



# ADVANCING A MORE

Fiscal Year 2021 Environmental, Social and Governance Summary



# SUSTAINABLE DATASPHERE



## Message from Dave Mosley, CEO

“

At Seagate, we understand our responsibility to lead by example in our industry. Acting on our values of Integrity, Innovation, and Inclusion, we strive to advance solutions that address critical social and environmental priorities for the benefit of People and Planet. We commit to being a global citizenship leader, advocating for human rights and the environment within our industry.

At Seagate, I am proud of what we've accomplished in advancing a more Sustainable Datasphere and look forward to sharing our ongoing progress.



*D. Mosley*

## Seagate's Environmental Moonshot Goals



**100% Renewable Energy**  
by 2030

**Carbon Neutrality**  
by 2040

Seagate has established environmental long-range Moonshot Goals in support of our commitment to a sustainable datasphere and protecting the environment.

On Earth Day 2022, Seagate publicly pledged to power its global footprint with 100% renewable energy by 2030, and to achieve carbon neutrality by 2040. These goals build on Seagate's current Science Based Targets.

We will plan to publish our progress toward the Moonshot Goals each year in [Seagate's Global Citizenship Annual Report](#).

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This report provides highlights, insight, and context for Seagate's FY2021.

References to "Seagate," "we," "us," "our," and the "Company" within this report refer to Seagate Technology Holdings plc and its subsidiaries. References to "\$" are to United States (U.S.) dollars.

**Cautionary Note Regarding Forward-Looking Statements:** This report contains forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995. These 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 our goals, expectations and strategy, statements and expectations about our environmental, social and governance priorities and goals, and statements about our efforts relating to our customers, suppliers and industry. Forward-looking statements are subject to various uncertainties and risks that could cause our actual results to differ materially. 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 Annual Report on Form 10-K for the year ended July 2, 2021, and in the Company's other filings with the United States Securities and Exchange Commission (SEC). Forward-looking statements speak only as of the date they were made and the Company undertakes no obligation to update or revise any forward-looking statements. In this report, the use of the term "materiality" and other similar terms refers to topics that reflect our priority ESG issues. Seagate is not using such terms as they are used under the securities or other laws of the United States or any other jurisdiction or as these terms are used in the context of financial statements and financial reporting.



# Advancing a More Sustainable Datasphere



We first published our Environmental Footprint Reduction targets in 1999. Since then, we have maintained and expanded our public disclosures on environmental impacts each year. But beyond transparency of our track record, Seagate's value of Integrity requires us to take meaningful and measurable action today on climate change. Seagate, along with industry peers and global stakeholders, must address the harm caused by materials depletion, power and water overuse, and waste.

That is why Seagate has taken the first step by boldly and publicly pledging to reduce greenhouse gas emissions and marshalled expert resources toward this effort. We invite our customers and stakeholders to partner with Seagate to advance our common causes and collective efforts – and make an exponentially larger difference to the planet. Only this way will the industry achieve global goals of truly sustainable digital storage.



**Joan Motsinger**  
Senior Vice President,  
Business Sustainability  
and Transformation

## Priorities for Material Impact

Seagate continues our decades-long tradition of sharing our environmental, social and governance (ESG) priorities, goals, and year-over-year accomplishments. However, we do not limit our definition of success to our efforts alone; we recognize Seagate can affect change at-scale and on a global level by being closely engaged with industry peers, supply chain partners, governments around the world, and civil society. We believe we will make an exponential impact by working collectively toward common goals with these and other entities.

By conducting a regular Materiality Assessment, Seagate relies on key internal and external stakeholders' input to help prioritize our environmental, social, and governance efforts.





## Our Planet

Seagate is headquartered in Ireland, with 53 global sites. Our seven manufacturing sites are located in China, Malaysia, Singapore, Thailand, the United Kingdom, and the United States. Our six R&D sites are located in India, Malaysia, Singapore, and the United States.



Footnote: Location map as of July 02, 2021

## Energy Conservation

Energy conservation continues to be a priority area of focus for Seagate. We align with ISO standards as we implement and improve energy management systems. We maintain conservation goals, are annually accountable, and have set targets for the future.

