

SUSTAINABLE DATASPHERE

FY2023 ESG PERFORMANCE INDICES

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

This report covers activities managed by Seagate Technology Holdings public limited company (PLC), an Irish public limited company, during our FY2023, which began on July 2, 2022, and ended on June 30, 2023, and where noted, during the 2022 calendar year. References to “Seagate,” “we,” “us,” “our,” and the “Company” within this report refer to Seagate Technology Holdings public limited company and its subsidiaries. References to “\$” are to United States (U.S.) dollars.



Introduction

Seagate's values—integrity, innovation, and inclusion—serve as our operating foundation and direct our approach to Environment, Social, and Governance (ESG). At Seagate, we strive to be a leader in sustainable, responsible industry practices that can have a positive impact on our customers, industry peers and associations, supply chain partners, governments around the world, and civil society.

The [Sustainable Datasphere: FY2023 ESG Performance Report](#) describes Seagate's approach to advancing sustainable and responsible business practices across our products, services, employees, and operations. Published on April 22, 2024, this report provides insight and context for Seagate's FY2023 performance and goals for FY2024 and beyond.

Summary of Performance

	PERFORMANCE INDICATOR	FY2021	FY2022	FY2023
Energy	Electricity Consumption (Million MWh)	1.63 (CY2020)	1.66 (CY2021)	1.63 (CY2022)
	Electricity Consumption per Storage Capacity Shipped (MWh/EB)	3,535 (CY2020)	2,828 (CY2021)	3,017 (CY2022)
GHG Emissions	Scope 1 and Location-Based Scope 2 GHG Emissions (Million Metric Tons CO ₂ e) ¹	1.167 (CY2020)	1.227 (CY2021)	1.048 (CY2022)
	Scope 1 and Market-Based Scope 2 GHG Emissions (Million Metric Tons CO ₂ e) ¹	1.173 (CY2020)	1.105 (CY2021)	0.615 (CY2022)
	Scope 1 and Market-Based Scope 2 GHG Emissions Per Storage Capacity Shipped (Metric Tons CO ₂ e/EB) ¹	2,439 (CY2020)	1,799 (CY2021)	2,439 (CY2022)
	Scope 3 GHG Emissions (Million Metric Tons CO ₂ e) ^{1,2}	10.209 (CY2020)	11.056 (CY2021)	7.027 (CY2022)
Water	Water Withdrawal (Megaliters) ¹	7,529 (CY2020)	7,968 (CY2021)	7,014 (CY2022)
	Water Recycled (Megaliters)	3,028 (CY2020)	3,557 (CY2021)	3,708 (CY2022)
	Water Intensity (Megaliters/EB of Storage Capacity Shipped) ¹	15.66	12.97	13.03
Waste	Hazardous Waste Generated (Metric Tons)	9,481	10,113	4,546
	Non-Hazardous Waste Diverted (Percentage)	87%	87%	90%
Ethics	Code of Conduct Training and Certification Completion Rates (Percentage) ³	99.2%	99.5%	97.5%
	Conflicts of Interest Certification Completion Rates (Percentage) ⁴	99%	99%	96%
People	Non-Manufacturing Specialist Employees with Development Plans	99%	99%	99%
	Non-Manufacturing Specialist Employees Completing Annual Performance Evaluation Process	99%	99%	99%
	Annual Employee Voluntary Turnover	8.4%	8.7%	7.5%
Health & Safety	Injury & Illness Recordable Case Rate (Cases/100 Employees)	0.23	0.19	0.19
	Injury and Illness Days-Away Case Rate (Cases/100 Employees)	0.12	0.12	0.13

¹ Total annual carbon emissions, carbon emissions per storage capacity shipped, and water metrics are measured and reported based on the calendar year. Other numbers in the table for ethics, health and safety, and our employees are all reported in FY.

² All 15 Scope 3 categories were assessed, and 12 of 15 were found relevant.

³ Percentage of employees (other than manufacturing specialists) and certain worker categories who acknowledged the Code of Conduct through the annual training and attestation process.

