b>FY2022</b>	<b>FY2023</b>	<b>FY2024</b>	<b>FY2025</b>
Sludge	MT	6,185	2,609	3,017	2,538
Corrosives	MT	1,711	494	1,083	415
Solid Debris	MT	780	447	398	471
Electronics	MT	408	251	169	157
Coolants and Oil	MT	479	267	227	354
Solvents	MT	459	334	289	411
Clinical	MT	2	0	0	0
Other	MT	89	145	98	108

Non-Hazardous Waste Offsite Diversion					
Metric	Units	FY2022	FY2023	FY2024	FY2025
Recycling	MT	10,218	5,507	5,577	7,049
Preparation for Reuse	MT	8,472	5,003	5,054	6,945
Other Recovery Operations	MT	330	2,095	249	257
Directed to Disposal: Landfilling	MT	1,686	1,111	788	887
Directed to Disposal: Incineration for Energy Recovery	MT	190	103	455	559
Directed to Disposal: Incineration Without Energy Recovery	MT	978	211	277	191
Directed to Disposal: Other Disposal Operations	MT	0	3	2	0
Total Non Hazardous Waste Generated	MT	21,874	14,033	12,402	15,888
Hazardous Waste Offsite Disposition					
Metric	Units	FY2022	FY2023	FY2024	FY2025
Recycling	MT	1,345	738	688	880
Preparation for Reuse	MT	6,909	2,891	3,770	2,807
Other Recovery Operations	MT	0	0	0	0
Directed to Disposal: Incineration Without Energy Recovery	MT	1,462	661	584	479
Directed to Disposal: Incineration for Energy Recovery	MT	300	208	208	267
Directed to Disposal: Other Disposal Operations	MT	97	48	32	20
Directed to Disposal: Landfilling	MT	0	0	0	0
Total Hazardous Waste Generated	MT	10,113	4,546	5,282	4,453

Product Lifecycle Management	
Accounting Metric	FY2025 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. <sup>4</sup>

**Product Lifecycle Management**

Accounting Metric	FY2025 Response
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 Storage Systems (not SSD or hard drive) which make up <10% of our overall revenue as of end of FY2025.
Weight of end-of-life products and e-waste recovered, percentage recycled <sup>5</sup>	Seagate’s take-back program recovered approximately 861 metric tons of end-of-life products and 158 metric tons of e-waste.

<sup>4</sup>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.

<sup>5</sup>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 FY2025.

**Circularity Program Indicators**

Metric	FY2025 Response
Extending Product Life	~ 1.52 million hard drives and SSDs
Material Recycling: Scrap Aluminum	79,833 metric tons
Material Recycling: Scrap Magnets	6,024 metric tons
Drives Returned to Service: Hard Drives	1,511,016
Drives Returned to Service: SSDs	11,638
Drives Returned to Service: Total	1,522,654



# PEOPLE

## 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 FY2025, we employed approximately 30,000 employees across our 36 global sites.

## Human Rights and Working Conditions

Seagate's Human Rights Policy shows our dedication to respecting, upholding, and advancing the fundamental human rights of others. This policy is guided by common principles found within the Universal Declaration of Human Rights, the OECD Guidelines for Multinational Enterprises, the UN Guiding Principles on Business and Human Rights, and the RBA Code of Conduct. These standards are incorporated into our policies and procedures.

Seagate's Board of Directors oversees our commitment to sustainability and receives regular updates on sustainability and human rights. The Nominating & Corporate Governance Committee reviews our human rights commitments each year.

We 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 conduct a thorough investigation, taking timely and fair corrective actions, as necessary.

Annual assessments, in line with the human rights framework found in the RBA Code of Conduct, are conducted to identify and mitigate labor and human rights risks at our manufacturing sites. These assessments were conducted for 100% of Seagate's operations during FY2025.

Internally, our Human Rights policy is published in Chinese, English, Malay, and Thai. The policy is accessible to all employees. It is also published on our external Seagate site and endorsed by our CEO. Read our Human Rights Policy [here](#).

<b>RESPECTFUL AND INCLUSIVE WORKPLACE</b>	<b>We strive to treat everyone fairly and equitably.</b>	<p>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 focused on engaging with job applicants and employees with disabilities or those who are pregnant regarding reasonable accommodations, in compliance with applicable laws.</p>
<b>FAIR COMPENSATION</b>	<b>We believe in fair pay for all employees, reflecting our value of integrity.</b>	<p>We provide wages that meet or exceed legal minimums, practice timely payment, and clearly communicate all earned compensation to employees.</p>
<b>REASONABLE LIMITATION OF WORKING HOURS</b>	<b>We promote a positive and productive work environment.</b>	<p>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.</p>
<b>OPEN COMMUNICATION AND GRIEVANCE MECHANISMS</b>	<b>Every employee has a right to raise concerns in the workplace.</b>	<p>In addition to formal and informal complaint or grievance procedures, employees and external parties including, but not limited to, vendors, contractors, suppliers, and former employees, are able to raise concerns through our Ethics Helpline. Reports can be made confidentially and anonymously, where permitted by local law, without fear of retaliation.</p>
<b>ACCESS TO REMEDY</b>	<b>We take action.</b>	<p>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, suspending or terminating the relationship, and supporting the affected parties, as needed.</p>
<b>PROHIBITION OF CHILD LABOR</b>	<b>Our policies prohibit child labor, and we do not use child labor at any of our sites.</b>	<p>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 FY2025, and we believe our controls for age verification keep such cases at a low risk.</p>

<p><b>PROHIBITION OF FORCED LABOR</b></p>	<p><b>Our policies prohibit the use of any forced, bonded, indentured, or other compulsory labor.</b></p>	<p>Our policies 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. They will not be charged any application, recruiting, hiring, placement, or processing fees. Employment is accepted voluntarily, 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 FY2025.</p>
<p><b>FREEDOM OF ASSOCIATION</b></p>	<p><b>We respect and adhere to applicable laws concerning the right of workers to organize in labor unions and engage in collective bargaining and peaceful assembly.</b></p>	<p>We respect and adhere to applicable laws regarding workers' rights to unionize, engage in collective bargaining, and participate in peaceful assembly. Seagate will not prohibit or impede employees from lawfully exercising such rights. We strive to maintain positive relationships with unions, work councils, and employees representing our workforce. 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. Worldwide, approximately 16% of our employees are covered by CBAs as of the end of FY2025. Based on RBA VAP audits, there have been no instances of violation of freedom of association found in our operations during FY2025.</p>



## Our Culture of Inclusion

Inclusion is one of our core values and a guiding principle in how we operate at Seagate. It shapes our culture, influences our decisions, and strengthens our global community. We strive to create an environment where every individual feels respected, supported, and empowered to contribute fully. Our focus on inclusion extends beyond our workplace—it's reflected in how we engage with the world around us.

### Take Our Children to Work Day

Seagate's Take Our Children to Work Day was a global initiative designed to inspire the next generation of innovators by offering employees' children a firsthand look at the professional world through the lens of their parents and guardians. The event fostered early interest in Science, Technology, Engineering, and Math (STEM), strengthened family engagement, and reinforced Seagate's focus on community and employee well-being. Through interactive activities and site tours, the program cultivated curiosity, promoted our technology, and deepened the connection between our workforce and their families.





### Amplifying Inclusion Through Storytelling in Veteran’s Day and Pride Month Podcasts

Seagate advanced its inclusion and belonging efforts through original podcast programming that spotlighted employee voices and lived experiences. A Pride Month episode explored themes of allyship and identity, while our Veterans Day episodes honored the service and perspectives of veteran employees. These conversations reflect Seagate’s focus on fostering empathy, respect, and a culture where all employees feel seen and valued.

