Seagate ®

FY 2013

Global Citizenship
Annual Report

The FY2013 Global Citizenship Annual Report describes Seagate's approach to advancing sustainable, responsible business practices in all aspects of its operations. This report provides highlights of our FY2013 performance and opportunities we see in FY2014 and beyond.

TABLE OF CONTENTS

Message from Our CEO

Welcome to the Seagate Global Citizenship Report for FY2013

Seagate executed strongly in FY2013, as it continued to address the changing opportunities for the company in mobile, cloud and open-source computing.

The fundamental changes occurring in our industry require Seagate to think broadly and holistically about the digital world enabled by our products. As our customers evolve and new opportunities emerge, Seagate's commitment endures to maintaining an open, sustainable and engaged business.

We are pleased to report on responsibility activities and progress in the past fiscal year. In FY2013 Seagate:

· Completed Life Cycle Assessments for all hard disk drive products in all markets.

· Began publicly reporting water usage, reclamation/re-use, sourcing, recycling and discharge quality in the Carbon Disclosure Project (CDP) water questionnaire.

· Expanded publicly reported greenhouse gas (GHG) data to include additional Scope 3 emissions types, such as product use, product end-of-life and waste generated in operations.

· Increased supplier monitoring, with a corresponding significant increase in EICC audits to 75, with corrective action plans underway.

· Achieved 100% completion by direct material suppliers of the EICC/GeSI conflict mineral declaration forms, with work on the second version underway.

· Continued to make progress on energy conservation, completing projects delivering more than 15,000 MWh savings during the year.

· Made the final grants of its $1 million commitment for long-term flood preparedness in Thailand, sponsoring emergency infrastructure, equipment and disaster response training.

It is an honor to report that, for these and many other efforts by employees, suppliers and other stakeholders, Seagate was awarded Hewlett-Packard's Supplier Corporate Social Responsibility Award in FY2013. This award recognized Seagate's work in labor, health, safety and environmental practices, and our efforts to ensure our own supply chain met HP's requirements.

In closing, Seagate continues to look for ways to ensure sustainability and transparency in our business. Our Global Citizenship Annual Report continues to align to GRI standards, with this edition conforming to GRI V4. I invite you to learn more in the pages of our FY2013 report.

Thank you.

Steve Luczo
Chairman and CEO

ABOUT OUR REPORT

This report covers activities managed by Seagate Technology public limited company (plc) from June 30, 2012, through June 28, 2013, and references to "Seagate," "we," "us" and "our" within this report refer to Seagate Technology plc and its wholly owned subsidiaries. Unless indicated otherwise, data found within this report, and in previous Global Citizenship Annual Reports, do not include data from EVault (www.evault.com), a subsidiary of Seagate acquired in FY2007 that provides online network backup, recovery and data protection solutions. There were no significant changes to Seagate or restatements of information from previous reporting period.

Previous Global Citizenship Annual Reports can be downloaded from Seagate's company website at www.seagate.com. This website contains an array of information on Seagate's company history, values, management and most recent financial performance.

Inquiries regarding this report may be directed to social.response@seagate.com.

DEFINING REPORT CONTENT

Using the Global Reporting Initiative (GRI) G4 Sustainability Reporting Guidelines, the FY2013 Global Citizenship Annual Report applies principles of materiality, stakeholder inclusiveness, sustainability context and completeness for defining report content. This report contains Standard Disclosures from the GRI G4 Sustainability Reporting Guidelines. A list of the Standard Disclosures and their location can be found at the back of this report.

Seagate conducted a materiality assessment in FY2012 to identify, prioritize and validate the most relevant global citizenship issues. We reviewed external trends across social and environmental dimensions to develop a comprehensive list of relevant global citizenship issues and examined how these issues influenced decision-making at Seagate through a series of meetings with key internal stakeholders across the business. These issues were prioritized according to their influence on Seagate's business success and their importance to responsible, sustainable development. We considered impacts that were both material within and outside of the company. From this assessment, we confirmed the structure and content of this report.

Company Profile

Founded in 1979, Seagate Technology plc (NASDAQ: STX) is a leading provider of digital storage solutions, including hard drives, solid-state drives, solid-state hybrid drives and external direct, networked and wireless storage solutions. We employ about 52,200 people worldwide and are incorporated in Dublin, Ireland. Seagate's executive offices are located in Cupertino, California. Approximately 45,000 employees are located in our Asian operations.

From the first 5.25-inch hard drive for the personal computer to current innovations including shingled magnetic recording and "hybrid" solid-state hard drives, Seagate has lived at the cutting-edge of the data storage industry for more than 30 years, pioneering new technologies and fueling the advance of digital information.

Today, Seagate's product portfolio serves multiple markets, including **enterprise storage**, with products for cloud applications, servers, mainframes and workstations; **client computing**, with products for desktop and notebook computers, as well as tablets and other mobile devices; and **consumer applications**, with products for digital video recorders, gaming consoles, personal data backup systems, portable external storage systems and other digital media systems.

Seagate's global operations encompass design, manufacturing, sales and marketing functions. Our manufacturing facilities are located in Brazil, China, Malaysia, Minnesota, Northern Ireland, Singapore and Thailand. Our product development centers are located in the United States, Singapore and South Korea.

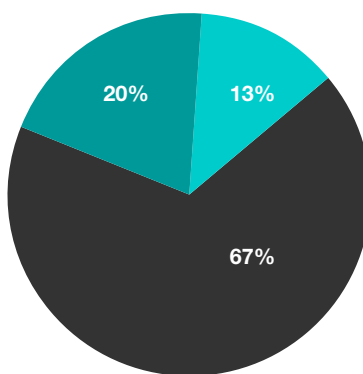**Net Revenues**
(Dollars in millions)
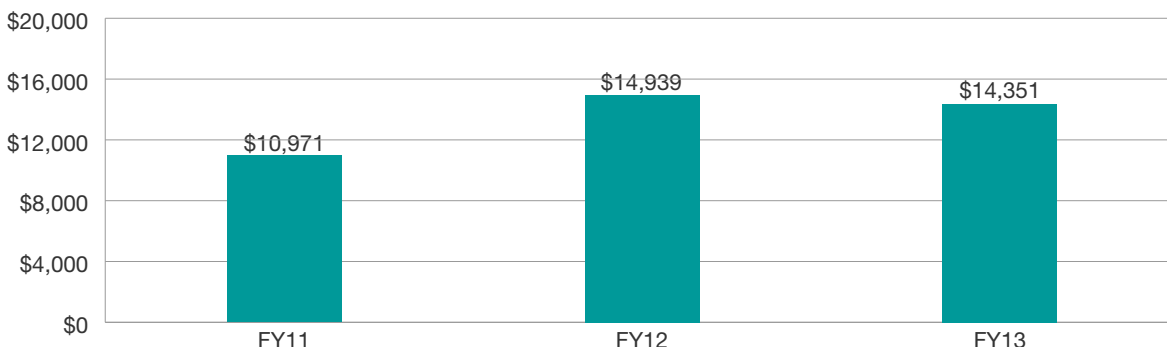
FY2013 Revenues by Geography
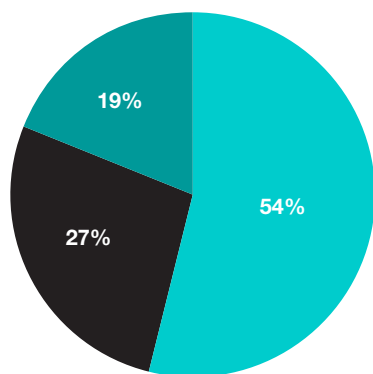
- Asia-Pacific
- Americas
- Europe, Middle East and Africa (EMEA)

FY2013 Units Shipped by Category

- Enterprise Storage
- Client Compute
- Client Non-Compute

FY2013 Revenues by Channel
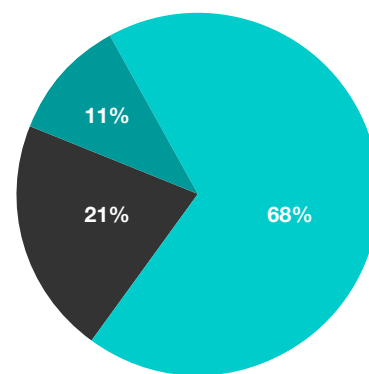
- Original Equipment Manufacturers
- Distributors
- Retail

FY2013 Global Citizenship Highlights

As an industry leader, Seagate is committed to developing and maintaining sustainable, responsible practices in its global operations and throughout its supply chain. Key areas of emphasis include governance and ethics, product stewardship, environmental sustainability, health and safety, labor and human rights, community involvement and much more.

In the area of product stewardship, Seagate continued to make great strides in FY2013. We completed life cycle assessments (LCAs) for our hard drive products in each market segment. We also conducted LCAs for retail packaging and the bulk packages used to ship drives to our computer manufacturing customers.

Reporting of environmental sustainability data was expanded in FY2013. Our greenhouse gas (GHG) reporting now includes a number of additional Scope 3 emissions, including those from product use, product end-of-life and waste generated in operations. In addition, we conducted our first full water footprint, with reporting through the Carbon Disclosure Project (CDP).

In an effort to institutionalize our commitment to employees, we launched a major cultural-change initiative in FY2013, called the Seagate Way. This effort is a cultural transformation designed to meet the needs of our employees and help prepare them and our business to be more agile, flexible and better prepared to adapt quickly to rapid changes that are reshaping computing architectures, markets and devices.

Within our supply chain, we continued to work with our direct and indirect suppliers to uphold human rights and labor, safety and environmental standards. We released a revised Standard Operating Procedure (SOP) to determine more easily what each of our suppliers must do to achieve total compliance with the Electronic Industry Citizenship Coalition (EICC) Code of Conduct.

For these and other related efforts, Hewlett Packard— one of our top customers—recognized Seagate with its highest supplier awards for corporate social responsibility (CSR).

Throughout FY2013, Seagate supported various community organizations, urgent relief causes and institutions of learning with cash and goods donations totaling nearly USD$5.5 million. Nearly 20,000 hours were volunteered by our employees to various local community organizations and initiatives. As a leading provider of electronic data storage products, we were pleased to donate almost 2,000 terabytes of memory capacity to various nonprofit organizations around the world.

For a summary of our FY2013 performance,

Governance and Ethics

Seagate is committed to maintaining the highest level of ethical standards throughout its business operations. This commitment coincides with and contributes to the company's sustainable development initiatives.

Our Corporate Governance Guidelines provide a framework for Seagate's Board of Directors in exercising responsibilities to the company stakeholders. These guidelines empower the Board with the necessary authority to review Seagate's business operations and to make decisions independently from Company management. The guidelines also describe a process for shareholders to communicate with members of the Board.

We remain vigilant to ensure our policies for ethical business conduct reflect the latest standards, requirements, laws and regulations at local, national and international levels. Seagate's Ethical Conduct and Conflict of Interest Policy and Code of Ethics adopt a more principles-based approach to our activities while promoting ethical conduct and compliance with laws and regulations.

The Ethical Conduct and Conflict of Interest Policy summarizes Seagate's ethical standards and key policies in areas such as insider trading, conflicts of interest, bribery and corruption, privacy and confidentiality, antitrust and fair dealing, and provides relevant information about expected behavior. The Board reviews these policies on an annual basis to ensure that Seagate continues to operate within the letter and spirit of the law.

FY2013 HIGHLIGHTS

To execute our Ethical Conduct and Conflict of Interest Policy, we require all new employees to certify that they have read and understood the policy. Each year, all non-operator Seagate employees with company email addresses are required to certify that they have read and understood the Ethical Conduct and Conflict

of Interest Policy, and disclose any actual or potential conflicts of interest they might have. In FY2013, approximately 18,000 employees completed this certification process.

