

SUSTAINABLE DATASPHERE

FISCAL YEAR 2019
GLOBAL CITIZENSHIP ANNUAL REPORT



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The Fiscal Year (FY) 2019 Global Citizenship Annual Report describes Seagate’s approach to and advancement of sustainable and responsible business practices in all aspects of its products, services, and operations. This report provides highlights, insight, and context for Seagate’s FY2019 performance, and metrics for FY2020 and beyond.

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



01

REPORT
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MESSAGE FROM THE CHIEF EXECUTIVE OFFICER (CEO)

The demand for a Sustainable Datasphere—one that is reliable, fast, secure, and scalable—is as high as ever, and Seagate is committed to serving it; not only in advancing the datasphere itself as more information is captured in our world, but also helping maximize the value of that data while maintaining our commitments to the values of Integrity, Innovation, and Inclusion. These values, and the continuous engagement of our stakeholders, help shape our Global Citizenship priorities and outcomes.

Consistently improving our balance of people, planet, and sustainable profit all underpin our value of Integrity. Our commitment to Science-Based Targets (SBTs), which were approved in FY2019, provide transparency to our stakeholders.

In our ongoing drive for discovery, program areas like circularity, process chemistry, and responsible mineral sourcing and management are all pushing for new, more sustainable ways to create products. Enabling programs in these areas will help keep Seagate moving forward on the path of Innovation, keeping sustainable practices in mind.

We remain focused on building a diverse, Inclusive workforce; a wide breadth of opinions and backgrounds play a large part in our success. In support of building

acceptance into our everyday lives, we rolled out Seagate's Breaking Bias program this past year, with the goal of bringing safety and respect to each interaction.

Sustainability is an integral part of our business success. We engage with our stakeholders in identifying business imperatives to drive improvements in the area of Sustainability. Each of these value areas, and the programs within, are a reflection of the dedicated global workforce and partners that engage daily to make our business sustainable; again, not just in profit, but for our people and planet as well.

As a signatory of the United Nations Global Compact (UNGC) and a founding member of the Responsible Business Alliance (RBA), Seagate is committed to not only meeting, but exceeding, the utmost standards of ethical conduct. I am proud to help lead a company that aims to be a responsible global citizen.

Seagate will continue to innovate and improve in the global citizenship landscape; I am pleased to share with you our progress for FY2019, and look forward to building on our commitment to a sustainable future.

Thank you,

Dave Mosley

III
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INNOVATION
INCLUSION



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—ONE THAT IS RELIABLE, FAST, SECURE,
AND SCALABLE—IS AS HIGH AS EVER, AND
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COMMITMENTS TO THE VALUES OF INTEGRITY,
INNOVATION, AND INCLUSION.

DAVE MOSLEY, CEO

About This Report

This report covers activities managed by Seagate Technology Public Limited Company (PLC), an Irish public limited company, from June 30, 2018 through June 28, 2019, our 2019 fiscal year. References to “Seagate,” “we,” “us,” “our,” and the “Company” within this report refer to Seagate Technology, PLC and its subsidiaries. References to “\$” are to United States (U.S.) dollars. There were no significant changes to Seagate’s size, structure, ownership, or supply chain, and as such, it has not been necessary to issue any restatements of information provided in previous reporting periods. References to our major locations are defined as locations that contain more than 500 Seagate employees.

The Sustainable Datasphere: FY2019 Global Citizenship Annual Report follows the Global Reporting Initiative (GRI)’s

Sustainability Reporting Standards in applying the principles of materiality, stakeholder inclusiveness, sustainability context, and completeness for defining report content. This report has been prepared in accordance with the GRI Standards: Core option.

This report is published annually and our previous Global Citizenship Annual Reports can be downloaded from the Seagate website at www.seagate.com, including last year’s FY2018 report, which covers Seagate’s reporting cycle from July 1, 2017 through June 29, 2018. The Seagate website contains supplementary information about our company’s history, products, values, management, and our most recent financial performance. More information, including our net sales and other financial disclosures, can be found in [Seagate’s Annual Report](#).

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

Defining Report Content

This report contains disclosures from the GRI Sustainability Reporting Standards (the Standards). A list of the indicators and their locations within this report can be found in our GRI Content Index at the back of this report. In FY2017, Seagate conducted a sustainability materiality assessment to identify, prioritize, and validate the aspects that are most significant to our business and our stakeholders. This included reviewing industry standards and external trends covering environmental, social, and governance (ESG) topic areas, and speaking with both internal and external stakeholders to develop a comprehensive understanding of Seagate's significant impacts and how various issues may influence the assessments and decisions of stakeholders. This assessment considered aspects of our business activity that resulted in both direct and indirect (through business relationships) impacts on issues internal and external to Seagate. The third party who conducted the assessment covered a wide range of issues to validate which were of highest importance to Seagate and our stakeholders, and those which were of lower priority. No aspect was intentionally excluded from the scope of the assessment. Stakeholder feedback gathered during the materiality assessment helped to shape the content of this report. Seagate's materiality assessment considered global citizenship impacts both inside and outside the company, such as impacts to our customers, employees, global partners, and supply chain. These topics make up the content and structure of this report. The topics that we identified as material to our business can be categorized into governance and ethics, product stewardship, environmental sustainability, our employees, supplier engagement, community engagement, and business continuity.

We review our materiality assessment annually, and after reviewing our business operations in FY2019, there has been no significant change to the business, so the FY2017 materiality assessment is sufficient. As such, there have been no significant changes to our list of material topics and topic boundaries. A new materiality assessment will be underway in FY2020.

Management Approach

Seagate deploys a structure of governance and continuous improvement through the use of Business Process Management (BPM), which spans both the operational and support aspects of our business. In most cases we have management programs which are detailed in Corporate Standard Operating Procedures (CSOP). These procedures are periodically reviewed to ensure they are current. Many program areas have performance metrics to measure the effectiveness of the

management program in delivering the intended results. These performance metrics are shared in this report. Our internal audit program ensures that the controls are effective in managing the risk and opportunities. Based on the performance metrics and audit results, actions are taken to improve the programs. Economic, environmental, and social programs are managed by relevant functional departments, with oversight by senior management who report directly to the CEO.

Materiality Assessment





02.

ABOUT
SEAGATE



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SEAGATE OVERVIEW

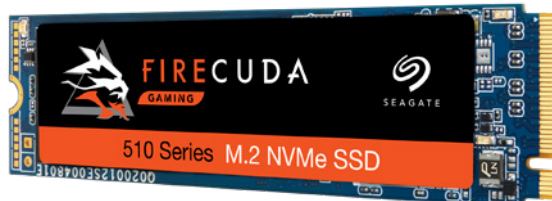
Seagate's goal for our products is to enable the growth of the datasphere, and with that the safe interaction with, and storage and sharing of, data. Seagate is trusted by millions around the world to protect and store everything inclusive of, but not limited to, wedding photos and ground-breaking biological research.

Seagate's start in 1979 was the beginning of over four decades in the storage industry, marked with ground-breaking innovation along the way. From creating the first 5.25-inch hard disk drive (HDD) to being the first to release both a 10 and 12TB HDD, innovation is at the heart of what we do.

That innovation expands beyond the technologies of our data products into how we design, source, manufacture, and service our products. Using sustainable practices, we are able to

design for the future, and create drives with larger storage capacity that also consume less energy. This is just one example of the sustainable datasphere that we aim to create and maintain.

Our values of Innovation, Integrity, and Inclusion all strengthen our commitment to a sustainable datasphere. We are committed to setting high standards that we and other industry peers will adhere to. This is why we are proud to be a signatory of the UNGC and a founding member of the RBA. No one organization can create a sustainable future alone, and through our partnerships, Seagate works to bring value to our employees, stakeholders, and customers, all while protecting the planet and our finite resources.



Compete like never before with FireCuda 510 SSD, a gaming SSD built for industry-leading speed, superior gaming, sustained abuse, and the lowest latency.



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We are a leading provider of electronic data storage technology and solutions. Our principal products are hard disk drives, commonly referred to as HDDs, disk drives, or hard drives. In addition to HDDs, we produce a broad range of electronic data storage solutions, including solid state drives, solid state hybrid drives, Peripheral Component Interconnect Express cards, and Serial Advanced Technology Attachment controllers. Our storage technology portfolio also includes storage subsystems, high performance computing solutions, and data storage services. All of these products and services are shipped under the Seagate, LaCie, and Maxtor brand names.

HDDs are a dominant force in the data storage landscape, and Seagate continues to serve markets including Enterprise Storage, Edge Compute, Edge Non-Compute, Consumer and Enterprise Data Solutions. The

company also serves major subcomponent manufacturers, storage device manufacturers, storage solutions manufacturers and system integrators, storage services, and advanced hyperscale data centers. Products and services are offered in the Americas, Asia-Pacific (APAC), and Europe, the Middle East and Africa (EMEA).

In addition to HDDs, we produce a broad range of data storage products including solid state drives (“SSDs”), solid state hybrid drives (“SSHDS”) and storage subsystems. Our HDD products are designed for nearline and mission critical applications in enterprise servers and storage systems; edge non-compute applications, where our products are designed for a wide variety of end user devices such as portable external storage systems, surveillance systems, network-attached storage (“NAS”), digital video recorders

Meet Backup Plus Slim. With sleek colors to choose from and up to 2TB of capacity for a growing digital library, this portable HDD is compatible with USB 3.0/2/0 and both Windows and Mac computers. Topping it off—on-demand and customizable backup options that make file protection practically effortless.





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("DVRs") and gaming consoles; and edge compute applications, where our products are designed primarily for desktop and mobile computing. Our SSD product portfolio is mainly comprised of Serial Attached SCSI ("SAS") and Non-Volatile Memory Express ("NVMe") and is designed for applications in enterprise servers and storage systems.

As a leading provider of data storage technology and solutions, we are able to maintain control over the design and production of our read-write heads and recording media through vertical integration. Seagate also controls sourcing, design, manufacturing, and delivery for all products, enabling continued innovation, compliance and uniformity, superior solutions and security, and insight into the most sustainable way to build and ship our products.

Seagate has a presence in more than 20 countries around the world, with headquarters in the Republic of Ireland, and 7 manufacturing sites in China, Malaysia, the United Kingdom (Northern Ireland), Singapore, Thailand and the United States. We also have 7 design centers in the United States, Singapore, the United Kingdom (NI), India, and other countries, as well as 34 sales, admin, and customer support offices across the globe. Seagate has a total of 55 sites (excluding surplus and subleased locations), with some serving multiple functions.

In FY2019, Seagate reported a net revenue of \$10.4 billion, and shipped 347 exabytes (EB) of HDD storage capacity.

Holding our work to the standards of our core values has enabled positive change in our operations, and helps us do what is right in serving all of our stakeholders and the world around us.



03.

GLOBAL CITIZENSHIP HIGHLIGHTS



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Embracing Diversity and Inclusion

Diversity and Inclusion are both major factors in our success as a company, and we are committed to creating and maintaining an environment where all parties feel safe in bringing their true

selves to work each day. We published a full report on Seagate's Diversity and Inclusion efforts in FY2019, which can be found [here](#).



Stewards of Our Planet

Seagate recognizes that companies, like humans, have a significant impact on our environment, resources, and the planet. It is our responsibility to conduct our business in an ethical manner, delivering sustainable value to our stakeholders and to the world around us. In FY2019, we maintained an 87 percent or greater rate of solid

waste diversion. We also reduced total water withdrawn by 4.7 percent in FY2019. Our electricity consumption in FY2019 increased by 0.3 percent on an absolute basis, due to creating higher-capacity drives, which require an increased amount of energy to manufacture.

Employee Health and Safety

Having a global workforce of over 40,000 colleagues means we are committed to ensuring the health and safety of each of our employees. In FY2019, we hosted 38 health and safety regulatory visits, focused on issues inclusive of fire codes, food safety, radiation, and more. In addition

to compliance regulations, we also conduct health campaigns at our sites across the globe. These campaigns and programs vary from region to region, as our benefits programs are managed at a country or site level, in line with local legislation and policies.





04.

GOVERNANCE AND ETHICS

GOVERNANCE AND ETHICS OVERVIEW

Guided by our value of Integrity, Seagate is dedicated to upholding the highest standards of ethics. As part of our compliance and ethics program, we have instituted a number of policies and processes, and delivered training and other communications that ensure all employees know how to perform to the highest standards.

Seagate is governed by its Board of Directors (the “Board”). Additional information on our governance structure is available publicly in the [Governance section](#) of our website. Our Corporate Governance Guidelines provide a framework for Seagate’s Board of Directors in exercising their responsibilities toward Seagate stakeholders, and these guidelines entrust the Board with the authority to review Seagate’s business operations and make decisions independent of company management. The guidelines also provide a process for shareholders to communicate concerns with the Board.

Our [Business Conduct Policy](#) serves as Seagate’s guide for legal and ethical conduct each day, in every place where we do business. It outlines the standards we are all expected to adhere to while exemplifying our values and complying with applicable laws, regulations, and

company policies. Seagate’s Business Conduct Policy is supplemented by our [Code of Ethics for Senior Financial Officers](#), both of which are available publicly on our website.

Our Business Conduct Policy helps to ensure a principles-based approach to our activities. It summarizes Seagate’s ethical standards and key policies across areas such as insider trading, conflict of interest, bribery and corruption, privacy and confidentiality, and antitrust and fair dealing. To promote awareness and understanding of the policy, we make it available in the following eight languages: English, Chinese, Korean, Malay, Thai, French, Spanish, and Portuguese.

As noted in the policy, we require all Seagate employees, business partners, and suppliers to follow all applicable laws and regulations, including the U.S. Foreign Corrupt Practices Act and the United Kingdom (UK) Bribery Act.

We continually reevaluate our policies to confirm that they reflect and adhere to prevailing standards, requirements, laws, and regulations at the local, national, and international levels. The Board reviews our compliance and ethics program, including our key policies and processes related to ethical business conduct, on an annual basis to ensure that Seagate continues to operate within the letter and spirit of the law.

Through our RBA membership commitment, 100 percent of our manufacturing sites undergo a risk assessment every two years. In FY2019, there were no significant risks of corruption identified through any risk assessment among our seven manufacturing sites, which together comprise nearly 86 percent of our global footprint.

We are committed to protecting all data within Seagate, including the personal information of our employees and customers, and other data that is shared with or received by third parties. We continue to comply with the European Union (EU) General Data Protection Regulation (GDPR) as we work toward compliance with other emerging data protection and privacy laws worldwide, including the California Consumer Privacy Act of 2018 (CCPA) and the Thailand Personal Data Protection Act (effective May 27, 2020).

Our global privacy program has adopted the principles of the EU General Data Protection Regulation (GDPR) and the Fair Information Practice Principles (FIPPS) as the foundation for our comprehensive and holistic global privacy program. FIPPS includes the principles of accountability; acting within the law; informing individuals of how their data will be used; only using data for a specific purpose; collecting only the minimum data necessary, and not keeping the data longer than is necessary to fulfill its purpose, and are widely accepted concepts for fair information practices and data protection. Through cross-functional collaboration, we continue to build on this foundation and to honor the privacy rights that have been granted to individuals.

To further Seagate's commitment to safeguarding data, we launched an internal data protection program that evaluates the data lifecycle—including how data is created, stored, used, shared, archived, and destroyed—within Seagate. We are implementing additional policies, processes, and technologies to sufficiently protect Seagate's data and our partners' data from corruption, compromise, and loss. We aim to strike the right balance between the productivity required for smooth business operations and the security controls necessary for effective data protection.

Product security is an important part of our commitment to Integrity, both for the product itself and the data stored on that product. In today's business environment, data creates value. Data is a vital business asset that needs to be protected, which is why security analysts recommend a complete range of protective solutions that includes both software and hardware-based encryption. Along with instant access and maximum storage performance also comes the realization that encrypting every bit of your business data is the only viable service level. To provide that level of security to our customers, [Seagate Secure](#) offers Essential and Certified Data Protection to help protect the entire lifecycle of data

security for business, government, and enterprise. In addition, to help protect the data that our customers entrust to our hard drives, we have a feature called [Instant Secure Erase \(ISE\)](#), designed to instantly reset the drive back to factory settings and change the encryption key so that any data remaining on the drive is cryptographically erased. This ensures that all data on the drive is permanently and instantly unreadable, extending the life of the drive and enabling it to be reused. In this way, ISE also serves as a product sustainability feature since the drives can be repurposed in a circular economy, which extends the useful life of the drive.



Ethics Helpline and Reporting

Our Ethics Helpline is available to both our employees and to those external to Seagate, with contact information available on the homepage of both our internal and external Seagate websites. Concerns may be reported by phone or webmail in English, Spanish, French, Chinese, Korean, Malay, Portuguese, or Thai. Throughout FY2019, we continued to promote our Ethics Helpline so that employees may confidentially and anonymously report illegal or unethical situations without any fear of retaliation.

In FY2019, Seagate had no incidents of corruption, no incidents in which employees were dismissed or disciplined for corruption, no confirmed incidents when contracts with business partners

were terminated or not renewed due to violations related to corruption, and no public legal cases regarding corruption.

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 advice about ethical and lawful behavior can be directed towards a supervisor or HR representative. These are just a few examples of how Seagate encourages employee consultation and supports the ability of employees to address complaints without the fear of retaliation.

Public Policy Advocacy

Seagate is a diverse global company with operations, employees, customers, suppliers, and shareholders located throughout the world. As such, we engage and interact with officials and government representatives in a number of countries and municipalities, providing information about Seagate, our industry, markets, technology, and other facets of our business. Seagate does not directly or indirectly contribute corporate funds, either financial or

in-kind, for the purpose of supporting candidates for political office, political parties, or to political action committees.

As a responsible global corporate citizen, Seagate may actively engage in legislative and regulatory processes. This may include advocacy for certain policies that the company believes facilitate productive economic growth and are in the best interests of Seagate and its stakeholders.

Seagate's effort to interact with industry peers and stay informed of evolving policies, trends, technology developments, and regulations includes participation in a number of 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 U.S. or other government entities. Seagate may make payments to these organizations, including membership fees and dues, however the Company's payments to, participation in, or membership with these trade associations and organizations does not mean that Seagate endorses or agrees with all of a group's policy objectives.

Below is a list of trade associations and organizations that received membership fees or payments from Seagate for or during FY2019.

- Responsible Business Alliance (RBA)
- US-ASEAN Business Council
- United Nations Global Compact
- United for Patent Reform
- Green Chemistry Council
- Silicon Valley Leadership Group
- TechNet
- The Minnesota High Tech Association
- Longmont, CO Area Economic Council
- Longmont, CO Chamber of Commerce
- Boulder, CO Chamber of Commerce
- Cupertino, CA Chamber of Commerce
- Fremont, CA Chamber of Commerce
- American Chamber of Commerce
- American Chamber of Commerce, Thailand
- American Chamber of Commerce, Malaysia
- American Chamber of Commerce, Singapore
- American Chamber of Commerce, China
- Mastel (Indonesian association for ICT companies)
- Singapore Business Federation
- China Information Industry Association
- China Association for Foreign Invested Enterprises
- US-China Business Council in Beijing/Shanghai
- Jiangsu Provincial Informatization Association
- Londonderry Chamber of Commerce
- Northern Ireland Chamber of Commerce
- Confederation of British Industry (CBI)

Looking Forward: Governance and Ethics

Seagate will continue to evaluate and assess our Business Conduct Policy, and related programs and processes, for effectiveness and compliance with new laws and regulations. We plan to continue development and implementation of impactful live and online employee training and communications to support a culture of ethical behavior and compliance.



05.

PRODUCT
SUSTAINABILITY

PRODUCT SUSTAINABILITY OVERVIEW

Reducing the impact that our products and packaging have on the environment is extremely important, as each piece of technology we make and ship pulls on different resources from around the world.

This is important to us as product energy use is a major contributor to our [Scope 3](#) emissions, while the material that we use to build our products has to be mined and processed, creating environmental and social impact. These impacts are identified by our Life Cycle Assessments (LCAs), an analysis of environmental impacts over a product's life cycle from raw material extraction through end-of-life. Our Product Sustainability team works closely with both internal and external partners to assess and reduce our overall environmental impact, and manage any trade-offs. Our LCAs include information on product environmental impacts, throughout the life cycle of the product, covering four specific impacts in total.

Seagate's holistic view of product impacts looks at the environment, our customers, suppliers, and communities which are affected by our products and/or operations. Maximizing our sustainability is an ongoing goal for

our Product Sustainability program, and is an effort we are proud to partake in. The well-being of our planet depends on those responsible for any impacts to constantly consider how they can do better for the world, and the people in it. By knowing the impacts of our products, and then working to reduce or eliminate those impacts, Seagate hopes to be a good global citizen. Seagate thus is also better equipped to support our customers in meeting their environmental objectives.

In FY2019, Seagate's Product Compliance Council continued to operate according to its charter, supporting aspects of our product sustainability. All of Seagate's products meet regulatory requirements for health and safety in all jurisdictions where we do business, and we have had zero incidents of non-compliance within the reporting period. Additionally, Seagate does not have any of its products or services banned in any markets where we do business.