### Celebrating Heritage and Recognition Months

Throughout FY2025, Seagate honored a wide range of heritage and recognition months—including Black History Month, Asian American and Pacific Islander (AAPI) Heritage Month, Pride Month, Hispanic Heritage Month, Veterans Day, and International Women’s Day—through employee-led events, educational campaigns, and community engagement initiatives. These celebrations were supported by our Employee Resource Groups (ERGs), fostering inclusion, cultural awareness, and a sense of belonging across our global workforce.



### Supporting Employee Resource Groups



Seagate fosters a culture of inclusion by empowering ERGs, which offer spaces for all employees to connect at work. In FY2025, we expanded our ERG program by launching a new chapter of the Parents and Caregivers ERG across the Americas region, as well as a new chapter of the Young Professionals ERG in India. With over 4,000 global members across ten ERGs and 32 local chapters, ERGs play a vital role in fostering a workplace where every employee feels safe, respected, and valued. Participation in any ERG is open to all employees—regardless of background, identity, or role.

# Employee Attraction, Retention, and Engagement

A skilled and engaged workforce is essential to our long-term success and ability to innovate. We focus on attracting and retaining talent through thoughtful strategies that support professional growth, leadership development, and meaningful career experiences. Our approach emphasizes fair employment practices, continuous learning, and performance development, all aimed at fostering a workplace where employees are empowered to contribute.

## Equal Employment Opportunity Statement

Seagate believes in Equal Employment Opportunity (EEO) and recognizes that a talented, global workforce provides a competitive advantage. Our global EEO Policy prohibits discrimination in all employment practices based on applicable law. Seagate also supports the standards on workplace conduct set forth by the RBA.

This focus on fair and respectful employment practices is reflected in how we attract and build our workforce.

## Talent Acquisition

We invest in the future by attracting early-career talent and building a strong pipeline of skilled professionals across our global locations. We continue to recruit graduates and interns from universities, supporting both technical and non-technical functions. In FY2025, we welcomed 112 graduates and 409 interns into our workforce.

To meet evolving business needs, we also periodically engage contingent workers who provide critical support and help maintain operational continuity across our global operations.

In total, we hired 2,339 new employees in FY2025, resulting in a hire rate of 7.9%.

For more information on our workforce demographics and talent acquisition efforts, please see the [People Data Table](#).

## Performance Management, Learning, and Development

Following onboarding, we support employee performance through ongoing coaching, collaboration, and exposure to various perspectives. A core part of our people strategy is developing talent from within. Managers are equipped with tools through our Objective and Key Result (OKR) process and annual performance review cycle. These practices are embedded into daily work and complemented by development and learning programs that promote skill-building and career progression.

Each year, leaders and employees align team and individual OKRs with our corporate strategy. Quarterly check-ins and year-end reviews help assess progress and guide future development. In FY2025, all non-manufacturing specialist employees received a learning OKR designed to support strategic priorities and innovation, contributing to over 717,000 combined hours of global learning and development.

For more information on our performance and development plan reviews, please see the [People Data Table](#).

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 internal programs covering leadership, technical skills, health, safety, and the environment.

One key initiative, the Core People Skills Program (CPSP), delivered over 20,000 learning hours in FY2025. CPSP helps employees "Live Our Values" through practical on-demand training with real-world examples and tools for immediate application.

We also hosted our fifth annual Project Management Summit, themed "Adaptable Leadership: Navigating Change, Cultivating Resilience, and Delivering Impact." The summit welcomed over 630 global attendees across 14 sessions covering change management, communication, project management skills, and industry best practices. The summit is open to all employees interested in enhancing their project management capabilities.



## Leadership Development Programs

In addition to company-wide programs, managers have targeted opportunities that support leadership growth at every stage.

The New Leader Essentials Program (NLE) returned in FY2025, helping new managers build confidence and capability through three learning phases: looking within, looking outward, and bringing it all together.

Additionally, our Strategic Sponsorship experience continued to prepare future enterprise leaders by providing cross-functional knowledge, experience, and exposure needed for meaningful development.

Finally, the Foundations of Leadership program offers a four-month experience. Participants dedicate three to five hours per week to developing purposeful leadership across self, team, and strategic domains while tackling complex challenges.

## Employee Engagement and Retention

Employees are our greatest asset, and we're focused on creating a meaningful and rewarding experience through people-first programs that foster creativity, innovation, and collaboration. Engagement reflects how connected employees feel to their roles, teams, and Seagate's mission. By understanding employee sentiment, we strengthen the experience that drives retention and business performance. We actively listen to feedback to identify opportunities for continuous improvement.

In FY2025, we conducted a global Employee Experience Survey, providing managers with customized dashboards to identify engagement drivers and guide targeted action planning. To complement this effort, additional surveys and connection sessions were performed at both regional and site levels.

We also believe in recognizing the contributions of our employees. Spark, our global recognition platform, enables leaders and peers to easily celebrate achievements, service milestones, and personal life events. With more than 300,000 recognition moments shared over the past two years, Spark continues to reinforce our culture of appreciation and strengthen connections across teams.

By investing in development and fostering a supportive workplace, we reduce turnover and retain institutional knowledge. In FY2025, voluntary turnover among non-manufacturing specialist employees remained below 10%, reflecting the strength of our efforts to build a workplace where people choose to stay and grow.

For retiring employees, Seagate offers transition services such as pre-retirement planning information and resources.

## Total Rewards

Seagate's total rewards and well-being initiatives are designed to attract, motivate, and retain top talent through holistic and competitive offerings across the entire employee experience. We provide eligible employees with regionally tailored compensation and benefits packages that reflect market standards and employee needs. Our approach goes beyond pay, encompassing physical, emotional, and financial well-being to support our workforce in both their professional and personal lives.

### Compensation and Benefits

Our compensation and benefits are benchmarked against local market practices and industry norms, maintaining competitiveness across all regions where we operate.

We are focused on fair and competitive pay for all employees. Each year, we assess the strength of our compensation programs to confirm that pay ranges and targets align with industry standards. In addition, we partner with an independent third party to conduct a global review of pay practices across our workforce.

Our benefits are designed to support employees in living healthy, balanced lives. While offerings vary by geography, all regular full-time employees have access to comprehensive coverage, which may include:

- Medical, dental, and vision insurance
- Health savings account (HSA)
- Employee stock purchase plan (ESPP)
- Financial education and retirement benefits
- Disability coverage
- Paid time off
- Employee assistance programs (EAPs)
- Life insurance

## Employee Wellness

Our global Healthy Journeys wellness program empowers employees to pursue their health and wellness goals through education, resources, and community support. All employees, regardless of location, have equal access to Healthy Journeys offerings.

Our EAPs provide confidential counseling and resources on personal, emotional, family, and financial matters. We encourage all employees to utilize these services for support when needed.

In FY2025, Seagate launched the Build Habits for a Healthier Life campaign, promoting sustainable habits across physical, mental, social, and financial well-being. The campaign featured expert-led webinars, local events, and online pledges, with over 6,500 employees committing to healthier habits.

We also participate in global awareness initiatives such as World Mental Health Day and International Self-Care Day, reinforcing our focus on a culture where employees feel empowered to prioritize their well-being.





## Employee Health and Safety

Seagate's focus on the health, safety and well-being of our workers 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 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. No workers are excluded. All manufacturing sites have their health and safety management systems certified to ISO 45001. Our global health and safety standards, along with their accompanying management systems, consistently meet and often exceed 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 focus on a safe workplace supported by our values of integrity, innovation, and inclusion. To promote active collaboration, consultation, and participation in occupational health and safety, our comprehensive EHS&S policy, site-specific initiatives, and training programs engage employees and other relevant stakeholders. Involvement is fostered through various mechanisms, such as participation in site safety committees, the creation and review of EHS standard operating procedures, emergency response teams, incident investigation teams, and risk assessments, as well as tools like safety suggestion boxes. For transparent and open communication, the results of risk assessments, incident investigations, drills, and lessons learned are systematically shared with relevant stakeholders. The EHS&S policy empowers every worker to actively identify and eliminate hazards, report concerns, incidents, and near misses, and exercise the "stop work authority" and remove themselves from situations of "imminent harm" without reprisal.