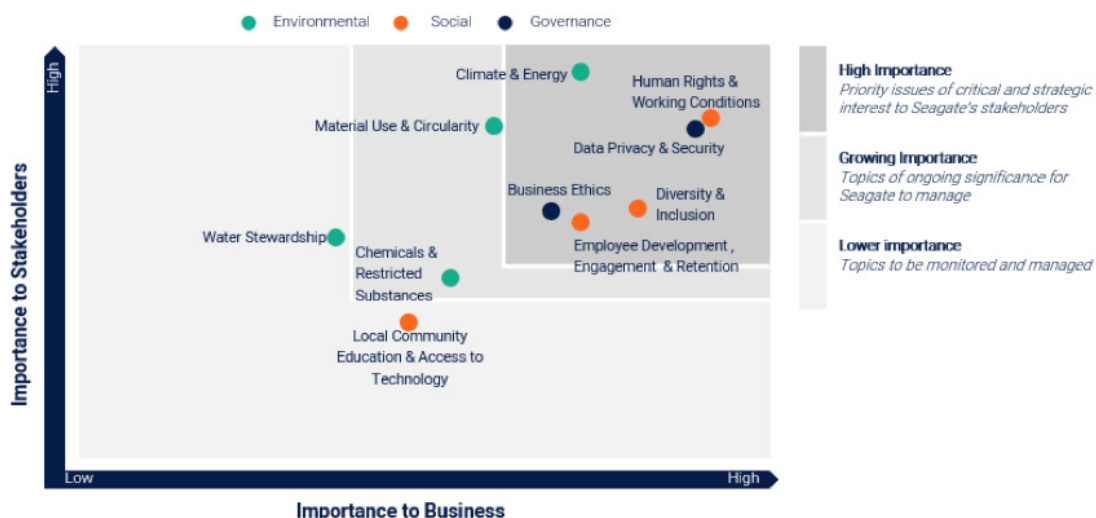
⁴ Percentage of employees (other than manufacturing specialists) and certain worker categories who completed the annual Conflicts of Interest certification process.

Material Topics Table

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

We review our materiality assessment annually. After our review in FY2023, we concluded that the assessment from FY2020 remained valid. To help ensure continued relevance of our FY2020 materiality assessment, Seagate conducted internal assessments for the FY2023 year to evaluate the topics contained in our materiality assessment. These assessments were conducted by our environment, social, and governance teams and resulted in no new material topics. Seagate plans to conduct a materiality assessment for the FY2024 ESG Performance Report. A breakout of material findings and their subtopics, as well as policies that drive our commitment and compliance, can be found below. We review business operations each year and conduct ESG materiality assessments as needed. Issues deemed material for the purposes of our ESG reporting and for purposes of determining our ESG strategy may not be considered material for SEC reporting purposes, nor does inclusion of information in our ESG reporting indicate that the topic or information is material to Seagate’s business or operating results.

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



ESG DESIGNATION	MATERIAL TOPICS	SUB-TOPICS*
Environmental	Climate and Energy	<ul style="list-style-type: none"> • Product energy use • Operational GHG emissions, efficiency, renewable energy • Climate adaptation and resiliency
	Material Use and Circularity	<ul style="list-style-type: none"> • Hazardous and e-waste management • Use of rare earth metals • Reducing solid waste and landfill diversion • Circular product design • Product takeback and reuse or recovery of materials and components at end of life
	Water Stewardship	<ul style="list-style-type: none"> • Water use • Wastewater discharges
	Chemicals and Restricted Substances	<ul style="list-style-type: none"> • Compliance with chemicals regulations • Systems to select safer alternatives • Process chemistry • Incident prevention
Social	Human Rights and Working Conditions	<ul style="list-style-type: none"> • Supply chain standards and audits • Forced and child labor • Occupational Health and Safety • Conflict minerals • Fair wages, benefits, and working hours • Freedom of association • Use of temporary foreign workers
	Diversity, Equity, and Inclusion	<ul style="list-style-type: none"> • Diversity of governance bodies and employees • Inclusive culture • Women and minority development and promotion
	Employee Development, Engagement and Retention	<ul style="list-style-type: none"> • Employee attraction, engagement, retention • Training, development, internal promotion • Employee wellness • Skills and future work
	Local Community Education and Access to Technology	<ul style="list-style-type: none"> • Local community engagement • STEM education • Digital literacy • Access to technology
Governance	Privacy and Data Security	<ul style="list-style-type: none"> • Hard drive security for customers • Cyber security • Data privacy and sovereignty
	Business Ethics	<ul style="list-style-type: none"> • Corporate governance • Anti-bribery, anti-corruption, and competition • Intellectual property • Third parties and grievance mechanisms