**23K MWh**

of electricity saved through energy conservation and efficiency initiatives in FY2021 – exceeding our conservation goal of 10,000 MWh for the year

**210K MWh**

of electricity saved since FY2014, the start of our energy conservation program

**21% ↓**

reduction in Total Scope 1 and 2 market-based emissions intensity from CY2019 to CY2020

## Waste Management

We have established programs to properly track, manage, and report all waste types across our global footprint; these programs assist us with categorizing different waste streams, ensuring the proper disposition in accordance with regulatory requirements. Our waste reduction initiatives strive to reduce environmental impact while generating the most benefit, where we first prevent waste from being produced, and then move to recycling or reusing waste where possible.

**17% ↓**

decrease in hazardous waste generated per exabyte (EB) in FY2021

**87%**

non-hazardous waste diverted from landfills in FY2021

**108**

direct and packaging suppliers completed the Responsible Business Alliance (RBA) environmental survey in FY2021

## Water Management

Responsible management of water, a critical natural resource, is important to preserve and protect our global ecosystems. Our manufacturing processes use freshwater sourced from local watersheds shared with the local community. Freshwater is primarily used in direct operations and in our product value chain as cleaning agents at production sites, and to provide adequate cooling to sites and critical equipment.

**9% ↑**

increase in water recycling in CY2020

**6% ↓**

decrease in water withdrawal in CY2020

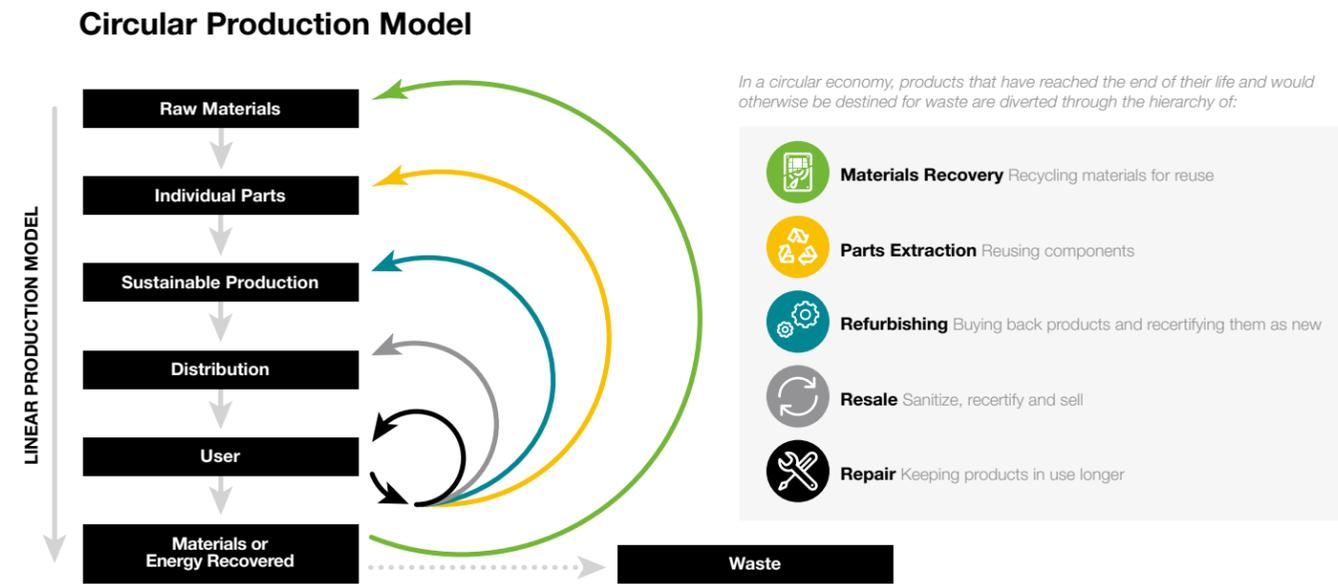
**29% ↓**

decrease in water intensity (megaliter per EB) in CY2020

Footnote: Please see Seagate's [FY2021 Global Citizenship Annual Report](#) for expanded information on our environmental performance and progress, as well as our content indexes for the following industry standards: United Nations Global Compact (UNGC), Global Reporting Initiative (GRI), Sustainability Accounting Standards Board (SASB), and Task Force on Climate-Related Disclosures (TCFD).