More than 19,000 employees completed an online training module designed to enhance employee understanding of the Ethical Conduct and Conflict of Interest Policy. Throughout the year, we continued to promote our Ethics Helpline, which was established as a means for employees and third-party business partners to report confidentially any illegal or unethical situations that they encounter in the workplace. We also promoted the availability of our web-reporting tool, using blogs, short videos, emails and other means of employee communication.

LOOKING FORWARD

We will continue to use blogs and other e-tools to communicate relevant information, develop online training modules for general ethics training and offer live training sessions tailored for specific groups of employees within Seagate. We also will continue to promote the Ethics Helpline and web-reporting tool.

Product Stewardship

Seagate uses a variety of different materials to make its products. To effectively manage product environmental impacts, we strive for a complete understanding of material and chemical content. Seagate works closely with suppliers to obtain full disclosures on every part and material included in our drives. This information is maintained in a database and is accessible as new material and chemical concerns arise. We also use tools such as LCAs to understand the environmental impacts of our products.
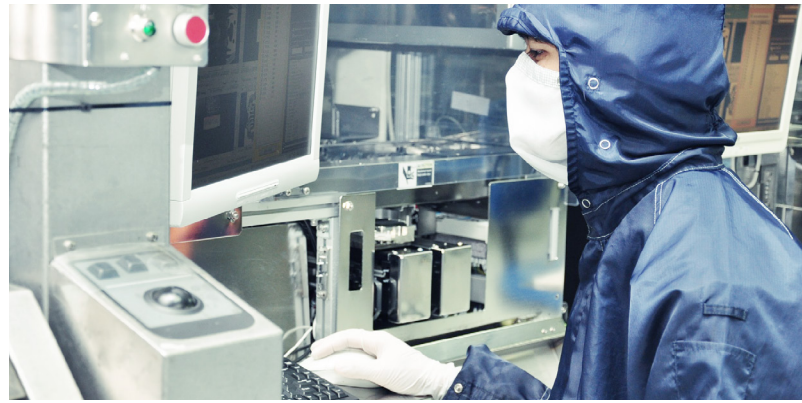
To reduce the negative environmental impacts of our products, we address several key product sustainability challenges, including the management of materials identification and restricted substances, conflict minerals and the mining and smelting of materials for Seagate products, and impacts from the product transport and use stages.

Seagate places a high value on assessing product impacts and communicating them transparently. Maximizing sustainability through product stewardship is a committed goal that is ongoing.

FY2013 HIGHLIGHTS

Seagate made great strides in product stewardship during FY2013. LCAs were completed for hard drive products in each market segment. We conducted LCAs for retail packaging and the bulk packages used to ship drives to our computer manufacturing customers.

This year, we achieved 100 percent supplier compliance with our full material disclosure requirements related to retail packaging. Seagate is now positioned as a leader in materials management within the information and communications technology (ICT) sector, proactively managing the full range of materials and chemicals that make up our products.

As of late FY2013, 100 percent of our suppliers using tin, tungsten, tantalum and gold (3TG metals) in their products had provided information verifying the source of their metals.

LOOKING FORWARD

We will continue our work with LCAs to further characterize and reduce product environmental impacts. In FY2014, we plan to release a summary of findings for each of the eight product and packaging LCAs that we conducted—the first time producing such a comprehensive report.

ENVIRONMENTAL IMPACTS OF PRODUCTS

Our analysis suggests that energy consumption and resource depletion represent the most significant environmental impacts related to Seagate products. The greatest amount of energy consumption occurs during the extraction and processing of minerals for product components, customer use of products and product transportation.

We conduct LCAs according to International Organization for Standardization (ISO) 14040—an international standard for LCAs—in order to construct an estimate of each product's impact on the environment. Our LCAs encompass 15 impact categories, ranging from GHG emissions to health impacts to resource depletion. These LCAs address impacts at each stage in the life of a product, from extraction of raw materials to end-of-life disposal and recycling. We prioritize which products undergo analysis based on production volume and customer data needs.

During FY2012 and FY2013, Seagate completed LCAs for products in each market segment. This includes notebook and desktop computer hard disk drives, hybrid solid state drives, portable hard drives packaged with retail enclosures and enterprise hard disk and solid state drives used in data centers. In addition to these six product LCAs, we also conducted LCAs for our retail and bulk shipping packaging.

Over the course of conducting these LCAs, we have learned important information about our processes. For example, energy used by the product during its operation is a large share of the overall impact of a hard drive. This is particularly true for enterprise drives, which run nearly 24/7 in performance-optimized data centers. In addition, air-freight shipment of products to our customers far outweighs the impact of material production, making transportation efficiencies an important consideration in reducing our carbon footprint.

LOOKING FORWARD

We are compiling the results from the LCAs conducted during FY2013 and will release summaries of our findings in FY2014. Results from these assessments will be used to drive investigation of alternative materials with lower environmental impact for future product lines.

Improving the quality of the data used in the LCAs is another area of focus. Today's assessments are based on average, sector-wide information. Ultimately, we would like to be able to include specific information from Seagate's suppliers. This is a long-term challenge, but Seagate is well positioned in moving to this next level by collecting detailed product information from suppliers.

CONFLICT MINERALS

Conflict minerals are a significant challenge facing many industries. Illegal mining of the 3TG metals from small-scale mines in the Democratic Republic of Congo has contributed to a decade-long civil war, forced labor and child labor in the region. Addressing conflict minerals became an even higher priority in 2012 when the United States Securities and Exchange Commission finalized the rules for the Dodd-Frank Act, Section 1502. The law requires companies to disclose whether any conflict minerals used in their products originated in the Democratic Republic of the Congo or an adjoining country. If so, the companies must describe what efforts they have undertaken to ensure the use of these metals does not contribute to human atrocities in those countries.

As part of compliance with this new edict, Seagate is working with the industry to identify illegal 3TG in its products. We actively participate in the EICC Extractives Committee, its Due Diligence Subcommittee and the Institute of Preferred Circuits' Conflict Minerals Data Exchange Standard Committee. Participation in these groups helps Seagate remain informed and maintain standard processes for data collection and quality. In addition, Seagate is working with the EICC on industry-wide mechanisms to certify supply chains, from products to the mines of origin.

The EICC-Global e-Sustainability Initiative Conflict Minerals Reporting Template ("Reporting Template") is a widely adopted standard throughout the industry for conflict mineral supply chain reporting. We updated our Conflict Minerals Policy and deployed the Reporting Template throughout our supply chain to identify suppliers whose components contain 3TG metals.

FY2013 marked the first year that 100 percent of Seagate suppliers submitted complete and accurate Conflict Minerals Reporting Templates. These templates are used to verify the source of suppliers' 3TG metals. Given that conflict minerals reporting is new for many suppliers, Seagate reviews each of these templates in depth, to ensure accuracy.

LOOKING FORWARD

Mapping Seagate's supply chain accurately is only a part of the solution. We are committed to improving the process of certification, which ensures sourcing from conflict-free smelters, and expect to report progress on this issue in FY2014.

Seagate will continue to monitor the degree to which our suppliers use 3TG metals, and act accordingly when suppliers fail to comply with United States restrictions.

RESTRICTED SUBSTANCES

As a leading supplier to major original equipment manufacturers (OEMs), we establish standards for direct materials—the components that make up our products—to meet customers' strictest specifications.

We are meticulous when it comes to cataloging restricted substances; currently we list more than 2,000 of them. Seagate maintains a database to evaluate ongoing legal and customer compliance and documents the Chemical Abstract Service Number for every chemical substance contained within components and products.

In the last few years, consistent with the European Union REACH Directive, we added several dozen new chemical substances to our restricted list and completely eliminated others from Seagate products. We reduced tetrabromo bisphenol-A, bromine and chlorine from adhesives, inks and other plastic compounds to less than 900ppm. Additionally, beryllium and antimony trioxide have been eliminated from our hard disk drive products.

Due to their prevalence in the "building blocks" of electronics, restricted chemical substances are often difficult to eliminate. We will continue to add chemicals to our restricted substances list and work with suppliers to identify safer alternatives that serve their needs.

One of Seagate's biggest accomplishments this year was to secure full material disclosure on the plastic boxes used in retail packaging, bringing us to 100 percent supplier compliance with our full material disclosure requirements. This process was a significant challenge, as suppliers are often hesitant to disclose product information, and because suppliers must get

detailed information from each node in their supply chain. In addition, most ICT companies currently do not require full materials disclosure.

Full materials disclosure allows Seagate to go beyond restricted substances lists and proactively include chemical hazard considerations in our product design. It also enables us to be completely transparent about the materials in our products.

Another major accomplishment was Seagate's endorsement of the BizNGO Principles for Safer Chemicals. These NGO-developed principles provide guidance for manufacturers and supply chain companies through four specific recommendations: know and disclose product chemistry, assess and avoid hazards, commit to continuous improvement and support public policies and industry standards that advance implementation of safer chemicals. These principles align with Seagate's approach to chemical management and disclosure.

LOOKING FORWARD

Our intent is to continue to identify chemicals of concern beyond those listed in restricted substances lists. We see this as a natural extension of our commitment to minimizing restricted substances.

PRODUCT WASTE

Seagate products become waste at the end of their useful lives. While aluminum and plastic used to make our drives can be recycled, many regions where Seagate products are sold do not have strong electronic waste recycling programs, so Seagate drives can add to the waste stream destined for incinerators and landfills.

Because the vast majority of Seagate's products are sold as components to larger systems produced by OEMs, we have less leverage over how our products are managed at the end of their useful life. Therefore, we encourage reclamation, just as we recycle our own internally generated scrap, and urge users of products that include our drives to participate in manufacturer take-back programs.

For the remainder of our products—our retail products—we currently are investigating product take-back options. In the meantime, we provide customers with

drive disassembly instructions to facilitate recycling. We also manage our own take-back program for hard drives under warranty, and 100 percent of these drives are refurbished or, if not repairable, are recycled.

Seagate continues to make strides in the way we deal with product waste. In FY2013, we identified a supplier that can recycle old disk drives into materials that are usable in new disk drives. We are working to integrate this supplier into our design process, with the goal of integrating materials from recycled disk drives directly into our product manufacturing.

LOOKING FORWARD

Moving into FY2014, we will continue efforts to integrate recycled materials into our manufacturing process. In particular, we will test the reliability of materials produced from recycled disk drives to verify whether they meet our quality standards, as well as look for additional avenues to reclaim product waste.

Environmental Sustainability

With manufacturing operations all over the world, Seagate is committed to improving environmental sustainability in all of the communities it serves. Seagate sets goals, tracks progress and audits systems to reduce energy, GHG emissions and waste. Together, these initiatives comprise the bulk of our environmental sustainability efforts.

We continue to administer an environmental management system that adheres to industry-leading ISO14001 requirements at 100 percent of our manufacturing facilities. By managing and reducing environmental impacts through this system and following the EICC Code of Conduct, Seagate demonstrates sustainability leadership as a key supplier in the electronics industry. We also adhere to the ten principles of the United Nations Global Compact (UNGC), three of which focus on the environmental responsibility of business.

FY2013 HIGHLIGHTS

Reducing energy use, GHG emissions, water use and waste continue to be primary environmental foci for Seagate. In FY2013, we achieved or exceeded all annual targets for energy, GHGs, water and waste.

