



SUSTAINABLE DATASPHERE

FY2022 ESG PERFORMANCE HIGHLIGHTS

Letter from Dave Mosley, CEO

At Seagate, we have always believed in data's potential, which is why we are driven to help the world store and protect it.

Alongside our stakeholders, we will continue to make a measurable difference by minimizing environmental impacts, expanding our people programs, and sustaining long-term prosperity.

On Earth Day 2022, Seagate announced two environmental moonshot goals:

- 1** 100% renewable energy by 2030 in our manufacturing and R&D sites.
- 2** Carbon neutrality by 2040.

We Are Sustainability Driven. We must fully engage our entire ecosystem of technology stakeholders to innovate and elevate the industry's overall sustainability commitment.

We Are People Driven. The key to Seagate's success in FY2022 has been the tens of thousands of our employees around the world who exemplify our values of integrity, innovation, and inclusion.

We Are Accountability Driven. To achieve our goals, strong controls are in place that ensure the success of our programs, accountability through performance metrics, and verifications through internal and external audits.

Thank you for partnering with Seagate on our mission to **Craft a Sustainable Datasphere.**



Dave Mosley
CEO

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

This report covers activities managed by Seagate Technology Holdings public limited company, an Irish public limited company, during our FY2022, which ran from July 3, 2021, through July 1, 2022, and in select cases, during the 2021 calendar year. References to “Seagate,” “we,” “us,” “our,” and the “Company” within this report refer to Seagate Technology Holdings plc and its subsidiaries. References to “\$” are to United States (U.S.) dollars.





