Crafting an Inclusive DataspHERE
For over 40 years, Seagate Technology has time and time again affirmed its position as a leader in data storage solutions. But our leadership extends far beyond technology. As a global organization of over 40,000 employees, spanning more than 25 countries and countless cultures, Seagate is proud to be a leader in ethical, accountable global citizenship.

About Seagate: Crafting an Inclusive Datasphere

We recognize that sustainability encompasses not only our environmental footprint, but also the impact we have on people and communities across the world. Together, through strategic partnership and shared vision, we look forward to continuing to be leaders of inclusion, innovation, and integrity—and to crafting an inclusive datasphere for the benefit of people everywhere. Learn more
At Seagate, Inclusion is so much more than just a core value—it’s how we lead and do business all over the world. When we lead with Inclusion, we create a space for diverse voices to be heard, valued, and elevated, which in turn inspires greater innovation throughout our products, technologies, partnerships, and communities.

From our investors, board of directors, and customers to our employees and their extended communities, the impact that we have as a global leader is powerful and meaningful. While there is much work to be done, I am proud of what we’ve accomplished in supporting diversity, equity, and inclusion, and invite you to explore this report to learn more.

Supporting diversity, equity, and inclusion isn’t just the right thing to do—it’s a necessary part of our focus on leading a sustainable, ethical, and competitive global business. As we commit to greater accountability and transparency across all our ESG efforts worldwide, we recognize the valuable role that DEI plays in supporting the “S” of ESG.

As we launched FY22 and a renewed focus on ESG, we have incorporated an executive compensation goal to increase gender diversity in our leadership as we strive to cultivate a more diverse, equitable, and inclusive workplace. This goal not only underpins our value of Inclusion but supports our longtime commitment to gender equity and inclusion.
Employee Resource Groups (ERGs)

Global Presence, Regional Growth

Fostering a sense of belonging, ERG membership grew globally by more than 34% in the last fiscal year.

ERG chapters grew across all the regions expanding global engagement.
Approximately 30% of our vice presidents and above serve as an ERG executive sponsor.

At Seagate, our leaders understand the tremendous value that ERGs bring to the table. Executive Sponsors serve as advocates and help to guide each ERG mission and vision.

There is an executive sponsor aligned with each chapter who works with ERG members at the local or site level. Each of the 9 constituencies also have a global executive sponsor (shown in the picture on the right).

It is the role of these Global Executive Sponsors to represent their group globally and reinforce the powerful message of inclusion at the highest leadership level.
Leadership Development for ERG Leaders

We recognize the importance of developing diverse leaders, and in FY21 Seagate launched a partnership with the Thayer Leadership Development Group to deliver impactful training to ERG leaders across our global footprint. Leaders spent 8 weeks together in a virtual co-hort learning how to lead with their values while building lasting relationships with each other to drive the ERG strategy forward at Seagate.

30+ global leaders 8 weeks 720+ leadership hours

Thayer taught me that true leadership begins with leading myself.

Judy Loh
Lead, Seagate Women’s Leadership Network
Singapore

Thayer gave me the skills to transform the way I work with and lead others.

Tara Evers-Cheung
Lead, Seagate Women’s Leadership Network
EMEA

I consistently use the skills I gained from this program to improve as a leader.

Raj Jain
Lead, Seagate Young Professionals
Minnesota, USA
Building an inclusive culture often means having tough conversations about topics that matter. Across FY21, in response to continued acts of racial injustice across the U.S. and throughout the world, ERGs hosted virtual events, including panel discussions and webinars, designed to promote inclusion and solidarity.
Our Global Workforce: Reflecting the Diversity in Our Communities

Diversity is not only a key metric of Seagate’s success as a competitive, global company, but also a measure of how well we reflect the rich cultures, experiences, and communities of our 40,000+ colleagues around the world. From Wuxi, China to Bloomington, Minnesota, we are committed to being a place where all employees feel safe, respected, and welcomed for the unique diversity they bring to the table.

### Diversity by the Numbers

#### Age Demographics

<table>
<thead>
<tr>
<th>Age Group</th>
<th>FY21</th>
</tr>
</thead>
<tbody>
<tr>
<td>under 30</td>
<td>20.5%</td>
</tr>
<tr>
<td>between 30-50</td>
<td>61.1%</td>
</tr>
<tr>
<td>above 50</td>
<td>18.4%</td>
</tr>
</tbody>
</table>

### Job Levels – Women at Seagate

<table>
<thead>
<tr>
<th>Job Level</th>
<th>FY20</th>
<th>FY21</th>
<th>Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>Executive</td>
<td>20.6%</td>
<td>24.6%</td>
<td>+4.0%</td>
</tr>
<tr>
<td>Director</td>
<td>17.6%</td>
<td>20.5%</td>
<td>+2.9%</td>
</tr>
<tr>
<td>Manager</td>
<td>30.8%</td>
<td>29.6%</td>
<td>-1.2%</td>
</tr>
<tr>
<td>Supervisor</td>
<td>38.4%</td>
<td>38.0%</td>
<td>-0.4%</td>
</tr>
<tr>
<td>Professional</td>
<td>31.6%</td>
<td>31.7%</td>
<td>+0.1%</td>
</tr>
<tr>
<td>Operator</td>
<td>80.2%</td>
<td>80.5%</td>
<td>+0.3%</td>
</tr>
</tbody>
</table>