While we increased energy use in two specific locations worldwide, we were able to reduce our overall energy intensity by 18.5 percent. Because our product mix is changing to more high-end drives that provide higher capacity but more components and test time, we also changed the way we report our energy intensity by moving from a per drive to a per petabyte (PB) calculation. We feel this move more accurately conveys our changing product mix.

We also expanded our GHG reporting to include a number of other Scope 3 emissions types, including those from product use, product end-of-life and waste generated in operations. Additionally, we conducted a complete water footprint and reported the results via the CDP's water questionnaire.

Finally, during FY2013, more than 40 environmental regulatory visits took place at Seagate facilities related to issues such as environmental compliance and wastewater sampling. No violations were identified and we experienced no significant spills.*

LOOKING FORWARD

Seagate will continue to work toward meeting energy, emissions, waste and hazardous waste goals for FY2014. We have set targets to exceed FY2013 performance for energy and GHG emissions intensity, achieve 15,000 megawatt hours (MWh) of electricity savings from energy conservation projects and maintain a solid waste landfill diversion rate of greater than 80 percent in the coming year.

We also have stated publicly a goal to reduce Scope 1 and 2 GHG emissions intensity by 10 percent over the next five years, and will work to make good on a 5-year goal to reduce water use by 10 percent by 2017. Finally, we will expand Scope 3 GHG reporting into different areas of our business, and will conduct a risk assessment related to our water use in 2014.

*Significant spills are those which are reported in our financials as a liability and those which required outside response.

ENERGY AND CARBON EMISSIONS PERFORMANCE

Manufacturing drives uses energy and produces GHGs. To combat these realities, Seagate works to reduce the amount of energy and carbon required to produce disk drives by identifying energy efficiency opportunities, auditing management systems and performance and reporting on progress throughout the manufacturing process.

Our primary objective is to reduce both energy use and GHGs per PB of storage we produce. Across our industry, these types of measurements are known as "energy intensity" and "GHG emissions intensity" because they measure impact relative to the amount of economic activity taking place. How intensity is measured depends on the type of products a company produces. Seagate measures energy and carbon emissions intensity per PB of data storage shipped.

The two largest sources of GHG emissions for Seagate are purchased electricity and "fugitive emissions," or the unintended release of gases. To drive down GHG emissions intensity, each Seagate manufacturing site is required to achieve annual energy efficiency goals.

Seagate conducts a third-party verification of its GHG emissions reporting every year. In addition to keeping track of factory performance for our own records (compiled annually in this report), we share our results via the CDP Supply Chain and Investor Questionnaires. We continue to assess risk to the business from climate change as part of our annual ISO14000 management process, and have determined that our climate risks do not differ from other companies in our industry.

The biggest challenge in this area will be the continued reduction of overall GHG emissions, especially given increasing production volumes and product complexity. In the coming years, Seagate also will expand the scope of its GHG assessment to include additional types of Scope 3 emissions.

ENERGY

In FY2013, Seagate's total electricity consumption increased slightly, though energy intensity decreased by 18.5 percent, demonstrating continued progress in electricity use per PB of data storage produced. Increases in the total amount of energy used were a result of higher production at Seagate's China facilities and the expansion of its facility in Korat, Thailand.

Seagate's focus on energy efficiency continued in FY2013. Our target in FY2013 was 15,000 MWh of electricity savings from energy conservation projects, and we ended the year having completed energy conservation projects that accounted for 17,000 MWh of electricity use reductions.

Electricity Consumption
(MWh)
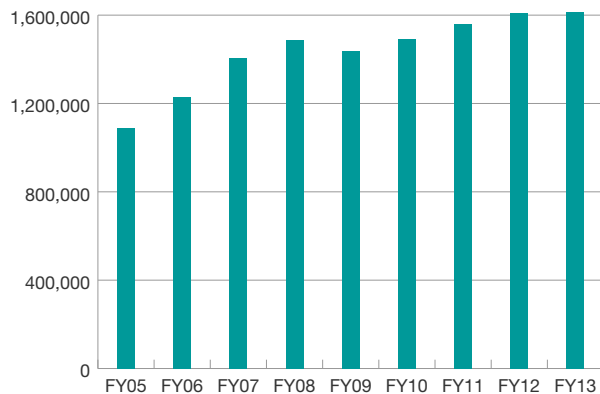
Energy Consumption Per Data Storage Shipped
(MWh/PB Shipped)
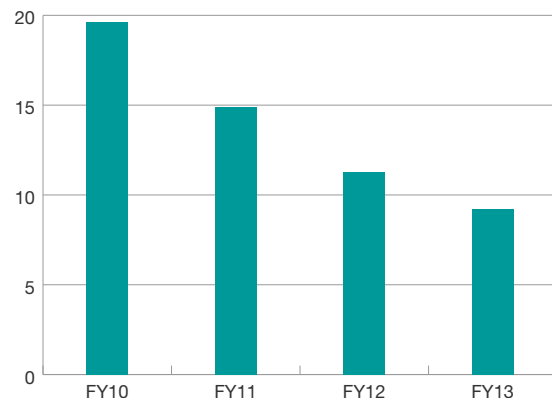
Scope 1 & 2 CO$_2$e Annual Emission
(Metric Tons)

| CO$_2$e Annual Emission (Metric Tons)	CY2010	CY2011	CY2012
Source Type - Scope 1 - Direct Emissions			
Stationary Combustion	16,149	15,705	13,566
Mobile Combustion	233	286	377
Process / Fugitive Emissions	310,773	307,318	243,118
Total Scope 1	**327,155**	**323,309**	**257,061**
Source Type - Scope 2 - Indirect Emissions			
Purchased Electricity	944,098	929,867	1,016,992
Total Scope 2	**944,098**	**929,867**	**1,016,992**
Total Scope 1 & 2 CO$_2$e Emissions	**1,271,253**	**1,253,176**	**1,274,053**

CARBON EMISSIONS

One significant achievement in FY2013 was the establishment of a five-year GHG reduction goal: Seagate aims to reduce GHG emissions by 10 percent over the next five years.

In addition, for the 2012 calendar year (CY), we reduced Scope 1 emissions (those generated directly from our sites) by 20 percent. This was due to reductions in the use of a particular manufacturing chemical. While we are proud of this accomplishment, we also recognize it could be challenging to duplicate. Scope 1 emissions depend significantly on product mix and results can vary from year to year depending on shifts in products based on customer demand.

Against the backdrop of this reduction in Scope 1 emissions, our overall Scope 1 and 2 GHG emissions increased by 1.7 percent due to increases in drive production and related electricity use. However, as with energy intensity, GHG intensity decreased significantly during the CY2012, showing continued improvements in the amount of GHGs produced per PB of storage media shipped.

Scope 1 & 2 GHG Emissions
(Metric Tons CO$_2$e)

Legend: Process / Fugitive, Stationary Combustion, Mobile Combustion, Electricity
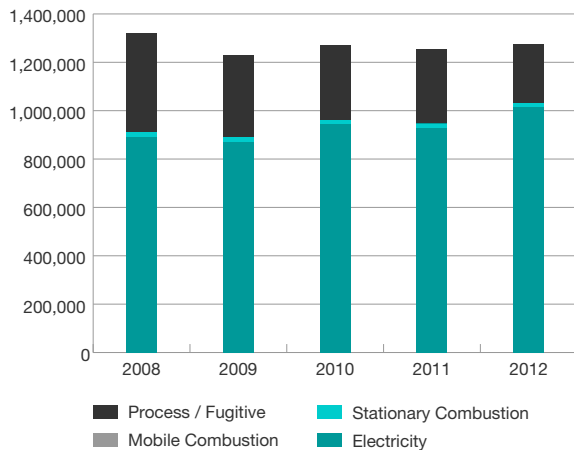
Scope 1 & 2 GHG Emissions Per PB Shipped
(Metric Tons CO$_2$e)
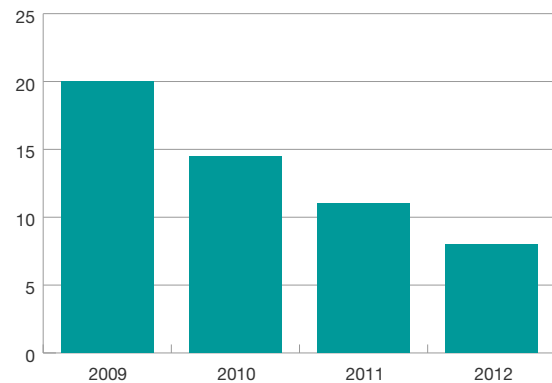
In FY2013, Seagate significantly expanded its GHG reporting to include a number of other Scope 3 emissions types, including those from product use, p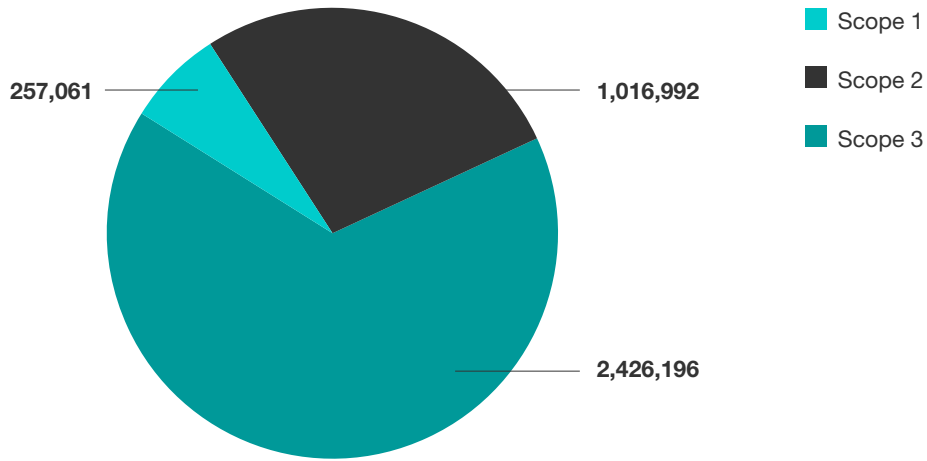roduct end-of-life and waste generated in operations. These data expands upon the Scope 3 emissions from business travel and Seagate-provided employee commuting, which we have reported since 2010.

As is typical for technology products, we found that Scope 3 emissions, particularly those from product use, are much greater than Scope 1 and 2 emissions. This highlights the importance of Seagate's continued efforts to reduce the amount of energy used by its products.

CY2012 Scope 1, 2, and 3 GHG Emissions
(Metric Tons CO_2e)

257,061

1,016,992

2,426,196

Scope 1
Scope 2
Scope 3

CY2012 Scope 3 GHG Emissions
(Metric Tons CO_2e)

13,034

22,259

14,302

197,068

6,211

2,173,322

Business Travel

Hire Employee Commute

Fuel and Energy Related Activities
(not included in Scope 1&2)

Waste Generated in Operations

Use of Products Sold

End of Life Treatment of Sold Products
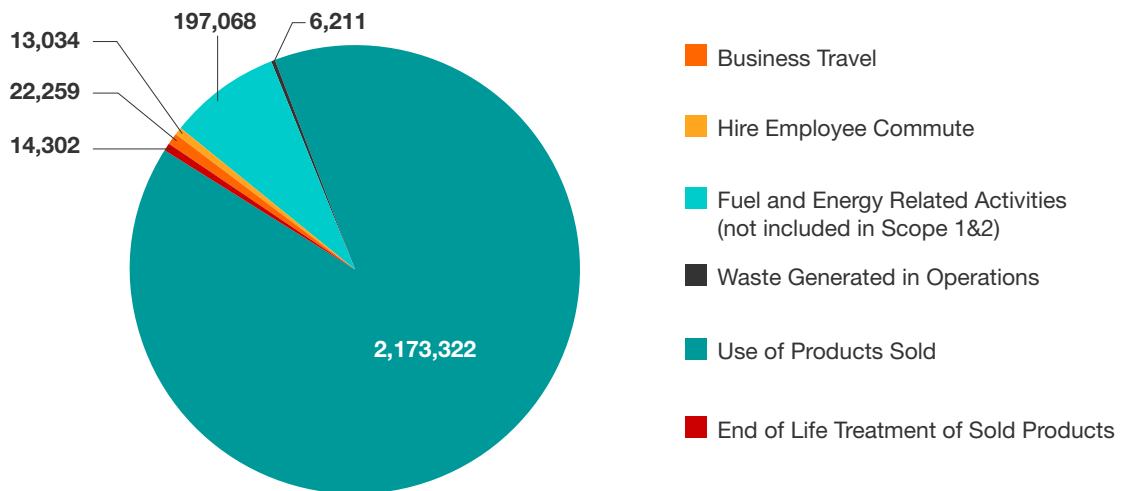
LOOKING FORWARD

Seagate will continue to work toward further energy and emissions reductions. We are targeting reductions in Scope 1 and 2 GHG emissions intensity by 10 percent by 2017. In addition, our FY2014 target for electricity savings from energy efficiency projects is 15,000 MWh.

