

SUSTAINABLE DATASPHERE

FY2022 ESG PERFORMANCE INDICES



SEAGATE

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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 public limited company and its subsidiaries. References to “\$” are to United States (U.S.) dollars.

Introduction

Seagate’s values—integrity, innovation, and inclusion—serve as our operating foundation and direct our approach to ESG. We recognize that businesses have the power and opportunity to make a difference in our world. At Seagate, we strive to be a leader in sustainable, responsible industry practices that in turn have a positive impact on our customers, industry peers and associations, supply chain partners, governments around the world, and civil society.

The [Sustainable Datasphere: FY2022 ESG Performance Report](#) and [Highlights](#) describe Seagate’s approach to advancing sustainable and responsible business practices in all aspects of our products, services, employees, and operations. Published on April 24, 2023, and provides highlights, insight, and context for Seagate’s FY2022 performance and goals for FY2023 and beyond.

Summary of Performance

	PERFORMANCE INDICATOR	FY2020	FY2021	FY2022
Electricity Use and Carbon Emissions	Electricity Consumption (Million MWh)	1.59	1.63	1.66
	Electricity Consumption per Storage Capacity Shipped (MWh/EB)	4,339	3,388	2,707
	Scope 1 and Location-Based Scope 2 GHG Emissions (Million Metric Tons CO ₂ e) ¹	1.128	1.167	1.227
	Scope 1 and Market-Based Scope 2 GHG Emissions (Million Metric Tons CO ₂ e) ¹	1.140	1.173	1.105
	Scope 1 and Market-Based Scope 2 GHG Emissions Per Storage Capacity Shipped (Metric Tons CO ₂ e/EB) ¹	3,111	2,439	1,799
	Scope 3 GHG Emissions (Million Metric Tons CO ₂ e) ^{1,2}	9.297	10.209	11.056
Water Usage	Water Withdrawal (Megaliters) ¹	8,029	7,527	7,968
	Water Recycled (Percentage) ¹	35%	40%	45%
	Water Intensity (Megaliters/EB of Storage Capacity Shipped) ¹	21.91	15.66	12.97
Pollution Prevention	Hazardous Waste Generated (Metric Tons)	9,455	9,481	10,113
	Non-Hazardous Waste Diverted (Percentage)	88%	87%	87%
Health and Safety	Injury and Illness Recordable Case Rate (Cases/100 employees)	0.18	0.23	0.19
	Injury and Illness Days-Away Case Rate (Cases/100 employees)	0.10	0.12	0.120
Ethics	Code of Conduct Certification (Percentage) ³	98.5%	99.2%	99.5%
	Conflict of Interest Policy Certification (Percentage)	98%	99%	99.9%
Our Employees	Non-Specialist Employees Completing Annual Performance Evaluation Process	99%	99%	99%
	Non-Specialist Employees with Performance Goals	99%	99%	99%
	Non-Specialist Employees with Learning Plans	97%	99%	99%

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 2020, 2021, and 2022. Other numbers in the table for ethics, health and safety, and our employees are all reported in FY.

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

³ Percentage of non-specialist employees who acknowledged the Code of Conduct through the annual training and attestation process. In FY2020, Code of Conduct and Conflict of Interest Policy certification (percentage) were broken out into two separate processes, where in previous years they were a singular process.

* Adjustment over past years with better data availability and improved methodologies.

Material Topics Table

In FY2020, Seagate conducted a formal materiality assessment with both internal and external stakeholders. The assessment identified key sustainability topics. We review our sustainability framework annually. After our review in FY2022, we concluded that the assessment from FY2020 remained valid.

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

* Some subcategories have been re-named to align more closely to Seagate's current nomenclature.

UNGC Content Index

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

UNGC PRINCIPLE	THE BUSINESS SHOULD SUPPORT AND/OR UPHOLD THE FOLLOWING	SUSTAINABILITY DEVELOPMENT GOAL
1	Support and respect the protection of internationally proclaimed human rights.	SDG 17: Partnerships for the goals
2	Make sure that they are not complicit in human rights abuses.	
3	The freedom of association and the effective recognition of the right to collective bargaining.	SDG 5: Gender equality SDG 8: Decent work and economic growth
4	The elimination of all forms of forced and compulsory labor.	
5	The effective abolition of child labor.	
6	The elimination of discrimination in respect of employment and occupation.	
7	Support a precautionary approach to environmental challenges.	SDG 6: Clean water and sanitation SDG 7: Affordable and clean energy SDG 12: Responsible consumption and production SDG 13: Climate action
8	Undertake initiatives to promote greater environmental responsibility.	
9	Encourage the development and diffusion of environmentally friendly technologies.	
10	Work against corruption in all its forms, including extortion and bribery.	

GRI Content Index

Our Sustainable Datasphere: FY2022 ESG Performance Report has been prepared in accordance with the GRI standards to promote a more consistent, standardized approach to sustainability reporting. In FY2022, Seagate transitioned to reporting to the 2021 GRI Universal Standards, which is a change from previous years using the 2016 GRI Universal Standards.

Seagate's Sustainable Datasphere: FY2022 ESG Performance 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 its reporting standards, visit www.globalreporting.org.

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

GRI INDICATOR	GRI DISCLOSURE	LOCATION	LEVEL OF DISCLOSURE	REASON FOR OMISSION AND OTHER NOTES
GRI 2-1: The Organization and Its Reporting Practices	2-1-a: Name of Organization	Pg. 17	Full	
	2-1-b: Organization's Ownership and Legal Form	10-K	Full	
	2-1-c: Location of Organization's Headquarters	Pg. 22	Full	
	2-1-d: Organization's Countries of Operation	Pg. 22	Full	
GRI 2-2: Entities Included in Sustainability Reporting	2-2-a: All Entities in Organization's Sustainability Reporting	Pg. 21	Full	
	2-2-b: Organization's Publicly Filed Financial Statements	10-K	Full	
	2-2-c: Organization's Approach for Consolidating Financial Information	10-K	Full	
GRI 2-3: Reporting Period, Frequency, and Contact Point	2-3-a: Reporting Period and Frequency	Pg. 17	Full	
	2-3-b: Financial Reporting Period	10-K	Full	
	2-3-c: Publication Date	Pg. 2	Full	
	2-3-d: Point of Contact for ESG Performance Annual Report	Pg. 3	Full	

GRI INDICATOR	GRI DISCLOSURE	LOCATION	LEVEL OF DISCLOSURE	REASON FOR OMISSION AND OTHER NOTES
GRI 2-4: Restatements of Information	2-4-a: Restatements of Information	Pg. 17	Full	
GRI 2-5: External Assurance	2-5-a: Policy and Practice for Seeking External Assurance		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.
	2-5-b: Assurance Statement		Partial	
GRI 2-6: Activities, Value Chain and Business Relationships	2-6-a: Organization's Sector	Pg. 26	Full	
	2-6-b: Organization's Value Chain	Pg. 8, 21, 116	Full	
	2-6-c: Organization's Relevant Business Relationships		Not Disclosed	Confidentiality Constraints
	2-6-d: Significant Changes Occurring	Pg. 17	Full	
GRI 2-7: Employees	2-7-a: Total Number of Employees by Gender and Region	Pg. 71, 72	Full	
	2-7-b-i: Total Number of Permanent Employees	Pg. 72	Full	
	2-7-b-ii: Total Number of Temporary Employees	Pg. 72	Full	
	2-7-b-iii: Total Number of Non-Guaranteed Hours Employees	Pg. 72	Full	

