



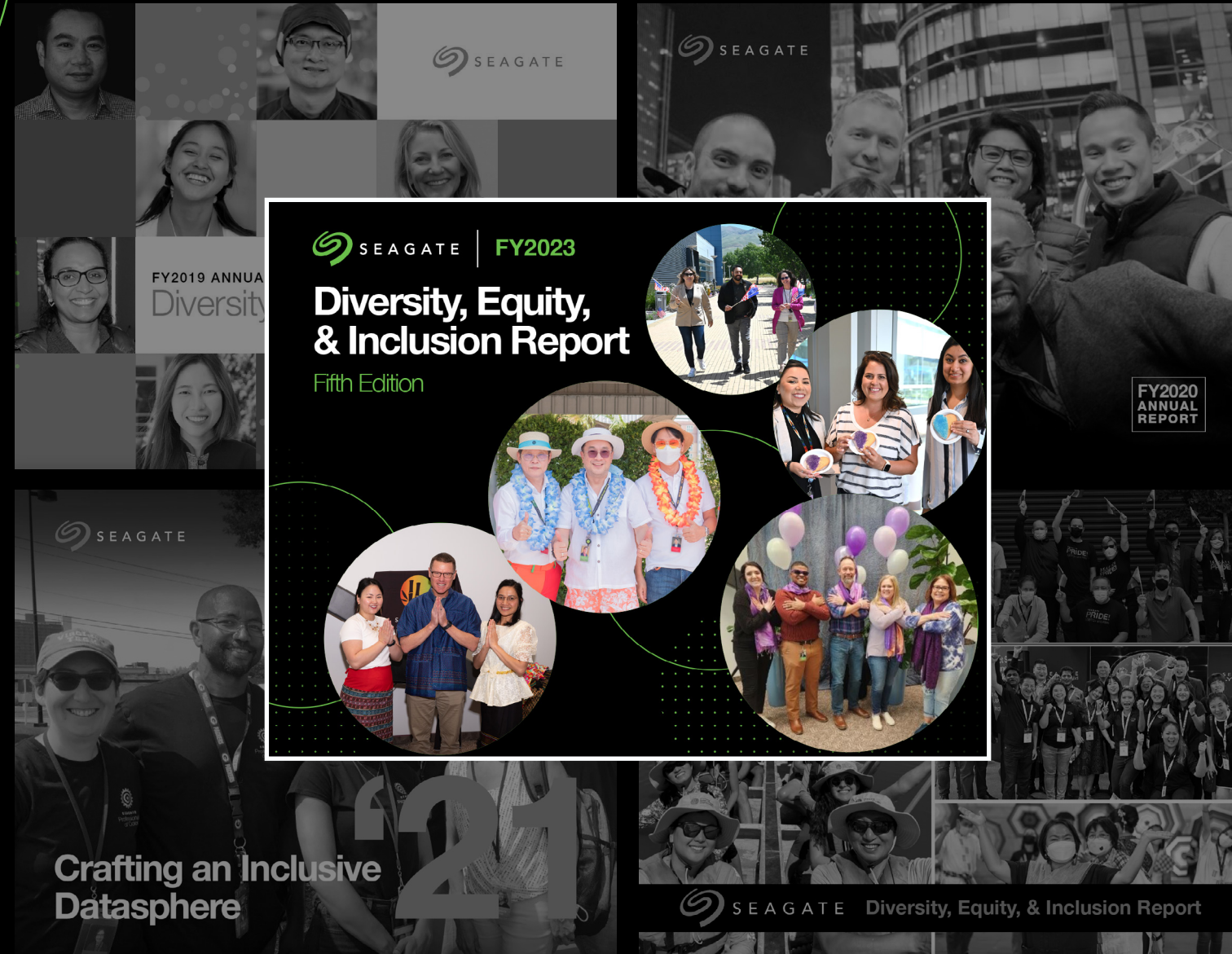
FY2023

# Diversity, Equity, & Inclusion Report

Fifth Edition



# Celebrating our Fifth Edition!



## Introduction

# RISE Towards a More Inclusive Tomorrow

At Seagate, we hold an unwavering commitment to fostering a diverse, equitable, and inclusive workplace. We are dedicated to championing our core value of inclusion in every facet of our operations across **~30,000 employees** in **41 global locations**.

