

ESG DATA DOWNLOAD

# Fiscal Year 2021

Our ESG Data Download provides a data update to reflect our performance over the last three fiscal years.

FY2019 represents fiscal year 2019 (June 30 2018 - June 28 2019), FY2020 represents fiscal year 2020 (June 29 2019 - July 3 2020), and FY2021 represents the fiscal year 2021 (July 4 2020 - July 2 2021).

## Environment

### GRI 302-1, TC-SC-130a.1

ENERGY CONSUMPTION WITHIN THE ORGANIZATION <sup>1</sup>	FY2019	FY2020	FY2021	FY2019	FY2020	FY2021
	GIGAWATT HOURS			TRILLION JOULES		
Total fuel consumption from nonrenewable sources (gas/oil)	173.3	168.2	159.6	623.7	605.6	574.6
Total fuel consumption from renewable sources	0.0	0.0	0.0	0.0	0.0	0.0
Total Electricity consumption	1,951.1	1,865.6	1,941.4	7,024.0	6,716.0	6,989.1
Electricity consumption from renewable sources	139.0	145.1	279.9	500.3	522.4	1,007.6
Electricity consumption from nonrenewable sources	1,812.1	1,720.5	1,661.5	6,523.6	6,193.7	5,981.5
<b>TOTAL ENERGY CONSUMPTION</b>	<b>2,124.4</b>	<b>2,033.8</b>	<b>2,101.0</b>	<b>7,647.7</b>	<b>7,321.6</b>	<b>7,563.7</b>

<sup>1</sup>Data includes the main research, development and manufacturing facilities owned by Western Digital Corporation in each fiscal year. These facilities are located in the United States, China, India, Israel, Japan, Malaysia, Philippines, and Thailand. Western Digital continues to reference the Greenhouse Gas Protocol (GHG Protocol), the most widely used international accounting tool for government and business leaders, to understand, quantify and manage greenhouse gas emissions.

### GRI 302-3

ENERGY INTENSITY	FY2019	FY2020	FY2021
Energy intensity ratio (kWh/PB) <sup>1</sup>	5,316.3	3,936.6	2,219.0

<sup>1</sup>The energy intensity ratio is based on energy consumed within the organization and is measured in kilowatt-hours per petabyte. Types of energy included are fuel and electricity. The denominator is shipped storage capacity.

### GRI 302-5

ELECTRICAL POWER SAVINGS	FY2019	FY2020	FY2021
Annual electrical power savings due to HDD power efficiency innovations (million kWh)	1,172.7 <sup>1</sup>	1,732.0 <sup>1</sup>	2,040.8

<sup>1</sup>The annual electrical power savings for FY2019 and FY2020 have been restated from previously published data due to an update of the supporting data.

### GRI 303-1, 303-3, TC-SC-140a.1

WATER WITHDRAWAL, RECYCLING, AND CONSUMPTION	FY2019	FY2020	FY2021
Total volume of water withdrawn (m <sup>3</sup> )	20,907,948.6	17,131,552.1	17,771,953.3
Total volume of water recycled and reused (m <sup>3</sup> )	4,782,367.2	4,763,493.2	4,799,151.9
Total volume water consumed (m <sup>3</sup> )	10,922,394.7	6,482,220.0	7,231,373.7