GRI INDICATOR	GRI DISCLOSURE	LOCATION	LEVEL OF DISCLOSURE	REASON FOR OMISSION AND OTHER NOTES
GRI 2-7: Employees	2-7-b-iv: Total Number of Full-Time Employees	Pg. 72	Full	
	2-7-b-v: Total Number of Part-Time Employees	Pg. 72	Full	
	2-7-c: Methodologies and Assumptions Made	Pg. 72	Full	
	2-7-d: Contextual Information	Pg. 72	Full	
	2-7-e: Significant Fluctuations in Number of Employees During Reporting Period	Pg. 71	Full	
GRI 2-8: Non-Employee Workers	2-8-a: Total Number of Non-Employee Workers	Pg. 72	Partial	
	2-8-a-i: Most Common Non-Employee Worker Type	Pg. 85-86	Full	
	2-8-a-ii: Most Common Work Performed by Non-Employee Workers	Pg. 85-86	Full	
	2-8-b: Methodologies and Assumptions in Data Compilation	Pg. 85-86	Full	
	2-8-c: Significant Fluctuations in Non-Employee Workers	Pg. 71	Full	
GRI 2-9: Governance Structure and Composition	2-9-a: Organization's Governance Structure	Proxy, Pg. 134-135	Full	
	2-9-b: Committees of Highest Governing Body Responsible for Impacts on Economy, Environment, and People	Proxy, Pg. 135	Full	
	2-9-c-i: Highest Governance Body Executive and Non-Executive Members	Proxy, Pg. 138	Full	
	2-9-c-ii: Highest Governance Body Independence	Proxy, Pg. 134-135	Full	
	2-9-c-iii: Highest Governance Body Member Tenure	Proxy, Pg. 135	Full	

GRI INDICATOR	GRI DISCLOSURE	LOCATION	LEVEL OF DISCLOSURE	REASON FOR OMISSION AND OTHER NOTES
GRI 2-9: Governance Structure and Composition	2-9-c-iv: Highest Governance Body Differing Positions and Commitments by Each Member	Proxy	Full	
	2-9-c-v: Highest Governance Body Gender	Proxy, Pg. 138	Full	
	2-9-c-vi: Highest Governance Body Under-Represented Social Groups	Proxy, Pg. 138	Full	
	2-9-c-vii: Highest Governance Body Relevant Competencies	Proxy, Pg. 136-137	Full	
	2-9-c-viii: Highest Governance Body Stakeholder Representation	Proxy	Full	
GRI 2-10: Nomination and Selection of Highest Governance Body	2-10-a: Nomination and Selection Process of Highest Governance Body	Proxy, Pg. 134-135	Full	
	2-10-b: Criteria Used for Highest Governance Body Selection	Proxy, Pg. 134-135	Full	
GRI 2-11: Chair of Highest Governance Body	2-11-a: Chair of Highest Governance Body Independence	Proxy, Pg. 134	Full	
GRI 2-12: Highest Governance Body's Role in Overseeing Management of Impacts	2-12-a: Role of Highest Governance Body and Senior Executives in Updating Organizational Keystones Related to Sustainable Development	Proxy, Pg. 136-137	Full	
	2-12-b: Role of Highest Governance Body in Overseeing Impacts on the Economy, Environment, and People	Proxy, Pg. 136-137	Full	

GRI INDICATOR	GRI DISCLOSURE	LOCATION	LEVEL OF DISCLOSURE	REASON FOR OMISSION AND OTHER NOTES
GRI 2-12: Highest Governance Body's Role in Overseeing Management of Impacts	2-12-b-i: How Stakeholders are Engaged with Highest Governance Body Regarding Impacts	Proxy, Pg. 123-125, 139	Full	
	2-12-b-ii: How Highest Governance Body Considers Outcomes	Proxy	Full	
	2-12-c: Highest Governance Body Process Review	Proxy	Partial	
GRI 2-13: Delegation of Responsibility for Impact Management	2-13-a: Highest Governance Body Delegation of Responsibility for Managing Impacts on the Economy, Environment, and People	Proxy, Pg. 136-137	Full	
	2-13-a-i: Senior Executives with Responsibility for Management of Impacts	Proxy, Pg. 136-137	Full	
	2-13-a-ii: Employees with Responsibility for Management of Impacts	Pg. 52, 125	Full	
GRI 2-13: Delegation of Responsibility for Impact Management	2-13-b: Process and Frequency of Reporting to Highest Governance Body Regarding Management of Impacts on Economy, Environment, and People	Pg. 136, 137	Full	
GRI 2-14: Role of Highest Governance Body in Sustainability Reporting	2-14-a: Highest Governance Body Responsibility for Reviewing and Approving Reported Information and Material Topics	Pg. 19, 136, 137	Full	

GRI INDICATOR	GRI DISCLOSURE	LOCATION	LEVEL OF DISCLOSURE	REASON FOR OMISSION AND OTHER NOTES
GRI 2-15: Conflicts of Interest	2-15-a: Prevention and Mitigation of Conflicts of Interest for the Highest Governance Body	Proxy, Pg. 136	Full	
	2-15-b: Conflicts of Interest Stakeholder Disclosure	Proxy, Pg. 136	Partial	
	2-15-b-i: Stakeholder Disclosure Regarding Cross-Board Membership	Proxy, Pg. 136	Full	
	2-15-b-ii: Stakeholder Disclosure Regarding Cross-Shareholding with Suppliers	Proxy, Pg. 136	Full	
	2-15-b-iii: Stakeholder Disclosure Regarding Existence of Controlling Shareholders		Not Disclosed	Not Applicable
	2-15-b-iv: Stakeholder Disclosure Regarding Related Parties, Relationships, Transactions, and Outstanding Balances	Proxy, Pg. 136	Full	
GRI 2-16: Communication of Critical Concerns	2-16-a: Critical Concern Communication to Highest Governance Body	Proxy	Full	
	2-16-b: Total Number and Nature of Critical Concerns Communicated During Reporting Period	Pg. 145	Partial	
GRI 2-17: Collective Knowledge of Highest Governance Body	2-17-a: Measures Taken to Advance Understanding of Sustainable Development for Highest Governance Body	Pg. 7, 137	Full	

GRI INDICATOR	GRI DISCLOSURE	LOCATION	LEVEL OF DISCLOSURE	REASON FOR OMISSION AND OTHER NOTES
GRI 2-18: Highest Governance Body Evaluation of Performance	2-18-a: Describe Evaluation Process for Highest Governance Body in Overseeing Management of Impacts on Economy, Environment, and People	Pg. 136, 137	Partial	
	2-18-b: Evaluation Independence and Frequency	Proxy, Pg. 135	Full	
	2-18-c: Describe Actions Taken in Response to Evaluations	Proxy, Pg. 135	Partial	
GRI 2-19: Remuneration Policies	2-19-a: Remuneration Policies for Highest Governance Body and Senior Executives Including:	Proxy, Pg. 138	Full	
	2-19-a-i: Fixed and Variable Pay	Proxy, Pg. 138	Full	
	2-19-a-ii: Recruitment Incentive Payments and Sign-On Bonuses	Proxy, Pg. 138	Full	
	2-19-a-iii: Termination Payments	Proxy, Pg. 138	Full	
	2-19-a-iv: Clawbacks	Proxy, Pg. 138	Full	
GRI 2-19: Remuneration Policies	2-19-a-v: Retirement Benefits	Proxy	Full	
	2-19-b: Remuneration Policies Relationship to Objectives and Performance Regarding Management of Impacts on the Economy, Environment, and People	Proxy	Full	
GRI 2-20: Process to Determine Remuneration	2-20-a: Describe Process for Designing Remuneration Policies	Proxy	Partial	
	2-20-b: Report Stakeholder Votes on Remuneration Policies and Proposals	Proxy	Full	