In FY2025, Seagate achieved an outstanding 99% overall positivity score on EHS-related questions in the Workplace Experience Survey.



This result reflects our continued focus on creating a safe, healthy, and supportive work environment. Employees were able to anonymously share their feedback, concerns, and suggestions related to EHS, reinforcing our culture of transparency and continuous improvement. By providing a confidential platform for input, we empower our teams to actively contribute to strengthening our EHS programs and workplace experience.

Our EHS Management System robustly supports a systematic process for hazard identification and risk assessment to proactively manage occupational health and safety concerns. This includes routine and non-routine assessments conducted across all operations, specifically identifying potential hazards, including those that may pose a risk of high-consequence injury or ill-health. Once identified, risks are mitigated through the application of the hierarchy of controls. This risk assessment process is conducted by trained employees and a cross-functional group of subject matter experts who actively facilitate worker participation. We prioritize addressing potential occupational health and safety concerns proactively, including those with a risk of high-consequence injury or ill-health. Once identified, risks are mitigated through the application of the hierarchy of controls. Our strategies for reducing work-related injuries and illnesses are consistently informed and validated by over a decade of strong health and safety performance indicators. Seagate's top identified health and safety risks to injury or ill health include strike to/against and slip, trip, falls, which is a hazard profile typical of an electronics manufacturer.

All EHS incidents are thoroughly investigated by trained teams. Our investigations focus on identifying root causes and systemic issues. We develop effective corrective and preventative actions and continuously monitor and evaluate safety measures to prevent recurrence and create a safe working environment.

In FY2025, 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 the OSHA definitions for injury types and injury rates, where available.

Our organization is focused on providing comprehensive EHS training to all employees. This training helps workers to possess the necessary knowledge and skills to perform their jobs safely, thereby preventing work-related accidents, injuries, and illnesses. Training is delivered through various means, including online/digital courses, on-the-job instruction, and classroom sessions. We provide ongoing training and development opportunities, encompassing refresher courses, new employee orientation, and specialized training tailored to specific job roles, workplace hazards or legal requirements.

Seagate's Occupational Health services are designed to promote total worker health. This is achieved through integrated policies, programs and practices that provide protection from work-related safety and health hazards and actively promote injury and illness prevention 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 39,000 clinic visits in FY2025. Occupational health services include medical surveillance, emergency support, work-related case management, injury and illness visits, pre- and post-employment physicals, fitness for work, Seagate's pandemic response, and wellness program support. Workers personal health-related information is maintained confidentially by certified and licensed medical/nursing staff in our Enterprise EHS Platform's occupational health module.

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 extensive approach allows our business relationships to 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.

## Community Engagement

In FY2025, Seagate deepened its focus on social impact through over 140 community engagement activities that focused on STEM education, environmental sustainability, and support for underserved populations. Guided by our values of innovation, inclusion, and integrity, we empowered employees to lead meaningful, locally relevant initiatives creating lasting impact.

Examples of community outreach this year:

**Sky Garden Harvest:** Seagate employees in Singapore cultivated and harvested fresh vegetables from the site's rooftop Sky Garden. The produce was donated to Blossom Seeds, supporting food security for senior citizens in the local community.

**Blood Donation Drives:** Multiple Seagate sites organized blood donation drives in partnership with local hospitals and health organizations. These efforts helped address critical shortages in blood supply.

**High School Career Tours:** Many Seagate sites hosted high school students for on-site career tours, offering firsthand exposure to STEM careers and advanced manufacturing. These visits included interactive sessions with engineers and technicians, inspiring the next generation of innovators.

**Tree planting:** Employees in China participated in a large-scale tree planting initiative to promote environmental sustainability and biodiversity.



**NL Doet Day of Service:** Seagate's Amsterdam team joined the national NL Doet volunteer day, supporting local nonprofits through hands-on service projects.

**Building Homes with Habitat for Humanity:** Seagate volunteers in Minnesota partnered with Habitat for Humanity to help build affordable housing for families in need. Employees contributed labor for 11 days.

**STEM Talent Pipeline Partnership:** Seagate Thailand deepened its partnership with King Mongkut's Institute of Technology Ladkrabang (KMITL) through mentorship, site tours, and joint STEM programs. This collaboration supports workforce development and strengthens the local talent pipeline.

## People Data Table

As part of our focus on transparency and accountability in our sustainability reporting, our disclosures reference globally recognized standards, including the Sustainability Accounting Standards Board (SASB) and the Global Reporting Initiative (GRI). These frameworks guide organizations in disclosing workforce composition in a consistent and responsible manner.

Global Employees			
Total Employees by Region			
Region	Regular Employees	Temporary Employees	Total Employees
Americas	3,176	120	3,296
Asia	24,690	149	24,839
EMEA	1,698	28	1,726
Total Employees by Gender <sup>1</sup>			
Gender	Regular Employees	Temporary Employees	Total Employees
Female	17,407	114	17,521
Male	12,138	183	12,321
Gender	Full-Time	Part-Time	Total Employees <sup>2</sup>
Female	17,370	37	17,407
Male	12,079	59	12,138

Data compiled on information in the HR Management System on June 27, 2025. 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.

<sup>1</sup>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.

<sup>2</sup>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.

Workforce Demographics						
Job Category	By Gender (Global)			By Age Group (Global)		
	Female	Male	N/A <sup>4</sup>	<30	30-50	>50
Management	33.4%	66.5%	0.0%	1.8%	49.5%	48.7%
Technical Employees	25.4%	74.4%	0.0%	11.8%	63.6%	24.6%
All Other Employees	76.3%	23.6%	0.0%	22.6%	62.9%	14.5%
Job Category (U.S. Only)	Asian	Black or African American	Hispanic or Latino	White	Other <sup>3</sup>	N/A <sup>4</sup>
Management	28.8%	2.4%	3.3%	60.7%	1.0%	3.8%
Technical Employees	40.6%	3.0%	2.8%	47.8%	2.0%	3.7%
All Other Employees	33.2%	17.9%	4.9%	37.8%	2.1%	2.1%

Data is compiled in accordance with the guidance outlined in the SASB TC-HW-330a.1 and GRI 2-7 reporting standards and is based on self-reported demographics from the HR Management System as of June 27, 2025. Rounding may cause some categories to not total 100%.

<sup>3</sup>Other includes the following classifications: Native American or Alaska Native, Native Hawaiian or Pacific Islander, and Two or More Ethnicities.

<sup>4</sup>N/A = not available, not disclosed, or other gender category.

Talent Acquisition					
Global Employee Hires	2,339				
Overall Hire Rate	7.9%				
Hire Rate by Region		Hire Rate by Gender		Hire Rate by Age Group	
Region	Rate	Gender	Rate	Age Group	Rate
Americas	10.1%	Female	6.8%	<30	23.5%
Asia	6.7%	Male	9.5%	30-50	5.0%
EMEA	21.4%			>50	2.3%

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.

Performance Management <sup>5</sup>		
Participation in Regular Performance and Career Development Review by Employee Category and Gender		
Employee Category	Female	Male
Executive Management	98.01%	97.28%
Professional	98.25%	97.66%
Support	98.32%	99.42%
Learning Hours <sup>6</sup>		
Average Learning Hours by Employee Category and Gender <sup>7</sup>		
Employee Category	Female	Male
Non-Manufacturing Specialist	56.0	62.3
Manufacturing Specialist	120.0	79.7

<sup>5</sup>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.

