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Mission, Values, and North Star

At FireEye, we believe that diverse representation and inclusive behaviors across our company ensure that we properly understand – and can fully support – our customers and each other. We are committed to providing a sense of belonging that inspires everyone to respectfully speak up, contribute ideas, take action, and be accountable.

FireEye’s people reflect global diversity in terms of identity, background, and experience. We want our company to be a place where everyone feels included and respected. We are dedicated to providing our team members with an equal opportunity to contribute and to maximize their potential.

Our goal is to foster a culture that celebrates and leverages differences. We passionately encourage a culture of respect, where people feel valued and accepted for who they are and what they bring to our company. This report is a lookback at the progress we made across our organization in 2020.
Diversity is about representation of our differences across gender, race, ethnicity, religious affiliation or faith, abilities, sexual orientation, age, and any other defining characteristic.

Inclusion is about treating everyone fairly and respectfully and providing equal access to opportunities and resources.

Belonging is achieved when people know their differences are valued and they feel safe to represent themselves authentically, express their ideas, share their experiences, and contribute.
Ensuring Equality of Opportunity

We stand for equal opportunity.

FireEye is committed to our ONE TEAM approach that combines diversity, collaboration, and excellence because diverse teams bring with them wide-ranging views, experiences, and perspectives. By integrating diversity and inclusion into the employee lifecycle, we are helping to provide a work environment that is free of discrimination and harassment. Our goal is to ensure our employees can do their best work, bring their full selves to work, feel supported, and, in turn, support others.

We are taking steps to ensure equality of opportunity, by seeking talent from wider and more diverse talent pools; improving measures to ensure that talent decisions such as hiring, pay, promotions, and career development are not impacted by systemic biases; and making diversity-related data more transparent.
Commitment to Diversity

At FireEye, we know that we have work to do. Achieving our societal goal of equality for all requires ongoing commitment to increase representation, address harmful biases, and champion inclusive programs, policies, and procedures. Diversity enables us to bring perspective, and this perspective represents our employees, customers, and those in the society we are working to protect.

This annual diversity report serves as the first companywide report of diversity initiatives and published data. We will continue to measure and benchmark our progress to drive change, further our transparency, and increase accountability. Throughout this report, you will see initiatives and data that represent our workforce and efforts beginning from January 20.

We have made progress in some areas and less in others, but we remain committed to continuing our progress on this journey to equality for all and building a company that celebrates and leverages diversity. This report, and our framework to elevate our focus related to diversity, inclusion, and belonging (D.I.B.) – are important tools to drive change, transparency, and accountability.

Each for Equal

An equal world is an enabled world.

Each year we celebrate International Women’s Day to help forge a gender-equal world and to raise awareness against bias. To mark International Women’s Day in 2020, FireEye launched a program encouraging FireEye leaders – women and men – to pledge #EachforEqual to share how they embody this belief and the difference they make each and every day.

“‘I strive to promote the same level of inclusive support and mentorship I receive from both men and women at FireEye to everyone in the workplace and in my daily life; it’s a human issue, not a woman issue.”

Cristiana Kittner, Principal Analyst
Attracting Diverse & Emerging Talent

We made several key changes and introduced new programs in the Talent Acquisition area.

Key changes:

- Removed degree requirements from job advertisements whenever possible to eliminate artificial blockers or unnecessary requirements for roles
- Increased the number of remote roles to allow for consideration of geographically diverse talent
- Incorporated diversity discussion in pre-recruitment kickoff meeting with hiring managers, to better understand current diversity makeup and diversity hiring focus areas, and to encourage diverse representation on the interview panel for diverse perspectives
- Added D.I.B. program information to all Glassdoor company pages globally to ensure FireEye’s efforts are visible to prospective hires

New programs:

- Implemented a Glassdoor email campaign for female employees in India, requesting their candid feedback on our D.I.B. initiatives after 6 months of employment
- Launched special employee referral programs in India and Singapore, with increased referral bonus amounts for diverse hires into groups with historically low representation
- Negotiated a free, 3-month trial for all recruiters globally to have access to Entelo, a recruitment platform with features that enable sourcing specifically for diverse talent

FireEye is committed to emphasizing a culture of inclusion and understands that culture starts at the top and that representation is key.