* The above list is not comprehensive of all potential subtopics. Subtopics may change following our annual assessments of their relevance.

UNGC Content Index

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

UNGC PRINCIPLE	THE BUSINESS SHOULD SUPPORT AND/OR UPHOLD THE FOLLOWING	SUSTAINABILITY DEVELOPMENT GOAL
1	Support and respect the protection of internationally proclaimed human rights.	SDG 17: Partnerships for the goals
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
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
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

GRI Content Index

[Our Sustainable Datasphere: FY2023 ESG Performance Report](#) has been prepared in accordance with the GRI standards to promote a consistent, standardized approach to sustainability reporting. In FY2022, Seagate transitioned to reporting to the 2021 GRI Universal Standards.

Seagate's Sustainable Datasphere: FY2023 ESG Performance Report and FY2023 Sustainable Datasphere Performance Indices, reference the GRI standards listed in the left-hand column of this GRI content index.

For more information about the GRI and its reporting standards, visit

www.globalreporting.org.

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

GRI INDICATOR	GRI DISCLOSURE	LOCATION	REASON FOR OMISSION AND OTHER NOTES
GRI 2-1: The Organization and Its Reporting Practices	2-1-a: Name of Organization	Pg. 10	
	2-1-b: Organization's Ownership and Legal Form	Pg. 10	
	2-1-c: Location of Organization's Headquarters	Pg. 15	
	2-1-d: Organization's Countries of Operation	Pg. 15-17	
GRI 2-2: Entities Included in Sustainability Reporting	2-2-a: All Entities in Organization's Sustainability Reporting	Pg. 15	
	2-2-b: Organization's Publicly Filed Financial Statements	Pg. 10	
	2-2-c: Organization's Approach for Consolidating Financial Information	Form 10-K	
GRI 2-3: Reporting Period, Frequency, and Contact Point	2-3-a: Reporting Period and Frequency	Pg. 10	
	2-3-b: Financial Reporting Period	Pg. 10	
	2-3-c: Publication Date	Pg. 2	
	2-3-d: Point of Contact for ESG Performance Annual Report	Pg. 3	

GRI INDICATOR	GRI DISCLOSURE	LOCATION	REASON FOR OMISSION AND OTHER NOTES
GRI 2-4: Restatements of Information	2-4-a: Restatements of Information	Pg. 11	
GRI 2-5: External Assurance	2-5-a: Policy and Practice for Seeking External Assurance		While Seagate has not received external assurance for the data within this report, we have engaged third parties to help determine the report content (including application of the Materiality principle and the stakeholder engagement process) and to help ensure that the report has been prepared in accordance with the GRI standards.
	2-5-b: Assurance Statement		
GRI 2-6: Activities, Value Chain and Business Relationships	2-6-a: Organization's Sector	Pg. 15	
	2-6-b: Organization's Value Chain	Throughout Report	
	2-6-c: Organization's Relevant Business Relationships		Confidentiality Constraints
	2-6-d: Significant Changes Occurring		Not Applicable
GRI 2-7: Employees	2-7-a: Total Number of Employees by Gender and Region	Pg. 56	
	2-7-b-i: Total Number of Permanent Employees	Pg. 56	
	2-7-b-ii: Total Number of Temporary Employees	Pg. 56	
	2-7-b-iii: Total Number of Non-Guaranteed Hours Employees	Pg. 56	

