

FY2022



SEAGATE

Diversity, Equity, & Inclusion Report



Crafting an Inclusive Datasphere

Who you are matters to us

At Seagate™, we are committed to having a diverse, equitable, and inclusive environment where all our people feel a sense of belonging and the freedom to be their true, authentic selves. This creates a mutually supportive and energizing workplace where every individual is empowered to achieve their best.

Over the last four years of releasing our Diversity, Equity, and Inclusion (DEI) Annual Report, we have captured the many ways we have lived up to this important commitment. We are proud to highlight our progress for the past year in our FY2022 DEI Report, which is organized by the four ways we aspire to **RISE** and achieve our best:

- R**epresentation
- I**nclusion
- S**ocial Impact
- E**quity



Dave Mosley
CEO

Seagate values the unique ideas, perspectives, and experiences of everyone we work with, from our colleagues to our customers, partners, and suppliers, and within the communities where we live and work.



As a multinational company, we have found that the more we embrace DEI, the better we understand the many people we serve. This fuels our innovation to have an even greater impact on the world—and makes contributing to Seagate’s success meaningful and fulfilling for all of us.

With inclusion as one of our guiding values and at the heart of how we operate, we are intentional about our global DEI efforts. We know success doesn’t just happen by intent. We must set goals and work hard to achieve them.

This report is about celebrating our vibrant workplace and our collective impact this past year. We remain committed to making Seagate a positive example of diversity, equity, and inclusion, and a catalyst for change.



1978
Seagate Founded

~40,000
Employees

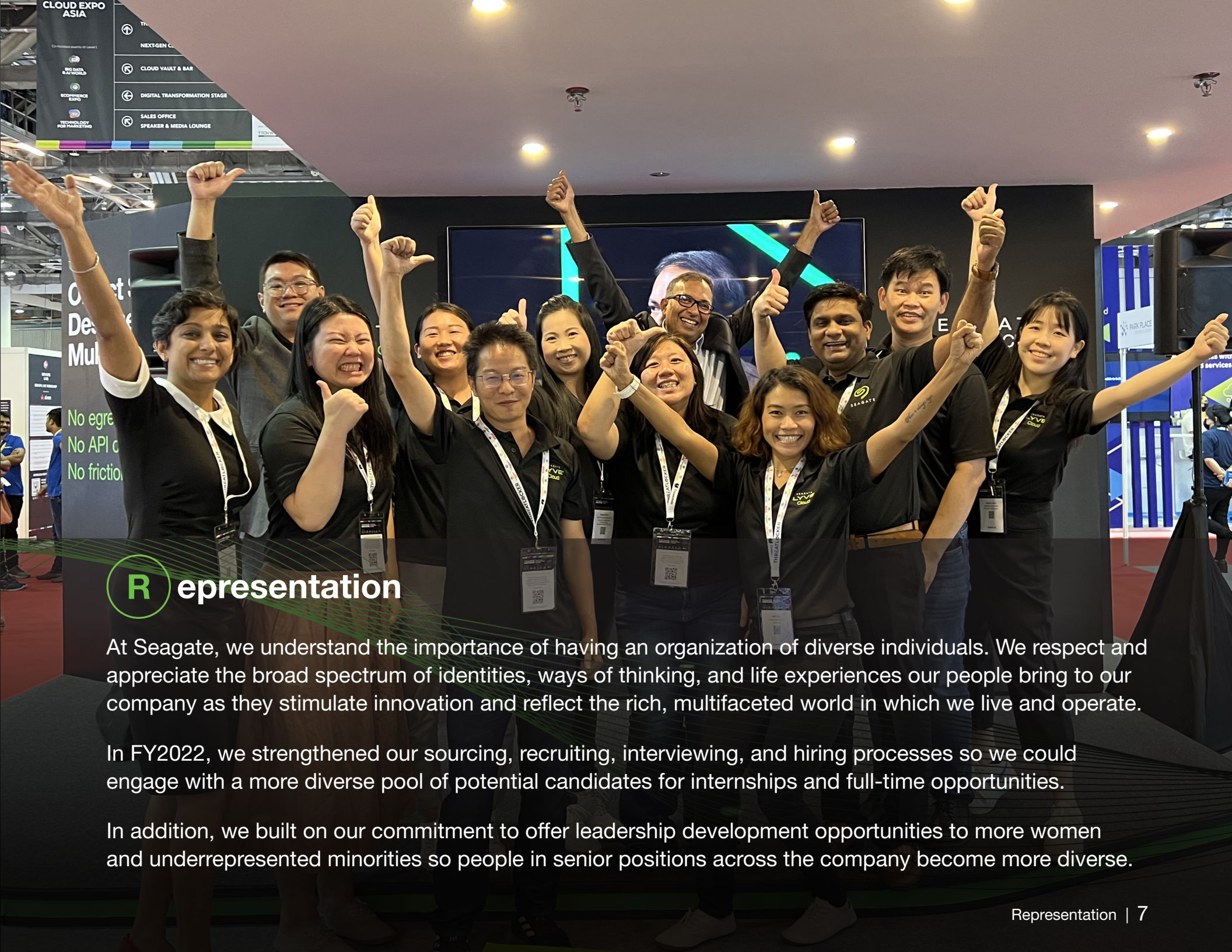
53
Global Sites

5,500+
U.S. Patents

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References to “Seagate”, “we”, “us”, “our”, and the “Company” within this report refer to Seagate Technology Holdings plc and Seagate’s subsidiaries.



Representation

At Seagate, we understand the importance of having an organization of diverse individuals. We respect and appreciate the broad spectrum of identities, ways of thinking, and life experiences our people bring to our company as they stimulate innovation and reflect the rich, multifaceted world in which we live and operate.

In FY2022, we strengthened our sourcing, recruiting, interviewing, and hiring processes so we could engage with a more diverse pool of potential candidates for internships and full-time opportunities.

In addition, we built on our commitment to offer leadership development opportunities to more women and underrepresented minorities so people in senior positions across the company become more diverse.

“

Innovation is fundamental to the delivery of our next-generation designs. As a female leader, I find it a tremendous honor to be in a position to guide a team of brilliant and innovative techs and engineers. The job satisfaction is immense for us all when we have breakthroughs and succeed.