<sup>6</sup>Learning hours for all employees employed during the FY2025 reporting period. Learning data is reported for regular employees and fixed term workers. Intern learning hours are not reported.

Employee Retention					
Total Turnover		2,405			
Total Turnover Rate		8.1%			
Voluntary Turnover Rate <sup>7</sup> by Regions		Voluntary Turnover Rate <sup>7</sup> by Gender		Voluntary Turnover Rate <sup>7</sup> by Age Group	
Region	Rate	Gender	Rate	Age	Rate
Americas	4.7%	Female	4.9%	<30	11.5%
Asia	4.5%	Male	3.8%	30-50	3.3%
EMEA	3.4%			>50	1.7%
Total Turnover Rate <sup>8</sup> by Regions		Total Turnover Rate <sup>8</sup> by Gender		Total Turnover Rate <sup>8</sup> by Age Group	
Region	Rate	Gender	Rate	Age	Rate
Americas	9.8%	Female	9.0%	<30	16.6%
Asia	8.0%	Male	6.7%	30-50	4.8%
EMEA	5.5%			>50	10.8%

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.

<sup>7</sup>Includes resignations.

<sup>8</sup>Includes resignations, retirements, and dismissals.

Parental Leave			
Global Parental Leave			
Gender	Entitled to Parental Leave	Took Parental Leave	Returned to Work
Female	17,455	311	306
Male	12,238	289	288

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 FY2025.

Health and Safety									
Global Health and Safety by the Numbers									
Metric	Units		Total		Seagate Employees Only		Contractors Under Seagate		
Number of Hours Worked	Number		64,969,139		64,961,837		7,302		
Fatalities as a Result of Work-Related Injury	Number	Rate	0	0.00	0	0.00	0	0.00	
Fatalities as a Result of Work-Related Illness	Number	Rate	0	0.00	0	0.00	0	0.00	
High Consequence Work-Related Injuries	Number	Rate	4	0.01	4	0.01	0	0.00	

Health and Safety								
Global Health and Safety by the Numbers								
Metric	Units		Total		Seagate Employees Only		Contractors Under Seagate	
	Number	Rate						
Total Recordable Work-Related Cases <sup>9</sup> (Includes Injury and Illness)	Number	Rate	67	0.21	66	0.20	1	27.39
Total Recordable Work-Related Injuries	Number	Rate	62	0.19	61	0.19	1	27.39
Total Recordable Work-Related Illness	Number	Rate	5	0.02	5	0.02	0	0.00
Days Away (Lost Workday) Case Rate (Includes Injury and Illness)	Number	Rate	43	0.13	43	0.13	0	0.00
Main Types of Work-Related Injury	N/A		Strike To/Against, Slip, Trip, Fall		Strike To/Against, Slip, Trip, Fall		Chemical Exposure, Strike To/Against	
Main Types of Work-Related Ill Health	N/A		Musculoskeletal Disorders (MSDs)		Musculoskeletal Disorders (MSDs)		None Reported	

All occupational injury and ill-health data presented in this report were compiled using internal EHS management system records. The definitions and methodologies used for data collection and calculation align with the GRI 403 Standards and relevant local regulatory guidelines. We apply consistent assumptions across all reported periods to support comparability.

No workers have been excluded except for those not within Seagate control whose hours and incidents are reported through their respective organizations.

In FY2025, incidents associated with these identified risks resulted in cases of high-consequence injury and ill health.

<sup>9</sup>Total recordable case rate (TRIR) equals total recordable incidents x 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.



# SUPPLY CHAIN

## Supply Chain Responsibility

At Seagate, supply chain due diligence is a cornerstone of our broader sustainability strategy, reflecting our global impact and the expectations of our stakeholders. We are focused on the fair treatment of individuals and the responsible use of resources across our supply chain. This goal is upheld through education, strategic oversight, and transparent communication with our supply chain partners.

Seagate maintains a zero-tolerance stance on human trafficking, forced labor, debt bondage, indentured servitude, and slavery. We are dedicated to preventing these practices throughout our supply chain and uphold the employer pays principle so that workers are not burdened with recruitment fees.

Our supply chain responsibility program is structured around five key pillars: Code, Capacity Building, Due Diligence, Remedy, and Reporting. This framework supports responsible operations and enables timely and effective responses to identified issues. The program is managed by full-time staff and supported by dedicated resources to facilitate robust implementation and oversight.

We assess the effectiveness of our supply chain management system through management reviews, internal and external audits, and performance evaluations against defined targets. We believe the management system is functioning effectively and continue to make minor adjustments as needed to maintain and improve system performance.

Seagate has adopted the RBA Code of Conduct as our supplier Code of Conduct and requires all suppliers to comply. Our program is aligned with RBA tools and processes, reinforcing our belief in the power of collective action to drive meaningful change. We also expect our suppliers to cascade the RBA Code of Conduct further upstream.

Our supply chain due diligence process is governed by an internal Corporate Standard Operating Procedure (CSOP), which outlines our approach to supplier risk assessment and compliance.

# Supplier Engagement and Collaboration

Seagate actively engages with suppliers to communicate expectations, assess alignment, and foster collaboration. This proactive approach enhances shared accountability and drives continuous improvement.

On-site service providers, including cafeteria and janitorial staff, are required to comply with Seagate's site-specific standard operating procedures. Seagate does not currently employ foreign labor through agents, and instead, we work with recruitment partners in multiple locations to source local talent.

We collaborate with suppliers on key initiatives related to RBA Code of Conduct conformance, financial sustainability, and process improvement—driving innovation and mutual value. Executive business reviews are conducted regularly to evaluate supplier performance, including discussions on RBA compliance with supplier leadership.



In FY2025, Seagate delivered training through an outsourced webinar co-sponsored by Hewlett-Packard, Hewlett Packard Enterprise, Intel, Western Digital and Seagate, reaching approximately 366 supplier participants. Topics included Involuntary Labor, Grievance Mechanisms and Remediation, GHG Scope 3, RBA Code 8.0 training, and developing effective corrective action plans for actual audit findings in these topic areas.

Our anti-slavery and human trafficking statements are publicly available on our website, in compliance with the California Transparency in Supply Chains Act, the UK Modern Slavery Act, and the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act, to demonstrate our efforts in preventing slavery and human trafficking in our business and supply chain.

Seagate continues to play an active role in the RBA. Our participation strengthens our sustainability efforts and enables collaboration with industry peers to improve global supply chain standards. We are proud to have maintained a leadership role, with our Vice President, People Operations, Workplace Services and Sustainability serving on the RBA Board in FY2025.

# Supply Chain Due Diligence and Remedy

Seagate's supplier due diligence process evaluates factors such as supplier type, spend level, and location to determine which suppliers fall within the scope of our RBA programs. We use the RBA Self-Assessment Questionnaire (SAQ) and VAP as primary 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 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 Emissions Management Tool. In FY2025, 194 suppliers either completed or updated their SAQ and released it via the RBA online system.

All new and existing suppliers within scope are screened annually. Direct material suppliers with annual spend over \$1 million, along with selected indirect suppliers, are required to undergo the RBA VAP audit process. These audits, valid for two years, help verify conformance and maintain integrity across our supply chain.

## Responsible Business Alliance FY2025 Update

In FY2025, Seagate maintained its focus on responsible sourcing and ethical labor practices through continued alignment with the RBA Code of Conduct. Key outcomes are summarized below:

- **100% of targeted suppliers engaged** in social and environmental audits annually.
- **54 initial supplier facility audits and 15 supplier facility closure audits completed<sup>1</sup>** during FY2025 through the RBA VAP.
- **194 targeted suppliers** (direct and indirect) completed the SAQ.
- **17% of audited supplier facilities** received a full score in the initial VAP audit (Platinum Level Recognition).
- **18 supplier facility closure audits conducted<sup>2</sup>** to confirm that suppliers previously found noncompliant have implemented correction measures on any violations found in the initial VAP audit.
- **88% closure rate** of non-working-hour findings.
- **79% closure rate** of working-hour findings.