As a global company, we take pride in shaping our work culture where every individual feels valued, heard, and empowered to reach their full potential. In FY2023, we focused on building on our past successes, and continued to **RISE** in each of the following areas:

- Representation
- Inclusion
- Social Impact
- Equity

This report outlines our progress in these areas, offering a glimpse of our diverse and vibrant workplace and our ongoing efforts to make our company a positive example and catalyst for change in the areas of diversity, equity, and inclusion.



**Dave Mosley**  
CEO

We are committed to fostering an environment where diversity is celebrated, equity is championed, and inclusion is ingrained in our company. As we reflect on the past year, it becomes evident that our company's strength lies not only in our products and services, but in the unwavering dedication of our employees.

In our fifth annual Diversity, Equity, & Inclusion (DEI) Report, we proudly present the significant progress we have achieved since Seagate's inception in 1978 and our commitment to ongoing advancement.



**1978**  
Seagate Founded

**~30,000**  
Employees

**41**  
Site Locations

**5,000+**  
U.S. Patents

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References to “Seagate,” “we,” “us,” “our,” “its,” and the “Company” within this report refer to Seagate Technology Holdings public limited company and its subsidiaries.

This report covers activities managed by Seagate Technology Holdings public limited company, an Irish public limited company, during our FY2023, which ran from July 2, 2022 through June 30, 2023.



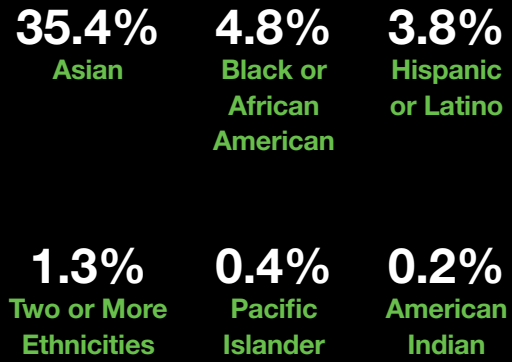
## Representation

**We recognize that a diverse workforce mirrors the diversity of the global community we serve, and this is evident in our methods for both attracting and retaining talent.**

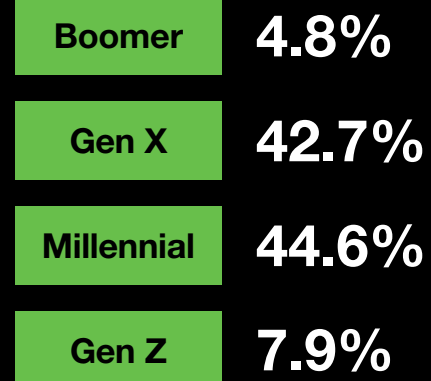
We remained committed to nurturing leadership and forming partnerships with community organizations that amplify the voices of underrepresented communities and value all identities. In FY2023, we reduced our hiring volume based on business need, but remained committed to a diverse workforce by recruiting talented candidates around the world.

