



# Diversity, Equity, and Inclusion

FY2020  
ANNUAL  
REPORT



# Innovation From Day One.

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## About Seagate

**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.



DAVE MOSLEY  
CEO



PATRICIA FROST  
SVP of Human Resources,  
Internal Communications,  
and Community Engagement

## 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. This 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.



### Diversity

Embrace the differences that make us who we are: diversity of identity and thought.

### Equity

Remove barriers to ensure fair and impartial processes, policies, and behaviors.

## Achieving a Thriving Culture

### Inclusion

Create an environment where all employees feel safe, respected, and valued for who they are.



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



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



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



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



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



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



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



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



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

### Employee Resource Groups

## 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](#).

1800+ Members

21 Chapters

5 Countries



ERGs in Action

## Seagate Professionals of Color Lead Racial Inclusion Efforts

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 amid the ensuing social turmoil in response to racial injustice—Seagate's actions in support of racial inclusion became even more urgent. As a first step, 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. That's why SPOC and our DEI team decided that our first step toward tangible action 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 discussion 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 addition, we will continue to offer leadership development and other opportunities to ERG leaders and members.



## Communications

### 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.

- 1** 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.
- 2** We worked closely with our stakeholders in Talent Branding and Social Media to craft powerful messages that spoke to Seagate's values and reached our external audiences.
- 3** 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 intention 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.

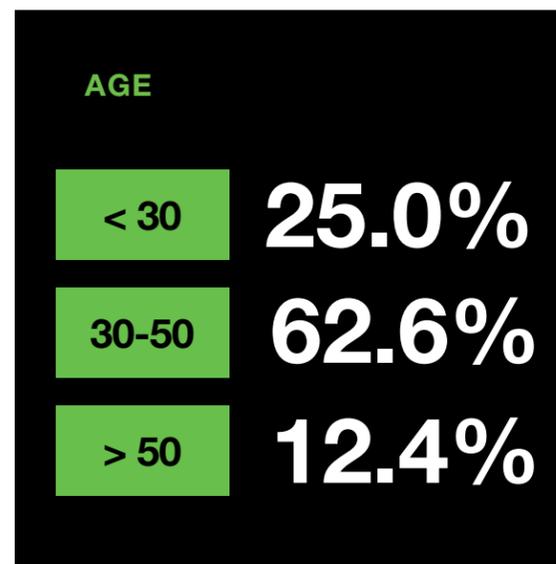
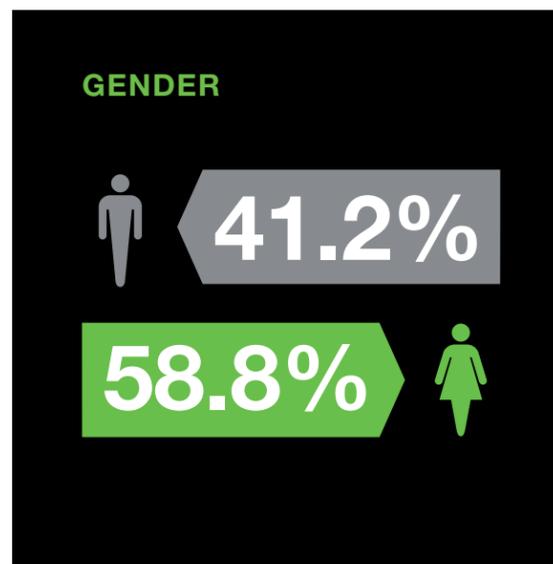
**Confirm**  
what you have heard and offer a space to continue the conversation.

