We are proud to share Western Digital’s 2021 Sustainability Report covering Fiscal Year 2021, which has been prepared in accordance with the Global Reporting Initiative (GRI) Standards: Core option. The report also references the Sustainability Accounting Standards Board (SASB) Hardware Standard and the SASB Semiconductors Standard. Furthermore, we have aligned our disclosures with the UN Sustainable Development Goals (UN SDGs) and the Task Force on Climate-Related Financial Disclosures (TCFD). Please reference this report’s indices for additional information.

To reflect the increasing importance of sustainability to our business, our FY2021 report aligns the reporting period of our annual sustainability reporting with our fiscal year. Western Digital’s FY2021 Sustainability Report builds on the work completed since our last report and further reinforces our commitment to sustainability as an industry leader and global corporate citizen.

While this report provides transparency to our stakeholders on our sustainability progress, it also reflects our ongoing efforts to assess the company’s greatest environmental, social and governance (ESG) impacts, risks and opportunities to further enhance our practices in the future.

This report is organized into three parts. The first section, Our 2021 Story, offers significant highlights from FY2021. A general disclosure section provides a deeper, more technical look at our approach to sustainability and our progress. And a set of indices provides a comprehensive look at the data that informs our sustainability efforts.

We are always looking for opportunities to improve our transparency and better demonstrate our performance; if you have any feedback about this report or other disclosures, please contact sustainability@wdc.com.
Dear Fellow Stakeholders,

The digital transformation has created a more technology-enabled and technology-dependent world than ever before, leaving businesses with a great opportunity and an enormous responsibility. We must balance how we deliver innovation to meet new demands with how we respond to critical issues facing the world today, whether it’s our focus on the environment and our people or how we address the challenges related to the COVID-19 pandemic. Customers, employees and investors expect us to act on these topics. When we focus on sustainability, we address stakeholder interests and position our people, communities, the environment and business to thrive.

Laying the Foundation

In recent years, our teams have completed important work to build a foundation for sustainability leadership at Western Digital. We’ve established data-driven targets and metrics to manage and improve performance and efficiency throughout our operations and supply chain. We know that we must continually adapt to address the issues that impact our business and our world.

Protecting the Environment

Western Digital is a large, global corporation, and our products are used by customers throughout the world, so each improvement we make to reduce environmental impact is multiplied by the scale of our international footprint. In FY2021, we formally adopted science-based targets that will help us cut Western Digital’s emissions by 42 percent by 2030. With data from Life Cycle Assessments, we seek to minimize our products’ environmental footprint. And we seek to use resources efficiently and transparently disclose information about our performance.

Supply Chain

The past few years have shined a spotlight on global supply chains, as the supply processes that consumers rely on for everyday products were adversely affected by the pandemic. Customers, employees and investors expect us to act on these topics. When we focus on sustainability, we address stakeholder interests and position our people, communities, the environment and business to thrive.

Investing in People

We are (and always have been) outspoken about the value of our employees. Our team of innovators is our biggest asset, and the success of our business is fundamentally connected to employee well-being. In FY2021, we continued to partner with the Responsible Business Alliance (RBA) to protect human rights, uphold leading labor practices and reduce risks. We also remain committed to championing diversity, equity and inclusion and investing in the future of our communities.

Integrity and Governance

Customers are more interconnected than ever before, data is being generated at unprecedented speeds and customers’ expectations have never been higher. During FY2021, we launched Western Digital’s Privacy Portal, where customers can read about our data privacy practices in the midst of a rapidly changing world of data. We also emphasized the importance of high ethical standards to our employees. As global leaders in data infrastructure, we must always maintain stakeholder trust.

Looking Ahead

This report highlights many of the steps we’ve taken to become a more sustainable business— but there is more work to be done. We believe in the power of data—and the data-driven sustainability metrics we have established will allow us to continue to refine our approach in the future. As we seek to help solve some of the world’s biggest challenges, we will continue to weave the value of sustainability into the core of our business.

Thank you for your interest in Western Digital and our FY2021 Sustainability Report.

David Goeckeler, CEO
Architecting how data enables the world to solve its biggest challenges.

We believe in the promise of data and are committed to architecting the infrastructure to unlock its potential. At Western Digital, when we innovate across our portfolio—from products and devices to data center platforms and infrastructures—we enable the world to solve its biggest challenges.

To be recognized as the world’s leading data infrastructure company.

Western Digital is—and always has been—a company of engineers, inventors, makers and innovators. Our responsibility and mission is to enable others to unlock the intrinsic value of data for people, for organizations and for the advancement of society. By coming together, globally, as One Western Digital to address a market that is far bigger, more sophisticated and more complex than at any other time, we will achieve our mission.

OUR VISION

OUR MISSION

SILICON-TO-SYSTEM INNOVATION AND ENGINEERING

Integrated Storage Platforms

Platforms Innovation
(electrical and mechanical design, firmware and diagnostics)

Device Innovation
(mechanical, packaging, testing, software, firmware and controllers)

Advanced Media, Controller, Head, Firmware/FTL
Science-Based Targets
We committed to an ambitious set of GHG emissions reduction targets that will reduce our emissions by 42 percent by 2030, putting us on a trajectory to meet or exceed the guidance of the Paris Climate Agreement.

Read more

Life Cycle Assessments
We completed life cycle assessments of six of our high volume products. This data helps quantify the environmental impacts of our products and will help us create better, more sustainable products in the future.

Read more

COVID-19 Response
To keep our team moving forward in the midst of a global pandemic, we implemented health and safety measures in our facilities, let employees work from home whenever possible, provided emergency leave to those who could not work and provided opportunities for vaccination.

Read more

Supply Chain Resiliency
We developed and deployed unique artificial intelligence and machine learning capabilities to predict risks to our supply base. Using these technologies, Western Digital was able to minimize significant risks and disruptions.

Read more

Responsible Business Alliance Supplier Trainings
We rolled out an e-Learning program from the Responsible Business Alliance to educate our suppliers. The program allows us to connect specific suppliers with appropriate e-Learning content, encouraging compliance, sustainable initiatives and reducing risk in our supply chain.

Read more
Our ESG Approach

We believe that being an industry leader means creating shared value—both for our business and for those around us. Across our global operations, Western Digital’s focus on sustainability helps keep our communities and environment vibrant while supporting our business. We believe that sustainability:

- Leads to more efficient and resilient business operations
- Helps us meet our customers’ efficiency targets
- Reduces risks of misconduct and legal liability
- Helps increase our investor pool with demonstrable ESG performance
- Enhances the reliability of our supply chain
- Improves the health, well-being, engagement and productivity of our employees
- Our sustainability strategy focuses on issues that are material to our stakeholders and our business. By setting goals and monitoring progress, including science-based targets, we can promote vibrancy and resiliency in the communities where we live and work and promote better business performance.

*Materiality, as used in this report, and our materiality assessment process, is different than the definition used in the context of filings with the SEC. Issues deemed material for purposes of this report may not be considered material for SEC reporting purposes.*
COVID-19 Response

The COVID-19 pandemic has dramatically accelerated all things digital — from e-commerce to e-learning to online healthcare. Consequently, data infrastructure is being strained in unprecedented ways. As a company that designs and supplies much of the world’s essential data infrastructure, Western Digital has played a vital role in the world's adaptation to COVID-19. To keep our business moving forward, our people have risen to meet the ongoing challenges brought about by the pandemic.

To prioritize the health and safety of our employees, we quickly transitioned all possible employees to work from home. When specific responsibilities required team members to work onsite, we adopted leading safety measures to safeguard employee health, including implementing PPE, health screenings and reduced business travel. We provided regular wellness updates and expanded access to health and wellness resources. And we provided regular, proactive communication to our employees through town halls, weekly videos and other communication channels. We continue to encourage our employees to be vaccinated and have facilitated vaccine drives in many of our global locations, including India, Thailand, Malaysia and the Philippines. We provide paid leave for employees to get vaccinated or for those suffering from effects of COVID-19 (in addition to those who are sick or quarantined due to COVID-19 exposure).

In addition to supporting our employees, we also support the communities in which we operate through cash contributions to organizations providing support during COVID-19.

Our response to COVID-19 remains agile. We continue to review our site protocols, including health and safety screening and continued enhanced cleaning. We continually adapt and implement location and geography-specific measures in response to the latest knowledge and recommendations. And we seek to ensure our products remain available to support the world’s data infrastructure.

Addressing Systemic Racism

We also acknowledge that persistent, systemic racism remains a serious, tragic barrier for many in the United States and beyond. When it comes to racism or discrimination, we do not mince words: racism must end. It erodes human dignity, hampers talented individuals from making valuable contributions in their communities and interferes with the success of societies and institutions. No one should be denied the opportunity to develop their potential because of their race.

At Western Digital, we seek to do our part to promote equity and equality, and to expand opportunities for advancement around the world. Internally, we believe we can achieve the best business outcomes by developing a diverse, inclusive working environment that empowers all of our talented employees to make an impact, together. Externally, we have implemented targeted Giving initiatives to address issues of inequality in regions where we operate.

Learn more about our diversity and inclusion efforts here.
World Economic Forum
Western Digital’s Penang and Prachinburi sites have been designated as “Advanced Fourth Industrial Revolution (4IR) Lighthouses” by the World Economic Forum

2021 Best Company for Millennials and Best Company for Diversity
Women’s Choice Award recognized Western Digital as a Best Company for Millennials and a Best Company for Diversity (2021)

MAALA ESG INDEX 2021: Platinum Plus
Western Digital achieved the top Platinum Plus rating for corporate social responsibility

One of America’s Most Responsible Companies
Newsweek recognized Western Digital as One of America’s Most Responsible Companies (2021)

Factory of Choice Award
Western Digital’s Shanghai facility received a Responsible Business Alliance Factory of Choice Award

2020 Pro Patria Award
2020 Pro Patria Award from the Employer Support of the Guard and Reserve (ESGR), a Department of Defense program

World’s Most Ethical Companies®
Western Digital is recognized as One of the World’s Most Ethical Companies by Ethisphere (2021)
Expectations for our products are changing. Data at scale is putting new demands on infrastructure and customers are increasingly demanding more sustainable products and solutions. We continue to focus on innovation in order to create the world’s most advanced, sustainable data infrastructure products.

Our Performance

Life Cycle Assessments

Western Digital embraces the importance of data. When it comes to delivering products designed and manufactured with long-term sustainability in mind, we let data lead our efforts.

Life cycle assessment (or LCA) is a methodology for assessing environmental impacts associated with all the stages of a product’s life cycle — from raw material extraction through materials processing, manufacture, distribution, use and end-of-life.
eHDD carbon footprint:
ULTRASTAR DC HC530 HDD:
PHASE-WISE CONTRIBUTION IN CLIMATE CHANGE IMPACTS
14%

86%

eSSD carbon footprint:
ULTRASTAR DC SN360:
PHASE-WISE CONTRIBUTION IN CLIMATE CHANGE IMPACTS
49%

51%

In FY2021, we completed ISO-conformant life cycle assessments (LCAs) of six high-volume products to quantify their environmental impacts and we publicly disclosed summaries of those assessments. These LCAs will serve as a baseline for product impact and will influence future decisions related to design, manufacturing and logistics as we move into a more sustainable future.

Case Study: Easy Recycle
Making it easier for customers to recycle data storage devices

Launched on Earth Day 2020, our Easy Recycle product take-back program helps customers easily recycle old data storage devices. Rather than sending old or broken devices to landfills, customers can ship them for free to our recycling partner by dropping them off at any UPS store. Western Digital covers all shipping costs and rewards customers for their participation with a discount coupon that can be used for a future purchase in the Western Digital online store. The program covers all storage devices—both internal and external HDDs and SSDs—and even applies to devices made by other manufacturers. In line with our commitment to data safety and security, all drives are safely recycled through a certified process that protects all customer data.

To date, the Easy Recycle program has:
• recycled more than 13,500 drives.
• diverted more than six metric tons of waste from landfills.

1 eHDD and eSSD end-of-life and distribution phase impacts are less than 1%. 
Western Digital’s long-term success depends on reliable access to raw materials, good relationships with communities and governments, the health of our workforce and innovation to meet or surpass the evolving expectations of our customers. For each of the above considerations, environmental sustainability is essential to the future of our business and our world.

Our Performance

Science-Based Targets

In June 2021, we announced our commitment to set science-based targets for greenhouse gas (GHG) emissions reductions that are in line with what the latest climate science says is needed to prevent the worst impacts of climate change.

In September 2021, the Science-Based Targets initiative (SBTi) approved our reduction goals. With a focus on reducing operational emissions by 42 percent by 2030, our goals will put us on a trajectory to meet or exceed the guidance in the Paris Climate Agreement. Our targets align with the ambitious SBTi goal to limit global warming to 1.5°C above pre-industrial levels. We have already accelerated our investments in meaningful emissions reductions in order to meet these ambitious targets.

The SBTi represents a partnership between CDP, the United Nations Global Compact, World Resources Institute and the World Wide Fund for Nature. See our latest CDP Climate Change disclosure here.
ENERGY EFFICIENT PRODUCTS

As data becomes an increasingly essential part of life, new demands are being put on data infrastructures. These changes can lead to increases in energy consumption, driving our customers to commit to product energy reductions.

At Western Digital, we work to meet these demands by investing in the engineering required to continuously reduce our HDD and flash-based product energy needs. We strive to reduce the power consumption of our devices and raw materials usage on a per-byte basis and to increase capacity of our devices in a given form factor—which results in better energy and materials management per byte of storage. For example, our focus on improving HDD power efficiency resulted in an estimated 300,000 MWh of product-level power savings from FY2020 to FY2021. Our continued innovation in design enables significant greenhouse gas emission reductions during the customer use phase of our product life cycle.

Case Study: Thailand

Removing more than 45 tons of waste from our waste stream

In FY2021, our team in Thailand continued efforts to reduce their waste stream with an aggressive waste reduction program. The program’s original goal was to divert 19 tons of waste from landfills. However, our Thailand operations more than doubled their target, removing approximately 45 tons of waste from their waste stream.

45 tons
OF WASTE REMOVED FROM OUR WASTE STREAM

Case Study: San Jose

Upgrading recycled water quality at our Great Oaks facility

In FY2021, we made significant improvements to the wastewater treatment plant at our Great Oaks campus in San Jose. We added a crossflow filtration system to the industrial wastewater treatment plant, which acts as a pre-filter for a downstream Reverse Osmosis (RO) system. The two systems work together to provide the on-site cooling tower with high quality recycled water. Higher quality water resulted in a notable improvement to cooling tower efficiency, to the point that the system now also provides water to on-site boilers and chillers. Better water quality has significantly reduced chlorine demand in the cooling tower and saves an estimated 50,000 cubic meters of water from entering the sanitary sewer per year.

Learn more about our approach to the Environment.
Western Digital has an extensive in-house manufacturing network of more than 40,000 factory employees and hundreds of global production parts suppliers and contract manufacturers. We believe that transparency and accountability leads to more responsible, resilient supply chains, better working conditions and improved environmental performance.

**Our Performance**

**Capacity Building and Training**

Since 2007, Western Digital has been a member of the Responsible Business Alliance (RBA). As part of this membership, RBA completes regular audits of our suppliers to identify labor issues and risks to our business.

To engage suppliers found to be in non-conformance during these audits, we adopted RBA’s e-Learning program in FY2021. The program allows us to tailor appropriate e-Learning content for specific suppliers or to address the details of specific non-conformance events.

Once suppliers complete the e-Learning curriculum, they are encouraged to come up with the appropriate corrective actions and implement them. To date, adoption and engagement with the RBA e-Learning program has been positive.

**RBA Validated Assessment Program Score Improvement Initiative (e-Learning)**

<table>
<thead>
<tr>
<th>Suppliers</th>
<th>Courses Completed</th>
</tr>
</thead>
<tbody>
<tr>
<td>9</td>
<td>158</td>
</tr>
<tr>
<td>27</td>
<td>84%</td>
</tr>
<tr>
<td>188</td>
<td></td>
</tr>
</tbody>
</table>
## SUPPLY CHAIN TRANSPARENCY

### Western Digital’s Supply Chain

<table>
<thead>
<tr>
<th>OVERALL SUPPLIER DATABASE</th>
<th>NUMBER OF SITES/FACILITIES(^1)</th>
<th>NUMBER OF REGIONS(^1)</th>
</tr>
</thead>
<tbody>
<tr>
<td>14,445</td>
<td>952</td>
<td>80</td>
</tr>
</tbody>
</table>

### Top 10 Region List\(^1\)

<table>
<thead>
<tr>
<th>Region</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>China</td>
<td>215</td>
</tr>
<tr>
<td>Hong Kong</td>
<td>109</td>
</tr>
<tr>
<td>India</td>
<td>80</td>
</tr>
<tr>
<td>Japan</td>
<td>134</td>
</tr>
<tr>
<td>Malaysia</td>
<td>198</td>
</tr>
<tr>
<td>Singapore</td>
<td>183</td>
</tr>
<tr>
<td>Taiwan</td>
<td>137</td>
</tr>
<tr>
<td>Thailand</td>
<td>130</td>
</tr>
<tr>
<td>United Kingdom</td>
<td>126</td>
</tr>
<tr>
<td>United States</td>
<td>327</td>
</tr>
</tbody>
</table>

\(^1\) Includes all direct and indirect material suppliers. Based only on location and count of sites/facilities with which we have a direct business relation.
Diversity Category

<table>
<thead>
<tr>
<th>SUPPLIER CATEGORY</th>
<th>SUPPLIER COUNT</th>
<th>BY PERCENTAGE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Overall supplier database</td>
<td>14,445</td>
<td>100%</td>
</tr>
<tr>
<td>Supplier diversity in database</td>
<td>640</td>
<td>4.43%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>CATEGORY IN SUPPLIER DIVERSITY</th>
<th>SUPPLIER COUNT</th>
</tr>
</thead>
<tbody>
<tr>
<td>Small Business Enterprise</td>
<td>299</td>
</tr>
<tr>
<td>Small Business Enterprise India</td>
<td>214</td>
</tr>
<tr>
<td>Women-Owned Business</td>
<td>34</td>
</tr>
<tr>
<td>MBE - Minority Business Enterprise - Asian</td>
<td>33</td>
</tr>
<tr>
<td>MBE - Minority Business Enterprise - Hispanic</td>
<td>12</td>
</tr>
<tr>
<td>SBA - Small Business Administration</td>
<td>10</td>
</tr>
<tr>
<td>SDB - Small Disadvantaged Business</td>
<td>10</td>
</tr>
<tr>
<td>Veteran Owned Business</td>
<td>10</td>
</tr>
<tr>
<td>Service-disabled Veteran Owned</td>
<td>6</td>
</tr>
<tr>
<td>GLBT (Gay, Lesbian, Bisexual, Transgender)</td>
<td>3</td>
</tr>
<tr>
<td>DVBA - Disabled Veteran Business Enterprise</td>
<td>2</td>
</tr>
<tr>
<td>MBE - Minority Business Enterprise - Black</td>
<td>2</td>
</tr>
<tr>
<td>JSMS - Japan Small-Mid Size company</td>
<td>2</td>
</tr>
<tr>
<td>PWD - People With Disabilities</td>
<td>2</td>
</tr>
<tr>
<td>MBE - Minority Business Enterprise - Native American</td>
<td>1</td>
</tr>
<tr>
<td>Grand Total</td>
<td>640</td>
</tr>
</tbody>
</table>

Learn more about our approach to Supply Chain.
Western Digital is powered by our people—a worldwide team of engineers, inventors, makers and innovators. We believe we can achieve the best business outcomes by empowering our diverse and talented employees to make an impact, together. We work diligently to foster a working environment where our employees and the employees of our suppliers are treated with respect and dignity and provided with fair and safe working conditions.