18% of our senior leader hires in 2020 were underrepresented minorities (URMs).

We increased our hires of technical female leaders by 6% compared to 2019.
Emerging Talent

Ignite, our university recruitment program, traditionally has focused on internships for university students, limiting our ability to grow the company from other avenues such as community colleges, transitioning military, and other non-traditional groups. We recognize that talent comes from various backgrounds that can bring unique abilities into FireEye, which prompted us to rebrand our program and recruitment philosophy in 2020. Coupled with our traditional university recruitment efforts, our refreshed Ignite Emerging Talent program expands our talent sourcing pools to increase the diversity of our workforce.

In 2020, our Ignite program contributed to the diversity of our workforce by:

- Expanding our job advertising strategy to post open U.S. internship and entry-level opportunities to 13 Historically Black Colleges and Universities (HBCUs) and 8 Hispanic-Serving Institutions (HSIs)
- Shifting to a virtual recruiting model that allows us to easily expand our presence in non-local HBCUs, HSIs, diverse organizations on traditional campuses, technical and community colleges, female-oriented universities, etc.
- Identifying additional diverse schools, updating messaging, and driving other program improvements to ensure we are attracting diverse candidates
- Building talent pools and partnerships with female, URm, and veteran organizations, enabling us to grow our talent footprint
Ensuring Equality of Opportunity

Enabling Our Inclusive Culture

Training and Education

Fostering External Communities

Measuring Representation

**Partnership Highlights:**

**AF**
United States Air Force Academy
- Partnered with United States Air Force Academy to identify student talent. Through this partnership, we hired 2 Externs.

**University of California**
- Presented to students from 11 San Francisco Bay Area Community Colleges.

**Cal Poly Pomona**
- Partnered with Department of Defense SkillBridge, an organization that helps transitioning military members find private industry jobs. Through this partnership, we hired 2 Externs, and continue to attract candidates through the relationship we have fostered.
- Held a tech talk at Cal Poly Pomona HSI.

**UCF**
- Held a tech talk at the University of Central Florida HSI in October.

**NYU**
- Participated in the Cyber Security Awareness Worldwide (CSAW) career fair at New York University, which has a strong Latinx and female population.
- Conducted mock interview sessions with Students Rising Above, an organization dedicated to supporting low-income, first-generation college students through their college education and into the workforce.

**STUDENTS RISING ABOVE**
- Established a partnership for job posting and resume sharing with SANS Institute, which has several programs that aim to close the cyber skills talent gap with applicants from diverse groups. Programs we focused on include: VetSuccess, Diversity Cyber Academy, and Rogers Cybersecure Catalyst.
- Held an October tech talk at Cal Poly Pomona HSI.

**Calvin College**
- Partnered with Calvin College to identify student talent. Through this partnership, we hired 2 Externs.

**United States Air Force Academy**
- Partnered with United States Air Force Academy to identify student talent. Through this partnership, we hired 2 Externs.

**George Mason University**
- Held a tech talk at George Mason University, where we have a proven track record of hiring females and other diverse talent.
- Participated in a career and networking event at Tufts University for female and non-binary students.

**Tufts University**
- Participated in a career fair with Fairfax County Economic Development Authority, which heavily promotes these events to diverse organizations.

**Fairfax County Economic Development Authority**
- Established a partnership with Fairfax County Economic Development Authority, which heavily promotes these events to diverse organizations.

**Fairfax County Economic Development Authority**
- Participated in a career and networking event at Tufts University for female and non-binary students.

**UConn**
- Held an October tech talk at Cal Poly Pomona HSI.

**UNF**
University of North Florida
- Held a career guidance discussion with the cyber club at the University of North Florida, which has a diverse population.

**UNF**
University of North Florida
- Conducted mock interview sessions with Students Rising Above, an organization dedicated to supporting low-income, first-generation college students through their college education and into the workforce.
- Held a tech talk at the University of Central Florida HSI in October.