## Diversity by the Numbers

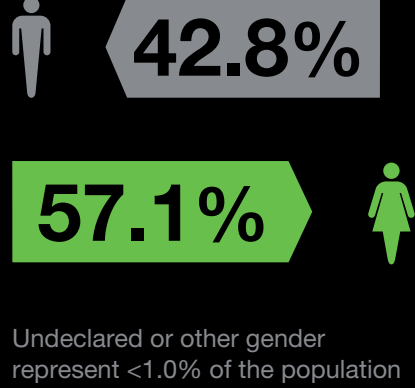
### U.S. Diversity Highlights



### Global Generation



### Global Gender



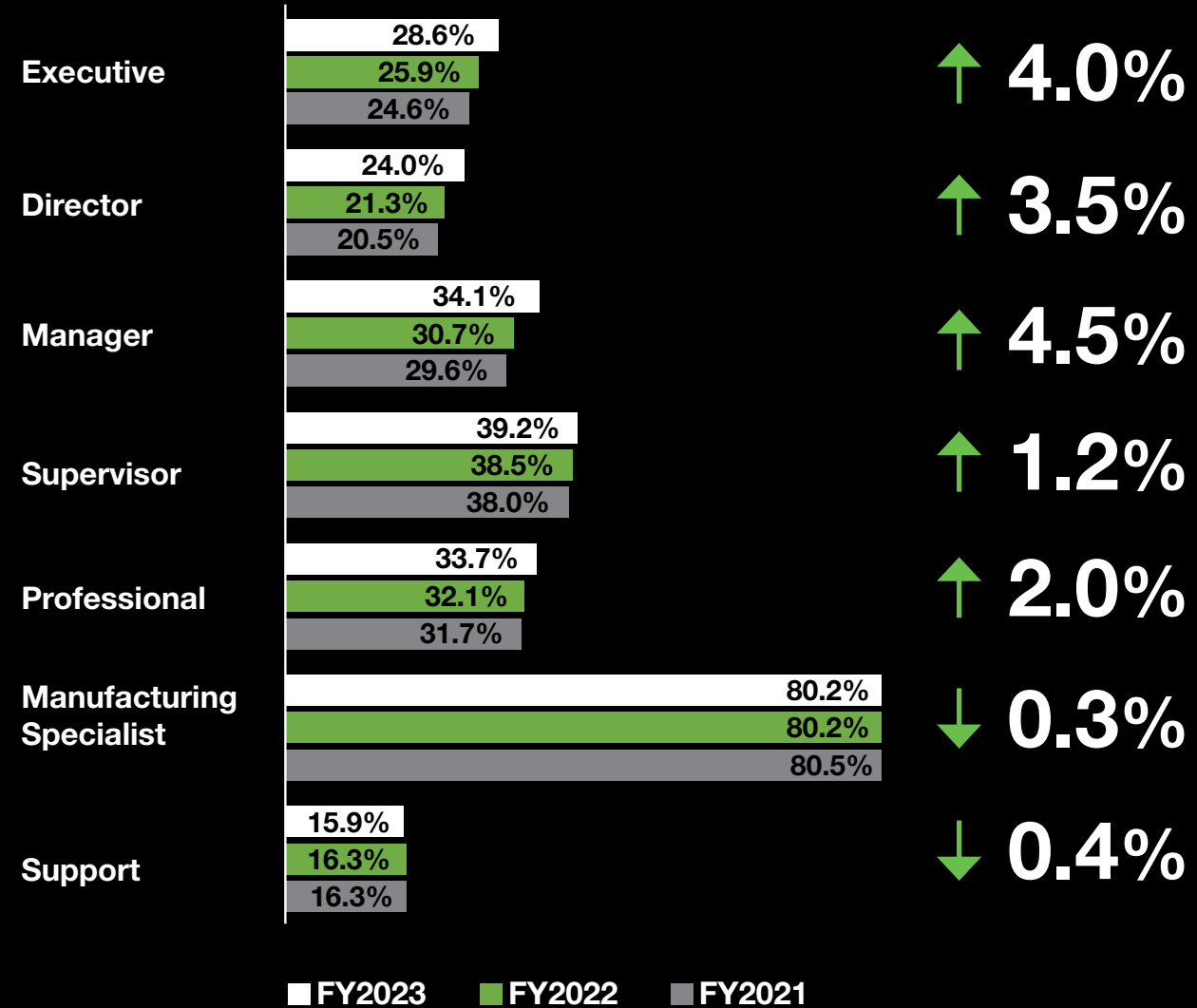
Boomer: 1946–1964, Gen X: 1965–1980, Millennial: 1981–1996, Gen Z: 1997–2012



Employee type: Employee type includes regular, intern, and fixed term  
Representation demographics are self-reported as of June 30, 2023

## Global Women by Job Levels

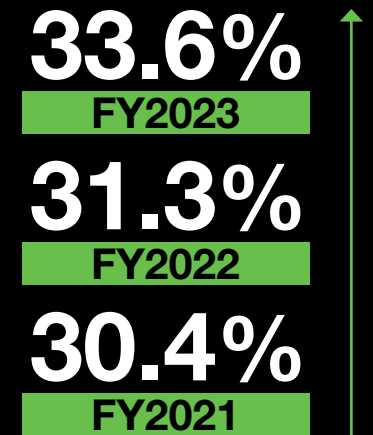
Percent change in each category was measured from FY2021 to FY2023



Leadership represents supervisors, managers, directors, and executives



### Global Women in Leadership



## New Internal Podcast Celebrates Inclusion

Introduced in FY2023, “Championing Diversity: Voices of Seagate” aims to elevate voices and share diverse perspectives from our vast Seagate community. It was created for Seagate employees to hear and share their stories, experiences, and unique insights from their personal and professional lives.

