



Crafting an Inclusive Datasphere

21

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About Seagate: 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.

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](#)



Dave Mosley
CEO

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 the “S” in Environmental, Social, and Governance (ESG)

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)



2,310
Members

25
Chapters

5
Countries

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.



B.S. Teh

Executive Vice President of Global Sales and Sales Operations

Asian Pacific Community



Joan Motsinger

Senior Vice President, Business Sustainability and Transformation

Interfaith



Ken Claffey

Senior Vice President, Global Systems and Sales

Minds of All Kinds



Patricia Frost

Senior Vice President and Chief of Human Resources

Military and Veterans



Ravi Naik

Executive Vice President of Storage Services and Chief Information Officer

Young Professionals



Kate Schuelke

Senior Vice President, Chief Legal Officer

Women's Leadership Network



Chris Woldemar

Vice President of Engineering

PRIDE! LGBTQ+ and Allies



KF Chong

Senior Vice President, Global Operations

Chinese Community



Brian Burns

Senior Vice President, Recording Head and Media Operations Development

Professionals of Color

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



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

Raj Jain
Lead, Seagate Young Professionals
Minnesota, USA

”

“
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



ERGs Supporting Inclusion and Driving Conversations That Matter

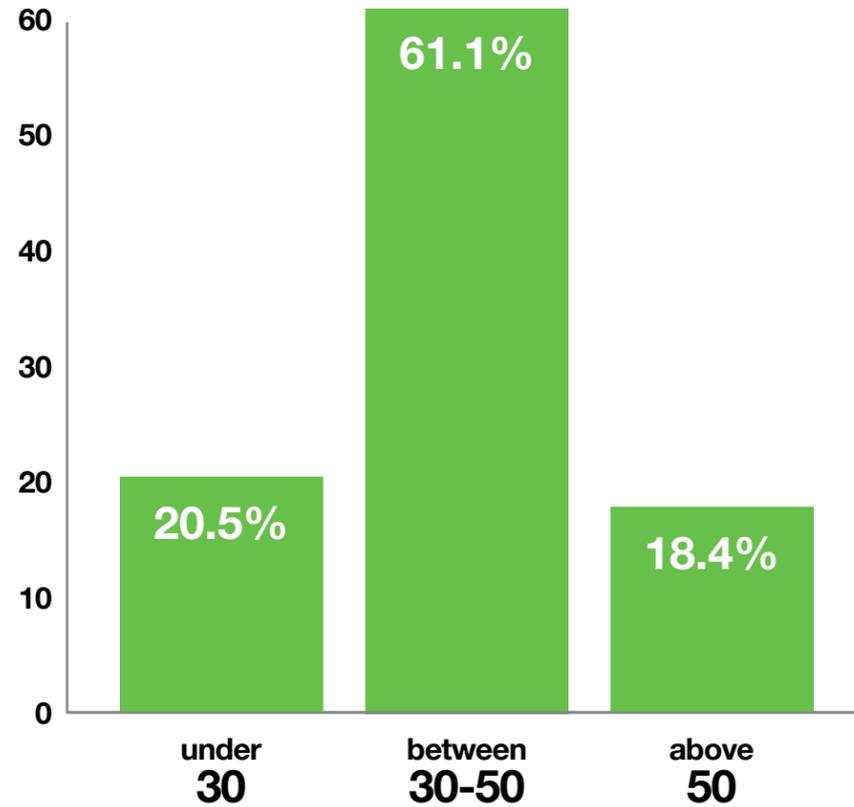
Building an inclusive culture often means having tough conversations about topics that matter. Across FY21, in response to continued acts of racial injustice across the U.S. and throughout the world, ERGs hosted virtual events, including panel discussions and webinars, designed to promote inclusion and solidarity.



