



Environment, Health, Safety & Sustainability Policy

Seagate commits to providing a safe and healthy workplace, natural resource conservation, and environmentally responsible operations in the communities where we do business. Our commitment is underpinned by our three values that ensure our business sustainably delivers value to our many stakeholders: integrity, innovation, and inclusion. Seagate requires all employees and contractors to work safely and integrate Environment, Health, Safety, and Sustainability (EHS&S) procedures and practices into their daily work activities, projects, and programs.

Seagate commits to:

- Implement and continually improve management systems to ensure compliance with applicable legal, regulatory, and other stakeholder requirements.
- Protect the safety and health of all those associated with our operations by identifying and implementing the hierarchy of controls to eliminate the sources of incidents, injuries, and illnesses with consideration given to our demographics.
- Actively consult and collaborate with employees, their representatives, and other stakeholders on all EHS&S matters by encouraging employees at all levels to participate in EHS&S programs and integrate safe behavior and sustainable practices into all business activities.
- Empower all employees, contractors, and other workers to stop work when a perceived unsafe condition or behavior may result in a hazardous event or remove themselves from areas/situations that may cause imminent harm, free from reprisal.
- Promote a healthy lifestyle and encourage employees to proactively manage their personal health and wellness.
- Promote economic, environmental, and social sustainability and pollution prevention through continual improvement and responsible business practices.
- Develop safe products and manufacturing processes by integrating EHS&S considerations.
- Publicly share best practices and EHS&S performance and support environmental, educational, health-related, and other socially sustainable initiatives in the communities in which Seagate operates.
- Embrace a sustainable future by integrating climate change and biodiversity considerations into our health and safety practices, recognizing the vital link between a healthy planet and a safe and thriving workforce.

A handwritten signature in black ink, reading 'W Mosley'.

Dave Mosley
Chief Executive Officer

Updated
April 2025