The podcast series focused on celebrating women’s history month and women in technology. It was hosted by employee resource group (ERG) members and Seagate leaders. Topics included embracing curiosity in both life and work, effective networking, and recognizing one’s value.

**Championing Diversity: Voices of Seagate Podcast**  
Women History Month Series  
*Networking with Kate Schuelke*

Episode Host  
**Melisa McCoy Evans**  
Associate General Counsel

**Kate Schuelke**  
Senior Vice President,  
Chief Legal Officer

**Championing Diversity: Voices of Seagate Podcast**  
Women in Tech Series  
*Centering Yourself Through a Motto With Darshana Mehta*

Episode Host  
**Adrienne Hester**  
Sr Analyst  
Corporate Development and Strategy

**Darshana Mehta**  
Engineering Director  
Hardware Engineering

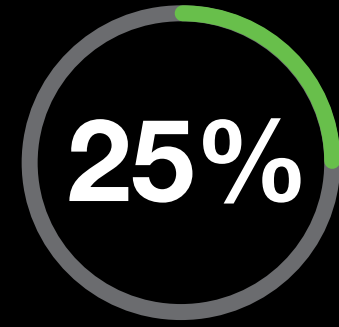
**Championing Diversity: Voices of Seagate Podcast**  
Women History Month Series  
*Life and Career Lessons with Xiaohong Lu*

Episode Host  
**Chutamaneerat Sae-Lim**  
Engineering Manager  
HSA Operations

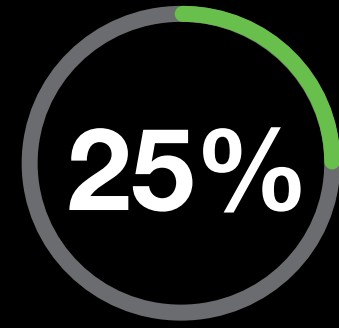
**Xiaohong Lu**  
Senior Director  
Finance Operations

## Seagate Board of Directors

We understand the decisions and strategic directions set by our CEO and board of directors have far-reaching implications for Seagate and its stakeholders. By fostering an environment of openness, where information about board members is readily accessible, we enhance our accountability.



**Women**



**Minorities**



Left to right: Annie Flaig (Senior Vice President of Global Sales), Yolanda Conyers (Board of Directors Member), Patricia Frost (Senior Vice President and Chief People and Places Officer)

For the most current information about Seagate board of directors, please view our [website](#).

## Seagate Workforce by Job Category

JOB CATEGORY	GLOBAL GENDER			GLOBAL AGE			U.S. MINORITY/NON-MINORITY		
	Female	Male	N/A**	<30	30-50	>50	Minority	Non-Minority	N/A**
Management	33.6%	66.4%	0.0%	1.8%	49.6%	48.6%	33.4%	62.8%	3.8%
Technical Employees	19.6%	80.3%	0.1%	12.5%	62.8%	24.7%	46.6%	49.5%	3.9%
All Other Employees	77.4%	22.6%	0.0%	16.2%	66.0%	17.8%	52.5%	43.5%	4.0%

JOB CATEGORY	U.S. RACE/ETHNICITY					
	Asian	Black or African American	Hispanic or Latino	White	Other*	N/A**
Management	27.8%	2.2%	2.9%	62.8%	0.5%	3.8%
Technical Employees	39.0%	2.0%	3.2%	49.5%	2.4%	3.9%
All Other Employees	33.4%	11.5%	5.6%	43.5%	2.0%	4.0%

Data is compiled in accordance with the Sustainable Accounting Standards Board and is based on self-reported demographics from the HR management system as of the end of FY2023. Employee information is self-reported.

\*Other includes the following classifications: Native American or Alaska Native, Native Hawaiian or Pacific Islander, and Two or More Ethnicities.

\*\*N/A = not available, not disclosed, or other gender



## Awards and Recognition

Seagate is proud to continue to receive industry recognition for our inclusive workplace practices and benefits.



### Fairygodboss

Seagate was recognized as a Best Technology Company for Women for the fourth year and Best Company for Women for the second year.



### Human Rights Campaign

Seagate was recognized with the Equality 100 Award: Leader in LGBTQ+ Workplace Inclusion recipient for the fifth consecutive year. We earned the 2023 award in early FY2024.



### Outstanding Organization that Empowers Persons with Disabilities Award

For the fourth year, Seagate's Thailand sites were recognized for enhancing our work environment and equipment, to help empower our disabled workforce.