01

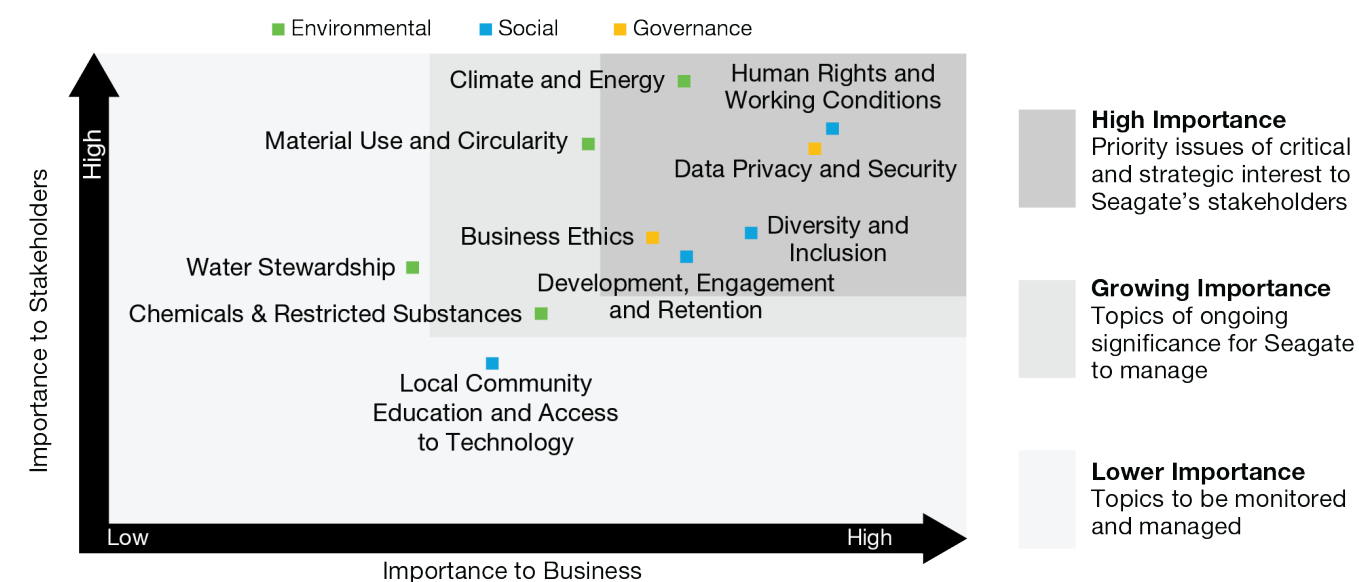
Advancing a Sustainable Datasphere

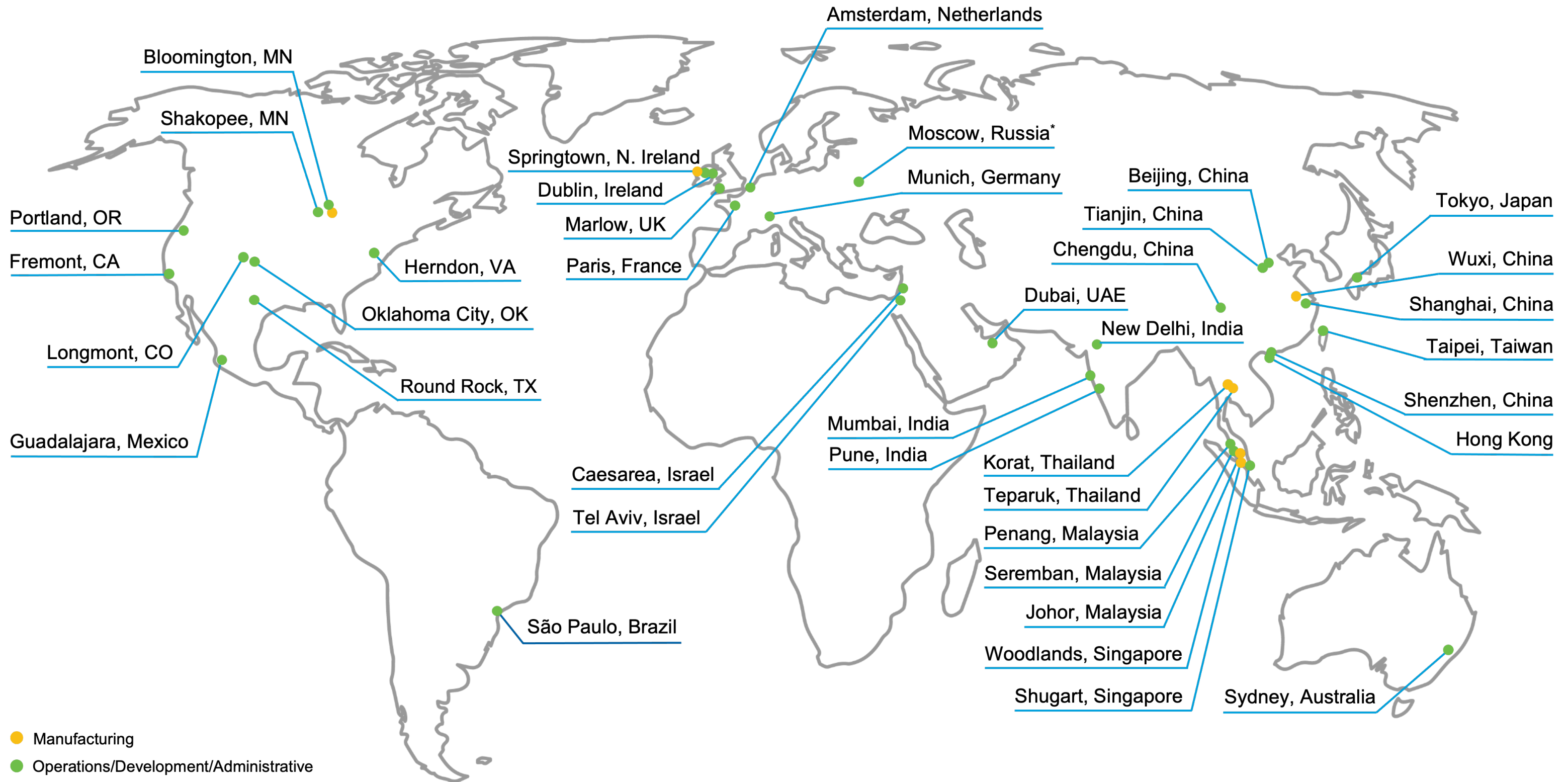
Seagate is proud to continue our decades-long tradition of sharing with our stakeholders our environmental, social, and governance priorities, goals, and year-over-year accomplishments. However, we do not limit our definition of success to our efforts alone. We recognize Seagate affects change at-scale and on a global level by being closely engaged with customers, industry peers and associations, supply chain partners, governments around the world, and civil society. We believe that together we will make an exponentially larger impact by working in the collective toward common goals.

Material Priorities

We review our materiality assessment annually. To ensure continued relevance of our FY2020 materiality assessment, in FY2022, Seagate conducted internal risk assessments. Those concluded that there were no new topics of material significance to report.

Sustainability Materiality Assessment





* We have decided to cease our operations in Russia and close the Moscow branch office in FY2022.

Seagate is headquartered in Ireland. At the end of FY2022, we had **52 global sites**, excluding surplus and subleased locations. Our **seven operations sites** are located in China, Malaysia, Singapore, Thailand, the United Kingdom, and the United States.

In FY2022, Seagate reported net revenue of approximately \$11.7 billion USD and shipped approximately 631 exabytes of HDD storage capacity. More information can be found in our annual report on [Form 10-K](#) for the fiscal year ended July 1, 2022.



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Planet

Seagate recognizes that our products affect the environment and communities we operate in and acknowledges our accountability for their impacts. Seagate focuses our environmental efforts on conservation of energy and water, reducing greenhouse gases, decreasing the amount of waste we generate, and innovating in the circular economy. Our belief in our values of integrity and innovation drive us to make progress for the betterment of the planet.

Highlights

Energy Conservation: Seagate prioritizes energy conservation. We align with ISO standards to assist in implementing and improving energy management systems. In addition, we are accountable to reach our Moonshot goals of powering our manufacturing and research and development (R&D) sites with 100% renewable energy by 2030 and achieving carbon neutrality by 2040.

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

Waste Management: Our waste reduction initiatives reduce environmental impact. We first aim to prevent waste from being produced, and then move to reusing or recycling waste where possible.