In FY2014, Seagate also will attempt to analyze more of its data about emissions overall, focusing on Scope 3 emissions from product transportation and distribution and employee commuting not directly offered by Seagate.

WASTE MANAGEMENT

Waste is an inevitable part of any manufacturing process. Over the last decade, Seagate has established systems to track, manage and report waste at every one of its factories around the world. Seagate's sites are very active in identifying and implementing waste minimization initiatives, in order to prevent waste from being produced and to recycle or reuse it whenever possible. In addition, Seagate is committed to zero landfill disposal of hazardous waste, except in those cases where no other viable treatment method is available.

Each Seagate site is responsible for reporting data on waste to a central database reviewed by Seagate's Corporate Environment, Health and Safety (EHS) professionals. Seagate has established minimum requirements for the selection and performance of hazardous waste treatment vendors. We qualify hazardous waste treatment vendors through a third-party audit of set criteria.

We may never be able to eliminate hazardous waste entirely from our production process, but we are steadfast in our efforts to reduce to the lowest amount feasible. This issue will remain one of our biggest challenges.

SOLID WASTE

In FY2013, Seagate started quantifying waste management in terms of its landfill diversion rate, which takes recycling, as well as energy recovery into account. Seagate's annual totals continue to include all waste generated at facilities under the company's ownership and control. This total does not include waste generated as part of new construction projects.

Solid Waste Generation
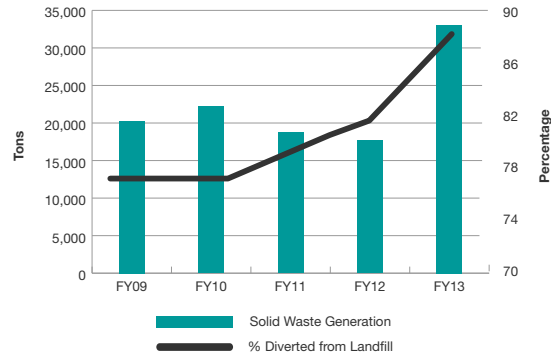
Through the year, Seagate met its goal of keeping more than 80 percent of solid (non-hazardous) waste out of landfills, with a landfill diversion rate of 88 percent in FY2013. In total, we diverted 29,102 tons of solid waste from landfill.

We also nearly doubled the amount of solid waste we generated to 33,071 tons in FY2013 from 17,654 tons in FY2012. This increase in waste production is primarily explained by a parking lot replacement at our Normandale site, which produced 9,529 tons of waste. Nearly 99 percent of this waste was reused or recycled—an accomplishment that helped us improve our landfill diversion rate in FY2013.

Excluding this one-time parking lot refurbishment project, Seagate generated 23,542 tons of waste during FY2013. This increase from FY2012 is largely explained by increased production across the company.

HAZARDOUS WASTE

Seagate exceeded its expectations for reducing hazardous waste in FY2013. Going into the year, Seagate's target was to reduce hazardous waste production by 3 percent. Instead, we reduced it by more than 5 percent, to 13,820 tons from 14,594 tons. As part of this effort, our top five waste-generating facilities now have detailed waste reduction plans in place.

Of the hazardous waste we did create, an overwhelming amount (82 percent) was disposed of through treatment. Other methods of hazardous waste disposition included incineration, recycling and energy recovery.

Hazardous Waste Generation
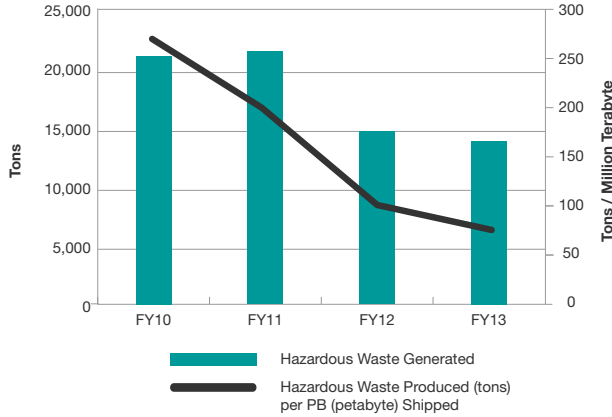
FY2013 Hazardous Waste Disposition

☐ Treatment ☐ Incineration ☐ Recycling ☐ Energy Recovery
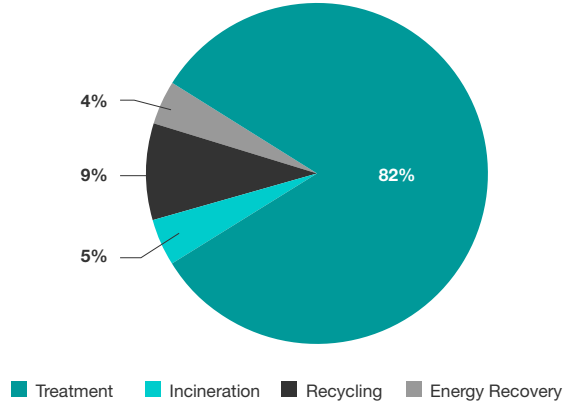
LOOKING FORWARD

Seagate's goal is to continue to keep more than 80 percent of its solid waste out of landfills in FY2014 and beyond. Of course, we also understand that waste generation depends entirely on production volume—the more drives we make, the more waste we will produce. Regardless of output, Seagate is committed to exploring new and creative means to minimize environmental impact.

During FY2013, Seagate established a 5-year water use reduction goal that targets an overall reduction of 10 percent by 2017. We are on track to achieve that objective.

To support this goal, we conducted our first full water consumption water footprint to create a baseline for the company. This improves upon our past water use data, which was only available for product manufacturing. In future years, we will use this new CY2012 baseline for year-on-year comparisons.

WATER MANAGEMENT

Water is a key natural resource and warrants proper management to preserve and protect the health of our ecosystem as a whole. Seagate's manufacturing processes withdraw water from local watersheds for use as coolants and cleaning agents at factories. While the amount of water used in product manufacturing has increased somewhat over the past four years (owing to increased production), we have implemented measures to improve water recycling and have achieved significant gains in the same period (from 9.9 to 16.8 percent of water recycled).

Continuing to improve water recycling and reduce consumption remains one of Seagate's biggest opportunities for the months and years ahead.

Water Consumption in Product Manufacturing

☐ Water usage (million m3)
▬ % recycled
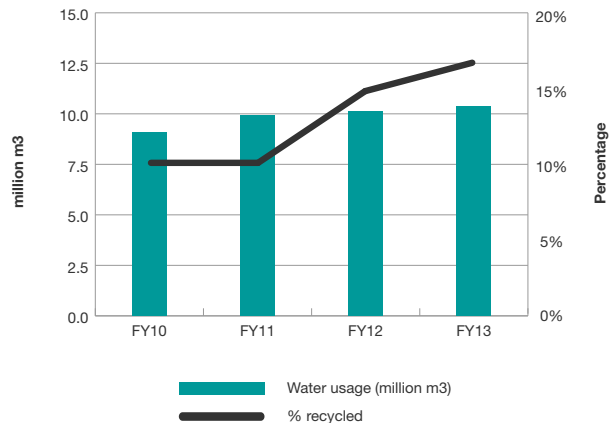
Manufacturing Water Use (m3)
Per PB Shipped
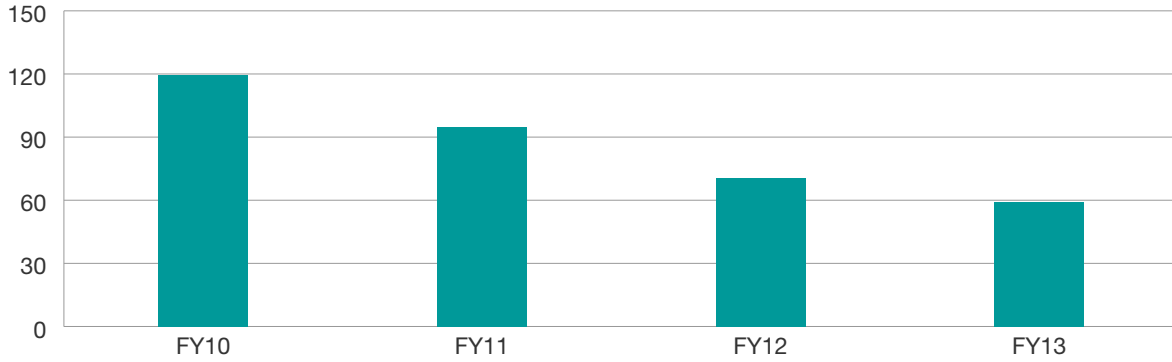
	Water Withdrawal (Metric Liters)	Recycled (Metric Liters)	Water Intensity (Liter/drive)	Water Intensity (Metric Liter/PB)
CY12	10,577	1,647	44.0	0.0945

In CY2012, Seagate withdrew 10,577 megaliters of water (ML, equivalent to one million liters) and recycled 1,647 ML of water, or 15.5 percent of its water withdrawals. We also used this water footprint as part of our first report to the CDP Water Program.

LOOKING FORWARD

In FY2014, Seagate is planning to conduct an assessment of water-related business and sustainability risks in the supply chain. We also plan to assess our water consumption and impact on local water availability and quality to determine whether a formal policy and management approach is necessary.

Our Employees

At Seagate, our people drive our success. Taking care of employees enhances our commitment to global citizenship by protecting labor and human rights. It also means that our team is healthier, happier and more productive. Seagate has a global workforce of approximately 52,200—nearly two-thirds of whom are operators in manufacturing sites. This employee profile creates unique opportunities to assure that all employees are protected from potential work-related hazards and are treated with respect and dignity. Seagate also is committed to supporting employee wellness, offering opportunities for career development and increasing diversity in the workplace.