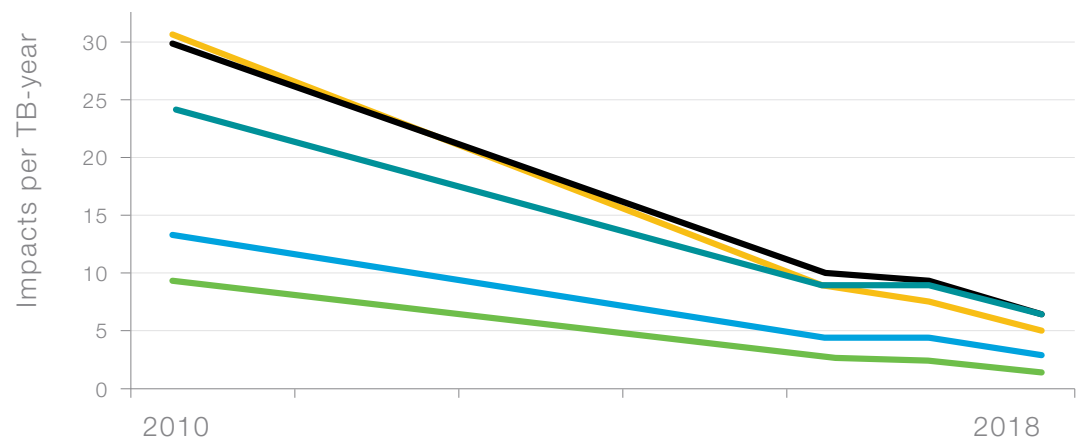
Product Impacts

We work with our suppliers to obtain Full Material Disclosures (FMD) for every part included in our products. This information is used in our Life Cycle Assessments to assess and improve our product environmental impacts, and is maintained in a database that is rigorously managed by Seagate's Sustainability organization, and is accessible to relevant internal stakeholders as any new substance concerns emerge. [Click here](#) to learn more about our management of Restricted Substances.

Seagate conducts LCAs in accordance with the International Organization for Standardization (ISO) 14040:2006 and 14044:2006 to estimate each assessed product's impact on the environment. In addition, each LCA is critically reviewed by an independent third party.

In FY2019, we continued with the use of the Seagate Green Design Tool based on Footprinter™ models, and completed six HDD and two SSD LCAs using this tool. These assessments are available [on our website](#). All other LCAs conducted in previous years are still relevant.

Change in Impacts per TB-year (2010-2018)



- Metal Depletion (kg Fe eq): -85%
- Water Depletion (00m3): -79%
- Use Phase Energy Use (kWh): -74%
- Climate Change (kgCO2e): -78%
- Human Toxicity (kg1,4-DB eq)..... -84%

In accordance with our credibility and transparency efforts, the Seagate Green Design models have achieved a limited assurance verification by UL Environment based on criteria as detailed in the International Standards for LCA (ISO 14040 and ISO 14044), and the World Resources Institute (WRI) and World Business Council for Sustainable Development (WBCSD)

Greenhouse Gas (GHG) Protocol Product Life Cycle Accounting and Reporting Standard. LCAs and product impact assessments help us focus development efforts to reduce environmental impacts. We prioritize conducting product LCAs based on production volume and customer data requirements.

Each LCA addresses impacts at every stage in the product life cycle, from raw material extraction to end-of-life disposal and recycling. The Seagate Green Design Tool LCAs include four endpoints judged for particular relevance to the electronics industry:

1. Climate Change (kg CO₂e)—Assessed across the seven GHGs specified in the GHG Protocol Product Standard
2. Human Toxicity (kg 1.4-DB eq)—Accounts for environmental persistence, accumulation in the human food chain, and human toxicological effects
3. Metal Depletion (kg Fe eq)—Indicates the amount of mineral deposits consumed
4. Water Depletion (kg cubic meters)—Reflects the amount of water withdrawn in cubic meters from local freshwater systems

We assess all of our products for health and safety, and improvements related to health and safety, through a representative drive from each family of products, as well as for the overall product portfolio. We also assess the health and safety of our products to

ensure compliance with regulatory standards required to place products in our markets, as well as to meet legal requirements. The progress that we have made is published on our external website.

Materials Efficiency and Circularity

One of Seagate's sustainability goals is to make better use of our materials, and create a circular economy for our products. With projects involving internal and external stakeholders, and tools within the company, we are making important progress in this area.

With the Seagate Green Design tool, we are including a circularity metric on each product LCA. Circularity is a measure of materials efficiency. Material use has traditionally been linear: virgin materials are taken from nature, used to make and use products, and ultimately proceed to disposal. A circular economy promotes the continuous use of materials in order to reduce waste and minimize our reliance on finite virgin resources.

Seagate now measures the circularity of products using the Material Circularity Indicator (MCI) for those products assessed via the Seagate Green Design Tool. We do this to benchmark our products, identify opportunities for improvement, and to move toward greater material efficiency. We also do this to inform our data storage solutions designs and add value to the way we serve our customers and partners.

The MCI focuses on the restoration of material flows at product and company levels, and is based on the following four principles: using feedstocks from reused or recycled sources, reusing components or recycling materials after each use of the product, keeping products in use longer (e.g., by reuse or remanufacture), and making more intensive use of products (e.g. via service or performance models). MCI combines these measures of circularity into a single indicator.

A perfect score is one, or 100 percent restorative, while a score of zero indicates a product with average lifespan and functionality, no recycled or reused content, and with no prospect of being recycled or reused at end of life. Our LCAs, which include a circularity score for each product, are publicly available on the Global Citizenship page of our website for each product on which Seagate has completed ISO 14040/14044 LCA studies.

CASE STUDY: DELL

In FY2019, Seagate worked with Dell, a key customer, as well as partners Teleplan and Shin Etsu to develop a closed loop rare earth metal recycling project.

Through Dell's product take-back program, we collected 300 kilograms of scrap HDD magnets from various manufacturers of HDDs. Neodymium Oxide was extracted from these magnets, providing the material needed to build new magnets, which was utilized in new HDD builds.

As a result of this, 25,000 Seagate hard drives were produced with recycled materials. These drives were used in the Dell Latitude 5000 series laptop.

Mining and processing rare earth metals is known to have environmental and health related challenges. By reusing rare earth metals, we are able to mine less, thus reducing environmental damage and lowering health concerns for the communities in which these metals are mined.

In FY2020, we are looking to operationalize this process as a part of our ongoing business, and apply the learnings from this project into other circularity initiatives.



In FY2019, we completed eight LCAs and reported the results using our updated Product Sustainability Report format. In accordance with our commitment to credibility, this process maintains third-party assurance. Significant environmental impacts come from the use phase of Seagate products. This means one of the largest opportunities to reduce product impacts comes from customers' understanding and use of Seagate's product power conservation modes, which allow customers to reduce the costs associated with drive operation while also reducing environmental impacts. The advantages of these power conservation modes are described in the product manuals.

Seagate does not stipulate post-consumer content when procuring components or parts from suppliers; however, it must be acknowledged that there is post-consumer material inherent in today's raw material supply. Utilizing data from our LCAs, we are able to determine the impact of metal depletion per terabyte

(TB) of storage capacity shipped on average for our product portfolio. The metal depletion indicator specifies the amount of mineral deposits that are consumed to provide the end-use material in question. The process is normalized to the extraction of iron (kg Fe-Eq). The average metal depletion per TB across Seagate's product portfolio is 1.40 kg Fe-Eq, and the total CY2018 impact to metal depletion equates to 2.0 million tons of Fe-Eq. In order to be more accurate, in line with our methodology, we are reporting in a CY based time frame for metal depletion.

Seagate takes the entire product life cycle into account when designing our products. Most Seagate products are highly recyclable, containing aluminum, steel, copper, and other recoverable materials, and many regions where Seagate products are sold have electronic waste recycling programs. For this reason, our HDDs are prime targets for salvage and recycling.

Because the vast majority of Seagate's products are sold as components to larger systems produced by original equipment manufacturers (OEM) or resellers, we have minimal leverage over how our products are managed at the end of their useful life. Just as we recycle our own internally generated scrap, we provide information to our customers to enable their own reclamation efforts and to promote participation in manufacturer take-back programs. Seagate does not have a product take-back program since the vast majority of our products are sold as components to larger systems.

For our retail products and servers, Seagate helps to manage product waste by taking back warranty-returned drives. All of these drives are refurbished or recycled. Drives that are recycled are done so at locations that have been third-party audited to ensure our environmental standards are met. We also provide customers with drive disassembly instructions to facilitate recycling. In FY2019 we were able to repair and redeploy 56 percent of the hard drives that were received via warranty returns through various channels.

CASE STUDY: MAGNET ASSEMBLY ‘VCMA’ CIRCULARITY DEMONSTRATION

In FY2019, Seagate participated in Phase 2 of the [iNEMI Consortium Value Recovery project](#), focused on HDD magnet materials and component recovery. HDD magnets, or magnet assemblies, were targeted due to the importance of Rare Earth Elements (REE's) or Rare Earth Metals (RE metals) as constituent material in magnets. RE metals are critical in many high-tech products, with increasing demand. REE recycling is seen as a priority for all tech companies, not just within the

HDD industry, as a means of mitigating supply chain risk and also of reducing environmental impacts of REE mining and processing.

In one of five demonstrations in the project, Seagate partnered with Teleplan International and a Seagate OEM customer to successfully recover VCMA magnet assemblies from end-of-use drives, and use the sub-assemblies in new drive builds.

The importance of this demonstration included:

- Feasibility of VCMA sub-assembly reclamation, with ability to build into new drives (with same specifications and warranty as drives built with new VCMA assemblies)
- Opportunity to identify the process and supply chain innovation necessary to be able to bring VCMA circular processes to scale
- Cost of reclaim processing at scale may be cost neutral or, with development, slightly cost-positive, compared to normal component and drive build processes
- LCA analysis quantifying environmental gains for the VCMA reclaim/reuse process compared to virgin material use showed emissions savings representing 96 percent of the global warming impact of one virgin VCMA set (one top and one bottom)
- Feasibility of circularity at component or sub-assembly level was demonstrated as a preferred path to materials recovery only

Looking Forward: Product Sustainability

Further underpinning our commitment to product sustainability, we will continue to create and use LCAs for new and existing products throughout FY2020, driving transparency and accountability within and outside of our organization. Seagate understands and sees the value in responsible resource management, and will work to formalize a circularity program involving rare earth metals throughout FY2020 and beyond, as well as looking for other strategic circularity opportunities. In looking to maximize the value of our products while also minimizing waste at product end of life, we will continue to evaluate options for sourcing material from recycled products in the upcoming year. Finding the appropriate means to introduce recycled content, such as aluminum, into our supply chain, is a priority for FY2020.

Restricted Substances

Seagate works hard to meet our customers' strictest specifications, and we are meticulous about cataloging restricted substances. This is important as these substances have been identified to have a negative impact on the environment, especially at the end of product life. Policies and procedures have been developed and communicated within the company and down the supply chain to ensure product environmental requirements are met. The program is managed by a product environmental function within the Sustainability organization. We currently list more than 2,000 restricted substances in our database, and maintain it to evaluate ongoing legal, industry, and customer requirements for product environmental compliance. We also catalog the Chemical Abstract Service number for each chemical substance present in Seagate components and finished products.

In FY2019, we continued to add to our Compliance Assurance System (CAS) system based on supplier FMD and Conflict Minerals data, including over 22,000 active Seagate parts and 37,000 supplier components. In FY2019 we responded to more than 4,700 customer requests for product environmental compliance information.

Seagate strives to comply with all regulatory requirements where we and our customers do business. Seagate adheres to global restricted substance legislation, including the European Regulation regarding the Registration, Evaluation, Authorization and Restriction of Chemicals (REACH), and the Restriction of Hazardous Substances (RoHS) "Recast" Directive, as amended by Directive (EU) 2015/863. We monitor regulatory, industry, and customer requirements, and continuously add new chemicals and substances to our restricted list, eliminating them from Seagate products wherever possible.

A few updates of note occurred in FY2019 for REACH and RoHS. REACH added 10 new substances to the candidate list, bringing the total number of REACH substances to 201 as of July 2019. All 201 substances are included in the Seagate Product Stewardship Specification, meaning that Seagate's CAS system screens all product components and materials for these substances.

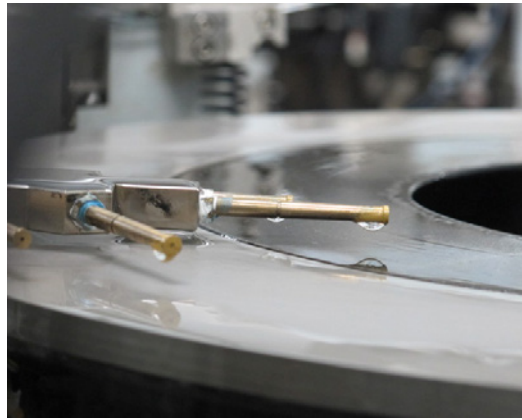
Using Seagate's FMDs and CAS, we are able to determine if and where Substances of Very High Concern are present in our products, and at what concentrations, both at the

homogeneous material and article levels. While it is confirmed that the 10 added substances are not present in any Seagate products or components, updated REACH Declarations were generated and made available as an assurance to customers that the Declarations account for the complete list of 201 substances.

RoHS established four additions to the restricted substances in Annex II to Directive 2011/65/EU (RoHS 2). Specifically, there are four types of phthalates, abbreviated as DEHP, BBP, DBP and DIBP. As these updates were effective in July 2019, Seagate spent FY2019 requiring analysis for the added substances in the component level RoHS Lab analyses provided by suppliers. Seagate also included testing for the additional substances in the Finished Goods (FG) RoHS analyses that Seagate provides at product launch, as well as updating RoHS analysis for the four substances in FG HDD families launched prior to 2018. The updated RoHS lab analyses

were completed well ahead of the effective date of July 2019, and updated RoHS Declarations of Compliance were generated and made available to Seagate customers.

To help customers comply with these same requirements at the finished product level, we aim to exceed, rather than meet the requirements, giving our customers enough time to manage their own product compliance. This diligence gives our customers the opportunity to participate in programs such as the Electronic Product Environmental Assessment Tool (EPEAT). Seagate products are generally components, for which no EPEAT standards apply. However, our ability to verify RoHS compliance and identify product composition at both the homogeneous material and article levels provides customers the assurance that the incorporation of Seagate components into their final products will support their ability to meet the relevant EPEAT required and optional criteria for their final products.



Seagate has initiated an enterprise-wide project to better understand the chemical footprint of our organization

with an eye towards increasing our transparency and promoting safer chemical substitutions. In collaboration with industry peers in the Clean Electronics Production Network, Seagate developed and piloted the use of a standardized reporting framework for process chemistry to improve visibility on the chemicals used in manufacturing processes throughout the supply chain.

In FY2019, we received no significant fines or nonmonetary sanctions for product environmental noncompliance.

Looking Forward: Restricted Substances

Upholding our value of Integrity, we will continue to manage our product compliance to ensure that all customer and regulatory requirements are fully met throughout FY2020 and beyond. While in the process of migrating to a new service provider for our Business Process Outsourcing activities, we will work to identify and leverage process efficiencies.

Responsible Sourcing of Minerals

A continual challenge for companies involved in hardware industries is the sourcing of conflict-free minerals. Defined as tin, tungsten, tantalum, and gold (3TG), these minerals are commonly mined in the Democratic Republic of the Congo (DRC) and adjoining countries. Some of these minerals are illegally sourced and traded by armed groups who are responsible for human rights violations. The Dodd-Frank Act, Section 1502, adopted in the United States in 2010, requires companies to disclose if any 3TG used in their products originated in the DRC

or an adjoining country. If so, any and all efforts undertaken by the company to ensure the sources of these metals are documented, identified, and reported to the U.S. Securities and Exchange Commission (SEC).

In complying with this regulation, and working to ensure the minerals in our supply chain are responsibly sourced, Seagate participates in the RBA Responsible Minerals Initiative (RMI), which allows us to contribute to industry solutions while maintaining standard processes for data collection. Note that Seagate does not directly source any of



the 3TG in our products from smelters/refiners. Our Conflict Minerals Policy Statement is available on our [website](#).

Currently 72 percent of known 3TG smelters and refiners are validated as conflict-free. Seagate continues to seek supplier commitments to source only conflict-free 3TG, and to have their smelters and refiners engage in the validation audit process. If smelters and refiners decline to become conflict-free, we advocate for suppliers to convert to other preferred sources.

Seagate's hardware products contain all four conflict minerals, all of which are required for functionality and production. Our company purchases parts, components, materials, and subassemblies that contain these metals. Information about the origin of the 3TG contained in these items comes from our direct suppliers, from both lower-tier suppliers and our membership in the RBA and RMI.

We currently extend our due diligence beyond what is required by law, and map the origins of cobalt in our supply chain, making us one of the first companies to undertake this endeavor. Since cobalt is also mined in the DRC, the supply chain is exposed to similar risks as 3TG. We use the Cobalt Reporting Template (CRT) from the Responsible Minerals Initiative (released in late December 2018) to

map the source of all the cobalt in our supply chain. This provides a standardized mechanism by which to share cobalt-sourcing data throughout the supply chain.



Seagate has used the CRT to gather cobalt-sourcing information from all of our in-scope direct material suppliers (in-scope = top 99.5 percent of spend on direct material suppliers providing cobalt-containing parts). Seagate has made available by request to our customers sourcing information for over 99 percent of cobalt-containing parts from in-scope suppliers.

Seagate did not conduct an IPSA audit of our Conflict Minerals program in FY2019. This audit was conducted and passed in FY2017, and will again be conducted in early CY2020. Although an IPSA was not conducted in FY2019, we maintained our commitment to the Organization for Economic Cooperation and Development (OECD) due diligence framework.

Throughout FY2019, we continued to manage supplier communication and data via CAS, following our implementation of the system in FY2017.

For the Conflict Minerals reporting period which closed midway through FY2019 (January 1, 2018 through December 31, 2018), Conflict Minerals Reporting Templates were collected from 100 percent of our in-scope suppliers. Of the direct materials suppliers that Seagate

purchases parts containing 3TG from, the list of suppliers that amounts for 99.5 percent of spend is defined as the in-scope suppliers. For the reporting period, there were two smelters identified as possibly being part of our supply chain which had not demonstrated through the Responsible Minerals Assurance Process (or equivalent audit) to be conflict-free. Thus for CY2019, Seagate is unable to assert that our entire supply chain is conflict-free.

Looking Forward: Responsible Sourcing of Minerals

Seagate will remain committed and vigilant against human rights violations throughout our supply chain and with associated smelters. As we plan to conduct an IPSA in FY2020, we continue toward our vision of conflict-free certification across our entire product portfolio.

Additional information and details are available in our [Conflict Minerals Report](#), filed annually with the U.S. SEC.



06.

ENVIRONMENTAL SUSTAINABILITY

ENVIRONMENTAL SUSTAINABILITY OVERVIEW

Seagate understands and acknowledges that climate change is contributed to by human activity, and will lead to a number of social, economic, and environmental consequences for all of us if not properly dealt with. As a company, we are committed to setting goals and tracking our progress, as well as auditing our systems to reduce energy consumption, carbon emissions, waste, and water usage throughout our global footprint. All efforts in these areas are fully supported by senior management. Our global environmental sustainability efforts are

a part of Seagate's values, policies, and processes, and are tied intrinsically to how we do business. To the best of our knowledge, none of our operations are located in or adjacent to protected areas and areas of high biodiversity value outside protected areas.

We work closely with our suppliers and provide training to key stakeholders to educate them on sustainability best practices, with indicators to gauge performance. These actions comprise the majority of our environmental sustainability efforts.

Management Systems

Our environmental management system is shaped by ISO standards, the RBA Code of Conduct, and UNGC principles. By managing and reducing environmental impacts through this system, Seagate demonstrates our recognized environmental sustainability leadership in our industry.

At the end of FY2019, all of Seagate's manufacturing facilities were certified to ISO 14001 Environmental Management System and working towards ISO 45001 Occupational Health and Safety, upgraded from Occupational Health and Safety Assessment Series (OHSAS) 18001. We

had 26 environmental regulatory visits, and 38 health and safety and fire regulatory visits globally in FY2019. These resulted in one violation notice for wastewater discharge exceeding limits in Singapore. Seagate took corrective action, including controlling and decreasing the regeneration waste discharge, diverting it to a regeneration waste tank for pre-neutralization, installing a pump with lower capacity to lower the flow rate of the neutralization system, and monitoring conductivity online with the option to divert any off-specification waste for further treatment. The fine paid totaled \$750.