Our Global Workforce: Reflecting the Diversity in Our Communities

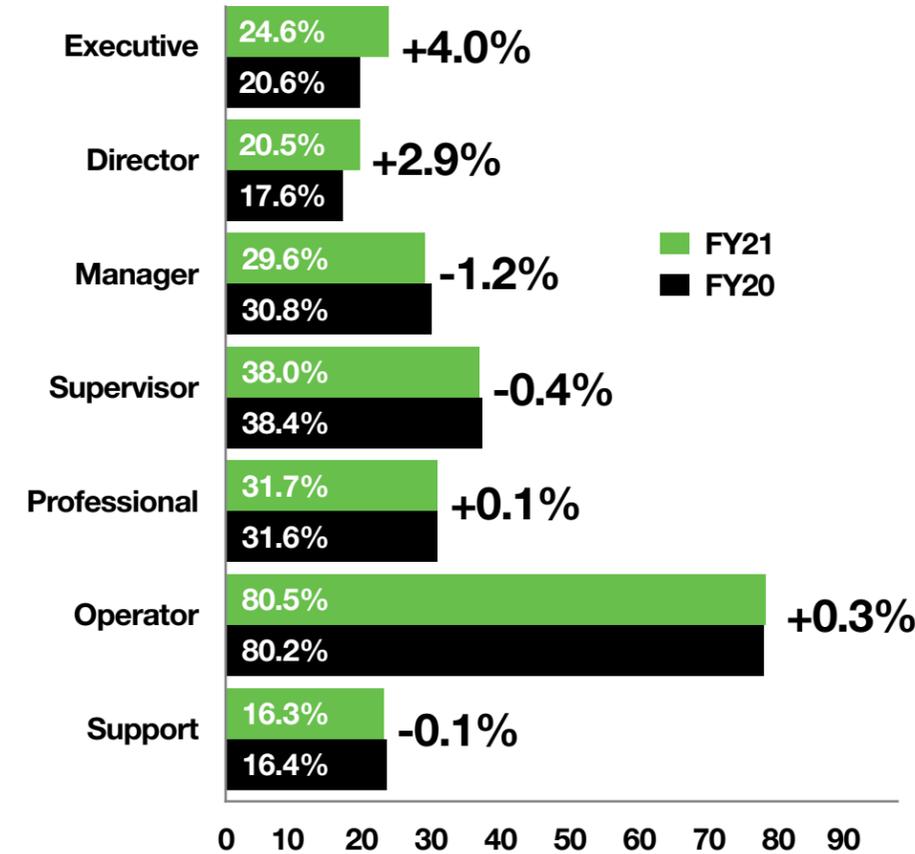
Diversity is not only a key metric of Seagate's success as a competitive, global company, but also a measure of how well we reflect the rich cultures, experiences, and communities of our 40,000+ colleagues around the world. From Wuxi, China to Bloomington, Minnesota, we are committed to being a place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

Age Demographics

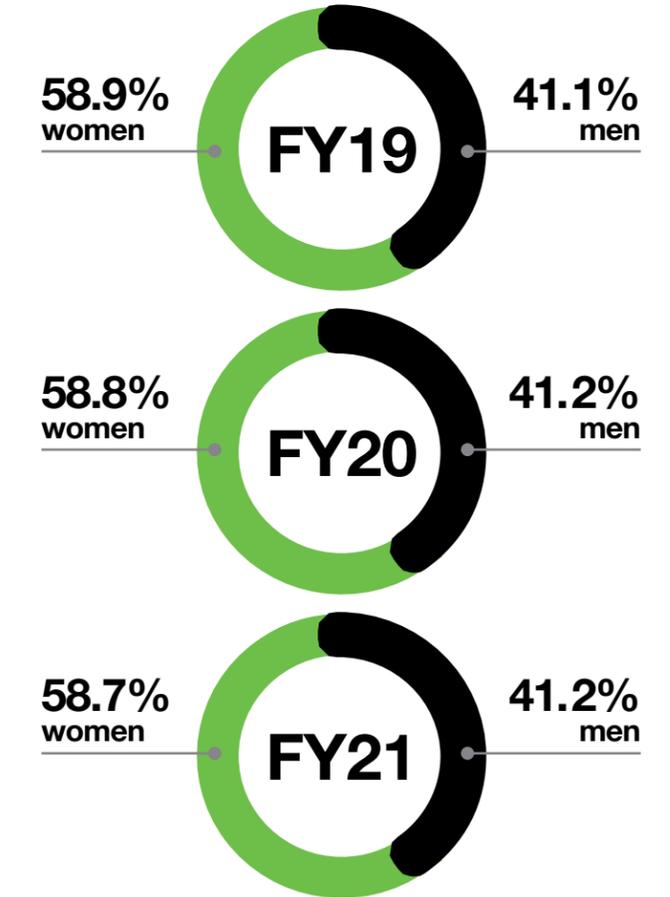


Effective 07/02/2021. Employee type: regular, intern, and fixed term.