Total Workforce by Employment Type FY2013

- Management — 6%
- Professionals — 18%
- Support — 13%
- Operators — 63%
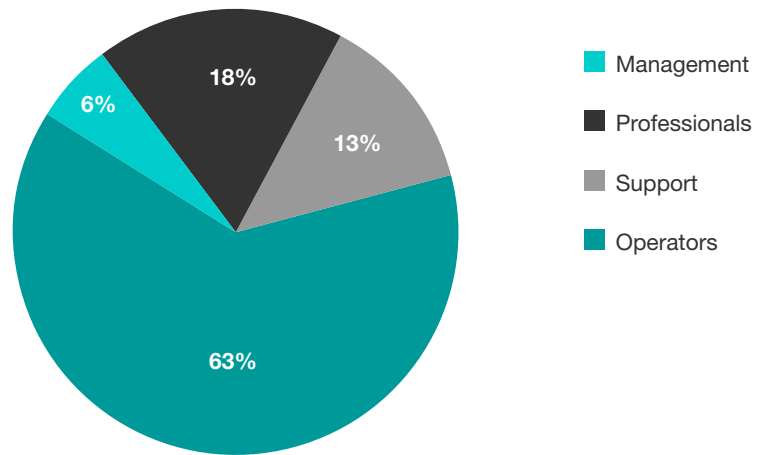
Total Workforce by Region

- Asia-Pacific — 86%
- EMEA — 3%
- United States/America — 11%
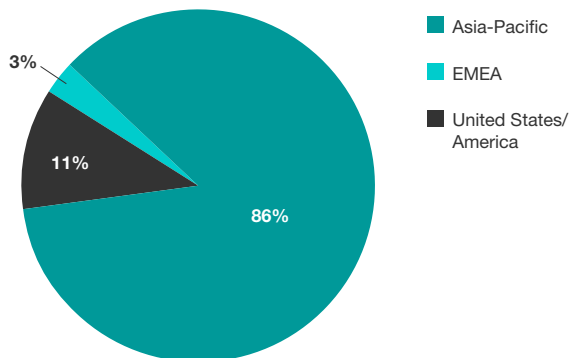
Total Workforce FY2011-2013

- FY13: 52,151
- FY12: 57,172
- FY11: 51,705

FY11   FY12   FY13
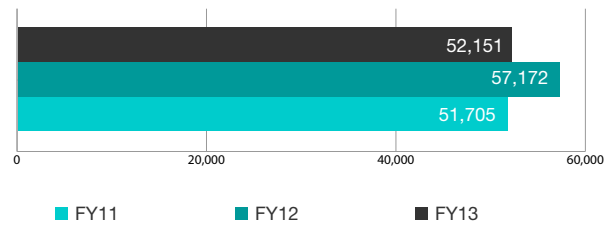
FY2013 HIGHLIGHTS

Seagate in FY2013 continued its emphasis on employee development, safety and human rights through a range of programs.

Seagate was proud to be recognized by a key customer and presented with its highest supplier award for corporate social responsibility for our commitment to upholding human rights and high labor, safety and environmental standards. In an effort to drive our competitive advantage, we also launched a major cultural-change initiative, dubbed the Seagate Way. This effort is a cultural transformation designed to help prepare Seagate to become more agile, flexible, and better prepared to adapt quickly to rapid changes that are reshaping computing architectures, markets, and devices. Because faster, better decision making is critical in this dynamic environment, the Seagate Way will focus initially on Teamwork and Initiative. Additionally, Seagate continued its commitment to employee health and wellness, through expansion of the Healthy Journeys program and implementation of a Wellness Champions program in multiple regions.

Seagate's comprehensive global health and safety management systems continued to enable a safe working environment for all employees, whether in volume manufacturing operations or administrative functions. Injury frequency rates were more than 45% below industry average and attributable to the strong commitment to safety at all levels of the company.

LOOKING FORWARD

As we continue our Seagate Way culture transformation, we will be enrolling all managers in a leadership skills program, and rolling out organizational culture assessment to all non-operator employees globally. Expansion of our Seagate 101 program will also continue to all non-operator new hires in an effort to help new hires rapidly gain an understanding of Seagate, our industry, and to encourage networking, while helping them maximize their productivity. We will also continue to expand our targeted University Recruitment approach beyond the R&D and engineering functions to include new functions across our global organization. Additionally, we will be focusing on proactive recruiting through implementation of a

Candidate Relationship Management system and more Social Recruiting tools, in order to help maximize the effectiveness and efficiency of our talent acquisition.

We will continue our efforts to drive down ergonomic risks across the company, with site-specific plans in addition to the introduction of a company-wide office ergonomics risk management application.

LABOR AND HUMAN RIGHTS

To remain a successful and well-regarded company, Seagate must protect human rights and ask of employees only what is fair and respectful. Our global manufacturing model means that we need to take careful steps to prevent and address common labor issues worldwide, such as child labor, excessive working hours and staff retention.

Seagate worked hard in FY2013 to continue to uphold and protect human rights. We partnered with component sites (non-drive, non-assembly sites that produce components that go into our hard drives) to ensure their readiness for EICC audits, and rolled out an e-learning course for all sites that were audited this year. We also created a streamlined website for EICC-related tools and processes; this resource is designed to be used by Seagate's human resources teams during audit preparations.

Elsewhere in the company, Seagate adopted expanded internal processes for the remediation of underage workers in the event that an underage/child worker is inadvertently hired. We also significantly revised how we obtain acknowledgement from our employees that they understand related company policies. Under this new method, we achieved a 99.7 percent acknowledgement of selected policies by global non-operator employees and operator employees in the United States and EMEA region.

Finally, as part of our basic management system and approach to protecting labor and human rights, we kicked off development of an internal EICC cross-site labor audit process for component sites preparing for external EICC audits. This program is expected to continue in FY2014.

LOOKING FORWARD

In order to protect human rights and meet our commitments to the EICC, the UNGC, and key stakeholder expectations, we will continue to partner with component sites and drive site plants to ensure readiness for sites scheduled for EICC audits in FY2014. We also plan to complete the annual policy acknowledgement process, which should enable us to improve upon our performance there, as well.

EMPLOYEE HEALTH, SAFETY AND WELLNESS

We are committed to keeping employees safe, healthy and well—their talent and dedication drive our achievements as a company.

Seagate has spent more than a decade collecting health and safety performance indicators to inform strategies for reducing risks associated with work-related injury and illness. Today, our health and safety management systems support continuous improvement in risk reduction and mitigation. Seagate's global health and safety standards and accompanying management system often go beyond country-level regulations and industry guidance, with well-defined responsibilities, requirements and training to ensure that health and safety is integrated into company operations. Furthermore, we try to make sure that all employees, from plant managers to operators, understand they are accountable for their actions on the job.

Being healthy on and off the job also means more satisfied and more productive employees. Seagate is committed to providing benefits, programs, health and wellness education and support for healthy lifestyles. Seagate ensures that employees have access to resources to make informed decisions for healthy lifestyles, and offers benefits and health and wellness programs customized to local needs.

Seagate remained a safe place to work in FY2013. While we continued to perform well under industry averages—(the industry average for injuries and illnesses per 100 full-time employees, as determined by the Occupational Safety and Health Administration, was 0.6 in 2012)—our recordable case rate of 0.28 and days away case rate of 0.17 in FY13 increased from the year prior. These increases can be attributed to ergonomic-related injuries and to injuries from slips, trips, and falls.

To address ergonomic-related injuries, we conducted extensive root-cause analysis and developed site-specific action plans, which included redesigning workstations, providing new tools and job rotation opportunities for employees, and promoting early reporting of symptoms. To address injuries from slips, trips, and falls, our sites utilized existing behavior-based safety programs, redesigned trolleys, and improved site layout and housekeeping. All work related incidents were fully investigated by trained and authorized EHS professionals, and targeted action plans for improvement were developed.
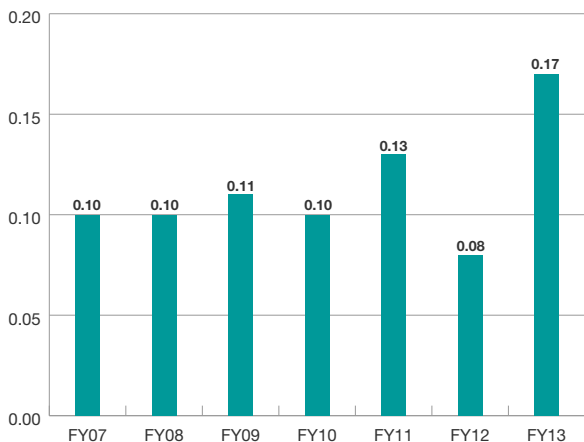
Recordable Case Rate
(per 100 employees)
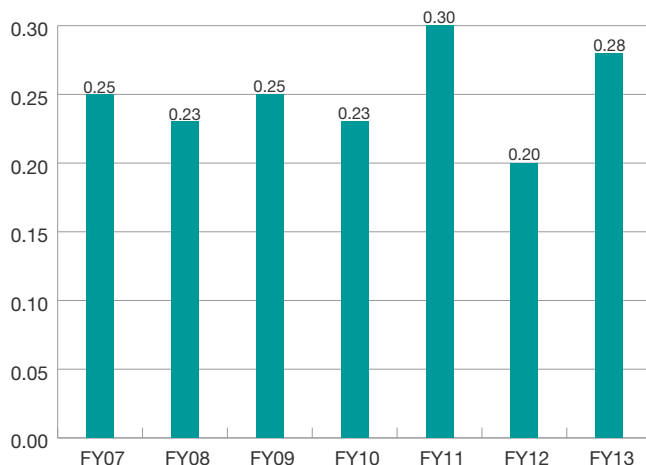
Recordable case rate is the number of work related lost time and non-lost time cases, which require more than first aid per 100 employees. This is calculated globally using US OSHA guidelines. The U.S average in 2012 for the Computer Storage Device Manufacturing industry was 0.6.

Days Away Case Rate
(per 100 employess)

Furthermore, as part of our commitment to keep our workplaces as safe as possible, we continue to provide ongoing health and safety training to our employees. In FY2013, we completed 41,080 EHS e-learning courses. While this figure decreased from the previous year, we continued to exceed our annual expectation of about 40,000 courses. Finally, we hosted more than 60 health and safety regulatory visits on issues such as safety, radiation, fire codes, food and transportation in FY2013 and achieved zero notices of violations or fines.

EHS e-Learning Course Completions
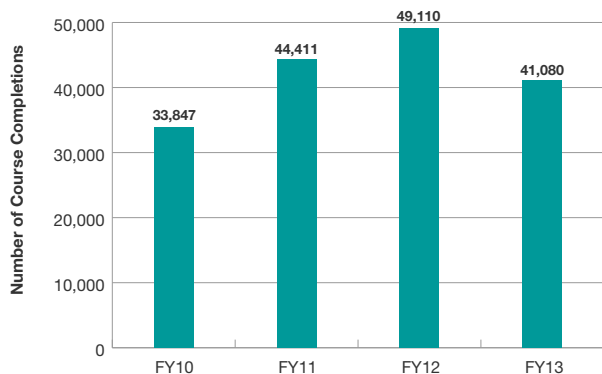
In health and wellness, Seagate made significant strides with its employee wellness programs around the world in FY2013.

In the United States, 45 percent of all employees participated in biometric screenings (and received a financial incentive for doing so), while a total of 38 percent completed online health assessments. More than 25 percent of employees participated in online programs or phone coaching related to topics such as nutrition, sleeping better, stress management and exercise. Spouses also were provided with incentives to complete biometric screening and health assessments for the first time.

Also in the United States, we launched the Healthy Journeys newsletter to provide locally relevant content about Seagate health and wellness initiatives. Articles in the quarterly newsletter include features, interviews with executives and employees, tips for living a more healthful life and a calendar of events.

At certain locations in the EMEA region, Seagate implemented a Wellness Champions program on each shift to promote overall employee wellness activities. More than 60 percent of employees participated in free on-site biometric screenings, while the company offered resilience classes and subsidized smoking cessation classes. In addition, we overhauled the canteen in our Springtown facility in Northern Ireland and implemented a "red light/green light" nutrition program to inform employees about the relative healthfulness of all cafeteria items.