Energy and Carbon Emissions Performance

The energy usage that Seagate incurs, and the process chemicals used, are essential in the manufacturing of our products and in providing our services. For detailed information on our carbon emissions, please refer to our [CDP disclosure](#). While the energy and process chemical use does contribute to GHG emissions, we work to reduce the amount of each by identifying energy conservation opportunities, auditing our management systems, setting targets, and reporting our progress to our employees, suppliers, and customers, both to create awareness and be transparent.

Our primary goal is to reduce energy use and GHG emissions per storage capacity produced. These measurements are known as “energy intensity” and “GHG emissions intensity,” as they measure impact relative to the amount of economic activity taking place. Intensity is measured in various ways across industry sectors and product types; we measure energy and carbon emissions intensity per exabyte (EB) of storage capacity shipped.

Seagate’s largest sources of scope 1 and 2 GHG emissions continue to be purchased electricity and fugitive emissions (an unintended release of GHG compounds into the atmosphere

from various types of equipment and processes). Each of our manufacturing sites is required to achieve annual energy saving goals to help reduce the intensity of GHG emissions in our operations.

Reducing GHG emissions is the most significant environmental aspect in our operations, especially as new products change production steps and usage timeframes. As our industry transitions to increasingly cloud-based data storage systems, there will be more cloud storage product offerings. These offerings typically require longer test times, and run for a longer time, increasing the GHG emissions per EB.

This transition undoubtedly will have an impact on our energy and carbon performance, and we aim to better understand and mitigate any negative changes. For example, we are working to find a replacement for the hydrofluorocarbon (HFC) solvent used in our manufacturing processes, which is released as a fugitive emission, as well as any other chemicals that have high global warming potential. These are the main contributors to our Scope 1 emissions, and are key in reducing overall GHG emissions.

CASE STUDY: SCIENCE BASED TARGETS

Seagate recognizes that human activity is a major contributor to global warming. By setting aggressive, standardized targets, we are holding ourselves to a necessary commitment.

We first committed to and set Science Based Targets (SBTs) in FY2017 to reduce GHG Emissions. In FY2019, we finalized and gained approval for our SBTs through the Science Based Targets Initiative (SBTi), which is composed of industry non-profits and stakeholders. Our SBTs align with the latest climate science necessary to meet the Paris Agreement. We are committed to doing our part to limit global warming to well below 2°C above pre-industrial levels and pursue efforts to limit warming to 1.5°C.

More than 600 companies worldwide have made commitments to setting SBTs. Our inclusion as one of those 600-plus companies underpins our commitment to combating climate change, and our continued industry leadership. Results will be communicated annually and reviewed every five years to assess changes.

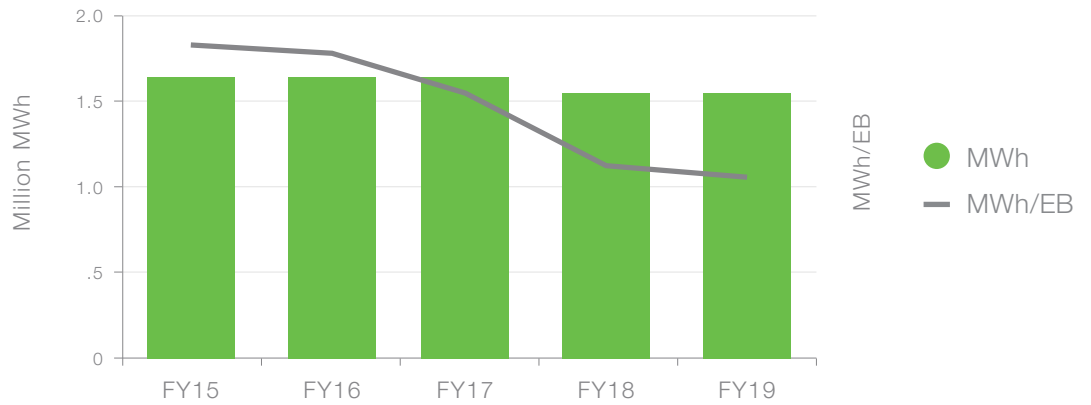
Our targets are to: Reduce absolute Scope 1 and Scope 2 GHG emissions 20 percent by 2025 and 60 percent by 2040 from a 2017 base year; and, reduce absolute Scope 3 GHG emissions 20 percent by 2025 and 60 percent by 2040 from a 2017 base year.

Energy

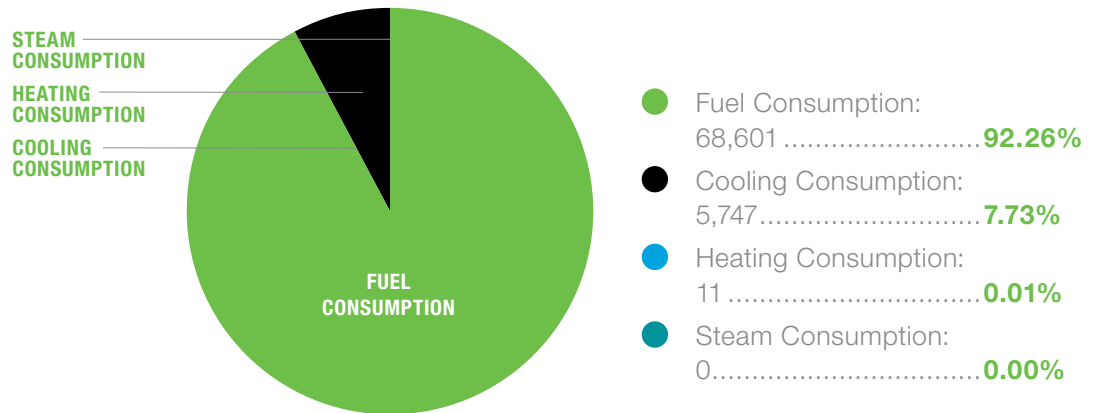
Total internal electricity consumption increased to 1.572 million megawatt hours (MWh), from 1.567 million MWh in FY2018. We shipped 347.4 EB of storage capacity in FY2019, resulting in a total of 4,526 MWh per EB of storage capacity shipped, down from

4,634 MWh per EB of storage capacity shipped in FY2018. This accounts for a 2.3 percent reduction in electricity consumption from FY2018 to FY2019, reflective of our ongoing commitment to responsible energy use.

Electricity Intensity Over 5 Fiscal Years



Internal Energy Consumption Excluding Electricity (MWh) in CY2018

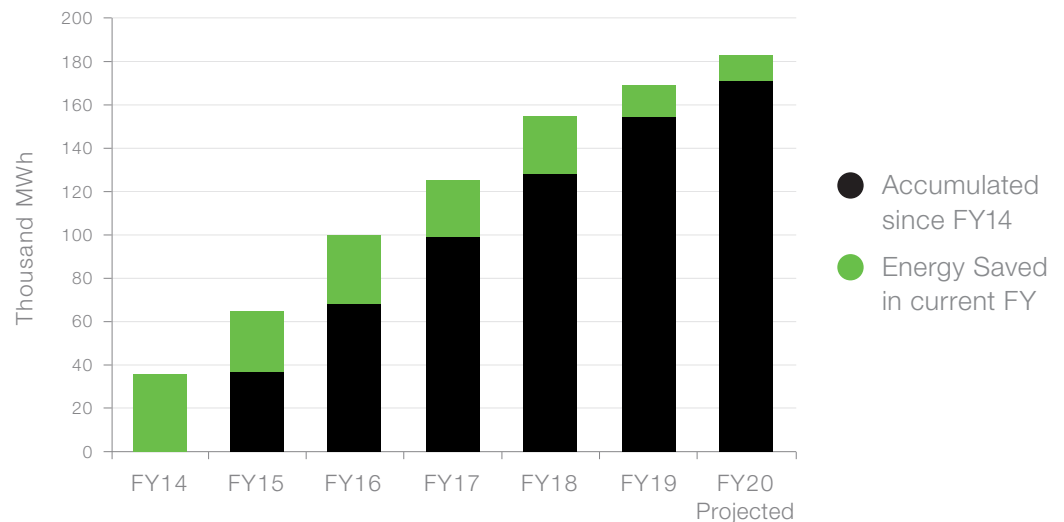


Given our higher-capacity drives and the move towards more cloud-based storage solutions, both of which require an increased amount of energy to manufacture, the normalizing of our energy consumption per storage capacity shipped demonstrates our innovation in the energy efficiency

space, and our ongoing commitment to a better process.

Seagate also continues to focus efforts on energy conservation throughout our operations. In FY2019, we saved approximately 16,000 MWh of electricity through energy conservation and

Accumulated Energy Saved (MWh) since FY2014

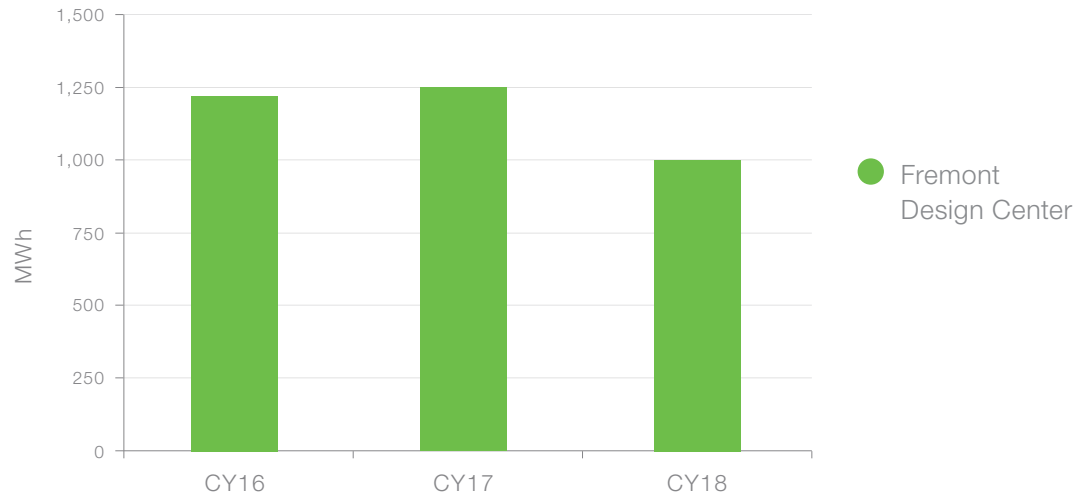


efficiency initiatives, exceeding our conservation goal of 10,000 MWh for the year. Energy savings are calculated using the Metered Baseline Method (MBM); since FY2014 the site initiated energy conservation projects, focused mainly on electricity, have saved a cumulative 170,000 MWh. Our conservation goal for FY2020 is 14,000 MWh.

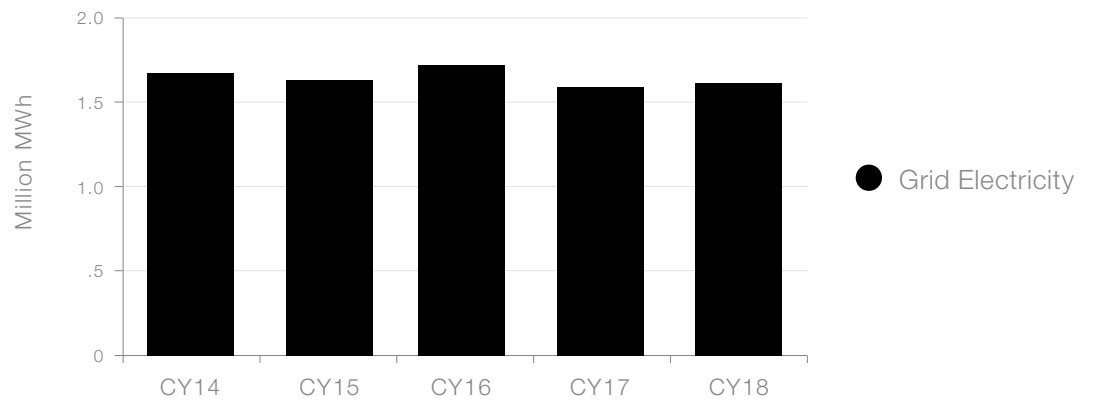
Renewable, solar energy is an area we are evaluating as we work on

reducing our GHG emissions. At our design center in Fremont, California, we generated a total of 1,000 MWh of renewable, solar energy throughout CY2018. Seagate is aligning to the ISO standards in implementation an energy management system to drive a common and sustainable energy management program across all manufacturing sites. Our manufacturing sites in Wuxi, China, and Londonderry, Northern Ireland, are certified to ISO 50001 Energy Management System.

Solar Energy Generated on Site Over 3 Calendar Years



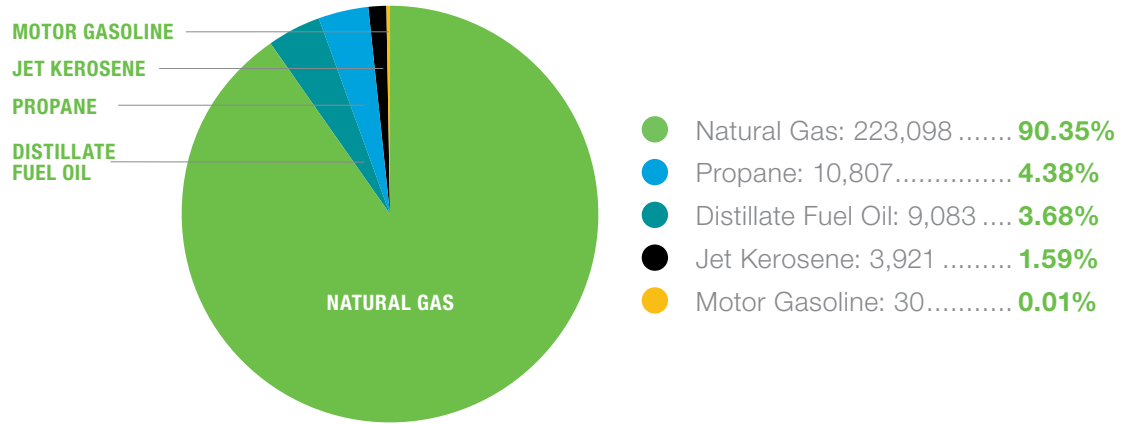
Grid Electricity Consumption Over 5 Calendar Years



Total Energy Consumption within Seagate (MWh)

	CY2016	CY2017	CY2018
Natural Gas	62,105	59,515	61,977
Propane	3,649	3,971	3,002
Diesel	1,583	2,463	2,523
Jet Kerosene	1,534	1,693	1,089
Hot Water	412	761	11
Chilled Water	2,196	6,198	5,747
Motor Gasoline	9	3	8
Electricity	1,689,965	1,578,291	1,597,121
Onsite Solar	1,238	1,244	1,000
Total energy consumption from non-renewable sources	1,761,453	1,652,895	1,671,478
Total energy consumption from renewable sources	1,238	1,244	1,000
Total energy consumption within the organization (renewable and non-renewable)	1,762,691	1,654,139	1,672,478

Fuel Type Consumed Internal (Gigajoule) in CY2018



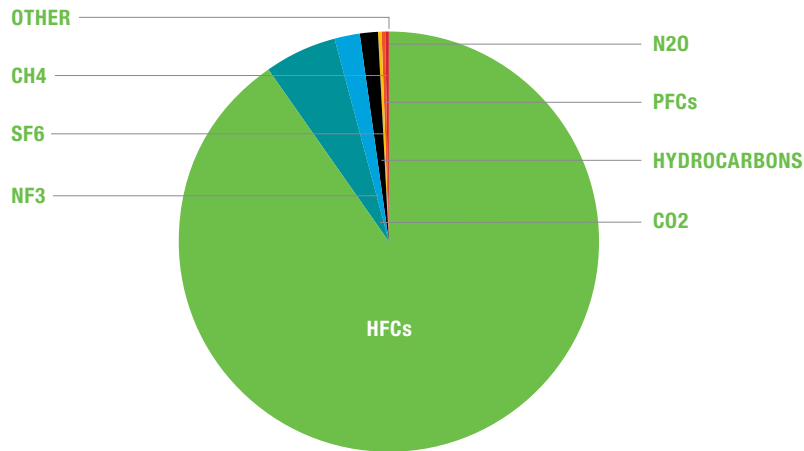
Carbon Emissions

Our carbon emissions data is collected by Calendar Year (CY), and our baseline year is CY2017. In CY2018, our Scope 1 emissions (GHG emissions generated directly at our sites) reduced by 1.2 percent to 259,307 metric tons of CO₂e. The majority of this decrease comes from process improvements across our manufacturing sites.

We are still facing challenges with our use of a hydrofluorocarbon solvent in our media manufacturing process, which results in fugitive emissions, and

are committed to finding a suitable replacement. This solvent is a necessary part of our manufacturing processes, and has a very high global warming potential. Our media design teams in Fremont, California work closely with teams at our manufacturing site in Singapore to qualify a replacement for this solvent, and improve process efficiency. The hydrofluorocarbon solvent we currently use contributed to nearly 89.5 percent of our Scope 1 emissions totals.

Breakdown of Direct Emissions (Scope 1) in CY2018 (tCO₂e)

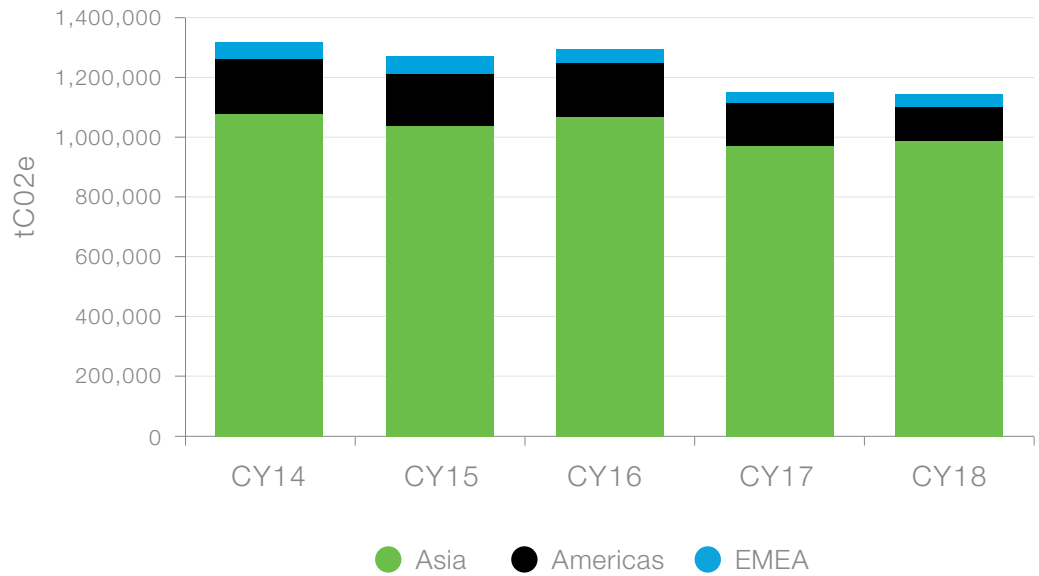


● HFCs: 234,353.....	90.38%	● PFCs: 440.....	0.17%
● CO ₂ : 14,466	5.58%	● CH ₄ : 344	0.13%
● NF ₃ : 5,190	2.00%	● N ₂ O: 39.....	0.02%
● Hydrocarbons: 3,691....	1.42%	● Other: 79	0.03%
● SF ₆ : 705.....	0.27%		

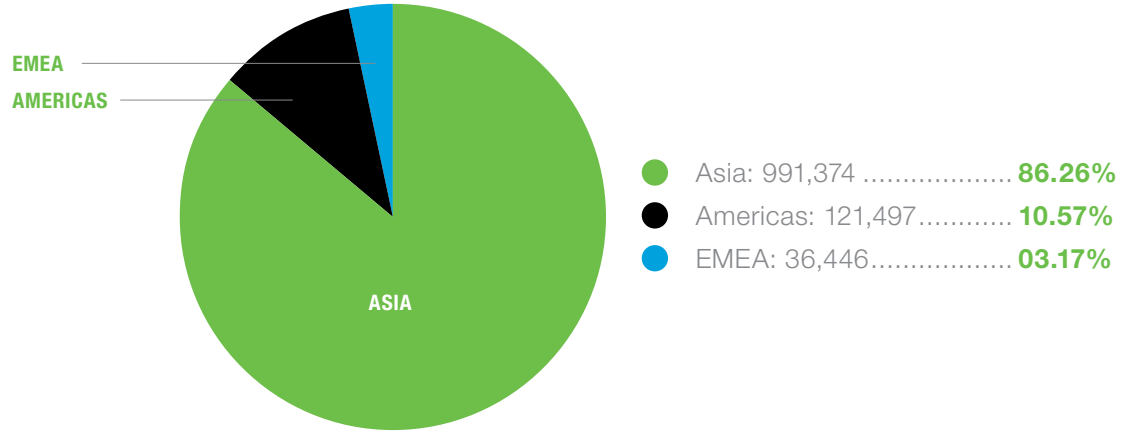
Our Scope 2 location based emissions (GHG emissions generated from the electricity that we purchase) increased by 0.2 percent, from 887,964 metric tons of CO₂e in CY2017 to 890,010 in CY2018. Our Scope 2 market based emissions in CY2018 equaled 902,266 metric tons of CO₂e. Seagate’s primary approach to reduction of Scope 2 emissions is energy conservation. We

used the WRI/WBCSD Greenhouse Gas Protocol (Scope 1 and 2) for Scopes 1 and 2 calculations, and the WRI/WBCSD Greenhouse Gas Protocol Corporate Value Chain (Scope 3) for our Scope 3 calculations. Our GWP factors are based on IPCC Fifth Assessment Report (AR5 – 100 year), and we scope our reporting for which we have operational control.