GRI INDICATOR	GRI DISCLOSURE	LOCATION	REASON FOR OMISSION AND OTHER NOTES
GRI 2-7: Employees	2-7-b-iv: Total Number of Full-Time Employees	Pg. 56	
	2-7-b-v: Total Number of Part-Time Employees	Pg. 56	
	2-7-c: Methodologies and Assumptions Made	Pg. 55-56	
	2-7-d: Contextual Information	Pg. 55-56	
	2-7-e: Significant Fluctuations in Number of Employees During Reporting Period	Pg. 55	
GRI 2-8: Non-Employee Workers	2-8-a: Total Number of Non-Employee Workers	Pg. 55-56	
	2-8-a-i: Most Common Non-Employee Worker Type	Pg. 67	
	2-8-a-ii: Most Common Work Performed by Non-Employee Workers	Pg. 67	
	2-8-b: Methodologies and Assumptions in Data Compilation	Pg. 55-56	
	2-8-c: Significant Fluctuations in Non-Employee Workers	Pg. 55-56	
GRI 2-9: Governance Structure and Composition	2-9-a: Organization's Governance Structure	Pg. 95-98, Proxy	
	2-9-b: Committees of Highest Governing Body Responsible for Impacts on Economy, Environment, and People	Pg. 97-98, Proxy	
	2-9-c-i: Highest Governance Body Executive and Non-Executive Members	Proxy	
	2-9-c-ii: Highest Governance Body Independence	Pg. 95-96	
	2-9-c-iii: Highest Governance Body Member Tenure	Pg. 96, Proxy	

GRI INDICATOR	GRI DISCLOSURE	LOCATION	REASON FOR OMISSION AND OTHER NOTES
GRI 2-9: Governance Structure and Composition	2-9-c-iv: Highest Governance Body Differing Positions and Commitments by Each Member	Proxy	
	2-9-c-v: Highest Governance Body Gender	Pg. 99, Proxy	
	2-9-c-vi: Highest Governance Body Under-Represented Social Groups	Pg. 99, Proxy	
	2-9-c-vii: Highest Governance Body Relevant Competencies	Proxy	
	2-9-c-viii: Highest Governance Body Stakeholder Representation	Proxy	
GRI 2-10: Nomination and Selection of Highest Governance Body	2-10-a: Nomination and Selection Process of Highest Governance Body	Pg. 96	
	2-10-b: Criteria Used for Highest Governance Body Selection	Pg. 96, Proxy	
GRI 2-11: Chair of Highest Governance Body	2-11-a: Chair of Highest Governance Body Independence	Pg. 95, Proxy	
GRI 2-12: Highest Governance Body's Role in Overseeing Management of Impacts	2-12-a: Role of Highest Governance Body and Senior Executives in Updating Organizational Keystones Related to Sustainable Development	Pg. 96-98, Proxy	
	2-12-b: Role of Highest Governance Body in Overseeing Impacts on the Economy, Environment, and People	Pg. 97-98, Proxy	

GRI INDICATOR	GRI DISCLOSURE	LOCATION	REASON FOR OMISSION AND OTHER NOTES
GRI 2-12: Highest Governance Body's Role in Overseeing Management of Impacts	2-12-b-i: How Stakeholders are Engaged with Highest Governance Body Regarding Impacts	Pgs. 97-98, Proxy	
	2-12-b-ii: How Highest Governance Body Considers Outcomes	Pgs. 97-98, Proxy	
	2-12-c: Highest Governance Body Process Review	Pgs. 97-98, Proxy	
GRI 2-13: Delegation of Responsibility for Impact Management	2-13-a: Highest Governance Body Delegation of Responsibility for Managing Impacts on the Economy, Environment, and People	Pg. 97-98	
	2-13-a-i: Senior Executives with Responsibility for Management of Impacts	Pg. 98	
	2-13-a-ii: Employees with Responsibility for Management of Impacts	Throughout Report	
	2-13-b: Process and Frequency of Reporting to Highest Governance Body Regarding Management of Impacts on Economy, Environment, and People	Pg. 97	
GRI 2-14: Role of Highest Governance Body in Sustainability Reporting	2-14-a: Highest Governance Body Responsibility for Reviewing and Approving Reported Information and Material Topics	Pg. 98	