### Military Friendly Employer

Seagate was recognized for the second year as a Military Friendly Employer, the first time at the silver designation. Seagate also received the Military Friendly Spouse recognition.





## Inclusion

**We recognize that diversity alone is not enough and progress comes from fostering an environment where everyone's voice is valued.**

At Seagate, we have worked to cultivate an inclusive culture where ideas flow freely and innovation knows no bounds. Our initiatives are aimed at breaking down barriers, strengthening camaraderie among diverse groups, and helping our people to grow and develop through learning opportunities.

## Strengthening Inclusion Through Our Employee Resource Groups

At Seagate, inclusion is amplified through our employee resource groups (ERGs). These groups, and the employees that participate, serve as catalysts by creating networking channels, career development opportunities, and nurturing professional growth.

**3700+** members, **7** countries, **9** ERGs, **29** chapters



## New ERG Chapters

In FY2023, Seagate announced the launch of two new ERG chapters, Seagate Women's Leadership Network (SWLN) in India and the Military Employee Resource Group (MERG) in Fremont, CA. These new chapters mark the 28th and 29th chapters of our global ERGs, with SWLN India being the first in any of Seagate's India locations.



### Seagate Women's Leadership Network (SWLN) India



Seagate Women's Leadership Network is important to me because empowering women isn't just the right thing to do; it's the smart thing to do. When women thrive, so does our organization.

#### Kavya Motwani

India SWLN Leader and Staff Engineer  
Pune, India



### Seagate Military Employee Resource Group (MERG) in Fremont, CA



MERG provides a supportive network to our veterans, active-duty employees, and their family members. Our goal is to help individuals through the transition from military to civilian life while fostering a deeper understanding of the perspectives and skills these individuals bring to our workforce.

#### Sirpreet Singh

Fremont MERG Leader and Senior Engineering Manager  
Fremont, CA



## Other ERG Highlights

From Diwali to International Women's Day, Seagate's ERGs were at the forefront of celebrating holidays, heritage months, and events centered on connection throughout FY2023.