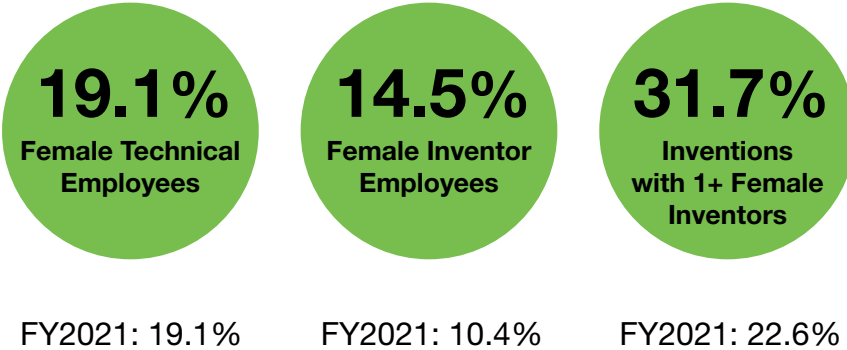
Paula McElhinney
 Managing Principal Engineer
 Springtown, United Kingdom



Seagate’s Diversity in Innovation Pledge Builds Momentum

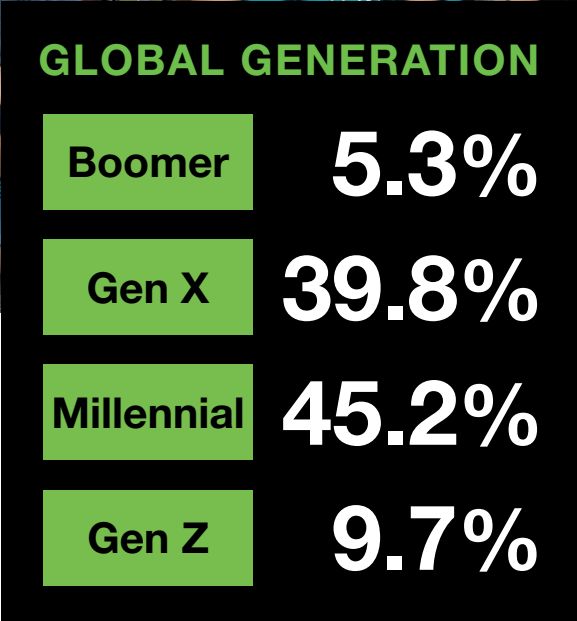
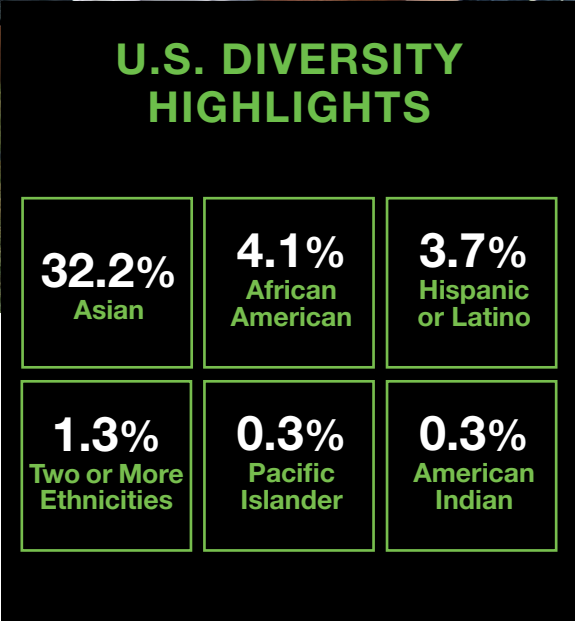
In last year’s DEI report, we described how Seagate was a founding member of [The Diversity in Innovation Pledge](#), demonstrating our commitment to understanding and addressing the issue of underrepresented inventors.

We tracked our progress related to female participation in our inventions and have seen an increase over the last fiscal year. This improvement is demonstrated in the percentage of inventors who are female and the inventions with one or more female inventors. Encouraged by this momentum, we look forward to achieving even greater diversity in innovation.

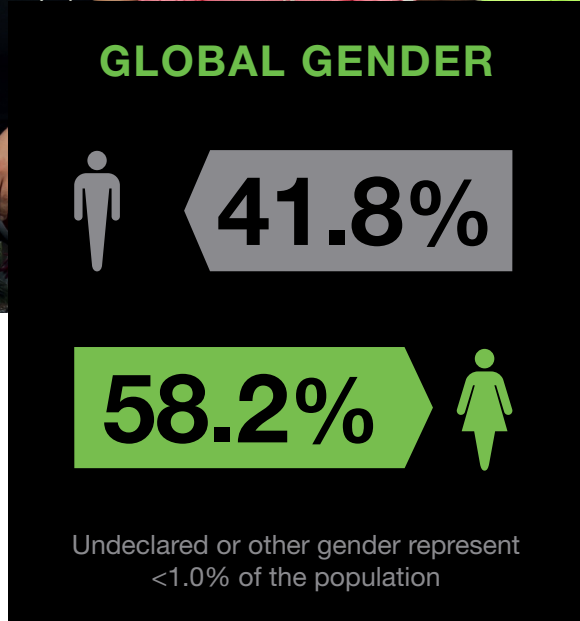


Seagate is proud to be named one of the best technology companies for women by Fairygodboss for the fourth year in a row. We earned the 2022 award in early FY2023.

Diversity by the Numbers



Boomer: 1946 to 1964, Gen X: 1965 to 1980, Millennial: 1981 to 1996, Gen Z: 1997 to 2012