GHG Scope 1 and 2 by Region Over 5 Calendar Years



GHG Scope 1 and 2 by Region in CY2018 (tCO2e)

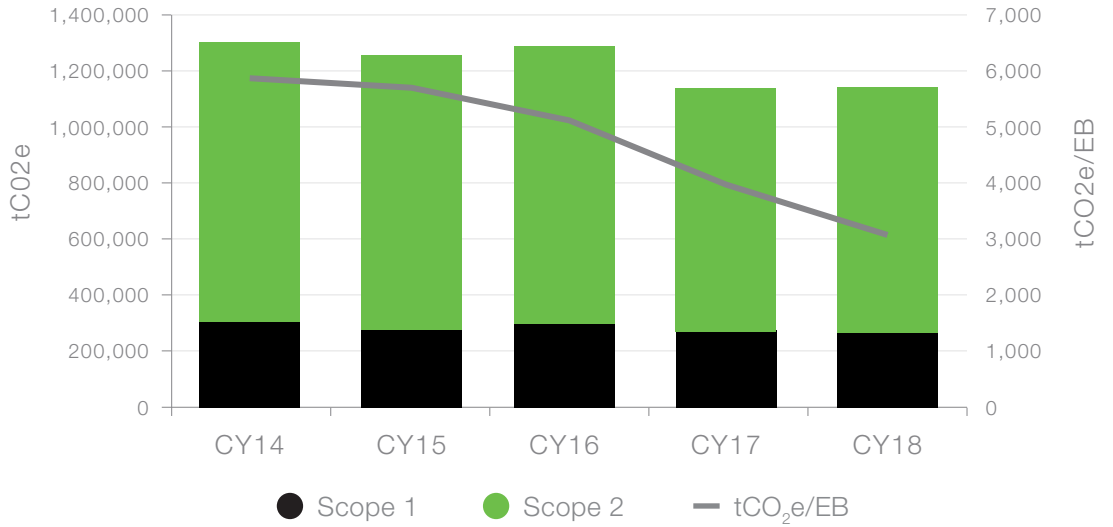


Combining Scope 1 and Scope 2 emissions, Seagate generated 1,149,317 metric tons of CO2e in CY2018, a 0.1 percent reduction from CY2017. We also conducted third-party verification of our GHG emissions reporting, which is done every year per ISO 14064-3: Greenhouse gases—Part 3: Specification with guidance for the validation and verification of greenhouse gas assertions.

Our CY2018 goal was to reduce our total combined Scope 1 and Scope 2 emissions by 2 percent from CY2017.

This was not achieved. Our Scope 1 emission reduced by 1.2% in CY2018 compared to CY2017 while our Scope 2 emissions increased by 0.2%. Overall we reduced our absolute emissions by 0.6% in CY2018 vs CY2017. If we compare to our SBT goals, we have some ways to go. We believe that measuring emissions normalized over EBs shipped is a more accurate representation of the emissions portfolio of our business.

GHG Emission Intensity Over 5 Calendar Years

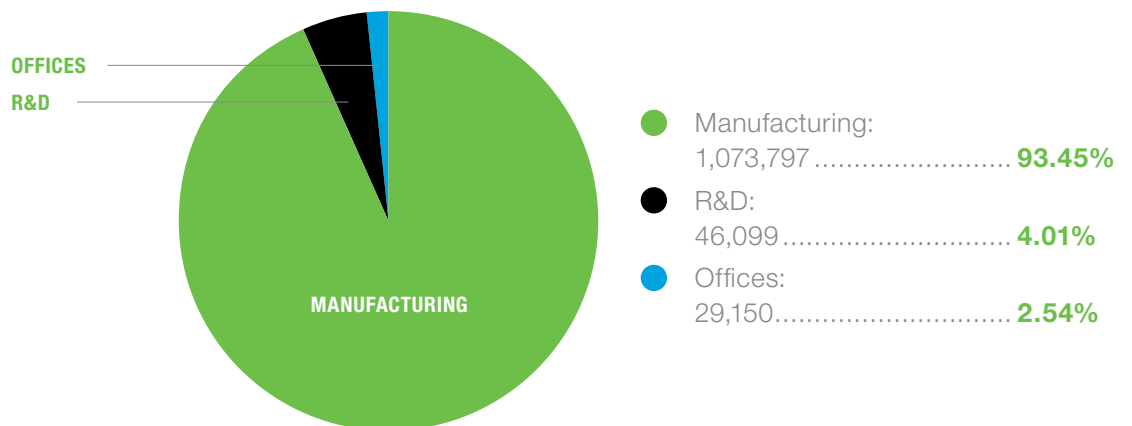


We share our factory performance results with our stakeholders annually in both our own report (the GCAR) and through the Carbon Disclosure Project (CDP) investor and supply chain questionnaires. Our responses are

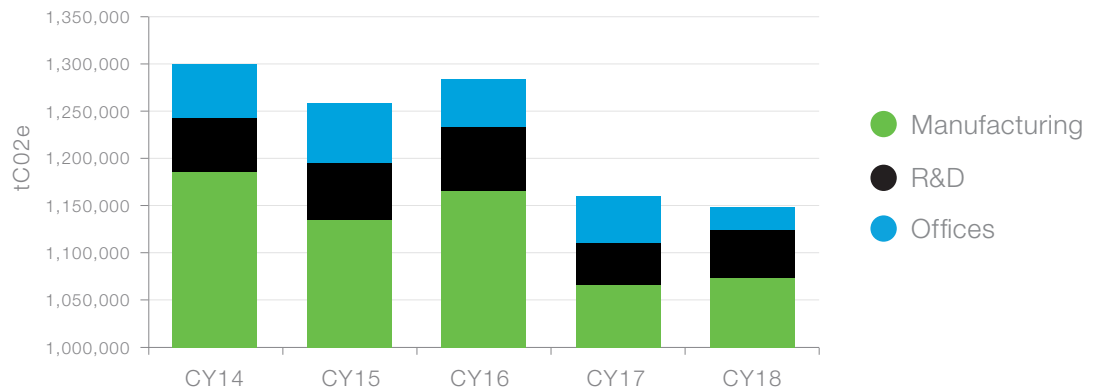
available on the CDP website and our own external webpage, and we share information with our customers through the RBA environmental module.

- [CDP Response for Carbon Emissions](#)
- [Third-Party Verification](#).

GHG Scope 1 and 2 by Type of Facilities in CY2018 (tCO2e)



GHG Scope 1 and 2 by Type of Facilities Over 5 Calendar Years

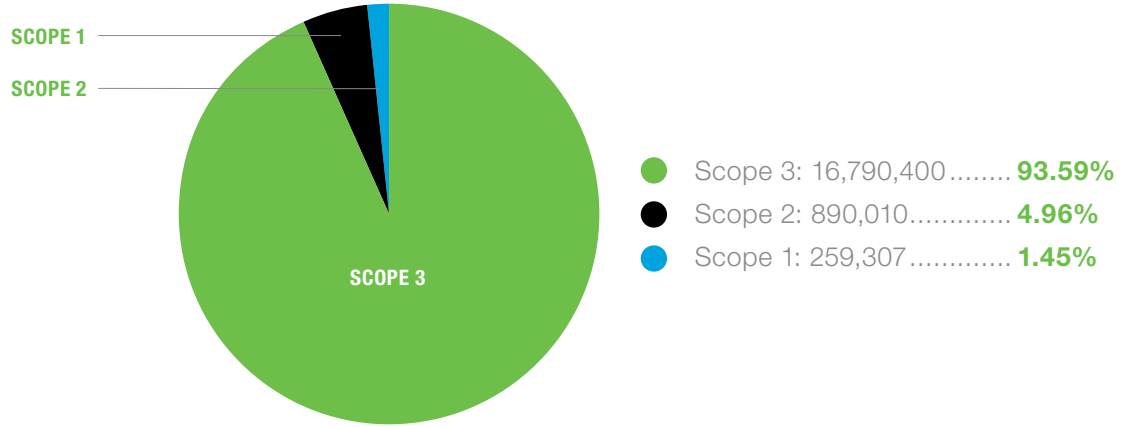


Seagate continues to assess climate change related risks to the business as part of our annual ISO 14001 management system process, and we have not identified any risk unique to our company beyond what would apply to our industry. More information on risks and opportunities posed by climate change can be found in our [CDP report](#).

For technology products, Scope 3 emissions are typically much higher than Scope 1 and Scope 2 emissions, particularly those from product use (the use profile of the product has changed, meaning emissions change; products like the drives that cloud

providers use are running longer hours, upping their Scope 3 emissions impact.) Seagate's continued efforts to reduce the amount of energy used by our products is important for this very reason. Learning from our current products and continuously improving as we create new ones is one way that we can decrease those Scope 3 emissions. Our LCA results help to inform us of sustainability impacts, such as energy usage, along with potential improvements in packaging and products. The goal is for each generation of products to be more energy efficient (EB/watt) when compared with previous generations.

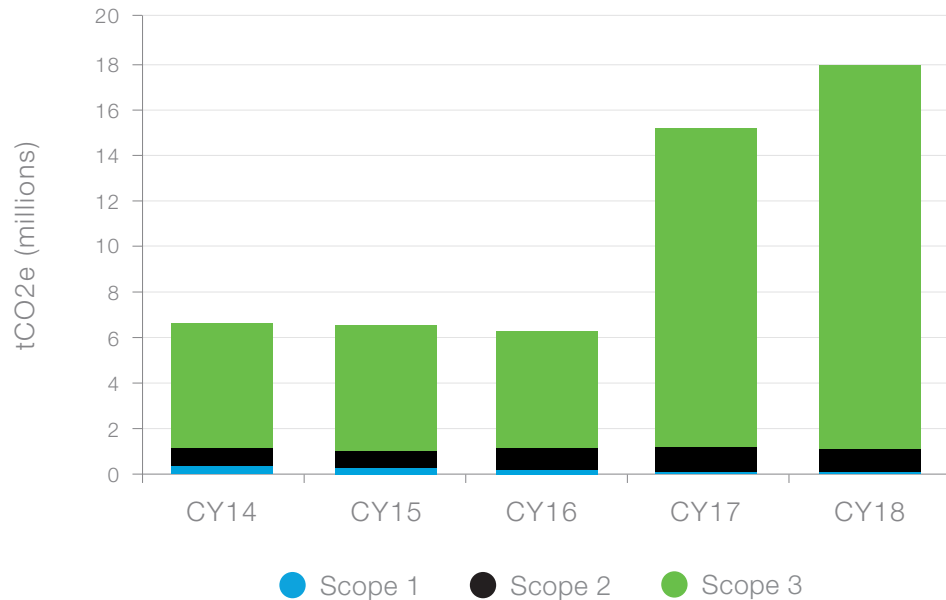
GHG Emissions in Calendar Year 2018 (in tCO2e)



Seagate reports on all twelve Scope 3 parameters that are relevant to our operations; our [FY2018 GCAR](#) was the

second year that we had a complete Scope 1, 2, and 3 GHG footprint reported, including all relevant Scope 3 categories.

GHG Emissions Over 5 Calendar Years



CY2018 GHG TOTAL EMISSIONS

PROCUREMENT

TRANSPORTATION

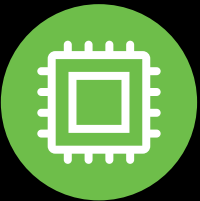
PRODUCTION

TRANSPORTATION

DISPOSAL

Total Scope 1, 2 and 3 Emissions 17.9 million metric tons CO₂e

Scope 3 Upstream
= 1,730



Purchased Goods and Services = 1,200

- Upstream Transportation and Distribution = 90
- Fuel and Energy Related Activities = 190
- Capital Goods = 200
- Employee Commuting = 25
- Business Travel = 17
- Waste Generated = 5.7
- Upstream Leased Assets = 2.5

Scope 2 = 890



Purchased Electricity = 887

Purchased Heating/Cooling = 3

Scope 1 = 259



Process/Fugitive = 246.5

- Stationary Combustion = 12.5
- Mobile Combustion = 0.3

Scope 3 Downstream
= 15,060



Use of Sold Products = 15,000

- End of Life Treatment for Sold Products = 50
- Downstream Transportation and Distribution = 8
- Processing of Sold Products = 2.2

Scope 1, 2, and 3 Emissions listed in thousand metric tons CO₂e

* Total Scope 1, 2, and 3 Emissions 17.94 million metric tons CO₂e

CY2018 Emissions of Ozone Depleting Substances, and Nitrogen Oxides, Sulfur Oxides and Other Significant Air Emissions

In CY2018, there were no ozone-depleting substances (ODS) recognized under the Montreal Protocol used for production. However, there was a total of 0.008 metric tons of CFC eq used in test and development. This data was based on in-house annual chemical inventory based on their relative ozone

depletion potential (ODP). Based on available air monitoring results, significant air emissions concentration from our manufacturing facilities were 0.25 mg/Nm³ NO_x, 0.004 mg/Nm³ SO_x, 262 mg/Nm³ volatile organic compounds (VOC) and 5.3 mg/Nm³ particulate matter (PM).

Looking Forward: Energy and Carbon Emissions

Seagate will continue to focus on energy conservation throughout FY2020 and beyond, continuously evaluating our processes to identify savings opportunities throughout our global footprint. We will also continue to work towards ISO50001 certification at all manufacturing sites. Seagate will continue to work on reducing our emissions through energy conservation activities, improved management of energy, and process controls. In addition, we will continue to work toward achieving our approved, aggressive SBTi goals.

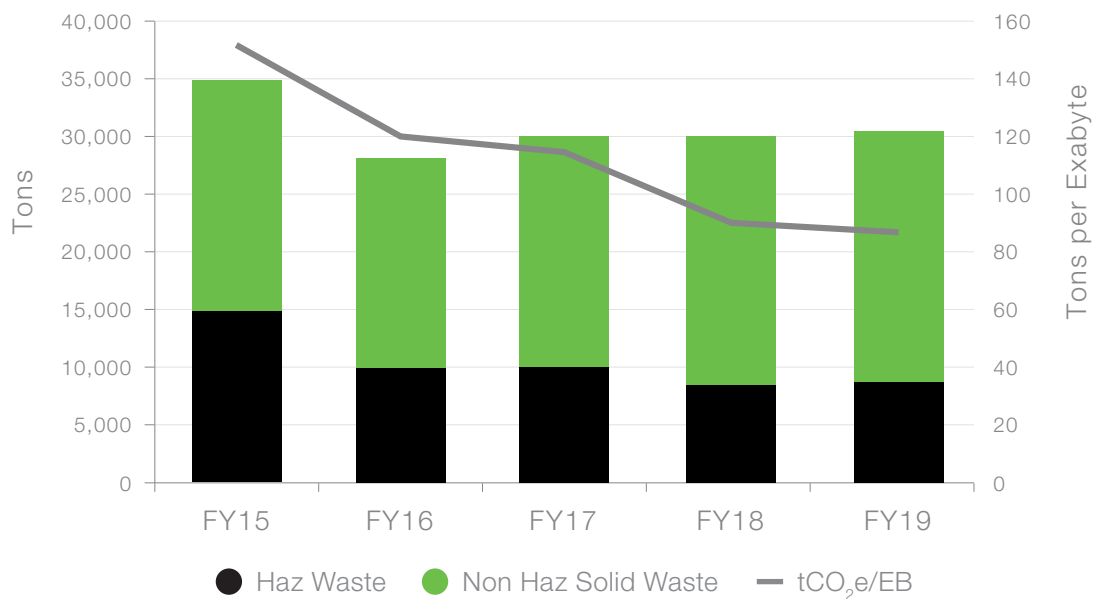
Waste Management

At each Seagate site across our global footprint, there are established systems that track, manage, and report waste of all types. Our sites identify and implement waste minimization initiatives with the goal of preventing waste from being produced, and recycling or reusing waste whenever possible. The site produces two main types of waste; solid waste, comprised of wood, paper, cardboard and plastics which are non hazardous. The other type of waste generated is hazardous waste comprised of organic solvents, sludges, corrosives waste and e-waste. Waste management is a significant aspect of our operations as waste is inevitably generated in the manufacturing process

and has to be properly managed to reduce the impact to the environment. Programs are in place to properly categorize these different waste streams to ensure proper disposition in accordance with regulatory requirements and generate the most benefit.

We commit to zero landfill disposal of hazardous waste unless technically not feasible. If disposal is needed, we work with the disposal facility to identify the most appropriate method for treatment and disposal. Our preference is to recycle waste whenever possible, but if that is not an option, we look at chemical, then physical treatment, and finally incineration.

Total Waste Generated Over 5 Fiscal Years



Every Seagate site is responsible for reporting data on waste to a central database, which is accessible by employees and reviewed by Seagate Corporate Sustainability to ensure we are deploying best practices globally. We have established minimum requirements for the selection and

performance of hazardous waste treatment vendors, and qualify vendors through a third-party audit of set criteria.

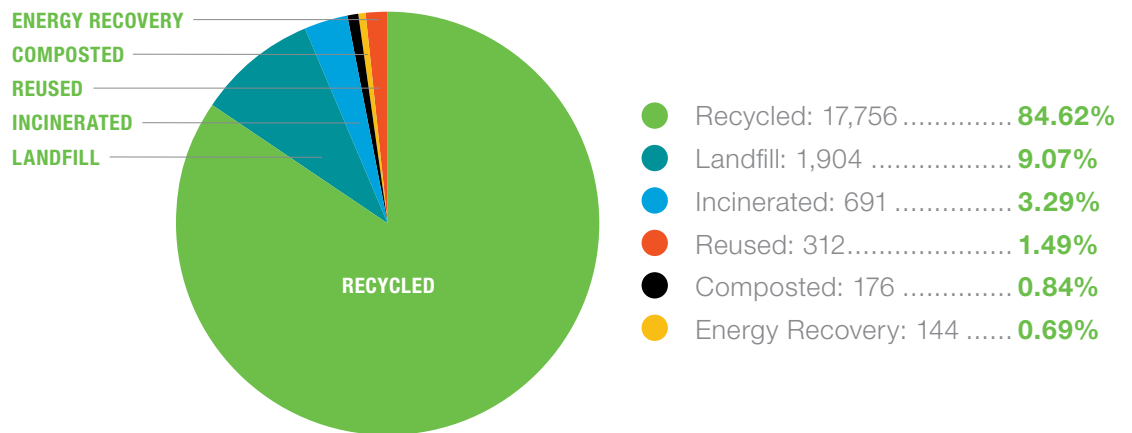
We had no significant spills in FY2019. A significant spill is defined as one which is reported in the financials as a liability requiring an outside response by a party external to Seagate.

Solid Waste

We measure the performance of our program by tracking the metrics listed in the graph that follows, taking into account recycling and energy recovery. Our annual totals include all waste generated at facilities under the company’s ownership and control, not including waste generated as part of new construction projects. During

FY2019, Seagate met its target of keeping more than 83 percent of solid (nonhazardous) waste out of landfills, with a diversion rate of 85 percent. We generated 3 percent less solid waste in FY2019: 20,983 tons, down from 21,626 tons in FY2018.

Solid Waste Disposition FY2019 Total 20,983 Tons



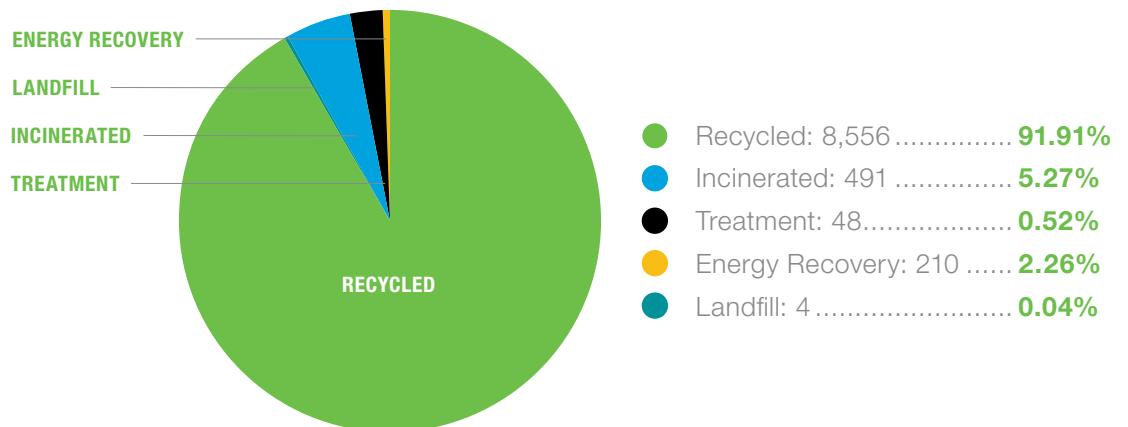
Hazardous Waste

91.9 percent of hazardous waste produced in FY2019 was recycled, with 2.26 percent going to energy recovery, 5.27 percent being incinerated, 0.52 percent being disposed of through treatment processes, and 0.04 percent sent to landfills. Waste sent for landfill contained asbestos from building renovation as there we no other suitable treatment method available. Our hazardous waste disposition continues to shift away from treatment to recycling, with a larger percentage of our hazardous waste recycled this year. Seagate generated 10 percent more total hazardous waste in FY2019, increasing from 8,457 tons in FY2018 to 9,309 tons in FY2019. The increase was due to the decision to ship more waste off site for treatment rather than treat it in house for business reasons. This also correlates with an increase in hazardous

waste produced per EB shipped, from 25 tons in FY2018 to 26.8 tons in FY2019.