GRI INDICATOR	GRI DISCLOSURE	LOCATION	LEVEL OF DISCLOSURE	REASON FOR OMISSION AND OTHER NOTES
GRI 2-21: Annual Total Compensation Ratio	2-21-a: Annual Total Compensation Ratio for Highest-Paid Individual to Median Annual Total Compensation for All Employees	Proxy	Full	
	2-21-b: Percentage Increase in Annual Total Compensation Ratio for Highest-Paid Individual to Median Annual Total Compensation for All Employees	Proxy	Full	
GRI 2-22: Statement on Sustainable Development	2-22-a: Statement from Most Senior Executive Regarding Sustainable Development in the Organization	Pg. 4, 5	Full	
GRI 2-23: Policy Commitments	2-23-a-i: Policy Commitment to Authoritative Intergovernmental Instruments	Pg. 5, 19, 75, 137	Full	
	2-23-a-ii: Policy Commitments Stipulating Conducting Due Diligence	Pg. 65-67, 115-116, 118-122	Partial	
	2-23-a-iii: Policy Commitments Stipulating Application of the Precautionary Principle		Throughout Report	
	2-23-a-iv: Policy Commitments Stipulating Respecting Human Rights	Pg. 75-78	Full	
GRI 2-23: Policy Commitments	2-23-b-i: Policy Commitments Covering Internationally Recognized Human Rights	Pg. 75-79	Full	
	2-23-b-ii: Categories of Stakeholders Given Particular Attention in Policy Commitments	Pg. 123-125	Full	
	2-23-c: Links to Policy Commitments	ESG Resources Page	Throughout Report	

GRI INDICATOR	GRI DISCLOSURE	LOCATION	LEVEL OF DISCLOSURE	REASON FOR OMISSION AND OTHER NOTES
GRI 2-23: Policy Commitments	2-23-d: Level of Approval for Policy Commitments	ESG Resources Page	Throughout Report	
	2-23-e: Report Extent of Policy Commitments Application to Organization's Activities and Business Relationships	ESG Resources Page	Throughout Report	
	2-23-f: Describe Communication of Policy Commitments to Workers, Business Partners, and Relevant Parties	Pg. 115-121	Full	
GRI 2-24: Embedding Policy Commitments	2-24-a: How Policy Commitments are Embedded Throughout Organization's Activities and Business Relationships	Pg. 79, 115-125	Partial	
	2-24-a-i: Allocation of Responsibility to Implement Policy Commitments Across Different Organizational Levels		Throughout Report	
	2-24-a-ii: Integration of Commitments into Organization Strategies and Operational Policies and Procedures		Throughout Report	
	2-24-a-iii: Implementation of Commitments Regarding Business Relationships	Pg. 115-125	Full	
	2-24-a-iv: Training Provided Regarding Policy Commitments	Pg. 131, 133	Full	

GRI INDICATOR	GRI DISCLOSURE	LOCATION	LEVEL OF DISCLOSURE	REASON FOR OMISSION AND OTHER NOTES
GRI 2-25: Negative Impact Remediation	2-25-a: Commitments to Remediate Negative Impacts Identified		Throughout Report	
	2-25-b: Identification and Addressing of Grievances	Pg. 145	Full	
	2-25-c: Process for Remediation of Identified Negative Impacts		Throughout Report	
	2-25-d: Stakeholder Involvement in Remediation Mechanisms	Pg. 123-125	Throughout Report	
	2-25-e: Grievance Mechanism and Remediation Process Effectiveness Tracking		Throughout Report	
GRI 2-26: Seeking Advice and Raising Concerns Mechanisms	2-26-a-i: Mechanisms for Seeking Advice on Policy and Practice Implementation	Pg. 123-125, 139	Full	
	2-26-a-ii: Mechanisms to Raise Concerns Regarding Business Conduct	Pg. 145	Full	
GRI 2-27: Compliance with Laws and Regulations	2-27-a: Total Significant Instances of Non-Compliance with Laws and Regulations in Reporting Period	Pg. 53, 64, 109, 133	Full	
	2-27-a-i: Instances for Which Fines were Incurred	Pg. 53, 64, 109, 133	Full	
	2-27-a-ii: Instances for Which Non-Monetary Sanctions Were Incurred	Pg. 53, 64, 109, 133	Full	
	2-27-b: Report Total Number and Monetary Value of Fines Incurred	Pg. 53, 64, 109, 133	Full	

GRI INDICATOR	GRI DISCLOSURE	LOCATION	LEVEL OF DISCLOSURE	REASON FOR OMISSION AND OTHER NOTES
GRI 2-27: Compliance with Laws and Regulations	2-27-b-i: Fines for Non-Compliance Occurring in Current Reporting Period	Pg. 53, 64, 109, 133	Full	
	2-27-b-ii: Fines for Non-Compliance Occurring in Past Reporting Periods	Pg. 53, 64, 109, 133	Full	
	2-27-c: Describe Significant Instances of Non-Compliance	Pg. 53, 64, 109, 133	Full	
	2-27-d: Describe Determination of Significant Instances of Non-Compliance	Pg. 53, 64, 109, 133	Full	
GRI 2-28: Membership Associations	2-28-a: Report Membership Associations, National or International, Organization Participates in a Significant Role	Pg. 8, 147	Full	
GRI 2-29: Approach to Stakeholder Engagement	2-29-a-i: Categories of Stakeholders	Pg. 123-125	Full	
	2-29-a-ii: Purpose of Stakeholder Engagement	Pg. 123-127	Full	
	2-29-a-iii: Ensuring Meaningful Stakeholder Engagement	Pg. 123-125	Partial	
GRI 2-30: Collective Bargaining Agreements:	2-30-a: Percentage of Employees Covered by Collective Bargaining Agreements	Pg. 77	Full	
	2-30-b: Working Conditions Based Upon Collective Bargaining Agreements for Non-Covered Employees	Pg. 77	Full	
GRI 3-1: Determining Material Topics	3-1-a-i: Identification of Actual and Potential, Negative and Positive Impacts on Economy, Environment, and People Including Human Rights Across Organizational Activities and Business Relationships	Pg. 19	Full	
	3-1-a-ii: Prioritization of Identified Topics	Pg. 19	Full	
	3-1-b: Stakeholders Informing Material Topic Determination	Pg. 19	Full	

GRI INDICATOR	GRI DISCLOSURE	LOCATION	LEVEL OF DISCLOSURE	REASON FOR OMISSION AND OTHER NOTES
GRI 3-2: List of Material Topics	3-2-a: List of Material Topics	Pg. 19	Full	
	3-2-b: Report Changes to Material Topics Compared to Previous Reporting Period	Pg. 19	Full	
GRI 3-3: Management of Material Topics	3-3-a: Actual and Potential, Negative and Positive Impacts on the Economy, Environment, and People Including Impacts on Human Rights		Throughout Report	
	3-3-b: Organization's Negative Impact Involvement as a Result of Business Activities and Relationships		Throughout Report	
	3-3-c: Describe Policies or Commitments Regarding Material Topics		Throughout Report	
	3-3-d-i: Actions to Prevent or Mitigate Potential Negative Impacts		Throughout Report	
	3-3-d-ii: Actions to Address Actual Negative Impacts - Including Remediation		Throughout Report	
	3-3-d-iii: Actions to Manage Actual and Potential Positive Impacts		Throughout Report	
	3-3-e-i: Processes to Track Action Effectiveness		Throughout Report	
	3-3-e-ii: Indicators Used to Evaluate Progress		Throughout Report	
	3-3-e-iii: Effectiveness of Actions		Throughout Report	
	3-3-e-iv: Lessons Learned and Organizational Incorporation		Throughout Report	
3-3-f: Stakeholder Input Regarding Actions Taken		Throughout Report		