GRI 305-1, TC-SC-110a.1

TOTAL DIRECT (SCOPE 1) GHG EMISSIONS (CO <sub>2</sub> e-TON)	FY2019	FY2020	FY2021	CONVERSION FACTOR
CO <sub>2</sub> (gas/oil + cleaning)	36,578.0	35,479.7	33,558.3	1
CH <sub>4</sub>	0.0	0.0	0.0	N/A
N <sub>2</sub> O	0.0	0.0	0.0	N/A
HFCs <sup>1</sup> (HFC-23/HFC-134a)	166.9	335.8	903.6	HFC-23: 3,348 (lbs/lbs) HFC-134a: 1,300 (lbs/lbs)
PFCs	0.0	0.0	0.0	N/A
SF <sub>6</sub> <sup>2</sup>	6,939.1	594.5	2,324.1	Multiple factors: 23,500 (lbs/lbs) 10,575 (lbs/lbs) 9,623 (lbs/lbs)
NF <sub>3</sub> <sup>3</sup>	7.3	2.1	4.7	2,898 (lbs/lbs)
CF <sub>4</sub> <sup>2</sup>	890.3	549.0	409.4	Multiple factors: 6,630 (lbs/lbs) 4,774 (lbs/lbs) 4,344 (lbs/lbs)
C <sub>4</sub> F <sub>8</sub> <sup>3</sup>	8.5	1.6	3.5	6,010 (lbs/lbs)
HFE7100 <sup>4</sup>	3,792.8	7,156.5	7,540.1	421.0 (lbs/lbs)
HCFC-22 <sup>4</sup>	402.8	435.8	93.1	1,760 (lbs/lbs)
R-404A <sup>5</sup>	45.3	3.9	1,292.5	3,943 (lbs/lbs)
HCFC-123 <sup>4</sup>	14.2	14.2	14.2	79 (lbs/lbs)
HFE7200 <sup>4</sup>	0.0	21.4	8.6	57 (lbs/lbs)
R-407C <sup>6</sup>	128.9	43.1	0.0	1,624 (lbs/lbs)
R-508B <sup>7</sup>	116.1	5.8	0.0	11,607 (lbs/lbs)
<b>TOTAL SCOPE 1</b>	<b>49,090.3</b>	<b>44,643.4</b>	<b>46,152.0</b>	

<sup>1</sup> The conversion factor for HFC-23 is calculated by Western Digital. It is determined by facility based on the international technical review of the abatement process in manufacturing. The conversion factor for HFC-134a is based on the Intergovernmental Panel on Climate Change (IPCC) fifth assessment report, 100 year number.  
<sup>2</sup> Some facilities use the IPCC fifth assessment report, 100 year number, and others use conversion factors determined by facility based on the international technical review of the abatement process in manufacturing.  
<sup>3</sup> Calculated by Western Digital: the conversion factor is determined by facility based on the international technical review of the abatement process in manufacturing.  
<sup>4</sup> IPCC fifth assessment report, 100 year number.  
<sup>5</sup> Global warming potential (GWP) is calculated based on component gases' GWPs (44% HFC-125, 4% HFC-134a, 52% HFC 143a)  
<sup>6</sup> GWP is calculated based on component gases' GWPs (25% HFC-125, 52% HFC-134a, 23% HFC-32)  
<sup>7</sup> GWP is calculated based on component gases' GWPs (39% HFC-23, 61% PFC-116)

GRI 305-2

TOTAL INDIRECT (SCOPE 2) GHG EMISSIONS (CO <sub>2</sub> e-TON) <sup>1</sup>	FY2020	FY2021
CO <sub>2</sub> e <sup>2</sup>	1,000,814.1	929,882.7

<sup>1</sup> Scope 2 market-based emissions; all gases CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O are included. Due to the transition to include the Scope 2 market-based, rather than location-based, GHG emissions, our disclosure is limited to the last two fiscal years. Please reference our previous responses to the annual CDP Climate Change Questionnaire, which are published on our [Corporate Responsibility website](#) for historic data prior to FY2020.  
<sup>2</sup> International Energy Association (IEA) emission factors

GRI 305-3

OTHER INDIRECT (SCOPE 3) GHG EMISSIONS (CO <sub>2</sub> e-TON) <sup>1</sup>	FY2019	FY2020	FY2021
CO <sub>2</sub> e <sup>2</sup>	37,069.0	27,680.0	762.5 <sup>3</sup>

<sup>1</sup> At this time, the Scope 3 emissions stated here include business air travel only.  
<sup>2</sup> Defra emission factors  
 Note: Our complete FY 2020 Scope 3 inventory is disclosed in our 2021 CDP Climate Change response, which is posted on our [Corporate Responsibility website](#). We will also disclose our complete FY 2021 Scope 3 inventory in our 2022 CDP Climate Change response.