Our Performance

Protecting Human Rights

Western Digital is unequivocally committed to human rights. In FY2021, we conducted a global Human Rights Impact Assessment, consistent with the UN Guiding Principles on Business and Human Rights. That detailed assessment, which was performed by an independent third party and included input from both internal and external stakeholders, analyzed potential upstream, operational and downstream human rights impacts of our business. The results of that assessment are helping us allocate resources appropriately to strengthen our ongoing efforts to protect and preserve human rights throughout our operations and business footprint.
SUPPORTING OUR PEOPLE DURING COVID-19
We continue to proactively protect the health and safety of our employees through a phased return-to-site plan based on local guidance and global best practices, by encouraging employees to get vaccinated, including through vaccine drives in India, Japan, Malaysia, Philippines and Thailand, and by providing paid leave for employees impacted by COVID-19.

COVID-19 VACCINATIONS

**Western Digital Guiding Principles**
- Ensure vaccines are available at no cost to employees
- Educate employees about vaccines
- Assist with access to vaccines
- Provide emergency leave for time off related to vaccine
- Educate employees on when and where to get vaccinated
- Offer easy access to help employees schedule appointments
- Arrange transportation for mass off-site vaccination events when needed

**Vaccination Progress**
Western Digital teams have been working with local government, industry networks and hospitals to provide vaccine offerings to employees. As of 11/1/21, we’ve achieved the following progress:
- In Thailand, 97% of employees and on-site contractors are fully vaccinated.
- 7,774 works in the United States have attested their vaccination status with 90.7% fully vaccinated.
- More than 97% of employees in Malaysia are fully vaccinated.
- 72% of full-time employees have received at least the first dose in India.
- In Japan, 87.1% of employees are fully vaccinated.
- In the Philippines, 73% of employees have been fully vaccinated, with the combined partial and fully vaccinated at 92%.
- In China, 90.7% of employees have been fully vaccinated, with the combined partial and fully vaccinated at 92.6%.

**Case Study: Fujisawa**
Utilizing HDD simulation technology to manage COVID-19
At our Hard Drive facility in Fujisawa, Japan we used simulation technology to help control the spread of COVID-19. Simulations of the working environment helped us develop a hood that controls the diffusion of air between workstations, with the objective of protecting the health and safety of employees.

**Learn more about our approach to Workforce, Workplace and Community.**

155 cm

PARTITION
No hood

SIMULATION
Spreading beyond the wall

With hood

Hood controls diffusion
Pay Equity

We believe people should be paid for what they do and how they do it, regardless of their gender, race, or other personal characteristics. To fulfill that commitment, we benchmark pay using technology market data, set pay ranges based on market data and consider factors such as an employee’s role and experience, the location of their job, and their performance. We regularly review our compensation practices, both in terms of our overall workforce and individual employees, to ensure our pay is fair and equitable.

Annually, we review our pay practices to ensure consistency and equitable treatment. We use an independent firm and domain expert to assist in this analysis. The annual review is critical because our workforce changes constantly – in each year, employees are hired, move between roles, receive pay adjustments, and some leave. It is our objective to ensure that no bias finds its way into our system even with these ongoing changes. This year, our review included 75% of our total global employee population, including employees based in the United States, Israel, Malaysia, Thailand and India.

When we find any discrepancies between actual compensation and our policies, we work quickly to remedy them. Our most recent pay equity review, which we started at the end of fiscal year 2021, identified that women, after accounting for role, experience, location and performance, were paid 99.4 cents for every dollar earned by men. In the United States, we also review pay equity across race/ethnicity groups and found as a result of the latest review, after accounting for role, experience, location and performance, that non-white employees were paid 100.6 cents on every dollar earned by white employees. After identifying these gaps, we made pay adjustments to close all identified gaps. We will continue to review compensation and engage in a range of initiatives aimed at increasing diversity and ensuring equal pay and opportunity for all employees.

We are committed to transparency in this process and next year we will expand the pay equity analysis to review all of our major markets.
We can help address the social, environmental and economic challenges that affect our world by investing in the future of our communities. We give back in strategic areas that affect our communities and our business: providing access to enriching STEM education opportunities to underprivileged and underrepresented youth; working to eliminate world hunger and preserving the planet that we all share.

Our strategy is global, but is executed at a local level, leaving room to tailor implementation of strategy to meet the needs of local communities where we live and operate. For example, STEM education in Thailand looks quite different than it does in the United States, so a one-size-fits-all approach to community giving doesn’t work. This approach is especially vital in light of the COVID-19 pandemic, which impacted communities in every region where we operated. Flexibility in our approach to Global Giving allowed us to adapt and respond to needs as they arose.
Case Study: Israel

Western Digital Israel Maala ESG “PlatinumPlus” Award

Maala’s CSR/ESG Index is an assessment tool that benchmarks the social and environmental responsibility of Israeli companies. One hundred and fifty companies were rated for the 2021 Index, and Western Digital was ranked and measured in comparison to leading high tech companies in Israel. In 2021, we received the highest possible score.

“Mitchashvim”: A Computer for Every Student

More than 200,000 Israeli households with children in the education system did not have computer access at the beginning of the COVID-19 pandemic. Thus, many students could not study from home. Western Digital’s Israel team decided to take action and began to collect local equipment donations. The project developed into a national initiative (“Mitchashvim”), which was embraced by Israel’s President and saw collaboration between the business sector, NGOs, Government and Local Authorities. Western Digital volunteers collected, sorted and upgraded thousands of computers that were delivered to students in need.

Ultra.Code Bootcamp Program

Our Israel team initiated the Ultra.Code Bootcamp to bring talented ultra-Orthodox women into the high tech industry. In collaboration with the Kamatech organization, the Bootcamp has taken place each year since 2018 at Western Digital’s Israeli offices. Participants go through a unique 3-month blended learning program and dozens of program graduates are directly recruited and successfully integrated each year into Western Digital development teams and other tech companies. The program continued even during the pandemic and we expect another successful course to complete in 2022.

We are proud to help drive social change and promote multiculturalism and diversity in Israel.

Learn more about our approach to Global Giving and Doing.
Western Digital’s business depends on trust—from our employees, customers, suppliers and shareholders. But trust must be earned—and constantly upheld. Every Western Digital employee must act with integrity in everything we do to protect and maintain our stakeholders’ trust, an expectation that is clearly articulated in Western Digital’s Global Code of Conduct.

Our Performance

Leading with Integrity

In October 2020, our CEO kicked off the company’s annual Compliance Awareness Month with a one-hour global, all-hands event focused on the importance of ethics at Western Digital. Our Chief Compliance Officer joined the executive leaders of Sales, Engineering and Operations in a panel discussion with the CEO. The discussion addressed business integrity, trust and the experiences they’ve had in driving an ethics culture. The event saw leadership setting a clear tone for all employees on the value and importance of ethics and integrity in our business.

The Ethisphere Institute, a global leader in defining and advancing the standards of ethical business practices, recognized Western Digital for the third consecutive year as one of the World’s Most Ethical Companies. This recognition reflects Western Digital’s continued commitment to lead with integrity.

Privacy Center

Complying with privacy regulations and effectively managing privacy risk is fundamental to the well-being of our customers and Western Digital’s success. As data continues to grow in impact and importance, the way we protect data and maintain customer privacy has grown more important too. Our customers trust us to protect their personal information, and we don’t take their trust lightly.

In FY2021, we launched our Privacy Center, a portal for customers to learn more about our data privacy practices. The site lays out our core privacy principles, explains the policies and practices that we use to protect customer privacy and describes what personal information we use and why. Learn more about our approach to Integrity.
Our Business

Western Digital creates environments for your data to thrive. As a leader in data infrastructure, we are driving the innovation needed to help customers capture, preserve, access and transform an ever-increasing diversity of data. Everywhere data lives, from advanced data centers to mobile sensors to personal devices, our industry-leading solutions deliver the possibilities of data.

Western Digital’s vision is to architect how data enables the world to solve its biggest challenges. We have a passion to innovate and lead the charge in the transformation of data. Creating the right environment where our employees can thrive is key to how we do business. Quality products, exceptional customer service and industry-leading solutions all come from a culture that’s inclusive, forward-thinking and bold enough to imagine the possibilities of data.

A Portfolio of Consumer and Business Brands

Western Digital offers an expansive technology and product portfolio spanning platforms and devices for data centers. With purpose-built solutions for every type and use of data, the company’s portfolio includes hard disk drives (HDDs), NAND Flash, solid-state drives (SSDs) and storage platforms, in addition to consumer products for professional, personal and shared storage use. Our offerings are marketed under the Western Digital®, SanDisk®, SanDisk Professional™, and WD® brands.

Our Operations and Workforce

Western Digital operates in more than 30 countries, with over a dozen manufacturing and product assembly facilities. From our factories in Thailand to our R&D centers in Israel and our engineering sites in Silicon Valley, we leverage the diversity of more than 65,000 employees around the world to innovate boldly, unlock the power of data and realize better business outcomes.

Building a More Sustainable Future—One Data Point at a Time

Expectations for businesses continue to shift. Customers, investors and business leaders are increasingly demanding that sustainability be woven into the core of business. We know that operating sustainably protects our people, our communities and our planet—and it creates value and opportunities for our company in the long-run. As Western Digital further embeds sustainable business practices into our business strategy, we increasingly look to data and metrics to inform our priorities and initiatives.

We acknowledge that data and metrics are most effective when they are openly disclosed. We embrace transparency with our customers, partners and peers through regular sustainability reporting and other communications in order to advance sustainable business practices and have a more positive impact on the world around us.

Materiality and Stakeholder Engagement

Western Digital conducted a materiality assessment in 2019 (informed by GRI’s Stakeholder Inclusiveness and Materiality Principles) to identify, assess and prioritize our most important ESG topics. The process helped us understand our most significant impacts, risks and opportunities to better inform our business decision-making.

In 2020, we re-evaluated our materiality assessment to validate our current priority ESG topics and potentially introduce new topics based on updated stakeholder input. For example, we collected new data through additional customer interviews, shareholder outreach, employee surveys and market research. The new data elevated the materiality of several key issues while showing global consistency with results from the previous materiality exercise.

1 Materiality, as used in this report, and our materiality assessment process, is different than the definition used in the context of filings with the SEC. Issues deemed material for purposes of this report may not be considered material for SEC reporting purposes.
This report focuses on the highest-prioritized topics for our company:

- Anti-Corruption
- Chemicals and Hazardous Substances
- Climate Change
- Critical Minerals and Metals
- Data Privacy and Security
- Diversity and Inclusion
- Energy and Emissions
- Global Giving and Doing
- Health and Safety
- Human Rights and Labor Practices
- Labor and Management Relations
- Life Cycle Impacts
- Product Quality and Safety
- Talent Attraction, Engagement and Retention

### RELATIVE PRIORITY OF OUR MOST MATERIAL SUSTAINABILITY TOPICS

<table>
<thead>
<tr>
<th>Topic</th>
<th>Priority Level</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chemicals and Hazardous Substances</td>
<td>Medium</td>
</tr>
<tr>
<td>Labor Management Relations</td>
<td>High</td>
</tr>
<tr>
<td>Energy and Emissions</td>
<td>High</td>
</tr>
<tr>
<td>Human Rights and Labor Practices</td>
<td>High</td>
</tr>
<tr>
<td>Life Cycle Impacts</td>
<td>High</td>
</tr>
<tr>
<td>Critical Minerals and Metals</td>
<td>High</td>
</tr>
<tr>
<td>Health and Safety</td>
<td>High</td>
</tr>
<tr>
<td>Diversity and Inclusion</td>
<td>Medium</td>
</tr>
<tr>
<td>Data Privacy and Security</td>
<td>Medium</td>
</tr>
<tr>
<td>Talent Attraction, Engagement and Retention</td>
<td>Medium</td>
</tr>
<tr>
<td>Anti-Corruption</td>
<td>Medium</td>
</tr>
<tr>
<td>Climate Change</td>
<td>Medium</td>
</tr>
<tr>
<td>Product Quality and Safety</td>
<td>Medium</td>
</tr>
<tr>
<td>Operational Waste and Effluents</td>
<td>Medium</td>
</tr>
</tbody>
</table>

### Sustainable Development Goals

Fulfilling the 17 UN Sustainable Development Goals (SDGs) by 2030 will require action from businesses like ours. We have identified three SDGs that align directly with our material sustainability priorities and opportunities for impact. To see how our initiatives connect to additional SDGs, view our full SDG index [here](#).

**SDG 13**

**TAKE URGENT ACTION TO COMBAT CLIMATE CHANGE AND ITS IMPACTS**

A continued focus on data and efficiency has helped us achieve notable reductions in energy usage and emissions, even as we increase shipments of our products.

**Actions taken in FY2021:**

- Our ambitious carbon reduction goals have been approved by the Science Based Targets initiative. We have committed to reduce Scope 1 and 2 GHG emissions by 42% by FY2030 and reduce Scope 3 use-phase emissions/petabyte by 50% by FY2030, both from an FY2020 base year.
- Year-over-year progress with product energy intensity improvements and Scope 1 and 2 emissions reductions.
- We completed a TCFD-aligned climate scenario analysis. As a result of the analysis, we identified possible risks and opportunities for our business that relate to climate change. We are reviewing and incorporating those insights into Western Digital's strategy and risk management processes as appropriate. View our TCFD index [here](#) to learn more about Western Digital's climate-related disclosures.

**SDG 8**

**PROMOTE SUSTAINED, INCLUSIVE AND SUSTAINABLE ECONOMIC GROWTH, FULL AND PRODUCTIVE EMPLOYMENT AND DECENT WORK FOR ALL**

We work diligently to foster a working environment where Western Digital employees, and employees of our suppliers, are treated with respect and dignity and are provided with fair and safe working conditions.

**Actions taken in FY2021:**

- We partnered with BSR, a global nonprofit organization, to complete an independent human rights impact assessment (HRIA) of our footprint and business model. Western Digital plans to use the results from this assessment to refine human rights policies, procedures and practices to enhance our protection of human rights and to mitigate potential risks.
- In response to COVID-19, we have adopted leading health and safety practices to prioritize the health and safety of our employees and suppliers. As knowledge and recommendations related to the pandemic evolve, we continually adapt response measures to keep our people safe.

Read more about our human rights and labor practices.
SDG 12
ENSURE SUSTAINABLE CONSUMPTION AND PRODUCTION PATTERNS

We seek to provide our customers with the most advanced, innovative and sustainable data infrastructure products in the world. We aim to minimize the environmental impact of our products throughout their life cycle to adapt to evolving market demands.

Actions taken in FY2021:

- We completed life cycle assessments (LCAs) for six Western Digital products. These LCAs will be used to understand environmental impacts associated with each of our products at different phases of their life cycle and will inform creation of future products.
- Our Easy Recycle program enables customers to safely and easily recycle old data storage devices. To date, the program has recycled more than 13,500 drives and diverted more than six metric tons of waste from landfills.

Read more about our products' life cycle.

Governance

GRI 102-18, TCFD Governance A

While delivering business results is always a driving focus at Western Digital, we believe how we achieve results is equally important. Western Digital is committed to ethical conduct in our business at every step, everywhere.

Western Digital’s strong corporate governance demonstrates accountability and a high level of integrity in management practices across the organization. Our Board of Directors has standing Audit, Compensation and Talent and Governance committees; each committee operates in accordance with a written charter. Our Board and its standing committees are responsible for oversight of the company’s strategic planning and risk management, and regularly receive updates about the company’s overall sustainability initiatives and performance.

The Governance Committee is responsible for assisting our Board in overseeing our corporate responsibility and sustainability policies and programs. The committee provides Board-level input on our social, environmental and human rights policies and programs. In addition, the Compensation and Talent Committee periodically reviews our human capital management policies, programs and initiatives, including those focusing on culture, diversity and inclusion. Additionally, our Audit Committee oversees Western Digital’s enterprise risk management process, including assessments and policies and has oversight of the Ethics and Compliance program too. The Governance Committee receives updates from our sustainability group and management two to three times each year and discusses implementation of new sustainability initiatives.

Our executive leadership team sets and oversees our global sustainability strategy, with our Corporate Sustainability function directing the implementation of that strategy, including public reporting. A cross-functional Sustainability Working Group drives specific sustainability initiatives throughout the company and includes representatives from Corporate Sustainability, Human Resources, Supply Chain Management, Quality, Sales and Marketing, Operations, Research and Development, Corporate Strategy and Ethics and Compliance.

Our Board comprises a majority of independent directors, including an independent Chair of the Board and a Lead Independent Director. Each director is elected annually by a simple majority of shareholder votes. As the strategic direction of Western Digital evolves, we remain committed to ongoing Board refreshment and diversity. Our Board of Directors recently adopted a provision requiring the Governance Committee to include, and instruct any search firm it engages to include, women and members of underrepresented communities in the pool from which the committee selects director nominees. This provision reflects our Board’s continued commitment to diversity in the boardroom. For more information, please refer to our 2021 Proxy Statement and Corporate Governance Guidelines.
Energy and Emissions

Why it Matters

GRI 103-1

Climate change is one of the most significant concerns facing our world today. As a global enterprise with operations in several particularly vulnerable regions of the world, Western Digital is especially sensitive to the effects of climate change. We are committed to doing our part to decrease GHG emissions, reduce energy consumption, lower our climate impacts and improve climate resiliency.