**NYU**
- Participated in the Cyber Security Awareness Worldwide (CSAW) career fair at New York University, which has a strong Latinx and female population.
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- Held an October tech talk at Cal Poly Pomona HSI.

**SANS**
- Participated in the Cyber Security Awareness Worldwide (CSAW) career fair at New York University, which has a strong Latinx and female population.
- Held an October tech talk at Cal Poly Pomona HSI.

**Partnership Highlights:**

- Ensuring Equality of Opportunity
- Enabling Our Inclusive Culture
- Training and Education
- Fostering External Communities
- Measuring Representation

2020 Diversity, Inclusion & Belonging at FireEye
Our Commitment to Equal Pay

We are committed to providing fair wages to all employees and believe that equal pay is important to further advance diversity, inclusion, and belonging in the workplace. FireEye conducts its own internal pay equity review each year, which currently encompasses compensation analysis across gender globally, as well as race and ethnicity categories in the United States.

Retaining Diverse Talent

To achieve our vision of being the best security company in the world, we must continue to innovate and ensure our decisions consider perspectives from our diverse team of innovators, thought leaders, and trusted advisors.

We are committed to developing and retaining diverse talent across all groups and all levels of our organization. We have built a Career Framework to guide all employees in their career journeys and empower them to develop the expertise to grow and evolve alongside the ever-changing security industry.
Enabling Our Inclusive Culture

We enable an inclusive culture through employee-initiated and -owned Employee Resource Groups (ERGs) that represent our minority/underrepresented communities; ongoing communications regarding D.I.B. initiatives; and educate our team about diverse holidays and celebrations.

We are committed to ensuring a positive, holistic employee experience for all our people across the globe – from the initial impression of our company, to what our team sees and how they feel every day as a member of Team FireEye, at work and beyond. Our mission is to make FireEye a place where employees can:

- Work with the best thought leaders and experts in the industry
- Elevate their expertise with a rigorous professional development culture
- Work with others to build a high-performing organization focused on effective collaboration and results. Accountability matters.
- Trust peers, colleagues, and leadership – feeling like they belong, their ideas are welcome, and academic and professional debate is encouraged.
- Feel supported through regular career coaching, feedback, and recognition for their achievements.

In service to ONE TEAM, and in alignment with FireEye's Corporate Objectives, we strive to provide People and Places programs, policies, and services that keep our team engaged, and that are innovative, forward-thinking, and customer-focused.
Employee Resource Groups

We are dedicated to recruiting and retaining diverse talent, creating leadership development programs for URM employees and advocating for equality. At FireEye, our ERGs provide a support network, as well as a platform to advocate, educate, and advance the D.I.B. agenda at FireEye. Members act as strategic partners and have a clear line of communication to leadership to voice concerns, provide advice, and come with actions to solve problems experienced by the community.

Our Employee Resource Groups:
Bringing collective and allied voices together for greater impact

**BOLD**

The FireEye ERG BOLD (Black Organization for Leadership and Development), formerly known as Eye on Black Voices, was started as part of FireEye’s commitment to expand D.I.B. programs. Composed of members of the Black and African American community, as well as allies from just about every part of FireEye’s business, the group is focused on increasing engagement, providing a safe space, and building a sense of community for minority employees.

Events:
- MLK Day of Service (January 18): All employees were encouraged to participate in some way by: donating to Feeding America; donating blood; donating food or medical supplies to a local hospital; helping vulnerable seniors/other members of the community; helping a local school; or, serving the community in some way. Outside of the U.S., employees were also encouraged to donate to a dedicated list that specifically addressed the global hunger crisis that is increasing due to the pandemic.
- BOLD Book Club (ongoing): So far, the ERG has held 1 book club session on “How to be an Antiracist” by Ibram X. Kendi. BOLD is currently organizing the next session, which will focus on “Caste” by Isabel Wilkerson. All employees are encouraged to join.