GRI 305-4

GHG EMISSIONS INTENSITY <sup>1</sup>	FY2020	FY2021
GHG emissions intensity ratio—HDD (Tons/PB) <sup>2</sup>	1.7	0.9
GHG emissions intensity ratio—SSD (Tons/PB) <sup>2</sup>	6.3	2.9

<sup>1</sup> The denominator used to calculate the GHG emissions intensity ratio is shipped memory capacity.  
<sup>2</sup> Includes Scope 1 and Scope 2 market-based GHG emissions and all gases CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs, PFCs, SF<sub>6</sub> and NF<sub>3</sub>. Due to the transition to include the Scope 2 market-based, rather than location-based, GHG emissions in this calculation, our disclosure is limited to the last two fiscal years.

TC-HW-410a.4, TC-SC-150a.1

END-OF-LIFE MATERIAL <sup>1</sup>			
FY2019	DISPOSED (METRIC TONS)	RECOVERED (METRIC TONS)	PERCENTAGE RECYCLED
NMP <sup>2</sup>	1,371.1	1,302.5	95%
IPA (material) <sup>3</sup>	8.3	8.3	100%
Aerosol cans (material)	0.04	0.0	0%
Batteries <sup>4</sup>	4.5	3.9	85%
E-waste <sup>5</sup>	73.6	72.1	98%
<b>TOTAL</b>	<b>1,457.5</b>	<b>1,386.8</b>	<b>95%</b>
FY2020	DISPOSED (METRIC TONS)	RECOVERED (METRIC TONS)	PERCENTAGE RECYCLED
NMP <sup>2</sup>	1,460.0	1,387.0	95%
IPA (material) <sup>3</sup>	12.8	12.8	100%
Aerosol cans (material)	0.03	0.00	0%
Batteries <sup>4</sup>	5.2	4.4	85%
E-waste <sup>5</sup>	52.6	51.5	98%
<b>TOTAL</b>	<b>1,530.6</b>	<b>1,455.7</b>	<b>95%</b>
FY2021	DISPOSED (METRIC TONS)	RECOVERED (METRIC TONS)	PERCENTAGE RECYCLED
NMP <sup>2</sup>	940.6	893.5	95%
IPA (material) <sup>3</sup>	9.6	9.6	100%
Aerosol cans (material)	0.02	0.0	0%
Batteries <sup>4</sup>	0.8	0.7	85%
E-waste <sup>5</sup>	19.3	18.9	98%
<b>TOTAL</b>	<b>970.3</b>	<b>922.7</b>	<b>95%</b>

<sup>1</sup>Data only includes Great Oaks facility. Materials used in the manufacturing of Western Digital storage products are disposed of according to local regulations in all regions in which Western Digital operates.

<sup>2</sup>Treated off-site at treatment, storage, and disposal facilities, then sold as product to other vendors.

<sup>3</sup>Sold "as-is" and directly recycled.

<sup>4</sup>Deconstructed and recyclable materials recovered.

<sup>5</sup>Approximately 93% of e-waste is recycled, primarily for precious metal recovery, and more than 5% of e-waste is refurbished and sold for reuse.

TC-HW-410a.1, TC-SC-410a.1

IEC 62474 DECLARABLE SUBSTANCES	FY2019	FY2020	FY2021
Percentage of products by revenue that contain IEC 62474 declarable substances <sup>1</sup>	100%	100%	100%

<sup>1</sup>Though Western Digital products generally contain IEC 62474 declarable substances, we meet all legal requirements for those substances. The main IEC 62474 declarable substances used in Western Digital products—lead and nickel—are fully compliant with regulations wherever our products are sold.

## Supply Chain

TC-HW-430A.1, TC-HW-430A.2

SUPPLIERS ASSESSED USING RBA VALIDATED ASSESSMENT PROGRAM	FY2019	FY2020	FY2021
Percentage of all Tier 1 supplier facilities audited in the RBA Validated Assessment Program or equivalent <sup>1</sup>	96%	58%	62%
Percentage of high-risk Tier 1 supplier facilities audited in the RBA Validated Assessment Program or equivalent <sup>2</sup>	0%	0%	0%
Tier 1 suppliers' non-conformance rate with the RBA Validated Assessment Program or equivalent	6%	9%	8%
Tier 1 suppliers' associated corrective action rate for priority non-conformances	100%	91%	93%
Tier 1 suppliers' associated corrective action rate for other non-conformances	93%	76%	84%

<sup>1</sup>Total supplier facilities for FY2019 encompass 80% of direct material spend. Total supplier facilities for FY2020 and FY2021 encompass 90% of direct material spend and single/sole source and strategic suppliers included in the previous top 80% spend.