GRI INDICATOR	GRI DISCLOSURE	LOCATION	REASON FOR OMISSION AND OTHER NOTES
GRI 2-15: Conflicts of Interest	2-15-a: Prevention and Mitigation of Conflicts of Interest for the Highest Governance Body	Pg. 97, Proxy	
	2-15-b: Conflicts of Interest Stakeholder Disclosure	Pg. 97, Proxy	
	2-15-b-i: Stakeholder Disclosure Regarding Cross-Board Membership	Pg. 97, Proxy	
	2-15-b-ii: Stakeholder Disclosure Regarding Cross-Shareholding with Suppliers	Pg. 97, Proxy	
	2-15-b-iii: Stakeholder Disclosure Regarding Existence of Controlling Shareholders		Not Applicable
	2-15-b-iv: Stakeholder Disclosure Regarding Related Parties, Relationships, Transactions, and Outstanding Balances	Pg. 97, Proxy	
GRI 2-16: Communication of Critical Concerns	2-16-a: Critical Concern Communication to Highest Governance Body	Pg. 104, Proxy	
	2-16-b: Total Number and Nature of Critical Concerns Communicated During Reporting Period		Confidentiality Constraints
GRI 2-17: Collective Knowledge of Highest Governance Body	2-17-a: Measures Taken to Advance Understanding of Sustainable Development for Highest Governance Body	Pg. 98	

GRI INDICATOR	GRI DISCLOSURE	LOCATION	REASON FOR OMISSION AND OTHER NOTES
GRI 2-18: Highest Governance Body Evaluation of Performance	2-18-a: Describe Evaluation Process for Highest Governance Body in Overseeing Management of Impacts on Economy, Environment, and People	Pg. 96, Proxy	
	2-18-b: Evaluation Independence and Frequency	Pg. 96, Proxy	
	2-18-c: Describe Actions Taken in Response to Evaluations	Pg. 96, Proxy	
GRI 2-19: Remuneration Policies	2-19-a: Remuneration Policies for Highest Governance Body and Senior Executives Including:	Proxy	
	2-19-a-i: Fixed and Variable Pay	Proxy	
	2-19-a-ii: Recruitment Incentive Payments and Sign-On Bonuses	Proxy	
	2-19-a-iii: Termination Payments	Proxy	
	2-19-a-iv: Clawbacks	Proxy	
	2-19-a-v: Retirement Benefits	Proxy	
	2-19-b: Remuneration Policies Relationship to Objectives and Performance Regarding Management of Impacts on the Economy, Environment, and People	Pg. 99, Proxy	
GRI 2-20: Process to Determine Remuneration	2-20-a: Describe Process for Designing Remuneration Policies	Proxy	
	2-20-b: Report Stakeholder Votes on Remuneration Policies and Proposals	Proxy	

GRI INDICATOR	GRI DISCLOSURE	LOCATION	REASON FOR OMISSION AND OTHER NOTES
GRI 2-21: Annual Total Compensation Ratio	2-21-a: Annual Total Compensation Ratio for Highest-Paid Individual to Median Annual Total Compensation for All Employees	Proxy	
	2-21-b: Percentage Increase in Annual Total Compensation Ratio for Highest-Paid Individual to Median Annual Total Compensation for All Employees	Proxy	
GRI 2-22: Statement on Sustainable Development	2-22-a: Statement from Most Senior Executive Regarding Sustainable Development in the Organization	Pg. 4-5	
GRI 2-23: Policy Commitments	2-23-a-i: Policy Commitment to Authoritative Intergovernmental Instruments	Pg. 57	
	2-23-a-ii: Policy Commitments Stipulating Conducting Due Diligence	Throughout Report	
	2-23-a-iii: Policy Commitments Stipulating Application of the Precautionary Principle	Throughout Report	
	2-23-a-iv: Policy Commitments Stipulating Respecting Human Rights	Pg. 57-60	
	2-23-b-i: Policy Commitments Covering Internationally Recognized Human Rights	Pg. 57-60	
	2-23-b-ii: Categories of Stakeholders Given Particular Attention in Policy Commitments	ESG Resources Page	
	2-23-c: Links to Policy Commitments	Throughout Report & ESG Resources Page	