**Eye on Pride**

The Eye on Pride ERG was created to lift up the LGBTQ+ community across FireEye. Members of the community and its allies gather to support team members and celebrate important efforts like Pride Month – with a goal of better understanding one another and our unique contributions.

Events:
- Transgender Awareness Week (November 17): Nik Kacy joined the Eye on Pride’s November meeting to discuss their experience as a queer, transmasculine, gender non-binary, Asian immigrant. This event was open to Eye on Pride members only.
- Human Rights Day (December 10): The ERG crafted a communication around the significance of this date and why it is recognized
- Freedom to Marry – Fireside Chat (January 13): Alexa King interviewed Justice Steven Levinson regarding this landmark same-gender marriage decision in the Baehr v. Lewin case, and its impact on the Freedom to Marry movement in the United States. All employees were invited to attend.

**Eye on Veterans**

We are grateful for our military service personnel, past and present, and the families who support them. The Eye on Veterans ERG aims to attract and retain veteran talent, support D.I.B. goals, and engage in community outreach to cultivate an inclusive environment of support and encouragement through connection, mentorship, collaboration, and discussion. With the support of our co-leaders, executive sponsors, and members, we look forward to expanding our reach within the organization and continuing to serve the military community.

Events:
- Veterans Day (Nov 11): Communication around how veterans are recognized across the globe
Employee Feedback on ERGs and Veteran Experience at FireEye

“Eye on Pride is the nearest and dearest to me right now because it’s the first ERG I’ve tried to help set up here at FireEye and some of my closest friends are part of the LGBTQ+ community.”

Berly Paz, VP, Talent Operations

“Without the military I would not be who I am today as a person or professionally. The experiences and people have shaped my life in so many ways. I credit the USMC with much of my professional success. In fact, it was my connection to other FireEye veterans that originally brought me to consider moving over to FireEye/Mandiant.”

Ian Ahl, Sr. Manager, Advanced Practices, U.S. Marine Corps

“Over a decade later I am still drawing lessons and parallels from those early leadership experiences. Those 4 short years were instrumental in shaping my character, personality, work ethic and moral compass. The ethos of the Marine Corps – Honor, Courage, Commitment – are forever branded on my heart.”

Terry Boedeker, Principal Sales Engineer, U.S. Marine Corps

“FireEye strives for diversity and inclusion of ALL. Through the Eye on Pride ERG, we are enabling LGBTQ+ members and allies to stand up, share their voices, and be heard. We also work on ways to raise awareness on issues within the company to enable change.”

Kelsey Stevens, Facilities Manager

“My military service experience is very important to my work here at FireEye. It makes me proud to have a mission that makes an impact, and I am honored to be a member of a company that is helping to make the world a better and safer place.”

Frank Sclafani, Consultant, Managed Defense, U.S. Air Force

“BOLD is more than just educating Black awareness. It’s a place for Blacks & Allies to learn and share all experiences to drive equality.”

Shawn Ifill, National Partner Manager, Sales

“FireEye strives for diversity and inclusion of ALL. Through the Eye on Pride ERG, we are enabling LGBTQ+ members and allies to stand up, share their voices, and be heard. We also work on ways to raise awareness on issues within the company to enable change.”

Maytha Nassor, Consultant

“My military service helps me not only speak the same language as our Federal customers, they can trust that I’ve walked in their shoes and understand the challenges they’re facing. More importantly, they can tell that when we talk about the mission, it’s because we’re passionate about it. It’s a genuine privilege to get to contribute to Navy/DoD mission from industry, and I am so glad to have found a home at FireEye where we have a culture that is dedicated to being a true mission partner with all of our customers.”

Lauren Burnell, Strategic Alliances, U.S. Navy

“BOLD is more than just educating Black awareness. It’s a place for Blacks & Allies to learn and share all experiences to drive equality.”

Shawn Ifill, National Partner Manager, Sales

(Clockwise from top left: Nathan Martz, Gabriel Landowski, Sijmen Schenk, Thomas Scriven, Phil Montgomery, Angelo Perniola)
Empowering Women at FireEye

International Women’s Day and Women’s History Month

Throughout the month, the #EachForEqual campaign was promoted and shared on our internal Aware page.

