Diversity, Equity and Inclusion
Since 1979, Seagate has been a world leader in data storage solutions—and a driving force of innovation. In 1980, Seagate created the world’s first 5.25-inch hard disk drive (HDD), a revolutionary breakthrough that would forever change the data storage landscape. The first of many firsts.

In the decades since then, Seagate has continued to innovate, set records, and establish our position as a technology leader. From creating the highest-capacity drive in 2011 to delivering unprecedented capabilities with our heat-assisted magnetic recording (HAMR) technology in 2018, Seagate’s commitment to excellence and innovation is at the forefront of everything we do. Our value of inclusion also plays a major role in Seagate’s success.
Inclusion is foundational to our success and extends beyond our employee base. As a company guided by the core values of innovation, integrity, and inclusion, this is a vital moment for us to set a leading example with all our stakeholders. We acknowledge that we do not have all the answers, but we are committed to taking this opportunity to look inward and create positive change across our global organization.

Mission First—People Always

While our technology is the keystone of our success and growth as a global leader, we recognize that it is our workforce—the thousands of talented individuals across our global footprint—who bring that technology to life. Innovation is the by-product of a workplace culture where all employees are given equal opportunity to contribute, express themselves authentically, and engage in the type of open, human dialogue that drives innovation. This is our mission.

We recognize that we can and must do a better job of supporting inclusion, particularly of Black and minority colleagues. Recent acts of racial injustice are a sobering reminder of the persistent nature of racism, and a dire call to action for all leaders and organizations to stand firm against hatred, prejudice, and inequity—in all forms. I and the Seagate senior leadership team have fully committed to taking such action, and while I am proud of the great work we have done thus far, I look forward to continued growth and action in support of a more diverse, equitable, and inclusive workplace.

I invite you to explore this report and learn more about our commitment to diversity, equity, and inclusion on our website.

Thank you.
From D&I to DEI

While our commitment to diversity and inclusion remains just as strong, the addition of equity brings to the forefront the importance of addressing and dismantling systemic barriers. The evolution from Diversity and Inclusion (D&I) to Diversity, Equity, and Inclusion (DEI) will better enable us to drive positive, sustainable change in support of an inclusive and thriving culture.

A thriving culture lies at the intersection of diversity, equity, and inclusion. It’s not enough to simply attract and retain diverse talent. In order to truly thrive, we must remove the obstacles that stand in the way for so many people.
Elevating Diverse Voices, Building Community

Employee Resource Groups (ERGs) are the heartbeat of our diverse and inclusive workforce. With over 20 ERG chapters spanning five countries, our ERGs provide a place for our employees to connect with each other, build professional and leadership skills, and drive positive change in support of diversity, equity, and inclusion.

ERGs support the business by providing employees with an opportunity to support Talent Acquisition, Talent Development, and Brand Outreach.

For more information on ERGs at Seagate, visit our ERG webpage.
At Seagate, ERGs are more than employee communities. They’re strategic partners in our effort to build a more diverse, equitable, and inclusive workforce. ERG leaders are given a seat at the table to help guide discussion, identify opportunities for continued improvement, and ensure our leaders understand the unique needs of their diverse communities.

Following the tragic death of George Floyd in May of 2020—and the ensuing social unrest in response to racial injustice—Seagate’s actions in support of racial inclusion became even more urgent. At that time, the leadership team engaged the Seagate Professionals of Color (SPOC) ERG to identify the best way to start a dialogue on the topic of race, racism, and inclusion at Seagate.

We cannot expect tangible change if we do not foster open, authentic dialogue between leaders and employees. Notably, SPOC and our CEI team decided that our first step toward increasing dialogue would be to host a global panel discussion on racial inclusion. Attended by over 200 employees, the panel featured SPOC members who shared their experiences being Black in the workplace, racism, and how we can all be better allies to our colleagues of color.

The panel provided an opportunity for hundreds of Seagate employees to ask questions, engage in meaningful dialogue with leadership, and express themselves in an open, authentic way. As we move into FY21, we have continued our efforts to promote such open dialogue.

Looking Forward
Throughout FY21 and beyond, we will continue to support and enable ERGs to be champions of change. We will work to align each of our ERGs with a global SVP-level sponsor who will help guide the group’s global strategy, advocate, and represent at the highest level of leadership. In the meantime, we will continue to offer leadership development and other opportunities to ERG leaders and members.
Powerful Messages of Inclusion

Communication is a critical component of our DEI efforts. Throughout FY20, we increased our communications on both the external and internal fronts, extending powerful messages of inclusion and equity that reaffirm our values.

We launched our customer-facing webpage dedicated to DEI, as well as an external ERG webpage that highlights our efforts to support ERGs and our diverse workforce.

We worked closely with our stakeholders in Talent Branding and Social Media to craft powerful messages that speak to Seagate’s values and reach our external audiences.