~21K MWh

of electricity saved through energy conservation and efficiency initiatives in FY2022, exceeding our initial conservation goal of 10K MWh

87%

(~27K metric tons) of non-hazardous waste diverted from landfills in FY2022

5.8% ↓

reduction of absolute market-based scope 2 operational emissions in CY2021 vs. CY2020

82%

of hazardous waste generated in FY2022 was recycled

~1M Drives

returned to service through refurbishment and redeployment in CY2021

1,352 MWh

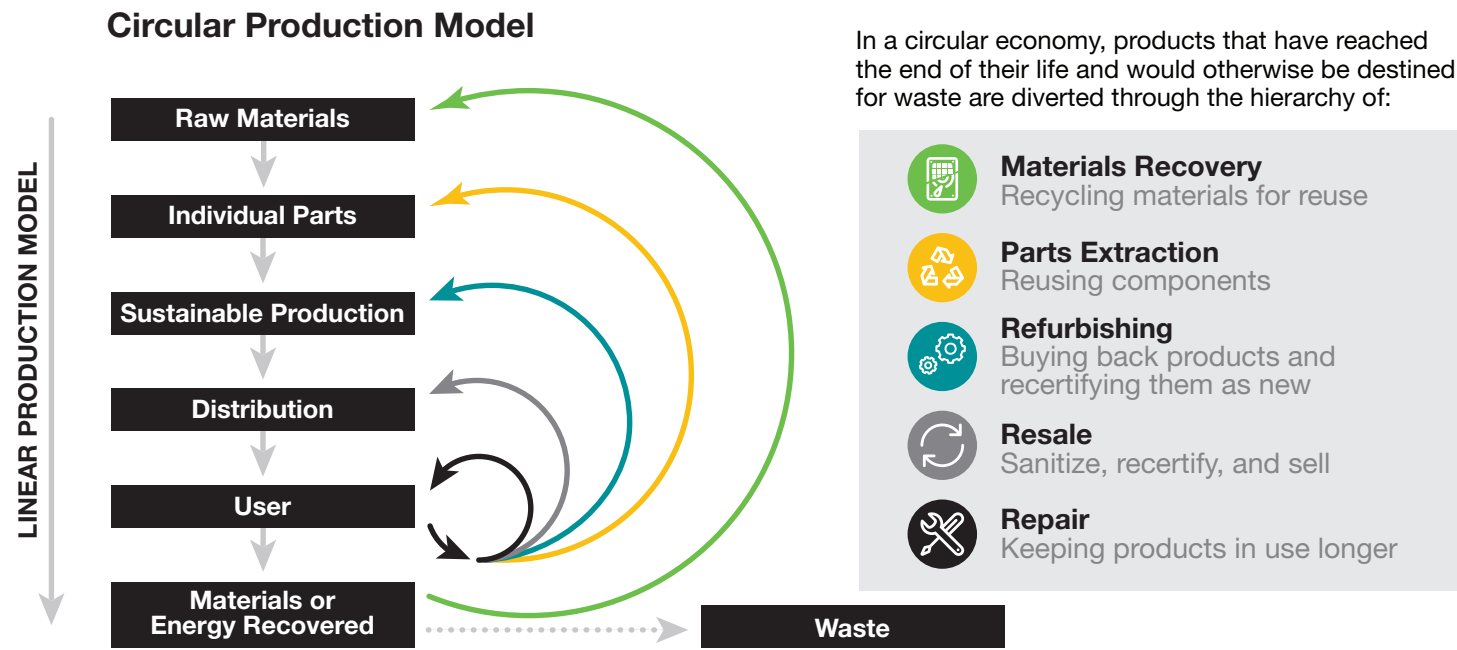
of on-site solar energy generated in FY2022

17.5% ↑

increase in water recycling in CY2021 from CY2020

17.1% ↓

decrease in water intensity (megaliter per EB) in CY2021 from CY2020



Seagate recognizes the unsustainable nature of the current linear or “take-make-waste” consumption model and innovates in the circularity space. Alongside industry partners, Seagate is enabled to create positive changes for the circular economy and ultimately prolong the life of products through repair, refurbishment, components extraction, or material recovery.

Extending Product Life

Seagate has several business processes in place to minimize environmental waste caused by our drives and servers. In FY2022, Seagate extended the life of over 1.16 million HDDs and SSDs. The drives were recovered and placed back into the market, avoiding over 540 metric tons of e-waste*.

*Assuming each drive is an average weight of 465g



Extending Product Life

- 1.16 million HDDs and SSDs

HDDs: 1,092,745

SSDs: 70,611

Total: 1,163,356



Material Recycling

- Scrap Aluminum: 64.8 metric tons
- Scrap Magnets: 0.93 metric tons



Circular Drive Initiative

In FY2022, Seagate helped found the Circular Drive Initiative (CDI). This collaboration with global leaders in digital storage, sustainability, and blockchain focuses on reducing e-waste by promoting and enabling the secure reuse of storage hardware. Seagate's self-encrypting drives and instant secure erase (ISE) capabilities are enabling achievement of this mission as well as Seagate's sustainability goals. Once data is digitally wiped through ISE, drives can be redeployed into the market to avoid becoming harmful e-waste.



People

Our people drive Seagate’s success. By fostering an inclusive environment where employees feel valued, engaged, and committed to sharing their knowledge and ideas, Seagate empowers employees to innovate within a thriving culture.

Our value of inclusion underpins policies and practices that support a safe and respectful workplace by addressing the following: diversity, equity, and inclusion; professional development; employee engagement; and employee health, safety, and wellbeing. In addition, Seagate maintains an ethical workplace and upholds human rights while adhering to international standards. These practices allow all employees to engage and share in Seagate’s success.