The Cybersecurity Effectiveness Podcast launched its Women in Cyber campaign in honor of Women’s History Month.

FireEye posted a blog spotlighting the work of Elevate!, FireEye’s superheroes supporting this initiative, and the team’s plans for the future.

In 2020, we rebranded what was previously known as Women in Technology & Security (WiTS) to be more inclusive of all women and allies across FireEye. With our renewed focus on Empowering Women at FireEye, we celebrated a few key events throughout the year.

We launched our Empowering Women at FireEye Yammer page.

We highlighted women’s suffrage by celebrating the 100th anniversary of women’s right to vote in America, noting that this continued to be a struggle worldwide – with some countries not granting women the right to vote until 2011.

In partnership with Carahsoft, Women Giving Back, and others, FireEye sponsored Women in IT: Women in it Together. The event featured Molly Bloom, entrepreneur and bestselling author of Molly’s Game. She is best known for her memoir, which was adapted into an award-winning film of the same name by Aaron Sorkin in 2017.

Attendees heard from Molly as she chronicled her journey from college student to L.A. waitress to building and operating the largest and most notorious private poker game in the world.

The Empowering Women team is committed to ongoing mentorship, networking, community outreach, and education efforts that focus on elevating women. We welcome both women and men as members and are always open to new ideas for outreach or discussion that align with our mission.
Celebrating Diverse Holidays & Email Campaigns

We created a D.I.B. Communications Calendar & Yammer pages to drive cultural awareness and appreciation, which included:

- Sending regular companywide emails to raise awareness of different cultural holidays, celebrations, and events
- Developing an internal campaign to educate employees about FireEye’s D.I.B. efforts and initiatives
- Sharing information about cultural holidays from different countries around the world in our Yammer communities

We launched “Experiences,” a monthly gathering of more than 40 members across all verticals, with a mission of enabling and solidifying the sense of belonging at FireEye. The team openly talks about various topics around D.I.B. and specifically discusses:

- External & community contribution and philanthropic efforts
- Learning & Development [internal education, awareness]
- Data sharing & transparency of information
- Hiring efforts, retention, promotion(s)
- ERG updates
- General questions / areas of concern

(From left to right): Maria Candari, Grashella Tolentino, Cyndi Reyes, Anusha Raman, Ash Lodhia, Sadhvi Isanka
Internal Communities

We strongly believe that our culture depends on our employees’ engagement, as well as on fostering internal communities and communication. We enabled Yammer, a community and social interaction tool available in Office365, companywide to address the need for more social and community interaction in our globally diverse workforce.

More than 70 Yammer communities have been created across our organization, including communities hosted by the following ERGs: Eye on Veterans; Eye on Pride; and BOLD: Black Organization for Leadership and Development; the FireEye Culture Club; and Diversity Inclusion & Belonging (D.I.B.).

More than 2,500 of our global employees are active Yammer members.

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Today marks Mexico’s Independence Day! As a Mexican American, I am proud of our culture and traditions. I hope one day to be in Mexico on this day as the festivities are out of this world! You can expect colorful parades, mariachi concerts, fireworks, people dancing in the streets, amazing food, etc.!

Ashley Umana, Organizational Development Specialist

I observed today’s International Day of Persons with Disabilities by completing my first draft of an accessibility SOP for the Learning & Development team so we can make our course materials and learning engagements accessible to persons with disabilities!

Jose Troche, Instructional Designer

Wishing all my colleagues who celebrate a Shanah Tovah! May the new year bring only blessings, hope and joy, and may you be inscribed in the Book of Life. My daughter will be joining my husband and I tomorrow as we celebrate with the first ever (for me) all vegetarian menu of mushroom soup & a Moroccan veggie stew on couscous, challah and of course the obligatory apples & honey!

Gayle Charach, Sr Manager, Sales Effectiveness

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Employee Sentiment

We are committed to measuring our forward progress on diversity, inclusion, and belonging within our workforce. In support of this effort, we have incorporated several baseline diversity questions into our annual engagement survey to understand the thoughts and feelings of our URM employees. Our annual company survey continues to surpass 80% participation rate each year, which represents a strong cross segment of our population.