We utilize CHWMEG third-party audit reports to assess Treatment, Storage, and Disposal Facilities (TSDF) across global sites. When CHWMEG audit reports are not available, we directly contract with third-party firms to conduct audits of TSDFs. In FY2019, we conducted or reviewed 8 Hazardous Waste TSDF audit reports to ensure these facilities meet the standards set by Seagate Corporate Sustainability. A total of 9,309 tons of hazardous waste was transported to in-country TSDFs for treatment in FY2019. No waste was imported or exported during the year. The volume of waste transported is calculated from hazardous waste consignment notes that accompany the shipment for treatment.

Hazardous Waste Disposition FY2019 Total 9,309 Tons



Looking Forward: Waste Management

Underpinned by our value of Integrity, we are committed to ensuring that 0 percent of hazardous waste goes to landfills throughout FY2020. Additionally, we will maintain a solid waste diversion rate of 85 percent or greater in FY2020, leveraging site initiatives, as well as the insights and innovation of our dedicated teams, to help achieve these goals.

Water Management

Water is an extremely important natural resource, and requires proper management to preserve and protect the health of our global ecosystems. Our manufacturing processes use water from local watersheds which are shared with the local community. The primary use of freshwater in our direct operations and our value chain is as coolants and cleaning agents at production facilities. Additionally, freshwater is important for employee consumption and sanitation. Water management was deemed a significant aspect due to its direct and indirect use because without water, we could not clean products during manufacturing or provide adequate cooling to facilities and critical equipment. Additionally waste water produced from our operations is treated and discharged into waterways used for other purposes e.g. transportation, irrigation. Thus the proper treatment of water is an important aspect of our operations to reduce the impact to downstream activities. In the last few years, Seagate has applied measures to reduce water

consumption, improve water recycling, increase awareness among employees, and reduce water intensity. Our water metrics are reported annually based on the calendar year, not fiscal year.

We reduced total water withdrawn by 8.5 percent, from 8,875 megaliters in CY2017 to 8,282 megaliters in CY2018. This is the total volume of water withdrawn from municipal water supplies based on meter reading. In CY2018 we recycled 2,556 megaliters of water, up from 2,291 in CY2017, a 12 percent increase based on meter reading. Our progress has been driven by reducing water use through more efficient processes, and recycling the water we use. In CY2018, our water intensity (ML withdrawals/EB) was 22.59 liters per EB, down from 31.1 liters per EB in CY2017, a 27 percent decrease. This is due to an overall reduction in withdrawal as well as the increased number of EBs shipped from CY2017 from CY2018. The [CDP Response for Water](#) and [Third Party Verification](#) can be found on our external Global Citizenship website.

Seagate's primary consumption uses of water are for cooling and irrigation, both of which we monitor at our facilities annually. For facilities where actual data is not available, we estimate consumptive use based on available data from other facilities. Manufacturing sites and Seagate's largest R&D and administrative sites are prioritized for monitoring because they are the largest contributors to our water use. For smaller office-based sites, consumption is negligible.

Treatment and disposal of wastewater from our processes is an important aspect of our operations. In all locations in which we operate there are minimum standards set for the quality of effluent discharge set by the local authority which include pH, Biological Oxygen Demand, Chemical Oxygen Demand, Suspended Solids and mineral content among others. Our treatment plants are built and maintained to ensure they operate efficiently in treating the effluents from

our processes. All our treatment plants have internal operating control limits set well below the minimum discharge standards to act as internal triggers to ensure continued compliance. A number of our facilities also have on-line monitoring capabilities which are linked directly to the regulatory authority monitoring system. The regulatory authority which provides us with the permits to operate our treatment plants and set effluent discharge limits do take into consideration the receiving bodies of water, for example, at our Johor, Malaysia plant, we need to meet the stricter Standard A effluent discharge standard. Seagate took corrective action, including controlling and decreasing the regeneration waste discharge, diverting it to a regeneration waste tank for pre-neutralization, installing a pump with lower capacity to lower the flow rate of the neutralization system, and monitoring conductivity online with the option to divert any off-specification waste for further treatment. The fine paid totaled \$750.

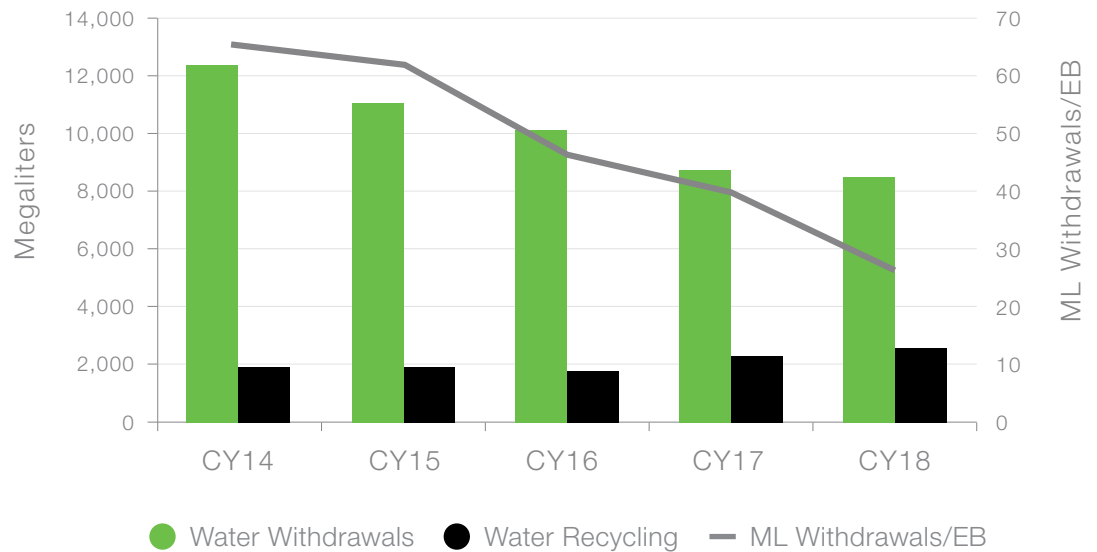
CY2018 Water Data

	ALL AREAS	AREAS WITH WATER STRESS (RISK AREA DEFINED BY WRI AQUEDUCT TOOL)
Water Withdrawal by Source		
Surface Water	0	0
Ground Water	0	0
Sea Water	0	0
Produced Water	0	0
Third Party Water	8,282	4,281
Total Withdrawal	8,282	4,281
Water Discharge by Destination		
Surface Water	471	0
Ground Water	0	0
Sea Water	0	0
Third Party Water	4,949	2,594
Total Discharge	5,420	2,594
Water Discharge by Level of Treatment		
No Treatment	979	520
Wastewater Treatment	4,441	2,074
Water Recycling by Use		
Non Production	1,147	126
Production	1,409	1,409
Total Recycling	2,556	1,535
Water Consumption by Use		
Cooling Tower/Evaporative Loss	1,960	813
Irrigation and Landscaping	1,178	1,178
Drinking Water	0.1	0.1
Other Losses not Accounted for	0.3	0.3
Total Consumption	3,138	1,991
<i>unit of report = Megaliter</i>		
All water classified as Freshwater (≤ 1,000 mg/L Total Dissolved Solids)		

Seagate monitors water discharge quality at all facilities annually. Manufacturing sites and Seagate’s largest R&D and administrative sites are prioritized for monitoring because they are the largest contributors to our water discharges. We feel this prioritization of monitoring is appropriate because water discharge

quality is monitored by standard effluent parameters at all facilities 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.

Water Withdrawals and Recycling Over 5 Calendar Years



Looking Forward: Water Management

Water is one of our most precious resources, and Seagate remains committed to reducing our use throughout FY2020. To achieve this, we will continue to seek out new and innovative solutions, opportunities, and technologies, including assessing and monitoring our water usage data to determine best practices, approaches, and policies around our water management.



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SEAGATE

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07.

OUR EMPLOYEES

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OUR EMPLOYEES OVERVIEW

Seagate is the leader in data storage solutions for a reason: people. Our employees are creative, hardworking, passionate, and bring innovation to the workplace. Our global community of employees is based in locations around the world with major facilities in Thailand, China, Singapore, Malaysia, the United Kingdom and the United States. At the end of FY2019 we had slightly more than 40,000 regular full-time and part-time employees globally, down 6.5 percent from the prior fiscal year.

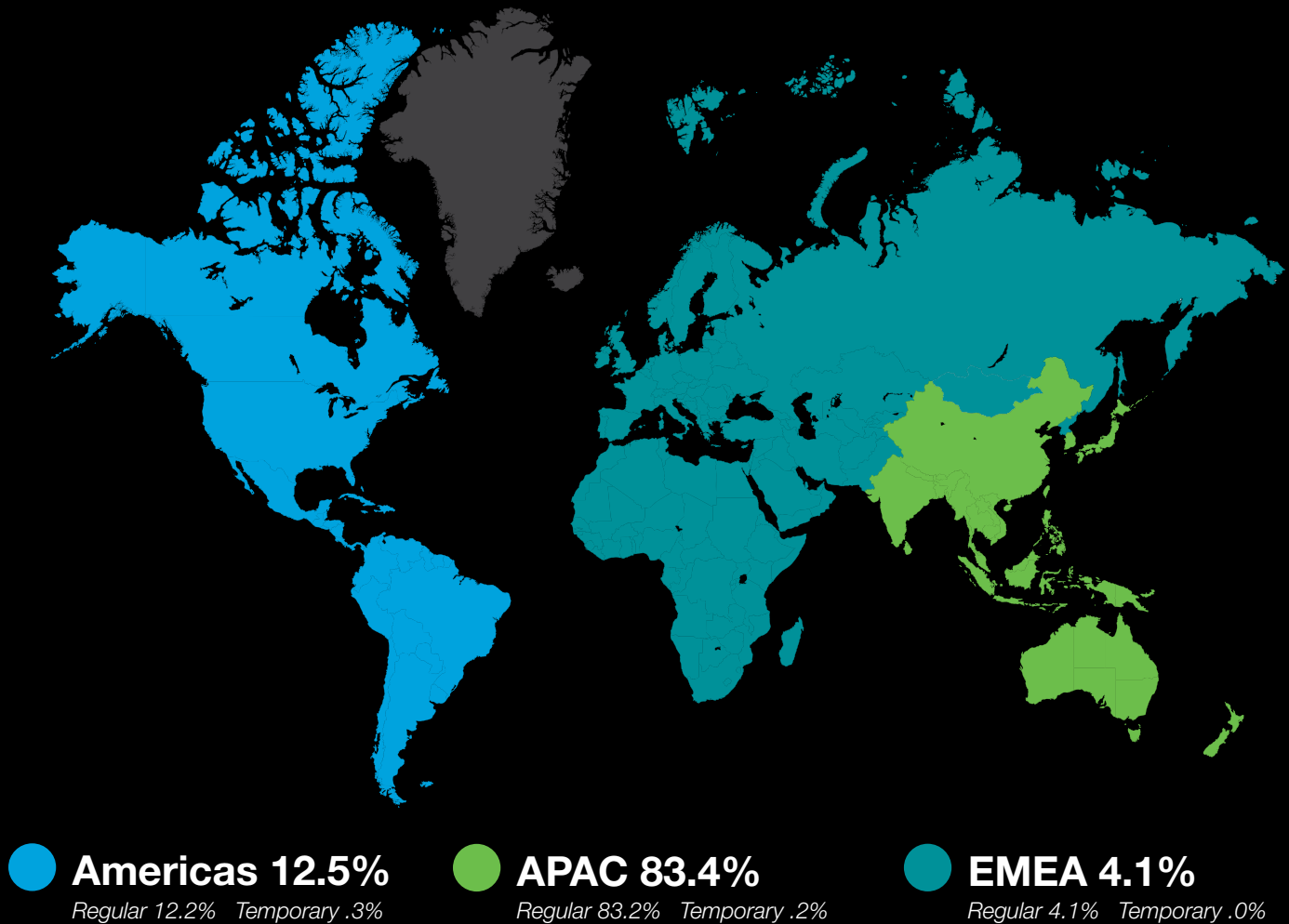
We continue to focus on attracting and retaining a talented and diverse workforce that encourages our values of Integrity, Innovation and Inclusion.

We seek talented candidates who want challenging, empowering, engaging careers. To diversify our workforce, we recruit university graduates and candidates from underrepresented groups who bring various perspectives and diverse knowledge to our company. In addition to our external recruiting efforts, we look within our company for new ways that current talent can contribute to our operations. We support transfers and promotions so employees can gain further experience while taking on a new role or area of responsibility. In FY2019, our external hiring was down from the year prior as we looked internally to re-train employees to leverage their talent across the organization.



FY2019 GLOBAL EMPLOYEES: 40,273

Total Global Employees By Region



Total Employees By Gender



Female 58.8%

Regular 58.6% Temporary .2%
Full-Time 58.6% Part-Time 0.2%



Male 41.2%

Regular 40.9% Temporary .3%
Full-Time 41.1% Part-Time 0.1%

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

** Regular employees include full and part-time employees. Temporary employees includes interns and employees with fixed-term contracts.

*** Time type is defined by legislation where employees is located.

FY2019 Global Employee Hires: 5,705 (overall hire rate 14.3%)

HIRES RATE BY REGION		HIRES RATE BY GENDER		HIRES RATE BY AGE GROUP	
Americas	8.5%	Females	15.0%	<30	39.1%
APAC	15.4%			30-50	7.0%
EMEA	8.4%	Males	13.2%	>50	2.6%

Data reflects regular employee hires captured in our HR Management System during the reporting period. Hire rate is calculated as the number of hires divided by employee headcount.

SEAGATE JOINS BUSINESS COALITION IN SUPPORT OF THE U.S. EQUALITY ACT

In FY2019 Seagate signed the Business Coalition for the Equality Act, joining over 250 other U.S. companies, including tech leaders Apple, Amazon, Cisco, Dell, Google, HP and IBM, Intel, Microsoft, and Twitter, in support of human rights. The bipartisan act, which aims to provide clear, consistent protections against discrimination on the basis of sexual orientation and gender identity, represents a major opportunity to advance human rights and equality in our nation.



As a global citizen, Seagate is responsible for protecting human rights, upholding labor standards and ensuring that our employees are treated respectfully. Led by Inclusion Value

Champions Joan Motsinger (Senior Vice President of Business Excellence), Jeff Nygaard (Executive Vice President and Head of Operations, Products, and Technology) and John Cleveland (Senior Vice President, Human Resources, Internal Communications and Community Engagement), the decision to join the Business Coalition for the Equality Act was unanimous among Seagate's executive team, reflecting our ongoing commitment to human rights and equality, as well as our values of Integrity and Inclusion.

FY2019 Voluntary Turnover: 5,331 (Overall turnover rate 13.3%)

VOLUNTARY TURNOVER RATE BY REGION		VOLUNTARY TURNOVER RATE BY GENDER		VOLUNTARY TURNOVER RATE BY AGE GROUP	
Americas	5.3%	Females	15.3%	<30	32.5%
APAC	14.9%			30-50	8.0%
EMEA	4.0%	Males	10.4%	>50	2.5%

Data reflects regular employee voluntary turnover captured in our HR Management System during the reporting period.

Turnover rate is calculated as the number of voluntary terminations divided by employee headcount.

Retaining our talented workforce remains a top priority, as we believe that reducing turnover helps Seagate retain knowledge and deliver deeper, longer-term customer relationships. Even though our voluntary turnover was up slightly from the previous year, our overall attrition remains below industry average. We set an annual voluntary turnover goal for our non-operator employees of 10 percent and in FY2019 we continue to remain under this goal. Seagate defines operators as

“Direct Labor Production Workers” and non-operators as “all others.” Seagate provides transition services, such as pre-retirement planning information and resources, for employees that are leaving the workforce due to retirement. In the United States in situations where layoffs or reductions in force are required due to business conditions, acquisitions or divestitures, we provide outplacement services; and in other countries, we align with legal mandates.

Looking Forward: Our Employees

In FY2020, we plan to focus on retention by offering our employees a new way to grow their careers through the launch of an internal program that focuses on career development and internal mobility aligned with opportunities for growth. The program emphasizes learning and development to build one's skill sets, provides better visibility for employees into new internal jobs and offers improved insights to hiring managers about employees who could contribute to their team's success.



INTEGRITY
INNOVATION
INCLUSION

Labor and Human Rights

Throughout our global operations, Seagate lives our commitment to our value of integrity by respecting and promoting labor and human rights. We adhere to the United Nations Guiding Principles on Business and Human Rights, the International Labor Organization core labor principles, and the Responsible Business Alliance (RBA) Code of Conduct. We incorporate these standards into our policies and procedures. We also prioritize fair employment practices, and comply with all laws pertaining to nondiscrimination and equal opportunity. Human Rights protection including Child Labor is a material aspect of our business due to

the geographies in which we operate that lack the regulatory protection or enforcement to effectively manage these concerns. This entails specific attention to particularly challenging issues and activities, including:

- **Commitment to a respectful workplace:** We do not allow or condone any form of harsh or inhumane treatment. Seagate strives to create, foster and maintain a work environment that's free from harassment by proactively working to prevent such behavior. The company also promptly responds to, investigates and addresses harassment complaints.

BREAKING BIAS

As part of our ongoing commitment to the value of inclusion, where all employees feel respected and appreciated for their unique ideas, experiences and backgrounds, Seagate launched the Breaking Bias program to empower leaders, teams and individuals to mitigate bias and make better, more informed decisions. The program, which launched in 2018, includes digital, interactive training modules, half-day, in-person leadership workshops and face-to-face roundtable forums open to all employees. At the end of FY2019, more than 94 percent of all directors and above in the United States and Asia, including CEO direct reports, participated in a half-day Breaking Bias workshop. The program will continue to be deployed across the other regions where Seagate operates.



- **Open Communication:** Our Open Door policy and philosophy encourages open dialogue between employees and managers. In addition to formal and informal complaint or grievance procedures, employees or other concerned parties have easy access to Seagate's global ethics and compliance hotline to report complaints or concerns.
- **Prohibition of child labor:** Our policies oppose child labor, and we do not use child labor in any of our facilities. We have established age 18 as a standard minimum age for employment at all locations, which complies with or exceeds local legal requirements. Through RBA VAP audits there have been no cases of child labor found in our operations, and our controls keep such cases at a low risk.
- **Prohibition on forced labor:** Our policies prohibit, and we do not use any forced, bonded, indentured or other compulsory labor. We also prohibit our suppliers from using any forced, bonded, indentured or other compulsory labor. Through RBA VAP audits there have been no cases of forced labor found in our operations, and our controls keep such cases at a low risk.
- **Freedom of Association:** We respect our employee's right to freedom of association in choosing labor organizations to represent them. We strive to maintain positive relationships with the unions, works councils and employee associations that represent many of our employees. Worldwide, approximately 15 percent of our employees are represented by an employee representative organization such as a union, works council or employee association. Through RBA VAP audits there have been no instances of violation of freedom of association found in our operations, and our controls keep such cases at a low risk.
- **Conditions of Employment:** Seagate operates with reasonable working hours and rest days to maintain a positive and productive work environment consistent with the RBA code of conduct or local legislation, whichever sets the bar higher. Employees decide to accept employment after being fully apprised of the terms, conditions, practices and expectations of their jobs. Workers are not required to surrender government-issued identification, passports or work permits as a condition of employment.

As a member of the RBA, we fully adopt and adhere to the human rights framework incorporated in the RBA Code, and actively pursue conformance throughout our operations. We continue to conduct annual assessments to identify and mitigate labor and human rights risks at our manufacturing facilities in the United States, Malaysia, China, Thailand, the United Kingdom, and Singapore, which collectively represent slightly more than 86 percent of our workforce.