~281K

hours of learning and development completed in FY2022 by our employees¹

99%

of non-manufacturing specialist employees completed their goal setting and year-end review processes in FY2022

9.1%↑

increase in inventions with 1+ female inventors in FY2022

3,600

global members representing nine employee resource groups (ERGs) and over 27 local chapters across all ERGs in FY2022

1.4%↑

increase in women in leadership from FY2020 to FY2022

352

mentorship assignments established in FY2022, enabling employees to expand their network and find career or skill-based guidance

¹ Includes training from the Seagate learning platform, LinkedIn Learning, and our other internal training programs. Manufacturing specialist employees have a comprehensive training plan that includes a combination of classroom training and on-the-job training based on job function. On-the-job training hours are not currently captured in our learning platform and are not available for reporting.

Career Discovery Celebrates First Anniversary

Career Discovery is our internal mobility and career development tool that helps employees find internal opportunities to grow their careers. The tool platform is also a place where employees can find or become a mentor, to allow employees to share career advice and knowledge, to build networking skills, and to enable development opportunities. As of year-end FY2022, 352 mentorship assignments were established, enabling employees to expand their network and find career or skill-based guidance. Further, over 58,000 hours went into part time projects, which provided experiential learning for employees.



Diverse Representation

Seagate is committed to being a place where all employees feel safe, respected, and welcomed for their unique background and perspective.

FY2022 Diversity of Employees

JOB CATEGORY	BY GENDER (GLOBAL)		BY AGE GROUP (GLOBAL)			U.S. MINORITY/NON-MINORITY		
	Female	Male	<30	30-50	>50	Minority	Non-Minority	N/A*
Management	31.3%	68.7%	2.0%	54.4%	43.6%	30.8%	65.7%	3.5%
Technical Employees	19.1%	80.7%	14.2%	64.0%	21.8%	42.8%	53.3%	3.9%
All Other Employees	78.3%	21.7%	23.9%	63.8%	12.3%	48.4%	47.5%	4.1%

U.S. Only Diversity

JOB CATEGORY	Asian	Black or African American	Hispanic or Latino	White	Other**	N/A*
Management	25.0%	2.0%	2.9%	65.7%	0.9%	3.5%
Technical Employees	35.2%	2.1%	3.2%	53.4%	2.2%	3.9%
All Other Employees	31.3%	9.7%	5.4%	47.5%	2.0%	4.1%

* N/A is not available or not disclosed.
** Native American or Alaska Native, Native Hawaiian or Pacific Islander, and Two or More Ethnicities.
Undeclared or other gender represent <1.0% of the population.
Data is compiled in accordance with the Sustainable Accounting Standards Board (SASB) and based on information derived from the HR Management System as of the end of FY2022.