### Material Use and Circularity

There is increased demand for the circular economy as most industrialized countries recognize that linear (or “take-make-waste”) economies are unsustainable for both their businesses and our global wellbeing. Seagate is committed to pioneering innovation in circularity, both internally and with our external stakeholders and peers.



### Looking Forward

In FY2022, Seagate intends to reduce Scope 2 direct and indirect emissions and our resulting carbon footprint by more than 50% as 4 of 7 of our manufacturing sites transition to 100 percent renewable energy.

Seagate will continue to implement waste minimization projects at our sites, with a goal to keep hazardous waste generation totals below 10,900 U.S. tons and decrease our hazardous waste per EB. We will also advance our plans to reduce our water use and increase the amount of water we recycle.

## CIRCULARITY PILOT

In FY2020, Seagate and Google collaborated on a circular component pilot in which the Voice Coil Magnet Assemblies (VCMAs) were successfully recovered from several thousand end-of-use hard disk drives (HDDs) and reused in closed-loop manufacturing of new HDDs.

In FY2021, an LCA analysis was conducted on an enhanced version of the process for recovery and closed-loop reuse of VCMAs. The LCA analysis confirmed an **86 percent reduction in GHG emissions per VCMA set** in the new drives as compared to the manufacture of a VCMA set from the linear extraction-manufacture process.



## CASE STUDY

### The Strategic Partnership with Dell Technologies Continues in FY2021

We successfully completed the closed-loop aluminum recycling pilot program begun with Dell Technologies in FY2020. In the pilot, the HDD scrap motor base assemblies and aluminum discs from end-of-life drives were channeled to our base plate aluminum smelter for recycling. This pilot has since been adopted as an ongoing process and has produced 24.7k new BarraCuda 3.5 2TB V11X drives from the recycled material, resulting in 39.4 metric tons of aluminum scrap recycled.

We continue our partnership on rare earth magnet recovery as well, **with 1.1 metric tons of rare earth materials recovered**, a step forward in reducing environmental impact.



## Our People

**Our diverse, global workforce enables Seagate's continued success as a data storage leader. We strive to cultivate a thriving culture among Seagate employees and the communities in which we operate.**

Our value of Inclusion underpins policies and practices that are designed to support a safe and respectful workplace by addressing the following: diversity, equity, and inclusion; professional development; employee engagement; and employee health, safety, and well-being. In addition, Seagate strives to maintain an ethical workplace, uphold human rights, and adheres to all international standards. These practices allow all employees to engage and share in Seagate's success.

**99%**

of non-operator employees completed their goal-setting and year-end review processes, and created development plans in FY2021

**196K**

hours of training completed in FY2021 by our employees

**100%**

score from the Human Rights Campaign's Corporate Equality Index in FY2021 – for the third year in a row

**\$122M**

in FY2021 to supplier diversity spend (United States only)

**0**

No cases of child labor<sup>2</sup> and no cases of forced labor<sup>3</sup> were found in our operations in the FY2021 Responsible Business Alliance Validated Audit

**89%**

of eligible employees registered on the Career Discovery platform in FY2021, supporting internal mobility, employee engagement, and retention which reduces the time required to hire and onboard new employees.

**160**

different engagements and partnerships conducted in local communities in FY2021<sup>1</sup>

**2,300+**

global members representing 9 Employee Resource Groups and over 25 local chapters in FY2021

<sup>1</sup> A decrease from previous years as some programs were suspended due to COVID-19.  
<sup>2</sup> We have established age 18 as a standard minimum age for employment at all sites, which complies with or exceeds local legal requirements.  
<sup>3</sup> Our controls are designed to keep such cases at a low risk.

Footnote: Please see Seagate's [FY2021 Global Citizenship Annual Report](#) for expanded information on our social performance and progress, as well as our content indexes for the following industry standards: UNGC, GRI, SASB, and TCFD.

## Employee Engagement Scores

Our employees' voices are what energizes our company to move forward. Seagate's annual Employee Experience Survey gives us insight into how employees feel about their experiences and interactions at Seagate.

Results provide Seagate leaders an opportunity to learn what we are doing well and to build actions to address areas for improvement. Seagate is particularly proud of our results in support of our value of Inclusion.