Our Internal Human Rights policy outlines Seagate's commitment to labor and human rights. The policy is published in

English, Thai, Malay, and Chinese, and is communicated with all new hires during onboarding, posted on notice boards around our facilities, and is included in our annual policy acknowledgment program. In the FY2019 policy acknowledgment program, the Human Rights Policy was communicated to over 17,000 non-operator employees globally (42 percent of our employees) and more than 99 percent reviewed and acknowledged the policy. In addition, all 92 of our Security Personnel who are Seagate employees received human rights training in FY2019.

Looking Forward: Labor and Human Rights

In FY2020 Seagate will focus on upholding our commitment to labor and human rights. We will perform annual Labor and Human Rights Risk assessments and will use these results to identify areas for improvement. Both internal and external RBA labor audits will occur in our manufacturing sites across Asia, the United Kingdom and the United States. We will continue to work closely with the RBA on combating forced labor and human trafficking, and ensuring compliance within our own diverse supply chain. We are looking to roll out human rights training to all security personnel, including contract personnel, when utilized in the coming year. We will also continue increasing our transparency in reporting our global citizenship practices.

EQUAL EMPLOYMENT OPPORTUNITY

Seagate believes in Equal Employment Opportunity and recognizes that a talented, diverse workforce provides a competitive advantage. We are committed to providing an environment where all individuals are treated equitably and where people feel their talents and potential are recognized. Our equal opportunity policy prohibits discrimination in all employment practices based on age, race, color, ancestry, ethnic or national origin, physical or mental disability, medical condition, genetic information, marital status, sex (which includes pregnancy or perceived pregnancy, childbirth, breastfeeding, or related medical conditions), gender (male or female), gender identity (our internal sense of our gender) and gender expression (how our behavior, appearance and interests reflect our gender), sexual orientation, perceived or actual religious creed or political opinion, military and veteran status, taking or requesting statutorily protected leave, taking or requesting a reasonable accommodation for a protected basis, or other basis protected by applicable law.



EMPLOYEE HEALTH, SAFETY, AND WELLNESS

Employee Health and Safety

Our employees' health, safety, and wellness is a top priority for Seagate. Our efforts are the result of more than a decade of collecting health and safety performance indicators, which are used to inform our strategies for reducing risks associated with work-related injuries and illnesses. Health and Safety is a material aspect of our business due to the nature of our business which includes manufacturing. Seagate's hazard profile is typical of an electronics manufacturer and includes slips, trips and falls, ergonomic injuries among others. Seagate's current health and safety management systems support continuous improvements across our risk reduction and mitigation efforts.

All of our 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 OHSAS 18001. Our global health and safety standards, as well as our accompanying management systems, frequently go beyond country or industry-level guidelines. We are currently migrating to ISO45001.

Ensuring that our employees understand they are accountable for their own actions on the job is important. We have well-defined responsibilities, requirements, and training around health and safety, and fully integrate that training into our operations.

In FY2019, Seagate remained a safe place to work and continued to perform well under safety and health industry averages, as based on the standard calculations and industry averages determined by the Occupational Safety and Health Administration (OSHA). There were no work-related fatalities in FY2019. Our recordable case rate, the number of employees per 100 full-time employees that were involved in a recordable injury or illness, was 0.19 for the year; and our days-away case rate, the number of lost workdays per 100 full-time employees, was 0.11, up from 0.08 in FY2018. Seagate uses the OSHA definition for injury types and injury rates.

Seagate hosted 38 health and safety regulatory visits in FY2019, focused on issues such as safety, radiation, fire codes, and food. Seagate received no notice of violation findings in FY2019, and no fines were levied.

Continuous improvement of employee health and safety is a priority, and we continued to provide comprehensive health and safety training to our employees in FY2019, completing over 66 thousand health and safety e-learning courses throughout the fiscal year. These training sessions cover topics like workplace safety, ergonomics, working at heights, process

chemistry, and more. We continue to use e-learning courses as our main vehicle for delivering training, as employees can learn at their own pace.

In FY2019, we served more than 696,465 meals globally per month (on average), and have a formal food safety program at all of our sites. There were zero foodborne illnesses reported. We also bused employees over 5,361,066 million miles, with just 2.8 vehicle incidents per one million miles traveled. All incidents were investigated and actions taken to prevent reoccurrence.

Employee Wellness and Benefits

As a company, we are committed to creating a culture of wellness and encouraging a healthy and productive workforce. For Seagate, wellness includes many different dimensions of physical and emotional health, and financial acumen. There is a clear advantage to having a healthy, focused workforce, both at home and in the office.

Seagate's benefits are benchmarked to local market practices, industry norms, and cultural requirements, and reflect our standards as a competitive, multinational organization. Although these programs take different forms geographically, Seagate's plans offer value and flexibility throughout, in support of our employees and, in some cases, their dependents.

We offer regular employees at our major locations comprehensive benefits coverage, which reflects our commitment to our people. This includes health care, wellness programs, parental leave, paid time off, retirement savings opportunities, life insurance, disability coverage, and equity ownership opportunities.

Our goal is to provide our employees with the tools and resources that enable them to improve their health and the quality of their lives. Seagate strives to cultivate an environment of physical, emotional, social and financial well-being. Our Healthy Journeys wellness program seeks to educate, encourage, and support our

employees as they work on achieving their health and wellness goals. Because our benefits programs are managed at a country or site level, in line with local legislation and employment policies, the Healthy Journeys program varies from location to location.



In the United States

We promoted our Healthy Journeys program by providing on-site biometric screenings, health risk assessments, personalized health coaching, site-level activities, U.S.-wide wellness challenges and numerous on-demand educational modules on topics such as stress management, smoking cessation,

diabetes management and nutrition. We also offered webinars on topics such as mindfulness, long-term care, and living with cancer. We offer our employees access to dozens of varied fitness videos, which can be accessed anywhere, anytime.



In EMEA (Europe, Middle East, and Africa)

We continued to provide wellness offerings, including a weight-loss event and a walking challenge. Additionally,

1-on-1 financial counseling was offered in the United Kingdom to assist employees with evaluating their retirement readiness.

In APAC (Asia-Pacific)

Our goal is to offer our employees a one-stop portal for their health and wellness needs by FY2020, starting with Singapore in FY2018, China in FY2019 and the rest of the region by FY2020. The portal gives them access to educational materials, health screening results, and health risk assessments. Its mobile application makes it easily accessible to employees with limited access to computers. Throughout the region, our programs include on-site and off-site health screening, financial wellness/retirement planning education, and overall physical and social activities. We expanded the Healthy Journeys framework with 16 sub-pillars from

diet to caregiving with the objective to provide a structured and holistic approach to wellness. This year, India and Malaysia participated in a cross-country corporate challenge program, and Singapore launched telemedicine and introduced a weight-loss program for a select group of employees. Malaysia began offering optical plans to employees. More than 8,000 employees in our major locations throughout Asia participated in the Re-Think your Drink campaign to educate employees about the harms of sugar-sweetened beverages. In the area of mental wellness, workplace resilience training, where applicable, is offered to supervisors and managers.

Looking Forward: Employee Health, Safety, and Wellness

Globally we will continue our Healthy Journeys program, offering opportunities throughout FY2020 and providing encouragement and rewards to employees for taking steps toward better health and wellness—physical, mental, and financial.



INTEGRITY
INNOVATION
INCLUSION

DIVERSITY AND INCLUSION

At Seagate, empowering innovation means valuing and embracing diverse perspectives and ideas. As a global company with customers around the world, it is beneficial for our business to foster a workforce that reflects the diversity of the markets we serve, and embraces different backgrounds, viewpoints, skills and talents.

With one of our corporate values being Inclusion, we are committed to diversity and inclusion, recognizing that our company is at its strongest when we draw upon diverse perspectives and ideas. To ensure our diversity and inclusion initiatives remain a focus, our senior leadership team reviews

information about diversity within the workforce and reports our progress to our Board of Directors. Additionally, we published our first [Diversity and Inclusion Annual Report](#) to give an overview of our program and highlights from FY2019.



Employee Resource Groups

Contributing to our inclusion efforts are our Employee Resource Groups (ERGs). These groups are open to all employees and play a vital role in creating an inclusive culture, where employees feel safe, respected and valued. These groups are important contributors in attracting, connecting, motivating and retaining talent. Through membership in our ERGs, our associates receive coaching, mentoring, professional development, training and networking

opportunities. Seagate ERGs currently represent seven constituencies, including interfaith/religion, LGBTQ+ (lesbian, gay, bisexual, transgender, and queer), women, and veterans. At the end of FY2019, nearly 1,000 employees actively participated in at least one ERG Globally. To learn more about Diversity and inclusion at Seagate visit <https://www.seagate.com/jobs/diversity-and-inclusion/>.

Diversity in Recruiting

Diversity and inclusion are also core components of our talent acquisition strategy. Ensuring that our talent pipeline consists of diverse candidates is essential. We continue to build relationships with diversity professional associations and community groups. We have expanded our social media presence and use sites such as Facebook, Instagram, LinkedIn, We-Chat, Glassdoor and Fairygodboss to reach a diverse pool of candidates. We also work closely with organizations such as America's Job Bank to amplify our employment messaging and opportunities with veterans and other diverse candidates. We also believe in breaking down

employment barriers for individuals of all abilities. These commitments were recognized in FY2019 and our site in Wuxi, China was granted an award for their contribution in disability hiring and fostering an inclusive working environment.

Seagate invests in the future by strategically recruiting on campuses for graduate hires and interns. We focus on hiring technical and non-technical graduates from universities at our sites around the world, and in FY2019 we hired 274 graduates. We regularly partner with local minority organizations and in FY2019, we attended the Society of Women Engineers national conference in the United States.

Members of Seagate's Military and Veterans Employee Resource Group gather outside of the Normandale, MN site in honor of Memorial Day 2019.



























































Seagate values the unique experience military professionals bring to the workplace and encourages veterans who are transitioning from active duty to a civilian career, reserve members, and military spouses to consider a range of career paths at Seagate.

Our internship program offers interns an opportunity to gain hands-on experience within an innovative and global company. During their time at Seagate, student interns gain valuable industry experience and contribute to many departments at the company. In FY2019, Seagate hired 285 interns at our facilities globally. These interns gain exposure to technology through project-based work and at the conclusion of their projects, they prepare and present a summary of their internship for their group leadership and other relevant employees. When surveyed, 88

percent of interns said they would return to work at Seagate, if offered and 94 percent said they would refer a friend to Seagate. Not only are these interns making an impact within the company, they are also making a big impact on their local community. Each year the summer intern groups will select a way to give back to the community and they come together as a team to volunteer their time. These experiences contribute to a robust program that fosters technical, professional, and social development.



GLOBAL EMPLOYEES

Job Category	By Gender		By Age Group			Minority/ Nonminority*	
	Female	Male	<30	30-50	>50	Minority (US Only)	Nonminority (US Only)
Executive	20.3% 	79.7% 	0.0% 	35.9% 	64.1% 	19.1% 	68.1% 
Director	17.6% 	82.4% 	0.0% 	44.9% 	55.1% 	27.5% 	69.1% 
Manager	29.5% 	70.5% 	0.5% 	72.7% 	26.8% 	28.6% 	67.9% 
Supervisor	37.5% 	62.5% 	4.8% 	74.4% 	20.8% 	17.1% 	82.9% 
Professional	31.1% 	68.9% 	16.6% 	62.2% 	21.1% 	35.3% 	61.5% 
Support	16.8% 	83.2% 	19.4% 	66.5% 	14.1% 	50.1% 	48.0% 
Operator	81.8% 	18.2% 	31.1% 	63.6% 	5.3% 	79.0% 	16.3% 
Total	58.8% 	41.2% 	24.5% 	63.9% 	11.6% 	40.2% 	56.5% 

* Not all categories will add up to 100% because some employees chose not to disclose ethnicity
Data is compiled based on information that is in the HR Management System on the last day of the reporting period.

INTERNATIONAL WOMEN'S DAY

Around the world, a number of Seagate sites held events and activities to celebrate International Women's Day. These events ranged from panel discussions with female leaders to social events and sending representatives to attend a women in technology conference.



Looking Forward: Diversity and Inclusion

We are proud of the progress we have made in support of diversity and inclusion, and recognize that there is much more to be done. Throughout FY2020 and beyond, we will continue to strengthen our enablement of ERGs globally, leveraging the tremendous value of our diverse workforce to cultivate a workplace environment of inclusion. In addition, we will continue to support our value of Inclusion through outreach, community engagement, sustained unconscious bias education, and strengthened collaboration with the RBA and other strategic partners.



INTEGRITY
INNOVATION
INCLUSION

EMPLOYEE PERFORMANCE, LEARNING, AND ENGAGEMENT

Seagate fosters a performance culture by creating an environment that emphasizes rich conversations and coaching, underpinned by our performance management process. In conversations with their managers and guided by our online Virtual Coach resources, employees develop goals. Throughout the year, managers and employees are encouraged to engage in ongoing dialogue and coaching to assess progress to performance. This model helps managers and employees identify strengths, improve outcomes, and close performance gaps.

Performance Management

Our operator employees work directly with their supervisors to receive ongoing feedback and coaching throughout the year. Our non-operator employees develop two to three clear, meaningful goals and one stretch goal to drive innovation, all aligned to our overall company strategy. Progress against goals, and demonstrated behaviors, is assessed twice during the fiscal year. In

FY2019, our goal was to have 95 percent of our non-operator employees participate in the performance management process. We exceeded this goal with 99 percent of our non-operator employees completing the goal setting, mid-year, and year-end review processes in our online system and 99 percent receiving a year-end goal review with their manager.

Learning

We continue to encourage employees to broaden their knowledge, skills and abilities, and develop learning plans as part of their annual goal setting process. In FY2019, 97 percent of our non-operator employees created learning plans for the year. There are several ways employees can engage in learning activity at Seagate:

face-to-face training, e-learning through Seagate's online learning portal, through LinkedIn Learning, and more. This myriad of offerings provides employees many options for training and can reach various employee types. In FY2019 more than 245,000 hours of training were delivered to non-operator employees.

Training by Program

Average training hours by gender

GENDER	AVERAGE HOURS
Female	12.1 hours
Male	12.4 hours

**Non-operators only, combination of LinkedIn Learning and Seagate Learning Platform*

Just as we look to build a pipeline of talent externally, we use our Organization Talent Review process to ensure that we have a robust pipeline of talent to fill the company's most critical roles as our business grows. This program is a regular cycle of evaluating Seagate's talent consistently and systematically. The process takes into consideration an employee's performance over the last three years, as well as their potential to advance in the company.

The process has three main goals: to identify the talent needed to support current and future business goals, use a consistent framework and process to accurately assess talent, and differentiate investment in talent by focusing resources on the most likely to make great contributions. We provide managers with a comprehensive toolkit to help them engage employees and provide them with development actions as part of their overall learning paths.

EMPLOYEE TRAINING AND DEVELOPMENT

We offer a wide range of opportunities for our employees to grow and develop.

These opportunities may include:

- Seagate E-Learning and Classroom Learning Opportunities
- Internal Mobility Opportunities
- LinkedIn Learning Self Study Courses and Programs
- International Assignments
- Strategic Internal Programs (such as Breaking Bias, Citizen Data Scientist, Firmware Engineering)
- Seagate Ambassador Program
- On-the-Job Training
- Tuition Reimbursement for Outside Degree Programs
- Seminar and Conference Opportunities
- Mentoring and Coaching



Engagement

Our employees are our greatest resource, and we value their feedback and perspective. For more than three years, we have conducted our employee Micro Survey biannually to measure our employee's perceptions of their jobs, the company, and the extent to which they feel supported. Understanding this information allows the company to have insight into our employee's perspectives, which are used to address potential improvement opportunities. In previous years, our Micro Survey was sent to non-operator employees, and in FY2019, the survey was opened up to operator employees as well. These employees

could use their mobile devices to scan a QR code to easily complete the survey. Overall, more than 39,000 employees were invited to complete the survey and we received 95 percent participation. And, just as in years past, all responses are anonymous so employees can freely respond and share their feedback. Once the survey concludes and results are analyzed, they are then shared with leaders, and managers have conversations with their teams to develop targeted action plans. Overall, we continue to see improvements in our results, most significantly in the areas of engagement and belonging.

Looking Forward: Employee Performance, Learning and Engagement

In FY2020 we will continue to focus on employee engagement and opportunities to grow our talent. We will continue to conduct our Micro Surveys, with a focus on encouraging conversations between managers and employees. We plan to roll out a Management Essentials program that will be focused on people managers' key areas of responsibilities to help them hire, grow, reward and engage their employees. We will also expand our Organization Talent Review (OTR) and succession process to look deeper into the organization for talent. All managers will play a role in assessing, discussing and developing talent across Seagate to ensure business continuity and performance.



08.

COMMUNITY ENGAGEMENT

COMMUNITY ENGAGEMENT OVERVIEW

Seagate's community engagement program puts our corporate values into action in support of education and well-being. In FY2019, Seagate offered community engagement opportunities at its major locations (500 or more employees), comprising 96 percent of our workforce. Our stakeholders include employees, local community members, nonprofit partners, civic and academic institutions, and governments.

Program Highlights

Our goal was for 50 percent of our engagements to be in Science, Technology, Engineering and Math (STEM) education. We ended FY2019 at 40 percent, reflecting an increased number of local Health and Human Services engagements at a number of our sites.

Seagate volunteers logged approximately 20,000 community engagement hours. We reached more than 53,000 young people with a range of direct learning experiences, from hands-on workshops to educational exhibitions. This level of reach was driven by several large-scale engagements occurring in FY2019 in the U.S. and Thailand, and an increased community focus in Springtown,

Northern Ireland, aligning with that location's 25th anniversary. Additionally, an estimated 58,000 more individuals were exposed to Seagate's brand indirectly through event sponsorship logotypes and collateral.

- In Johor, Malaysia, Seagate organized a visit to Hospital Sultan Ismail's Pediatric Palliative Care Center. Seagate's volunteers got everyone moving by teaching some fun dance steps to the children, and a colorful clown also brought a healthy dose of magic tricks and balloon animals. The day concluded with cake and party packs for the kids.

Teaching Technology with Technology

In FY2019, Seagate used virtual reality as a tool to extend Seagate's data and technology messaging. A "virtual cleanroom" tour and a view inside a hard drive were used in STEM and community events in Minnesota and Springtown with plans to scale to FY2020 events in Thailand and China.



- In Longmont, Colorado, a team of high school students began work to transform a golf cart into an autonomous vehicle to help disabled students move from their seats to the stage for graduation in June 2020. The project stems from a Seagate-sponsored multi-semester series of local high school engineering, courses (software, electrical, and mechanical).
- In Wuxi, China, employees volunteered to help the nearby DongFeng community grow and harvest vegetables and distribute them to 200 disabled and senior residents. The food was grown in a 200-square-meter garden that Seagate employees helped establish the prior year.
- In Springtown, Northern Ireland, efforts focused on extending access to the annual Seagate Real World Science Fair, which reaches more than 200 students, to a special-needs audience through tailored workshops. This included a new sensory workshop developed in partnership with the Local Authority, sharing the story of data through access to historic collection objects and images. The facility also hosted an insight day for this audience with a focus on skills and resources for employment.

Digital Empowerment

Data is in our DNA. We use our expertise to help maximize data's potential to transform the human experience, and in our communities, this takes the form of programs to trigger interest and unlock potential among students of all ages.

In Thailand, Seagate was a major sponsor of the ICT (Information and Communication Technology) "Youth and DigiEng Teacher Challenge." 2,400 students competed in teams, and teachers individually for awards, by creating digital content interpreting the Seagate/IDC "Data Age 2025" report. Two hundred finalist students made it



into a three-day camp, where teams learned more about Seagate and other sponsoring companies, as well as other techniques they could apply to their content including PowerPoint, short films, mobile apps and more.

Seagate Springtown hosted a series of Educational Insight Days offering themed workshops on topics ranging from Women in Engineering, Environment, STEM and Smart City. These insight days reached over 340 students and offered students opportunities to develop skills and greater knowledge.





Robotics, Process and Product Excellence

Seagate delivers precision-engineered data solutions, using tens of thousands of robotic systems to produce complex, finely tuned products in volume. Our industry-leading expertise in product and process design allows us to integrate billions of components into millions of hard drives annually. We're proud of our capabilities, and we share them with students of all ages within our communities.

For the second year running, Seagate celebrated Thailand Children's Day 2019 with an engaging experience—in this case, a Space Discovery event. We partnered with the National Science Museum to deliver hands-on exhibits, science games including VR Xbox

gaming, a green screen photo zone, and a maker space (DIY toys). More than 20,000 children and families enjoyed the three-day event.



EXTENDING ACCESS TO HARD-TO-REACH AUDIENCES

Supplementing Seagate's efforts to reach underserved communities, additional work began in FY2019 to bring a technology experience to even harder-to-reach stakeholders. The Seagate team in Pune, India, engaged with the National Association for the Welfare of the Physically Challenged (NAWPC), whose mission is to leverage technology to help build the independence of the physically challenged. The team donated funds to upgrade NAWPC's computer training lab that serves 50 visually challenged students.