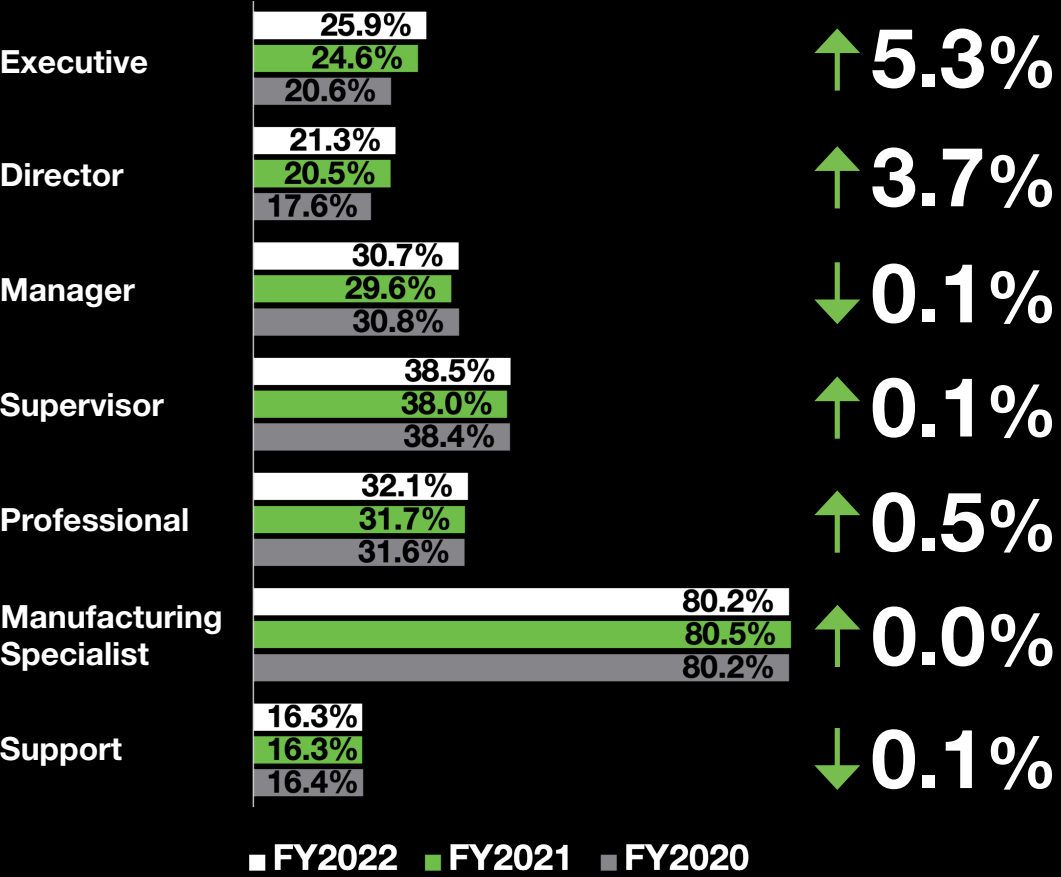


GLOBAL WOMEN

Female representation among most levels of leadership have increased. We have made significant progress in growing gender representation across professional levels and above.

GLOBAL WOMEN BY JOB LEVELS

Percent change in each category was measured from FY2020 to FY2022



Employee type: regular, intern, and fixed term
Leadership represents supervisors, managers, directors, and executives
Representation demographics are self-reported as of July 1, 2022



Seagate Women's Leadership Network is the largest global employee resource group.



Seagate Workforce by Job Category

JOB CATEGORY	BY GENDER		BY AGE GROUP			U.S. MINORITY/NON-MINORITY		
	Female	Male	<30	30-50	>50	Minority	Non-Minority	N/A*
Board of Directors**	30.0%	70.0%	0.0%	10.0%	90.0%	30.0%	70.0%	0.0%
Management	31.3%	68.7%	2.0%	54.4%	43.6%	30.8%	65.7%	3.5%
Technical Employees	19.1%	80.7%	14.2%	64.0%	21.8%	42.8%	53.3%	3.9%
All Other Employees	78.3%	21.7%	23.9%	63.8%	12.3%	48.4%	47.5%	4.1%

Undeclared or other gender represent <1.0% of the population

JOB CATEGORY	Asian	Black or African American	Hispanic or Latino	White	Other***	N/A*
Board of Directors**	20.0%	10.0%	0.0%	70.0%	0.0%	0.0%
Management	25.0%	2.0%	2.9%	65.7%	0.9%	3.5%
Technical Employees	35.2%	2.1%	3.2%	53.4%	2.2%	3.9%
All Other Employees	31.3%	9.7%	5.4%	47.5%	2.0%	4.1%

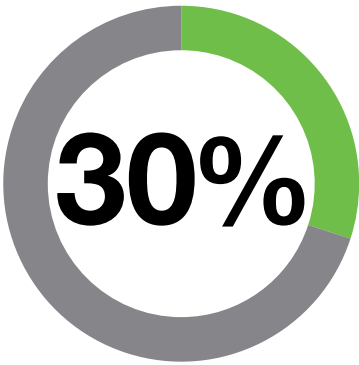
*N/A is not available or not disclosed **Non-employee board members

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

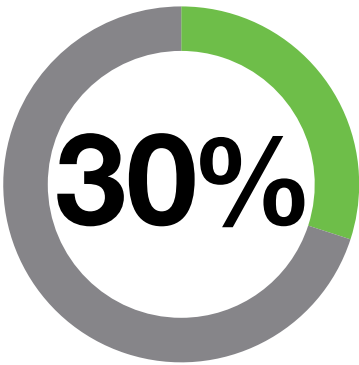
Data is compiled in accordance with the Sustainable Accounting Standards Board and based on information derived from the HR Management System as of the end of FY2022.

Seagate's Board of Directors

We recognize the critical role that diversity plays in helping Seagate remain a competitive, sustainable, and profitable company. That's why we are committed to fostering a board that not only reflects our value of inclusion, but also the diversity of the communities and customers we serve. We are proud to have diverse board members** who are:



Women



Minorities



“

As a Seagate board member, it's inspiring to see how the diversity of our leaders, managers, and employees—including some of our brilliant scientists and technologists—influences the development of our innovative products from conception to production. Throughout my global travels, I am impressed by Seagate employees' commitment to sustaining a culture that brings to life the highest ideals of diversity, equity, and inclusion.

Yolanda Conyers
Compensation Committee Member
Seagate Board of Directors



Military Friendly Employer

Seagate received this honor in FY2022 because of our company's commitment to hiring current and post-military employees and supporting their transition to the corporate environment.



Commitment to U.S. Military Veterans

In FY2022, we continued to strengthen our talent pipelines in the U.S. Military and Veteran community through the Department of Defense partnership programs, Army PaYS (Partnership for Your Success) and SkillBridge. Additionally, we have formed direct partnerships with many military bases and their Transition Assistance Program (TAP) offices to develop a mutually beneficial collaboration between Seagate and military veterans focused on helping military members gain valuable corporate experience as they plan their transition to a civilian career.

Army PaYS: provides members of the military with opportunities to gain experience and skills in the private sector.

SkillBridge: a U.S. Department of Defense program that provides service members with opportunities to civilian work experience during their final 180 days of service.

Montel Williams "Military Makeover: Operation Career": a U.S. [TV talk show segment](#) featured Seagate by highlighting the stories of three employee veterans who have transitioned from the military to civilian life.