Our senior leadership team spoke out in solidarity of our Black colleagues, sharing a powerful message of inclusion with our global workforce. In addition, a special message was shared with all people managers in support of authentic listening and courageous conversations.

Brave, Vulnerable, and Compassionate Leadership

Now, more than ever, it is essential for us to check in with our teams and demonstrate our active support. This is not a time to remain silent. Although racial inclusion can be uncomfortable to discuss, it is during times like this that we are called upon to be brave, vulnerable, and compassionate leaders. It is through open, human conversations that employees see the true power of Seagate’s values in action.

Not everyone on our teams will want or need to talk, and that’s okay. Simply acknowledging the current situation in an open, authentic way can create the needed space for support and constructive dialogue to take place. Listening is a critical component to workplace inclusion, where employees feel psychologically safe to express themselves openly. Unfortunately, many of us are far better talkers than listeners. Below are some tips on how we, as managers, can become better, more authentic listeners.

Looking Forward

As we move into FY21, we will continue to focus on delivering consistent, authentic, and engaging employee communications on the topics of diversity, equity, and inclusion. In particular, we will drive consistent messaging in support of racial inclusion, highlighting the tangible actions that Seagate has and will continue to take in solidarity with the Black community. We will also continue to broaden our reach and presence with external audiences, leveraging social media and strategic partnerships to drive awareness of our efforts among customers, candidate pools, and stakeholders around the world.

Create an environment that allows you to focus on the other person. Be present and show interest with open body language.

Ensure the other person feels heard. Your attention is to be there for the other person and that you care.

Allow the other person to talk. Avoid saying, “I know how you feel.” It’s not about us; our own views, or providing advice.

Confirm what you have heard and offer a space to continue the conversation.
We believe that transparency is essential in creating a workplace culture of diversity, equity, and inclusion. When we are open and authentic about our progress, we foster greater trust, openness, and accountability with our stakeholders.

**Global Statistics**

<table>
<thead>
<tr>
<th>Category</th>
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<th>Nonminority</th>
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<tbody>
<tr>
<td>Management</td>
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<td></td>
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<td>All other employees</td>
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<td>51.1%</td>
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**Sustainable Accounting Standards Board (SASB) Data Disclosures**

<table>
<thead>
<tr>
<th>JOB CATEGORY</th>
<th>Asian</th>
<th>Black or African American</th>
<th>Hispanic or Latino</th>
<th>White</th>
<th>Other*</th>
<th>Not Available or Not Disclosed</th>
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<tbody>
<tr>
<td>Management</td>
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</tr>
<tr>
<td>Technical employees</td>
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<td>1.6%</td>
<td>2.7%</td>
<td>55.1%</td>
<td>1.8%</td>
<td>3.6%</td>
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<tr>
<td>All other employees</td>
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<td>5.3%</td>
<td>48.9%</td>
<td>1.6%</td>
<td>5.2%</td>
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</tbody>
</table>

*Native American or Alaska Native, Native Hawaiian or Pacific Islander, and Two or More Races.
Since FY19, we have increased female representation among nearly all levels of leadership, including the executive and management levels. While most of our female workforce is at the operator level, we have made significant progress in growing and sustaining gender representation across professional levels and above.
Diversity Scorecards: Promoting Transparency and Accountability

Each quarter, we provide all CEO direct reports with a detailed breakdown of their own organizational diversity, highlighting key changes and notable trends. We work closely with our HR Business Partners to ensure executives have the tools, resources, and support they need to implement positive action.

Looking Forward
Throughout FY21 and beyond, we will continue our efforts to attract, retain, and develop diverse and underrepresented talent. Specifically, we will drive efforts to increase such representation among leadership and management roles. To achieve this, we will leverage strategic diversity partnerships with key stakeholders in our communities, work closely with ERGs to foster inclusion, and eliminate systemic inequities that may exist within our internal processes.

U.S. Minority Representation

We are committed to increasing minority representation within our U.S. workforce—particularly at the leadership level. Looking ahead, we are intensifying our focus around attracting, retaining, and developing underrepresented talent.

<table>
<thead>
<tr>
<th>Group</th>
<th>Percentage</th>
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</thead>
<tbody>
<tr>
<td>Asian</td>
<td>32.3%</td>
</tr>
<tr>
<td>Black</td>
<td>3.4%</td>
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<tr>
<td>Hispanic</td>
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<tr>
<td>Two or More Nationalities</td>
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<tr>
<td>Native Hawaiian/Pacific Islander</td>
<td>0.3%</td>
</tr>
<tr>
<td>American Indian</td>
<td>0.2%</td>
</tr>
</tbody>
</table>

Effective 07/03/2020. Employee type: regular, intern, and fixed term.