Diverse Representation

## FY20 Diversity Highlights

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



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

## Sustainable Accounting Standards Board (SASB) Data Disclosures

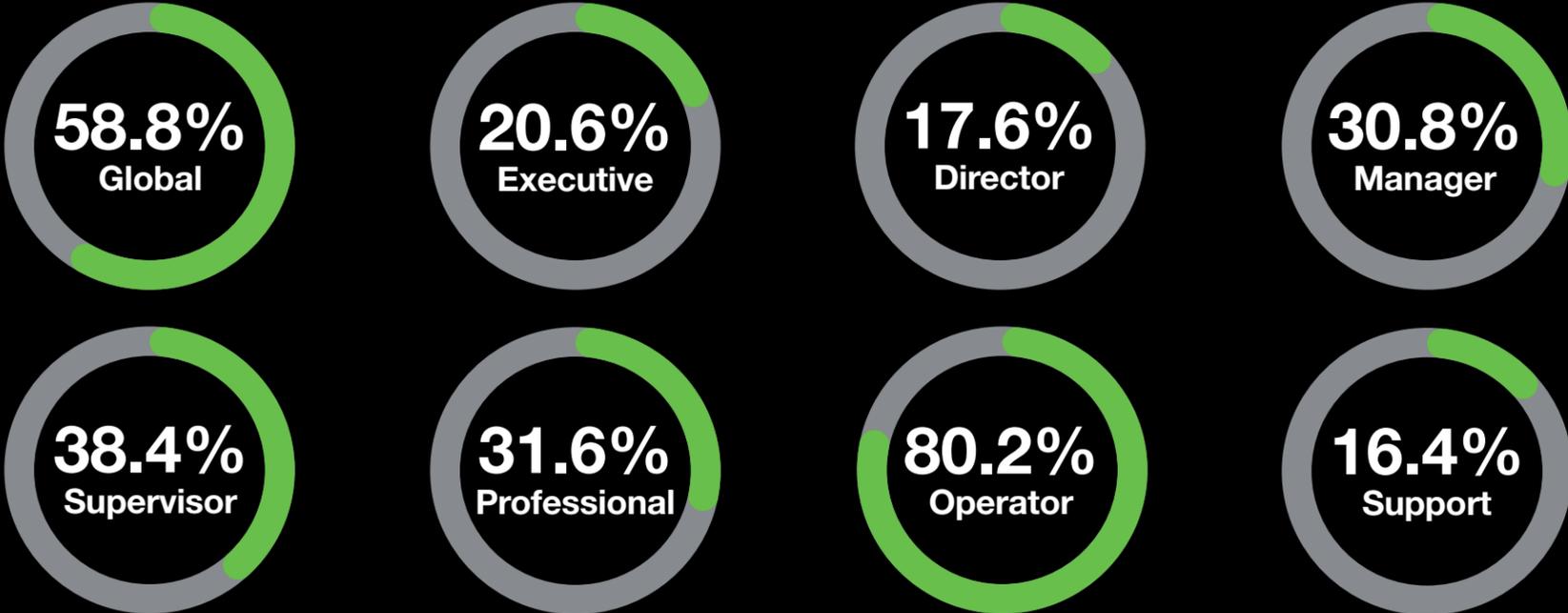
JOB CATEGORY	BY GENDER		BY AGE GROUP			MINORITY/NONMINORITY	
	Female	Male	<30	30-50	>50	Minority (US Only)	Nonminority (US Only)
Management	26.2%	73.8%	.5%	62.7%	36.7%	28.7%	67.1%
Technical employees	18.8%	81.1%	16.8%	66.1%	17.0%	41.2%	55.1%
All other employees	77.2%	22.8%	30%	61.1%	8.9%	46.0%	48.9%

JOB CATEGORY	Asian	Black or African American	Hispanic or Latino	White	Other*	Not Available or Not Disclosed
Management	23.6%	1.9%	2.2%	67.1%	0.9%	4.3%
Technical employees	35.1%	1.6%	2.7%	55.1%	1.8%	3.6%
All other employees	31.3%	7.8%	5.3%	48.9%	1.6%	5.2%

\*Native American or Alaska Native, Native Hawaiian or Pacific Islander, and Two or More Races.

# Global Women

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.