GRI INDICATOR	GRI DISCLOSURE	LOCATION	LEVEL OF DISCLOSURE	REASON FOR OMISSION AND OTHER NOTES
GRI 201-2: Financial Implications of Climate Change	201-2-a: Risks and Opportunities Posed by Climate Change	CDP Response	Full	
	201-2-a-i: Describe Risk and Opportunity by Classification: Physical, Regulatory, Other	CDP Response	Full	
	201-2-a-ii: Description of Risk or Opportunity Impact	CDP Response	Full	
	201-2-a-iii: Financial Implication of Risk or Opportunity Prior to Action	CDP Response	Full	
	201-2-a-iv: Risk or Opportunity Management Methodologies	CDP Response	Full	
GRI 205-1: Operations Assessed for Corruption Risk	201-2-a-v: Risk or Opportunity Management Cost	CDP Response	Full	
	205-1-a: Number and Percentage of Operations Assessed for Corruption Risk	Pg. 133	Full	
GRI 301-1: Materials Used by Weight or Volume	205-1-b: Significant Risks of Corruption Identified	Pg. 133	Full	
	301-1-a-i: Total Weight of Non-Renewable Materials Used to Produce and Package Products	Pg. 57-58	Partial	
GRI 301-2: Recycled Materials Used	301-1-a-ii: Total Weight of Renewable Materials Used to Produce and Package Products	Pg. 58	Full	
	301-2-a: Percentage of Recycled Materials Used to Manufacture Products	Pg. 56, 58	Partial	

GRI INDICATOR	GRI DISCLOSURE	LOCATION	LEVEL OF DISCLOSURE	REASON FOR OMISSION AND OTHER NOTES
GRI 301-3-a: Reclaimed Products and Packaging Materials	301-3-a: Percentage of Reclaimed Product Materials for each Product Category	Pg. 58	Full	
	301-3-b: Data Collection Process	Pg. 57-58	Full	
GRI 302-1: Energy Consumption	302-1-a: Total Fuel Consumption from Non-Renewable Sources	Pg. 33	Full	
	302-1-b: Total Fuel Consumption from Renewable Sources	Pg. 33	Full	
	302-1-c-i: Total Electricity Consumption	Pg. 31-32	Full	
	302-1-c-ii: Total Heating Consumption	Pg. 32	Full	
	302-1-c-iii: Total Cooling Consumption	Pg. 32	Full	
	302-1-c-iv: Total Steam Consumption	Pg. 32	Full	
	302-1-d-i: Total Electricity Sold	CDP Response	Full	
	302-1-d-ii: Total Heating Sold	CDP Response	Full	
	302-1-d-iii: Total Cooling Sold	CDP Response	Full	
	302-1-d-iv: Total Steam Sold	CDP Response	Full	
	302-1-e: Total Energy Consumption	Pg. 32	Full	
	302-1-f: Standards, Methodologies, Assumptions, and Tools Used	Pg. 31-34	Full	
	302-1-g: Source of Conversion Factors Used	Pg. 31-35	Full	

GRI INDICATOR	GRI DISCLOSURE	LOCATION	LEVEL OF DISCLOSURE	REASON FOR OMISSION AND OTHER NOTES
GRI 302-3: Energy Intensity	302-3-a: Energy Intensity Ratio	Pg. 31	Full	
	302-3-b: Metric to Calculate Ratio	Pg. 31	Full	
	302-3-c: Types of Energy Included in Intensity Ratio	Pg. 31	Full	
	302-3-d: Energy Ratio Internal or External to Organization	Pg. 31-32	Full	
GRI 302-4: Reduction of Energy Consumption	302-4-a: Reductions in Energy Consumption as a Result of Conservation and Efficiency Initiatives	Pg. 33-34	Full	
	302-4-b: Types of Energy Included in Reductions	Pg. 33-34	Full	
	302-4-c: Basis for Calculating Reduction in Energy Consumption	Pg. 34	Full	
	302-4-d: Standards, Methodologies, Assumptions, and Tools Used	Pg. 34	Full	
GRI 303-1: Water as a Shared Resource	303-1-a: Organization's Interactions with Water	Pg. 46-51	Full	
	303-1-b: Identification of Water-Related Impacts	Pg. 46, CDP Response	Full	
	303-1-c: Addressing Water-Related Impacts	Pg. 46, CDP Response	Full	
	303-1-d: Water-Related Goals	Pg. 46, CDP Response	Full	
GRI 303-2: Water Discharge Related Impacts	303-2-a: Minimum Standards for Quality of Effluent Discharge	Pg. 49-51	Partial	
	303-2-a-i: Standard Determination for Locations with No Local Discharge Requirements	Pg. 49-51	Full	
	303-2-a-ii: Internationally Developed Water Quality Standards	Pg. 49	Full	
	303-2-a-iii: Sector-Specific Standards Considered	Pg. 49	Full	
303-2-a-iv: Consideration of Receiving Waterbody	Pg. 49	Full		

GRI INDICATOR	GRI DISCLOSURE	LOCATION	LEVEL OF DISCLOSURE	REASON FOR OMISSION AND OTHER NOTES
GRI 303-3: Water Withdrawal	303-3-a-i: Total Surface Water Withdrawal	Pg. 46-47	Full	
	303-3-a-ii: Total Ground Water Withdrawal	Pg. 46-47	Full	
	303-3-a-iii: Total Seawater Withdrawal	Pg. 46-47	Full	
	303-3-a-iv: Total Produced Water Withdrawal	Pg. 46-47	Full	
	303-3-a-v: Total Third-Party Water Withdrawal	Pg. 46-47	Full	
	303-3-b-i: Total Water Stressed Surface Water Withdrawal	Pg. 46-47	Full	
	303-3-b-ii: Total Water Stressed Ground Water Withdrawal	Pg. 46-47	Full	
	303-3-b-iii: Total Water Stressed Seawater Withdrawal	Pg. 46-47	Full	
	303-3-b-iv: Total Water Stressed Produced Water Withdrawal	Pg. 46-47	Full	
	303-3-b-v: Total Water Stressed Third Party Water Withdrawal	Pg. 46-47	Full	
	303-3-c-i: Total Freshwater Withdrawal	Pg. 46-47	Full	
	303-3-c-ii: Total Other Water Withdrawal	Pg. 46-47	Full	
	303-3-d: Other Contextual Information	Pg. 46-47	Full	
	GRI 303-4: Water Discharge	303-4-a-i: Total Surface Water Discharge	Pg. 49-51	Full
303-4-a-ii: Total Ground Water Discharge		Pg. 49-51	Full	
303-4-a-iii: Total Seawater Discharge		Pg. 49-51	Full	
303-4-a-iv: Total Third-Party Water Discharge		Pg. 49-51	Full	