Management Approach

GRI 103-2, TC-SC-110a.2

Our Global Operations and Corporate Real Estate (CRE) organizations are responsible for our Energy and Resource Management (ERM) and environmental programs. The Global ERM Program Management Office (PMO) analyzes trends in manufacturing production and associated energy consumption to recommend our corporate-level reduction targets and strategy. Each of our manufacturing sites uses this target as the basis for establishing their energy conservation projects and initiatives. These projects are the basis for our GHG reduction program. Each site provides status reports to the ERM PMO and corporate management team semi-annually.

Additionally, the Global ERM Committee analyzes near-term energy efficiency improvement project performance against targets, meeting semi-annually to report progress and share best practices. Representatives from each manufacturing site are responsible for identifying and monitoring energy efficiency improvement projects.

INTEGRATED MANAGEMENT SYSTEM

Western Digital uses an Integrated Management System (IMS) to manage corporate quality, environmental, health and safety and business continuity standards. Our IMS continually evolves, helping us more effectively measure and disclose our commitment to protecting the environment, our people and our business sustainability. Our IMS Policy includes our commitment to protect the environment. The IMS Policy is underpinned by industry-recognized environmental certification for all sites on a global multi-site certificate to ISO14001:2015. Visit our Corporate Responsibility Resource Center webpage for more information on certifications earned through the IMS.

TARGETS AND GOALS

We have committed to reduce our absolute Scope 1 and 2 GHG emissions by 42% by FY2030, from a FY2020 base year, consistent with the goal to limit warming to 1.5°C above pre-industrial levels. We have also committed to reduce Scope 3 GHG emissions from use of sold products 50% per petabyte capacity sold by FY2030 from an FY2020 base year. These targets have been approved by the Science-Based Targets initiative. Western Digital is in this for the long game, and we hope you will join us.

To achieve these goals, we will focus primarily on energy reductions through increased operational efficiencies, adoption of on-site solar and direct procurement of renewable energy. We are making progress in several areas:

• As of mid-2021, Western Digital's facilities in Northern California run on 100% renewable energy.
• Western Digital is exploring renewable energy options at global sites.
• Western Digital has implemented on-site solar at multiple facilities around the world.
• From FY2020 to FY2021, Western Digital reduced the energy intensity to manufacture its products by more than 43%.
• From FY2020 to FY2021, Western Digital reduced aggregate Scope 1 and market-based Scope 2 emissions by more than 6%.

Additionally, we completed an analysis of our FY2020 Scope 3 Greenhouse Gas inventory to better understand our value chain impacts and to support the development of the science-based target. The results of this inventory have been published in Western Digital’s response to the 2021 CDP Climate Change Questionnaire. We will also complete the analysis of our FY2021 Scope 3 emissions and disclose those results publicly in the 2022 CDP Climate Change Questionnaire.

Furthermore, Western Digital remains focused on energy conservation. In FY2021, we set an aggressive target for energy conservation measures corresponding to >1.5% energy reduction as compared to the prior fiscal year. We exceeded this annual target and completed planned energy conservation measures corresponding to >3.0% energy reduction.
ENERGY RESOURCE MANAGEMENT PROGRAM

We reduce the amount of energy and carbon in our operations through various Energy Resource Management (ERM) Program initiatives. Since 2007, we have saved approximately $45 million in energy costs by reducing our energy consumption while collecting critically important information and data.

Western Digital’s CRE and Global Operations organization conduct regular assessments with local energy management experts to review current operational processes and identify opportunities for higher energy efficiency. For example, we increased reliance on high-efficiency machines and further promote energy efficiency through cost-neutral, procedural or behavioral changes. Additionally, we completed a renewable energy survey at manufacturing locations globally and leveraged it in order to develop a company GHG reduction strategy.

INTERNAL AUDITS

GRI 103-3

Western Digital conducts IMS audits of our Environmental Management System as part of our broader IMS implementation. All Western Digital sites use IMS procedures for internal self-assessments, controlled at the corporate level through our Central IMS Program Office, which allows us to apply corrections and lessons learned across our numerous sites.

CLIMATE RISK MANAGEMENT AND RESILIENCY

TCFD Governance B, Risk Management A, B and C

At Western Digital, we actively monitor and manage our impact on the environment, as well as the environment’s potential impact on our business. Our executive leadership team reviews and evaluates our enterprise risks each year in conjunction with our Enterprise Risk Management Program. Several risks—including climate-related risks—are assessed as a matter of course. Risks identified during this process are assigned to functional or regional leaders for management and/or mitigation, depending on the characteristics of the risk. Where appropriate, our business continuity team develops a strategy and process to manage the risk across our various sites. The Audit Committee of our Board of Directors reviews the risks identified through the enterprise risk management process, along with our strategy for managing those risks, at least annually, with additional updates provided as needed based on changes in our risk profile.

CLIMATE SCENARIO ANALYSIS

TCFD Strategy C

In 2021, Western Digital partnered with BSR, a global nonprofit that works with its network of over 250 member companies to build a just and sustainable world, to develop three scenarios for 2030 which explored climate-related risks and opportunities, third-party climate data points and other key uncertainties relevant to Western Digital’s business. The scenario analysis was completed in alignment with TCFD expectations.

The scenario analysis process involved the following steps:

- **Understanding Context**: BSR interviewed internal stakeholders to identify key trends that are shaping Western Digital’s future operating context. BSR conducted complementary research on trends (environmental, economic, social, political and technological) relevant to Western Digital’s industry and geography.

- **Scenario Development**: Western Digital leveraged a set of three 2030 scenarios developed by BSR for the We Mean Business coalition, with extensive input from the climate community. The scenarios were augmented with industry and geography trends and incorporated credible climate projections (from ~1.5°C ~ ~4°C) for emissions reductions and climate impacts, as shown in Figure 1. Furthermore, third-party climate projections consider a small range of variables, e.g. fuel mix, GDP growth, etc., whereas the scenarios used by Western Digital augmented these with consideration of additional factors such as political developments, emerging technologies and new business.

 Strategic Implications: A workshop was conducted with internal Western Digital stakeholders to identify the potential risks and opportunities for each scenario and identify ideas to enhance Western Digital’s resilience and refine its strategy.

---

1 The Representative Concentration Pathways (RCPs) represent different emissions, concentration and radiative forcing projections leading to a large range of global warming levels from continued warming rising above 4 °C by the year 2100 to limiting warming well below 2 °C as called for in the Paris Agreement [IPCC Database - Version 2.8]. These were used in the IPCC Fifth Assessment Report. The Shared Socioeconomic Pathways (SSPs) build upon the RCPs by modeling how socioeconomic factors, such as economic, population and technology developments, may impact actual emissions reductions [SSP Database - Shared Socioeconomic Pathways – V 2.8]. These will be included in the IPCC Sixth Assessment Report.
CLIMATE SCENARIO ANALYSIS (CONTINUED)
As a result of this process, we identified three areas of our strategy that may incur risks and opportunities across all scenarios. These scenario insights will be reviewed by Western Digital’s Sustainability and Enterprise Risk Management teams and incorporated into Western Digital’s strategy and risk management processes as deemed necessary.

We disclose additional TCFD-aligned information, including information to support climate-related governance, strategy, risk management and metrics and targets in our annual response to the CDP Climate Questionnaire. Our recent CDP Climate Change responses can be found on our Corporate Responsibility website. To view how our disclosures demonstrate alignment with TCFD, view our TCFD Index linked here.

Key Metrics
GRI 102-56
We are proud of our efforts to minimize operational energy use and the resulting emissions. Our GHG emissions inventory is externally verified by Cameron Cole, LLC for FY2021. For the full verification report, please visit the Corporate Responsibility Resource Center on our corporate website. We also communicate our efforts with external stakeholders through our annual response to CDP’s climate change questionnaire.

TCFD Metrics and Targets A and C
Western Digital commits to reduce absolute Scope 1 and 2 GHG emissions 42% by FY2030 from a FY2020 base year. Western Digital also commits to reduce Scope 3 GHG emissions from use of sold products 50% per petabyte capacity sold by FY2030 from a FY2020 base year.

The targets covering greenhouse gas emissions from company operations (Scopes 1 and 2) are consistent with reductions required to keep warming to 1.5°C.

### ENERGY CONSUMPTION

<table>
<thead>
<tr>
<th></th>
<th>FY2019</th>
<th>FY2020</th>
<th>FY2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total fuel consumption from renewable sources</td>
<td>0.0</td>
<td>0.0</td>
<td>0.0</td>
</tr>
<tr>
<td>Total fuel consumption from nonrenewable sources (gas/oil)</td>
<td>173.3</td>
<td>168.2</td>
<td>159.6</td>
</tr>
<tr>
<td>Total Electricity consumption</td>
<td>1,951.1</td>
<td>1,865.6</td>
<td>1,941.4</td>
</tr>
<tr>
<td>Electricity consumption from renewable sources</td>
<td>139.0</td>
<td>145.1</td>
<td>279.9</td>
</tr>
<tr>
<td>Electricity consumption from nonrenewable sources</td>
<td>1,812.1</td>
<td>1,720.5</td>
<td>1,661.5</td>
</tr>
</tbody>
</table>

**Total Energy Consumption**

<table>
<thead>
<tr>
<th></th>
<th>FY2019</th>
<th>FY2020</th>
<th>FY2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total fuel consumption from nonrenewable sources</td>
<td>623.7</td>
<td>605.6</td>
<td>574.6</td>
</tr>
<tr>
<td>Total fuel consumption from renewable sources</td>
<td>0.0</td>
<td>0.0</td>
<td>0.0</td>
</tr>
<tr>
<td>Total Electricity consumption</td>
<td>7,024.0</td>
<td>6,716.0</td>
<td>6,989.1</td>
</tr>
<tr>
<td>Electricity consumption from renewable sources</td>
<td>500.3</td>
<td>522.4</td>
<td>1,007.6</td>
</tr>
<tr>
<td>Electricity consumption from nonrenewable sources</td>
<td>6,523.6</td>
<td>6,193.7</td>
<td>5,981.5</td>
</tr>
</tbody>
</table>

**Total Energy Consumption**

<table>
<thead>
<tr>
<th></th>
<th>FY2019</th>
<th>FY2020</th>
<th>FY2021</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2,124.4</td>
<td>2,033.8</td>
<td>2,101.0</td>
</tr>
<tr>
<td></td>
<td>7,647.7</td>
<td>7,321.6</td>
<td>7,563.7</td>
</tr>
</tbody>
</table>

**Energy Intensity**

<table>
<thead>
<tr>
<th></th>
<th>FY2019</th>
<th>FY2020</th>
<th>FY2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>Energy intensity ratio (kWh/PB)¹</td>
<td>5,316.3</td>
<td>3,936.6</td>
<td>2,219.0</td>
</tr>
</tbody>
</table>

**1** 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.

**2** 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.
Management Approach

Western Digital’s engineering teams—including Research and Development (R&D), Manufacturing and Quality Management—are responsible for managing our product life cycle impacts. Our R&D team helps ensure product efficiency by design. In collaboration with our Corporate Sustainability function, the Product Environmental Compliance (PEC) team under our Quality Management organization manages Western Digital’s overall life cycle assessment (LCA) process.

DESIGN

Maximizing functional storage produced on a materials–used basis starts with efficient product design. Our product channels and vertical integration allow us to exactly match our storage to product cost and performance needs from stringent original equipment manufacturer (OEM) requirements to consumer products, while maximizing manufacturing efficiency. We strive to reduce the power consumption of our devices and raw materials usage on a per-byte basis and to increase capacity of our storage devices in a given form factor—which results in better energy and materials management per byte of storage.

LIFE CYCLE ASSESSMENTS

Western Digital continued our progress with product LCAs, in accordance with ISO 14040 and ISO 14044 to understand impacts associated with each of product life cycle phases. In FY2021, we completed a total of six LCAs for our high volume products and we’ve published summary carbon impacts.

Product Life Cycle Impacts

Why it Matters

GRI 103-1

Adopting circular economy principles is the way of the future. Partnering with our customers at every step, we aim to minimize the environmental impact of our products throughout their life cycle and adapt to evolving market demands.
footprint data on our Corporate Responsibility website. We are using the LCA data to identify the most significant opportunities to reduce our impacts.

PRODUCT ENERGY EFFICIENCY AND EMISSIONS

Ongoing growth in demand for data storage can lead to increases in product-related energy consumption, driving our customers to commit to product energy reductions. Western Digital works to meet these demands by investing in the engineering required to continuously reduce our HDD and flash-based product energy needs.

We extensively test our HDDs as part of the manufacturing process to confirm integrity and energy performance. To reduce manufacturing energy and minimize capital expenditures for test equipment, we continuously work to improve our testing efficiency and reduce overall test time. While market demands require larger drive sizes, which tend to increase per-product test times, our engineering teams work to keep energy intensity for such tests trending downward. Western Digital realized an estimated over 100 million kWh savings in power required to test our HDDs in FY2021, compared to an FY2020 baseline.

PRODUCT END-OF-LIFE

We are committed to making product recyclability easy. We support the European Union Waste Electrical and Electronic Equipment (WEEE) directive. We label all Western Digital products and/or packaging with the appropriate end-of-life symbols for their respective regions. Additionally, we established global minimum requirements for handling and disposing electronic waste (e-waste) from our own facilities and offices to eliminate or minimize negative environmental impact. For more information, see Western Digital’s WEEE Statement.

PACKAGING

Packaging is an essential part of any product. Aside from providing a positive first brand touchpoint or great out-of-the-box experience for the customer, packaging protects products during shipping and warehousing and (when done right) can dramatically reduce storage, handling and shipping costs.

As a company of innovators, we seek to constantly push boundaries in all aspects of our products—and packaging is no exception. In FY2021, we continued our years-long effort to make our packaging more sustainable and efficient. We are actively increasing the usage of recycled content in our packaging and innovating to reduce packaging materials generally.

These multi-year efforts resulted in the following impacts in FY2021:

- Redesigned retail packaging to reduce our annual blister paper usage by over 411,000 kilograms (kg).
- Adopted thinner blister paper in our packaging to save over 236,000 kg of paper per year.
- Replaced a portion of the polyethylene terephthalate (PET) used in our packaging with recycled PET, reducing new PET consumption by over 9,000 kg per year.

Key Metrics

To underscore our commitment to minimizing the environmental impacts of our products, we track specific metrics that align with our strategic objectives. We are proud to report consistent year-over-year reductions in GHG emissions intensity for both HDD and SSD products since 2016. We also include the SASB Hardware Accounting Standard and SASB Semiconductor Standard metrics related to our product life cycle impacts.

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

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

<table>
<thead>
<tr>
<th>GHG EMISSIONS INTENSITY¹</th>
<th>FY2020</th>
<th>FY2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>GHG emissions intensity ratio—HDD (Tons/PB)²</td>
<td>1.7</td>
<td>0.9</td>
</tr>
<tr>
<td>GHG emissions intensity ratio—SSD (Tons/PB)²</td>
<td>4.3</td>
<td>2.9</td>
</tr>
</tbody>
</table>

¹ The denominator used to calculate the GHG emissions intensity ratio is shipped memory capacity.

² Includes Scope 1 and Scope 2 market-based GHG emissions and all gases D2, CH4, N2O, HFCs, PFCs, SF6, and NF.

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.

Continued on next page
Why it Matters

GRI 103-1

The manufacturing process for storage drives requires the use of chemicals. Our workers may come into contact with chemicals during product manufacturing, so we strive for risk-free worksites and products, innovating to minimize the use of hazardous chemicals as we seek safer alternatives.

Management Approach

GRI 103-2

Two teams are responsible for managing chemicals and hazardous substances in our operations and products:

- Global Environmental Health and Safety team: Sets corporate environmental, health and safety management requirements for operational use of chemicals in Western Digital’s research, development and manufacturing operations.
- Product Environmental Compliance team: Ensures products meet worldwide environmental regulations, including the EU Directive on the Restriction of the use of certain Hazardous Substances (RoHS), the EU Registration, Evaluation, Authorization and Restriction of Chemicals (REACH), the EU WEEE, the EU Packaging and Battery Directives and our OEM customer requirements.

END-OF-LIFE MATERIAL*

<table>
<thead>
<tr>
<th>FY2019</th>
<th>DISPOSED (METRIC TONS)</th>
<th>RECOVERED (METRIC TONS)</th>
<th>PERCENTAGE RECYCLED</th>
</tr>
</thead>
<tbody>
<tr>
<td>NMP2</td>
<td>1,371.1</td>
<td>1,362.5</td>
<td>95%</td>
</tr>
<tr>
<td>IPA (material)3</td>
<td>8.3</td>
<td>8.3</td>
<td>100%</td>
</tr>
<tr>
<td>Aerosol cans (material)</td>
<td>0.04</td>
<td>0.00</td>
<td>0%</td>
</tr>
<tr>
<td>Batteries4</td>
<td>4.5</td>
<td>3.9</td>
<td>85%</td>
</tr>
<tr>
<td>E-waste4</td>
<td>73.6</td>
<td>72.1</td>
<td>98%</td>
</tr>
<tr>
<td>TOTAL</td>
<td>1,457.5</td>
<td>1,368.6</td>
<td>95%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>FY2020</th>
<th>DISPOSED (METRIC TONS)</th>
<th>RECOVERED (METRIC TONS)</th>
<th>PERCENTAGE RECYCLED</th>
</tr>
</thead>
<tbody>
<tr>
<td>NMP2</td>
<td>1,440.0</td>
<td>1,387.0</td>
<td>95%</td>
</tr>
<tr>
<td>IPA (material)3</td>
<td>12.8</td>
<td>12.8</td>
<td>100%</td>
</tr>
<tr>
<td>Aerosol cans (material)</td>
<td>0.03</td>
<td>0.0</td>
<td>0%</td>
</tr>
<tr>
<td>Batteries4</td>
<td>5.2</td>
<td>4.4</td>
<td>85%</td>
</tr>
<tr>
<td>E-waste4</td>
<td>52.6</td>
<td>51.5</td>
<td>98%</td>
</tr>
<tr>
<td>TOTAL</td>
<td>1,530.6</td>
<td>1,455.7</td>
<td>95%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>FY2021</th>
<th>DISPOSED (METRIC TONS)</th>
<th>RECOVERED (METRIC TONS)</th>
<th>PERCENTAGE RECYCLED</th>
</tr>
</thead>
<tbody>
<tr>
<td>NMP2</td>
<td>940.6</td>
<td>893.5</td>
<td>95%</td>
</tr>
<tr>
<td>IPA (material)3</td>
<td>9.6</td>
<td>9.6</td>
<td>100%</td>
</tr>
<tr>
<td>Aerosol cans (material)</td>
<td>0.02</td>
<td>0.0</td>
<td>0%</td>
</tr>
<tr>
<td>Batteries4</td>
<td>0.8</td>
<td>0.7</td>
<td>85%</td>
</tr>
<tr>
<td>E-waste4</td>
<td>19.3</td>
<td>18.9</td>
<td>98%</td>
</tr>
<tr>
<td>TOTAL</td>
<td>970.3</td>
<td>922.7</td>
<td>95%</td>
</tr>
</tbody>
</table>

1 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.
2 Treated off-site at treatment, storage, and disposal facilities, then sold as product to other vendors.
3 Sold “as-is” and directly recycled.
4 Deconstructed and recyclable materials recovered.
5 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.