<sup>2</sup>The RBA Online SAQ identified 0 high risk facilities for Western Digital.

# Our Workforce

## GRI 403-8, 403-9

HEALTH AND SAFETY		FY2019		FY2020		FY2021	
EMPLOYEES	#	%	#	%	#	%	
#/rate of employee fatalities	0	0	0	0	0	0	
#/rate of high-consequence work-related injuries (excluding fatalities)—employees	2	0.0029	0	0	4	0.006	
Employee Lost Time Incident Rate (LTIR) <sup>1</sup>	37	0.05	49 <sup>2</sup>	0.08 <sup>2</sup>	29	0.04	
#/rate of recordable work-related injuries (including fatalities)—employees	79	0.11	82 <sup>2</sup>	0.13 <sup>2</sup>	61	0.09	
Employee Total Recordable Incident Rate (TRIR) <sup>1</sup>	79	0.11	82 <sup>2</sup>	0.13 <sup>2</sup>	61	0.09	
Main types of work-related injury—employees	Slip/Trip/Fall, Struck/on/by, Machine safety, Material Handling/Ergo						
<b>TOTAL NUMBER OF HOURS WORKED—EMPLOYEES</b>	<b>138,407,687</b>		<b>127,453,523</b>		<b>131,495,058</b>		
NON-EMPLOYEE WORKERS	#	%	#	%	#	%	
#/rate of non-employee worker fatalities	0	0	0	0	0	0	
#/rate of high-consequence work-related injuries (excluding fatalities)—non-employee workers	0	0	0	0	0	0	
#/rate of recordable work-related injuries (including fatalities)—non-employee workers	21	N/A	13	N/A	6	N/A	

HEALTH AND SAFETY	FY2019		FY2020		FY2021	
NON-EMPLOYEE WORKERS	#	%	#	%	#	%
Work-related hazards that pose a risk of high-consequence injury, including:	i. how these hazards have been determined; ii. which of these hazards have caused or contributed to high-consequence injuries during the reporting period; iii. actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls					
	i. Hazards including those related to Machine Safety, Chemical Contact, Slip/trip/fall, Struck on/by and Repetitive Trauma are identified through hazard identification and risk assessment process; incident investigation process; and internal/external audits and inspections. ii. During FY2021, 3 high-consequence injuries were caused by slip/trip/fall and one was caused by a delivery truck hit a WD worker in a WD parking lot. iii. Actions taken to minimize risks include the following: 1. Design and evaluate workplace to eliminate hazards. 2. Design and evaluate workplace and stations to eliminate repetitive trauma hazards. 3. Create operating procedures and work instructions, provide control measures to different hazards 4. Train and communicate workers to understand and identify hazards and follow control measures to control hazards. 5. Conduct periodic inspection/walk-through to monitor the workplace and verify that it is free from hazards. 6. Take corrective and preventive actions to eliminate the hazards.”					
Whether the rates have been calculated based on 200,000 or 1,000,000 hours worked			200,000			
Any workers excluded from this disclosure (and why)	0		0		0	
Workers covered by an occupational health and safety management system	100%		100%		100%	

<sup>1</sup> Employee LTIR and TRIR are Occupational Safety and Health Administration (OSHA) Standards.

<sup>2</sup> This value is restated for FY2020 due to the status change of a small number of injury cases.

Note: Western Digital currently does not track main types of work-related injury or total number of hours worked for non-employee workers.