<sup>1</sup>When suppliers are unable to close any findings, we work to reduce the level of severity and then track closure rates. RBA VAP audits require that targeted suppliers are audited every two years.

<sup>2</sup>Seagate tracks 'priority' and 'major' finding closure rates, in addition to SAQ and VAP completion.

Responsible Business Alliance		
Responsible Business Alliance Annual Update		
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) FY2025 = 50 b) N/A (No high-risk sites)	a) 100% b) N/A (No high-risk sites)
Tier 1 direct suppliers <sup>1</sup> (1) nonconformance rate with the RBA VAP or equivalent, and (2) associated corrective action rate for (a) priority nonconformances and (b) other nonconformances	1) Priority non-conformance = 20 Other non-conformance = 241 (Total audits = 54)	a) Priority non-conformance = 0.37 findings per audit b) Other non-conformance = 4.46 findings per audit  Priority non-conformance corrective action rate = 48%  Other non-conformance corrective action rate = 89%

<sup>1</sup>Includes suppliers from Seagate's approved vendor list.

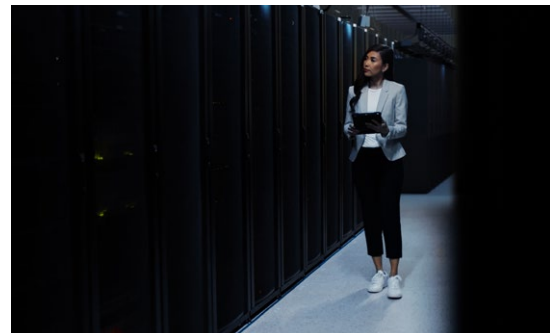
### FY2025 Top 10 Supplier Audit Findings

1. **Management System** — Control Process
2. **Labor** — Working Hours
3. **Health & Safety** — Emergency Preparedness
4. **Health & Safety** — Occupational Health and Safety
5. **Management System** — Supplier Responsibility
6. **Management System** — Communications
7. **Management System** — Risk Management
8. **Labor** — Wages and Benefits
9. **Management System** — Performance Review and Continuous Improvement
10. **Labor** — Prohibition of Forced Labor

In FY2025, Seagate continued to assess and address risks of forced labor across our global supply chain. The highest risk remains associated with the use of foreign migrant labor, particularly among suppliers in Thailand and Malaysia. As in previous years, our training and engagement efforts on forced labor prevention have focused on these regions.

Based on supplier VAP audits, we have not identified child labor or the exposure of young workers to hazardous conditions as significant concerns within our supply chain.

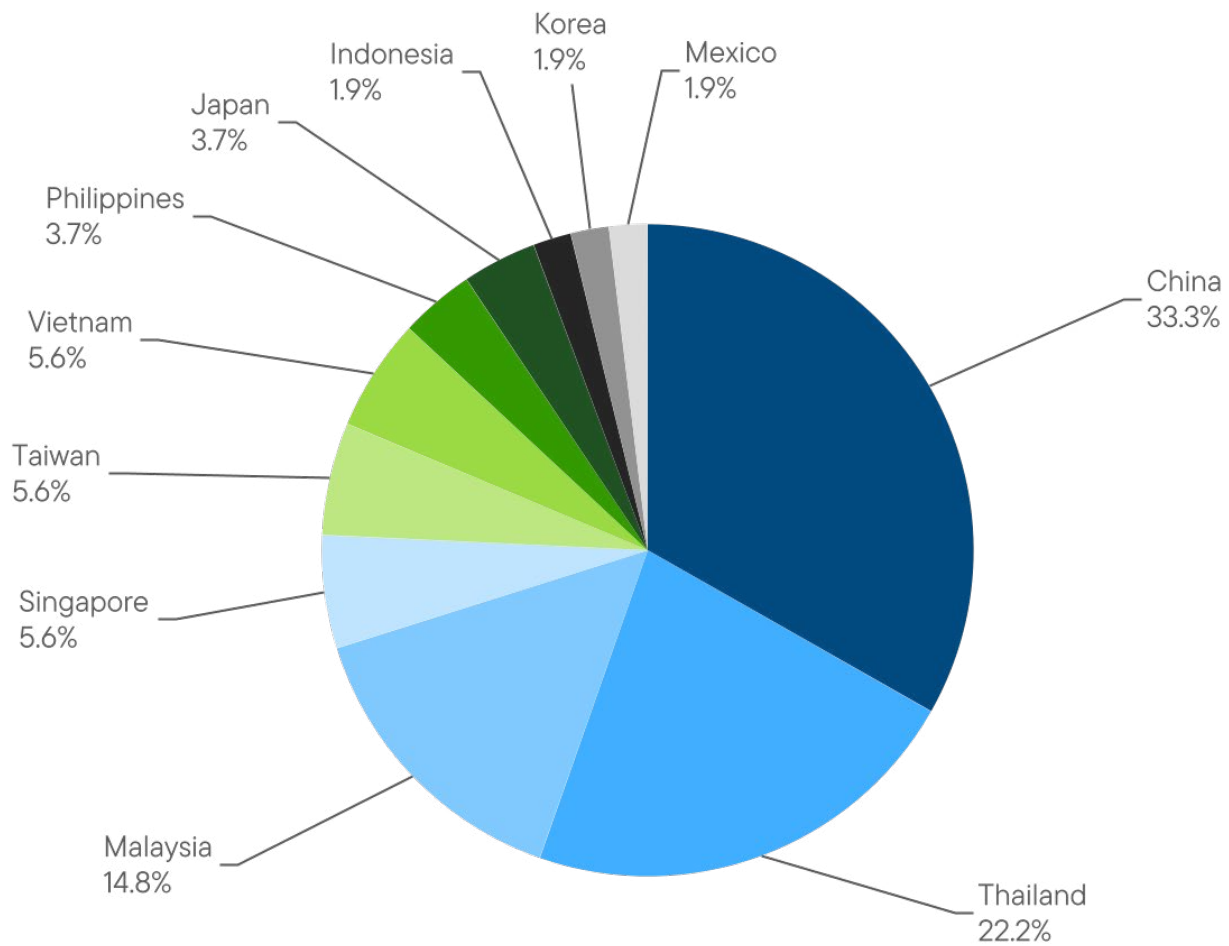
However, we remain attentive to reports from non-governmental organizations (NGOs) indicating that student workers in China may represent a potential area of concern. While our audits have not substantiated these risks, we continue to monitor the situation closely.



In FY2025, no geographies of concern were identified regarding freedom of association and collective bargaining. Most findings in this area were procedural in nature, typically involving the absence of formal policies or procedures supporting the right to peaceful assembly.

We continue to track and support remediation efforts. In FY2025, over \$394,800 was reimbursed by suppliers to 518 workers, reflecting our ongoing efforts to uphold the employer pays principle and eliminate recruitment-related debt. Seagate remains vigilant in promoting ethical hiring practices and safeguarding human rights throughout our supply chain.

**FY2025 Initial Supplier Audits by Country**



Rounding may cause total to be greater than 100%.



## Code of Conduct

Our Code of Conduct sets standards for all Seagate team members to follow in upholding our corporate values and complying with Seagate policies and applicable laws and regulations. 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, 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 reviewed promptly and investigated as needed.

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. The same category of employees and workers, along with manufacturing specialists, are required to complete a Code of Conduct certification promptly after the first day of employment.

- For the FY2025 Code of Conduct training and certification process, we achieved a 99.87% completion rate.
- Further, for the FY2025 annual Conflicts of Interest certification, we achieved a 99.52% 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.