Western Digital’s PEC team sets specifications on use of hazardous chemicals and International Electrotechnical Commission (IEC) 62474 declarable substances based on all applicable legal regulations. All product suppliers are required to provide a Material Declaration Data Sheet (MDDS), Inductively Coupled Plasma laboratory test reports and Environmental Declaration of Compliance to ensure conformity with our specifications. We use the Compliance MAP database to store the supplier MDDS reports and manage environmental compliance for all our products.

POLICIES

Western Digital’s IMS Policy describes our commitment to environmental compliance for all of our products and operations, including chemicals and hazardous substances management. For more information on our IMS, please see the Energy and Emissions section of this report.

Additionally, our PEC Engineering Specification and Requirements for Materials, Parts and Product Protective Packaging identifies the product requirements of the PEC team. We send the specification to all relevant suppliers and update the specification regularly.

RESPONSIBLE MANUFACTURING PRACTICES

We believe in a proactive approach to managing product chemicals and hazardous substances in our operations and our products. Our Global Environmental Health and Safety Operational Control Requirements Manual sets the our minimum corporate requirements for chemical management within Western Digital’s
operations. It covers authorization and use of chemicals prior to purchasing, maintenance of chemical Safety Data Sheets, planning and response and spill prevention and mitigation. We enforce specific site-level procedures and regulations for safe chemicals management and storage during all stages of chemical use.

All of Western Digital’s global operations follow the United Nations Globally Harmonized System of Classification and Labeling of Chemicals to protect our manufacturing workers from chemicals and hazardous substances. We provide routine training to workers using this framework.

Key Metrics
GRI 103-3, 307-1

During FY2021, Western Digital saw zero dollars in fines for product environmental non-compliance. 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:

- Lead is exempted under the EU’s RoHS regulations and Western Digital’s use of lead is consistent with those regulations.
- Nickel is used as a component plating, which does not come into contact with consumers/users.

Our PEC team monitors our company-specific key performance indicators and reports them to the Vice President, Center of Excellence in Corporate Quality, quarterly. We are proud to report we met our FY2021 target to respond to 100% of customer product environmental inquiries on-time.

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

<table>
<thead>
<tr>
<th>IEC 62474 DECLARABLE SUBSTANCES</th>
<th>FY2019</th>
<th>FY2020</th>
<th>FY2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>Percentage of products by revenue that contain IEC 62474 declarable substances</td>
<td>100%</td>
<td>100%</td>
<td>100%</td>
</tr>
</tbody>
</table>

1 Though Western Digital’s 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.

Because our employees are our most valuable asset, we take specific measures to oversee their working conditions and protect their long-term well-being. And we take steps to employ new predictive procurement tools and processes that can enable us to more easily avoid supply chain risk and disruption.

Human Rights and Labor Practices

Why it Matters
GRI 103-1

Respecting and upholding human rights is a foundational aspect of how we do business. We work diligently to ensure that Western Digital employees, and employees of our suppliers, are provided with a working environment where they are treated with respect and dignity and are provided with fair and safe working conditions.

Management Approach
GRI 103-2

Our human rights and labor approach includes policies, due diligence, stakeholder engagement, grievance mechanisms and remedies.

POLICIES
Western Digital has a set of tiered policies regarding human rights. First and foremost, Western Digital’s Global Human Rights Policy outlines the company’s commitment to respecting human rights, both in its operations and supply chain.
In addition, we set forth expectations for all Western Digital employees in our Global Code of Conduct—published in 11 languages—on which all employees receive annual training. Human Rights and Labor Practices Country-specific Work Rules and policies and factory-level policies, reinforce our commitment to treat all employees with dignity and respect.

Each factory’s general manager commits to abiding by our Global Code of Conduct, the Responsible Business Alliance’s (RBA) Code of Conduct and country-specific Work Rules. Our company policies adhere to applicable local labor laws and conform to the RBA Code of Conduct. Our collective set of policies help create an environment with strong labor practices where all our manufacturing workers can thrive.

DUE DILIGENCE
Western Digital both proactively and reactively assesses human rights-related risks and potential impacts in connection with our policies, practices and management approach. We conduct human rights due diligence and impact assessments at regular intervals and whenever appropriate based on circumstances or reports. Specifically, we monitor our human rights and labor practices in both owned and supplier facilities through audits and risk assessments. The RBA requires audits of factories generating finished goods biennially and these thorough reviews of our facilities and practices help us maintain high standards for protecting our employees. Over the last two fiscal years, we completed full-time, co-validated Assessment Program (VAP) initial audits in our RBA audit factories in China, Malaysia and Thailand, where the audits resulted in Platinum and Gold certificates in Thailand and a Platinum certificate in China. More detail on our supplier auditing and vetting program can be found below.

We also conduct periodic enterprise-wide risk assessments to specifically cover forced and child labor and consider the types and locations of our operations, among other factors. These assessments help us ensure our practices are aligned with our deep commitment to protect the rights of our workforce and supply-chain workers and create a positive and safe working environment for everyone. This process includes conducting human rights impact assessments (HRIs) for our facilities, consistent with the UN Guiding Principles on Business and Human Rights. For example, in FY2021 we partnered with BSR, a global nonprofit that works with businesses, to conduct an assessment. This HRI was an independent analysis of Western Digital’s potential human rights impacts based on our footprint and business model. The risks identified were consistent with our expectations and with risks common within our industry, including forced labor and health and safety, especially in our supply chain. We are preparing to use the results and recommendations from the assessment to enhance our policies, procedures and practices to mitigate potential risks.

STAKEHOLDER ENGAGEMENT AND COLLABORATION
We proactively engage with internal and external stakeholders as we evaluate our impacts and work to improve the effectiveness of our Human Rights Program:

- Since 2010, Western Digital has collaborated with other major electronics companies to launch supply chain capacity-building seminars and workshops. The seminars and workshops cover topics such as human rights, responsible hiring, foreign worker management, GHG emissions/carbon footprint, energy efficiency management, process chemical management and water stewardship.
- Western Digital works closely with several partners to reduce the risk of forced labor. We continue to work closely with our suppliers and the RBA to audit practices to ensure suppliers are at all times following appropriate recruiting practices and that any necessary reimbursements are promptly provided to impacted employees. When we have found issues regarding recruitment fees, we have worked quickly to remediate them. Through our partnership with the RBA, we were made aware of three suppliers with reimbursement fee issues during FY2021. We worked with the RBA and other member companies to see that over USD 523,000 was reimbursed to employees within the supply chain.
- We have actively participated in the Responsible Labor Initiative (RLI) since its founding in 2017. Through the RLI, we discuss best practices, collaborate with peers to develop cross-industry standards for healthy and sustainable working conditions and utilize shared resources to monitor our own practices and the practices of our suppliers.

GRIEVANCE MECHANISMS
As detailed in the Integrity section of this report, Western Digital provides multiple avenues for employees to speak up concerning conduct contrary to our policies, including human rights violations, with the option to report concerns directly to their manager, Ethics and Compliance, Human Resources or Legal or through our global Ethics Helpline. We offer the Helpline to anyone who suspects misconduct, whether employed by Western Digital or not which includes suppliers’ workers and their legitimate representatives.

REMEDIES
If Western Digital learns of potential human rights abuses or other conduct contrary to our policies committed by our employees or suppliers, we take remedial action proportionate to the offense. Such remediation may include conducting an investigation, coordinating and tracking progress against corrective action plans, requiring additional audits (suppliers only) or possible suspension or termination of the relationship.

SUPPLIER VETTING AND AUDITING

Western Digital leverages the RBA Code of Conduct, along with our own Global Human Rights Policy, to reduce the risks of human rights abuses and forced or child labor throughout our supply chain. We disclose our supply chain practices in accordance with the U.K. Modern Slavery Act of 2015 and the California Transparency in Supply Chain Act. Each year, we send letters to each of our suppliers about our commitment to the RBA Code of Conduct and the U.K. Modern Slavery Act and we require suppliers representing 90% of our cumulative spend plus strategic and single-source suppliers’ facilities to conduct annual self-assessments and biennial RBA VAP audits.

RBA assigns a third-party auditing firm based on its VAP manual and audit protocol to complete announced supplier audits. RBA releases its

GRI 103-3, 408-1, 409-1, 412-1, 414-2

Western Digital
Western Digital relies on a variety of raw and subsidiary materials—including 3TG or “conflict minerals”—as key inputs to our finished products. We indirectly source 3TG from mines, smelters or refiners and, in most cases, are several steps removed from these market participants in the supply chain, making transparency a challenge. Long before the adoption of the United States Securities and Exchange Commission’s (SEC) Conflict Minerals Rule, we began working with our suppliers to verify responsible sourcing of 3TG.

**Critical Minerals and Metals**

**Why it Matters**

*GRI 103-1*

Western Digital’s manufacturing workforce is predominantly composed of directly-hired employees whom we employ and manage ourselves. This gives us direct control over their working conditions, so we can ensure that they are treated with dignity and respect and experience fair and sustainable working conditions. We work closely and carefully with the labor brokers that source our manufacturing employees in Malaysia (the only location where we source employees from outside the country) and we prohibit labor brokers and their agents from collecting recruitment fees from prospective employees. We regularly audit the brokers’ practices and only collaborate with brokers who strictly uphold our full commitment to fair labor practices. If we become aware of a labor broker who does not meet our high standards, we terminate the relationship with that broker.

**Management Approach**

*GRI 103-2*

Western Digital maintains a cross-functional team of senior staff for our Responsible Minerals Steering Committee, which oversees our Responsible Minerals Program. Our Senior Vice President of Procurement and Supply Chain leads this program, comprised of representatives from Legal, Procurement and Quality Management. The team reports to senior leadership on a regular basis and reports the findings of our compliance efforts to the Audit Committee of the Board of Directors.

We are committed to supporting responsible sourcing of conflict minerals and their derivatives, cobalt and other minerals from the Democratic Republic of Congo (DRC) region and other Conflict Affected and High-Risk Areas (CAHRAs). Our outlines responsible sourcing practices, which are reviewed regularly. As part of our ongoing commitment to transparency, we added cobalt to our policy and program and we continually endeavor to practice responsible sourcing from the DRC region and other CAHRAs. This policy, updated in March 2021, demonstrates Western Digital’s expectations of our suppliers:

- Responsibly source all minerals, including cobalt, from the DRC region and other CAHRAs.
- Require their own suppliers to adopt similar policies.

**INDUSTRY PARTNERSHIPS**

Western Digital actively participates in the RBA’s Responsible Mineral Initiative (RMI), allowing us to use best practices in responsible minerals sourcing:

- Collaborate with customers, suppliers and industry working groups on a regular basis, including the Due Diligence Practices Team, Smelter Engagement Team, Responsible Minerals Initiative Plenary Call and RMI Material Insight User Group, a platform to study and research prioritizing minerals in supply chain.
- Gain access to relevant data and tools, including the Country Risk Map, Reasonable Country of Origin Inquiry (RCOI) data, smelter database and risk assessment readiness.
- Conduct ongoing due diligence and stay up-to-date on smelter status changes, industry trends and key insights.
- Use RMI’s e-Learning academy to provide training internally to employees and externally to suppliers.

**RESPONSIBLE MINERALS RISK MITIGATION PROGRAM**

*SASB TC-HW-440a.1, TC-SC-440a.1*

Western Digital’s Responsible Minerals Risk Mitigation Program involves a five-step due diligence process aligned with the Organization for Economic Co-operation and Development (OECD) Guidance.
Identify Risks
To identify risks in our supply chain, we use three main resources from the RMI:

1. Conflict Minerals Reporting Template (CMRT): Facilitates the transfer of information through the supply chain regarding mineral country of origin and smelters and refiners used; we require all in-scope suppliers to complete and submit the CMRT.
2. Cobalt Report Template (CRT): Facilitates the transfer of information through the supply chain regarding cobalt country origin and smelters and refiners used; we require all in-scope suppliers to complete and submit the CRT.
3. Country Risk Map Tool: Provides a framework and guidance to monitor high-risk suppliers and smelters and allows our program manager to develop a country risk indicator to monitor risk levels by country with an 80% and above confidence level.

Conduct Supplier Risk Assessments
We conduct risk assessments based on multiple factors, including smelter or refiner certification status, “red flags” identified and the supplier relationship. Western Digital escalates suppliers in higher-risk categories in accordance with our risk mitigation procedures. We use a formal tracking mechanism to track the supplier risk assessment and the risk mitigation activities performed.

The CMRT, CRT and Country Risk Map Tool together allow us to map our smelters and suppliers and determine which sourcing practices will be evaluated with RCOI data. Our approach includes several key components:

- Developing a risk management plan that includes due diligence reviews of relevant suppliers and smelters or refiners.
- Using tools available for RMI members to review the smelters or refiners reported by our suppliers and assess the quality of the responses in their CMRTs.
- Incorporating the information and the result of this assessment into supplier risk profiles in our supply chain base.
- Reviewing risk profiles to mitigate any risks to suppliers or smelters.
- Informing Procurement of the high-risk suppliers and developing an action plan to mitigate the risk.
- Working with suppliers to mitigate the risk for identified high-risk smelters, via direct outreach with the smelter or indirectly via collaborating with customers or engaging with industry-level working groups.
EXECUTE RISK MITIGATION ACTIVITIES
We execute appropriate risk mitigation actions to build awareness and capacity to reach our goal of conflict-free sourcing. The table below outlines different actions in order of severity.

<table>
<thead>
<tr>
<th>RISK MITIGATION REFERENCE</th>
<th>REQUEST OR INQUIRY CONDITION</th>
<th>INTENDED EFFECT</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Inquiry related to Critical Minerals</td>
<td>To align Western Digital’s Responsible Minerals Policy and expectations</td>
</tr>
<tr>
<td>2.</td>
<td>Follow up + adding in subsidiary procurement/ commodity manager</td>
<td>To support the urgency of the request</td>
</tr>
<tr>
<td>3.</td>
<td>Escalate to higher management (suppliers and internal)</td>
<td>To support the urgency of the request</td>
</tr>
<tr>
<td>4.</td>
<td>Formal complaint</td>
<td>To demonstrate Western Digital’s commitment to adhering to the responsible minerals initiative</td>
</tr>
<tr>
<td>5.</td>
<td>Temporary reduction or suspension of trade</td>
<td>To encourage suppliers to source responsibly and mitigate high risk identified within supply chain</td>
</tr>
</tbody>
</table>

Below is a summary of our conflict minerals risks in 2020

<table>
<thead>
<tr>
<th>HIGH RISK</th>
<th>LOW RISK</th>
<th>TOTAL SMELTER</th>
</tr>
</thead>
<tbody>
<tr>
<td>241</td>
<td>216</td>
<td>75</td>
</tr>
</tbody>
</table>

1 Possible Country of Origin from High Risk, Covered Country and / or DRC
2 Smelter Status Change other than conformant

For more detailed information on our Responsible Minerals Program measures, including commitments and steps taken to mitigate the risk that the 3TG in our products does not benefit armed groups, please see our 2021 SEC-filed Conflict Minerals Report.

Awards And Recognition

GRI 103-3

In the Responsible Sourcing Network’s (RSN) most recent Mining the Disclosure Report (2019), Western Digital ranked first in the HDD manufacturing industry and fourth in the overall computer hardware industry for the third consecutive year. Our overall performance again scored within the “Good (60+)” threshold when compared to all industries. We use this ranking as an indicator for us to maintain and improve our performance year-over-year. For more information on the RSN, please visit their website. As a supplier ourselves, Western Digital is subject to similar performance assessments from our customers. Multiple customers have consistently acknowledged our excellent performance, citing numerous key indicators such as energy efficiency, emissions reduction, conflict-free smelters, voluntary sustainability reporting and RBA audit compliance.

SMELTER STATUS BY METALS

<table>
<thead>
<tr>
<th>Industry update as of February 2021</th>
<th>Western Digital Update as of February 2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>SN</td>
<td>SN</td>
</tr>
<tr>
<td>100%</td>
<td>82%</td>
</tr>
<tr>
<td>TA</td>
<td>TA</td>
</tr>
<tr>
<td>100%</td>
<td>97%</td>
</tr>
<tr>
<td>W</td>
<td>W</td>
</tr>
<tr>
<td>100%</td>
<td>92%</td>
</tr>
<tr>
<td>AU</td>
<td>AU</td>
</tr>
<tr>
<td>97%</td>
<td>65%</td>
</tr>
</tbody>
</table>

1 This chart compares the conformance status of the smelters in Western Digital’s supply chain to the broader industry smelter conformance status by metal type.
In 2020, we audited 100% of our in-scope suppliers for conflict minerals. We identified 4% of those suppliers using smelters of concern. By the end of 2020, 96% of the in-scope suppliers successfully reported sourcing from conformant smelters. The remaining 4% reported the active smelter. Additionally, we directly or indirectly engaged with 48 smelters out of 241 total in our supply chain to participate in a Responsible Mineral Assurance Process (RMAP) Program.

### Key Metrics

**GRI 414-2**

In 2020, we audited 100% of our in-scope suppliers for conflict minerals. We identified 4% of those suppliers using smelters of concern. By the end of 2020, 96% of the in-scope suppliers successfully reported sourcing from conformant smelters. The remaining 4% reported the active smelter. Additionally, we directly or indirectly engaged with 48 smelters out of 241 total in our supply chain to participate in a Responsible Mineral Assurance Process (RMAP) Program.