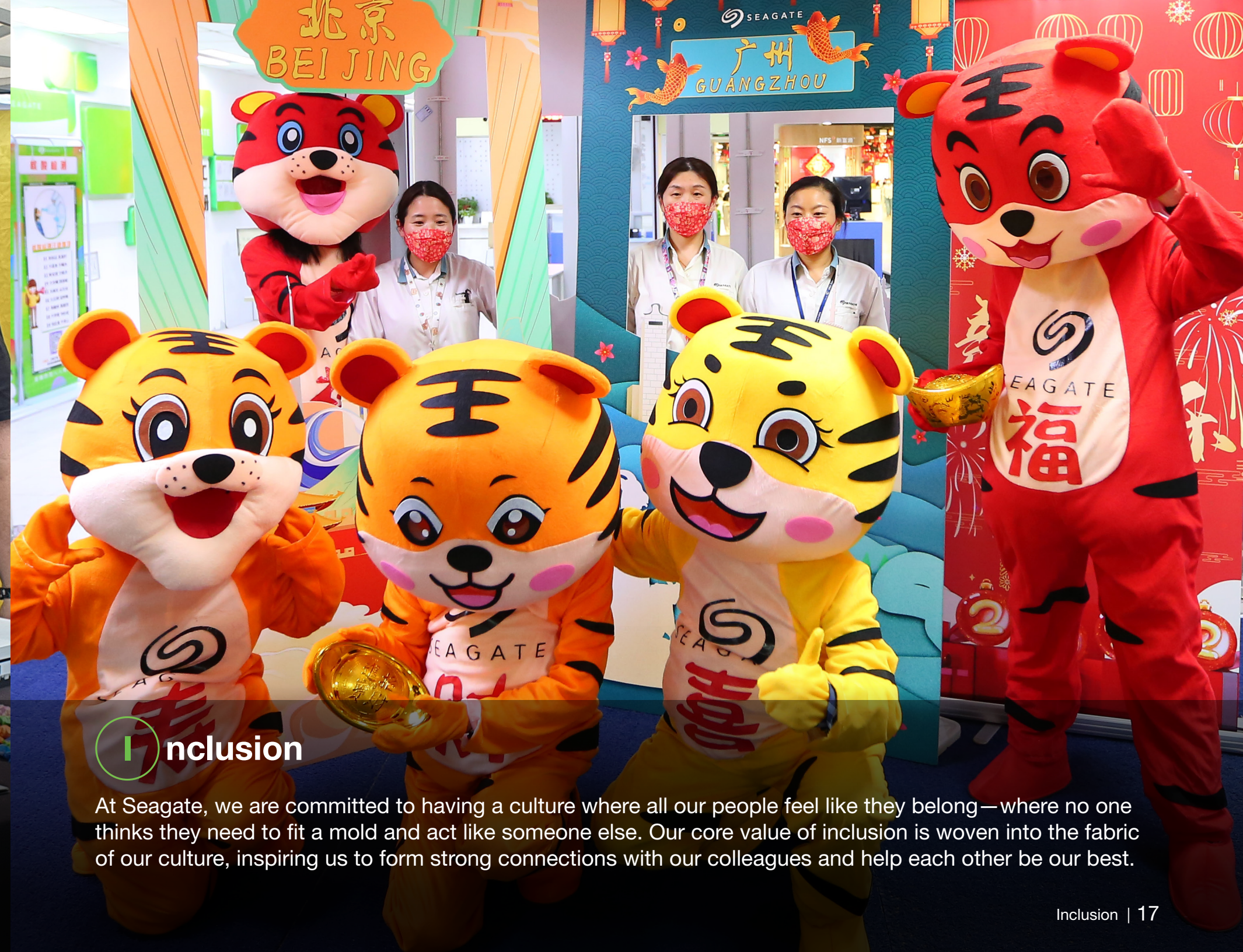
Patricia Frost, SVP and Chief Human Resources Officer at Seagate, who is a retired Major General in the U.S. Army and executive sponsor of our Military & Veterans ERG, said in a segment of the program, **"When you bring in people from different locations around the world and with different backgrounds, you become a more powerful company."**





Best Employer for LGBTQ+ Equality

Seagate was named a best place to work for LGBTQ+ equality for the fourth consecutive year, recognizing the steps we've taken to ensure greater equity and inclusion for LGBTQ+ individuals in our locations in the U.S. and around the world.



Inclusion

At Seagate, we are committed to having a culture where all our people feel like they belong—where no one thinks they need to fit a mold and act like someone else. Our core value of inclusion is woven into the fabric of our culture, inspiring us to form strong connections with our colleagues and help each other be our best.

Strengthening Inclusion through Learning and Development

Our culture of continuous improvement involves supporting our people as they grow in their knowledge, skills, and capabilities so they can advance in their careers.

Core People Skills

Being an inclusive employer of choice begins with creating a strong sense of belonging among our current employees. To this end, we have introduced 12 stand-alone courses focused on people skills that experts say have the greatest impact in the workplace. Several of these are focused on inclusion, including:

- How to Lead with Impact
- How to Listen Empathetically and Ask Questions Effectively
- How to Have a Tough Conversation

Racial Equity Leadership Academy

Seagate has a strategic partnership with McKinsey to participate in their Leadership Academy, which enables United States’ underrepresented cohorts of employees to learn leadership skills and network with their peers from different organizations. By the end of FY2022, nearly 100 employees had completed or were close to completing the leadership curriculum.



Tuyen Hill
Sr. Program Manager
Learning & Development

“More than 9,000 of our employees in the Americas, Asia, and Europe, Middle East, and Africa (EMEA) have participated in the Core People Skills Program. **“We understand the importance of cultivating diverse talents, because inclusion is the future of work,”** says Tuyen Hill, senior program manager in our Learning and Development department.

Above and Beyond Awards

In FY2022, Seagate launched its new Above and Beyond Awards to honor 60 employees who have exemplified our values of integrity, innovation, and inclusion. Those winning inclusion awards were recognized for a variety of reasons. For example, they:

- Helped others in our company feel valued and respected in all their diversity
- Looked for innovative ways to improve Seagate’s ability to attract, retain, and develop diverse employees and leaders

“Seagate leadership is dedicated to supporting and recognizing our colleagues as we build on our values of integrity, innovation, and inclusion. The Above and Beyond Awards are an important way to demonstrate our appreciation,” said Jeff Nygaard, Executive Vice President, Operations and Technology, and event co-host.



Growing our Employee Resource Groups

With the addition of three new Employee Resource Group (ERG) chapters in FY2022—Seagate Young Professionals in Wuxi, China; Seagate’s Women’s Leadership Network in Thailand; and PRIDE! in Teparuk, Thailand—Seagate now has a total of 27 chapters in six countries, with more than 3,600 employees participating in them.



Newly Launched ERG Chapters Supporting Inclusion



The Seagate Young Professionals (SYP) network is a welcoming community for those who are early in their careers or new to Seagate. The ERG gives members opportunities to network with their peers, learn from mentors, collaborate with colleagues, and engage with people in their respective communities. With the addition of the Wuxi, China chapter, there are now six SYP chapters globally.