**35K+**

shared how they feel about their experiences and interactions at Seagate

**94%**

indicated they feel a sense of belonging at Seagate and feel valued as a person

### Global Workforce

The talent of our people makes us a leader in the industry. Seagate employs more than 40,000 colleagues in more than 27 countries around the world. With this large, global workforce, we leverage diversity of talent and diversity of thought each day, helping to create a more sustainable business. The success of Seagate depends on our ability to continue attracting, developing, retaining, and engaging a talented workforce.

### Total Employees by Gender\*

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

GENDER	Regular Employees	Temporary Employees	Total Employees
Female	58.50%	0.27%	58.70%
Male	40.70%	0.50%	41.20%

\* Data compiled on information that is in the Human Resources Management System on the last day of the reporting period. Regular employees include full- and part-time employees. Temporary employees include interns and employees with fixed-term contracts. Time type is defined by applicable legislation where employees are located.

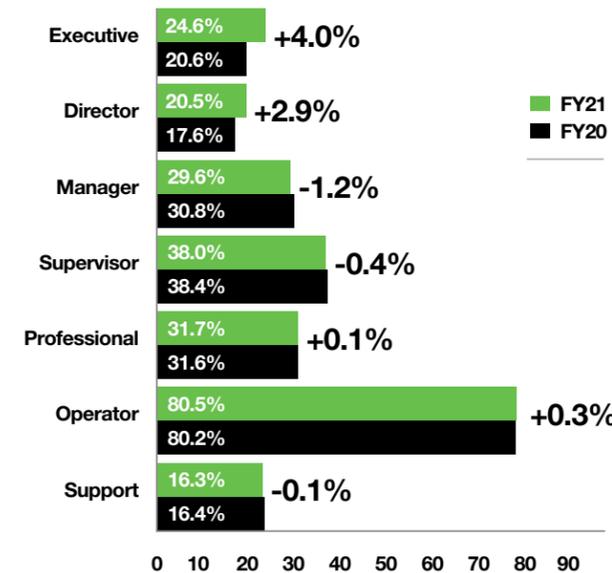
### Recruiting/Hiring

FY2021 Global Employee Hires: 5,819 (Overall hire rate 14.5%)

HIRE RATE BY REGION		HIRE RATE BY GENDER		HIRE RATE BY AGE GROUP	
Americas	14.20%	Females	14.50%	<30	40.10%
Asia	14.60%	Males	14.50%	30-50	31.90%
EMEA	12.90%			>50	2.00%

Data reflects self-reported information from employee hires captured in our Human Resources Management System during the reporting period and excludes agency temporary employees. Hire rate is calculated as the number of hires divided by employee headcount.

### Job Levels – Women at Seagate



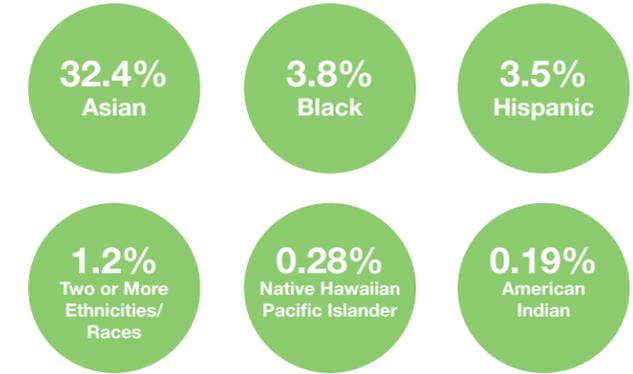
Proud to be named one of the best companies for LGBTQ equality by the Human Rights Campaign for the third year in a row.



Named one of the best tech companies for women by FairyGodBoss for the third year in a row.

### U.S. Minority Representation

Seagate is committed to increasing minority representation within our U.S. workforce. As we look ahead, we will continue to focus on attracting, retaining, and developing underrepresented talent, especially at the leadership level.



Effective 07/02/2021. Employee type: regular, intern, and fixed term.

### Employee Resource Groups - Supporting Inclusion and Driving Conversations that Matter

Seagate recognizes that Employee Resource Groups (ERGs) play a major role in advancing an inclusive culture, where all employees feel respected and valued for their unique contributions. From professional development to leadership skills, ERGs provide a number of benefits to employees.