## Compliance and Ethics

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

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

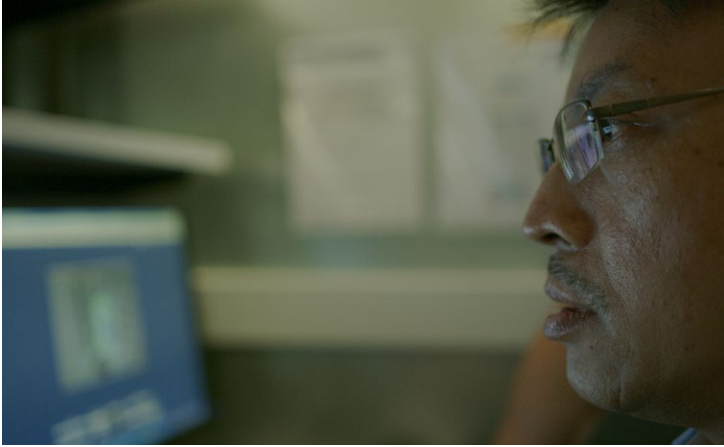
Our C&E program focuses on key risk areas, which are assessed on an ongoing basis. Our Anti-Bribery and Anti-Corruption Policy requires all Seagate Board members, officers, employees, business partners, and suppliers to follow all applicable laws and regulations, including the United States Foreign Corrupt 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 FY2025, Seagate conducted ethics risk assessments at three of our seven manufacturing sites.

## Board of Directors

Seagate's Board of Directors plays a critical role in overseeing the company's long-term strategy, risk management, and corporate governance practices. The Board is supported by three standing committees—Audit and Finance, Compensation and People, and Nominating and Corporate Governance—each with clearly defined responsibilities. For detailed information on our Board of Directors, including committee composition, director independence, executive compensation, and shareholder engagement practices, please refer to our most recent [Proxy Statement](#) available on our [Investor Relations website](#).





## Data Governance

We are focused on responsible data stewardship across our global operations and recognize the importance of protecting the personal and confidential information entrusted to us. Our privacy, data protection, and records management programs are designed to uphold regulatory compliance and foster trust. Seagate's cross-functional security governance framework provides

strategic alignment and accountability across information security, data governance, product security, and physical security. This group meets regularly to assess risks, monitor compliance, and drive continuous improvement in our security posture with oversight by the Audit and Finance Committee of our Board of Directors.

Our global data privacy program has adopted a principles-based approach, incorporating General Data Protection Regulation (GDPR) concepts, Fair Information Practice Principles (FIPPs), and emerging global standards. We recognize privacy as a fundamental right and are focused on evolving privacy regulations and leverage industry-leading privacy management software to automate core elements of our privacy compliance program for a better user experience, operational efficiency and regulatory responsiveness. Through cross-functional collaboration, we conduct privacy impact assessments to integrate privacy considerations from the outset of any new or changing initiative.

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 FY2025, 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 records are retained for specific retention periods as required by law, for business, or regulatory reasons. In line with industry best practices, the records and information management team are taking a strategic phased approach in rolling out an electronic records management program.

# 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.

Seagate employs a Product Security Assurance (PSA) framework to provide a scalable, uniform approach to product security. The PSA framework 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. This standard has requirements which assure a trusted life cycle 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 FY2025, we continued to promote our Ethics Helpline internally and externally, 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.



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 toward a supervisor, HR representative, or a compliance officer. In addition, in FY2025, our Vice President, Internal Audit and Chief Audit Executive 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 promote 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 do not mean that Seagate endorses or agrees with a particular group's policy objectives.

# SUSTAINABILITY PERFORMANCE INDICES

## UNGC Content Index

Since becoming a signatory in 2004, Seagate has recognized and applied the ten universally accepted principles of the United Nations Global Compact (UNGC), spanning human rights, labor, environment, and anti-corruption. These principles continue to guide the development of our sustainability strategies and programs.

We are dedicated to integrating, promoting, and transparently disclosing our alignment with the UNGC principles across our global operations. The table below outlines the actions and initiatives we've undertaken in FY2025 to support each of the ten principles.

UNGC Principle	The Business Should Support and/or Uphold the Following	Sustainability Goal Development	FY2025 Response
1	Support and respect the protection of internationally proclaimed human rights.	SDG 17: Partnerships for the goals	People Section, Supply Chain Section, Code of Conduct, Compliance and Ethics, and Ethics Helpline and Reporting
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	People Section, Supply Chain Section, Code of Conduct, Compliance and Ethics, Ethics Helpline and Reporting, and Seagate Human Rights Policy
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	Planet Section and Compliance and Ethics
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	Compliance and Ethics, Ethics Helpline and Reporting, and Public Policy Advocacy

# GRI Content Index

Seagate's FY2025 Sustainability Report has been prepared in reference to the 2021 Global Reporting Initiative (GRI) Universal Standards, supporting a consistent and globally recognized approach to sustainability reporting.

The FY2025 Sustainability Report references the specific GRI Standards listed in the left-hand column of this GRI Index. For more information about the GRI and its reporting standards, please visit [www.globalreporting.org](http://www.globalreporting.org).

While not all data in this report has been externally assured, Seagate engaged third-party assurance providers to review select environmental data on a limited basis.

GRI Indicator	Disclosure Description	FY2025 Response
<b>GRI 2: General Disclosures 2021</b>		
2-1	Organization Details	About This Report, About Seagate, <a href="#">Form 10-K, Proxy</a>
2-2	Entities Included in the Organization's Sustainability Reporting	About This Report, Form 10-K, Proxy
2-3	Reporting Period, Frequency and Contact Point	About This Report, About Seagate
2-4	Restatements of Information	N/A
2-5	External Assurance	About This Report
2-6	Activities, Value Chain and Business Relationships	About Seagate, Supply Chain, Throughout Report, Form 10-K  There have been no substantive changes in the company's sector, value chain, or business relationships compared to the previous reporting period.
2-7	Employees	People Data Table  There have been no significant fluctuations in the number of employees during the reporting period.
2-8	Workers Who are Not Employees	Our Employees, Our Value of Inclusion, People Data Table
2-9	Governance Structure and Composition	Proxy
2-10	Nomination and Selection of Highest Governance Body	Proxy
2-11	Chair of Highest Governance Body	Proxy  During FY25, the highest governance body chair was not a senior executive.
2-12	Role of the Highest Governance Body in Overseeing the Management of Impacts	Proxy

GRI Indicator	Disclosure Description	FY2025 Response
<b>GRI 2: General Disclosures 2021</b>		
2-13	Delegation of Responsibility for Impact Management	Proxy
2-14	Role of Highest Governance Body in Sustainability Reporting	The Seagate Sustainability Report is reviewed by leaders across the organization, including our Senior Vice President (SVP) of Investor Relations; Executive Vice President (EVP), Chief People and Places Officer; EVP, Chief Legal Officer and Corporate Secretary; CFO; and CEO. It is additionally reviewed by our Board of Directors.
2-15	Conflicts of Interest	Proxy, <a href="#">Form 10-K</a>
2-16	Communication of Critical Concerns	Ethics Helpline and Reporting  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	Proxy
2-18	Evaluation of the Performance of the Highest Governance Body	Proxy
2-19	Remuneration Policies	Proxy
2-20	Process to Determine Remuneration	Proxy
2-21	Annual Total Compensation Ratio	Proxy
2-22	Statement on Sustainable Development Strategy	Letter from Dave Mosley, CEO
2-23	Policy Commitments	Throughout Report, <a href="#">Sustainability Resources Webpage</a>
2-24	Embedding Policy Commitments	Throughout Report
2-25	Process to Remediate Negative Impacts	Ethics Helpline and Reporting, Throughout Report
2-26	Mechanisms for Seeking Advice and Raising Concerns	Ethics Helpline and Reporting
2-27	Compliance with Laws and Regulations	Product Sustainability, Materials Sourcing and Regulation, Employee Health and Safety, Compliance and Ethics, Form 10-K
2-29	Approach to Stakeholder Engagement	About Seagate, Proxy
2-30	Collective Bargaining Agreements	Human Rights and Working Conditions
<b>GRI 3: Material Topics 2021</b>		
3-1	Process to Determine Material Topics	About This Report
3-2	List of Material Topics	About This Report
3-3	Management of Material Topics	Throughout Report
<b>GRI 205: Anti-Corruption 2016</b>		
205-1	Operations Assessed for Risks Related to Corruption	Compliance and Ethics