### Supply Chain Carbon Disclosure Project (CDP)

Starting in 2020, we engaged with our supply partners to have them participate in reporting CDP (formerly the Carbon Disclosure Project) data. They were encouraged to disclose environmental impact information through CDP’s Climate Change and Water Security questionnaires. These disclosures enable our supply partners to measure and understand their environmental impact and take actions to improve performance and build a more sustainable economy. We initially invited 150 in-scope suppliers to provide responses to both questionnaires, of which 95% and 86% participated for climate and water, respectively. We further expanded the number of in-scope suppliers in 2021.

In April 2021, we provided CDP refresher training for suppliers who reported to CDP and introduction training for first-time reporting suppliers. 111 participants from 66 suppliers attended these trainings. We also held trainings specific to Western Digital’s Science-Based Targets in June 2021 to help our supply partners to set their own emission reduction targets. 74 participants from 52 suppliers attended. Recordings of both training sessions mentioned above were made available to supply partners who could not attend the trainings.
### SUPPLY CHAIN CDP ENGAGEMENT

<table>
<thead>
<tr>
<th>Climate Change 2020</th>
<th>Water Security 2020</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>IN-SCOPE SUPPLIERS</strong></td>
<td><strong>IN-SCOPE SUPPLIERS</strong></td>
</tr>
<tr>
<td>150</td>
<td>150</td>
</tr>
<tr>
<td><strong>ANNUAL CO₂e SAVINGS (MILLION METRIC TONS)</strong></td>
<td><strong>RESPONSE RATE</strong></td>
</tr>
<tr>
<td>51.93</td>
<td>95%</td>
</tr>
<tr>
<td><strong>ANNUAL MONETARY SAVINGS (MILLION USD)</strong></td>
<td><strong>ENGAGING THEIR OWN SUPPLIERS TO CDP CLIMATE</strong></td>
</tr>
<tr>
<td>729.14</td>
<td>43%</td>
</tr>
<tr>
<td><strong>RESPONSE RATE</strong></td>
<td><strong>REPORTING ACTIVE TARGETS AND GOALS</strong></td>
</tr>
<tr>
<td>86%</td>
<td>74%</td>
</tr>
<tr>
<td><strong>ENGAGING THEIR OWN SUPPLIERS TO CDP WATER</strong></td>
<td><strong>REPORTING ACTIVE TARGETS</strong></td>
</tr>
<tr>
<td>74%</td>
<td>86%</td>
</tr>
</tbody>
</table>
Supply Chain Resiliency

**Why it Matters**
Threats to supply chains pose serious consequences to a company like ours—and the consequences of potential disruptions are heightened by the global nature of our value chain. To position our business for future success, we are working to build more sustainable, resilient supply chains by implementing analytics-driven procurement processes and widening our supply base by qualifying additional suppliers. By taking these steps now, we are working to protect our business from supply chain disruptions and creating more widespread business opportunities.

**Analytics Driven Predictive Procurement Process**
In FY2021, we redesigned our supply chain approach and process to improve resiliency and balance the focus on social, economic and environmental factors within Western Digital’s supply base. Our supply chain is large and complex. We rely on hundreds of direct (and thousands of indirect) suppliers to create our products.

We developed and deployed unique and exclusive advanced predictive capabilities that enable us to predict and detect probable risk and disruptions. Armed with data about suppliers’ and their suppliers’ locations, past performance and potential risk factors, we were able to use artificial intelligence, machine learning and natural language processing capabilities to predict COVID-19 peaks, monitor and consider alternate suppliers, detect potential disruptions and mitigate risks.

**RESULTS DELIVERED**

### Predictive Risk Management

**Predictive PO Capability** is live in the risk management system, beta testing in progress

**Time to react and respond** to supply chain disruptions reduced from 10 days to 1-2 days on average

**Predictive Risk Management**

- **Predicting delays at the PO-level**
- **Visualization of probable delays**
- **Direct user feedback**
- **Continual learning and autonomous inferencing**
- **Detailed impacts to inbound material flow**
- **Daily to weekly usage timescale**

**PROBLEMS ADDRESSED**

- Limited supply chain visibility and resiliency
- Delayed disruption reaction time
- Inefficient allocation of inventory
- Constrained manufacturing agility
- Inefficient production schedules

**PREDICTIVE PEAK**

In response to COVID-19 we accelerated the development of the predictive risk model to create predictive peak which was utilized to:

- Predict lockdows and divert PO’s
- Accelerate qualifications in cases where we had single source suppliers

The model predicted within a few days:

- The lockdown of Jakarta
- Lockdown of Kyoto and Aichi in Japan
Diversity, Equity and Inclusion

Why it Matters

At Western Digital, we believe that our employees, more than bits and drives, are absolutely our most valuable resource. It's the people of Western Digital—and their myriad of talent and experiences—that give us our competitive edge.

As we say in our Diversity, Equity and Inclusion (DE&I) Statement, we're convinced that the fusion of various ideas results in greater innovation and better business outcomes. We know we're at our absolute best when we leverage the diversity of our more than 65,000 employees in 30 countries around the world. So, from our factories in Thailand, to our R&D centers in Israel and our engineering sites in Silicon Valley, we are committed to an inclusive environment where every individual can thrive.

Management Approach

Western Digital's Chief People Officer is responsible for the execution of our global diversity, equity and inclusion initiatives and commitments. She partners closely with our CEO and executive leadership team and reports progress to the Board of Directors. Our Board of Directors has achieved gender parity, with five out of 10 women Directors as of FY2021, and diversity and inclusion has become a priority focus area.

At Western Digital, we apply our efforts globally. The Diversity, Equity and Inclusion team communicates our initiatives to representatives at our international sites and receives updates on regional progress. Additionally, each country-specific employee handbook discusses how Western Digital is working to promote workforce diversity. See our key highlights from 2020-2021:

• Completed unconscious bias and anti-discrimination training for all of our United States people managers and all United States non-factory employees (Feb-June 2021).
• Enabled our Business Resource Groups (BRGs) to increase their business impact and developed a best practices toolkit.
• Developed a University Ambassador Program to cultivate a more diverse talent pipeline.
• Provided training in Inclusive Interviewing and Best Practices in Inclusive recruitment.
• Selected a diversity-focused platform to expand our sourcing channels.
• Expanded our Advancing Women in Leadership program, graduating 64 women from 14 countries.
• Expanded our annual pay equity analysis beyond the United States to include five countries and cover approximately 75% of our total global employee population.

These beliefs are anchored in our core value: "We All Belong". This year, our Executive Leadership Team affirmed this core value as an enterprise-wide strategic imperative.

To be sure, we’re not there yet. We have more work to do, for example, to promote women into coveted tech and leadership roles. We also have a lot more work to do in recruiting Black and Hispanic/LatinX people to the company, but we’re hard at work taking the steps necessary to make progress.

As we say in our Diversity, Equity and Inclusion (IDE&II) Statement, we’re convinced that the fusion of various ideas results in greater innovation and better business outcomes. We know we’re at our absolute best when we leverage the diversity of our more than 65,000 employees in 30 countries around the world. So, from our factories in Thailand, to our R&D centers in Israel and our engineering sites in Silicon Valley, we are committed to an inclusive environment where every individual can thrive.

MANAGING BIAS LEARNING

Our organization is committed to unconscious bias training to build an inclusive culture that supports diversity. In 2021 we successfully delivered unconscious bias training to more than 1,500 of our people managers in the United States, equipping them to lead inclusively and building their ability to identify unconscious bias. In addition, we trained 99% of our United States employees in unconscious bias and anti-discrimination. This training is now required of all new hires in the United States.
We expanded Western Digital’s employee-based resource groups internationally, with 15 global chapters at sites in India, China, Israel, Thailand, Malaysia, Japan and the Philippines. Our BRGs not only serve as a platform for employees to build relationships and foster a sense of belonging, they also actively focus on ways to support our business—from recruiting talent, driving awareness, mentoring under-represented youth in our communities, delivering innovative product suggestions. All Western Digital BRGs are open to any employee interested in joining. This year, Global Giving and Doing provided corporate grants to organizations selected by our BRGs to support equality in their communities of interest.

**WOMEN’S DEVELOPMENT PROGRAMS**

Western Digital is committed to increasing women’s development opportunities through organizations such as our Women’s Impact Network, Women in IT and Women in Head, Analysis and Media Operations. These employee-led organizations highlight challenges for women and advocate for women’s advancement and professional development by offering internal and external conference opportunities for learning, networking, coaching and internal leadership experiences. Our Women’s Impact Network brought #IAmRemarkable to Western Digital. This program empowers women to bring their unique perspectives into decision-making. And the voices of women of color were highlighted through an internal blog series called #ShareTheMicNow, which had each of our executive leaders use their blog to share the career journey of a Black or Hispanic woman at the company.

**GROWING OUR DIVERSE TALENT PIPELINE**

We actively work to increase the diversity of our talent pool, from interns to executive leadership roles. The Diversity, Equity and Inclusion organization partners with our Talent Acquisition (TA) team, Human Resources Business Partners (HRBP) and other centers of excellence on approaches to growing a more diverse candidate pipeline and recruiting the best and brightest globally. The DE&I team has also expanded our strategic partnerships to include: Ascend, DisabilityIN, Fairygodboss, National Center for Women & Information Technology, Jopwell, Out & Equal, and the Society of Hispanic Engineers.

In December 2020, Western Digital identified two vendors to enhance learning and education for our Talent Acquisition (TA) team, HRBPs and Hiring Managers. In FY2022, Heidrick & Struggles will provide Inclusive Recruitment Training to our TA team and HRBPs to identify and implement best practices for inclusive recruitment. Ken Blanchard Companies will provide best practices on inclusive interviewing for a pilot group of hiring managers, with plans to expand after the pilot and process flows have been determined. Both of these sessions are illustrative of our intent to embed diversity best practices throughout the enterprise. In FY2022, we are also looking to expand our employee referral program with a heightened focus on diversity-focused talent.

**IMPLEMENTING OUR ANTI-HARASSMENT AND DISCRIMINATION POLICY**

Western Digital’s Global Anti-Harassment and Anti-Discrimination Policy explicitly prohibits harassment in the workplace from any employee, customer, vendor, supplier, business partner or third party. The policy provides numerous avenues to report instances of harassment and discrimination and allow for appropriate action to be taken. Relevant Western Digital employees are required to participate in online harassment and discrimination training to support the policy.

**Awards and Recognition**

Women’s Choice Award for Best Company for Millennials and Best Company for Diversity

The Women’s Choice Award recognized Western Digital as a Best Company for Millennials in 2019, 2020, and again in 2021 and a Best Company for Diversity in 2021. Our focus on investing and helping millennials and women grow professionally to advance their career while also catering to their lifestyle led to these awards. Women’s Choice Award recognizes companies based on a gathering of external data from the general population, analyzing over 300,000 sources of data—including Fortune 300 Companies, Survey Monkey, Working Mothers Best Place to Work reports, Glassdoor, annual reports and press releases.
<table>
<thead>
<tr>
<th></th>
<th>FY2019</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>FEMALE</td>
<td>MALE</td>
<td>OTHER</td>
</tr>
<tr>
<td>Management</td>
<td>26.1%</td>
<td>73.8%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Technical staff</td>
<td>20.2%</td>
<td>79.8%</td>
<td>0.0%</td>
</tr>
<tr>
<td>All other employees</td>
<td>67.3%</td>
<td>32.7%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Factory employees $^2$</td>
<td>69.0%</td>
<td>31.0%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Non-factory employees</td>
<td>50.4%</td>
<td>49.5%</td>
<td>0.1%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>FY2020</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>FEMALE</td>
<td>MALE</td>
<td>OTHER</td>
</tr>
<tr>
<td>Management</td>
<td>26.1%</td>
<td>73.8%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Technical staff</td>
<td>21.4%</td>
<td>78.5%</td>
<td>0.0%</td>
</tr>
<tr>
<td>All other employees</td>
<td>72.6%</td>
<td>31.5%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Factory employees $^2$</td>
<td>70.1%</td>
<td>29.9%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Non-factory employees</td>
<td>50.9%</td>
<td>49.0%</td>
<td>0.1%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>FY2021</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>FEMALE</td>
<td>MALE</td>
<td>OTHER</td>
</tr>
<tr>
<td>Management</td>
<td>25.7%</td>
<td>74.3%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Technical staff</td>
<td>22.3%</td>
<td>77.7%</td>
<td>0.0%</td>
</tr>
<tr>
<td>All other employees</td>
<td>68.3%</td>
<td>31.7%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Factory employees $^2$</td>
<td>69.8%</td>
<td>30.2%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Non-factory employees</td>
<td>51.8%</td>
<td>48.2%</td>
<td>0.1%</td>
</tr>
</tbody>
</table>

$^1$ Data is based on the headcount at the end of the indicated fiscal year. Gender data is based on self-identification.

$^2$ 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**

<table>
<thead>
<tr>
<th></th>
<th>FY2019</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>FEMALE</td>
<td>MALE</td>
<td>OTHER</td>
</tr>
<tr>
<td>Management</td>
<td>26.1%</td>
<td>73.8%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Technical staff</td>
<td>20.2%</td>
<td>79.8%</td>
<td>0.0%</td>
</tr>
<tr>
<td>All other employees</td>
<td>67.3%</td>
<td>32.7%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Factory employees $^2$</td>
<td>69.0%</td>
<td>31.0%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Non-factory employees</td>
<td>50.4%</td>
<td>49.5%</td>
<td>0.1%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>FY2020</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>FEMALE</td>
<td>MALE</td>
<td>OTHER</td>
</tr>
<tr>
<td>Management</td>
<td>26.1%</td>
<td>73.8%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Technical staff</td>
<td>21.4%</td>
<td>78.5%</td>
<td>0.0%</td>
</tr>
<tr>
<td>All other employees</td>
<td>72.6%</td>
<td>31.5%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Factory employees $^2$</td>
<td>70.1%</td>
<td>29.9%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Non-factory employees</td>
<td>50.9%</td>
<td>49.0%</td>
<td>0.1%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>FY2021</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>FEMALE</td>
<td>MALE</td>
<td>OTHER</td>
</tr>
<tr>
<td>Management</td>
<td>25.7%</td>
<td>74.3%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Technical staff</td>
<td>22.3%</td>
<td>77.7%</td>
<td>0.0%</td>
</tr>
<tr>
<td>All other employees</td>
<td>68.3%</td>
<td>31.7%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Factory employees $^2$</td>
<td>69.8%</td>
<td>30.2%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Non-factory employees</td>
<td>51.8%</td>
<td>48.2%</td>
<td>0.1%</td>
</tr>
</tbody>
</table>

**AGE REPRESENTATION OF GLOBAL EMPLOYEES**

<table>
<thead>
<tr>
<th></th>
<th>UNDER 30</th>
<th>30-50</th>
<th>50+</th>
</tr>
</thead>
<tbody>
<tr>
<td>FY2019</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Management</td>
<td>1.1%</td>
<td>70.4%</td>
<td>28.5%</td>
</tr>
<tr>
<td>Technical staff</td>
<td>18.3%</td>
<td>63.3%</td>
<td>18.4%</td>
</tr>
<tr>
<td>All other employees</td>
<td>33.1%</td>
<td>61.7%</td>
<td>5.2%</td>
</tr>
<tr>
<td>Factory employees $^2$</td>
<td>35.0%</td>
<td>61.5%</td>
<td>3.5%</td>
</tr>
<tr>
<td>Non-factory employees</td>
<td>14.7%</td>
<td>63.9%</td>
<td>21.5%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>UNDER 30</th>
<th>30-50</th>
<th>50+</th>
</tr>
</thead>
<tbody>
<tr>
<td>FY2020</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Management</td>
<td>1.0%</td>
<td>68.6%</td>
<td>30.4%</td>
</tr>
<tr>
<td>Technical staff</td>
<td>21.2%</td>
<td>60.3%</td>
<td>18.6%</td>
</tr>
<tr>
<td>All other employees</td>
<td>33.7%</td>
<td>60.9%</td>
<td>5.4%</td>
</tr>
<tr>
<td>Factory employees $^2$</td>
<td>35.4%</td>
<td>60.6%</td>
<td>4.0%</td>
</tr>
<tr>
<td>Non-factory employees</td>
<td>15.0%</td>
<td>64.3%</td>
<td>20.7%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>UNDER 30</th>
<th>30-50</th>
<th>50+</th>
</tr>
</thead>
<tbody>
<tr>
<td>FY2021</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Management</td>
<td>0.9%</td>
<td>64.7%</td>
<td>32.4%</td>
</tr>
<tr>
<td>Technical staff</td>
<td>22.1%</td>
<td>58.9%</td>
<td>19.0%</td>
</tr>
<tr>
<td>All other employees</td>
<td>32.3%</td>
<td>61.8%</td>
<td>6.0%</td>
</tr>
<tr>
<td>Factory employees $^2$</td>
<td>33.8%</td>
<td>61.5%</td>
<td>4.7%</td>
</tr>
<tr>
<td>Non-factory employees</td>
<td>15.2%</td>
<td>64.3%</td>
<td>20.5%</td>
</tr>
</tbody>
</table>

$^1$ Data is based on the headcount at the end of the indicated fiscal year.