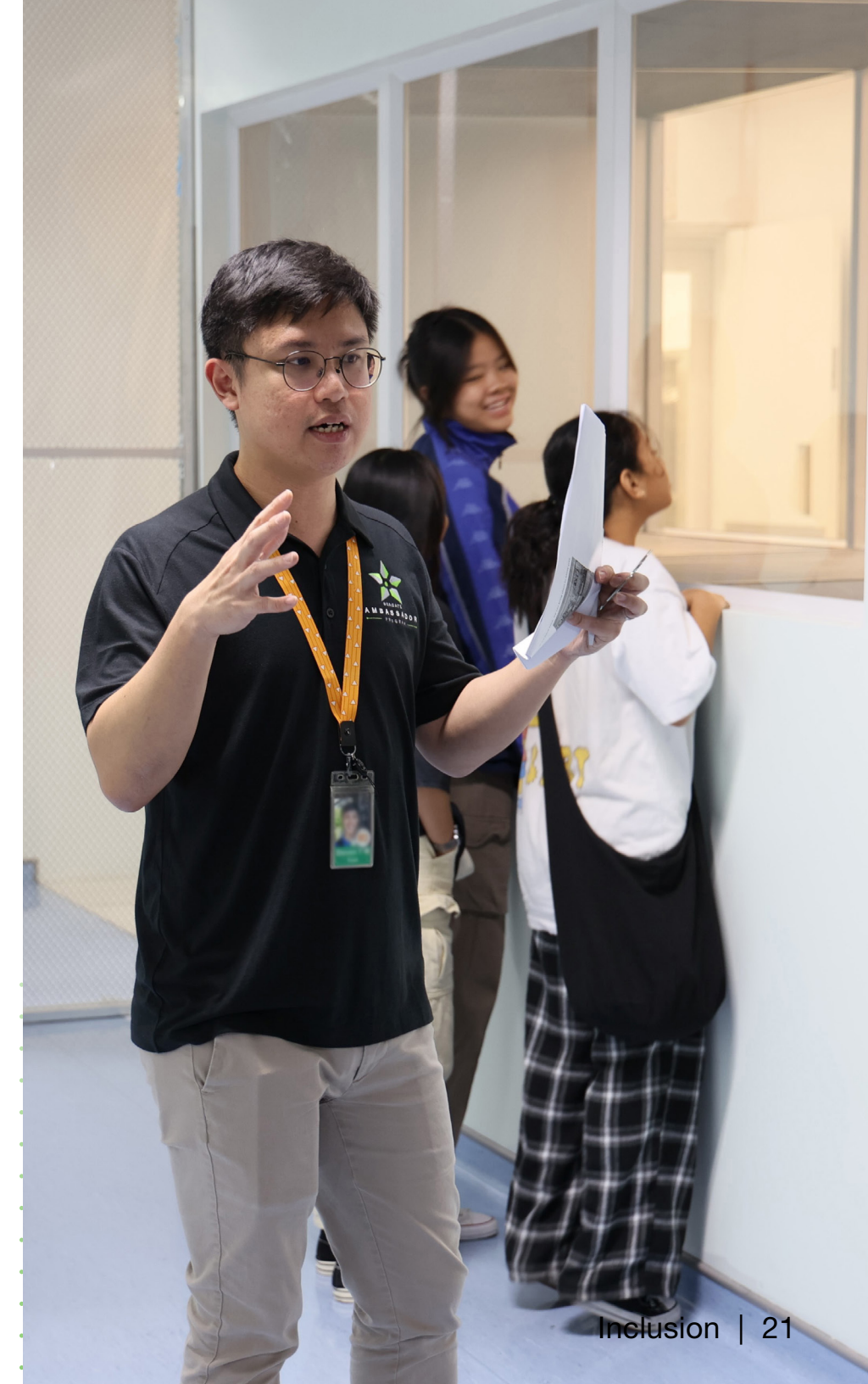


As an ERG sponsor, I recognize the profound impact of elevating and nurturing our ERGs, especially our neurodiversity-focused group. Embracing neurodiversity not only fuels innovation and creativity, but also enriches our company culture.

**Rose Hiu**  
Minds of All Kinds ERG Sponsor  
and VP of Global Marketing  
Fremont, CA

## Inclusive Language and Communication

In FY2023, Seagate focused on helping employees use inclusive language to show respect, understanding, and thoughtfulness to the underlying meanings that words can have and the impact they carry. We undertook significant changes, including renaming job categories from operators to manufacturing specialists to show respect for our manufacturing workforce, and integrated gender-neutral language into our job descriptions and policies. We also shared a global employee story about the importance of gender pronouns, and developed micro-learning resources for managers with simple examples to create more inclusive teams through the words they use.



## Leadership Development

In July 2022, as an extension of the Thayer Leadership Program, Seagate launched a year-long internal program to provide 25 women from the U.S. and EMEA an opportunity to gather at the historic West Point Military Academy in New York for a week-long course conducted by retired military officers. They explored leadership strategies, learned how to extend their influence, leveraged their strengths, and built closer connections with executives, peers and cross-functional partners. Seagate's Patricia Frost, Senior Vice President and Chief People and Places Officer—and a former major general in the U.S. Army—also attended as a keynote speaker, sharing her leadership philosophy and career stories.



**As a veteran, I've seen how working together makes communities stronger. Embracing different perspectives creates a resilient environment where everyone can thrive. In partnership with Thayer Leadership, we are driving effective leadership skills that help innovate and strengthen the future for our culture, people, and products.**

### Patricia Frost

Senior Vice President and Chief People and Places Officer and Military ERG Executive Sponsor, United States

## Pride Month

During Pride Month June 2023, Seagate launched a series of initiatives to promote LGBTQ+ inclusion.

Seagate launched the first-of-its-kind Pride themed hard drive available for commercial sale—a product co-created with insights from our employees and in collaboration with Out in Science, Technology, Engineering, and Mathematics (oSTEM).

We also introduced our Gender Transition Toolkit, thoughtfully crafted to provide valuable resources for employees and their managers to assist during a gender transition within the workplace.





## Social Impact

**As a global employer, we acknowledge our responsibility to make a positive impact in the communities where we live and work.**

By engaging in community projects and partnering with science, technology, engineering, and mathematics (STEM) organizations, our goal is to broaden STEM awareness and be a positive example within our communities.

## Employee Volunteering for Social Good



### Seagate Volunteer Day in the Netherlands

A group of Seagate volunteers, along with others from NL Doet, a volunteer organization, transformed a school garden, added new play sand, and cleared pathways. Their efforts received recognition, making headlines in Noordwijk, Netherlands and earning gratitude from the school community for their impactful contribution.