## Sustainable Accounting Standards Board (SASB) Data Disclosures

JOB CATEGORY*	BY GENDER		BY AGE GROUP			MINORITY/NONMINORITY	
	Female	Male	<30	30-50	>50	Minority (US Only)	Nonminority (US Only)
Board**	20.0%	80.0%	-	10.0%	90.0%	20.0%	80.0%
Management	26.5%	73.4%	0.1%	53.5%	46.4%	29.5%	66.2%
Technical employees	19.1%	80.9%	13.1%	66.8%	20.1%	42.4%	53.5%
All other employees	77.3%	22.6%	24.9%	63.2%	11.9%	46.1%	49.1%

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

\*\*Non-employee board members.

JOB CATEGORY	Asian	Black or African American	Hispanic or Latino	White	Other*	Not Available or Not Disclosed
Management	24.6%	1.7%	2.4%	66.2%	0.8%	4.3%
Technical employees	35.6%	1.7%	3.1%	53.5%	2.0%	4.1%
All other employees	30.3%	9.0%	5.0%	49.1%	1.8%	4.8%

\*Native American or Alaska Native, Native Hawaiian or Pacific Islander, and Two or More Races.

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

## Health and Safety

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

GLOBAL HEALTH AND SAFETY BY THE NUMBERS IN FY2021	AMOUNT
Work-related fatalities	0
Recordable case rate <sup>1</sup>	0.23
Days-away case rate <sup>2</sup>	0.12
Health and Safety regulatory visits hosted	67
Notice of violation findings	None
Fines levied	None
Health and Safety eLearning courses held and completed with "satisfied" completion status <sup>3</sup>	91,517
Meals served globally per month (average) <sup>4</sup>	587,680
Foodborne illnesses reported	0
Miles that Seagate bused employees	5,777,601 miles
Vehicle incidents per million miles traveled <sup>5</sup>	1.7

<sup>1</sup> Total Recordable Case Rate (TRIF) Total Recordable Incidents x 200,000 / Total Hours Worked

<sup>2</sup> Lost Workday Rate (DART-L) Total Lost Workday Incidents x 200,000 / Total Hours Worked

<sup>3</sup> Examples of EHS eLearning courses include: Office Production and Remote Ergonomics, Laser Safety, Confined Space Awareness and Permit Required, Electrical Safety Awareness, Lockout Tagout, Chemical Handling, and General EHS Awareness. These courses are offered to employees and contractors on an as needed basis. Contractors are required to take several Seagate trainings as well, such as our Contractor Safety training.

<sup>4</sup> Seagate has a formal food safety program at all of our sites; this number was significantly impacted by COVID-19 and site café closures

<sup>5</sup> All incidents are investigated and actions are taken to prevent recurrence. This includes both Seagate contributed and third party contributed accidents.

## Looking Forward

In FY2022, Seagate will continue to execute our people strategy as we prepare for a year of intense movement and development. We will continue to focus on growing our talent and looking at ways to identify skill gaps and offer programs to develop and upskill our employees. We intend to strengthen our commitments to support gender and minority representation, especially in leadership positions. We will also actively engage with community partners to build stronger, more diverse pipelines for minority talent, and to that end, will launch inclusive management training aimed at helping our leaders better understand how to lead inclusively.

Seagate will continue to operationalize and promote our global health and wellbeing programs with both agility and sustainability through and beyond the pandemic. Our Environmental Health and Safety, and Occupational Health strategy will focus on evolving and expanding our EHS efforts beyond traditional occupational safety.

# Our Governance

Our Corporate Governance standards and practices ensure Seagate's longevity as a company. We are committed to being responsible to our stakeholders while upholding the highest ethical practices. The following reflects our ongoing commitments to transparency and accountability regarding **privacy, security, brand ethics, and compliance**.

### Promoted the Seagate Ethics Helpline

to employees and business partners for raising ethics concerns.

### Ensured Data Privacy Compliance

with new and evolving data privacy laws, as identified through internal assessments.

### Determined there were no significant risks of corruption or non-compliance

in FY2021 through ethics risk assessments at our seven manufacturing sites, which comprise more than 86.6% of our global workforce.

### Delivered Code of Conduct training

to 100% of non-operator employees in FY2021, with a 99.2% completion rate.