GRI 401-1

EMPLOYEE ATTRACTION, RETENTION AND ENGAGEMENT	FY2019		FY2020		FY2021	
	#	RATE <sup>1</sup>	#	RATE <sup>1</sup>	#	RATE <sup>1</sup>
<b>EMPLOYEE HIRES</b>						
Hires by age group	5,950	27.5%	10,160	55.3%	6,774	36.0%
• Under 30	2,516	6.3%	3,889	9.8%	2,642	6.6%
• 30-50						
• 50+	297	5.2%	300	5.2%	187	3.0%
Hires by gender	4,298	15.5%	4,833	17.9%	3,372	12.3%
• Male	4,465	11.2%	9,510	26.0%	6,229	16.4%
• Female						
Hires by region	1,043	12.5%	1,125	14.0%	734	9.2%
• United States	7,507	13.0%	12,992	23.9%	8,736	15.6%
• Asia						
• Other	213	17.0%	232	18.1%	133	10.5%
<b>Total Employee Hires</b>	<b>8,763</b>	<b>13.0%</b>	<b>14,349</b>	<b>22.5%</b>	<b>9,603</b>	<b>14.7%</b>

EMPLOYEE ATTRACTION, RETENTION AND ENGAGEMENT	FY2019		FY2020		FY2021	
	#	RATE <sup>2</sup>	#	RATE <sup>2</sup>	#	RATE <sup>2</sup>
<b>EMPLOYEE TURNOVER</b>						
Voluntary turnover by age group	3,101	14.3%	2,755	15.0%	3,766	20.0%
• Under 30	3,088	7.7%	2,422	6.1%	2,352	5.8%
• 30-50						
• 50+	231	4.0%	203	3.5%	237	3.8%
Involuntary turnover by age group <sup>3</sup>	7,906	36.6%	3,148	17.1%	1,175	6.2%
• Under 30	4,195	10.4%	2,390	6.1%	1,523	3.8%
• 30-50						
• 50+	959	16.8%	457	7.9%	298	4.8%
Voluntary turnover by gender	2,682	9.7%	2,055	7.6%	2,479	9.1%
• Male	3,736	9.4%	3,324	9.1%	3,876	10.2%
• Female						
Involuntary turnover by gender <sup>3</sup>	3,051	11.0%	2,486	9.2%	659	2.4%
• Male	10,007	25.1%	3,506	9.6%	2,336	6.2%
• Female						
Voluntary turnover by region	768	9.2%	592	7.4%	610	7.7%
• United States	5,551	9.6%	4,706	8.7%	5,665	10.1%
• Asia						
• Other	101	8.1%	82	6.4%	80	6.3%
Involuntary turnover by region <sup>3</sup>	932	11.1%	535	6.7%	236	3.0%
• United States	12,082	20.8%	5,292	9.7%	2,700	4.8%
• Asia						
• Other	46	3.7%	168	13.1%	60	4.7%
<b>Total Voluntary Employee Turnover</b>	<b>6,420</b>	<b>9.5%</b>	<b>5,380</b>	<b>8.4%</b>	<b>6,355</b>	<b>9.7%</b>
<b>Total Involuntary Employee Turnover<sup>3</sup></b>	<b>13,060</b>	<b>19.3%</b>	<b>5,995</b>	<b>9.4%</b>	<b>2,996</b>	<b>4.6%</b>

<sup>1</sup> Hire rate is calculated as the total number of hires divided by the average headcount over the time period. Employees without gender or birthdate in the source data are included in the total only and not in age, gender and region breakouts.

<sup>2</sup> Turnover rate is calculated as the total number of separations/terminations (voluntary and involuntary) divided by the average headcount over the time period. Employees without gender or birthdate in the source data are included in the total only and not in age, gender and region breakouts.

<sup>3</sup> FY2019 involuntary turnover rates were significantly impacted by restructuring tied to business divestitures.