$^2$ 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.
## Racial/Ethnic Group Representation of United States Employees

<table>
<thead>
<tr>
<th>FY2019</th>
<th>ASIAN</th>
<th>BLACK OR AFRICAN AMERICAN</th>
<th>HISPANIC OR LATINO</th>
<th>WHITE</th>
<th>OTHER²</th>
</tr>
</thead>
<tbody>
<tr>
<td>Management</td>
<td>45.6%</td>
<td>0.9%</td>
<td>4.5%</td>
<td>44.9%</td>
<td>2.1%</td>
</tr>
<tr>
<td>Technical staff</td>
<td>57.3%</td>
<td>0.9%</td>
<td>3.2%</td>
<td>37.4%</td>
<td>1.1%</td>
</tr>
<tr>
<td>All other employees</td>
<td>53.0%</td>
<td>2.5%</td>
<td>13.3%</td>
<td>27.7%</td>
<td>3.5%</td>
</tr>
<tr>
<td>Factory employees¹</td>
<td>59.8%</td>
<td>3.0%</td>
<td>16.6%</td>
<td>15.8%</td>
<td>4.8%</td>
</tr>
<tr>
<td>Non-factory employees</td>
<td>47.3%</td>
<td>2.1%</td>
<td>10.6%</td>
<td>37.6%</td>
<td>2.5%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>FY2020</th>
<th>ASIAN</th>
<th>BLACK OR AFRICAN AMERICAN</th>
<th>HISPANIC OR LATINO</th>
<th>WHITE</th>
<th>OTHER²</th>
</tr>
</thead>
<tbody>
<tr>
<td>Management</td>
<td>48.9%</td>
<td>1.0%</td>
<td>4.4%</td>
<td>43.4%</td>
<td>2.3%</td>
</tr>
<tr>
<td>Technical staff</td>
<td>58.2%</td>
<td>1.0%</td>
<td>3.3%</td>
<td>36.4%</td>
<td>1.1%</td>
</tr>
<tr>
<td>All other employees</td>
<td>56.1%</td>
<td>2.6%</td>
<td>13.1%</td>
<td>24.1%</td>
<td>4.1%</td>
</tr>
<tr>
<td>Factory employees¹</td>
<td>64.3%</td>
<td>2.8%</td>
<td>15.1%</td>
<td>13.5%</td>
<td>4.2%</td>
</tr>
<tr>
<td>Non-factory employees</td>
<td>47.6%</td>
<td>2.4%</td>
<td>11.0%</td>
<td>35.1%</td>
<td>3.9%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>FY2021</th>
<th>ASIAN</th>
<th>BLACK OR AFRICAN AMERICAN</th>
<th>HISPANIC OR LATINO</th>
<th>WHITE</th>
<th>OTHER²</th>
</tr>
</thead>
<tbody>
<tr>
<td>Management</td>
<td>49.7%</td>
<td>1.1%</td>
<td>4.5%</td>
<td>42.4%</td>
<td>2.3%</td>
</tr>
<tr>
<td>Technical staff</td>
<td>58.3%</td>
<td>1.0%</td>
<td>3.4%</td>
<td>35.9%</td>
<td>1.4%</td>
</tr>
<tr>
<td>All other employees</td>
<td>56.2%</td>
<td>2.4%</td>
<td>13.1%</td>
<td>23.8%</td>
<td>4.3%</td>
</tr>
<tr>
<td>Factory employees¹</td>
<td>62.6%</td>
<td>2.8%</td>
<td>16.2%</td>
<td>13.5%</td>
<td>4.9%</td>
</tr>
<tr>
<td>Non-factory employees</td>
<td>48.8%</td>
<td>2.2%</td>
<td>9.6%</td>
<td>35.8%</td>
<td>3.6%</td>
</tr>
</tbody>
</table>

¹ Data is based on the headcount at the end of the indicated fiscal year.
² Other includes the following classifications: Native American or Alaska Native, Native Hawaiian or Pacific Islander, and “Two or More Races”.
³ 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.

### Employee Attraction, Retention and Engagement

#### Why it Matters

At Western Digital, our employees drive our success and shape the future. To continue leading the data storage industry, we rely on highly skilled individuals to drive our culture of innovation. We strive to create an environment where employees feel connected and committed to Western Digital’s mission and vision.

#### Management Approach

Our Human Resources function is a strategic part of our company, responsible for creating a strong workforce culture and differentiating Western Digital as an employer of choice. Our business strategy planning process incorporates talent needs and assesses sustainable and scalable workforce strategies.

Our Board of Directors is actively involved in Western Digital’s workforce retention and engagement. Our Compensation and Talent Committee reviews our human capital management programs and initiatives, focusing on our culture, talent development, retention and equity, inclusion and diversity.

---

GRI 405-1, TC-HW-330a.1 (Continued)
### Attraction and Retention

Western Digital’s Talent Acquisition, Talent Development and Human Resources Business Partner teams collaborate with our business leaders to attract and retain diverse, top talent for all areas of the business. Our global enterprise employment and recruitment brand highlights Western Digital employees to showcase why Western Digital is a great place to grow one’s career. Additionally, our partnerships around the globe continue to be a key strategic initiative for future talent pools, including growing our diverse candidate pipeline. See the Diversity, Equity and Inclusion section of this report for more information.

### Turnover rates

Turnover rates indicate the health of our workforce culture, and we monitor these metrics carefully in support of our business strategy and execution. We are proud that our worldwide voluntary turnover rate in FY2021 was 9.7%, which was below the industry average of 13.8%.

### Engagement

In FY2021, we implemented a continuous employee listening platform to collect feedback to better understand and improve the employee experience and identify opportunities to strengthen employee engagement. Our inaugural survey had a 92% employee participation rate and identified key strengths including that employees felt that their work was meaningful, that they felt a sense of belonging at the company and that they were excited about our future.

To promote our culture journey and our 11 global culture attributes, we designated approximately 100 culture advocates representing our employees around the world and 20 culture champions selected by members of our executive leadership team to represent our culture attributes at the leadership level. With the support of our culture advocates and champions, our business leaders and employees have been embracing the attributes and bringing them to life.

- Paid time off
- Maternity, paternity and/or parental leave
- Retirement provision
- Stock ownership
- Tuition reimbursement
- Employee Assistance Program

---

<table>
<thead>
<tr>
<th>GRI 102-8</th>
<th>INFORMATION ON EMPLOYEES AND OTHER WORKERS†</th>
</tr>
</thead>
<tbody>
<tr>
<td>FY2019</td>
<td>FULL-TIME EMPLOYEES</td>
</tr>
<tr>
<td>Gender‡</td>
<td>Female 35,264</td>
</tr>
<tr>
<td></td>
<td>Male 26,946</td>
</tr>
<tr>
<td></td>
<td>Other 5</td>
</tr>
<tr>
<td>Region</td>
<td>United States 8,039</td>
</tr>
<tr>
<td></td>
<td>Asia 52,913</td>
</tr>
<tr>
<td></td>
<td>Other 1,263</td>
</tr>
<tr>
<td>FY2020</td>
<td>FULL-TIME EMPLOYEES</td>
</tr>
<tr>
<td>Gender‡</td>
<td>Female 37,948</td>
</tr>
<tr>
<td></td>
<td>Male 27,193</td>
</tr>
<tr>
<td></td>
<td>Other 7</td>
</tr>
<tr>
<td>Region</td>
<td>United States 7,994</td>
</tr>
<tr>
<td></td>
<td>Asia 55,898</td>
</tr>
<tr>
<td></td>
<td>Other 1,256</td>
</tr>
<tr>
<td>FY2021</td>
<td>FULL-TIME EMPLOYEES</td>
</tr>
<tr>
<td>Gender‡</td>
<td>Female 37,955</td>
</tr>
<tr>
<td></td>
<td>Male 27,436</td>
</tr>
<tr>
<td></td>
<td>Other 8</td>
</tr>
<tr>
<td>Region</td>
<td>United States 7,892</td>
</tr>
<tr>
<td></td>
<td>Asia 56,255</td>
</tr>
<tr>
<td></td>
<td>Other 1,252</td>
</tr>
</tbody>
</table>

† Data is based on Western Digital’s non-contingent headcount at the end of the indicated fiscal year.
‡ Gender data is based on self-identification.
PULSE ENGAGEMENT SURVEY RESULTS

Following our work in 2020 in activating our newly launched culture attributes, we launched our inaugural pulse engagement survey in early 2021 across Western Digital. We asked a series of 20 questions, ranging from topics on collaboration, feedback, empowerment, employee satisfaction and culture, to establish an internal baseline on employee sentiment. Within our professional/technical employees we had a response rate of 84%, establishing a baseline engagement score of 74. We saw even greater participation within our factories, reaching a fantastic 95% response rate and establishing a baseline engagement score of 79. In both instances we met and/or exceeded external industry benchmarks.

Leaders are currently focused on at least one opportunity that can positively impact their engagement results. The second Pulse survey was launched in the fall of 2021 and will be used to measure progress and provide accountability.

### Professional/Technical

**RESPONSE RATE**
- 84%

**ENGAGEMENT SCORE**
- 74

**RELATIVE STRENGTHS**
- PURPOSE: The work that I do at Western Digital is meaningful to me
- EMPOWERMENT: I feel empowered to make decisions regarding my work
- PROSPECTS: I am excited about Western Digital’s future
- BELONGING: I feel a sense of belonging at Western Digital

**RELATIVE OPPORTUNITIES**
- MANAGER: I would recommend my manager to others
- PURPOSE: The work that I do at Western Digital is meaningful to me
- PROSPECTS: I am excited about Western Digital’s future
- BELONGING: I feel a sense of belonging at Western Digital
- BARRIERS TO EXECUTION: At Western Digital we do a good job removing barriers that slow down our work
- CAREER: I have good career opportunities at Western Digital
- DECISION MAKING: Overall, I am satisfied with how decisions are made at Western Digital

### Factory

**RESPONSE RATE**
- 95%

**ENGAGEMENT SCORE**
- 79

**RELATIVE STRENGTHS**
- PURPOSE: The work that I do at Western Digital is meaningful to me
- EMPOWERMENT: I feel empowered to make decisions regarding my work
- PROSPECTS: I am excited about Western Digital’s future
- BELONGING: I feel a sense of belonging at Western Digital

**RELATIVE OPPORTUNITIES**
- MANAGER: I would recommend my manager to others
- PURPOSE: The work that I do at Western Digital is meaningful to me
- PROSPECTS: I am excited about Western Digital’s future
- BELONGING: I feel a sense of belonging at Western Digital
- BARRIERS TO EXECUTION: At Western Digital we do a good job removing barriers that slow down our work
- CAREER: I have good career opportunities at Western Digital
- DECISION MAKING: Overall, I am satisfied with how decisions are made at Western Digital
Learning and Development

GRI 404-2

We are on a multi-year journey to deliver a world-class experience for our employees here at Western Digital. By helping employees realize great moments in their careers, we make our company an exceptional place to work. We have built great momentum over the last two years through the One Western Digital Culture Journey, the Leader Essentials Program, an integrated learning platform, the new Career Development approach and suite of tools and the Pulse Engagement Survey. We are committed to continuously gathering insights directly from our employees and leveraging those insights to evolve our people strategy and investments in development.

GRI 404-3

All manufacturing employees receive performance assessments based on specific manufacturing tasks. The remainder of the organization, comprising the technical and professional employee population, receives quarterly check-in meetings and annual reviews.

GRI 401-1

<table>
<thead>
<tr>
<th>EMPLOYEE ATTRACTION, RETENTION AND ENGAGEMENT</th>
<th>FY2019</th>
<th>FY2020</th>
<th>FY2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hires by age group</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Under 30</td>
<td>5,950</td>
<td>10,160</td>
<td>6,774</td>
</tr>
<tr>
<td>• 30–50</td>
<td>2,516</td>
<td>3,889</td>
<td>2,642</td>
</tr>
<tr>
<td>• 50+</td>
<td>297</td>
<td>300</td>
<td>187</td>
</tr>
<tr>
<td>Hires by gender</td>
<td>4,298</td>
<td>4,833</td>
<td>3,372</td>
</tr>
<tr>
<td>• Male</td>
<td>4,465</td>
<td>9,510</td>
<td>6,229</td>
</tr>
<tr>
<td>• Female</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hires by region</td>
<td>1,043</td>
<td>1,125</td>
<td>734</td>
</tr>
<tr>
<td>• United States</td>
<td>7,507</td>
<td>12,992</td>
<td>8,736</td>
</tr>
<tr>
<td>• Asia</td>
<td>213</td>
<td>232</td>
<td>133</td>
</tr>
<tr>
<td>Total Employee Hires</td>
<td>8,763</td>
<td>14,349</td>
<td>9,603</td>
</tr>
</tbody>
</table>

1 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.

2 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.

3 FY2019 involuntary turnover rates were significantly impacted by restructuring tied to business divestitures.
YOU MATTER PROGRAM
When we equip employees to thrive, we enable our team to reach its fullest potential. Through Western Digital’s You Matter program, we invest in the well-being of our diverse employee population. The program has 4 pillars:

Health
Focusing on prevention and resources for managing and improving overall physical health

Financial
Supporting employees in meeting current and future financial obligations

Emotional
Offering employee resources to be, stay and become mentally and emotionally fit

Lifestyle
Helping employees create and sustain healthy habits to fuel every-day life

The program is implemented on a global scale and has been tailored to local contexts. Activations occur through a combination of solutions, on-site services, initiatives, trainings, classes and campaign events. For example, in FY2021:

• Our employees in several countries had access to an employee assistance program, which provides confidential counseling for support with a wide range of personal issues and concerns at no cost. We are expanding this program to cover all employees globally in FY2022.

Management Approach

Health and Safety
Why it Matters

GRI 103-1
Health and safety are foundational to Western Digital’s business. We take employee, contractor and visitor health and safety seriously because we care about our people and understand how thoroughly we depend on each other. We believe that safety is everyone’s business and aim to create a culture that supports best-in-class health and safety workplace standards and processes. This includes safety education, safe working conditions and employee wellness and health resources.

GRI 103-2
All Western Digital employees are responsible for maintaining a safe and healthy work environment. We expect every manager to establish and reinforce our health and safety culture through three commitments:

• Implementing and enforcing Western Digital’s Environmental, Health, Safety and Security (EHS&S) Program requirements and leading by personal example.
• Encouraging worker involvement in the structure and implementation of EHS&S Programs.
• Communicating and assigning responsibility for EHS&S Program implementation and evaluating performance against Health and Safety expectations.

POLICIES
Western Digital’s IMS Policy addresses Occupational Health and Safety (OHS) in support of our integrated management approach. Additionally, we require all employees to adhere to Western Digital’s Global Code of Conduct, which includes the expectation to follow site safety rules, use necessary safety equipment and report actual or potential safety hazards.

GRI 403-1, TC-SC-320a.1
Our certified OHS Management System is part of our company-wide IMS and applies to all operations, all employees and anyone acting on our behalf globally (including contractors).

GRI 403-5
Each site’s OHS Management Program identifies job-specific and task-specific training to employees and meets Western Digital’s objectives:

• Ensuring all workers understand the hazards they may be exposed to and how to prevent harm to workers and the environment.
• Ensuring on-time periodic worker training updates as required within specific programs.
• Ensuring all managers and workers understand their obligations to provide a safe, healthful and compliant work environment.
• Ensuring timely, appropriate responses when workers notify management about conditions that appear unsafe or hazardous.

Western Digital trains our Emergency Response Teams (ERTs) to respond to an incident such as a fire, medical crisis, earthquake and minimize its impact. ERTs assist in developing plans to organize an effective response and minimize injury and damage in the event of an incident. Western Digital’s global recordable and lost time injury and illness incident rates are less than 15% of the U.S industry averages.1

HEALTH AND SAFETY STANDARDS

All Western Digital factories are certified to the Occupational Health and Safety Management System. In FY2021, all manufacturing sites were included on a new multi-site ISO 45001 certificate. Eight factories have been audited to the ISO45001:2018 standard; five remaining

1 According to the most recent United States Bureau of Labor Statistics data (2019) for Lost Time Incident Rate and Total Recordable Incident Rate.
As part of our transition to ISO 45001, Western Digital formalized the processes related to consultation and participation of workers. Through our global IMS, we establish the general requirements and expectations and sites further define and implement location-appropriate methods for effective engagement with workers on health and safety matters. A common approach is to form safety committees at each worksite, comprised of cross-functional teams that meet regularly to discuss hazards observed in their work areas and implement preventative actions. Safety committee members work with health and safety personnel to keep track of injuries and illnesses, assess their root causes and recommend corrective actions to avoid future recurrences. Committee members also conduct periodic facility inspections and organize safety activities.

Hazard Identification, Risk and Opportunity Assessment and Control Implementation

GRI 403-2

Our IMS involves a two-tiered approach for identifying hazards and assessing risks and opportunities. At the corporate level, we analyze performance trends to identify the top three to five focus areas globally based on risk levels, which are determined by severity, likelihood and existing control measures. We set overarching procedures we expect sites to follow using the hierarchy of controls.

At the facility level, sites reference hazards identified at the corporate level and customize their approach based on high-risk areas in the specific location. Certain sites go beyond this initial level of assessment, further assessing equipment, tools, chemicals and processes. Each hazard is scored on its level of severity, likelihood and existing control measures to calculate a composite risk rating. We prioritize risks rated high and immediately seek to mitigate them to a lower level.

All employees have a right to stop work when they believe such work could cause injury or ill health and all Western Digital manufacturing processes have a standard Emergency Power-Off (EPO) or Emergency Machine Off (EMO) switch if an employee identifies an on-site hazard that can cause imminent danger. Additionally, employees have multiple avenues through which to report work-related hazards:

- Human Resources business partner
- Manager
- EHS representative
- Safety Good Catch submission
- Western Digital's Ethics Helpline

Our management team also conducts worksite analysis on a regular basis by:

- Conducting periodic “walk-through” of assigned areas, observing worker behaviors and identifying potential unsafe conditions.
- Conducting periodic, systematic EHS&S assessments and ensuring we correct discrepancies in a timely fashion.
- Ensuring new processes, facilities rearrangements and equipment receive EHS&S reviews and approval prior to use.
- Investigating accidents and “near misses,” identifying and correcting root causes.
- Including results and trends of hazard identification and risk control in the Management Review process in addition to the worksite analysis.

In FY2021, Global EHS focused on improving our health and safety culture by improving EHS knowledge and promoting increased worker participation through safety good catch reporting and ensuring all safety good catches are reviewed and addressed in a timely manner. Another significant focus was on improving root cause analysis to increase identification of undesirable outcomes and implement appropriate corrective actions and improvement plans as needed. By promoting increased worker participation in location safety good catch programs, we identified over 19,000 safety good catches – nearly three times more than the prior year.

Through these and other health and safety program improvements, we achieved a recordable injury and illness incidence rate reduction of 31% compared to the prior year.

Communication and Training

GRI 403-7

Western Digital hires contractors and third parties for specific projects or jobs requiring expertise outside our employees’ skills or based on business strategy. Our OHS planning process includes evaluating and mitigating potential hazards and risks related to a specific job or project, reviewing the activity area and checking licenses of all operators. We require employees to complete rigorous driver certifications before transporting chemicals or waste.