The Thailand Seagate Women’s Leadership Network (SWLN) officially launched on International Women’s Day in 2022, and is off to a great start with strong female leadership already in the region. The ERG aims to equip employees with strategies to actively and consciously break bias in roles, teams, and organizations. Their vision is to create an open environment that supports activities for continuous learning and growth for all.



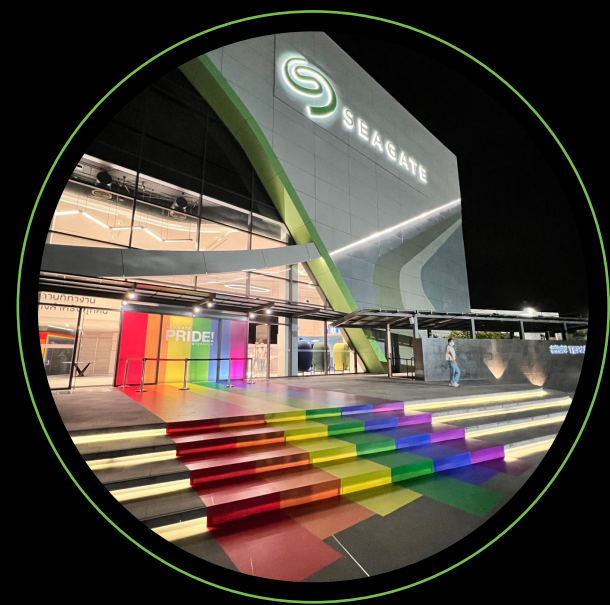
Suwaree Suraprapapich
Sr. Engineering Director



Suwaree Suraprapapich, Thailand Seagate Women’s Leadership Network chapter president, said they have a “high-energy and passionate team.”

SEAGATE PRIDE! LGBTQ+ and Allies

Teparuk Thailand Seagate PRIDE! is the first ERG of its kind in any Asian country where Seagate has facilities. More than 500 Seagate employees signed up to support the launch.



Pride Month & LGBTQ+ Ally Training

During Pride Month, Seagate announced new all-inclusive, gender-neutral bathrooms in some locations, and a new gender-inclusive template for email signatures.



We also promoted ally training giving employees an opportunity to deepen their understanding of the LGBTQ+ community and what it means to be an ally. Since the program's launch in 2020, more than 700 employees have completed the learning journey.



Virtual Pride Month Event



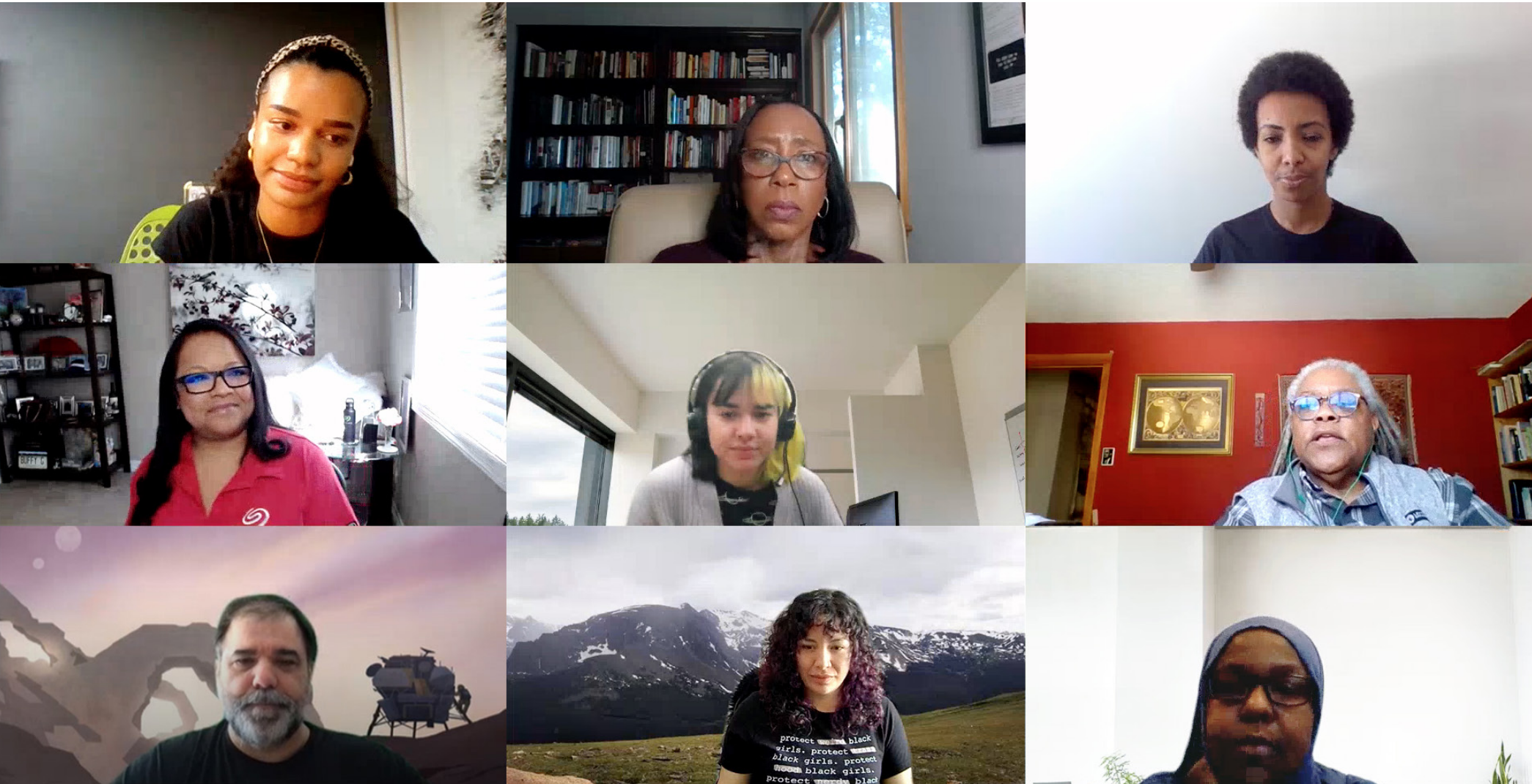
When we excel at inclusion, our diversity comes alive. We welcome and value different ideas and perspectives and discuss them, catalyzing higher levels of excellence in our products and strengthening our relationships with customers, partners, and people in our communities.

Pierre van der Elst
SVP, Global Sales & Sales
Operations and EMEA PRIDE!
Executive Sponsor



Celebrating Black History Month

Seagate Professionals of Color (SPOC) panelists led a discussion about black women leaders and navigating the intersection of gender and race.