### Initiated a new compliance and ethics training program

in FY2021 to engage and educate our business partners.

### Established the Global Compliance and Ethics Council (GCEC)

in FY2021 to align Seagate business functions with Seagate's corporate Compliance and Ethics Program strategy, policies, and procedures.

Seagate continues our partnership with industry organizations including the Responsible Business Alliance, Clean Electronics Production Network, the Responsible Minerals Initiative, IPC International Inc., and the International Electrotechnical Commission. These engagements enable Seagate to work in the industry collective to advance sustainability at a global scale.

Footnote: Please see Seagate's [FY2021 Global Citizenship Annual Report](#) for expanded information on our governance performance and progress, as well as our content indexes for the following industry standards: UNGC, GRI, SASB, and TCFD.



## Corporate Governance

Seagate is governed by our Board of Directors (the Board). Our Corporate Governance Guidelines provide a framework for the Board to exercise its responsibilities to Seagate stakeholders. These guidelines demonstrate that the Board has the necessary authority and practices in place to review and evaluate Seagate's business operations and make decisions independently of company management.

## Data Privacy and Data Protection

We are committed to protecting all data within Seagate, including personal and confidential information of our employees, business partners and customers. We also comply with applicable data protection and privacy laws globally, including the European Union General Data Protection Regulation, Singapore Personal Data Protection Act, and the California Consumer Privacy Act.

## Looking Forward

In FY2022, Seagate's Compliance and Ethics Program will continue to grow, advancing into or expanding in areas such as sustainability, human rights, and diversity, equity, and inclusion. Guided by our value of Integrity, we continue to remain agile as we extend the reach and effectiveness of our C&E Program with innovative technologies and new initiatives. This will enhance our engagement with Seagate's employees and business partners. We will continue to act on our value of Integrity as a key part of our operating foundation.

# Our Supply Chain

Seagate is a global company with diverse operations; agility is key in meeting customer and market demands. Our supply chain is an extension of our footprint and stakeholders hold us responsible for the environmental and human rights performance and actions of our suppliers.

**108**

**direct and packaging suppliers** completed the RBA environmental survey

71 percent have GHG reduction targets, 74 percent have water reduction goals

**169**

**targeted suppliers (direct and indirect)** completed the SAQ

**71**

**full supplier audits completed<sup>1</sup>** during FY2021 through the RBA VAP

44 were completed in FY2020, for a total of 115 active supplier audits

**Platinum Level Recognition**

**12.67%**

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

**30%**

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

**20**

**supplier closure audits conducted<sup>2</sup>** to ensure suppliers previously found non-compliant have implemented correction measures on any violations found in the initial VAP audit

**75.09%**

**Closure rate** of nonworking-hour findings

**62.63%**

**Closure rate<sup>3</sup>** of working-hour findings

<sup>1</sup> 12 audits postponed due to COVID-19.  
<sup>2</sup> When suppliers are unable to close any findings, we work to reduce the level of severity, and then track closure rates.  
<sup>3</sup> Seagate tracks "priority" and "major" finding closure rates in addition to SAQ and VAP completion.

## Top 10 Supplier VAP Audit Findings

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

SASB TC-HW 430	Quantitative	Percentage / Rate
Percentage of Tier 1 supplier facilities audited in the RBA Validated Audit Process (VAP) or equivalent, by (a) all facilities and (b) high-risk facilities	a) FY2021 64/76 *12 audits postponed due to COVID b) N/A (No high-risk facilities)	a) 84% b) N/A (No high-risk facilities)
Tier 1 suppliers' (1) non-conformance rate with the RBA Validated Audit Process (VAP) or equivalent, and (2) associated corrective action rate for (a) priority non-conformances and (b) other non-conformances	1) Priority non-conformance = 22 Other non-conformance= 389  (Total audits = 64)	a) Priority non-conformance = 0.34 findings per audit b) Other non-conformance = 6 findings per audit  Priority non-conformance corrective action rate = (22-12)/22 (45%)  Other non-conformance corrective action rate = (389-52)/389 (86%)

Seagate also conducted environmental compliance screenings of 41 Chinese supplier sites via the Institute of Public and Environmental Affairs (IPE) database. Two of these 41 suppliers (<5%) were found on the database for issues pertaining to effluent/wastewater quality. We are working with the two suppliers to address the non-compliance.