GRI INDICATOR	GRI DISCLOSURE	LOCATION	LEVEL OF DISCLOSURE	REASON FOR OMISSION AND OTHER NOTES	
GRI 303-4: Water Discharge	303-4-b-i: Total Freshwater Discharge	Pg. 49-51	Full		
	303-4-b-ii: Total Other Water Discharge	Pg. 49-51	Full		
	303-4-c-i: Total Water Stressed Freshwater Discharge	Pg. 49-51	Full		
	303-4-c-ii: Total Water Stressed Other Water Discharge	Pg. 49-51	Full		
	303-4-d-i: Definition of Priority Substances of Concern	Pg. 49-51	Full		
	303-4-d-ii: Approach for Setting Discharge Limits for Priority Substances of Concern	Pg. 49-51	Full		
	303-4-d-iii: Instances of Non-Compliance with Discharge Limits	Pg. 49-51	Full		
	303-4-e: Necessary Contextual Information	Pg. 46-51	Full		
	GRI 303-5: Water Consumption	303-5-a: Total Water Consumption	Pg. 48	Full	
		303-5-b: Total Water Consumption from Water Stressed Areas	Pg. 48	Full	
303-5-c: Change in Water Storage		Pg. 48	Full		
303-5-d: Necessary Contextual Information		Pg. 48	Full		
GRI 304-1: Protected Areas	304-1-a-i: Locations of Operational Sites in Protected Areas and Areas of High Biodiversity	Pg. 27	Full		
	304-1-a-ii: Subsurface Land Managed by the Organization	Pg. 27	Full		

GRI INDICATOR	GRI DISCLOSURE	LOCATION	LEVEL OF DISCLOSURE	REASON FOR OMISSION AND OTHER NOTES
GRI 304-1: Protected Areas	304-1-a-iii: Position Related to Protected Areas	Pg. 27	Full	
	304-1-a-iv: Operation Type	Pg. 27	Full	
	304-1-a-v: Size of Operational Site	Pg. 27	Full	
	304-1-a-vi: Biodiversity Value of Site	Pg. 27	Full	
	304-1-a-vii: Biodiversity Value by Listing of Protected Status	Pg. 27	Full	
GRI 304-3: Habitats Protected or Restored	304-3-a: Size and Location of All Protected or Restored Habitats	Pg. 27	Partial	
	304-3-b: Third Party Partnerships to Protect or Restore Habitat	Pg. 27	Partial	
	304-3-c: Status of Each Area	Pg. 27	Partial	
	304-3-d: Standards, Methodologies, and Assumptions Used	Pg. 27	Partial	
GRI 305-1: Scope 1 Emissions	305-1-a: Gross Scope 1 Emissions	Pg. 36-37	Full	
	305-1-b: Gases Included in Calculation	Pg. 40	Full	
	305-1-c: Biogenic CO2 Emissions	Pg. 40	Full	
	305-1-d: Base Year for Calculation	Pg. 30, 36-37	Full	
	305-1-e: Source of Emissions Factors and GWP Rates Used	Pg. 37	Full	
	305-1-f: Consolidation Approach for Emissions	Pg. 36-37	Full	
	305-1-g: Standards, Methodologies, and Assumptions Used	Pg. 37	Full	

GRI INDICATOR	GRI DISCLOSURE	LOCATION	LEVEL OF DISCLOSURE	REASON FOR OMISSION AND OTHER NOTES
GRI 305-2: Scope 2 Emissions	305-2-a: Gross Location-Based Scope 2 Emissions	Pg. 36-37	Full	
	305-2-b: Indirect Scope 2 Emissions	Pg. 36-37, 39-41	Full	
	305-2-c: Gases Included in Calculation	CDP Response	Full	
	305-2-d: Base Year for Calculation	Pg. 30, 36-37	Full	
	305-2-e: Source of Emissions Factors and GWP Rates Used	Pg. 37	Full	
	305-2-f: Consolidation Approach for Emissions	Pg. 36-37	Full	
	305-2-g: Standards, Methodologies, and Assumptions Used	Pg. 37	Full	
GRI 305-3: Scope 3 Emissions	305-3-a: Gross Other Indirect Scope 3 Emissions	Pg. 36-37, 38, 41	Full	
	305-3-b: Gases Included in Calculation	Pg. 36-37	Partial	
	305-3-c: Biogenic CO2 Emissions	Pg. 36-37, 41	Full	
	305-3-d: Other Indirect Scope 3 GHG Emissions Categories	Pg. 41	Full	
	305-3-e: Base Year for Calculation	Pg. 30, 36-37	Full	
	305-3-f: Source of Emissions Factors and GWP Rates Used	Pg. 36-37	Full	
GRI 305-4: GHG Emissions Intensity	305-3-g: Standards, Methodologies, and Assumptions Used	Pg. 36-37	Full	
	305-4-a: GHG Emissions Intensity Ratio	Pg. 36-39	Full	
	305-4-b: Organization-Specific Calculation Ratio	Pg. 36-39	Full	
	305-4-c: Types of GHG Emissions in Ratio	Pg. 36-39	Full	
	305-4-d: Gases Included in Calculation	Pg. 40	Full	

GRI INDICATOR	GRI DISCLOSURE	LOCATION	LEVEL OF DISCLOSURE	REASON FOR OMISSION AND OTHER NOTES
GRI 305-5: Reduction of GHG Emissions	305-5-a: GHG Emissions Reductions	Pg. 36-37	Full	
	305-5-b: Gases Included in Calculations	Pg. 40	Full	
	305-5-c: Base Year	Pg. 30, 36-37	Full	
	305-5-d: Scopes Reductions Took Place	Pg. 36-37	Full	
	305-5-e: Standards, Methodologies, and Assumptions Used	Pg. 36-37	Full	
GRI 305-6: Emissions of Ozone-Depleting Substances	305-6-a: Production, Imports, and Exports of ODS	Pg. 42	Full	
	305-6-b: Substances Included in Calculation	Pg. 42	Full	
	305-6-c: Source of Emissions Factors	Pg. 42	Full	
	305-6-d: Standards, Methodologies, and Assumptions Used	Pg. 42	Full	
GRI 305-7: Significant Air Emissions	305-7-a-i: Significant NOx Emissions	Pg. 42	Full	
	305-7-a-ii: Significant SOx Emissions	Pg. 42	Full	
	305-7-a-iii: Significant POP Emissions		Not Disclosed	Information Unavailable/Incomplete
	305-7-a-iv: Significant VOC Emissions	Pg. 42	Full	
	305-7-a-v: Significant HAP Emissions	Pg. 42	Full	
	305-7-a-vi: Significant PM Emissions	Pg. 42	Full	
	305-7-a-vii: Significant Other Emissions	Pg. 42	Full	
	305-7-b: Source of Emission Factors	Pg. 42	Full	
	305-7-c: Standards, Methodologies, Assumptions Used	Pg. 36-37	Full	

GRI INDICATOR	GRI DISCLOSURE	LOCATION	LEVEL OF DISCLOSURE	REASON FOR OMISSION AND OTHER NOTES
GRI 306-1: Waste Generation	306-1-a: Significant Actual and Potential Waste Related Impacts	Pg. 42-45	Full	
	306-1-a-i: Inputs, Activities, or Outputs Leading to Impacts	Pg. 42-45	Full	
	306-1-a-ii: Impacts Related to Waste Generated Internally and Externally in Value Chain	Pg. 42-45	Full	
GRI 306-2: Significant Waste Impact Management	306-2-a: Measures Taken to Prevent Waste Generation Internally and Externally to Organization	Pg. 42	Full	
	306-2-b: Third-Party Waste Management	Pg. 42	Full	
	306-2-c: Processes for Waste Monitoring and Data Collection	Pg. 42	Full	
GRI 306-3: Waste Generated	306-3-a: Total Weight of Waste Generated	Pg. 43	Full	
	306-3-b: Necessary Contextual Information	Pg. 42-45	Full	
GRI 306-4: Waste Diversion	306-4-a: Total Weight of Waste Diverted from Disposal	Pg. 43-45	Full	
	306-4-b: Total Weight of Hazardous Waste Diverted from Disposal	Pg. 45	Full	
	306-4-b-i: Total Weight of Hazardous Waste Prepared for Reuse	Pg. 45	Full	
	306-4-b-ii: Total Weight of Hazardous Waste Prepared for Recycling	Pg. 45	Full	
	306-4-b-iii: Total Weight of Hazardous Waste Prepared for Other Recovery Operations	Pg. 45	Full	