### Minnesota State Science Fair

As a major sponsor of the Minnesota State Science and Engineering Fair, Seagate and 54 volunteers helped to make the event a success. Seagate conducted STEM demonstrations throughout the day for students, and sponsored awards for outstanding science mentors, student rising stars in STEM, and emerging scientists based on their research.



### Thailand Team Gives Kids Introduction to Big Data

Seagate Thailand employees partnered with the National Science Museum and Suranaree University of Technology to show students the opportunities within data science careers.



### Colorado Tiny Homes for Soldiers and Families

For the second year, military and veterans ERG members participated in a crossover venture between the Veterans Community Project and the city of Longmont, CO. Seagate employees helped build multiple tiny houses for homeless veterans and their families.



### Singapore STEM Community Program

Seagate Johor partnered with University Teknologi Malaysia for a STEM community engagement program, which included activities such as a hackathon with secondary school students and a robotics competition with primary school students.



### California Take Your Kids to Work Day

More than 40 children experienced a day in the life of their parents working at Seagate, building hard drives, putting on cleanroom bunny suits, and more, thanks to a dedicated group of volunteers.

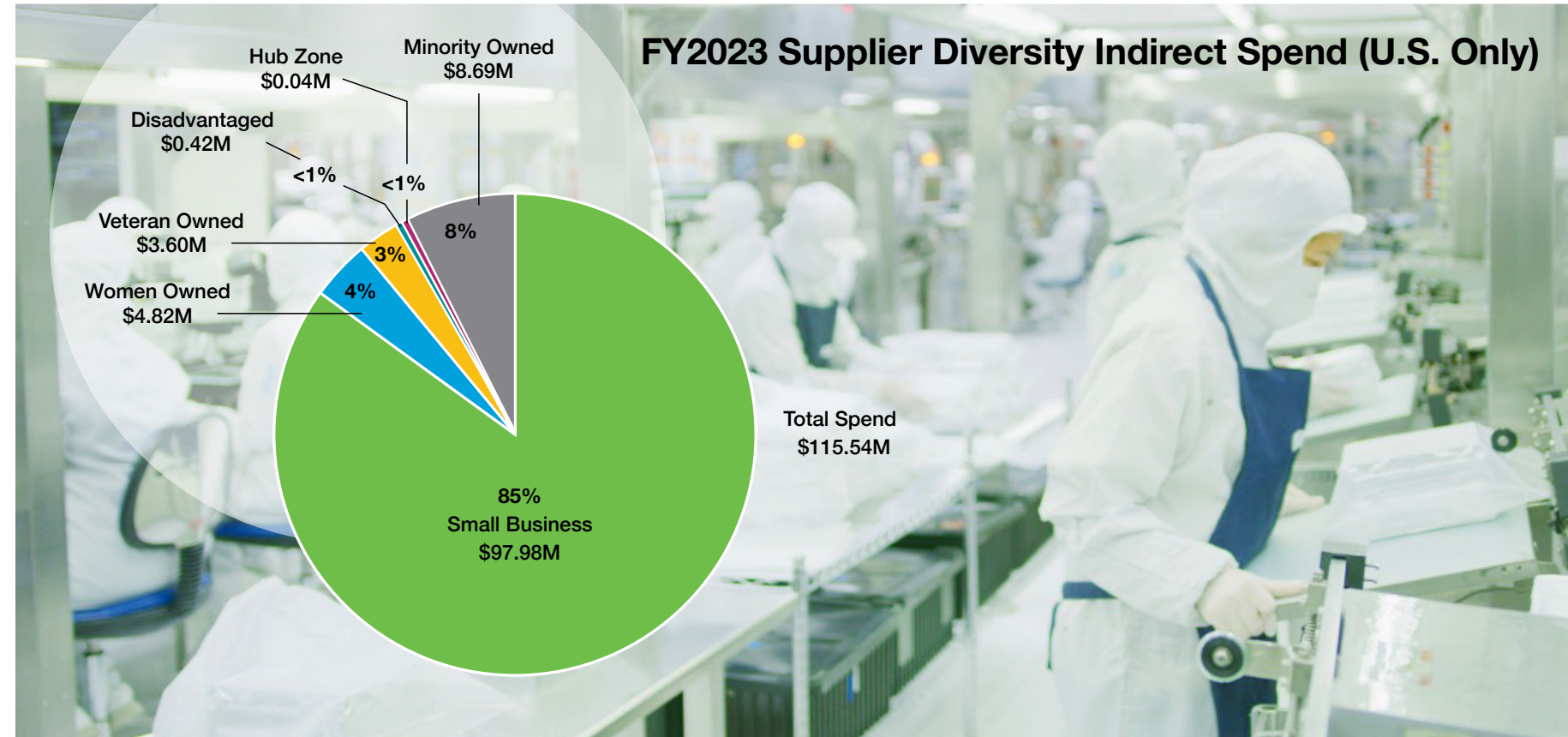


**Ludovic Danjean**  
Ambassador and  
Staff Engineer  
Paris, France

“ Seagate believes that giving back is a responsibility. I’ve had the opportunity to make a positive impact on the world, because Seagate understands that the true measure of success lies in the difference we make in the lives of others.

## Supplier Diversity Matters

Supplier diversity plays a crucial role in fostering innovation, driving economic growth, and promoting social equity. Suppliers located within the U.S. are invited to engage in Seagate's competitive bidding procedure, and we strongly urge women, veterans, and organizations owned and operated by minorities to apply 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

References to "\$" are to (U.S.) dollars

## 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.



Seagate adheres to the United Nations guiding principles on business and human rights, the International Labor Organization core labor principles, and the RBA Code of Conduct. Each of these standards is incorporated into our policies and procedures, ensuring safe and equitable working conditions across our global workforce.

**Balan Shanmuganathan**  
Senior Engineering Director  
Penang, Malaysia



## Equity

**From formulating progressive policies to cultivating inclusive hiring practices, equity is not only a moral imperative, but a necessity for the success of our workforce.**

Embracing Environmental, Social, and Governance (ESG) principles further amplifies this commitment, ensuring that our growth and innovation are in harmony with our social responsibility. As we continue to drive advancements in data storage, we have made it essential to include the feedback, insights, and ideas of our employees and our board of directors.