GRI INDICATOR	GRI DISCLOSURE	LOCATION	REASON FOR OMISSION AND OTHER NOTES
GRI 2-23: Policy Commitments	2-23-d: Level of Approval for Policy Commitments	Throughout Report & ESG Resources Page	
	2-23-e: Report Extent of Policy Commitments Application to Organization's Activities and Business Relationships	Throughout Report & ESG Resources Page	
	2-23-f: Describe Communication of Policy Commitments to Workers, Business Partners, and Relevant Parties	Throughout Report	
GRI 2-24: Embedding Policy Commitments	2-24-a: How Policy Commitments are Embedded Throughout Organization's Activities and Business Relationships	Throughout Report	
	2-24-a-i: Allocation of Responsibility to Implement Policy Commitments Across Different Organizational Levels	Throughout Report	
	2-24-a-ii: Integration of Commitments into Organization Strategies and Operational Policies and Procedures	Throughout Report	
	2-24-a-iii: Implementation of Commitments Regarding Business Relationships	Throughout Report	
	2-24-a-iv: Training Provided Regarding Policy Commitments	Throughout Report	

GRI INDICATOR	GRI DISCLOSURE	LOCATION	REASON FOR OMISSION AND OTHER NOTES
GRI 2-25: Negative Impact Remediation	2-25-a: Commitments to Remediate Negative Impacts Identified	Throughout Report	
	2-25-b: Identification and Addressing of Grievances	Pg. 104	
	2-25-c: Process for Remediation of Identified Negative Impacts	Throughout Report	
	2-25-d: Stakeholder Involvement in Remediation Mechanisms	Throughout Report	
	2-25-e: Grievance Mechanism and Remediation Process Effectiveness Tracking	Throughout Report	
GRI 2-26: Seeking Advice and Raising Concerns Mechanisms	2-26-a-i: Mechanisms for Seeking Advice on Policy and Practice Implementation	Pg. 104	
	2-26-a-ii: Mechanisms to Raise Concerns Regarding Business Conduct	Pg. 104	
GRI 2-27: Compliance with Laws and Regulations	2-27-a: Total Significant Instances of Non-Compliance with Laws and Regulations in Reporting Period	Pgs. 43, 52, 79, 94, Form 10-K	
	2-27-a-i: Instances for Which Fines were Incurred	Pgs. 43, 52, 79, 94, Form 10-K	
	2-27-a-ii: Instances for Which Non-Monetary Sanctions Were Incurred	Pgs. 43, 52, 79, 94, Form 10-K	
	2-27-b: Report Total Number and Monetary Value of Fines Incurred	Pgs. 43, 52, 79, 94, Form 10-K	

GRI INDICATOR	GRI DISCLOSURE	LOCATION	REASON FOR OMISSION AND OTHER NOTES
GRI 2-27: Compliance with Laws and Regulations	2-27-b-i: Fines for Non-Compliance Occurring in Current Reporting Period	Pgs. 43, 52, 79, 94, Form 10-K	
	2-27-b-ii: Fines for Non-Compliance Occurring in Past Reporting Periods	Pgs. 43, 52, 79, 94, Form 10-K	
	2-27-c: Describe Significant Instances of Non-Compliance	Pgs. 43, 52, 79, 94, Form 10-K	
	2-27-d: Describe Determination of Significant Instances of Non-Compliance	Pgs. 43, 52, 79, 94, Form 10-K	
GRI 2-28: Membership Associations	2-28-a: Report Membership Associations, National or International, Organization Participates in a Significant Role	Pg. 106	
GRI 2-29: Approach to Stakeholder Engagement	2-29-a-i: Categories of Stakeholders	Proxy	
	2-29-a-ii: Purpose of Stakeholder Engagement	Pg. 99, 107-108, Proxy	
	2-29-a-iii: Ensuring Meaningful Stakeholder Engagement	Pg. 99, 107-108, Proxy	
GRI 2-30: Collective Bargaining Agreements:	2-30-a: Percentage of Employees Covered by Collective Bargaining Agreements	Pg. 59	
	2-30-b: Working Conditions Based Upon Collective Bargaining Agreements for Non-Covered Employees	Pg. 59	
GRI 3-1: Determining Material Topics	3-1-a-i: Identification of Actual and Potential, Negative and Positive Impacts on Economy, Environment, and People Including Human Rights Across Organizational Activities and Business Relationships	Pg. 12-13	
	3-1-a-ii: Prioritization of Identified Topics	Pg. 12-13	
	3-1-b: Stakeholders Informing Material Topic Determination	Pg. 12-13	