GRI INDICATOR	GRI DISCLOSURE	LOCATION	LEVEL OF DISCLOSURE	REASON FOR OMISSION AND OTHER NOTES
GRI 306-4: Waste Diversion	306-4-c: Total Weight of Non-Hazardous Waste Diverted from Disposal	Pg. 44	Full	
	306-4-c-i: Total Weight of Non-Hazardous Waste Prepared for Reuse	Pg. 44	Full	
	306-4-c-ii: Total Weight of Non-Hazardous Waste Prepared for Recycling	Pg. 44	Full	
	306-4-c-iii: Total Weight of Non-Hazardous Waste Prepared for Other Recovery Operations	Pg. 44	Full	
	306-4-d-i: Non-Hazardous Waste Diverted from Disposal Onsite	Pg. 44	Full	
	306-4-d-ii: Non-Hazardous Waste Diverted from Disposal Offsite	Pg. 44	Full	
	306-4-e: Necessary Contextual Information	Pg. 42-45	Full	
GRI 306-5: Waste Directed to Disposal	306-5-a: Total Weight of Waste Directed to Disposal	Pg. 44-45	Full	
	306-5-b: Total Weight of Hazardous Waste Directed to Disposal	Pg. 45	Full	
	306-5-b-i: Total Weight of Hazardous Waste Directed to Disposal Via Incineration (With Energy Recovery)	Pg. 45	Full	
	306-5-b-ii: Total Weight of Hazardous Waste Directed to Disposal Via Incineration (Without Energy Recovery)	Pg. 45	Full	

GRI INDICATOR	GRI DISCLOSURE	LOCATION	LEVEL OF DISCLOSURE	REASON FOR OMISSION AND OTHER NOTES
GRI 306-5: Waste Directed to Disposal	306-5-b-iii: Total Weight of Hazardous Waste Directed to Disposal Via Landfilling	Pg. 45	Full	
	306-5-b-iv: Total Weight of Hazardous Waste Directed to Disposal Via Other Disposal Options	Pg. 45	Full	
	306-5-c: Total Weight of Non-Hazardous Waste Directed to Disposal	Pg. 44	Full	
GRI 306-5: Waste Directed to Disposal	306-5-c-i: Total Weight of Non-Hazardous Waste Directed to Disposal Via Incineration (With Energy Recovery)	Pg. 44	Full	
	306-5-c-ii: Total Weight of Non-Hazardous Waste Directed to Disposal Via Incineration (Without Energy Recovery)	Pg. 44	Full	
	306-5-c-iii: Total Weight of Non-Hazardous Waste Directed to Disposal Via Landfilling	Pg. 44	Full	
	306-5-c-iv: Total Weight of Non-Hazardous Waste Directed to Disposal Via Other Disposal Options	Pg. 44	Full	
	306-5-d-i: Total Weight of Non-Hazardous Waste Prepared for Other Recovery Operations	Pg. 44	Full	
	306-5-d-ii: Non-Hazardous Waste Diverted from Disposal Onsite	Pg. 44	Full	
	306-5-e: Necessary Contextual Information	Pg. 42-45	Full	

GRI INDICATOR	GRI DISCLOSURE	LOCATION	LEVEL OF DISCLOSURE	REASON FOR OMISSION AND OTHER NOTES
GRI 308-1: New Supplier Screening	308-1-a: New Suppliers Screened Using Environmental Criteria	Pg. 118-122	Full	
	308-2-a: Suppliers Assessed for Environmental Impact	Pg. 118-122	Full	
GRI 308-2: Negative Environmental Impacts in Supply Chain	308-2-b: Suppliers Identified as Having Significant Actual and Potential Negative Impacts		Not Disclosed	Confidentiality Constraints
	308-2-c: Significant Negative and Positive Environmental Impacts in the Supply Chain		Not Disclosed	Confidentiality Constraints
GRI 308-2: Negative Environmental Impacts in Supply Chain	308-2-d: Percentage of Significant Negative and Positive Environmental Impacts With Improvements Via Agreements		Not Disclosed	Information Unavailable/Incomplete
	308-2-e: Terminated Supplier Relationships Due to Significant Actual and Potential Environmental Impacts	Pg. 118-122	Full	
	401-1-a: Number and Rate of New Hires	Pg. 86	Full	
GRI 401-1: New Hires and Turnover	401-1-b: Number and Rate of Employee Turnover	Pg. 97-100	Full	
	401-2-a: Benefits Provided to Full Time Employees Only	Pg. 105	Full	
GRI 401-2: Benefits	401-2-b: Definition for Significant Locations of Operations	Pg. 17	Full	

GRI INDICATOR	GRI DISCLOSURE	LOCATION	LEVEL OF DISCLOSURE	REASON FOR OMISSION AND OTHER NOTES
GRI 401-3: Parental Leave	401-3-a: Total Employees Entitled to Parental Leave	Pg. 105	Full	
	401-3-b: Total Employees Taking Parental Leave		Not Disclosed	Information Unavailable/Incomplete
	401-3-c: Employees Returning to Work After Parental Leave Ending		Not Disclosed	Information Unavailable/Incomplete
	401-3-d: Total Employees Returning to Work After Parental Leave and Remaining Employed 12 Months After Returning to Work		Not Disclosed	Information Unavailable/Incomplete
	401-3-e: Return to Work Retention Rates of Employees Taking Parental Leave		Not Disclosed	Information Unavailable/Incomplete
GRI 403-1: Occupational Health and Safety Management	403-1-a-i: Occupational Health and Safety Management System Implementation Requirements	Pg. 108	Full	
	403-1-a-ii: Occupational Health and Safety Management System Implements Based on Recognized Risk Management Standard	Pg. 108	Full	
	403-1-b: Scope of Workers, Activities, and Workplaces Covered by Occupational Health and Safety Management System	Pg. 108	Full	
GRI 403-2: Hazard Identification, Assessment, and Investigation	403-2-a: Identification Process for Hazards, Risks, and Hierarchy of Controls	Pg. 111	Full	
	403-2-a-i: Ensuring Process Quality	Pg. 108-113	Full	

GRI INDICATOR	GRI DISCLOSURE	LOCATION	LEVEL OF DISCLOSURE	REASON FOR OMISSION AND OTHER NOTES
GRI 403-2: Hazard Identification, Assessment, and Investigation	403-2-a-ii: Results Implemented to Improve Occupational Health and Safety Management System	Pg. 110	Full	
	403-2-b: Process for Workers to Report Work-Related Hazards	Pg. 108-113	Full	
	403-2-c: Policies for Workers to Remove Themselves from Work	Pg. 111	Full	
	403-2-d: Investigation Processes for Work-Related Incidents	Pg. 111	Full	
GRI 403-3: Occupational Health Services	403-3-a: Occupational Health Services' Functions Contributing to Elimination of Hazards and Minimization of Risk	Pg. 112	Full	
GRI 403-4: Worker Participation on Occupational Health and Safety	403-4-a: Process for Worker Participation and Consultation in Development of Occupational Health and Safety Management System	Pg. 111-112	Full	
	403-4-b: Responsibilities of Formal Management-Workers Health and Safety	Pg. 112	Full	
GRI 403-5: Training on Occupational Health and Safety	403-5-a: Description of Occupational Health and Safety Training Provided to Workers	Pg. 109	Full	