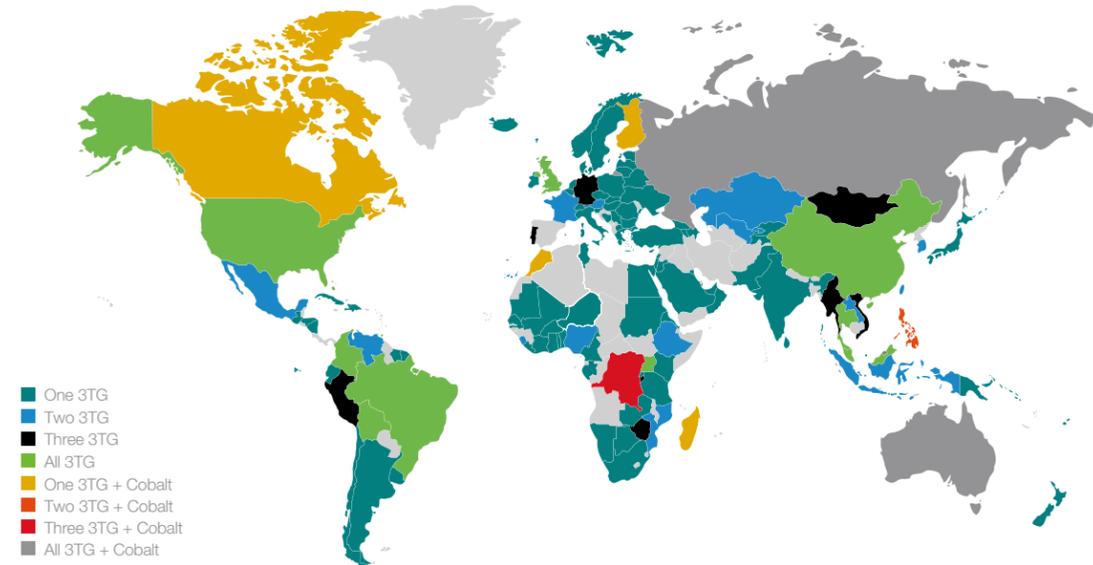
Seagate tracks "priority" and "major" finding closure rates in addition to SAQ and VAP completion. At the end of FY2021, the closure rate of nonworking-hour findings was 75 percent; the closure rate of working-hour findings was 63 percent.



### Responsible Sourcing of Minerals

The challenge remains in electronics industries of ensuring that conflict-free minerals are sourced in ways verified to be free from human rights abuses. Seagate remains committed and vigilant against human rights violations through our supply chain, and we continue our goal of maintaining a conflict-free status across our product portfolio. This effort begins with [Seagate's Responsible Sourcing of Minerals Policy](#), which covers all direct components that source into our product portfolio.

#### The Sources of 3TG and Cobalt in Our Products



### Looking Forward

In FY2022, Seagate will continue working with our suppliers to minimize risk of forced labor. We will also begin to engage with key suppliers to better understand their carbon footprint and identify opportunities for emissions reduction. Seagate will continue to confirm, including using questionnaires and audits, suppliers' compliance with the RBA Code of Conduct, responsible sourcing of materials, and adherence to any laws in the countries they conduct business in. We will also continue to advocate that this should be done within each of our suppliers' own supply chain.

## Acronym Index

- BPM** Business Process Management
- EB** Exabyte
- ERG** Employee Resource Group
- ESG** Environmental, Social, Governance
- FY** Fiscal Year
- GHG** Greenhouse Gas
- GRI** Global Reporting Initiative
- HDD** Hard Disk Drive
- ISO** International Organization for Standardization
- MWh** Megawatt hour
- RBA** Responsible Business Alliance
- SASB** Sustainability Accounting Standards Board
- SBT** Science-Based Target Initiative
- SSD** Solid State Drive
- TCFD** Task Force on Climate-Related Disclosures
- UNGC** United Nations Global Compact
- VCMA** Voice Coil Magnet Assembly

## Additional Resources

- [Learn More About Seagate](#) →
- [Global Citizenship Annual Report](#) →
- [Diversity, Equity, and Inclusion](#) →
- [Global Citizenship Efforts](#) →



[www.seagate.com](http://www.seagate.com)