The following are statements from the survey and represent the percentage agreed by self-identification. The representation of women includes global employees, while other categories represent how our U.S.-based employees self-identify.

*URMs = Underrepresented Minorities
FireEye's Inclusive Terms Initiative

As part of our commitment to fulfilling our ONE TEAM values of Diversity, Inclusion, and Belonging, FireEye laid the foundations for its Inclusive Terms initiative in 2020. The initiative centers around identifying certain English words that don’t align with FireEye’s values of being respectful and supporting diversity and replacing those terms within company materials.

Based on research and information from non-profit initiatives and similar efforts by leading tech companies including Google, Apple, Microsoft, Twitter, Splunk, GitHub, Mozilla, IBM, Cisco, RedHat and VMWare, as well as governmental and industry organizations like IEEE, NIST, and UK National Cyber Security Centre, FireEye's team identified an initial list of non-inclusive terms to replace in our marketing materials and corporate policies. Representatives from every functional area across FireEye have helped drive this effort toward a more inclusive workplace.
Accessibility in Training

According to the U.S. Census, about 18.6 million workers reported having a disability. Due to systemic issues, people with disabilities are less likely to receive higher education, less likely to be employed, more likely to be underemployed, more likely to be underpaid, and less likely to advance in their career compared to their peers.

The Learning & Development Technical Training Team drafted a Standard Operating Procedure (SOP), which provides documentation and workflows that make our curriculum and supporting training documents more accessible to people requiring accommodations for disability.

The purpose of the Accessibility SOP project is to remove accessibility barriers to learning so that people with disabilities can more easily participate in our internal and external educational opportunities. Currently, we have included procedures or created accessible documents and recommendations to enable the Education Services Team and instructors to provide learning accommodations in both virtual and physical classrooms.

Our goal for 2021 is to finalize the Accessibility SOP, and work with additional education teams across FireEye to incorporate the proposed processes within their available products and services.
Breaking Bias – Advocating for Change

We are helping Team FireEye learn to identify biases and other behaviors that hinder an inclusive environment. Through our Breaking Bias training, we educate our employees on building awareness of cognitive bias and how it impacts day-to-day interactions, people, business, and life decisions.

This program consists of virtual, instructor-led workshops that bring attention to cognitive bias and share mitigation strategies to build inclusive habits and break bias.

LinkedIn Learning (LIL) Diversity Training

FireEye curated a Breaking Bias Learning Path for employees to easily identify and take online, self-paced courses about unconscious bias, ways to overcome bias, and building inclusive habits in line with our ONE TEAM culture.

In addition, our employees, managers, and senior leaders have proactively participated in a number of the diversity-based LIL trainings available to all FireEye employees.
**If / Then Campaign** ... Awareness of Unconscious Bias

We’re all affected by unconscious biases. Commitment and accountability are key to breaking these biases and building new inclusive habits. Positive social pressure supercharges the formation of new habits – the more other people know about your commitment, the more likely you’ll follow through.

We’ve enabled a forum for our employees to share commitments to breaking biases with others and be inspired and learn from others that are on the way to a mindset that enables better people and business decisions.

Launched in 2020, the If/Then campaign involves committing to one habit that builds inclusivity. Our employees have identified insightful and advancing progress.

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**If/Then Commitment**
To reduce my own unconscious bias...