GRI INDICATOR	GRI DISCLOSURE	LOCATION	LEVEL OF DISCLOSURE	REASON FOR OMISSION AND OTHER NOTES
GRI 403-6: Worker Health	403-6-a: Facilities Worker's Access to Non-Occupational Medical and Healthcare Services	Pg. 112	Full	
	403-6-b: Voluntary Health Promotion Services and Programs Offered to Workers	Pg. 105-107	Full	
GRI 403-7: Health and Safety Impacts Linked by Business Relationships	403-7-a: Approach to Preventing or Mitigating Significant Negative Occupational Health and Safety Impacts Linked by Business Relationships	Pg. 56, 108-119	Full	
GRI 403-8: Workers Covered by Occupational Health and Safety Management System	403-8-a-i: Number and Percentage of Employees and Workers Covered by Management System	Pg. 112	Full	
	403-8-a-ii: Number and Percentage of Workers Covered by Internally Audited System		Not Disclosed	Information Unavailable/Incomplete
	403-8-a-iii: Number and Percentage of Workers Covered by Externally Audited System		Not Disclosed	Information Unavailable/Incomplete
	403-8-b: Type of Worker Excluded from Coverage	Pg. 112	Full	
	403-8-c: Necessary Contextual Information	Pg. 112	Full	

GRI INDICATOR	GRI DISCLOSURE	LOCATION	LEVEL OF DISCLOSURE	REASON FOR OMISSION AND OTHER NOTES
GRI 403-9: Work-Related Injuries	403-9-a-i: Number and Rate of Employee Fatalities Resulting from Work-Related Injury	Pg. 109	Full	
	403-9-a-ii: Number and Rate of Employee High-Consequence Work-Related Injuries	Pg. 109	Full	
	403-9-a-iii: Number and Rate of Employee Recordable Work-Related Injuries	Pg. 109	Full	
	403-9-a-iv: Primary Types of Work-Related Injury	Pg. 110	Full	
	403-9-a-v: Number of Hours Worked	Pg. 109	Full	
	403-9-b-i: Number and Rate of Worker Fatalities Resulting from Work-Related Injury	Pg. 109	Full	
	403-9-b-ii: Number and Rate of Worker High-Consequence Work-Related Injuries	Pg. 109	Full	
	403-9-b-iii: Number and Rate of Worker Recordable Work-Related Injuries	Pg. 109	Full	
GRI 403-9: Work-Related Injuries	403-9-b-iv: Primary Types of Work-Related Injury	Pg. 110	Full	
	403-9-b-v: Number of Hours Worked	Pg. 109	Full	
	403-9-c-i: High-Risk Hazard Determination	Pg. 110-111	Full	
	403-9-c-ii: Hazards Contributing to High-Consequence Injuries	Pg. 110-111	Full	
	403-9-c-iii: Actions Taken to Eliminate Hazards	Pg. 110-111	Full	
403-9-d: Actions Taken to Eliminate or Mitigate Hazards	Pg. 110-111	Full		

GRI INDICATOR	GRI DISCLOSURE	LOCATION	LEVEL OF DISCLOSURE	REASON FOR OMISSION AND OTHER NOTES
GRI 403-9: Work-Related Injuries	403-9-e: Rate Calculation Base	Pg. 109	Full	
	403-9-f: Workers Excluded from Ratio	Pg. 110	Full	
	403-9-g: Necessary Contextual Information	Pg. 108-113	Full	
GRI 404-1: Average Training Hours	404-1-a: Average Training Hours Employees Completed	Pg. 95	Full	
	404-1-a-i: Average Training Hours Employees Completed by Gender	Pg. 95	Full	
	404-1-a-ii: Average Training Hours Employees Completed by Employee Category	Pg. 95	Full	
GRI 404-2: Employee Learning and Development	404-2-a: Type and Scope of Training Programs	Pg. 94	Full	
	404-2-b: Transition Programs Provided	Pg. 97	Full	
GRI 404-3: Performance and Career Development Review	404-3-a: Percentage of Employees by Gender and Employee Type Receiving Regular Performance and Development Review	Pg. 93-94	Full	
GRI 405-1: Diversity of Governance Body and Employees	405-1-a-i: Gender Percentage of Governance Body	Pg. 138	Full	

GRI INDICATOR	GRI DISCLOSURE	LOCATION	LEVEL OF DISCLOSURE	REASON FOR OMISSION AND OTHER NOTES
GRI 405-1: Diversity of Governance Body and Employees	405-1-a-ii: Age Group Percentage of Governance Body	Pg. 138	Full	
	405-1-a-iii: Other Diversity Indicators Percentage of Governance Body	Pg. 138	Full	
	405-1-b-i: Gender Percentage of Employees by Employee Category	Pg. 85	Full	
	405-1-b-ii: Age Group Percentage of Employees by Employee Category	Pg. 85	Full	
	405-1-b-iii: Other Diversity Indicator Percentage of Employees by Employee Category	Pg. 85	Full	
GRI 405-2: Gender-Based Remuneration	405-2-a: Ratio of Salary and Remuneration of Women to Men by Employee Category	Pg. 84	Partial	
	405-2-b: Definition of Significant Locations of Operation	Pg. 17	Full	
GRI 407-1: Operations and Suppliers at Risk	407-1-a-i: Type of Operations and Suppliers Risking Worker's Rights to Freedom of Association or Collective Bargaining	Pg. 77, 121-122	Full	
	407-1-a-ii: Locations with Operations and Suppliers at Risk	Pg. 121-122	Full	
	407-1-b: Supporting Freedom of Association and Collective Bargaining	Pg. 77, 121-122	Full	

GRI INDICATOR	GRI DISCLOSURE	LOCATION	LEVEL OF DISCLOSURE	REASON FOR OMISSION AND OTHER NOTES
GRI 408-1: Child Labor Risk	408-1-a-i: Operations and Suppliers with Significant Child Labor Risk	Pg. 76, 121-122	Full	
	408-1-a-ii: Operations and Suppliers with Significant Exposing Young Workers to Hazardous Work	Pg. 76, 121-122	Full	
	408-1-b-i: Type of Operations with Significant Child Labor Risk	Pg. 76, 121-122	Full	
	408-1-b-ii: Locations with Significant Child Labor Risk	Pg. 76, 121-122	Full	
	408-1-c: Measures Taken to Abolish Child Labor	Pg. 76, 121-122	Full	
GRI 409-1: Forced or Compulsory Labor Risk	409-1-a-i: Type of Operations with Significant Forced or Compulsory Labor Risk	Pg. 77, 121-122	Full	
	409-1-a-ii: Locations with Significant Forced or Compulsory Labor Risk	Pg. 77, 121-122	Full	
GRI 410-1: Security Training in Human Rights	409-1-b: Measures Taken to Eliminate Forced and Compulsory Labor	Pg. 77, 121-122	Full	
	410-1-a: Percentage of Security Personnel Receiving Formal Training in Human Rights Policies and Procedures	Pg. 78	Full	
GRI 412-1: Operations Subject to Human Rights Review	410-1-b: Training Requirements Applying to Third-Party Security Organizations Employed	Pg. 78	Full	
	412-1-a: Number and Percentage of Operations Subject to Human Rights Reviews or Impact Assessments	Pg. 75, 78	Full	