Celebrating Lunar New Year

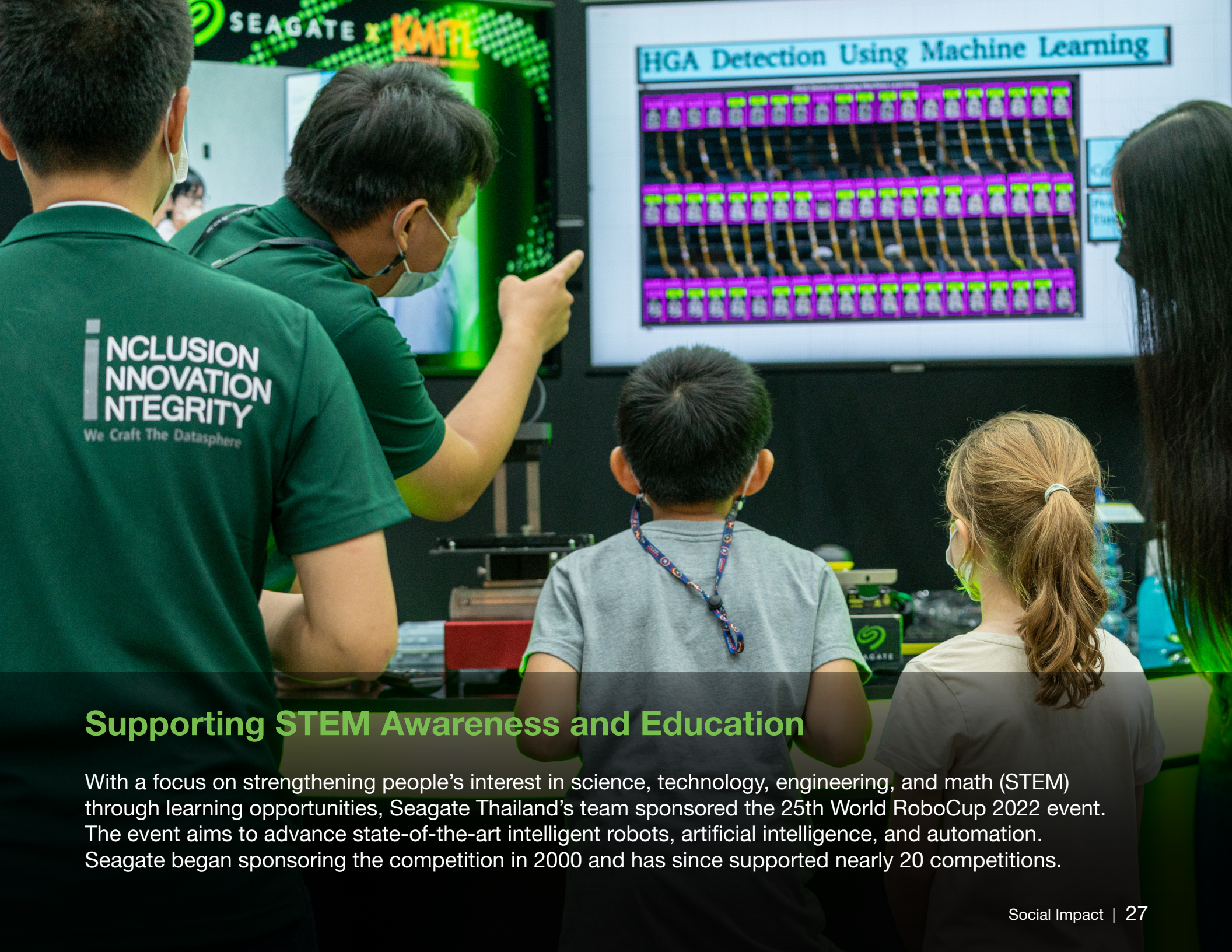
Our employees across Asia, EMEA, and the U.S. celebrated Lunar New Year, enjoying food and entertainment while wishing for better health, prosperity, and luck for everyone in the year of the tiger.





Social Impact

The impact we make begins with our own people. It then extends to our relationships with customers, partners, members of our supply chain, and people in the communities where we live and work. With tens of thousands of employees in dozens of locations around the world, Seagate has an opportunity to be a positive force and example for upholding the highest standards of fairness, justice, compassion, and ethical conduct.



Supporting STEM Awareness and Education

With a focus on strengthening people's interest in science, technology, engineering, and math (STEM) through learning opportunities, Seagate Thailand's team sponsored the 25th World RoboCup 2022 event. The event aims to advance state-of-the-art intelligent robots, artificial intelligence, and automation. Seagate began sponsoring the competition in 2000 and has since supported nearly 20 competitions.

Social Impact Around the World

Overcoming Social Injustice through Learning

Seagate’s Interfaith ERG collaborated with The King Center to overcome social injustice by presenting three 90-minute sessions for employees based on Martin Luther King Jr.’s strategy of embracing non-violence as a powerful way to deal with conflict and injustice.

Encouraging Kids to Play Outside

In an effort to help kids swap screen time for outdoor exercise, Seagate’s sales and marketing teams worked to build 225 skateboards distributed with helmets to local middle schools in Nashville, Tennessee. Kids went home with their new gear after enjoying a skateboard demonstration with cool tricks and safety tips.



Fighting Childhood Cancer

Our employees in Paris, France, raised money as they ran and walked in support of the Imagine for Margo – Children without Cancer Association. With thousands of other participants, they raised 2 million Euros.

Keeping a Dental Clinic Open in Thailand

During the COVID-19 pandemic, our team in Thailand supported a local dental clinic that needed a new air-filtration system to stay open and serve people in need.