In FY2021, all Western Digital sites were affected by the COVID-19 global pandemic. Global EHS partnered with other functions in Western Digital to review pandemic response guidance from the World Health Organization (WHO), Centers for Disease Prevention and Control (CDC), revelation location occupational and public health agencies and other reliable sources. Western Digital crisis management teams evaluated the pandemic response situation in all our sites globally. Location and geography-specific pandemic response plans are regularly updated and continuously implemented as the pandemic knowledge and response recommendations evolve. Through the dedicated effort from all teams involved, to date there have been no identified work-related COVID-19 infections in any of our sites in the United States in FY2021.

Western Digital communicates with employees on general health and safety policies, procedures and instructions through many avenues:

- In-person training and web-based training
- On-the-job training
- Periodic communications on IMS via Western Digital’s intranet
- Promotional materials on our internal broadcast system, ConnectTV
- Internal blogs
- Monthly newsletters
- Email communications
We also communicate with employees on the topics of emergency preparedness, injury or illness prevention, industrial hygiene, physically demanding work, wellness, machine guarding and living conditions.

Health and Wellness

GRI 403-3, 403-6

Western Digital prioritizes the long-term health and wellness of our employees by continuously improving the quality of our health and wellness services. Our site management, with EHS&S support, performs regular evaluations of the work environment to minimize exposures to chemical, physical, biological hazards and ergonomic stressors.

Western Digital’s manufacturing and development sites in Asia have in-house medical clinics meeting licensing requirements with certified or licensed healthcare professionals where workers can obtain immediate treatment.

If work-related activities cause injuries, our medical professionals engage the local EHS&S team to investigate and correct the root cause and contributing factors. Additionally, we contract with occupational health clinics for sites in the United States that align with our wellness initiatives and ensure employees have convenient access to healthcare. All medical professionals working either in on-site clinics or contracted clinics meet licensing requirements and all medical clinics meet applicable regulatory and accreditation requirements.

KEY METRICS

GRI 103-3

Western Digital actively tracks our occupational safety and health performance to evaluate the effectiveness of our management approach. We are pleased to report industry-leading safety performance.

<table>
<thead>
<tr>
<th>HEALTH AND SAFETY</th>
<th>FY2019</th>
<th>FY2020</th>
<th>FY2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>EMPLOYEES</td>
<td>#</td>
<td>%</td>
<td>#</td>
</tr>
<tr>
<td>#/rate of employee fatalities</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>#/rate of high-consequence work-related injuries (excluding fatalities)—employees</td>
<td>2</td>
<td>0.0029</td>
<td>0</td>
</tr>
<tr>
<td>Employee Lost Time Incident Rate (LTIR)¹</td>
<td>37</td>
<td>0.05</td>
<td>49²</td>
</tr>
<tr>
<td>#/rate of recordable work-related injuries (including fatalities)—employees</td>
<td>79</td>
<td>0.11</td>
<td>82³</td>
</tr>
<tr>
<td>Employee Total Recordable Incident Rate (TRIR)¹</td>
<td>79</td>
<td>0.11</td>
<td>82³</td>
</tr>
<tr>
<td>Main types of work-related injury—employees</td>
<td>Slip/Trip/Fall, Struck-on/by, Machine safety, Material Handling/Ergo</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total number of hours worked—employees</td>
<td>138,407,687</td>
<td>127,453,523</td>
<td>131,495,058</td>
</tr>
<tr>
<td>NON-EMPLOYEE WORKERS</td>
<td>#</td>
<td>%</td>
<td>#</td>
</tr>
<tr>
<td>#/rate of non-employee worker fatalities</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>#/rate of high-consequence work-related injuries (excluding fatalities)—non-employee workers</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

¹ Employee LTIR and TRIR are Occupational Safety and Health Administration (OSHA) Standards.
² These values are restated for FY2020 due to the status change of a small number of injury cases.

GRI 403-8, 403-9

Whether the rates have been calculated based on 200,000 or 1,000,000 hours worked 200,000

Employees

<table>
<thead>
<tr>
<th>HEALTH AND SAFETY</th>
<th>FY2019</th>
<th>FY2020</th>
<th>FY2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>#/rate of recordable work-related injuries (including fatalities)—non-employee workers</td>
<td>21</td>
<td>N/A</td>
<td>13</td>
</tr>
<tr>
<td>Work-related hazards that pose a risk of high-consequence injury, including:</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>i. how these hazards have been determined;</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>ii. which of these hazards have caused or contributed to high-consequence injuries during the reporting period;</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>iii. actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>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.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>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.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>iii. Actions taken to minimize risks include the following:</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1. Design and evaluate workplace to eliminate hazards.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2. Design and evaluate workplace and stations to eliminate repetitive trauma hazards.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3. Create operating procedures and work instructions, provide control measures to different hazards.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4. Train and communicate workers to understand and identify hazards and follow control measures to control hazards.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>5. Conduct periodic inspection/walk-through to monitor the workplace and verify that it is free from hazards.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>6. Take corrective and preventive actions to eliminate the hazards.</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

¹ Employee LTIR and TRIR are Occupational Safety and Health Administration (OSHA) Standards.
² These values are restated for FY2020 due to the status change of a small number of injury cases.
Our Approach

Our Global Giving and Doing initiatives focus on four core pillars: STEM Education, Hunger Relief, Environmental Preservation and Equality. In FY2021, Western Digital provided 140 grants to nonprofits and non-governmental organizations (NGOs) in support of their work in these imperative cause areas.

COVID-19 prevented employees from gathering in person for most of FY2021, but our employees were as committed as ever to giving back to our communities. 128 company-sponsored virtual volunteer events engaged employees at 28 Western Digital sites around the globe. To augment opportunities for our employees to give back while in-person volunteering was not possible, we offered a number of special matching campaigns in support of our pillars and COVID-19-related relief efforts. These campaigns resulted in a 46% increase in employee giving and a 110% increase in company matching from FY2019-FY2021.

STEM Education

Our goal is to provide increased access to STEM Education to underrepresented and underprivileged youth on a global scale.

Scholarships

Since 2019, the Western Digital Scholarship Fund has awarded more than $2.6 million in scholarships to students pursuing their educational aspirations. Our 2020-2021 program awarded scholarships to 256 future scientists, technologists, engineers and mathematicians, as well as the dependents of our talented workforce. We are proud to report these awards went to students in 10 different countries, and 56% of the scholarships were awarded to women.

Western Digital’s grants and scholarships are provided through the Western Digital Fund, an advised fund of Silicon Valley Community Foundation. To learn more, please visit the Scholarship Programs page on Western Digital’s corporate website.

Mentoring and Building Skills

Western Digital employees collaborate with partners around the globe to serve as mentors to students at every step of their academic journey. In FY2021, more than 200 employees made the significant commitment to mentor a student for a semester or even an entire school year.

Hunger Relief

We focus on alleviating the immediate need for food on a local level and supporting organizations that seek to eradicate hunger through strategic initiatives.

Our Approach

In FY2021, our employees contributed more than 2,100 hours of volunteer time to support hunger relief, and we provided more than $295,000 in grants to our global hunger relief partners. Our annual Global Hunger Relief campaign was not deterred by COVID-19. We shifted and offered employees the opportunity to continue this tradition virtually. The result of their efforts brought our running total of meals provided to the world through our partners Rise Against Hunger and Latet to more than 9 million.

Environmental Preservation

We support nonprofit and nongovernmental (NGO) partners with an environmental focus, including those that provide public education of local and global environmental issues and supporting relief efforts in times of natural disaster.

Our Approach

In FY2021, we participated in 16 environmentally focused volunteer events. Employees spent 3,006 hours supporting environmental preservation and virtual conservation projects, earning $145,000 in volunteer grants for our global partners. A few highlights:

• 22,360 trees planted.
• Nearly 3,000 virtual research classifications provided by employees in support of conservation projects on the Zooniverse global research platform.
• Employees from 15 countries challenged themselves to take on eco-friendly habits in the Earth Month EcoChallenge. More than 450 new habits were adopted by our colleagues who participated.
• Nearly 150 colleagues in EMEA learned how pollinator health is a predictor of environmental, social and economic impacts for the planet in partnership with the World Bee Project.
• 200 seed balls were handmade by colleagues at home to help reforest areas left bare by deforestation in Thailand.
Equality

We seek to promote equality around the world through focused Giving initiatives. When all members of society are treated with dignity and respect, individuals, communities and businesses like ours are better positioned to thrive.

Our Approach

In FY2021, we responded to global cries for social justice by adding a fourth pillar to Western Digital’s Global Giving & Doing strategy. Focused on addressing Equality, this new pillar will support marginalized groups across the cultures and geographies that we serve.

As a United States-based company with operations throughout the world, we seek to understand local mores and values, and will put this pillar to work to address issues of inequity within local contexts. For example, during FY2021 the United States experienced a heightened focus on racial justice due to the tragic killings of George Floyd and others. However, in many regions of the world where we operate, gender equality and disability awareness—not racial justice—were issues that affected local communities most.

During this inaugural year of our new pillar, we acted to advance equality in tangible ways:

- We invested more than $550,500 in groups and initiatives working to promote equality globally.
- We offered special donation matching opportunities, raising an additional $27,862 for nonprofits and NGOs addressing the issues most important to our employees.
- We spent time listening to groups of employees around the world to determine how to best extend Western Digital’s deep commitment to Diversity, Equity and Inclusion into the philanthropic support of our communities.

We worked closely with our Business Resource Groups (BRGs) and Diversity, Equity and Inclusion team to determine ways to advance Equality within our business and in our Giving and Doing strategies.

Our Culture of Ethics

Our Global Code of Conduct is a unifying guide anchored in Western Digital’s core values. It explains our ethical and legal obligations to our colleagues, our company, business partners and our communities. A copy of the Code is available in 11 languages and is accessible to Western Digital employees, business partners and the public at large. Additionally, our Code of Business Ethics sets out a framework for ethical business conduct for our directors, officers and employees. A copy of the Code is available in 11 languages and is accessible to Western Digital employees, business partners and the public at large. Additionally, our Code of Business Ethics sets out a framework for ethical business conduct for our directors, officers and employees. A copy of the Code is available in 11 languages and is accessible to Western Digital employees, business partners and the public at large.

Our Chief Compliance Officer oversees the global ethics and compliance program. With a secondary reporting relationship to the Audit Committee of our Board of Directors, the program operates with significant independence and autonomy. The program focuses on strategic risk areas identified through periodic enterprise-wide evaluations and assessments. Our ethics and compliance team covers numerous risk areas including, among others, anti-corruption, fair competition, data privacy and global trade. We regularly conduct trainings and compliance initiatives across these risk areas.

ANNUAL TRAINING

Western Digital has established a unique and effective annual tradition of celebrating and promoting its focus on ethical conduct during a Compliance Awareness Month. During this time, we require professional staff and people managers to complete online training promoting multiple avenues of speaking up and our celebrated speak up culture, highlighting our strict prohibition against retaliation and broad-based compliance topics. For example, in FY2021, our online training covered confidential information, data privacy, software compliance, insider trading, antitrust and anti-corruption. We also train our factory workers each year on speaking up, accessing reporting channels and other Global Code of Conduct topics important to their jobs.

ONGOING TRAINING

The ethics and compliance team trains our employees throughout the year, focusing on targeted risk factors, legal and regulatory changes and requirements, business requests and/or changes in circumstances. For example, we train people managers regularly on how to promote a “Speak Up” culture within their teams and other ethics-related topics relevant to their managerial responsibilities. This year’s instructor-led training included sessions on business courtesies, accurate books and records,
anti-corruption, trade compliance, conflicts of interest, antitrust, data privacy, charitable donations, proper handling of reported concerns and protecting confidential information.

**CERTIFICATIONS**

Under oversight from our Chief Compliance Officer, we require several thousand specially designated employees, including all senior members of management, to complete an annual online questionnaire, certifying compliance with provisions of the Global Code of Conduct and requiring necessary disclosures.

**Raising Concerns**

GRI 102-17

Western Digital values and promotes a “Speak Up” culture in which any person may report potentially improper conduct without fear of retaliation. Our Ethics Helpline is available to all and is at times used by employees and external parties, including business partners, suppliers and members of our communities.

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

1 Includes Western Digital employees and contractors.
2 Change in assignment methodology; APAC technician population was trained by instructor-led rather than via online training.

We promote the Ethics Helpline and strict prohibition against retaliation across all company locations around the world. Our Ethics Helpline is available 24 hours a day online at www.ethicshelplinewdc.com in nine languages, or by phone, in all countries of operation in over 200 languages. Anyone who suspects misconduct, has feedback, or wants to inquire about our ethics and compliance rules and expectations can raise their concern through the Helpline.

A third party administers the Ethics Helpline for intake of reports, then transfers reported concerns to our Global Ethics and Compliance team. Dedicated and well-trained investigations staff work with appropriate internal (or external) resources to investigate concerns, remediate misconduct and help enhance controls to minimize risk of recurrence. The Audit Committee receives regular updates on reports of misconduct and related remediation.

**Global Code of Conduct Training**

GRI 205-1

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

**Anti-Corruption**

**Why it Matters**

GRI 103-1

Western Digital is committed to doing business the right way, every day. We pride ourselves on operating lawfully and expect the same of our business partners. As members of the Responsible Business Alliance (RBA), Western Digital complies with and expects its business partners to comply with the standards described in our Global Code of Conduct and Supplier Code of Conduct.

**Management Approach**

GRI 103-2

Western Digital performs periodic compliance risk assessments, enterprise risk management reviews and where appropriate, risk-based audits of internal processes and business partners to ensure compliance with relevant laws and regulations, including those on anti-corruption.

Western Digital has a comprehensive enterprise-wide anti-bribery and corruption program, including policies, procedures and internal controls. The program applies to all Western Digital employees, contractors and business partners and includes extensive broad-based anti-corruption training for employees. The training takes place at onboarding, annually and via targeted in-person trainings. Western Digital’s management regularly communicates with employees on various anti-corruption tenets, laws, regulations and initiatives.
Management Approach

GRI 103-2, 103-3, SASB TC-HW-230a.1

Our comprehensive approach to data management involves two business functions:

1. Data Security: Groups that help manage data security risks in the organization include our Intellectual Property Compliance, Information Security and Physical Security teams. Our Information Security team, responsible for protecting company data, is led by our Chief Information Security Officer / Vice President, IT Infrastructure and Operations, who delivers quarterly reports to the Audit Committee of our Board of Directors.

2. Data Privacy: Our Privacy Steering Committee serves in an advisory capacity to our Data Privacy Program. Committee members are senior management representing a cross section of the organization, whose functions involve privacy responsibilities. We have a dedicated team of certified data privacy experts that manage privacy, including a Data Protection Officer and full-time privacy professionals.

Western Digital routinely evaluates our data privacy and security management systems, measuring and testing them on a regular basis. Data security is monitored, measured and reported to appropriate leadership. For data privacy, we report to the Audit Committee quarterly on privacy regulation updates and our program readiness. The Privacy Steering Committee also receives reports on the evolving landscape of laws, our privacy operating module, assessment data and reports and privacy program activities.

POLICIES

Our policies reflect our commitment to help ensure the privacy of our data infrastructure and customers:

• Global Confidential Information Policy: Outlines rules for protecting sensitive information generally, including personal information.

• Information Technology Acceptable Use Policy: Governs how our employees may utilize technology and devices attached to our network.

• Enterprise Cyber Security Policy: Provides guidance to employees and IT personnel on protecting our infrastructure from cyber-attacks, including a comprehensive incident response plan.

• Privacy Statement: Provides clear terms for how Western Digital collects, uses and protects personal information and provides customers with a mechanism to raise privacy concerns and exercise any data subject rights such as the right to access, correct or delete personal information.

• Global Privacy Policy: Describes roles, requirements and best practices to employees for handling personal and sensitive information.

We design our policies to comply with privacy laws throughout the world, including requirements of the EU General Data Protection Regulation (GDPR), the California Consumer Privacy Act (CCPA) and other applicable privacy laws. These policies make clear Western Digital’s commitment to collect, use and share personal information based on consent or other legitimate legal purposes. Our Privacy Statement notifies customers how we use data and we are committed to following laws that may require additional disclosures related to sharing data with third parties. Third parties that process personal information on our behalf commit to appropriate laws and standards through our contracting process.

We review our data privacy and security policies regularly. In 2021, we updated our Privacy Statement. We are committed to notifying our customers of material changes to our Privacy Statement and we did so with email notifications to our customers in 2021. Beyond the data privacy and security policies discussed above, Western Digital protects sensitive and/or personal data through additional policies and guidelines:

• Global Code of Conduct
• Patch Management and Malware Prevention Policy
• Privileged Account Policy
• Corporate Password Policy and Guidelines
• Guidelines for Handling Confidential Information
• Guidelines for Handling Business Partner Information
• Guidelines for Secure Document Shredding

RISK ASSESSMENT AND SYSTEM TESTING

Western Digital conducts regular risk assessments and testing of our systems and procedures. In 2021 we are conducting a company-wide compliance risk assessment (including privacy) and a tabletop exercise to test
the company’s response to a potential privacy incident. The goals of these activities are to identify opportunities for improving security and privacy strategy, systems and efficiency.

INCIDENT MANAGEMENT
Western Digital’s information technology and privacy teams partner to avoid and respond to incidents. With a comprehensive Incident Response Plan, we have defined roles and responsibilities for numerous possible scenarios, such as a privacy incident. The plan includes notification procedures, response processes and escalation protocols.

PRODUCT SECURITY
• In addition to our efforts to protect the information that Western Digital manages or controls, our Product Security Incident Response Team (PSIRT) manages issues relating to possible security risks in the products we sell.
• We maintain a public website to provide information and transparency to our customers and to direct security researchers or others who seek to responsibly disclose vulnerabilities to our PSIRT@wdc.com reporting address.

Vulnerability Submission Acknowledgment
• Create and forward cases to the appropriate engineering team for validation and acceptance.
• Respond to researchers (within three business days).
• Communicate within a responsible disclosure window to resolve the vulnerability (~90 days).

Identification and Plan of Action
• Identify root cause, scope of the vulnerability, impact and risk in reported product(s).
• Develop potential remediation options.

• Conduct third-party security audits when appropriate on impacted products or the planned fix to ensure proper remediation.

Mitigation and Resolution
• Post security bulletin to the product security webpage, explaining the vulnerability, potential user[s] impact and necessary actions to mitigate or resolve the security vulnerability.

TRAINING
Leading solutions deliver the possibilities of data.

Key Metrics
GRI 418-1
Western Digital experienced zero reportable security incidents of personal data during the reporting period.