GRI INDICATOR	GRI DISCLOSURE	LOCATION	REASON FOR OMISSION AND OTHER NOTES
GRI 3-2: List of Material Topics	3-2-a: List of Material Topics	Pg. 13, Indices Pg. 5-6	
	3-2-b: Report Changes to Material Topics Compared to Previous Reporting Period	Pg. 12-13	
GRI 3-3: Management of Material Topics	3-3-a: Actual and Potential, Negative and Positive Impacts on the Economy, Environment, and People Including Impacts on Human Rights	Throughout Report	
	3-3-b: Organization's Negative Impact Involvement as a Result of Business Activities and Relationships	Throughout Report	
	3-3-c: Describe Policies or Commitments Regarding Material Topics	Throughout Report	
	3-3-d-i: Actions to Prevent or Mitigate Potential Negative Impacts	Throughout Report	
	3-3-d-ii: Actions to Address Actual Negative Impacts - Including Remediation	Throughout Report	
	3-3-d-iii: Actions to Manage Actual and Potential Positive Impacts	Throughout Report	
	3-3-e-i: Processes to Track Action Effectiveness	Throughout Report	
	3-3-e-ii: Indicators Used to Evaluate Progress	Throughout Report	
	3-3-e-iii: Effectiveness of Actions	Throughout Report	
	3-3-e-iv: Lessons Learned and Organizational Incorporation	Throughout Report	
	3-3-f: Stakeholder Input Regarding Actions Taken	Throughout Report	

GRI INDICATOR	GRI DISCLOSURE	LOCATION	REASON FOR OMISSION AND OTHER NOTES
GRI 201-2: Financial Implications of Climate Change	201-2-a: Risks and Opportunities Posed by Climate Change	CDP Response	
	201-2-a-i: Describe Risk and Opportunity by Classification: Physical, Regulatory, Other	CDP Response	
	201-2-a-ii: Description of Risk or Opportunity Impact	CDP Response	
	201-2-a-iii: Financial Implication of Risk or Opportunity Prior to Action	CDP Response	
	201-2-a-iv: Risk or Opportunity Management Methodologies	CDP Response	
	201-2-a-v: Risk or Opportunity Management Cost	CDP Response	
GRI 205-1: Operations Assessed for Corruption Risk	205-1-a: Number and Percentage of Operations Assessed for Corruption Risk	Pg. 94	
	205-1-b: Significant Risks of Corruption Identified	Pg. 94	
GRI 301-1: Materials Used by Weight or Volume	301-1-a-i: Total Weight of Non-Renewable Materials Used to Produce and Package Products	Pg. 46, 48-49	
	301-1-a-ii: Total Weight of Renewable Materials Used to Produce and Package Products	Pg. 46, 48-49	
GRI 301-2: Recycled Materials Used	301-2-a: Percentage of Recycled Materials Used to Manufacture Products	Pg. 46, 48	