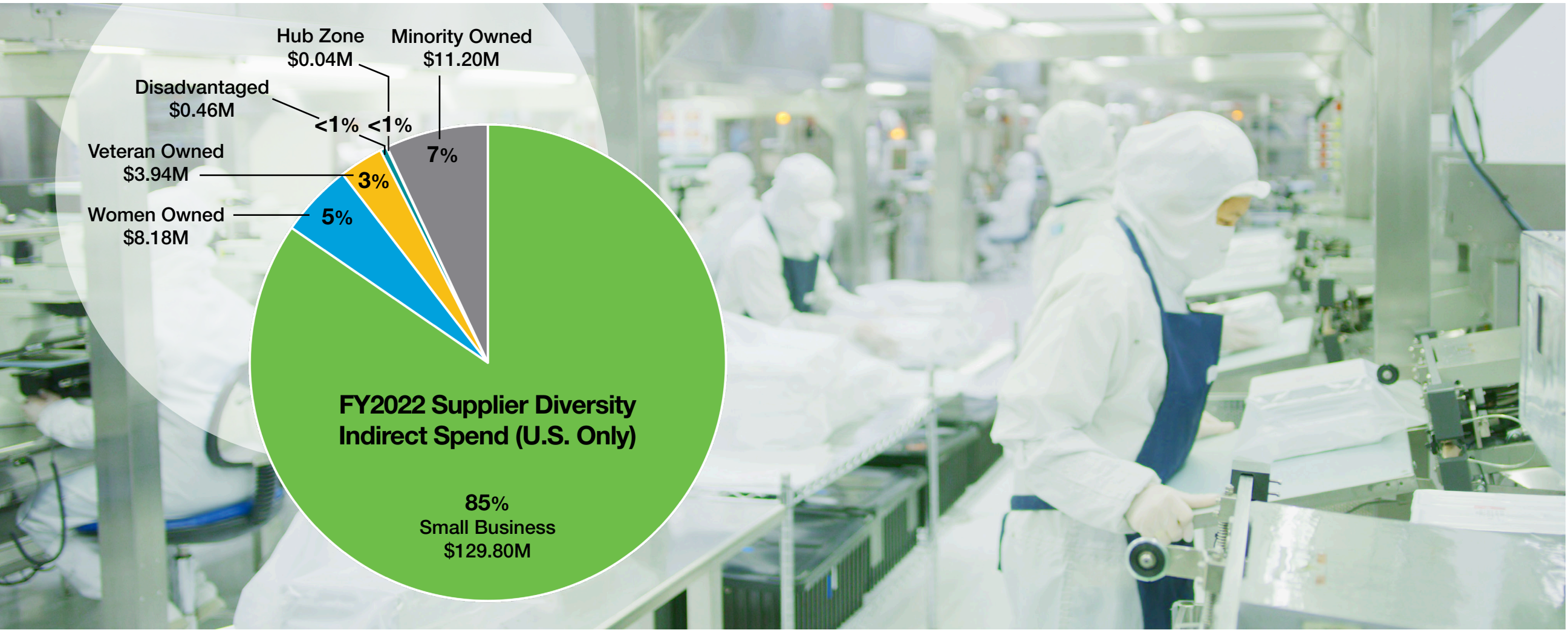
Saving Lives in India

Amid the COVID-19 pandemic, our employees in Pune, India, helped get people vaccinated and were part of a movement to procure ventilators and oxygen-concentrating machines to help very sick people survive.



Supplier Diversity is Important to Us

Seagate recognizes the value of, and buying power generated through, minority-owned businesses and firms. Suppliers in the United States are welcome to participate in Seagate’s competitive bidding process and we encourage women, veterans, and minority-owned and operated organizations to compete for our business.



Hub Zone: A business operating in a designated historically underutilized business zone, and certified by the U.S. Small Business Administration. Indirect spend refers to expenses incurred for materials, services, and maintenance required to operate the business.

Human Rights and Working Conditions in the Supply Chain

In our efforts to have a positive social impact, Seagate requires that our suppliers adhere to labor and human-rights principles, including the:

- United Nations Guiding Principles on Business and Human Rights
- International Labor Organization’s core labor principles
- Responsible Business Alliance Code of Conduct related to working conditions in the electronics industry

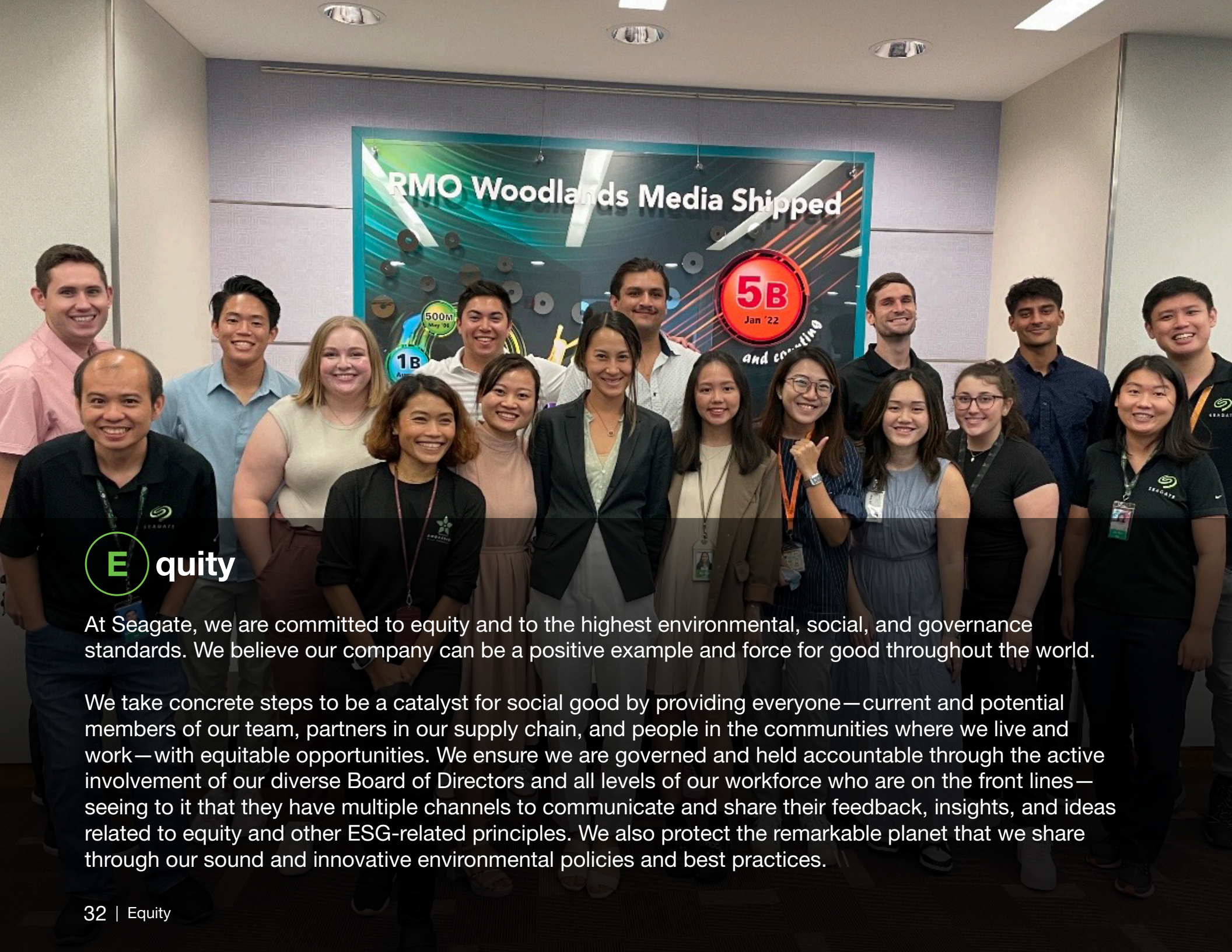
These standards are incorporated into our own policies and require that all employees be treated with respect and dignity, and that our suppliers provide equal opportunity and do not discriminate. In addition, we do not tolerate child labor or forced labor.