GRI Indicator	Disclosure Description	FY2025 Response
<b>GRI 301: Materials 2016</b>		
301-1	Materials Used by Weight or Volume	Product Sustainability
301-2	Recycled Input Materials Used	Product Sustainability
301-3	Reclaimed Products and Their Packaging Materials	Product Sustainability
<b>GRI 302: Energy 2016</b>		
302-1	Energy Consumption Within the Organization	Planet Data Table, Energy, <a href="#">CDP Integrated Environmental Questionnaire</a>
302-3	Energy Intensity	Planet Data Table, Energy
302-4	Reduction of Energy Consumption	Planet Data Table, Energy, CDP Integrated Environmental Questionnaire
<b>GRI 303: Water and Effluents 2018</b>		
303-1	Interactions with Water as a Shared Resource	Water, CDP Integrated Environmental Questionnaire, <a href="#">Seagate Water Policy</a>
303-2	Management of Water Discharge Related Impacts	Water, CDP Integrated Environmental Questionnaire
303-3	Water Withdrawal	Planet Data Table, CDP Integrated Environmental Questionnaire
303-4	Water Discharge	Planet Data Table, CDP Integrated Environmental Questionnaire
303-5	Water Consumption	Planet Data Table, CDP Integrated Environmental Questionnaire
<b>GRI 305: Emissions 2016</b>		
305-1	Direct (Scope 1) GHG Emissions	Emissions, Planet Data Table
305-2	Energy Indirect (Scope 2) GHG Emissions	Emissions, Planet Data Table
305-3	Other Indirect (Scope 3) GHG Emissions	Emissions, Planet Data Table
305-4	GHG Emissions Intensity	Emissions, Planet Data Table
305-5	Reduction of GHG Emissions	Emissions, Planet Data Table
305-6	Emissions of Ozone-Depleting Substances (ODS)	Emissions, Planet Data Table
305-7	Nitrogen Oxides (NOx), Sulfur Oxides (SOx), and Other Significant Air Emissions	Emissions, Planet Data Table
<b>GRI 306: Effluents and Waste 2016</b>		
306-1	Waste Generation and Significant Waste Related Impacts	Waste
306-2	Management of Significant Waste Impact	Waste
306-3	Waste Generated	Waste, Planet Data Table
306-4	Waste Diversion	Waste, Planet Data Table
306-5	Waste Directed to Disposal	Waste, Planet Data Table

GRI Indicator	Disclosure Description	FY2025 Response
<b>GRI 401: Employment 2016</b>		
401-1	New Employee Hires and Employee Turnover	People Data Table, Our Employees, Employee Performance, Development, and Engagement
401-2	Benefits Provided to Full-Time Employees That Are Not Provided to Temporary or Part-Time Employees	About this report, Employee Benefits and Well-Being
401-3	Parental Leave	People Data Table, Employee Benefits and Well-Being
<b>GRI 403: Occupational Health and Safety 2018</b>		
403-1	Occupational Health and Safety Management System	Employee Health and Safety
403-2	Hazard Identification, Risk Assessment, and Incident Investigation	Employee Health and Safety
403-3	Occupational Health Services	Employee Health and Safety
403-4	Worker Participation, Consultation, and Communication on Occupational Health and Safety	Employee Health and Safety
403-5	Worker Training on Occupational Health and Safety	Employee Health and Safety
403-6	Promotion of Worker Health	Employee Health and Safety
403-7	Prevention and Mitigation of Occupational Health and Safety Impacts Directly Linked by Business Relationships	Employee Health and Safety
403-8	Workers Covered by Occupational Health and Safety Management System	Employee Health and Safety, People Data Table
403-9	Work-Related Injuries	Employee Health and Safety, People Data Table
403-10	Work-Related Ill Health	Employee Health and Safety, People Data Table
<b>GRI 404: Training and Education 2016</b>		
404-1	Average Training Hours Per Year Per Employee	People Data Table
404-2	Programs for Upgrading Employee Skills and Transition Assistance Programs	Employee Performance, Development, and Engagement
404-3	Percentage of Employees Receiving Regular Performance and Career Development Reviews	People Data Table
<b>GRI 407: Freedom of Association and Collective Bargaining 2016</b>		
407-1	Operations and Suppliers in Which the Right to Freedom of Association and Collective Bargaining May Be at Risk	Human Rights and Working Conditions, Supply Chain Due Diligence
<b>GRI 408: Child Labor 2016</b>		
408-1	Operations and Suppliers at Significant Risk for Incidents of Child Labor	Human Rights and Working Conditions, Supply Chain Due Diligence
<b>GRI 409: Forced and Compulsory Labor 2016</b>		
409-1	Operations and Suppliers at Significant Risk for Incidents of Forced or Compulsory Labor	Human Rights and Working Conditions, Supply Chain Due Diligence

GRI Indicator	Disclosure Description	FY2025 Response
<b>GRI 415: Public Policy 2016</b>		
415-1	Political Contributions	Public Policy Advocacy
<b>GRI 418: Customer Privacy 2016</b>		
418-1	Substantiated Complaints Concerning Breaches of Customer Privacy and Losses of Customer Data	<p><b>Confidentiality Constraints:</b> 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.</p>

# SASB Content Index

The table below outlines how Seagate's FY2025 sustainability disclosures reference the Sustainability Accounting Standards Board (SASB) Hardware Standard, as well as where this information can be found throughout the FY2025 Sustainability Report.

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	Product Security
Workforce Composition	Gender and racial/ethnic group distribution for management, technical staff, and all other employees	Quantitative	Percentage (%)	TC-HW-330a.1	People Data Table
Product Life Cycle Management	Products containing IEC 62474 declarable substances	Quantitative	Percentage (%)	TC-HW-410a.1	Planet Data Table
	Eligible products meeting requirements for EPEAT registration or equivalent	Quantitative	Percentage (%)	TC-HW-410a.2	Planet Data Table
	Eligible products meeting ENERGY STAR™ criteria	Quantitative	Percentage (%)	TC-HW-410a.3	Planet Data Table
	Weight of end-of-life products, e-waste recovered, e-waste recycled	Quantitative	Metric tons (t), Percentage (%)	TC-HW-410a.4	Planet Data Table
Supply Chain Management	Tier 1 supplier facilities audited using the RBA VAP or equivalent	Quantitative	Percentage (%)	TC-HW-430a.1	Responsible Business Alliance FY2025 Update
	Tier 1 suppliers' non-conformance rate with the RBA VAP and associated corrective actions	Quantitative	Rate	TC-HW-430a.2	Responsible Business Alliance FY2025 Update
Materials Sourcing	Management of risks associated with use of critical materials	Discussion and Analysis	N/A	TC-HW-440a.1	Responsible Sourcing of Materials
Company Information	Number of units produced by product category	Quantitative	Number	TC-HW-000.A	Form 10-K
	Area of manufacturing facilities	Quantitative	Square Feet	TC-HW-000.B	Form 10-K
	Percentage of production from owned facilities	Quantitative	Percentage (%)	TC-HW-000.C	Form 10-K

# TCFD Content Index

In FY2025, Seagate continued efforts toward reporting in alignment with the TCFD framework. Details of our progress are listed below:

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## 1

Within the company, the responsibility of managing climate-related risk and opportunities, and the incorporation of climate change into the business strategy rested with the Executive Vice President, Chief People and Places Officer, who reported directly to the Chief Executive Officer. Details of Seagate's program can be found in our [CDP Integrated Environmental Questionnaire](#).