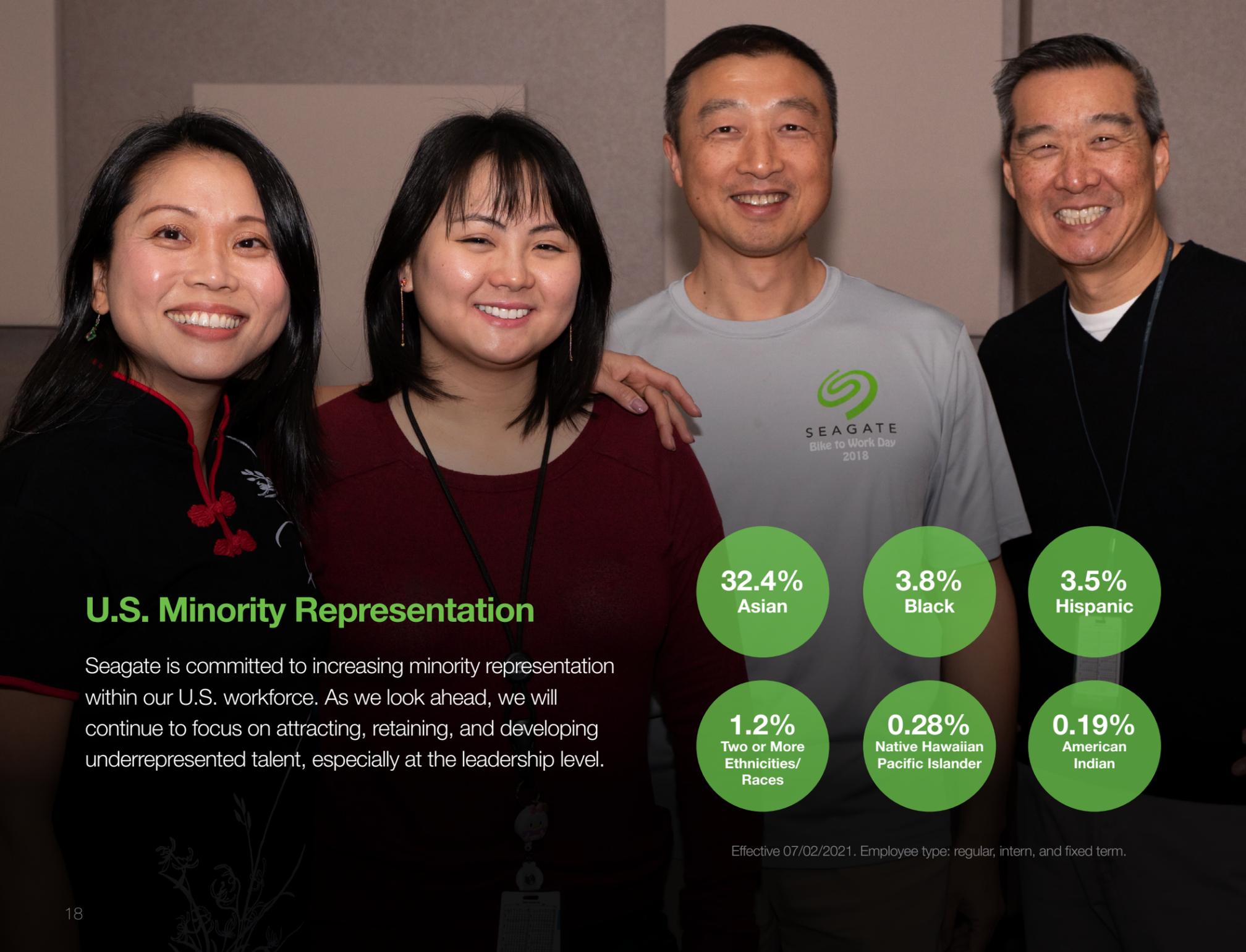
Job Levels – Women at Seagate



Global Gender Breakdown

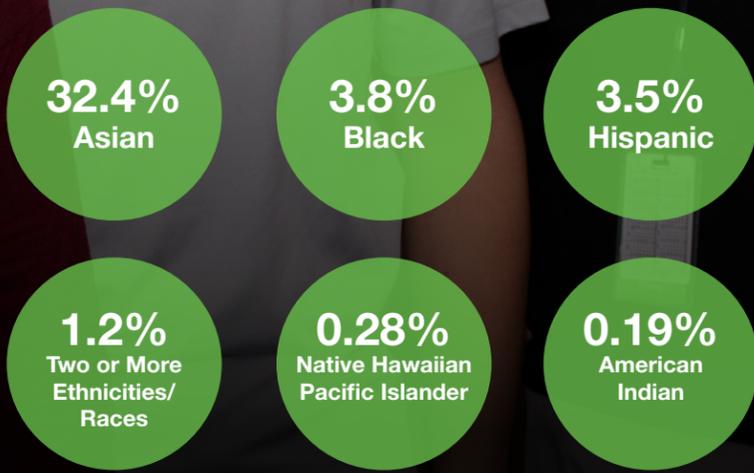


Totals may not add up to 100% due to undeclared entries.