## Creating Opportunities for a Diverse Talent Pool



### National Society of Black Engineers

Seagate has developed impactful partnerships with National Society of Black Engineers at various esteemed universities, including the Colorado School of Mines and the University of Minnesota. Through these collaborations, Seagate continues to support the educational aspirations of underrepresented students in engineering.



### New Recruiting Efforts for Veterans

Seagate recognizes the invaluable contributions of military veterans to our workforce and is dedicated to improving our veteran hiring efforts. In FY2023, Seagate recruiters received training and tools to more effectively recruit and engage our veteran workforce.



### Interns

Seagate strives to foster a dynamic and forward-thinking workforce, which includes the recruitment and onboarding of global interns of varying genders, ethnicities, backgrounds, skill sets, and more. In FY2023, Seagate hired 325 interns who contributed to Seagate's workforce in a wide range of functional areas.





Seagate's commitment to fostering an inclusive and equitable workplace culture, led by our entire leadership team, has empowered me to feel valued and heard as a member of the Seagate Young Professionals employee resource group.

### Steven Toon

Senior Engineer  
Woodlands, Singapore

### Ensuring Fair, Equitable Pay

Seagate believes in fair and equitable pay for all employees, reflecting our DEI commitments and value of integrity. We analyze the competitiveness of our programs annually to ensure compensation pay ranges and targets are in line with industry standards. Additionally, in partnership with an independent third party, we look at pay equity based on gender, and in the U.S., we additionally look at race.

### Updates to Benefits

As we strive for further inclusivity, Seagate introduced progressive updates to employee benefits in Thailand, including marriage and bereavement leave for same-sex spouses or partners. These efforts underscore our dedication to supporting our employees through all life events.



## Conclusion

### Looking Ahead

Seagate's annual DEI report reflects our enduring commitment to transparency and progress in diversity, equity, and inclusion. Moving forward, we remain dedicated to continually improve representation, inclusivity, social impact, and equity in every aspect of our operations. With focus areas such as inclusive language, the recruitment and retention of diverse talent, environmental, social, and governance initiatives, and meaningful community engagement, we continue on a journey toward a more equitable and united future for our workforce and the communities we serve.

## Additional Resources

[Learn More About Seagate](#) →

[ESG Efforts](#) →

[Diversity, Equity, & Inclusion](#) →

[ERGs at Seagate](#) →