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## 2

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

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## 3

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

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# Acronym Index

<b>3TG</b>	("Conflict Minerals") Tungsten, Tin, Tantalum, and Gold	<b>EPEAT</b>	Electronic Product Environmental Assessment Tool
<b>AAPI</b>	Asian American and Pacific Islander	<b>ERG</b>	Employee Resource Group
<b>AFC</b>	Audit and Finance Committee	<b>ERM</b>	Enterprise Risk Management
<b>AI</b>	Artificial Intelligence	<b>ESG</b>	Environmental, Social, and Governance
<b>AIB</b>	Association of Issuing Bodies	<b>ESPP</b>	Employee Stock Purchase Plan
<b>APAC</b>	Asia Pacific	<b>FIPPS</b>	Fair Information Practice Principles
<b>BOD</b>	Biological Oxygen Demand	<b>FMD</b>	Full Material Disclosure
<b>C&amp;E</b>	Compliance and Ethics Program	<b>FY</b>	Fiscal Year
<b>CAHRAs</b>	Conflict-Affected and High-Risk Areas	<b>GDPR</b>	General Data Protection Regulation
<b>CAPC</b>	Compensation and People Committee	<b>GEA</b>	Global Electronics Association
<b>CAS</b>	Chemical Abstract Service	<b>GHG</b>	Greenhouse Gas
<b>CBA</b>	Collective Bargaining Agreement	<b>GJ</b>	Gigajoule
<b>CDI</b>	Circular Drive Initiative	<b>GRI</b>	Global Reporting Initiative
<b>CDP</b>	Carbon Disclosure Project	<b>GWP</b>	Global Warming Potential
<b>CEPN</b>	Clean Electronics Production Network	<b>HAMR</b>	Heat-Assisted Magnetic Recording
<b>CFC</b>	Chlorofluorocarbons	<b>HAP</b>	Hazardous Air Pollutants
<b>CMRT</b>	Conflict Minerals Reporting Templates	<b>HFC</b>	Hydrofluorocarbon
<b>CO<sub>2</sub></b>	Carbon Dioxide	<b>HR</b>	Human Resources
<b>CO<sub>2</sub>e</b>	Carbon Dioxide Equivalent	<b>HSA</b>	Health Savings Account
<b>COD</b>	Chemical Oxygen Demand	<b>IEA</b>	International Energy Agency
<b>CPSP</b>	Core People Skills Program	<b>IEC</b>	International Electronics Commission
<b>CSOP</b>	Corporate Standard Operating Procedures	<b>ILO</b>	International Labour Organization
<b>CY</b>	Calendar Year	<b>IPCC</b>	Intergovernmental Panel on Climate Change
<b>DEFRA</b>	Department for Environment, Food, & Rural Affairs	<b>IREC</b>	Interstate Renewable Energy Council
<b>DVR</b>	Digital Video Recorder	<b>ISAE</b>	International Standard on Assurance Engagements
<b>EAP</b>	Employee Assistance Program	<b>ISE</b>	Instant Secure Erase
<b>EB</b>	Exabyte	<b>ISO</b>	International Organization for Standardization
<b>EC</b>	European Commission	<b>KMITL</b>	King Mongkut's Institute of Technology Ladkrabang
<b>ECHA</b>	European Chemical Agency	<b>KPI</b>	Key Performance Indicators
<b>EEIO</b>	Environmentally-Extended Input-Output Analysis	<b>LCA</b>	Life Cycle Assessment
<b>EEO</b>	Equal Employment Opportunity	<b>MBM</b>	Metered Baseline Method
<b>eGRID</b>	Emissions & Generation Resource Integrated Database	<b>mg</b>	Milligram
<b>EHS</b>	Environmental, Health, and Safety	<b>ML</b>	Megaliter
<b>EHS&amp;S</b>	Environmental, Health, Safety, and Sustainability	<b>MT</b>	Metric Ton
<b>EMEA</b>	Europe, Middle East, Africa	<b>MWh</b>	Megawatt Hour
<b>EMS</b>	Environmental Management System	<b>NAS</b>	Network-Attached Storage
<b>EnMS</b>	Energy Management System	<b>NCGC</b>	Nominating and Corporate Governance Committee
<b>EPA</b>	Environmental Protection Agency		

<b>NGO</b>	Non-Governmental Organization	<b>SAS</b>	Serial Attached SCSI
<b>NLE</b>	New Leader Essentials Program	<b>SASB</b>	Sustainability Accounting Standards Board
<b>NO<sub>x</sub></b>	Nitrogen Oxide	<b>SATA</b>	Serial ATA
<b>Nm<sub>3</sub></b>	Normal Cubic Meter	<b>SBT</b>	Science Based Targets
<b>NVMe</b>	Non-Volatile Memory Express	<b>SBTi</b>	Science Based Targets Initiative
<b>ODP</b>	Ozone Depletion Potential	<b>SEC</b>	Securities and Exchange Commission
<b>ODS</b>	Ozone-Depleting Substances	<b>SO<sub>x</sub></b>	Sulfur Oxides
<b>OEM</b>	Original Equipment Manufacturer	<b>SSD</b>	Solid State Drive
<b>OKR</b>	Objectives and Key Results	<b>STEM</b>	Science, Technology, Engineering, Math
<b>OECD</b>	Organization for Economic Cooperation and Development	<b>SVHC</b>	Substances of Very High Concern
<b>OSHA</b>	Occupational Safety & Health Administration	<b>SVP</b>	Senior Vice President
<b>PBT</b>	Persistent, Bioaccumulative, and Toxic	<b>TB</b>	Terabyte
<b>PFAS</b>	Per- and Polyfluoroalkyl Substances	<b>TCFD</b>	Task Force on Climate-Related Disclosures
<b>PLC</b>	Public Limited Company	<b>tCO<sub>2e</sub></b>	Tons of Carbon Dioxide Equivalent
<b>PM</b>	Particulate Matter	<b>TRIR</b>	Total Recordable Case Rate
<b>PSA</b>	Product Security Assurance	<b>TSCA</b>	Toxic Substances Control Act
<b>PV</b>	Photovoltaic	<b>TSDF</b>	Treatment, Storage, and Disposal Facility
<b>R&amp;D</b>	Research and Development	<b>UK</b>	United Kingdom
<b>RBA</b>	Responsible Business Alliance	<b>UN</b>	United Nations
<b>REACH</b>	Registration, Evaluation, Authorization and Restriction of Chemicals	<b>UNGC</b>	United Nations Global Compact
<b>REC</b>	Renewable Energy Certificates	<b>U.S.</b>	United States (of America)
<b>REGO</b>	Renewable Energy Guarantee of Origin	<b>VAP</b>	Validated Audit Program
<b>RMAP</b>	Responsible Minerals Assurance Process	<b>VIA</b>	Video and Image Applications
<b>RMI</b>	Responsible Minerals Initiative	<b>VOC</b>	Volatile Organic Compound
<b>RoHS</b>	Restriction of Hazardous Substances	<b>WARM</b>	Waste Reduction Model
<b>SaaS</b>	Storage as a Service	<b>WBCSD</b>	World Business Council for Sustainable Development
<b>SAQ</b>	Self-Assessment Questionnaire	<b>WEEE</b>	Waste Electrical and Electronic Equipment
		<b>WRI</b>	World Resources Institute

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