U.S. Minority Representation

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.



Effective 07/02/2021. 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)
Board**	20.0%	80.0%	-	10.0%	90.0%	20.0%	80.0%
Management	26.5%	73.4%	0.1%	53.5%	46.4%	29.5%	66.2%
Technical employees	19.1%	80.9%	13.1%	66.8%	20.1%	42.4%	53.5%
All other employees	77.3%	22.6%	24.9%	63.2%	11.9%	46.1%	49.1%

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

JOB CATEGORY	Asian	Black or African American	Hispanic or Latino	White	Other*	Not Available or Not Disclosed
Management	24.6%	1.7%	2.4%	66.2%	0.8%	4.3%
Technical employees	35.6%	1.7%	3.1%	53.5%	2.0%	4.1%
All other employees	30.3%	9.0%	5.0%	49.1%	1.8%	4.8%

*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.



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

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.



*Non-employee board members.

Employee Engagement Scores



shared how they feel about their experiences and interactions at Seagate



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

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.

Fostering Inclusion Through Growth and Development

McKinsey Black Leadership Academy

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.



Dexter Garner

Senior Director Media
Research and Development

Neurodiversity 101 Training

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.

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.

Breaking Bias 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.

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.



Proud to be named one of the best companies for LGBTQ equality by the Human Rights Campaign for the third year in a row.



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*

Supporting Inclusion Outside the U.S.

Europe, Middle East, and Africa (EMEA)

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

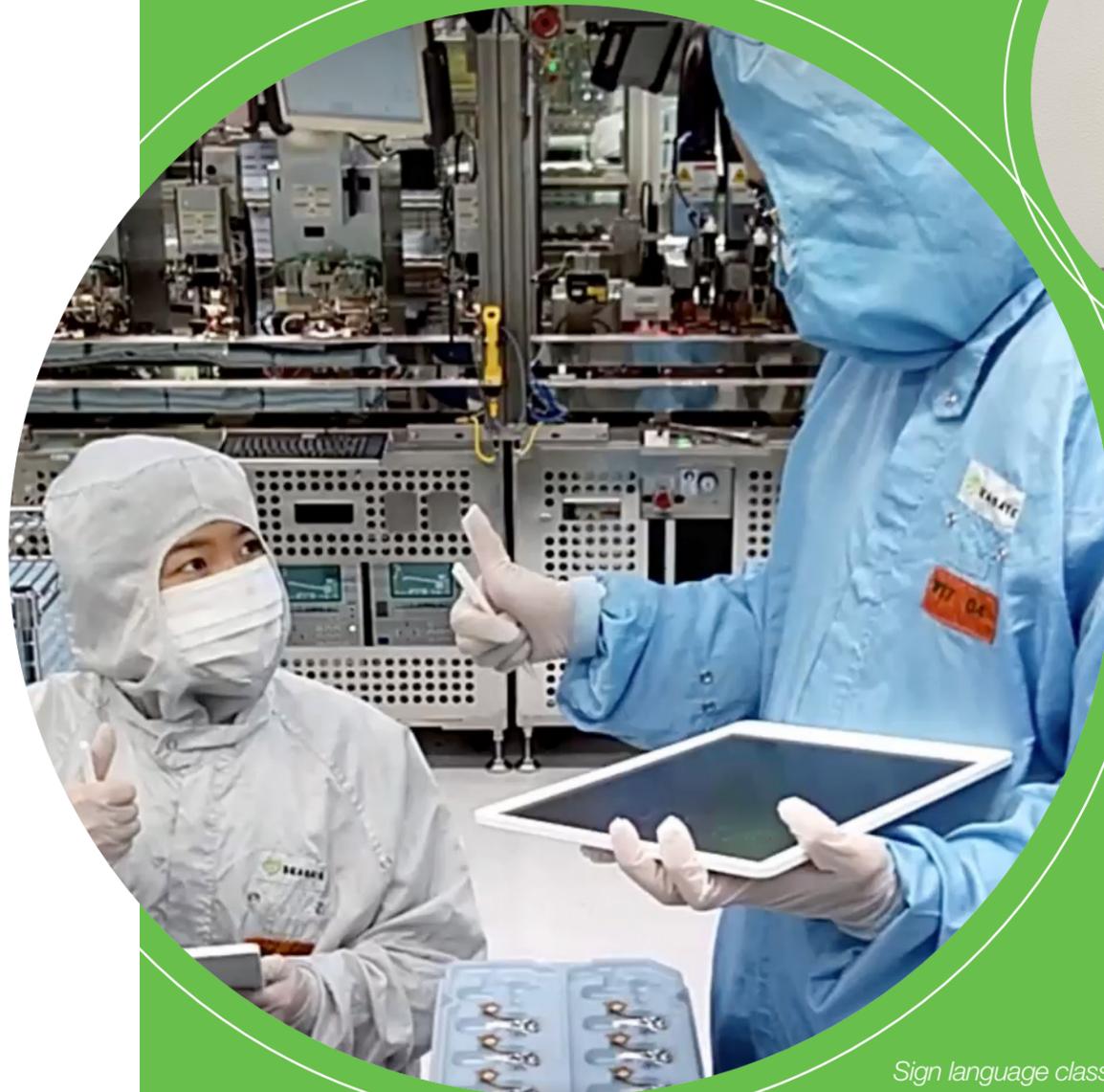
Our Teparuk site invited families of employees with disabilities to tour the site and see how Seagate is committed to supporting their loved ones in the workplace.