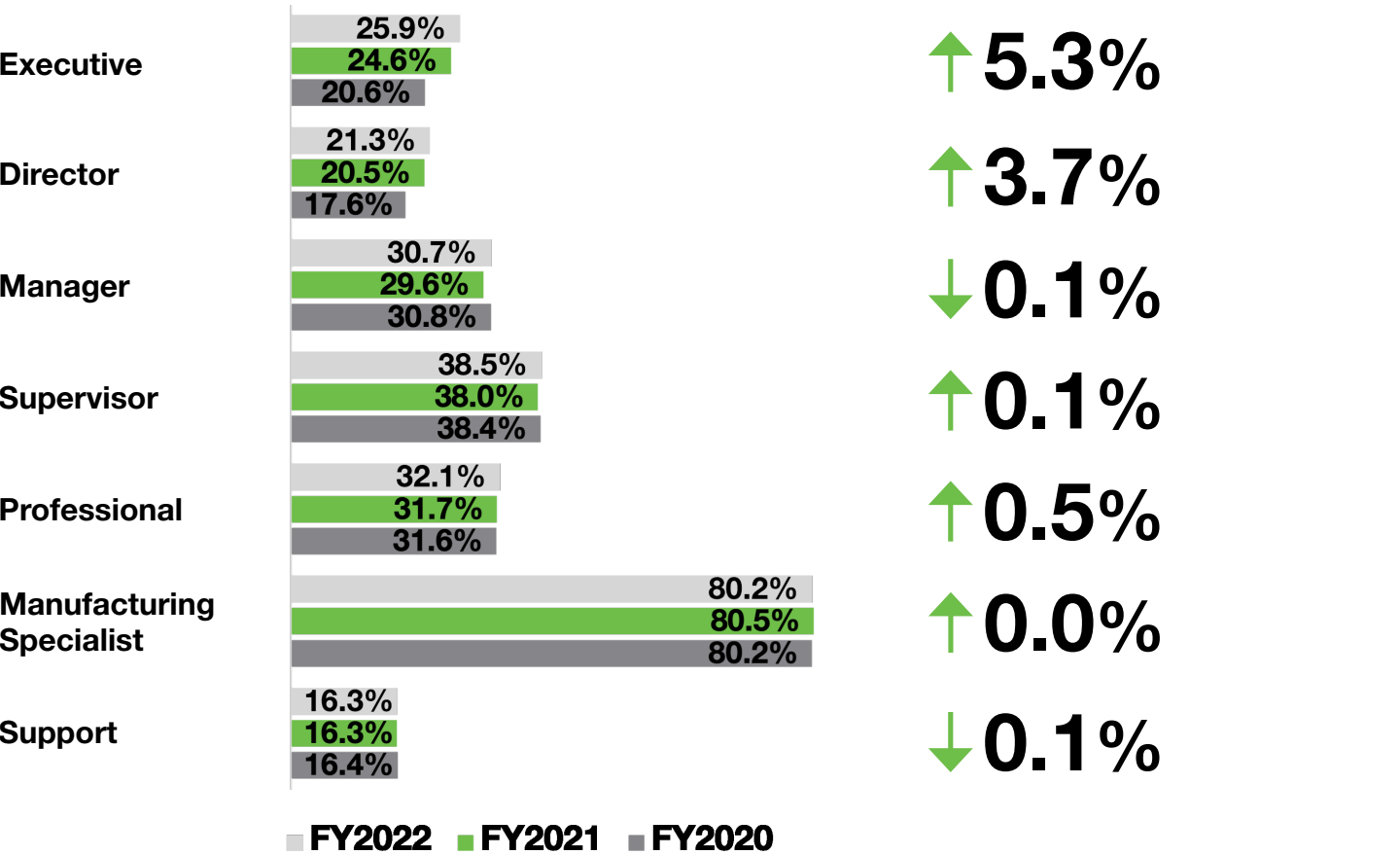


Global Women

Female representation among most levels of leadership have increased. We have made significant progress in growing gender representation across professional levels and above.

Global Women by Job Levels

Percent change in each category was measured from FY2020 to FY2022



Employee type: regular, intern, and fixed term.
Leadership represents supervisors, managers, directors, and executives.
Representation demographics are self-reported as of July 1, 2022.

Supporting ERGs

Seagate supports a culture of inclusion through employee-led Employee Resource Groups (ERGs) involving over 3,600 members representing nine ERGs and 27 local chapters in FY2022. These communities provide a safe space for employees to connect, discuss, network, and improve their professional development.



Support human rights and greater equality through networking and professional development events. Engage in efforts that promote diversity and inclusion within Seagate and the community.



Foster a community of women and allies within Seagate by providing networking, mentoring, and development opportunities to encourage personal and professional growth.



Raise awareness of and provide support to people of minority affiliations within Seagate. Support inclusion through community outreach, education, and leadership engagement.



Advocate for and support the recruitment and retention of neurodiverse people. Increase workforce diversity and drive innovation by focusing on capabilities rather than limitations.



Engage in community service and professional advancement opportunities, and raise awareness of the diverse cultures and customs of Asia.



Develop a safe space to share resources and build connection around the topic of faith. Provide learning and outreach of diverse faiths, support inclusion, and foster community.



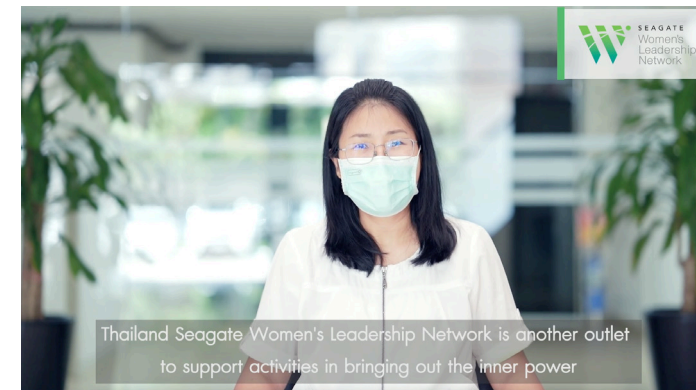
Establish a welcoming community for those early in their careers to network with peers, learn from mentors, and collaborate with colleagues. Help attract and retain new and diverse talent.



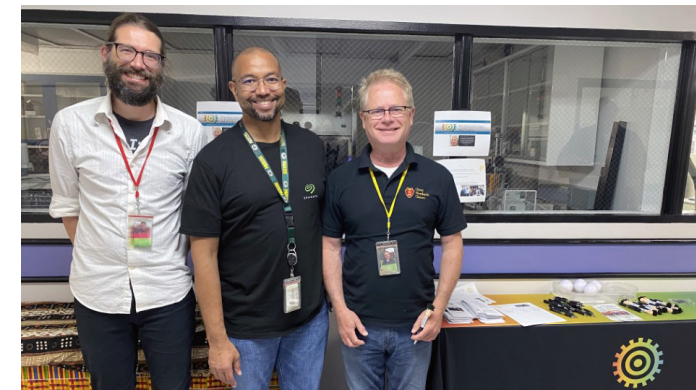
Encourage networking and cultural education experiences for those with Chinese heritage. Engage in community outreach, and promote Chinese cultures and customs.



Foster support, networking, and development opportunities to military and veteran employees. Support veterans through community outreach and brand engagement.



Thailand Seagate Women's Leadership Network is another outlet to support activities in bringing out the inner power





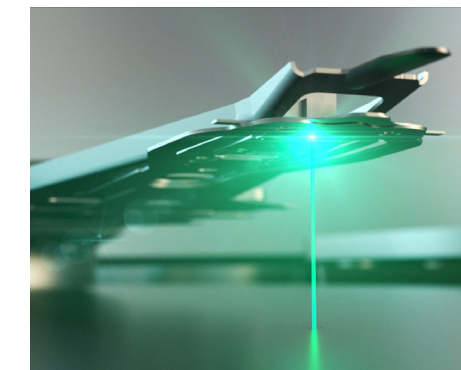
Diversity, Equity, and Inclusion

Diversity is one of the key drivers of Seagate's continued success as a data storage leader. But diversity alone is not enough. To build a thriving culture, we must embrace inclusion and actively pursue solutions that support racial and gender equity, both within our workforce and our communities.