Aiming to expand STEM activities in Minnesota, Seagate introduced robotics programs into its mix of community engagement opportunities in CY2015. Since that time, support has grown substantially in terms of program scope, financial support, employee involvement, and number of students impacted. In FY2019, robotics support included sponsoring a competition featuring three classes of LEGO robotics teams—First LEGO League, First Tech Challenge and First Robotics Competition. Seagate also invested nearly 300 volunteer hours and funded grants for six teams. Three of the teams won honors at the international FIRST Championship in Detroit, Michigan. Seagate also partnered with a Minneapolis school to create a practice field for robotics teams' use, serving 43 teams and more than 860 students.

Throughout the season, Seagate's efforts touched nearly 6,200 students and countless parents and coaches.

In Colorado, Seagate supported several robotics programs for about 90 middle- and high-school students who live in the nearby Casa de la Esperanza migrant family housing project. At the high-school level, three Seagate engineers served as mentors for Casa's FIRST Robotics team, donating about 1,000 hours of volunteer time during the year.

More than 60 Seagate volunteers in Silicon Valley, led by Seagate's CIO Ravi Naik, supported the Tech Challenge, an annual competition reaching more than 2,400 students from grades 4-12. Small teams of students, who had spent months building small model hovercraft, tested the devices on a challenging

course. About one-half of the event's participants were girls, and more than one-third were from low-income schools. Seagate sponsored the "Best Device Performance" category for the top three placing high school teams.

Seagate Singapore employees hosted young students from Life Community Services Society for an afternoon of

learning. The students experienced the basics of drone programming and piloting through an interactive workshop led by volunteers from Seagate's Woodlands and Shugart sites. Students also learned how drones are used by photographers and videographers, and how Seagate storage products like the [LaCie DJI Copilot](#) help creative pros boost their efficiency.



Looking Forward: Community Engagement

In FY2020 and beyond, we will continue to focus on volunteer opportunities as a way to encourage employee engagement and foster positive awareness of Seagate in our communities. We will also continue to increase educational outreach and programs that focus on how our technologies, products, and the larger datasphere can benefit the learning of others for our future world.

We also aim to further reach out to those who contend with greater challenges, disadvantages, or disabilities. Our planned focus is on technology awareness/access, or enriching and fun experiences that are technology-based when possible, along with engagements that foster well-being.





09.

SUPPLY CHAIN

SUPPLY CHAIN OVERVIEW

As a global company with diverse operations, our success is dependent on our ability to be agile and act swiftly in meeting customer and market demands. This strategic position is not possible without the Seagate employees and our community of partners that comprise our global supply chain.

Seagate's supply chain program ensures that people are treated fairly and resources are managed responsibly. We do this through education, strategic management, and a commitment to transparency with our thousands of suppliers, consultants, and manufacturers around the world.

Seagate has two categories of suppliers: direct and indirect. Direct suppliers are those that provide components and parts of our products, while indirect suppliers provide products and services that support our operations. To align with the RBA Code of Conduct, our Supply Chain and Global Citizenship programs have four aspects spanning Code, Capacity Building, Risk Assessment, and Remedy. The RBA Code of Conduct also serves as the code of conduct for

our suppliers. Our expectation is that 100 percent of suppliers will comply with this code of conduct.

Multiple trainings are conducted, either directly with suppliers or by leveraging tools provided to us by the RBA. Using the Self-Assessment Questionnaire (SAQ) and Validated Audit Program (VAP) as primary risk assessment tools, we are able to determine if any non conformance to the Code occurs, and if so, obtain root cause and corrective action plans.

The RBA Closure Audit is our preferred option when verifying successful closure of audit findings, and our requirements are documented in our CSOP. Supplier performance in audits and closure findings are scored in the Quarterly Supplier Scorecard for the affected supplier(s).

Supplier Engagement and Collaboration

Proactive engagement with suppliers helps to ensure our goals and standards are aligned, and Seagate regularly meets with suppliers to share expectations and evaluate our level of engagement.

For service providers, such as canteen providers and janitorial services, we require adherence to Seagate's SOPs. This ensures that all on-site service providers are held to the same standards as our own workforce. Seagate does not currently use foreign labor via agents, and we partner with recruitment agents in both China and the U.S. who provide local talent.

Our Supply Chain organization has full-time staff and dedicated resources to monitor RBA compliance and education, and ensure adherence to applicable global and local laws.

Collaboration is key for success in our supply chain, and as such, Seagate plays host to multiple Executive Business Reviews. These reviews show our RBA compliance and sustainability efforts to supplier leadership. Engaging our suppliers on key projects that focus on issues like RBA conformance, financial sustainability, and process improvement enables us to continue innovating for everyone's benefit.

Part of that engagement is the training that we provide. In FY2019, we trained our procurement staff on forced labor to

increase awareness of the issue, using the RBA eLearning on Forced Labor/ Human Trafficking. We also provided training for Seagate suppliers in high risk countries by co-organizing two days of RBA training on the following topics: Supply Chain Risk Assessment (including Foreign Worker Risk), Water Management (including Conservation, Recycling and Treatment, and Discharge) and Process Chemistry. Over 70 suppliers from Singapore, Malaysia, Thailand and Taiwan participated in four sections of this training.

In FY2019, we updated our anti-slavery statement, which includes due diligence in our supply chain. You can view the [Anti-Slavery and Human Trafficking Statement](#) on our website. This statement was published in response to the California Transparency in Supply Chain Act and the United Kingdom Modern Slavery Act, and to demonstrate our efforts as a company in preventing slavery and human trafficking in our business and supply chain.

We also worked with our suppliers to ensure compliance with the Countering America's Adversaries Through Sanctions Act (CAATSA). This U.S.

legislation passed in July 2017, and aims to restrict the use of North Korean workers in U.S. companies' supply chains. Seagate obtained 115 letters of declaration from its suppliers indicating compliance to CAATSA in FY2019.

Seagate is proud to have a continued major role in the RBA, with one of our senior vice presidents serving on the RBA Board of Directors and the executive committee/Senior Leadership Council. In the last few years, Seagate helped lead the Assessments Workgroup, and participated in other workgroups. Having an active presence in the RBA helps Seagate be a better global citizen, and also provides the opportunity to work with peers to drive improvements in the supply chain.

Through audits and reports from non-governmental organizations (NGOs) in

FY2019, Seagate was made aware of three cases of high recruitment fees involving foreign workers at supplier facilities in Malaysia. During the year, we worked with the RBA and other customers of these suppliers to confirm the allegations and quantify the amount of fees involved. In all three cases, the fees were being collected in the home country. Identification of recruitment fees, especially in a worker's home country, has been extremely challenging, but is very important in protecting workers in our supply chain, and maintaining integrity as a company. We continue to work closely with the RBA and other customers to address this issue.

We also continued our work with a supplier in Thailand that was identified in FY2018 as having additional recruitment fees. We will continue to ensure that the workers are being recruited fairly.

Supply Chain Due Diligence

All identified suppliers are required to update their SAQs annually. In FY2019, 159 suppliers either completed or updated their SAQ and released the SAQ via the RBA-ONLINE system. All existing suppliers, and 100 percent of new suppliers identified in the scope of our policy, are screened annually. We also aim to align our suppliers with the latest RBA Code of Conduct revision updates, Conflict-Free Mineral development plan, and RBA environmental questionnaire.

Seagate requires all of our direct materials suppliers with whom we spend at least \$1 million annually, as well as selected indirect suppliers, to undergo the RBA VAP audit process. Doing so helps to ensure integrity and verify conformance with the code of conduct. These audit reports are valid for two years, meaning our suppliers are on a two-year audit cycle. We completed 75 full supplier audits through the RBA VAP in FY2019, up from 63 in FY2018.

In FY2019, 10 percent of audited suppliers received Platinum Level recognition, meaning they achieved full scores in the initial VAP audit. These recognitions show our ongoing efforts to engage with our suppliers, providing education and ensuring they have the necessary means to be compliant.

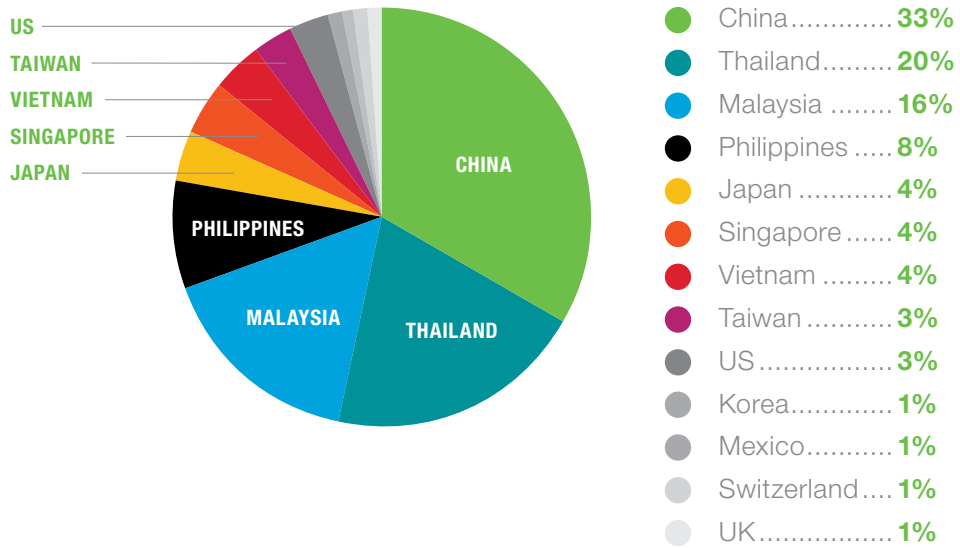
In FY2019, 32 supplier closure audits were conducted. The objective of these audits was to ensure that suppliers who were previously found to be noncompliant have implemented measures to correct any violations identified in the initial VAP audit. If suppliers are unable to close the findings, we work to reduce the level of severity, and then track closure rates.

Seagate tracks “priority” and “major” finding closure rates in addition to SAQ and VAP completion. At the end of FY2019, the closure rate of non-working-hour findings was 79 percent; the closure rate of working-hour findings was 68 percent.

FY2019 Top 10 Supplier VAP Audit Findings

1. Working Hours
2. Emergency Preparedness
3. Occupational Safety
4. Supplier Responsibility
5. Freely Chosen Employment
6. Occupational Injury and Illness
7. Sanitation, Food, and Housing
8. Wages and Benefits
9. Hazardous Substances
10. Air Emissions

FY2019 Supplier Audits by Country



We remain aware of the risk of child labor, forced labor, and threats to the freedom of association within our supply chain. The highest risk of forced labor in our supply chain is where foreign labor is utilized; suppliers in Malaysia, Thailand, and Singapore pose the highest risk. Our training on forced labor has been focused on suppliers in these countries over the past three years. Based on supplier VAP audits, child labor has not been identified as a serious concern

in our supply chain. However, various NGOs report that student workers in the China supply chain represent an area of possible concern for the region.

As for freedom of association and collective bargaining, our audit results have not identified any geographies of concern in FY2019. Most of the findings in this area are related to suppliers not having a policy/procedure on the right of peaceful assembly.

In FY2019, 159 targeted suppliers completed the SAQ, with only one withholding. Additionally, we assigned 105 suppliers (direct materials suppliers) the RBA Environmental survey, which gathers information on energy, water, and waste. 104 suppliers completed the survey, meaning Seagate achieved a 99 percent response rate.

Seagate also conducted environmental compliance screenings of 42 supplier facilities via the Institute of Public and Environmental Affairs (IPE) database. Based on our screenings of 42 supplier facilities, two of our suppliers were found on the database for issues pertaining to operation permits, construction permits, and hazardous waste requirements not being met. Both closure actions are complete, and all instances of noncompliance have been closed.

Supplier Diversity

With major operations in six countries, spanning North America, Asia, and Europe, Seagate has great diversity among its employees, local communities, global customer base, and suppliers. Seagate encourages diversity throughout our supplier base, and contracts regularly with diverse suppliers who qualify and successfully compete for our business. As a result, we gain access to solutions that not only meet our customers' requirements, but allow us to build meaningful and invaluable business relationships.

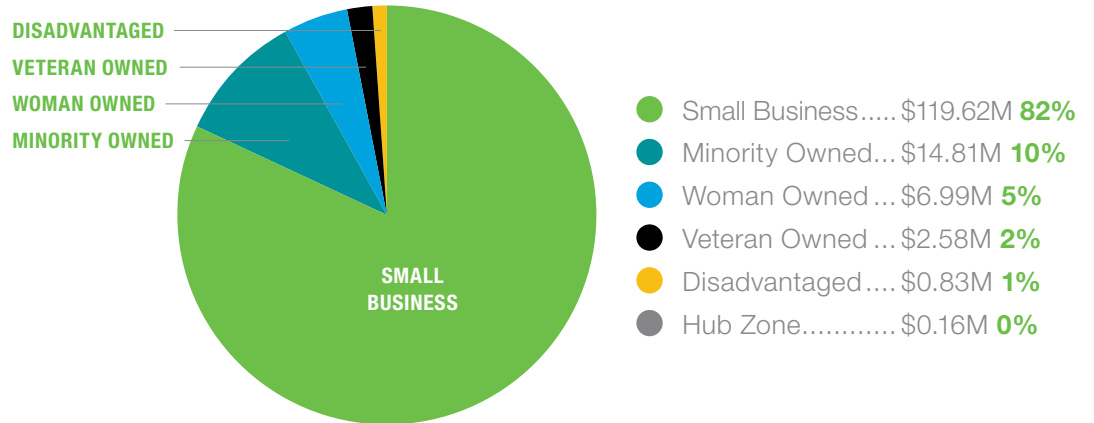
Seagate recognizes the value and buying power of minority-owned businesses. Diverse suppliers in the U.S. are welcome to participate in Seagate's competitive bidding process, including businesses owned and operated by minorities and those located in historically underutilized business zones.

We are proud to play a part in helping our diverse suppliers grow, create jobs, and, in turn, strengthen the communities where they live and do business.



INTEGRITY
INNOVATION
INCLUSION

FY2019 Diversity Spend (U.S. Only) \$144.9M



Looking Forward: Supply Chain

In FY2020, Seagate will be focused on supplier capacity-building by working with other like-minded companies in carrying out joint training on key topics. We are also looking at conducting focused training on root cause and corrective action plan development for our suppliers in various geographies.

Seagate will continue its involvement on the RBA Senior Executive Advisory Council, and will strive for 100 percent completion rates among all identified suppliers (direct and indirect) of the RBA SAQ. In addition, we have a goal that 100 percent of identified suppliers will complete a third-party RBA VAP audit. We are also considering a supplier recognition program to acknowledge and celebrate leading CSR practices at supplier facilities.



10.

BUSINESS
CONTINUITY

BUSINESS CONTINUITY OVERVIEW

Every country, company, and person faces the complexity and unpredictability of the world each day—and Seagate is no different in facing the innumerable risks and threats to our business. We strongly believe that such business challenges should not be disruptive to our customers and stakeholders.

Accordingly, Seagate continued to implement our Business Continuity Management System (BCMS) throughout FY2019 to help us identify, manage, and mitigate the various risks and threats to our business. Our BCMS encompasses four areas—Incident

Management, Crisis Management, Business Continuity Planning, and Supplier Risk Management.

An overview of our BCMS program is available to our customers, and is evaluated and updated on an annual basis. The most recent version, updated



for FY2020, reflects changes in the company, our global program, and business continuity policy. We continue to utilize Seagate's enterprise business continuity software as our central repository and relational database for all business continuity related documents and assessments. In addition, we are planning system enhancements to increase system functionality and a more intuitive user interface.



Our drive manufacturing facilities in Wuxi, China and Korat, Thailand were audited and recertified in FY2019 and will maintain their [ISO 22301 certifications](#) through CY2021. ISO 22301 certification states requirements to plan, establish, implement, operate, monitor, review, maintain and continually improve a documented management system to protect against, reduce the likelihood of occurrence, prepare for, respond to, and recover from disruptive incidents when they arise. To drive program maturity, a Business Continuity Readiness Index (BCRI) was continued in FY2019 for drive and component sites, with further onboarding of design and major administrative sites occurring. Development and maturity of all sites measured on the BCRI will continue throughout FY2020 with the evaluation of thirty five different data points, mirroring the implementation steps required to obtain ISO 22301 certification.

Looking Forward: Business Continuity

We will continue to mature and exercise our BCMS throughout FY2020, including a partnership with Supply Chain Risk and the addition of new BCRI metrics to further drive ISO22301 compliance to all sites across our global footprint.

SUMMARY OF PERFORMANCE

	PERFORMANCE INDICATOR	FY2017	FY2018	FY2019
ELECTRICITY USE AND CARBON EMISSIONS	Electricity Consumption (Million MWh)	1,633	1,567	1,572
	Electricity Consumption per Storage Capacity Shipped (MWh/EB)	6,220	4,634	4,526
	Scope 1 and Location-Based Scope 2 GHG Emissions (Million Metric Tons CO ₂ e) ¹	1,290	1,157	1,149
	Scope 1 and Location-Based Scope 2 GHG Emissions per Storage Capacity Shipped (Metric Tons CO ₂ e/EB) ¹	5,115	4,053	3,135
	Scope 3 GHG Emissions (Million Metric Tons CO ₂ e) ^{1,2}	4,988	13,883 ²	16,790 ²
WATER USAGE	Water Withdrawal (Megaliters) ¹	10,115	8,875	8,282
	Water Recycled (Percentage) ¹	19%	22%	31%
	Water Intensity (Megaliters/EB of storage capacity shipped) ¹	40	31.1	22.59
POLLUTION PREVENTION	Hazardous Waste Generated (Tons)	10,211	8,457	9,309
	Solid Waste Diverted (Percentage)	84%	83%	87%
HEALTH AND SAFETY	Injury and Illness Recordable Case Rate (Cases/100 employees)	.22	.16	.19
	Injury and Illness Days-Away Case Rate (Cases/100 employees)	.14	.08	.11
ETHICS	Ethical Conduct and Conflict of Interest Policy Certification (Percentage)	99%	99%	Delayed due to program revision

	PERFORMANCE INDICATOR	FY2016	FY2017	FY2018
OUR EMPLOYEES	Non-operator Employees Completing Annual Performance Evaluation Process	98%	98%	99%
	Non-operator Employees with Performance Goals	95%	97%	99%
	Non-operator Employees with Learning Plans	90%	96%	97%

1. Total annual carbon emissions, carbon emissions per storage capacity shipped, and water metrics are measured and reported based on the calendar year. The values provided in this table are for calendar years 2016, 2017 and 2018. 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.

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 anticorruption. These principles guide us as we develop new programs and strategies in the area of global citizenship. 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 10 principles.

UNGC PRINCIPLE	THE BUSINESS SHOULD SUPPORT AND/OR UPHOLD THE FOLLOWING:	SUSTAINABILITY DEVELOPMENT GOAL	PAGES
1	Support and respect the protection of internationally proclaimed human rights.	<ul style="list-style-type: none"> SDG 17: Partnerships for the goals 	64-85 95-101 120-122
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.	<ul style="list-style-type: none"> SDG 5: Gender equality SDG 8: Decent work and economic growth 	64-85 95-101 119-122
4	The elimination of all forms of forced and compulsory labour.		
5	The effective abolition of child labour.		
6	The elimination of discrimination in respect of employment and occupation.		
7	Support a precautionary approach to environmental challenges.	<ul style="list-style-type: none"> SDG 6: Clean water and sanitation SDG 7: Affordable and Clean Energy SDG 12: Responsible consumption and production SDG 13: Climate action 	23-62 95-101 119
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.		64-85 95-101

GRI CONTENT INDEX

This report has been prepared in accordance with the GRI Standards: Core option to promote a more consistent, standardized approach to its sustainability reporting.

Sustainable Datasphere, Seagate's FY2019 global citizenship report, references the GRI Standards listed in the left-hand column of this GRI Content Index. Where the GRI Standard has not been used in full, we have marked the disclosure "partial" and where needed explained reasons for omission. For more information about the GRI and Reporting Standards visit www.globalreporting.org.