*If I encounter SILENCE in a group when an individual’s bias is on display, I will be the first and loudest to BREAK IT.*

_Terry Boedeker, Principal Sales Engineer_

*If I disagree with someone else’s opinion, then I will try to understand their POV and respond constructively instead of reacting in a defensive manner.*

_Kristen Kelly, Technical Partnerships Manager_

*If I find myself thinking things that are feeding into some of my existing biases, then I will make a conscious effort to replace those with positive, unbiased thoughts and opinions.*

_Dawn Hagen, Sr. Director, Technical Training_
Fireside Chat | Freedom to Marry | Eye on Pride

The FireEye Eye on Pride ERG sponsored a Fireside Chat for our employees between Alexa King, EVP Corporate & Legal Affairs, General Counsel and Corporate Strategy, and Justice Steven Levinson of the Hawaii Supreme Court. Together, they shared their personal stories of activism and discussed Baehr v. Lewin – the now-nearly 30-year-old same-gender marriage decision Justice Levinson spearheaded – and its impact on the Freedom to Marry movement in the United States.
Fostering External Communities
Launched at the FireEye Cyber Defense Summit in October 2019, Elevate is an initiative that brings together women leaders to learn, inspire, and educate in support of a common mission: to elevate women in cyber into senior leadership and board positions globally.

Through Elevate, FireEye offers training, mentoring, networking, and other resources for women leaders across the cybersecurity industry.

In 2020, Alexa King became the new executive sponsor of Elevate and, on July 7, she announced a new partnership with Athena Alliance. Athena helps women advance into corporate leadership positions through networking, coaching, and other programs.

In 2020, Elevate sponsored the following events:

**January**

FireEye hosted “The Board Landscape,” a webinar that featured Julie Castro Adams, the founder of How Women Lead.

**February**

How Women Lead featured FireEye when it hosted the webinar, “An Introduction to Cybercrime for Board Members and Executives.”

**July**

FireEye hosted a “Cybersecurity Expertise and Female Leadership” webinar featuring Coco Brown, founder and CEO of Athena Alliance, and Alexa King, EVP at FireEye.

**August**

Alexa King spoke with Nicole Ward Parr as part of the BDO Podcast series.

**November**

Alexa King, EVP at FireEye, moderated the panel discussion “High Stakes: Election Security, Ransomware, and the Cyberthreat Landscape.”

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**LET’S WORK TOGETHER TO EMPOWER WOMEN LEADERS IN CYBER SECURITY**

Alexa King - Executive Sponsor
Executive Vice President, Corporate & Legal Affairs, General Counsel, and Corporate Secretary

Sandra Joyce
Executive VP, Head of Mandiant Threat Intelligence

Ann Johnson
Corporate VP, Security Compliance & Identity

Quiessance Philips
Deputy CISO
City of New York

2020 Diversity, Inclusion & Belonging at FireEye
Doctors Without Borders

FireEye has established a relationship with Medecins Sans Frontieres (MSF – ‘Doctors Without Borders’).

This independent, global organization provides medical aid where it’s needed most in the world. The group provides life-saving medical care in over 70 countries. Whether providing emergency response and long-term care or conducting research and advocacy, 90% of the funding for Doctors Without Borders comes from donors. This non-partisan group prides itself on transparency and accountability when it comes to donations, and FireEye felt confident that our donations would be used wisely and well, while making a positive difference in the world.

FireEye has a service award initiative as part of our Spark Reward & Recognition Program. We donate quarterly to Doctors Without Borders on behalf of employees marking their 1-year anniversary with the company.

Philanthropy Day

We encourage our employees to give back to their communities through philanthropic activities. Each year since 2015, employees across the company have received with a fully paid day off every year to use for this purpose, and cumulatively our employees have contributed over 2,500 hours of service. While not an exhaustive list, employees have used their Philanthropy Day to support Habitat for Humanity, work at a place of worship, volunteer for local schools, support food banks, and volunteer for other non-profit organizations.
Awards & Recognition

FireEye’s 2020 Awards and Recognition

- **Washington Post Top Workplaces**
  Ranked on the top 30 workplaces in the D.C area.