For more details, read our [FY2022 DEI Report](#).



Diversity in Innovation Pledge



Seagate is a founding member of [The Diversity in Innovation Pledge](#), demonstrating our commitment to understanding and addressing the issue of underrepresented inventors. With over 5,500 U.S. patents, we understand the value of diverse experiences, backgrounds, and identities in advancing our innovation. This past year, we tracked our progress related to female participation in our inventions and have seen an increase over the last fiscal year.

19.1%

Female Technical Employees

14.5%

Female Inventor Employees

31.7%

Inventions with 1+ Female Inventors



For the fourth straight year, Seagate is proud to be named one of the Best Technology Companies for Women by Fairygodboss, an online community for women. To be considered for this honor, organizations are ranked based on positive reviews from employees. Reviews include perspectives about the company's commitment to gender inclusion, senior leadership support, and workplace culture. We earned the 2022 award in early FY2023.



Seagate has also been recognized as a Best Place to Work for LGBTQ+ Equality by the Human Rights Campaign four years in a row, from 2019 to 2022. Seagate earned this award by establishing and implementing comprehensive policies, benefits and practices that ensure greater equity for LGBTQ+ workers and their families.



Military Friendly Employer

Seagate was recognized as a Military Friendly Employer for 2022. Seagate earned this rating, which reflects our commitment to hiring veterans, by exceeding the standard in recruiting, support and retention, culture, and advancement opportunities for veterans. More than 1,500 organizations are rated annually for this military friendly designation.



Prosperity

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As a multi-stakeholder company, Seagate understands the importance of, and is deeply committed to, the health, safety, and wellbeing of our employees. We support and give back to the communities we operate in and maintain a positive relationship with suppliers.

131

different engagements and partnerships conducted in local communities in FY2022¹

20%↑

increase in supplier diversity spend from FY2021 to FY2022²

0

No cases of child labor³ or forced labor were found within Seagate's manufacturing operations in the FY2022 RBA Validated Audits

125

direct and packaging suppliers completed the RBA environmental survey in FY2022 (70% have GHG reduction targets and 67% have water reduction targets)

¹ A decrease from previous years as some programs were suspended due to COVID-19.

² Supplier diversity references the United States only.

³ We have established age 18 as a standard minimum age for employment at all sites, which complies with or exceeds local legal requirements.

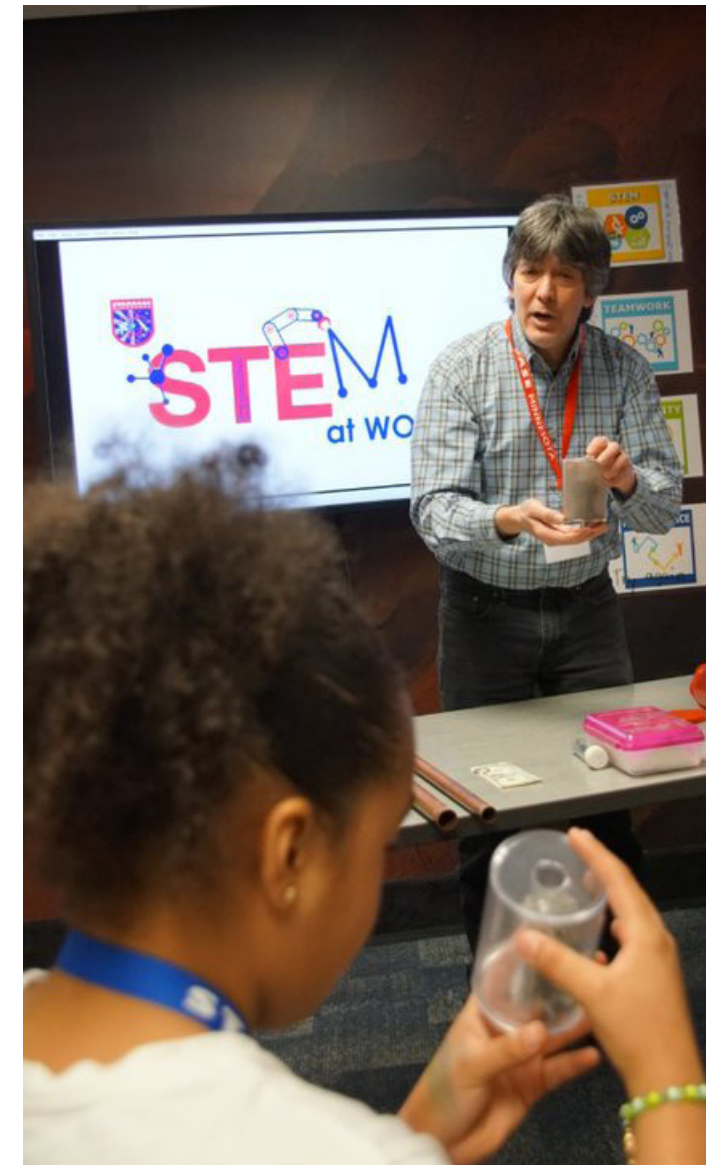


Community Engagement

Seagate's community engagement program allows us to live our values of integrity, innovation, and inclusion by supporting education and wellbeing within the communities we operate in.