GRI 405-1, TC-HW-330a.1

AGE REPRESENTATION OF GLOBAL EMPLOYEES <sup>1</sup>			
FY2019	UNDER 30	30-50	50+
Management	1.1%	70.4%	28.5%
Technical staff	18.3%	63.3%	18.4%
All other employees	33.1%	61.7%	5.2%
Factory employees <sup>2</sup>	35.0%	61.5%	3.5%
Non-factory employees	14.7%	63.9%	21.5%
FY2020	UNDER 30	30-50	50+
Management	1.0%	68.6%	30.4%
Technical staff	21.2%	60.3%	18.6%
All other employees	33.7%	60.9%	5.4%
Factory employees <sup>2</sup>	35.4%	60.6%	4.0%
Non-factory employees	15.0%	64.3%	20.7%
FY2021	UNDER 30	30-50	50+
Management	0.9%	66.7%	32.4%
Technical staff	22.1%	58.9%	19.0%
All other employees	32.3%	61.8%	6.0%
Factory employees <sup>2</sup>	33.8%	61.5%	4.7%
Non-factory employees	15.2%	64.3%	20.5%

<sup>1</sup> Data is based on the headcount at the end of the indicated fiscal year.

<sup>2</sup> For purposes of this report, "factory employees" are those working in our factory setting that directly work on product assembly; all remaining employees are considered professional or managerial.

GENDER REPRESENTATION OF GLOBAL EMPLOYEES <sup>1</sup>			
FY2019	FEMALE	MALE	OTHER
Management	26.1%	73.8%	0.0%
Technical staff	20.2%	79.8%	0.0%
All other employees	67.3%	32.7%	0.0%
Factory employees <sup>2</sup>	69.0%	31.0%	0.0%
Non-factory employees	50.4%	49.5%	0.1%
FY2020	FEMALE	MALE	OTHER
Management	26.1%	73.8%	0.0%
Technical staff	21.4%	78.5%	0.0%
All other employees	72.6%	31.5%	0.0%
Factory employees <sup>2</sup>	70.1%	29.9%	0.0%
Non-factory employees	50.9%	49.0%	0.1%
FY2021	FEMALE	MALE	OTHER
Management	25.7%	74.3%	0.0%
Technical staff	22.3%	77.7%	0.0%
All other employees	68.3%	31.7%	0.0%
Factory employees <sup>2</sup>	69.8%	30.2%	0.0%
Non-factory employees	51.8%	48.2%	0.1%

<sup>1</sup> Data is based on the headcount at the end of the indicated fiscal year. Gender data is based on self-identification.

<sup>2</sup> For purposes of this report, "factory employees" are those working in our factory setting that directly work on product assembly; all remaining employees are considered professional or managerial.

GRI 102-8

INFORMATION ON EMPLOYEES AND OTHER WORKERS <sup>1</sup>				
FY2019		FULL-TIME EMPLOYEES	PART-TIME EMPLOYEES	REGULAR EMPLOYEES
Gender <sup>2</sup>	Female	35,264	38	35,302
	Male	26,946	31	26,977
	Other	5	0	5
Region	United States	8,039	36	8,075
	Asia	52,913	7	52,920
	Other	1,263	26	1,289
FY2020		FULL-TIME EMPLOYEES	PART-TIME EMPLOYEES	REGULAR EMPLOYEES
Gender <sup>2</sup>	Female	37,948	27	37,975
	Male	27,193	28	27,221
	Other	7	0	7
Region	United States	7,994	29	8,023
	Asia	55,898	11	55,909
	Other	1,256	15	1,271
FY2021		FULL-TIME EMPLOYEES	PART-TIME EMPLOYEES	REGULAR EMPLOYEES
Gender <sup>2</sup>	Female	37,955	30	37,985
	Male	27,436	39	27,475
	Other	8	0	8
Region	United States	7,892	34	7,926
	Asia	56,255	22	56,277
	Other	1,252	13	1,265

<sup>1</sup> Data is based on Western Digital's non-contingent headcount at the end of the indicated fiscal year.  
<sup>2</sup> Gender data is based on self-identification.