CEO Action for Racial Equity Fellowship



Seagate is a signatory of CEO Action for Diversity and Inclusion, joining more than 2,000 other companies in the world’s largest CEO-driven business commitment to advance diversity and inclusion in the workplace.

In addition, Seagate is a member of the CEO Action for Racial Equity Fellowship. In concert with more than 100 other organizations, we aim to identify, develop, and promote scalable and sustainable public policies and corporate-engagement strategies to address systemic racism and social injustice.



E quity

At Seagate, we are committed to equity and to the highest environmental, social, and governance standards. We believe our company can be a positive example and force for good throughout the world.

We take concrete steps to be a catalyst for social good by providing everyone—current and potential members of our team, partners in our supply chain, and people in the communities where we live and work—with equitable opportunities. We ensure we are governed and held accountable through the active involvement of our diverse Board of Directors and all levels of our workforce who are on the front lines—seeing to it that they have multiple channels to communicate and share their feedback, insights, and ideas related to equity and other ESG-related principles. We also protect the remarkable planet that we share through our sound and innovative environmental policies and best practices.

Commitment to Gender Equity

Seagate is committed to improving gender equity in leadership positions. We took several steps in FY2022 to build momentum by making gender equity the topic of multiple forums and events involving Seagate women and executives to strengthen our leadership development and training for women around the world.

In partnership with the Thayer Program, select women across Asia have participated in virtual leadership training sessions to expand on leadership skills while forming new relationships and offering each other support. Women who participated in the program were enthusiastic about the experience. Additional sessions are planned across other regions in FY2023.

Gender Equity in Leadership Panel

The Seagate Women’s Leadership Network, in partnership with our DEI team, hosted a special event to discuss giving more women leadership opportunities. Five male Seagate leaders answered questions, conveyed their commitment to fostering change, and shared their ideas. Later in the year, our company held an “Improving Gender Equity” event led by Seagate executives who, along with external experts, shared their experiences and perspectives and pledged their commitment to achieving a more inclusive work environment.



Marcos Meirelles, SVP of Supply Chain Management and Gender Equity in Leadership panelist, observed that the company needs to be **“very intentional in our efforts to ensure gender equity within our organization.”**



Pay Equity

We believe all employees should be paid fairly and equitably, reflecting our DEI commitments and our values of integrity and inclusion. To deliver on that commitment, we analyze the competitiveness of our programs at least annually to ensure compensation pay ranges and targets are in line with similar companies that are seeking similar talent.

We also review our compensation practices on an annual basis to make sure that pay is fair and equitable. In partnership with an independent third party, we look at pay parity based on gender globally and race within the United States.

Marcos Meirelles
Senior Vice President
Supply Chain Management



Cultivating Diverse Talent

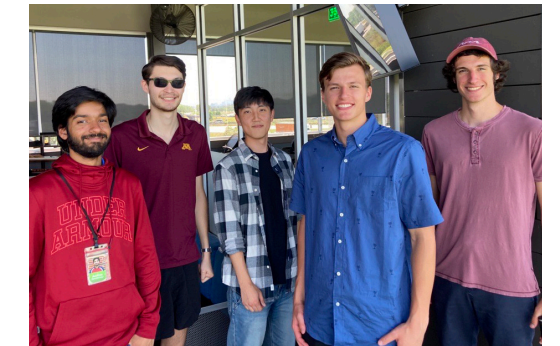
Seagate fosters equity by strategically recruiting interns from universities near our sites around the world. In addition to providing a great work experience, we hope to hire interns when they graduate. In the U.S., we partner with campus minority groups to recruit and expand our minority talent pools. In FY2022, we onboarded 435 global interns, 36% of whom identified as female, strengthening our global diversity. They contributed to a variety of teams, gaining valuable experience that we trust will provide a great career start.



India Interns



EMEA Interns



Minnesota Interns

Partnering with the National Society of Black Engineers

In partnership with the National Society of Black Engineers (NSBE), we have provided opportunities for many Black and minority engineering students to connect with Seagate, learn about our values, and interview for internship opportunities.

Twenty NSBE students received scholarships from Seagate last year, representing three universities: University of Minnesota, Colorado School of Mines, and Howard University. All scholarship recipients were given the opportunity to interview to join Seagate as summer interns working in our R&D functions.

Creating an Inclusive Culture for People with Disabilities

Seagate endeavors to strengthen equity by providing opportunities for everyone, including those with disabilities. In Thailand, for example, we aspire to exceed the local government’s requirement to employ people with disabilities by ensuring they have what they need to be safe when doing their jobs.

Seagate received an award for our support of disabled persons from the Thailand Ministry of Social Development and Human Security for the third year. The key objective of the award is to build a disability-inclusive, accessible, and sustainable post-COVID-19 world.



The Importance of Neurodiverse Hiring

Understanding the importance of having different perspectives in the workplace, one of our team members suggested that Seagate hire more people who are diverse in the ways they think, process information, and do their work. This prompted Seagate to partner with Mind Shift, a nonprofit that focuses on how autism can be a competitive business advantage.

Mind Shift has helped us foster equity as we recruit, assess, and train qualified candidates for temporary roles in our wafer (semiconductor) operations. These roles require great attention to detail, precision, and the ability to concentrate on repetitive tasks.

Conclusion: Looking Ahead

We are proud of how the people of Seagate work together to make a positive difference in our company and the world. At the same time, we know we can **RISE** higher and achieve even more, and we are focused on doing so in the years ahead. Success is not something that can be framed and hung on a wall. It is an ongoing commitment that will always be part of who we are at Seagate and how we interact with everyone we engage with.



At Seagate, our leaders, managers, and employees are dedicated to having a diverse, equitable, and inclusive organization. Every day, they bring to life our people strategy, which is: **‘Mission First, People Always.’** For me, their commitment to make Seagate a place where everyone feels supported to achieve their best, and valued for the contributions they make, creates a truly inspiring and fulfilling place to work.

Heather Howell
Director of DEI

Additional Resources

[Learn More About Seagate](#) →

[ESG Efforts](#) →

[Diversity, Equity, & Inclusion](#) →

[ERGs at Seagate](#) →





SEAGATE