In Asia, we introduced the Wellness and Healthy Journeys branding to sites in China, Malaysia, Singapore and Thailand, and formed wellness committees at each location to roll out related wellness activities. We also set up a task force to drive a cohesive framework to guide local sites in implementing wellness programs, share ideas, know-how, communication materials and promotional materials.

LOOKING FORWARD

The more a company emphasizes issues such as health, safety and wellness, the better off that company's constituents will be. With this in mind, we expect to extend and amplify our EHS programs in FY2014. We also look forward to launching a Healthy Journeys web portal, which is under development right now. The site is expected to debut in the United States and expand to other countries after that.

EMPLOYEE TRAINING, DEVELOPMENT AND RECOGNITION

To ensure a world-class workforce, Seagate trains, educates and recognizes employees so that they are successful contributors to the business. Seagate's performance management and career development philosophies are that employees should be engaged, aligned and excited about their careers and contributions to the company's success.

In FY2013, we significantly exceeded our annual goal of 30,000 hours of instructor-led training by delivering more than 92,500 hours of training overall. This exceeded the previous year's result of approximately 45,000 hours of training by nearly two times. Furthermore, we achieved a graduation or completion rate of 93 percent, which exceeded our goal of 80 percent.

Ranging from situational leadership to business writing to leadership development, training in FY2013 covered a variety of topics, all to help improve employee job performance and satisfaction. Approximately 92 percent of employees who participated in training self-reported a post-training increase in job performance, which surpassed our goal of a minimum 80 percent rate.

We also provided training for directors and other managers on our Seagate Way culture initiative in the form of workshops and e-Learning. Across the board, the objective of this training was to improve decision-making and teamwork skills—areas that Seagate's Executive Committee has defined as mission-critical. More than 96 percent of directors participated in the Seagate Way workshops, with a satisfaction rate exceeding 90 percent. We communicated about these programs through eNewsletter and video campaigns. We offered our directors networking events and a speaker series as part of leadership development program under the direction of the McChrystal Group.

We also redesigned our Rewards & Recognition program in FY2013. This program is open to all employees and the goal is to recognize and acknowledge the value of those who contribute above and beyond their normal responsibilities. Some of the

additions to the program include new award values aligned globally across countries and an expansion of the number of people who can nominate employees for recognition.

LOOKING FORWARD

In FY2014, we will continue to offer educational opportunities for all employees, and will augment training for directors and managers in the Seagate Way initiative. We also will conduct self-assessments for directors and managers and interpret those assessments to help our leaders get a better sense of the roles they can play in driving culture change overall.

WORKFORCE TALENT AND DIVERSITY

In a globalized and digitized world, Seagate continuously seeks to attract the best people. To this end, our recruitment processes focus on finding talented and motivated individuals who fit with the company's culture. We also strive to bring new views that help the company be flexible in a rapidly changing marketplace. In the United States, we hold ourselves accountable for hiring, retaining and promoting minorities, and we provide detailed information about our performance in this area—relative to the available labor pools—to our Board of Directors on an annual basis.

We continued to grow a workforce comprised of employees with a variety of backgrounds, experiences, styles, cultures, languages, skills and competencies in FY2013 through our recruitment and hiring efforts. 13 of 15 groups of 300 employees also successfully completed our Working Globally diversity training program with a 90 percent satisfaction rate.

In Asia, we increased headcount at our new building in Korat, Thailand, and made particular strides in hiring disabled employees; this segment of our workforce increased to 51 in FY2013 from 22 in FY2012 and 15 in FY2011. In FY2013 we also established a sourcing structure from which we identified 13 employees from the recruiting team to serve as members of Talent

Generation, a team tasked with recruiting future Seagate employees. Members of this team go through a year of training in smart sourcing and candidate engagement in order to find the best people. These efforts helped reduce the average time to accept a job offer to 24.5 days FY2013 from 37.4 days in FY2012. They also contributed to a slight rise in the satisfaction rating of hiring managers with the performance of new non-operator hires.

In the area of university recruiting, we expanded our targeted approach to recruiting beyond the R&D and engineering functions to include new functions across our global organization. In total, we hired more than 750 graduates and interns in FY2013, an increase of about 400 student hires compared to FY2012, when we hired about 340 graduates and interns. We also developed country-specific recruiting strategies and timelines, and designed new criteria for determining which universities to target for recruiting. We will begin using these criteria in FY2014.

LOOKING FORWARD

We will continue our commitment to diversity and to recruiting and retaining the best and the brightest candidates possible. This will include reviewing our diversity metrics to provide more comparable data in annual reporting, and converting more interns to graduate hires.

Furthermore, we plan to recruit at universities based on our new target school selection criteria in FY2014. We will expand Seagate 101, a training program that helps new recruits develop career skills and integrate quickly into the company, to be inclusive of all global new hires.

Supplier Engagement

Seagate has two types of suppliers: direct suppliers, which provide components and parts for products, and indirect suppliers, who provide products and services to support operations. We have adopted the EICC Code of Conduct as our supplier code of conduct, and we have established long-term, stable relationships with our top suppliers to better align goals and standards. We meet regularly with suppliers to communicate our expectations and evaluate their engagement.

We also require that certain service providers (e.g. janitorial service, canteen providers, etc.) that bring workers onto our sites follow our SOP, which details specific steps for supplier engagement, including signing the Code of Conduct, training and completing the EICC Self-Assessment Questionnaire and the Validated Audit Process (VAP).

We see healthy and proactive supplier engagement as an ongoing and important goal as we continue to grow. As long as we rely on suppliers to source our product, we will prioritize the right kind of relationships with these companies.

FY2013 HIGHLIGHTS

We continued to demonstrate our commitment to upholding human rights and high labor, safety and environmental standards by working directly with our business partners to meet these expectations throughout the electronics supply chain. In FY2013, we released a revised SOP to determine more easily what each of our suppliers must do to achieve total compliance with the EICC Code of Conduct.

We also redoubled our commitment in FY2013 to making sure that our process for coordinating and collecting requests for information and proposals for all types of suppliers are consistent on a global basis, including the information we request from our suppliers in terms of their social and environmental performance.

LOOKING FORWARD

Seagate's goal for FY2014 is to complete audits for all of its direct and indirect suppliers that meet the criteria for audit before the end of the year. Under this plan, these identified suppliers would have to go through at least one audit. As part of the effort to achieve this goal, we also will expand our quarterly business reviews to include a broader number of key suppliers. We also will incorporate CSR into the business review to supplement other key factors—such as cost, quality, delivery and reliability—that we use to assess supplier performance.

Finally, we will continue to discuss the importance of EICC compliance with all of our constituents.

SUPPLIER MANAGEMENT AND DIVERSITY

For Seagate, business success depends on quick-to-market, high-volume product delivery—a reality that requires a robust and flexible supply chain. Protecting workers, preventing EHS hazards and including local communities in the benefits of our business puts us in a commanding position to experience growth and success. We achieve these goals by promoting supplier education, embracing supplier management, overseeing a transparent supply chain and ensuring supplier diversity.

Managing suppliers is no easy task, but in FY2013, Seagate released a revised SOP for supplier management. The new approach attempts to organize suppliers by industry category and by the requirements they need to meet. The goal of this effort is for us to determine more easily what each of our suppliers must do to achieve total compliance with the EICC Code of Conduct. As a byproduct of this new approach, we conducted 75 EICC audits, each known as a VAP audit, in FY2013, with 20 instances where a first, second or third follow-up was necessary. The majority of our VAP audits were conducted in China, Thailand, Malaysia and Singapore.

In terms of our overall supplier diversity, we spent nearly USD$215 million in FY2013, up 17 percent from FY2012, on 1,102 diverse suppliers. These suppliers included small businesses; minority, women and veteran-owned businesses; and businesses in historically disadvantaged areas.

FY2013 VAP Audits
By Follow-Up

- Initial VAP
- 1st Follow-Up Audit
- 2nd Follow-Up Audit
- 3rd Follow-Up Audit

1
4
55
15
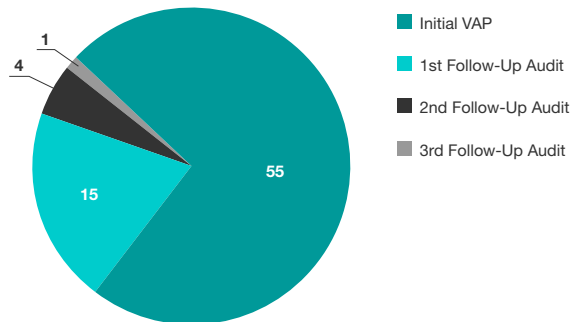
FY2013 VAP Audits
By Location

32%
17%
20%
12%
19%

- China
- Thailand
- Malaysia
- Singapore
- Others*
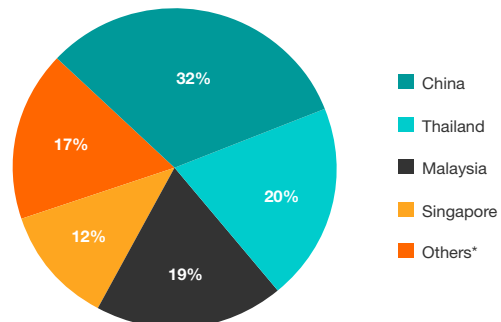
Others include: Philippines, Japan, Korea, Indonesia, Taiwan, Vietnam, and Morocco.

Top Five Supplier Audit Findings

From our VAP audits in FY2013, the following were the top risks and instances of non-compliance among suppliers:

1. Working hours
2. Emergency preparedness
3. Freely chosen employment
4. Hazardous substances
5. (tie) Occupational safety
5. (tie) Business integrity

LOOKING FORWARD

We expect Seagate's supplier management strategy to continue to evolve in FY2014. As our supplier mix changes over time, we recognize that we may need to change the strategy accordingly.

Seagate's commitment to supplier diversity is ongoing, and in FY2014, we will continue to forge new relationships with businesses that represent underrepresented groups and regions.

FY12 Diversity Spend $214.8 M/1,102 Suppliers

$217
$397
$6,340
$19,276
$151,384
$37,157

- Small Business
- Minority Owned
- Woman Owned
- Veteran Owned
- Disadvantaged
- Hub Zone

VAP AUDIT CASE STUDIES

Indirect Supplier:
Labor Supplier in Malaysia

Highlights:

• Initial EICC VAP audit conducted in April 2012

• 15 major and 21 minor non-compliances were initially found

• Final follow-up VAP Closure Audits conducted in March 2013; all findings were closed

Summary:

We conducted an EICC VAP audit on this indirect supplier, a labor supplier that we utilize for the recruitment of foreign workers for our Penang site in Malaysia.

As part of our overall commitment to align with the California Supply Chain Transparency Act, we conducted an initial audit in April 2012 and discovered 15 major and 21 minor non-compliances. The majority of these findings were related to the suppliers' documentation process and management of code provision, which we felt were not up to our standards.

Since the initial audit, we continued to work closely with the supplier to help resolve the non-compliances, and by March 2013, we successfully resolved and closed all findings.

This indirect labor supplier is the first labor agency in Malaysia to undergo an EICC VAP audit and closure verification audit. The country's Ministry of Human Resources and the Malaysia Performance Management Delivery Unit have since invited this supplier to present and share its audit experience, ultimately to help shape Malaysia's Employers' Code of Conduct to combat labor trafficking of migrant workers.

Seagate is pleased to see that its audit efforts are helping shape local standards that protect laborers and migrant workers.