GRI 405-1, TC-HW-330a.1

RACIAL/ETHNIC GROUP REPRESENTATION OF UNITED STATES EMPLOYEES <sup>1</sup>						
FY2019		ASIAN	BLACK OR AFRICAN AMERICAN	HISPANIC OR LATINO	WHITE	OTHER <sup>2</sup>
Management		45.6%	0.9%	4.5%	46.9%	2.1%
Technical staff		57.3%	0.9%	3.2%	37.4%	1.1%
All other employees		53.0%	2.5%	13.3%	27.7%	3.5%
Factory employees <sup>3</sup>		59.8%	3.0%	16.6%	15.8%	4.8%
Non-factory employees		47.3%	2.1%	10.6%	37.6%	2.5%
FY2020		ASIAN	BLACK OR AFRICAN AMERICAN	HISPANIC OR LATINO	WHITE	OTHER <sup>2</sup>
Management		48.9%	1.0%	4.4%	43.4%	2.3%
Technical staff		58.2%	1.0%	3.3%	36.4%	1.1%
All other employees		56.1%	2.6%	13.1%	24.1%	4.1%
Factory employees <sup>3</sup>		64.3%	2.8%	15.1%	13.5%	4.2%
Non-factory employees		47.6%	2.4%	11.0%	35.1%	3.9%
FY2021		ASIAN	BLACK OR AFRICAN AMERICAN	HISPANIC OR LATINO	WHITE	OTHER <sup>2</sup>
Management		49.7%	1.1%	4.5%	42.4%	2.3%
Technical staff		58.3%	1.0%	3.4%	35.9%	1.4%
All other employees		56.2%	2.6%	13.1%	23.8%	4.3%
Factory employees <sup>3</sup>		62.6%	2.8%	16.2%	13.5%	4.9%
Non-factory employees		48.8%	2.2%	9.6%	35.8%	3.6%

<sup>1</sup> Data is based on the headcount at the end of the indicated fiscal year.  
<sup>2</sup> Other includes the following classifications: Native American or Alaska Native, Native Hawaiian or Pacific Islander, and "Two or More Races".  
<sup>3</sup> For purposes of this report, "factory employees" are those working in our factory setting that directly work on product assembly; all remaining employees are considered professional or managerial."

# Governance and Ethics

## GRI 205-1

GLOBAL CODE OF CONDUCT TRAINING	FY2019	FY2020	FY2021
Number of professional and managerial workers <sup>1</sup> assigned online Global Code of Conduct training	27,888	20,326 <sup>2</sup>	20,435 <sup>2</sup>
% of training completion by month-end deadline	99.9%	99.8%	99.8%
Number of employees not finished by deadline	27	39	43
Time required to reach 100% training completion (days)	11 days	12 days	4 days
Number of employees receiving instructor-led training	3,521	2,239	5,819

<sup>1</sup> Includes Western Digital employees and contractors.

<sup>2</sup> Change in assignment methodology; APAC technician population was trained by instructor-led rather than via online training.

## GRI 205-1

ANTI-CORRUPTION	FY2019	FY2020	FY2021
Percentage of operations assessed for risks related to corruption	100%	100%	100%

## GRI 405-1

BOARD DIVERSITY		FY2019	FY2020	FY2021
By gender	Male	70.0%	50.0%	50.0%
	Female	30.0%	50.0%	50.0%
By age group	Under 30	0%	0%	0%
	30-50	10.0%	12.5%	12.5%
	50+	90.0%	87.5%	87.5%

# Activity Metrics

## TC-HW-000.A, TC-SC-000.A, TC-HW-000.B, TC-HW-000.C, TC-SC-000.B

ACTIVITY METRIC	UNIT	FY 2019	FY 2020	FY 2021
Number of units produced by product category	Number (#) <sup>1</sup>	790,844,227	740,648,479	669,839,821
<ul style="list-style-type: none"> <li>• Communications Equipment</li> <li>• Components</li> <li>• Computer Hardware</li> <li>• Computer Peripherals</li> <li>• Computer Storage</li> <li>• Consumer Electronics</li> <li>• Other Hardware</li> <li>• Printing &amp; Imaging</li> <li>• Transaction Management Systems</li> </ul>				
Area of manufacturing facilities	Square feet [ft <sup>2</sup> ]	7,584,687	7,599,703	8,751,512
Percentage of production from owned facilities	Percentage [%] <sup>1</sup>	65%	66%	78%

<sup>1</sup> Includes computer storage units.



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