- **Great Place to Work**
  Ranked one of the Great Mid-size Workplaces in India.
  Ranked one of the Best Workplaces in Asia (3rd consecutive year)

- **CRN – Women of the Channel**
  FireEye employees Kristi Houssiere, Kimberly Jaecksch, Janice Kennedy, and Sunny Song recognized by CRN for their leadership in the channel.
  FireEye employee Kristi Houssiere recognized by CRN for her channel leadership & expertise on 2020s list of 100 Rising Female Stars

- **American Cyber Awards**
  Woman of the Year – Sandra Joyce
  Consulting Practice of the Year – Mandiant
Measuring Representation

While we still have work to do, we are committed to providing transparency into our progress and the make-up of our organization. Within this section, we provide an overview of the gender, race, and ethnicity across FireEye.
Commitment to Transparency

Gender data includes global employees, while race and ethnicity measures representation across U.S.-based employees due to differences in definitions across the globe. All data includes people who were FireEye employees between January 1, 2020 and December 31, 2020.

**Leadership** in this section is defined as Manager level and above.

**Executive Staff** is defined as those in the Executive Vice President level, as they represent the senior-most leaders in our organization.

**Native American / Alaskan** are American Indian or Alaskan Native

**Latinx** are Hispanic or Latino

**Hawaiian / Pacific Islander** are Native Hawaiian or Other Pacific Islander

**Multiracial** are Two or More Races

**URM (Underrepresented Minorities)** are defined as Native American/ Alaskan, Black, Latinx, Hawaiian / Pacific Islander, & Multiracial.

### Gender

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<tr>
<th>Category</th>
<th>Global Employees</th>
<th>Race and Ethnicity (U.S.-Based Employees)</th>
</tr>
</thead>
<tbody>
<tr>
<td>OVERALL COMPANY</td>
<td>Female: 21%</td>
<td>Native American / Alaskan: 0.3%</td>
</tr>
<tr>
<td>EXECUTIVE STAFF</td>
<td>Female: 31%</td>
<td>Asian: 20.2%</td>
</tr>
<tr>
<td>LEADERSHIP</td>
<td>Female: 22%</td>
<td>Black: 2.8%</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Latinx: 5.7%</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Hawaiian / Pacific Islander: 0.4%</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Multiracial: 2.5%</td>
</tr>
</tbody>
</table>

### Race and Ethnicity

<table>
<thead>
<tr>
<th>Category</th>
<th>Native American / Alaskan</th>
<th>Asian</th>
<th>Black</th>
<th>Latinx</th>
<th>Hawaiian / Pacific Islander</th>
<th>Multiracial</th>
</tr>
</thead>
<tbody>
<tr>
<td>OVERALL COMPANY</td>
<td>0.3%</td>
<td>20.2%</td>
<td>2.8%</td>
<td>5.7%</td>
<td>0.4%</td>
<td>2.5%</td>
</tr>
<tr>
<td>EXECUTIVE STAFF</td>
<td>0.0%</td>
<td>7.7%</td>
<td>0.0%</td>
<td>7.7%</td>
<td>0.0%</td>
<td>0.0%</td>
</tr>
<tr>
<td>LEADERSHIP</td>
<td>0.2%</td>
<td>18.3%</td>
<td>2.4%</td>
<td>4.3%</td>
<td>0.5%</td>
<td>2.2%</td>
</tr>
</tbody>
</table>
Technical Roles are positions that require specialization and knowledge needed to accomplish science, technology, mathematical, engineering, or scientific related duties. The technical workforce is defined at the Position level.

Native American / Alaskan are American Indian or Alaskan Native

Latinx are Hispanic or Latino

Hawaiian / Pacific Islander are Native Hawaiian or Other Pacific Islander

Multiracial are Two or More Races

URM (Underrepresented Minorities) are defined as Native American/Alaskan, Black, Latinx, Hawaiian/Pacific Islander, & Multiracial.
Continuing our Journey

Throughout this report, you have seen the initiatives and data that represent our workforce and efforts from January 2020 through January 2021. While we have made progress across this unprecedented year, we have more to be done as a company and as a society. We acknowledge that there is an imbalance between our aspirations and the representational numbers in multiple ethnic and racial categories across our company. Yet we remain committed to progressing on this journey to equality for all and building a company that celebrates and leverages differences.

We need to be accountable, transparent, and intentional when it comes to moving the needle, driving change, and fostering a culture that celebrates and leverages differences across our incredibly talented team.

If you would like to join our team, please consider a career at FireEye.