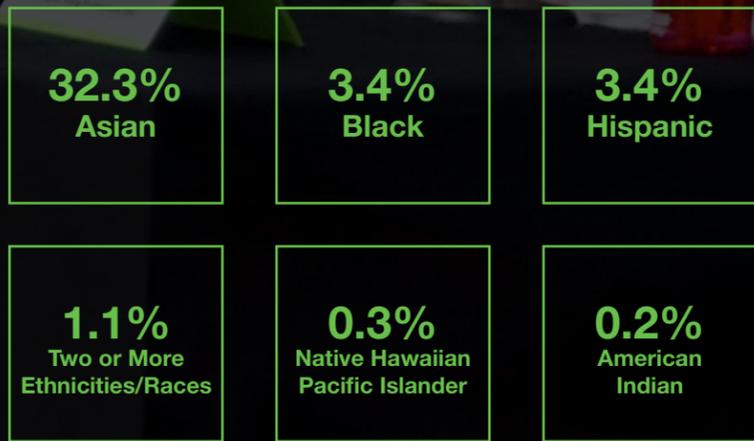
Effective 07/03/2020. Employee type: regular, intern, and fixed term.





## 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.



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

## 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.





## An Inclusive and Equitable Workforce

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

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.

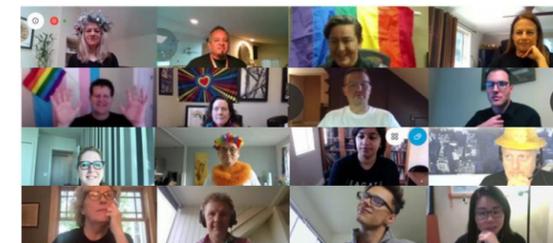
Feeling included is a critical part of well-being. When employees feel a sense of connection and belonging, they thrive. Even though many of our employees worked from home throughout FY20 (and continue to do so), Seagate undertook several efforts to promote inclusion:

### 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.



## Education and Learning

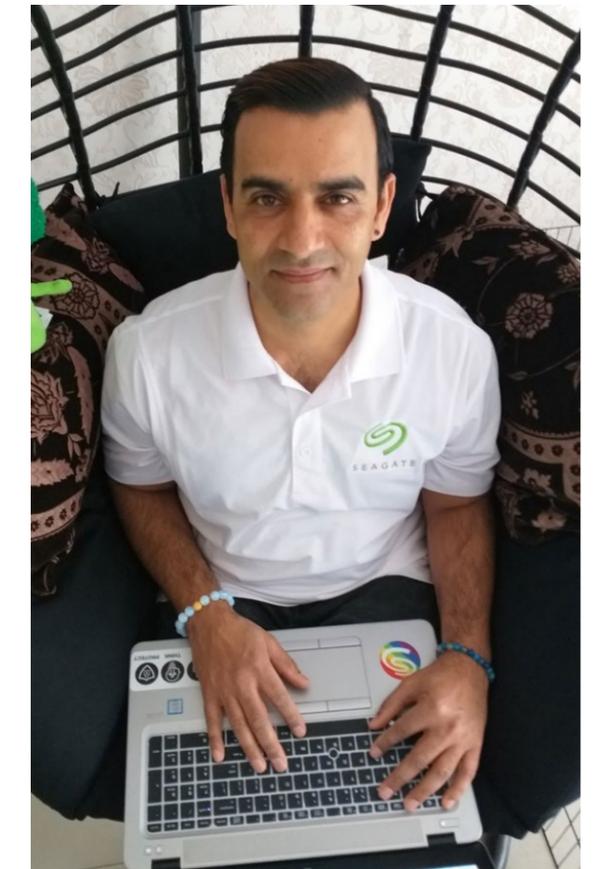
Continued learning is an essential component to fostering a culture of inclusion. In FY20, we launched the following training initiatives aimed at increasing diversity competency.

### 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 Optimize, 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 effect 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 into core talent and business processes. We will also implement mentoring and sponsorship programs for high-potential diverse talent, strengthening the leadership pipeline and providing support to those facing the greatest inequity.



107

Learning Sessions

735

Directors and Above Attended Workshops

14

Global Sites



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## 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.

#### 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 ERG 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.





## 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 Webpage](#)

[Global Citizenship Website](#)

### PARTNERS



### AWARDS





SEAGATE