GRI INDICATOR	GRI DISCLOSURE	LOCATION	LEVEL OF DISCLOSURE	REASON FOR OMISSION AND OTHER NOTES
GRI 412-2: Employee Training on Human Rights	412-2-a: Total Training Hours Devoted to Human Rights		Not Disclosed	Information Unavailable/ Incomplete
	412-2-b: Percentage of Employees Training on Human Rights Policies and Procedures	Pg. 78	Full	
GRI 413-1: Local Community Engagements	413-1-a: Percentage of Operations with Local Community Engagements	Pg. 101	Partial	
	413-1-a-i: Percentage of Operations Using Social Impact Assessments	Pg. 101-103	Partial	
	413-1-a-ii: Percentage of Operations Using Environmental Impact Assessments	Pg. 101-103	Partial	
	413-1-a-iii: Percentage of Operations Disclosing Environmental and Social Impact Assessments	Pg. 101-103	Partial	
	413-1-a-iv: Percentage of Operations with Local Community Development Programs	Pg. 101-103	Partial	
	413-1-a-v: Percentage of Operations with Stakeholder Engagement Plans	Pg. 123-125	Partial	
	413-1-a-vi: Percentage of Operations Including Vulnerable Stakeholder Groups in Community Consultation Committees	Pg. 101-103	Partial	
	413-1-a-vii: Percentage of Operations Considering Worker Representation Bodies to Understand Impacts	Pg. 101-103	Partial	
	413-1-a-viii: Percentage of Operations with Formal Community Grievance Processes	Pg. 145	Full	

GRI INDICATOR	GRI DISCLOSURE	LOCATION	LEVEL OF DISCLOSURE	REASON FOR OMISSION AND OTHER NOTES
GRI 414-1: Supplier Social Screening	414-1-a: Percentage of New Suppliers Screened with Social Criteria	Pg. 118	Full	
	414-2-a: Number of Supplier Assessed for Social Impacts	Pg. 118	Full	
GRI 414-2: Negative Social Impacts	414-2-b: Suppliers with Actual and Potential Negative Social Impacts	Pg. 115-122	Partial	
	414-2-c: Significant Actual and Potential Negative Social Impacts Identified in Supply Chain	Pg. 115-122	Full	
	414-2-d: Improvements Agreed Upon Resulting from Assessment	Pg. 115-122	Full	
	414-2-e: Percentage of Suppliers Terminated Due to Actual and Potential Negative Impacts	Pg. 115-122	Full	
	415-1-a: Monetary Value of Indirect and Direct Political Contributions	Pg. 146	Full	
GRI 415-1: Political Contributions	415-1-b: Estimated Monetary Value of In-Kind Contributions	Pg. 146	Full	
	GRI 416-1: Product Health and Safety Assessment	416-1-a: Percentage of Product Categories Assessed for Health and Safety	Pg. 53	Full
GRI 416-2: Product Health and Safety Non-Compliance	416-2-a: Incidences of Product Health and Safety Non-Compliance	Pg. 53	Full	

GRI INDICATOR	GRI DISCLOSURE	LOCATION	LEVEL OF DISCLOSURE	REASON FOR OMISSION AND OTHER NOTES
GRI 416-2: Product Health and Safety Non-Compliance	416-2-a-i: Incidences of Non-Compliance Resulting in Penalty	Pg. 53	Full	
	416-2-a-ii: Incidences of Non-Compliance Resulting in Warnings	Pg. 53	Full	
	416-2-a-iii: Incidents of Non-Compliance with Voluntary Codes	Pg. 53	Full	
	416-2-b: Statement of No Non-Compliance If Applicable	Pg. 53	Full	
GRI 418-1: Data Breach Complaints	418-a-i: Number of Substantiated Complaints Regarding Breaches of Customer Privacy		Not Disclosed	Confidentiality Constraints: Seagate tracks data related to this indicator, but does not disclose details due to the nature of the subject to protect our customers. At Seagate, customer data and privacy are treated with utmost importance, and the company has implemented stringent standards, policies, and robust management systems to safeguard them.
	418-1-a-i: Complaints Received from External Parties		Not Disclosed	
	418-1-a-ii: Complaints Received from Regulatory Bodies		Not Disclosed	
	418-1-b: Number of Customer Data Breaches		Not Disclosed	
	418-1-c: Statement of No Complaints		Not Disclosed	
GRI 419-1: Non-Compliance with Socioeconomic Regulation	419-1-a: Significant Fines and Sanctions for Non-Compliance with Socioeconomic Regulation	Form 10-K	Full	
	419-1-a-i: Monetary Value of Significant Fines	Form 10-K	Full	
	419-1-a-ii: Number of Non-Monetary Sanctions	Form 10-K	Full	
	419-1-a-iii: Cases Utilizing Dispute Resolution Mechanisms	Form 10-K	Full	
	419-1-b: Statement of No Instances of Non-Compliance	Form 10-K	Full	
	419-1-c: Context of Fines and Non-Monetary Sanctions Received	Form 10-K	Full	

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

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

SASB Table with Accounting and Activity Metrics

TOPIC	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	LOCATION
Product Security	Approach to identifying and addressing data security risk in products	Discussion and Analysis	N/A	TC-HW-230a.1	Pg. 140-143
	Employee Diversity and Inclusion	Quantitative	Percentage (%)	TC-HW-330a.1	Pg. 85
Product Life Cycle Management	Products containing IEC 62474 declarable substances ²	Quantitative	Percentage (%)	TC-HW-410a.1	Pg. 57
	Eligible products meeting requirements for EPEAT registration or equivalent ³	Quantitative	Percentage (%)	TC-HW-410a.2	Pg. 57
	Eligible products meeting ENERGY STAR™ criteria	Quantitative	Percentage (%)	TC-HW-410a.3	Pg. 57
	Weight of end-of-life products, e-waste recovered, e-waste recycled	Quantitative	Metric tons (t), Percentage (%)	TC-HW-410a.4	Pg. 57

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

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

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

TOPIC	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	LOCATION
Supply Chain Management	Tier 1 supplier facilities audited using the RBA VAP or equivalent	Quantitative	Percentage (%)	TC-HW-430a.1	Pg. 119-122
	Tier 1 suppliers' non-conformance rate with the RBA VAP and associated corrective actions	Quantitative	Rate	TC-HW-430a.2	Pg. 119-122
Materials Sourcing	Management of risks associated with use of critical materials	Discussion and Analysis	N/A	TC-HW-440a.1	Pg. 66-67
Company Information	Number of units produced by product category	Quantitative	Number	TC-HW-000.A	Form 10-K
	Area of manufacturing facilities	Quantitative	Square Feet	TC-HW-000.B	Form 10-K
	Percentage of production from owned facilities	Quantitative	Percentage (%)	TC-HW-000.C	Form 10-K

Policies

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

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

TCFD Reporting

1

The responsibility of managing climate related risk and opportunities rest with the Senior Vice President of Sustainability and Transformation, who reports directly to the Chief Executive Officer. The incorporation of climate change into the business strategy is overseen by the Senior Vice President of Sustainability and Transformation. Details of Seagate's program can be found in our CDP climate change disclosure.

2

Scope 1, 2, and 3 emissions are disclosed in the [environmental sustainability](#) section of the Sustainable Datasphere: FY2022 ESG Performance Report.

3

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



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