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There’s no doubt that 2020 has been one of the most challenging years in history, for many reasons. Throughout all the uncertainty, one thing remained clear: nothing is more important than the safety and well-being of our employees. Feeling included is a critical part of well-being. When employees feel a sense of connection and belonging, they thrive. Even though many of our employees worked from home throughout FY20 (and continue to do so), Seagate undertook several efforts to promote inclusion:

**Launching Work-From-Home Toolkit.**
For many employees, working from home is a significant challenge that they may have never faced before. To support employees working remotely, in early FY20 we launched a virtual toolkit with resources, tips, and tools designed to help our employees manage stress and feel connected while working from home.

**Hosting Virtual Inclusion-Focused Events.**
In honor of Pride Month, our LGBTQ+ ERG hosted a global WebEx celebration. Drawing over one hundred employees from the U.S. and EMEA, this event promoted inclusion, connection, and belonging, despite physical distance.

**COVID-19 Response: Inclusion in the Face of Uncertainty**

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**Education and Learning**
Continued learning is an essential component to fostering a culture of inclusion. In FY20, we launched the following training initiatives aimed at increasing diversity competency:

**LGBTQ+ Ally Training.**
In honor of Pride Month, we launched a global training designed to increase LGBTQ+ diversity competency and encourage employees to become active allies to the LGBTQ+ community—both within Seagate and beyond our walls. This virtual training covers such topics as terminology, the importance of pronouns, and the various ways that we can demonstrate support as allies.

**Neurodiversity 101.**
We understand that diversity is more than the physical differences that make us unique. It’s also the differences in how we think. In FY20, in partnership with our Minds of All Kinds ERG and Uptimize, we launched a global training aimed at educating employees on neurodiversity and how we can work together to foster an environment where neurodiverse colleagues can thrive and feel belonging.
Pay Equity
We believe that all employees should be paid fairly and equitably, reflecting our DEI commitments and our value of integrity. We review our compensation practices annually to ensure pay is fair and equitable. In partnership with an independent third party, each year we review our compensation practices as they affect women and racial minorities.

Breaking Bias in Support of Equity
We recognize that bias is inherent in human decision-making, and that bias can lead to inequities for many people, including people of color, women, and other minority groups. By deploying unconscious bias training, we aim to foster a more diverse, equitable, and inclusive environment for all employees. See below our global bias training statistics.

Looking Forward
We recognize that there is more work to be done in support of a truly equitable and inclusive workforce. To that end, throughout FY21 and beyond, we will continue our work with the Breaking Bias Program, identifying ways to implement unconscious bias mitigation strategies. We will also implement coaching and sponsorship programs for high potential diverse talent, strengthening the leadership pipeline and providing support to those facing the greatest inequity.

<table>
<thead>
<tr>
<th>Learning Sessions</th>
<th>Directors and Above Attended Workshops</th>
<th>Global Sites</th>
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</thead>
<tbody>
<tr>
<td>107</td>
<td>735</td>
<td>14</td>
</tr>
</tbody>
</table>

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LGBTQ+ Virtual Pride Festival
A global pandemic is no excuse to shy away from honoring and celebrating inclusion. In fact, it’s during times of isolation that inclusion is most important. That’s why we were proud to be the headlining sponsor of this year’s Pride festivals in both Longmont and Boulder, Colorado. Since 2018, Seagate has been a steadfast sponsor of Out Boulder County, and in 2019 earned the Corporate Changemaker Award for our efforts supporting the LGBTQ+ communities of Boulder County, Colorado.

Professional Businesswomen of California
We are immensely proud of the contributions our women employees make every single day in support of Seagate’s success. The strong presence of our Women’s Leadership Network (WLN) is a testament to the great momentum and inclusive force that our women employees bring to the leadership table. To support women in our workforce, we partnered with the Professional Businesswomen of California (PBWC) to provide employees with access to valuable resources, tools, and networking opportunities.

Community Engagement

Supporting Underrepresented Communities Beyond Our Walls
Seagate’s support of diversity, equity, and inclusion extends beyond our walls. As a leader in our industry, we have a responsibility to be a positive force for change and inclusion in the communities where we live and work. Throughout FY20, we partnered with local organizations supporting diverse and underrepresented communities.
Partners, Awards, and Recognition

Our partners play an essential role in our efforts to improve DEI and build a workplace culture where employees feel safe, respected, and valued for who they are. Our awards and recognition reflect these efforts as we continuously drive positive change throughout our workforce and communities.

Looking Forward

Our communities are the backbone of positive change, and, as we move into FY21, we will strengthen our support of community partners across our global footprint. Aligned to our value of Inclusion and our DEI strategy, our partnerships provide us with valuable opportunities to strengthen our diversity talent pipelines and build meaningful connections with those in our communities.

Resources

Please refer to the following resources for more information on Seagate’s DEI efforts, as well as our commitment to ethical and sustainable global citizenship.

DEI Website
ERG Webpages
Global Citizenship Website