Seagate Sponsored STEM Robotics Tournament

The nonprofit organization Minnesota STEM Partnership hosted its first sumo robotics wrestling competition in St. Paul in June 2022. Sponsored by Seagate, 25 middle school and high school students from the Twin Cities competed in the state tournament.



In FY2022, students in the sumo program learned how to design, code, and build autonomous Lego robots with the help of volunteers and mentors over four practice sessions. To place at the tournament, teams of two to three students needed to successfully flip or push their opponent's robot out of the wrestling ring.

Seagate provided funding that covered robotics equipment such as LEGO Mindstorm NXTs, LEGO kits, training for coaches and mentors, and shirts and transportation for students. Four Seagate volunteers supported the event. Learn more about this engagement [here](#).

Health and Safety

All Seagate locations and work activities are covered under the health and safety management systems with all manufacturing sites certified to ISO 45001, frequently accompanied by additional management systems going beyond ISO Certification.

GLOBAL HEALTH AND SAFETY BY THE NUMBERS IN FY2022	AMOUNT
Work-related fatalities	0
High consequence work-related injuries	0
High consequence work-related injury rate	0.00
Recordable case rate ¹	0.19
Days-away case rate ²	0.12
Health and safety regulatory visits hosted	60
Notice of violation findings	2
Fines levied	None
Health and safety e-learning courses held and completed with “satisfied” completion status ³	84,106
Meals served globally per month (average) ⁴	558,156
Foodborne illnesses reported	0
Miles that Seagate bused employees	5,418,368 miles
Vehicle incidents per million miles traveled ⁵	0.7

¹ Total recordable case rate (TRIR) total recordable incidents x 200,000/total hours worked.
² Lost workday rate (DART-L) total lost workday incidents x 200,000/total hours worked.
³ Examples of EHS e-learning courses include: Office Production and Remote Ergonomics, Laser Safety, Confined Space Awareness and Permit Required, Electrical Safety Awareness, Lockout Tagout, Chemical Handling, and General EHS Awareness. These courses are offered to employees and contractors on an as-needed basis. Contractors are required to take several Seagate trainings as well, such as our Contractor Safety training.
⁴ Seagate has a formal food safety program at all of our sites.
⁵ All incidents are investigated and actions are taken to prevent recurrence. This includes accidents contributed by Seagate and third parties.



Health and Wellbeing

Seagate takes steps to ensure our employees feel supported on their health and wellbeing journeys. All employees have equal access to the programs offered through Healthy Journeys and Employee Assistance programs globally. These programs offer mental health services such as counseling services and an information hub on a multitude of personal development matters.

Supply Chain

Seagate’s supply chain is an extension of our footprint. Our stakeholders hold us responsible for the environmental and human rights performance of our suppliers.

Responsible Business Alliance FY2022 Update

<div>125</div> <div>direct and packaging suppliers completed the RBA environmental survey.</div> <div>70% have GHG reduction targets, 67% have water reduction targets.</div>	<div>234</div> <div>targeted suppliers (direct and indirect) completed the SAQ.</div>	<div>51</div> <div>full supplier audits completed¹ during FY2021 through the RBA VAP.</div> <div>71 were completed in FY2021, for a total of 122 active supplier audits.</div>
<div>Platinum Level Recognition</div> <div>5.88%</div> <div>of audited suppliers received a full score in the initial VAP audit.</div>	<div>3</div> <div>supplier closure audits conducted² to ensure suppliers previously found non-compliant have implemented correction measures on any violations found in the initial VAP audit.</div>	<div>94.1%</div> <div>Closure rate of nonworking-hour findings.</div> <div>95.5%</div> <div>Closure rate³ of working-hour findings.</div>

¹ Five audits postponed due to COVID-19.
² When suppliers are unable to close any findings, we work to reduce the level of severity, and then track closure rates.
³ Seagate tracks “priority” and “major” finding closure rates in addition to SAQ and VAP completion. The reduction in percentage of suppliers having GHG and water targets is due to an increase in total suppliers.

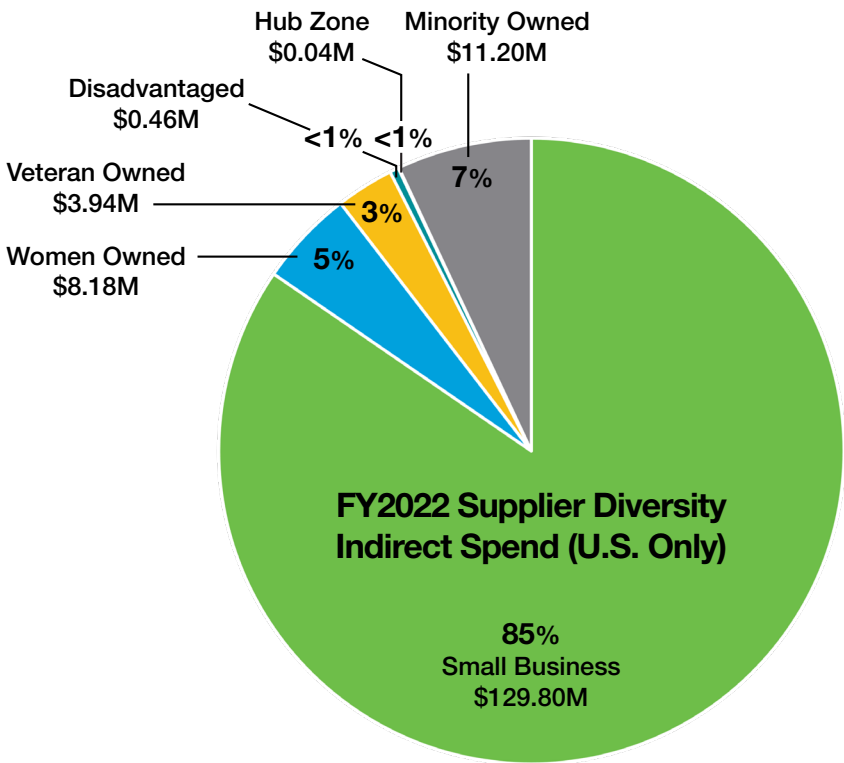
Seagate tracks “priority” and “major” finding closure rates in addition to SAQ and VAP completion. At the end of FY2022, the closure rate of nonworking-hour findings was 94.1%. The closure rate of working-hour findings was 95.5%.