Direct Supplier:
Components Supplier in China

Highlights:

• Initial EICC VAP audit conducted in September 2012

• One priority (working hours), 18 major, and 9 minor non-compliances initially were found

• Audits have helped to identify issues and ways to work jointly toward improving working conditions and meet EICC code requirements

Summary:

As a requirement to work with us, we conducted an EICC VAP audit on this direct supplier, which provides Seagate with key electronic components and is located in Dongguan, in the Guangdong Province of China. This was the first time that this supplier underwent a code of conduct audit, so we worked closely with this supplier to ensure they understood our requirements by briefing them on the EICC VAP process.

During the initial audit in September 2012, we found several non-compliances, from a priority finding on working hours to 27 other major and minor findings.

Since the initial audit, we have conducted three follow-up audits to support the supplier in addressing the non-compliances and ensure they were making progress toward rectifying all findings.

While the supplier continues to work toward addressing all remaining non-compliances, we are pleased to see that our auditing process has helped to identify issues and ways to work toward improving working conditions and meet EICC code requirements. Seagate will continue to work closely with this direct supplier to achieve full compliance with our standards on working hours.

Community Engagement

Stronger communities are good for society, good for employees and good for business. For this reason, we invest in our communities through a variety of engagement programs including contributions, outreach and employee volunteerism.

Seagate believes in engagement efforts that are tailored to different communities. To oversee these programs, we select organizations that operate within 50 miles of our business presence. Through our Capacity to Care program, we support initiatives that have demonstrable impact, provide direct benefits to communities and offer opportunities for employee volunteering. The Capacity to Care program focuses on four main areas:

- Science, technology, engineering and math education (STEM)
- Reducing our environmental impact
- Health and wellness for employees and communities
- Helping those in need

Seagate also often responds to humanitarian crises that affect its stakeholders, particularly in times of international crisis. In addition to programs that are localized to the immediate communities where we have major facilities, we also occasionally engage in corporate-driven programs. Finally, we support select institutions of higher learning to advance technologies that are relevant to our core business.

FY2013 HIGHLIGHTS

With a host of charitable contributions, volunteerism and other endeavors, Seagate supported its communities in a number of ways during FY2013.

Overall, Seagate contributed USD$5.5 million in FY2013. This figure included more than USD$833,000 to the Capacity to Care program, more than USD$138,000 in in-kind giving and more than USD$4.5 million in other types of contributions. The company's external non-budgeted contributions (made by external stakeholders such as employees, customers and suppliers, etc.) increased as well, to more than USD$775,000 in FY2013 from USD$489,000 in FY2012. The company completed the final phase of its USD$1 million commitment to engineer flood mitigation programs in Thailand. Finally, we donated about 1,995 terabytes of memory capacity to various nonprofit organizations, such as TechSoup in the United States and Thailand Distance Learning.

We also got more involved with our local communities. The number of employee volunteer hours increased to nearly 20,000 in FY2013 (including more than 500 hours from employees of EVault, a wholly owned subsidiary) from 16,200 hours in FY2012. We charted participation

satisfaction among employees who participated in these events and achieved a 98 percent positive response. Though this number was unchanged between FY2013 and FY2012, we were pleased with the plateau. With an ongoing focus on education, Seagate reached 10,335 students with messaging and hands-on opportunities to experience science, technology and related learning.

LOOKING FORWARD

Seagate's commitment to community engagement is ongoing, which means the company will continue to put its employees in a position to make a difference. Seagate will continue to extend and amplify community engagement efforts where the company can make a difference, whether in the communities or among the many stakeholders that it serves.

ASIA REGION

With more than 80 percent of Seagate employees based in countries across Asia, a great deal of our community engagement efforts occurs in this region. We continue to support those affected by the historic flooding in Thailand in 2011 by completing the final phase of Seagate's $1 million commitment to flood mitigation programs. Seagate supports a wide range of educational and other community programs through its Asia operations, including sponsorship of schools, summer camps for learning, renovation of facilities and schools for the needy and engaging with the elderly, the disadvantaged and those with special needs.

Seagate dedicates much of its community engagement efforts to education. In Johor, Malaysia, our employees participated in local science fairs, helped with a model bridge competition, served as coaches in an engineering contest, judged a science contest and participated in problem-solving contests in biology, physics, chemistry, science and math. In Singapore, Seagate employees raised more than USD$10,000 to purchase groceries for low-income elderly residents and volunteered to spend time with senior citizens on days off. In Penang, about 100 Seagate employees participated in the region's biggest science fair and helped young students learn about binary codes and magnetic recording. In Thailand,

Seagate organized the country's first unmanned aerial-vehicle contest as part of an ongoing university-level robotics program.

In China, Seagate and its employees supported a technical summer camp for middle school children, sponsored New Year's festivities for 1,500 children of migrant workers, held a holiday party for disabled children and much more. We also supported construction of digital libraries and supported cultural preservation and scholarships for deserving students in several targeted regions of China.

LOOKING FORWARD

Seagate is planning to continue its support of education, helping the underserved and protecting the environment in FY2014.

UNITED STATES AND NORTHERN IRELAND

In the United States and Northern Ireland, a diverse set of community programs included an ongoing education focus. Engaging young minds and getting them excited about future careers in STEM encourages students to contribute to future innovation in their countries and communities—and perhaps even at Seagate. We welcome the opportunity to be role models and mentors for kids from the communities we serve.

In FY2013, in the United States, Seagate's community engagement efforts included everything from charitable donations to volunteerism and mentorship.

Following the Oklahoma City tornado in May 2013, Seagate donated USD$150,000 to help with recovery efforts, USD$100,000 to the Regional Food Bank and another USD$50,000 to the Infant Crisis Center. In Colorado, Seagate hosted a math competition in Boulder County, and employees volunteered as exam proctors and graders.

In Minnesota, Seagate sponsored the state science and engineering fair, and employees helped judge projects

or assisted with logistics. Seagate also provided two cash awards for students totaling USD$3,500, and another two awards for teachers totaling USD$2,000. In Shrewsbury, Massachusetts, Seagate employees volunteered at a local science and engineering fair, while the company sponsored the robotics team at a local high school. In Santa Cruz, California, Seagate sponsored the county's science fair.

EVault, a wholly owned subsidiary of Seagate, cultivates an especially volunteer-focused community engagement program. On National Volunteer Day—April 11, 2013— employees volunteered at local shelters by passing out free meals in an attempt to curb hunger.

In Northern Ireland, Seagate's initiatives to engage the local community in FY2013 focused on art, education and sustainability.

First, in February 2013, students from 10 schools took part in a challenge to create art that reflected the theme of data storage. The art competition was held as part of Seagate's twentieth-anniversary celebration for

its Springtown operation. As an additional challenge, students earned extra points by using computer components in their work and by reflecting Seagate's vision to "Go Green."

In keeping with the green theme, Seagate employees put on a series of interactive workshops about sustainability and delivered them to the community during the fourth annual Seagate Think-Act Day. The event was developed by a team of employee volunteers, some of whom serve on the site's environmental management committee. Not coincidentally, Seagate Springtown's green practices were recognized toward the end of FY2013, when the company ranked second overall in an environmental performance survey of more than 100 of Northern Ireland's largest public and private organizations.

LOOKING FORWARD
Over the course of FY2014, we will continue to extend and amplify community engagement efforts in all of the communities we serve.

CASE STUDY: EARTH DAY 2013

Seagate employees do a great job of engaging with the communities they serve on a day-to-day basis. But on Earth Day 2013, our people excelled with engagement all over the world.

In Singapore, a team of volunteers organized a terrarium-making workshop with children from The Business Times Budding Artists Funds, assisting the children in creating mini-gardens as part of workshops held at our Woodlands facility. Our local Green Club committee also organized green initiatives such as a "no printing day" to reduce paper usage, a drive to turn off lights and computers during lunch to reduce power, a move to more carpooling and more.

In China, Seagate employees from our Suzhou facility helped improve water quality in a local lake by releasing 20,000 silver carp. Taihu Lake, the main lake for Wuxi and Suzhou, suffers from excessive growth of blue-green algae that causes water pollution.

In Thailand, more than 100 employees participated in a clean-up event around the Korat plant. Volunteers sorted through the collected waste and demonstrated a systematic recycling method to encourage the community to recycle as well.

In Penang, Seagate employees helped plant 230 trees around the facility. Management also encouraged employees to carpool to work on Earth Day, and provided a low-carbon cafeteria menu, among other activities.

In Johor, several Seagate employees attended a workshop in which they learned how to make mudballs that contain effective microorganisms (EM) used in cleaning up rivers, lakes and other bodies of water.

The EM-infused mudballs inhibit the growth of algae and break up sludge and silt. Later in April, Johor employees threw the mudballs into the Skudai River.

In Korea, 40 employees from Seagate's local design center helped spruce up the surrounding neighborhood by picking up litter in the streets and planting flower seeds.

In Northern Ireland, a group of Seagate employees from the Springtown facility planted a hedgerow consisting of a variety of native broadleaf species, including hawthorn, blackthorn and alder. Such plants can enhance biodiversity by encouraging the return of birds and other priority species. In addition, staff from the site's Facilities department organized and hosted a three-day International Energy and Facilities Management Symposium, which brought together management experts in these fields from Seagate's global sites and from a number of external organizations.

Finally, in the United States, a number of Seagate employees and family members contributed to the health of the San Francisco Bay by separating and transplanting 600 rare native plants, which will be replanted in sensitive tidal-wetland areas in the future. The team worked on creeping wild rye, a perennial grass that is crucial to tidal wetlands, along with another rare and threatened local species, purple needle grass. The activities took place at the Palo Alto Native Plant Nursery in the Baylands Nature Preserve area, near the heart of Silicon Valley. In Boulder, Colorado, near the company's Longmont facility, Seagate sponsored "Wild Earth Day," a family-oriented celebration that features earth science and ecology-based interactive displays and recreational activities.

Summary of Performance

We provide a summary of our performance history and a selection of our most recent FY2013 results. For our latest business and financial news and results, visit our company website at www.seagate.com.

	PERFORMANCE INDICATOR	FY2011	FY2012	FY2013
Energy Use and Carbon Emissions	**Energy Consumption** (Million MWh)	1.559	1.610	1.614
	Energy Consumption Per Data Storage Shipped (MWh/PB)	14.91	11.28	9.19
	Scope 1 & 2 GHG Emissions (Million Metric Tons CO_2e)[1]	1.271	1.253	1.274
	Scope 1 & 2 GHG Emissions Per PB Shipped (Metric Tons CO_2e)[1]	14.51	10.75	7.53
	Scope 3 GHG Emissions (Million Metric Tons CO_2e)[1]	0.0028[2]	0.0026[2]	2.426[3]
Pollution Prevention	**Hazardous Waste Reduction** (Tons)	21,613	14,594	13,820
	Solid Waste Landfill Diversion (% rate recycled)	79%	82%	88%
Health and Safety	**Injury and Illness Recordable Case Rate** (Cases Per 100 Employees)	0.30	0.20	0.28
	Injury and Illness Days Away Case Rate (Cases Per 100 Employees)	0.13	0.08	0.17
Ethics	**Ethical Conduct and Conflict of Interest Policy Certification** (%)	99%	99%	100%
Community Engagement	**Seagate Contributions: Cash** (In Thousands USD)	846.6[4]	3,658[5]	5,338[5]
	Total Employee Volunteer Hours (In Thousands)	15.5	16.2	19.8

Notes to Data:

[1] Total annual carbon emissions and carbon emissions per data storage shipped are measured and reported based on the calendar year. The values provided in this table are for calendar years 2010, 2011, and 2012.

[2] Includes Scope 3 emissions from business travel and hire employee commute only.