GRI INDICATOR	GRI DISCLOSURE	LOCATION	REASON FOR OMISSION AND OTHER NOTES
GRI 301-3: Reclaimed Products and Packaging Materials	301-3-a: Percentage of Reclaimed Product Materials for each Product Category	Pg. 46, 48	Seagate acknowledges that post-consumer content is inherent in today's raw material supply
	301-3-b: Data Collection Process	Pg. 46, 48	
GRI 302-1: Energy Consumption	302-1-a: Total Fuel Consumption from Non-Renewable Sources	Pg. 31	
	302-1-b: Total Fuel Consumption from Renewable Sources	Pg. 30	
	302-1-c-i: Total Electricity Consumption	Pg. 30	
	302-1-c-ii: Total Heating Consumption	Pg. 30	
	302-1-c-iii: Total Cooling Consumption	Pg. 30	
	302-1-c-iv: Total Steam Consumption	Pg. 30	
	302-1-d-i: Total Electricity Sold	Pg. 30	
	302-1-d-ii: Total Heating Sold	Pg. 30	
	302-1-d-iii: Total Cooling Sold	Pg. 30	
	302-1-d-iv: Total Steam Sold	Pg. 30	
	302-1-e: Total Energy Consumption	Pg. 30	
	302-1-f: Standards, Methodologies, Assumptions, and Tools Used	Pg. 30	
	302-1-g: Source of Conversion Factors Used	Pg. 30	

GRI INDICATOR	GRI DISCLOSURE	LOCATION	REASON FOR OMISSION AND OTHER NOTES
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	419-1-a-ii: Number of Non-Monetary Sanctions	Form 10-K	
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GRI Content Index

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

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

SASB Table with Accounting and Activity Metrics

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Product Security	Approach to identifying and addressing data security risk in products	Discussion and Analysis	N/A	TC-HW-230a.1	Pg. 103
Employee Diversity and Inclusion	Gender and racial/ethnic group representation for management, technical staff, and all other employees ¹	Quantitative	Percentage (%)	TC-HW-330a.1	Pg. 66
Product Life Cycle Management	Products containing IEC 62474 declarable substances ²	Quantitative	Percentage (%)	TC-HW-410a.1	Pg. 47
	Eligible products meeting requirements for EPEAT registration or equivalent ³	Quantitative	Percentage (%)	TC-HW-410a.2	Pg. 47
	Eligible products meeting ENERGY STAR™ criteria	Quantitative	Percentage (%)	TC-HW-410a.3	Pg. 47
	Weight of end-of-life products, e-waste recovered, e-waste recycled	Quantitative	Metric tons (t), Percentage (%)	TC-HW-410a.4	Pg. 47-48

¹ The entity shall discuss its policies and programs for fostering equitable employee representation across its global operations.

² Disclosure shall include a discussion of the approach to managing the use of IEC 62474 declarable substances.

³ Disclosure shall include a discussion of efforts to incorporate environmentally focused principles into product design.

TOPIC	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	LOCATION
Supply Chain Management	Tier 1 supplier facilities audited using the RBA VAP or equivalent	Quantitative	Percentage (%)	TC-HW-430a.1	Pg. 87
	Tier 1 suppliers' non-conformance rate with the RBA VAP and associated corrective actions	Quantitative	Rate	TC-HW-430a.2	Pg. 87
Materials Sourcing	Management of risks associated with use of critical materials	Discussion and Analysis	N/A	TC-HW-440a.1	Pg. 53
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 Reporting

In FY2023, Seagate continued efforts toward TCFD standards reporting. Details of our progress are listed below.

1

The responsibility of managing climate related risk and opportunities rested with the Senior Vice President of Sustainability and Transformation, who reported directly to the chief executive officer. Additionally, the incorporation of climate change into the business strategy was overseen by the Senior Vice President of Sustainability and Transformation. These responsibilities were transitioned to the Vice President of People Operations and Sustainability in the last quarter of FY2023. Details of Seagate's program can be found in our CDP climate change disclosure.

2

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

3

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

Policies

At Seagate, our global policies demonstrate our commitment to integrity while providing guidance and setting expectations for our global operations. These policies are reviewed periodically to ensure they remain relevant to our operations.

For further information regarding Seagate's ESG policies and practices please review our ESG resources page [here](#).



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