### Global Gender Breakdown

- **FY19**: 58.9% women, 41.1% men
- **FY20**: 58.8% women, 41.2% men
- **FY21**: 58.7% women, 41.2% men

Effective 07/02/2021. Employee type: regular, intern, and fixed-term. Totals may not add up to 100% due to undeclared entries.
Seagate is committed to increasing minority representation within our U.S. workforce. As we look ahead, we will continue to focus on attracting, retaining, and developing underrepresented talent, especially at the leadership level.

### U.S. Minority Representation

<table>
<thead>
<tr>
<th>JOB CATEGORY*</th>
<th>Female</th>
<th>Male</th>
<th>&lt;30</th>
<th>30-50</th>
<th>&gt;50</th>
<th>Minority (US Only)</th>
<th>Nonminority (US Only)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Board**</td>
<td>20.0%</td>
<td>80.0%</td>
<td>-</td>
<td>10.0%</td>
<td>90.0%</td>
<td>20.0%</td>
<td>80.0%</td>
</tr>
<tr>
<td>Management</td>
<td>26.5%</td>
<td>73.4%</td>
<td>0.1%</td>
<td>53.5%</td>
<td>46.4%</td>
<td>29.5%</td>
<td>66.2%</td>
</tr>
<tr>
<td>Technical employees</td>
<td>19.1%</td>
<td>80.9%</td>
<td>13.1%</td>
<td>66.8%</td>
<td>20.1%</td>
<td>42.4%</td>
<td>53.5%</td>
</tr>
<tr>
<td>All other employees</td>
<td>77.3%</td>
<td>22.6%</td>
<td>24.9%</td>
<td>63.2%</td>
<td>11.9%</td>
<td>46.1%</td>
<td>49.1%</td>
</tr>
</tbody>
</table>

* Categories may not add up to 100% because some employees chose not to disclose.
** Non-employee board members.

### 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>
</tr>
</thead>
<tbody>
<tr>
<td>Management</td>
<td>24.6%</td>
<td>1.7%</td>
<td>2.4%</td>
<td>66.2%</td>
<td>0.8%</td>
<td>4.3%</td>
</tr>
<tr>
<td>Technical employees</td>
<td>35.6%</td>
<td>1.7%</td>
<td>3.1%</td>
<td>53.5%</td>
<td>2.0%</td>
<td>4.1%</td>
</tr>
<tr>
<td>All other employees</td>
<td>30.3%</td>
<td>9.0%</td>
<td>5.0%</td>
<td>49.1%</td>
<td>1.8%</td>
<td>4.8%</td>
</tr>
</tbody>
</table>

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

Data is compiled based on information that is in the HR Management System on the last day of the reporting period.
Employee Engagement Scores

35K+

shared how they feel about their experiences and interactions at Seagate

94%

indicated they feel a sense of belonging at Seagate and feel valued as a person

Board of Directors: Supporting Diversity

We recognize the critical role that diversity plays in helping Seagate remain a competitive, sustainable, and profitable company. That’s why we’re committed to fostering a board that not only reflects our value of Inclusion, but also the diversity of the communities and customers we serve.

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.

Looking Ahead: As we progress through FY22 and beyond, we will continue our efforts to attract, retain, and develop diverse talent—particularly at the professional and leadership levels. In the U.S., through strategic partnerships with historically black colleges and universities, as well as with national organizations supporting women and people of color, we will strengthen our talent pipelines and forge valuable relationships with diverse communities and the people they represent.

Inclusion is a source of enduring competitive advantage. Companies that are intentional in their commitments to building a culture of inclusion and equity benefit from greater diversity of thought, resulting in superior innovation, a stronger culture, and faster revenue growth. Through tangible actions, commitments and accountability metrics, Seagate continues to position itself as a leader in social responsibility and in supporting our people, communities, and planet.

Dylan Haggart
Compensation Committee Member
Seagate Board of Directors

20% of individuals on the Board of Directors* are women

94% indicated they feel a sense of belonging at Seagate and feel valued as a person

*Non-employee board members.
We understand the importance of cultivating diverse and underrepresented talent, especially at the leadership and management levels. Through our strategic partnership with McKinsey’s Black Leadership Academy, employees from Seagate attended networking events with industry peers, building valuable skills to help them grow and achieve as business leaders.

Fostering Inclusion Through Growth and Development

McKinsey Black Leadership Academy

Throughout FY21, we continued to elevate the conversation of neurodiversity in the workplace, launching a second Minds of All Kinds chapter and increasing participation in our Neurodiversity 101 digital training. In addition, we partnered with Uptimize, a leader in neurodiversity education, to offer virtual team trainings on the topic of neurodiversity in the workplace. Neurodiversity is defined as the differences in how our brains function, leading to diverse ways of thinking and seeing the world.