Top 10 Supplier VAP Audit Findings

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

Supplier Diversity

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



Hub Zone: A business operating in a designated historically underutilized business zone, and certified by the U.S. Small Business Administration. Indirect spend refers to expenses incurred for materials, services, and maintenance required to operate the business.

05



Governance

Our corporate governance standards ensure Seagate’s longevity as a company. We are committed to being responsible to our stakeholders while upholding the highest ethical practices.

In FY2022

-  Implemented industry best practices for the Seagate Ethics Helpline.
-  Strengthened data governance by implementing encryption-based data protection tools and automating key compliance processes.
-  Rolled out new, tailored Code of Conduct training and certifications to all non-manufacturing specialists, with a 99.5% completion rate.
-  Improved Enterprise Security Risk Management (ESRM) controls and processes around technology, tools, and training.
-  Matured the Global Compliance and Ethics Council (GCEC), enhancing operational effectiveness of Seagate’s compliance and ethics program.

Compliance and Ethics

Seagate’s Code of Conduct, Compliance and Ethics Program (C&E Program), policies, processes, standards and values of integrity, innovation, and inclusion set the tone and framework for a strong culture of compliance and ethical conduct at Seagate. By working together, we empower our employees to act with integrity.

Board of Directors and Board Committees

Seagate is governed by our Board of Directors (the Board), which is elected annually by our shareholders. The Board directs and oversees the management of the business and affairs of the Company in a manner consistent with the best interests of the Company and its shareholders. In this oversight role, the Board serves as the ultimate decision-making body of the Company, except for those matters reserved for the shareholders. In FY2022, Michael R. Cannon served as our Board Chair. He is an independent director and does not serve as a senior executive of the Company.

The Board of Directors has three standing committees:

Audit and Finance Committee (AFC)

[AFC Charter](#)

Compensation Committee (CC)

[CC Charter](#)

Nominating and Corporate Governance Committee (NCGC)

[NCGC Charter](#)

The Board is responsible for ensuring that ESG opportunities and oversight of related risks are integrated into our long-term strategy. Rather than concentrating all ESG oversight solely at the Board or into a single Board Committee, given the multi-faceted nature of the Company’s approach to ESG and its integration into our overall strategy, the Board believes each of its committees should maintain oversight over the particular ESG matters that fall within its charter. The Nominating and Corporate Governance Committee annually reviews ESG governance including with respect to company culture, corporate social responsibility, sustainability, diversity and inclusion, and human rights issues. The Audit and Finance Committee annually reviews ESG disclosure controls. The Compensation Committee bi-annually reviews ESG performance metrics in the context of our overall executive compensation programs.

For more information on our corporate governance framework, please read:

- [FY2022 Proxy Statement](#)
- [Corporate Governance Guidelines](#)



Data Governance

Protection of the data entrusted to us is a top priority for Seagate. Our internal data protection program is led by a dedicated team that maintains a data classification framework for implementing appropriate protection protocols for all data within Seagate. Through routine evaluation of the full data life cycle—creation, storage, use, sharing, archival, and destruction—we stay informed of emerging risks and opportunities to implement additional safeguards. We implement stringent policies, precise processes, and robust technologies to safeguard Seagate’s data and our partners’ data from unauthorized access, compromise, and loss. We seek to strike the right balance between the productivity required for smooth business operations and security controls necessary for effective data protection.

Seagate’s Records Retention Policy and accompanying Records Retention Schedule forms the basis for efficient preservation of Seagate records. The records are retained for a definite retention period as required by law, for business or regulatory reasons. In line with the industry trends, the records and information management team is developing an electronic records management system.

Product Security

Product security is at the forefront in our continual commitment to integrity. As data becomes a larger contributor to the world’s quality of life, both its value and risk grow, increasing the need for data protection. Safeguarding our products and the data they store is achieved through a holistic approach to secure best practices at every phase of the product life cycle.

Acronym Index

CDI	Circular Drive Initiative
DEI	Diversity, Equity, and Inclusion
EHS	Environment, Health, and Safety
ERG	Employee Resource Group
ESG	Environmental, Social, and Governance
GHG	Greenhouse Gas
GRI	Global Reporting Initiative
HDD	Hard Disk Drive
MWh	Megawatt hours
RBA	Responsible Business Alliance
SASB	Sustainable Accounting Standards Board
SSD	Solid State Drive
SAQ	Self-Assessment Questionnaire
STEM	Science, Technology, Engineering, and Math
VAP	Validated Audit Process



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