[3] Starting CY2012, Scope 3 emissions include four additional Scope 3 emission sources: emissions from fuel and energy related activities (not included in Scope 1 & 2); emissions from waste generated in operations; emissions from use of products sold; and emissions from end of life treatment of sold products.

[4] Includes only Capacity to Care community giving.

[5] Includes Capacity to Care community giving and additional giving (strategic, disaster relief, higher learning, etc.).

Report Content Index

UNITED NATIONS GLOBAL COMPACT CONTENT INDEX

Seagate has been an active participant of the UNGC since 2004 and has aligned its management systems to the ten universally accepted principles in the areas of human rights, labor, environment and anti-corruption. These principles guide Seagate in developing 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 ten principles.

	UNGC'S TEN PRINCIPLES	LOCATION
Human Rights		
Principle 1	Businesses should support and respect the protection of internationally proclaimed human rights.	Pages 14-15
Principle 2	Make sure that they are not complicit in human rights abuses.	Page 27 Pages 32-35
Labor		
Principle 3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	Pages 14-15
Principle 4	The elimination of all forms of forced and compulsory labor.	Page 27
Principle 5	The effective abolition of child labor.	Pages 28-30
Principle 6	The elimination of discrimination in respect of employment and occupation.	Pages 32-35
Environment		
Principle 7	Businesses should support a precautionary approach to environmental challenges.	Pages 12-16
Principle 8	Undertake initiatives to promote greater environmental responsibility.	Pages 17-24
Principle 9	Encourage the development and diffusion of environmentally friendly technologies.	Pages 39-40
Anti-Corruption		
Principle 10	Businesses should work against corruption in all its forms, including extortion and bribery.	Pages 10-11

GRI CONTENT INDEX

To promote a standardized approach to reporting, we aligned the FY2013 Global Citizenship Annual Report with the GRI G4 Sustainability Reporting Guidelines. This report contains Standard Disclosures from the GRI G4 Sustainability Reporting Guidelines.

For more information about the GRI and G4 Guidelines, visit www.globalreporting.org.

STANDARD DISCLOSURES		LOCATION / NOTES
Strategy and Analysis		
G4-1	CEO statement	Page 4
Organizational Profile		
G4-3	Company name	Page 6
G4-4	Company brand, products and services	Page 6
G4-5	Location of headquarters	Page 6
G4-6	Main countries of operation	Page 6
G4-7	Nature of ownership and legal form	Page 5
G4-8	Markets served (e.g. sectors, customers)	Page 7
G4-9	Scale of company (e.g. employees, sales)	Page 7
G4-10	Employee profile	Pages 7, 25-27
G4-11	Collective bargaining agreements	See Seagate's Human Rights Policy.
G4-12	Description of company's supply chain	Pages 30-31
G4-13	Significant changes during reporting period	Page 5
G4-14	Precautionary approach / principle	Pages 14-15
G4-15	External charters / initiatives	Pages 14-15, 17-19, 27, 30-33, 41
G4-16	Membership of associations	EICC; United Nations Global Compact; Business for Social Responsibility.
Identified Material Aspects and Boundaries		
G4-17	Entities included in financial statements	See Annual Report (10-K).
G4-18	Process for defining report content	Page 5
G4-19	Material issues / aspects identified	Pages 5, 8-9
G4-20	Report boundaries inside company	Page 5
G4-21	Report boundaries outside company	Page 5
G4-22	Re-statements of information	Page 5
G4-23	Significant changes in scope / boundaries	Page 5

Stakeholder Engagement		
G4-24	Stakeholders engaged	See Stakeholder Engagement section on Seagate's Global Citizenship website.
G4-25	Basis for identification of stakeholders	See Stakeholder Engagement section on Seagate's Global Citizenship website.
G4-26	Approach to stakeholder engagement	See Stakeholder Engagement section on Seagate's Global Citizenship website.
G4-27	Issues raised in stakeholder engagement	See Stakeholder Engagement section on Seagate's Global Citizenship website.
Report Profile		
G4-28	Reporting period	Page 5
G4-29	Date of previous report	February 2012
G4-30	Reporting cycle	Page 5
G4-31	Reporting contact point	Page 5
G4-32	In accordance option chosen	This report contains Standard Disclosures from the GRI Sustainability Reporting Guidelines.
G4-33	External assurance	We currently do not provide external assurance for this report.
Governance		
G4-34	Governance structure	See Corporate Governance section on Seagate's corporate website.
Ethics and Integrity		
G4-56	Values, principles and codes	Pages 10-11
Economic		
DMA	Disclosures on management approach	See Annual Report (10-K).
G4-EC1	Direct economic value	See Annual Report (10-K).
G4-EC2	Financial implications of climate change	Pages 17-20
G4-EC3	Coverage of defined benefit plan obligations	See Annual Report (10-K).
G4-EC4	Financial assistance from government	See Annual Report (10-K).
G4-EC7	Infrastructure investments and services	Pages 36-39
G4-EC8	Indirect economic impacts	Pages 36-39
G4-EC9	Local supplier spending	Pages 32-33
Environmental		
DMA	Disclosures on management approach	Pages 17-24
G4-EN1	Materials used by weight or volume	Pages 14-15
G4-EN2	Recycled materials use	Pages 15-16
G4-EN3	Energy consumption within company	Pages 19, 40
G4-EN4	Energy consumption outside company	Page 14

G4-EN5	Energy intensity	Pages 19, 40
G4-EN6	Reduction of energy consumption	Page 19
G4-EN7	Reduction of product / service energy use	Page 14
G4-EN8	Water withdrawal	Pages 23-24
G4-EN9	Water sources affected by withdrawal	Pages 23-24
G4-EN10	Water recycling and reuse	Pages 23-24
G4-EN15	Direct greenhouse gas emissions (Scope 1)	Pages 20-22, 40
G4-EN16	Indirect greenhouse gas emissions (Scope 2)	Pages 20-22, 40
G4-EN17	Indirect greenhouse gas emissions (Scope 3)	Pages 21-22, 40
G4-EN18	Greenhouse gas emissions intensity	Page 20
G4-EN19	Reduction of greenhouse gas emissions	Pages 20-22
G4-EN22	Total water discharge	Pages 23-24
G4-EN23	Total waste	Pages 21-24
G4-EN24	Significant spills	Pages 17-18
G4-EN25	Hazardous waste	Pages 22-24
G4-EN27	Mitigation of product impacts	Pages 14-16
G4-EN28	Reclaimed products	Pages 15-16
G4-EN32	Supplier environmental screening	Pages 30-35
G4-EN33	Supply chain environmental impacts	Pages 30-35
G4-EN34	Environmental grievance mechanisms	Pages 10-11
Social: Labor Practices and Decent Work		
DMA	Disclosures on management approach	Pages 25-30
G4-LA1	Employee hires and turnover	Pages 28-30
G4-LA2	Employee benefits	Pages 25-29
G4-LA6	Injuries and work related fatalities	Pages 27-28
G4-LA7	High risk workers	Pages 30-31
G4-LA9	Employee training	Pages 27-29
G4-LA10	Employee skills and learning	Pages 27-29
G4-LA11	Employee performance reviews	See Employee Training, Development and Recognition section of Seagate's Global Citizenship website.
G4-LA12	Diversity of governance bodies and employees	Pages 28-30
G4-LA13	Equal pay	See Seagate's Human Rights Policy.
G4-LA14	Supplier labor screening	Pages 30-35
G4-LA15	Labor impacts in supply chain	Pages 30-35
G4-LA16	Labor grievance mechanisms	Pages 10-11

Social: Human Rights		
DMA	Disclosures on management approach	Page 27
G4-HR1	Human rights screening of investments	Page 27
G4-HR2	Human rights training	Page 27
G4-HR3	Discrimination	See Seagate's Human Rights Policy.
G4-HR4	Free association / collective bargaining	See Seagate's Human Rights Policy.
G4-HR5	Child labor	See Seagate's Human Rights Policy.
G4-HR6	Forced labor	See Seagate's Human Rights Policy.
G4-HR10	Supplier human rights screening	Pages 30-35
G4-HR11	Human rights impacts in supply chain	Pages 30-35
G4-HR12	Human rights grievance mechanisms	Pages 10-11
Social: Society		
DMA	Disclosures on management approach	Pages 14-15, 17-24, 36-40
G4-SO1	Local community engagement	Pages 36-40
G4-SO2	Impacts on local communities	Pages 36-40
G4-SO3	Anti-corruption risk	Pages 10-11
G4-SO4	Anti-corruption training and communication	Pages 10-11
G4-SO7	Legal actions for anti-competitive behavior	See Annual Report (10-K).
G4-SO9	Supplier social impact screening	Pages 30-35
G4-SO10	Social impacts in supply chain	Pages 30-35
G4-SO11	Social impact grievance mechanisms	Pages 10-11
Social: Product Responsibility		
DMA	Disclosures on management approach	Pages 12-16
G4-PR1	Health and safety impacts of products	Pages 14-15
G4-PR6	Sale of banned or disputed products	Pages 14-15

External Recognitions

ENVIRONMENT, HEALTH AND SAFETY

- **Northern Ireland Environmental Benchmarking Survey Platinum Award.**
  Seagate Springtown received a Platinum Award for its performance in the Northern Ireland Environmental Benchmarking Survey. The survey measures environmental management and performance among participating companies. In FY2013, our Springtown site placed second out of 129 companies that participated in the survey.

- **Mayflower Primary School's Appreciation Award.**
  We received the Mayflower Primary School's Appreciation Award for our continued support and leadership in science and environmental projects in Singapore. Throughout FY2013, we organized science activities and workshops with the Mayflower Primary School to enhance the students' STEM education.

OTHER RECOGNITIONS

- STOXX, a globally integrated index provider, in September 2013 announced to include Seagate as a component of the STOXX Global ESG Leaders index for the third consecutive year. The STOXX Global ESG Leaders index offers a representation of the leading global companies in terms of environmental, social and governance criteria, based on indicators provided by Sustainalytics. The index is made of the following three sub-indices: the STOXX Global ESG Environmental Leaders, the STOXX Global ESG Social Leaders and the STOXX Global ESG Governance Leaders indices. For more on STOXX, visit: www.stoxx.com.

- In Singapore, Seagate was recognized for its community efforts with the National Arts Council's Arts Supporter Award 2012. Singapore's National Arts Council honors individuals and organizations that contribute toward the advancement and promotion of cultural and artistic activities.

- Also in Singapore, Seagate received the ChaoYang School's Partnership Award for its community contributions and services. Seagate employees for the past five years have been providing mentoring for students who are learning basic information technology skills.

ACRONYMS USED IN THIS REPORT

CDP: Carbon Disclosure Project

CO$_2$: Carbon Dioxide

CO$_2$e: Equivalent Carbon Dioxide

CSR: Corporate Social Responsibility

CY: Calendar Year

EICC: Electronic Industry Citizenship Coalition

EHS: Environment, Health and Safety

EMEA: Europe, Middle East and Africa

FY: Fiscal Year

GHG: Greenhouse Gas

GRI: Global Reporting Initiative

ICT: Information and Communications Technology

ISO: International Organization for Standardization

LCA: Life Cycle Assessment

ML: Megaliter

MWh: Megawatt Hour

NGO: Nongovernmental Organization

OEM: Original Equipment Manufacturer

PB: Petabyte

PLC: Public Limited Company

SOP: Standard Operating Procedure

STEM: Science, Technology, Engineering and Math

UNGC: United Nations Global Compact

USD: United States Dollars ($)

VAP: Validated Audit Process

3TG: Tungsten, Tin, Tantalum and Gold