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. Securities and Exchange Commission
9. United Nations Global Compact
10. Science Based Targets

GRI STANDARD	GRI DISCLOSURE	LOCATION	LEVEL OF DISCLOSURE	REASON FOR OMISSION AND OTHER NOTES
GRI 102: GENERAL DISCLOSURES 2016	102-1 Name of the organization	Form 10-K Page 6, 9-12	Full	
	102-2 Activities, brands, products, and services	Form 10-K, Page 11	Full	
	102-3 Location of headquarters	Form 10-K, Page 12	Full	
	102-4 Location of operations	Form 10-K	Full	
	102-5 Ownership and legal form	Form 10-K	Full	
	102-6 Markets served	Form 10-K	Full	
	102-7 Scale of the organization	Form 10-K, Page 65	Full	
	102-8 Information on employees and other workers	Page 65	Full	
	102-9 Supply chain	Page 94-101	Full	
	102-10 Significant changes to the organization and its supply chain	Page 6	Full	
	102-11 Precautionary Principle or approach	Throughout Report	Full	

GRI STANDARD	GRI DISCLOSURE	LOCATION	LEVEL OF DISCLOSURE	REASON FOR OMISSION AND OTHER NOTES
GRI 102: GENERAL DISCLOSURES 2016	102-12 External initiatives	Page 2, 108	Full	
	102-13 Membership of associations	Page 21	Full	
	102-14 Statement from senior decision-maker	Page 2	Full	
	102-16 Values, principles, standards, and norms of behavior	Page 6, 16-21	Full	
	102-17 Mechanisms for advice and concerns about ethics	Page 20	Full	
	102-18 Governance structure	Form 10-K, Investors Page	Full	
	102-22 Composition of the highest governance body and its committees	Board of Directors Site	Full	
	102-23 Chair of the highest governance body	Board of Directors Site	Full	
	102-24 Nominating and selecting the highest governance body	Governance Site	Full	

GRI STANDARD	GRI DISCLOSURE	LOCATION	LEVEL OF DISCLOSURE	REASON FOR OMISSION AND OTHER NOTES
GRI 102: GENERAL DISCLOSURES 2016	102-25 Conflicts of interest	Governance Site	Full	
	102-40 List of stakeholder groups	Throughout Report	Full	
	102-41 Collective bargaining agreements	Page 41	Full	
	102-42 Identifying and selecting stakeholders	Page 123, 124	Full	
	102-43 Approach to stakeholder engagement	Page 7, 123, 124	Full	
	102-44 Key topics and concerns raised	Throughout Report	Full	
	102-45 Entities included in the consolidated financial statements	Form 10-K	Full	
	102-46 Defining report content and topic Boundaries	Page 6	Full	
	102-47 List of material topics	Page 7, 8	Full	
	102-48 Restatements of information	Page 6-8	Full	
	102-49 Changes in reporting	Page 6-8	Full	

GRI STANDARD	GRI DISCLOSURE	LOCATION	LEVEL OF DISCLOSURE	REASON FOR OMISSION AND OTHER NOTES
GRI 102: GENERAL DISCLOSURES 2016	102-50 Reporting period	Page 6	Full	
	102-51 Date of most recent report	Page 6	Full	
	102-52 Reporting cycle	Page 6-8	Full	
	102-53 Contact point for questions regarding the report	Page 2	Full	
	102-54 Claims of reporting in accordance with the GRI Standards	Page 6-7	Full	
	102-55 GRI content index	Page 108-115	Full	
	102-56 External assurance	N/A	Full	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 ensure that the report has been prepared in accordance with the GRI Standards: Core option.
GRI 103: MANAGEMENT APPROACH 2016	103-1 Explanation of the material topic and its Boundary	Throughout	Full	
	103-2 The management approach and its components	Throughout	Full	
	103-3 Evaluation of the management approach	Throughout	Full	

GRI STANDARD	GRI DISCLOSURE	LOCATION	LEVEL OF DISCLOSURE	REASON FOR OMISSION AND OTHER NOTES
	201-2 Financial implications and other risks and opportunities due to climate change	Page 47-54, CDP Disclosure	Full	
	201-3 Defined benefit plan obligations and other retirement plans	Form 10-K	Full	
GRI 205: ANTI-CORRUPTION 2016	205-1 Operations assessed for risk related to corruption	Governance and Ethics Section, Page 18	Full	
GRI 301: MATERIALS 2016	301-1 Materials used by weight or volume	Life Cycle Assessments, Page 28	Full	
	301-3 Reclaimed products and their packaging materials	Page 29	Full	
GRI 302: ENERGY 2016	302-1 Energy consumption within the organization	Page 42-46, CDP Report	Full	
	302-3 Energy intensity	Page 42-46	Full	
	302-4 Reduction of energy consumption	Page 42-46	Full	

GRI STANDARD	GRI DISCLOSURE	LOCATION	LEVEL OF DISCLOSURE	REASON FOR OMISSION AND OTHER NOTES
GRI 303: WATER AND EFFLUENTS 2018	303-1 Interactions with water as a shared resource	Page 59-62, CDP Report	Full	
	303-2 Management of water discharge-related impacts	Page 60	Full	
	303-3 Water withdrawal	Page 59-62	Full	X
	303-4 Water discharge	Page 62	Partial	Substituting for 306-1 discharge quality and destination
	303-5 Water consumption	CDP Report, Page 60	Full	
GRI 304: BIODIVERSITY 2016	304-1 Operational sites owned, leased, managed in, or adjacent to protected areas and areas of high biodiversity value outside protected areas	Page 39	Full	
	304-3 Habitats protected or restored	Page 39	Full	
GRI 305: EMISSIONS 2016	305-1 Direct (Scope 1) GHG emissions	Page 47-54	Full	
	305-2 Energy indirect (Scope 2) GHG emissions	Page 47-54	Full	
	305-3 Other indirect (Scope 3) GHG emissions	Page 47-54	Full	

GRI STANDARD	GRI DISCLOSURE	LOCATION	LEVEL OF DISCLOSURE	REASON FOR OMISSION AND OTHER NOTES
GRI 305: EMISSIONS 2016	305-4 GHG emission intensity	Page 47-54	Full	
	305-5 Reduction of GHG emissions	Page 47-54	Full	
	305-6 Emissions of ozone-depleting substances (ODS)	Page 54	Full	
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Page 54	Full	
GRI 306: EFFLUENTS AND WASTE	306-2 Waste by type and disposal method	Page 55, 56	Full	
	306-3 Significant spills	Page 56	Full	
	306-4 Transport of hazardous waste	Page 55-58	Full	
GRI 307: ENVIRONMENTAL COMPLIANCE 2016	307-1 Non-compliance with environmental laws and regulations	Page 34, 39	Full	
GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT 2016	308-1 New suppliers that were screened using environmental criteria	Page 94-101	Full	
	308-2 Negative environmental impacts in the supply chain and actions taken	Page 100	Full	

GRI STANDARD	GRI DISCLOSURE	LOCATION	LEVEL OF DISCLOSURE	REASON FOR OMISSION AND OTHER NOTES
GRI 401: EMPLOYMENT 2016 (CONTAINING STANDARD INTERPRETATION 1)	401-1 New employee hires and employee turnover	Page 66, 67	Full	
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Page 74	Full	
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018	403-1 Occupational health and safety management system	Page 73	Full	
	403-5 Worker training on occupational health and safety	Page 74	Partial	
	403-6 Promotion of worker health	Page 75, 76	Full	
	403-9 Work-related injuries	Page 73	Partial	
GRI 404: TRAINING AND EDUCATION 2016	404-1 Average hours of training per year per employee	Page 83	Partial	
	404-2 Programs for upgrading employee skills and transition assistance programs	Page 67, 83, 84	Full	
	404-3 Percentage of employees receiving regular performance and career development reviews	Page 82	Partial	

GRI STANDARD	GRI DISCLOSURE	LOCATION	LEVEL OF DISCLOSURE	REASON FOR OMISSION AND OTHER NOTES
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016	405-1 Diversity of governance bodies and employees	Page 80	Full	
GRI 407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Page 70, 99	Full	
GRI 408: CHILD LABOR 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Page 70, 99	Full	
GRI 409: FORCED OR COMPULSORY LABOR 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Page 70	Full	
GRI 410: SECURITY PRACTICES 2016	410-1 Security personnel trained in human rights policies or procedures	Page 71	Full	
GRI 412: HUMAN RIGHTS ASSESSMENT 2016	412-1 Operations that have been subject to human rights reviews or impact assessments	Page 71	Full	
	412-2 Employee training on human rights policies or procedures	Page 71	Partial	

GRI STANDARD	GRI DISCLOSURE	LOCATION	LEVEL OF DISCLOSURE	REASON FOR OMISSION AND OTHER NOTES
GRI 414: SUPPLIER SOCIAL ASSESSMENT 2016	414-1 New suppliers that were screened using social criteria	Page 98	Full	
	414-2 Negative social impacts in the supply chain and actions taken	Page 97	Partial	
GRI 415: PUBLIC POLICY	415-1 Political contributions	Page 20	Full	
GRI 416: CUSTOMER HEALTH AND SAFETY 2016	416-1 Assessment of the health and safety impacts of product and service categories	Page 22-25	Full	
	416-2 Incidents of noncompliance concerning the health and safety impacts of products and services	Page 23	Full	
GRI 419: SOCIO- ECONOMIC COMPLIANCE 2016	419-1 Non-compliance with laws and regulations in the social and economic area	Form 10-K	Full	

ENVIRONMENT, HEALTH, AND SAFETY POLICY

Seagate is committed to providing safe workplaces, natural resource conservation, and environmentally responsible operations in the communities where we do business. Our commitment is underpinned by three values that ensure our business sustainably delivers value to our many stakeholders: Integrity, Innovation, and Inclusion.

Seagate requires all employees and contractors to work safely and integrate Environment, Health, and Safety (EHS) procedures and practices into their daily work activities, projects, and programs.

Seagate commits to:

- Implement and continually improve comprehensive management systems ensuring compliance with legal, regulatory, and other stakeholder requirements to which we subscribe.
- Protect the safety and health of all those associated with our operations by identifying and implementing a hierarchy of controls to eliminate the sources of incidents, injuries, and illnesses.
- Encourage employees at all levels to participate in occupational, health, and safety programs with an expectation that safe behavior is incorporated into all business activities.

- Promote a healthy lifestyle and encourage employees to proactively manage their personal health.
- Promote economic, environmental, and social sustainability, and pollution prevention through continual process improvements and responsible business practices.
- Deliver operational resilience to effectively respond to potential disruptions through measurable EHS performance improvements.
- Develop safe, efficient products and manufacturing processes by integrating EHS considerations into all aspects of research, design, and development.
- Partner with suppliers, customers, and stakeholders to publicly share best practices and EHS performance criteria.
- Support environmental, educational, health-related and other socially sustainable initiatives in the communities in which Seagate operates.



Dave Mosley,
CEO

April 2018

HUMAN RIGHTS POLICY

As a global industry leader, Seagate welcomes the responsibility to also be a "Global Citizen." In partnership with employees, community members, customers, suppliers, and other stakeholders, our commitment to Global Citizenship includes support of the ten Principles of the United Nations Global Compact within our sphere of influence. These Principles address responsibility for the environment and other matters; however, most address the international human rights and labor standards that must be upheld to ensure the well-being and dignity of each person.

We have developed policies to reinforce our commitment to uphold these human rights and labor standards. We will abide by these policies or the local law in the countries where we operate, whichever sets a higher standard. Managers are responsible for upholding these Principles and for ensuring adherence to all company policies and guidelines in their support.

The following are some of Seagate's basic standards with regard to International Human Rights and Labor Standards (including the International Labor Organization (ILO) core labor conventions*):

Respectful treatment. Employees must respect and value each other and we hold everyone accountable for this. Violations, such as physical abuse and/or harassment or the threat of either, are not tolerated. All employees will be allowed access to basic liberties while on Company premises. We respect religious diversity and employees may be provided with reasonable accommodations for religious practices, upon request. Any requests for reasonable accommodation should be directed to Site Human Resources.

Employment based on achievements. Decisions about employees are based on achievements against job goals and/or standards and required competencies; decisions about applicants are made on qualifications against job requirements. In all employment actions, we prohibit discrimination based on age, race, color, ancestry, ethnic or national origin, physical or mental disability, medical condition, genetic information, marital status, sex (which includes pregnancy or perceived pregnancy, childbirth, breastfeeding, or related medical conditions), gender identity, gender expression, sexual orientation, perceived or actual religious creed or political opinion, military and veteran status,

taking or requesting statutorily protected leave, taking or requesting a reasonable accommodation for a protected basis, or other basis protected by applicable law.

Free to express opinions. Every employee has a right to openly express their opinion. In fact, we welcome and encourage ideas and input, including notification of issues and concerns.

Fair compensation. We assess performance against job requirements and consider business conditions and appropriate market comparisons to deliver compensation. We will compensate employees with wages and benefits that meet or exceed the legally required minimum without delay, and will clearly communicate to all employees their compensation earned.

Due process. We understand that an employee may not meet performance or conduct expectations. In such circumstances, the employee has a right to a fair process of review. Any resulting disciplinary actions will be humane. Deductions from wages as a disciplinary measure will not be permitted.

Reasonable limitation of working hours. The hours worked by employees should not exceed 60 hours per work week, or be in excess of the maximum hours of daily labor set by local laws in the countries in which we operate.

We will also provide employees with at least one day off per every seven days. Overtime will be voluntary and comply with all applicable overtime pay requirements. No unreasonable restrictions of movement will be placed upon employees during non-work hours.

Free to associate. We respect and adhere to all applicable laws concerning the right of workers to organize in labor unions and engage in collective bargaining and peaceful assembly, and Seagate will not prohibit or impede employees exercising such rights. However, we believe maintaining an open, unencumbered relationship between Seagate employees and their managers is the most effective means of addressing work environment questions and concerns.

Free to choose employment. We will ensure that the overall terms of employment are voluntary. We will not require employees to pay the Company any remuneration or withhold an employee's government-issued identification upon hire. We firmly prohibit any form of human trafficking or slavery, and will ensure no forced, bonded (including debt bondage) or indentured labor; involuntary or exploitative prison labor is used in the production of Seagate products.

Employment at age 18 or higher.

We strictly prohibit child labor and will comply with all local minimum age laws and requirements and/or set a minimum employment age of 18, whichever sets the higher standard.

Intern Program. We provide internship opportunities to college/polytechnic/university students, who meet our minimum employment age of 18. This

program provides interns an opportunity to undergo supervised practical development and gain real-world experiential learning that complements their education. Seagate does not offer any type of apprentice program. Additionally, Seagate does not hire student workers other than those that meet the criteria for the intern program. For additional information, visit Seagate's Global Citizenship website.



*Note: *Our labor standards in the Human Rights policy address the core ILO Labor Conventions No. 29, 87, 98, 100, 105, 111, 138 and 182.*

STAKEHOLDER ENGAGEMENT

Engaging with key stakeholders on relevant environmental, social and governance issues is an important activity that provides Seagate with the insights and relationships needed to make well-informed business decisions. Seagate identifies stakeholders through a mapping exercise that utilizes a set of criteria to prioritize engagement. The criteria included past engagement, collaboration with industry association e.g. the RBA, and publication of industry reports, among others.

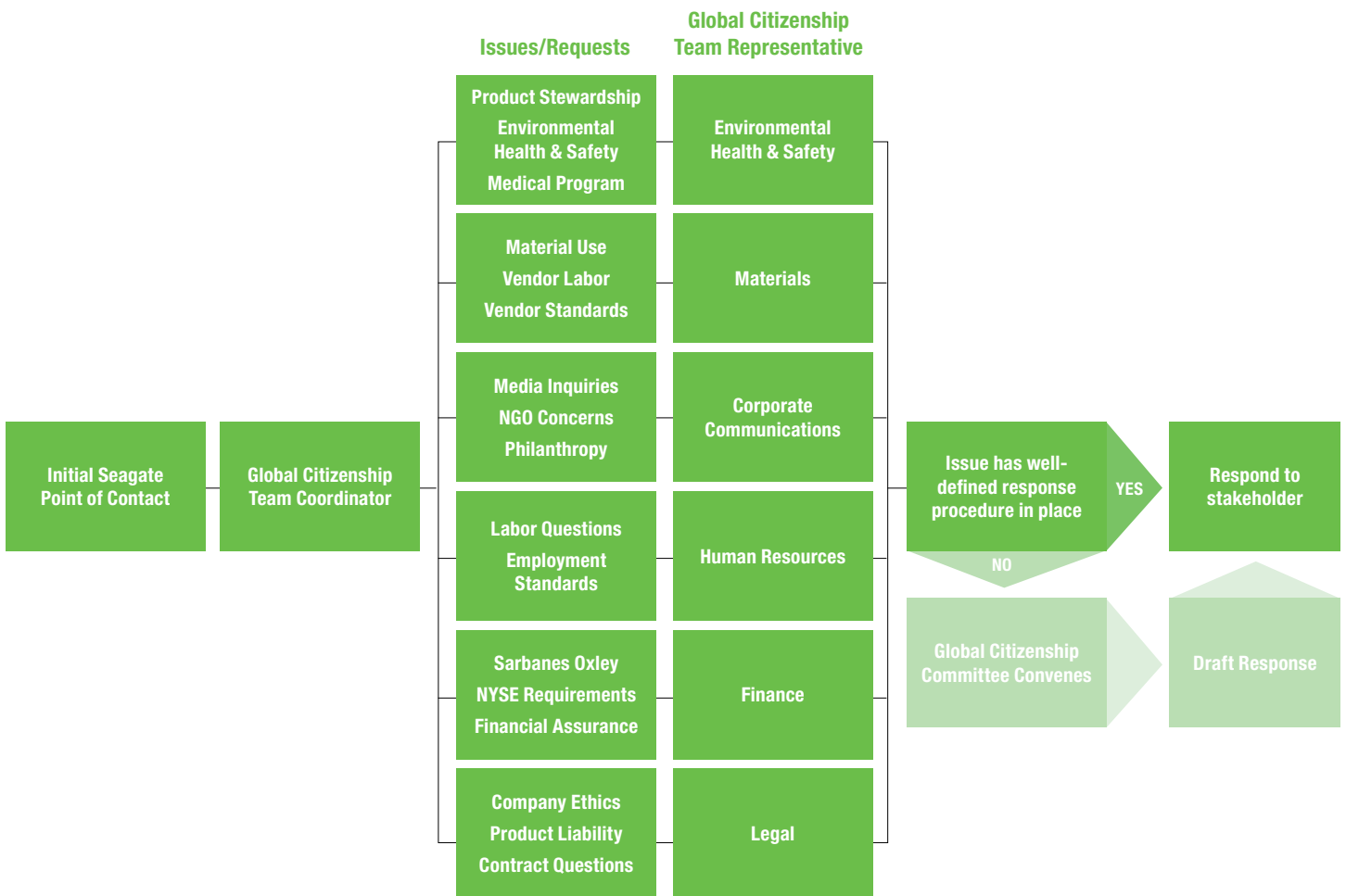
Each year, we solicit feedback from our customers and business partners to shape our Global Citizenship program plans and strategies. For example, through a variety of surveys and reporting initiatives, Seagate shares detailed information about the company's environmental performance and greenhouse gas emissions to help the electronics industry improve its environmental footprint. We also solicit feedback through Net Promoter Score and Customer Scorecards (quarterly business reviews) data quarterly.

We meet regularly with investors, governments, nongovernmental organizations, local communities, and other civil society members to gather perspectives about trends in business and society that may influence not only our business success, but also the extent to which we can contribute positively to sustainable development. We constantly engage with employees, and for suppliers we have a dedicated supplier day, webinars, training and more.

Global Citizenship Stakeholder Inquiry Process

Seagate has an established process to address specific stakeholder global citizenship issues or requests. A subset of the Global Citizenship team manages this process. The types of information provided

range from environmental performance, product stewardship, and product safety to labor standards, fair trade, supply chain, and more.



ACRONYMS

3TG (“Conflict Minerals”)	Tungsten, Tin, Tantalum, and Gold
BCMS	Business Continuity Management System
BCRI	Business Continuity Readiness Index
CAS	Chemical Abstract Service
CDP	Carbon Disclosure Project
CEO	Chief Executive Officer
CO₂	Carbon Dioxide
CO₂e	Carbon Dioxide Equivalent
CSOP	Corporate Standard Operating Procedures
CY	Calendar Year
DRC	Democratic Republic of the Congo
EB	Exabyte
EMEA	Europe, Middle East, Africa
EPEAT	Electronic Product Environmental Assessment Tool
FMD	Full Material Disclosure
FY	Fiscal Year
GHG	Greenhouse Gas
GRI	Global Reporting Initiative
HDD	Hard Disk Drive
ICT	Information and Communication Technology
ILO	International Labor Organization
ISE	Instant Secure Erase
ISO	International Organization for Standardization
LCA	Life Cycle Assessment
MCI	Material Circularity Indicator
MWh	Megawatt Hour
NGO	Nongovernmental Organization
OEM	Original Equipment Manufacturer

ACRONYMS

OHSAS	Occupational Health and Safety Assessment Series
OSHA	Occupational Safety and Health Administration
PLC	Public Limited Company
RBA	Responsible Business Alliance
REACH	Registration, Evaluation, Authorization and Restriction of Chemicals
RMA	Responsible Minerals Initiative
RoHS	Restriction of Hazardous Substances
SAQ	Self-Assessment Questionnaire
SEC	Securities and Exchange Commission
STEM	Science, Technology, Engineering, Math
TCO	Total Cost of Ownership
TSDf	Treatment, Storage, and Disposal Facility
U.S.	United States (of America)
UK	United Kingdom
UNGC	United Nations Global Compact
VAP	Validated Audit Program



SEAGATE

THANK
YOU.