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.



Sign language classes and accessible technology supports Inclusion in Wuxi, China.



Harmonious Labor Relations Award recognizing Seagate's hiring outreach to the disability community.





In May 2021, Seagate senior leaders met for commemorative signing event with Army PaYS.

Proudly Supporting Military & Veterans

Army PaYs Partnership

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.

Military Challenge Coins

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.



Committed to Inclusion, Supporting Community

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](#)



Amy Zuckerman
Fellow
CEO Action for Racial Equity

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.

It's been an honor to be an inaugural fellow in PwC's CEO Action for Racial Equity Fellowship. From interacting with key policy makers and leaders to researching data on critical issues, the experience has been life changing. With what I've learned, I'm working with Seagate colleagues to implement new programs and approaches in support of racial equity and inclusion.

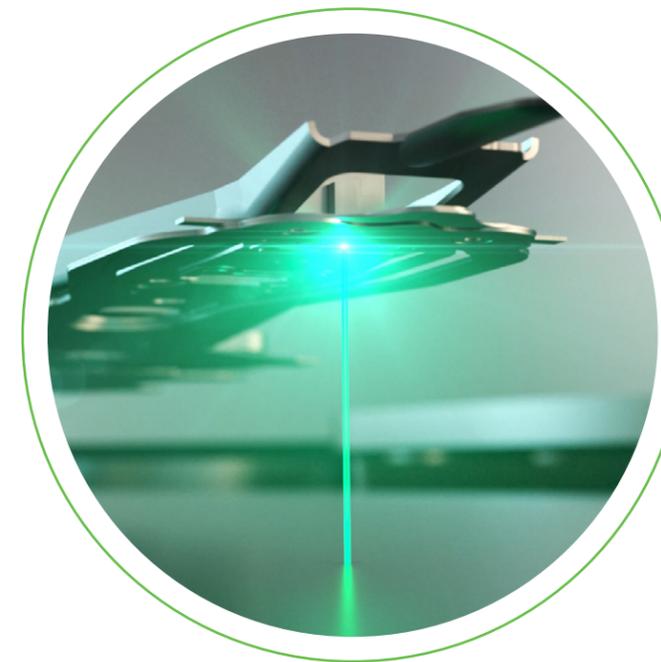




Proud to be named one of the best tech companies for women by FairyGodBoss for the third year in a row.

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](#)



At Seagate, we strive every day to live out our core values of Inclusion, Innovation, and Integrity—and so we are proud to pledge to increase diversity in innovation alongside so many other great companies. There is no surer way to strengthen and grow innovation than by embracing diversity and inclusion.

Bob Pechman
*Chief IP Counsel and
Deputy General Counsel*

Additional Resources

[Learn More About Seagate](#) →

[Global Citizenship Efforts](#) →

[Diversity, Equity, and Inclusion](#) →

[ERGs at Seagate](#) →





SEAGATE