Neurodiversity 101 Training

In 2018, we launched a global effort aimed at equipping our leadership and workforce with the tools to mitigate unconscious bias. Now, three years later, our commitment to mitigating unconscious bias in our workplace is just as strong. To date, more than 2,800 managers and above have attended bias workshops, spanning 14 global sites across our footprint.

Breaking Bias Training

Participating in McKinsey’s Black Leadership Academy gave me an opportunity to connect with other Black leaders across industries, strengthening my own commitments and acumen as a leader—both in the workplace and my community.

Dexter Garner
Senior Director Media Research and Development

Looking Ahead: As we move through FY22, we are excited to build upon the strong foundation of inclusion and learning that we’ve cultivated. Already this fiscal year, we’ve launched a specialized management training on inclusive leadership, adding to the skill sets our leaders acquired through Breaking Bias to empower them to be even greater leaders. We will also be launching virtual reality simulations aimed at helping managers hold inclusive conversations.
Supporting LGBTQ+ Inclusion and Awareness

LGBTQ+ Ally Training

We are proud to be a workplace where all employees feel safe to be—and to become—who they truly are. Whether it’s providing gender transition support or including gender pronouns in our official email signature template, we’re committed to taking every opportunity to support and embrace LGBTQ+ awareness and inclusion. Throughout FY21, completions of our LGBTQ+ Ally Training grew by 93% year over year.

Rainbow Drives

In June of 2021, we commissioned a limited number of rainbow solid state drives (SSDs) in honor of LGBTQ+ inclusion. These SSDs were distributed to members of the Seagate PRIDE! ERG as a heartfelt thank-you for their efforts and actions in helping Seagate be a place where LGBTQ+ employees feel safe, valued, and respected for who they are.

“I’m committed to doing what I can as a leader to make Seagate a place where LGBTQ+ employees feel the same level of respect, safety, and visibility as everyone else. That’s why I’m proud to support the Seagate PRIDE! ERG as executive sponsor of the California chapter.”

Jeff Fochtman
Senior Vice President, Global Marketing
Throughout FY21, ERGs across the EMEA region began a strategic shift from a site-based chapter model to a regional chapter model. This shift enables the ERGs to reach greater groups of employees who sit across the EMEA region in smaller sites, as well as those who are working remotely. We are currently exploring regional chapter models within the US and Asia as well.

**Asia**

**Thailand**
Our Teparuk site invited families of employees with disabilities to tour the site and see how Seagate is committed to supporting their loved ones in the workplace.

**China**
Our Wuxi site launched a campaign aimed at teaching employees and managers how to use sign language, underpinning our long-term commitments to supporting individuals with disabilities across all job levels.

**Singapore**
FY21 represented a tremendous amount of growth for ERGs across Asia, especially in Singapore, which saw the formation of two new ERG chapters: Seagate Young Professionals and Seagate Women’s Leadership Network.
We are proud to partner with the Army PaYs (Partnership for Youth Success) program, providing critical opportunities to military service members seeking to gain experience and skills from the private sector. This program underpins Seagate’s commitment to supporting military and veterans, and to strengthening our talent pipelines across the military and veteran community.

In honor of Veterans Day 2020, we commissioned a limited number of custom challenge coins in honor of our military and veteran employees. Designed in partnership with the military ERG, the coins feature the Seagate logo on one side and the ERG’s logo on the other. Coins were distributed to Seagate military and veterans across the United States.
Engaging Students, Building Diverse Talent Pipelines

Seagate understands the vital need to cultivate strong, sustainable relationships with diverse and underrepresented talent communities. In FY21, in partnership with the National Society of Black Engineers at the University of Minnesota, we provided opportunities for Black and minority engineering students to connect with Seagate, learn about our values, and interview for internship opportunities. Moving through FY22, we have expanded this outreach to include more universities and diverse student organizations across our U.S. footprint.

CEO Action for Racial Equity Fellowship

In 2018, Seagate became a signatory of the CEO Action for Diversity and Inclusion, joining over 2,000 other companies in the world’s largest CEO-driven business commitment to advancing diversity and inclusion in the workplace. But our commitment doesn’t stop there. In FY21, further strengthening our DEI commitments, Seagate proudly joined the CEO Action for Racial Equity Fellowship, a first-of-its-kind initiative mobilizing diverse talent and expertise from across industries, with the purpose of bringing about a more just and equitable society for all.

Learn more
Diversity in Invention Pledge

As a global technology leader with over 5,600 U.S. patents, we intimately understand the value of diverse experiences, backgrounds, and identities when it comes to innovation. That’s why we’re a proud signatory of the Diversity in Innovation Pledge, joining over 25 founding pledge companies in a shared commitment to implementing best practices in support of increasing inventor diversity. Learn more

Bob Pechman
Chief IP Counsel and Deputy General Counsel