ALL-EMPLOYEE TRAINING AND COMMUNICATIONS

<table>
<thead>
<tr>
<th>Confidential Information</th>
<th>Online module training in October 2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>2020 Data Privacy Communications</td>
<td>Enterprise-wide emails and intranet communications including blogs, executive communications, videos, infographics and digital posters</td>
</tr>
<tr>
<td>Acceptable Use Policy</td>
<td>Online training and certification completed in 2021</td>
</tr>
</tbody>
</table>

TARGETED TRAINING AND COMMUNICATIONS

<table>
<thead>
<tr>
<th>Privacy Policy and Laws</th>
<th>Targeted training to the Human Resources team in 2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>Global Confidential Information Policy</td>
<td>Suite of eight courses given to different parts of the business, as well as individually tailored courses developed and delivered on-demand</td>
</tr>
</tbody>
</table>

OTHER (TESTING)

• Tabletop simulations for training of the incident response plan
• Vulnerability scans
• Phishing education and simulations
ESG DATA DOWNLOAD

Fiscal Year 2021

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


Environment

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

<table>
<thead>
<tr>
<th>ENERGY CONSUMPTION WITHIN THE ORGANIZATION¹</th>
<th>FY2019</th>
<th>FY2020</th>
<th>FY2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total fuel consumption from nonrenewable sources (GJ)</td>
<td>173.3</td>
<td>168.2</td>
<td>159.6</td>
</tr>
<tr>
<td>Total fuel consumption from renewable sources</td>
<td>0.0</td>
<td>0.0</td>
<td>0.0</td>
</tr>
<tr>
<td>Total Electricity consumption</td>
<td>1,951.1</td>
<td>1,865.6</td>
<td>1,941.4</td>
</tr>
<tr>
<td>Electricity consumption from renewable sources</td>
<td>139.0</td>
<td>145.1</td>
<td>279.9</td>
</tr>
<tr>
<td>Electricity consumption from nonrenewable sources</td>
<td>1,812.1</td>
<td>1,720.5</td>
<td>1,661.5</td>
</tr>
<tr>
<td>TOTAL ENERGY CONSUMPTION</td>
<td>2,124.4</td>
<td>2,033.8</td>
<td>2,101.0</td>
</tr>
</tbody>
</table>

¹ 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 (GSP 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

<table>
<thead>
<tr>
<th>ENERGY INTENSITY kWh/PB¹</th>
<th>FY2019</th>
<th>FY2020</th>
<th>FY2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>Energy intensity ratio kWh/PB¹</td>
<td>5,316.3</td>
<td>3,936.6</td>
<td>2,219.0</td>
</tr>
</tbody>
</table>

¹ 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

<table>
<thead>
<tr>
<th>ELECTRICAL POWER SAVINGS HDD power efficiency innovations (million kWh)</th>
<th>FY2019</th>
<th>FY2020</th>
<th>FY2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>Annual electrical power savings due to HDD power efficiency innovations (million kWh)</td>
<td>1,172.7¹</td>
<td>1,732.0¹</td>
<td>2,040.8</td>
</tr>
</tbody>
</table>

¹ 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

<table>
<thead>
<tr>
<th>WATER WITHDRAWAL, RECYCLING, AND CONSUMPTION</th>
<th>FY2019</th>
<th>FY2020</th>
<th>FY2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total volume of water withdrawn (m³)</td>
<td>20,907,948.6</td>
<td>17,131,552.1</td>
<td>17,771,953.3</td>
</tr>
<tr>
<td>Total volume of water recycled and reused (m³)</td>
<td>4,782,367.2</td>
<td>4,763,493.2</td>
<td>4,799,151.9</td>
</tr>
<tr>
<td>Total volume water consumed (m³)</td>
<td>10,922,394.7</td>
<td>6,482,220.0</td>
<td>7,231,373.7</td>
</tr>
</tbody>
</table>

¹ 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 (GSP Protocol), the most widely used international accounting tool for government and business leaders, to understand, quantify and manage greenhouse gas emissions.
### TOTAL INDIRECT (SCOPE 2) GHG EMISSIONS (CO₂e-TON)

<table>
<thead>
<tr>
<th>FY2019</th>
<th>FY2020</th>
<th>FY2021</th>
<th>CONVERSION FACTOR</th>
</tr>
</thead>
<tbody>
<tr>
<td>CO₂e</td>
<td>1,000,814.1</td>
<td>929,882.7</td>
<td>1</td>
</tr>
<tr>
<td>CH₄</td>
<td>37,069.0</td>
<td>27,680.0</td>
<td>N/A</td>
</tr>
<tr>
<td>N₂O</td>
<td>762.53</td>
<td>0.0</td>
<td>N/A</td>
</tr>
<tr>
<td>HFCs¹</td>
<td>166.9</td>
<td>335.8</td>
<td>903.6</td>
</tr>
<tr>
<td></td>
<td>[l/lbs]</td>
<td>[l/lbs]</td>
<td>[l/lbs]</td>
</tr>
<tr>
<td>PFCs</td>
<td>0.0</td>
<td>0.0</td>
<td>0.0</td>
</tr>
<tr>
<td>SF₆²</td>
<td>6,939.1</td>
<td>594.5</td>
<td>2,324.1</td>
</tr>
<tr>
<td>CF₄³</td>
<td>7.3</td>
<td>2.1</td>
<td>4.7</td>
</tr>
<tr>
<td>CF₃I⁴</td>
<td>890.3</td>
<td>549.0</td>
<td>409.4</td>
</tr>
<tr>
<td>C₂F₅I⁵</td>
<td>8.5</td>
<td>1.6</td>
<td>3.5</td>
</tr>
<tr>
<td>HFET100⁶</td>
<td>3,792.8</td>
<td>7,156.5</td>
<td>7,540.1</td>
</tr>
<tr>
<td>HCFC-22⁷</td>
<td>402.8</td>
<td>435.8</td>
<td>93.1</td>
</tr>
<tr>
<td>R-404A⁶</td>
<td>45.3</td>
<td>3.9</td>
<td>1,129.5</td>
</tr>
<tr>
<td>HCFC-123⁸</td>
<td>14.2</td>
<td>14.2</td>
<td>14.2</td>
</tr>
<tr>
<td>HFET200⁹</td>
<td>0.0</td>
<td>21.4</td>
<td>8.6</td>
</tr>
<tr>
<td>R-407C¹⁰</td>
<td>128.9</td>
<td>43.1</td>
<td>0.0</td>
</tr>
<tr>
<td>R-508B¹¹</td>
<td>116.1</td>
<td>5.8</td>
<td>0.0</td>
</tr>
<tr>
<td>TOTAL SCOPE 1</td>
<td>49,090.3</td>
<td>44,642.4</td>
<td>44,152.0</td>
</tr>
</tbody>
</table>

¹ 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.

² Some facilities use the IPCC fifth assessment report, 100 year number.

³ Global warming potential (GWP) is calculated based on component gases’ GWPs. HFC-134a is used in this calculation.

⁴ GWP is calculated based on component gases’ GWPs (25% HFC-125, 52% HFC-134a, 23% HFC-32).

⁵ GWP is calculated based on component gases’ GWPs (39% HFC-23, 61% HFC-134a).

### OTHER INDIRECT (SCOPE 3) GHG EMISSIONS (CO₂e-TON)

<table>
<thead>
<tr>
<th>FY2019</th>
<th>FY2020</th>
<th>FY2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>CO₂e</td>
<td>37,049.0</td>
<td>27,680.0</td>
</tr>
<tr>
<td>CH₄</td>
<td>37,049.0</td>
<td>27,680.0</td>
</tr>
<tr>
<td>N₂O</td>
<td>37,049.0</td>
<td>27,680.0</td>
</tr>
<tr>
<td>HFCs¹</td>
<td>166.9</td>
<td>335.8</td>
</tr>
<tr>
<td>PFCs</td>
<td>0.0</td>
<td>0.0</td>
</tr>
<tr>
<td>SF₆²</td>
<td>6,939.1</td>
<td>594.5</td>
</tr>
<tr>
<td>CF₄³</td>
<td>7.3</td>
<td>2.1</td>
</tr>
<tr>
<td>CF₃I⁴</td>
<td>890.3</td>
<td>549.0</td>
</tr>
<tr>
<td>C₂F₅I⁵</td>
<td>8.5</td>
<td>1.6</td>
</tr>
<tr>
<td>HFET100⁶</td>
<td>3,792.8</td>
<td>7,156.5</td>
</tr>
<tr>
<td>HCF₄-22⁷</td>
<td>402.8</td>
<td>435.8</td>
</tr>
<tr>
<td>R-404A⁶</td>
<td>45.3</td>
<td>3.9</td>
</tr>
<tr>
<td>HCFC-123⁸</td>
<td>14.2</td>
<td>14.2</td>
</tr>
<tr>
<td>HFET200⁹</td>
<td>0.0</td>
<td>21.4</td>
</tr>
<tr>
<td>R-407C¹⁰</td>
<td>128.9</td>
<td>43.1</td>
</tr>
<tr>
<td>R-508B¹¹</td>
<td>116.1</td>
<td>5.8</td>
</tr>
</tbody>
</table>

¹ At this time, the Scope 3 emissions stated here include business air travel only.

Ⅱ Defra emission factors.
1. 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.
2. Treated off-site at treatment, storage, and disposal facilities, then sold as product to other vendors.
3. Sold “as-is” and directly recycled.
4. Deconstructed and recyclable materials recovered.
5. 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.
6. 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.

<table>
<thead>
<tr>
<th>End-of-life Material1</th>
<th>FY2019</th>
<th>FY2020</th>
<th>FY2021</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Disposed (Metric Tons)</td>
<td>Recovered (Metric Tons)</td>
<td>Percentage Recycled</td>
</tr>
<tr>
<td>NMP2</td>
<td>1,371.1</td>
<td>1,302.5</td>
<td>95%</td>
</tr>
<tr>
<td>IPA (material)3</td>
<td>8.3</td>
<td>8.3</td>
<td>100%</td>
</tr>
<tr>
<td>Aerosol cans (material)</td>
<td>0.04</td>
<td>0.0</td>
<td>0%</td>
</tr>
<tr>
<td>Batteries4</td>
<td>4.5</td>
<td>3.9</td>
<td>85%</td>
</tr>
<tr>
<td>E-waste5</td>
<td>73.6</td>
<td>72.1</td>
<td>98%</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>1,457.5</strong></td>
<td><strong>1,386.8</strong></td>
<td><strong>95%</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>FY2020</th>
<th>Disposed (Metric Tons)</th>
<th>Recovered (Metric Tons)</th>
<th>Percentage Recycled</th>
</tr>
</thead>
<tbody>
<tr>
<td>NMP2</td>
<td>1,440.0</td>
<td>1,387.0</td>
<td>95%</td>
</tr>
<tr>
<td>IPA (material)3</td>
<td>12.8</td>
<td>12.8</td>
<td>100%</td>
</tr>
<tr>
<td>Aerosol cans (material)</td>
<td>0.03</td>
<td>0.00</td>
<td>0%</td>
</tr>
<tr>
<td>Batteries4</td>
<td>5.2</td>
<td>4.4</td>
<td>85%</td>
</tr>
<tr>
<td>E-waste5</td>
<td>52.6</td>
<td>51.5</td>
<td>98%</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>1,530.6</strong></td>
<td><strong>1,455.7</strong></td>
<td><strong>95%</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>FY2021</th>
<th>Disposed (Metric Tons)</th>
<th>Recovered (Metric Tons)</th>
<th>Percentage Recycled</th>
</tr>
</thead>
<tbody>
<tr>
<td>NMP2</td>
<td>940.6</td>
<td>893.5</td>
<td>95%</td>
</tr>
<tr>
<td>IPA (material)3</td>
<td>9.6</td>
<td>9.6</td>
<td>100%</td>
</tr>
<tr>
<td>Aerosol cans (material)</td>
<td>0.02</td>
<td>0.0</td>
<td>0%</td>
</tr>
<tr>
<td>Batteries4</td>
<td>0.8</td>
<td>0.7</td>
<td>85%</td>
</tr>
<tr>
<td>E-waste5</td>
<td>19.3</td>
<td>18.9</td>
<td>98%</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>970.3</strong></td>
<td><strong>922.7</strong></td>
<td><strong>95%</strong></td>
</tr>
</tbody>
</table>

**IEC 62474 Declarable Substances**

<table>
<thead>
<tr>
<th>FY2019</th>
<th>FY2020</th>
<th>FY2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>Percentage of products by revenue that contain IEC 62474 declarable substances1</td>
<td>100%</td>
<td>100%</td>
</tr>
</tbody>
</table>

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. The RBA Online SAQ identified 0 high risk facilities for Western Digital.
### Our Workforce

**GRI 403-8, 403-9**

#### HEALTH AND SAFETY

<table>
<thead>
<tr>
<th></th>
<th>FY2019</th>
<th>FY2020</th>
<th>FY2021</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>EMPLOYEES</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td># of employee fatalities</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td># of high-consequence work-related injuries (excluding fatalities)—employees</td>
<td>2</td>
<td>0.0029</td>
<td>0.006</td>
</tr>
<tr>
<td>Employee Lost Time Incident Rate (LTIR)</td>
<td>37</td>
<td>0.05</td>
<td>49</td>
</tr>
<tr>
<td># of recordable work-related injuries (including fatalities)—employees</td>
<td>79</td>
<td>0.11</td>
<td>82</td>
</tr>
<tr>
<td>Employee Total Recordable Incident Rate (TRIR)</td>
<td>79</td>
<td>0.11</td>
<td>82</td>
</tr>
</tbody>
</table>

**Main types of work-related injury—employees**
- Slip/Trip/Fall, Struck on/by, Machine safety, Material Handling/Ergo

**TOTAL NUMBER OF HOURS WORKED—EMPLOYEES**
- 138,407,687
- 127,453,523
- 131,495,058

**NON-EMPLOYEE WORKERS**

<table>
<thead>
<tr>
<th></th>
<th>FY2019</th>
<th>FY2020</th>
<th>FY2021</th>
</tr>
</thead>
<tbody>
<tr>
<td># of non-employee worker fatalities</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td># of high-consequence work-related injuries (excluding fatalities)—non-employee workers</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td># of recordable work-related injuries (including fatalities)—non-employee workers</td>
<td>21</td>
<td>N/A</td>
<td>6</td>
</tr>
</tbody>
</table>

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 hitting 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

Workers covered by an occupational health and safety management system
- 100%

---

1 Employee LTIR and TRIR are Occupational Safety and Health Administration (OSHA) Standards.
2 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.
### EMPLOYEE ATTRACTION, RETENTION AND ENGAGEMENT

#### FY2019 FY2020 FY2021

<table>
<thead>
<tr>
<th>EMPLOYEE HIRES</th>
<th>#</th>
<th>RATE</th>
<th>#</th>
<th>RATE</th>
<th>#</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hires by age group</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Under 30</td>
<td>5,950</td>
<td>27.5%</td>
<td>10,160</td>
<td>55.3%</td>
<td>6,774</td>
<td>36.0%</td>
</tr>
<tr>
<td>• 30–50</td>
<td>2,516</td>
<td>6.3%</td>
<td>3,949</td>
<td>9.8%</td>
<td>2,642</td>
<td>6.6%</td>
</tr>
<tr>
<td>• 50+</td>
<td>297</td>
<td>5.2%</td>
<td>200</td>
<td>5.2%</td>
<td>187</td>
<td>3.0%</td>
</tr>
<tr>
<td>Hires by gender</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Male</td>
<td>4,298</td>
<td>15.5%</td>
<td>7,977</td>
<td>28.0%</td>
<td>6,233</td>
<td>15.6%</td>
</tr>
<tr>
<td>• Female</td>
<td>4,465</td>
<td>11.2%</td>
<td>7,066</td>
<td>24.4%</td>
<td>6,271</td>
<td>16.6%</td>
</tr>
<tr>
<td>Hires by region</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>• United States</td>
<td>1,043</td>
<td>12.5%</td>
<td>1,215</td>
<td>14.0%</td>
<td>1,185</td>
<td>14.0%</td>
</tr>
<tr>
<td>• Asia</td>
<td>4,694</td>
<td>17.6%</td>
<td>7,227</td>
<td>17.3%</td>
<td>6,081</td>
<td>15.6%</td>
</tr>
<tr>
<td>• Other</td>
<td>1,174</td>
<td>14.0%</td>
<td>2,488</td>
<td>29.7%</td>
<td>1,840</td>
<td>45.8%</td>
</tr>
<tr>
<td>Total Employee Hires</td>
<td>8,763</td>
<td>13.0%</td>
<td>14,349</td>
<td>22.5%</td>
<td>9,603</td>
<td>14.7%</td>
</tr>
</tbody>
</table>

#### EMPLOYEE TURNOVER

<table>
<thead>
<tr>
<th>EMPLOYEE TURNOVER</th>
<th>#</th>
<th>RATE</th>
<th>#</th>
<th>RATE</th>
<th>#</th>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Voluntary turnover by age group</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Under 30</td>
<td>3,101</td>
<td>14.3%</td>
<td>2,755</td>
<td>15.0%</td>
<td>3,764</td>
<td>20.0%</td>
</tr>
<tr>
<td>• 30–50</td>
<td>3,088</td>
<td>7.7%</td>
<td>3,422</td>
<td>6.1%</td>
<td>2,352</td>
<td>5.8%</td>
</tr>
<tr>
<td>• 50+</td>
<td>231</td>
<td>0.4%</td>
<td>203</td>
<td>0.3%</td>
<td>237</td>
<td>0.3%</td>
</tr>
<tr>
<td>Involuntary turnover by age group</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Under 30</td>
<td>7,906</td>
<td>36.6%</td>
<td>3,148</td>
<td>17.1%</td>
<td>1,175</td>
<td>6.2%</td>
</tr>
<tr>
<td>• 30–50</td>
<td>4,195</td>
<td>10.4%</td>
<td>2,390</td>
<td>6.1%</td>
<td>1,523</td>
<td>3.8%</td>
</tr>
<tr>
<td>• 50+</td>
<td>959</td>
<td>16.8%</td>
<td>457</td>
<td>7.9%</td>
<td>298</td>
<td>4.8%</td>
</tr>
<tr>
<td>Voluntary turnover by gender</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Male</td>
<td>2,682</td>
<td>9.7%</td>
<td>2,055</td>
<td>7.6%</td>
<td>2,479</td>
<td>9.1%</td>
</tr>
<tr>
<td>• Female</td>
<td>3,736</td>
<td>9.4%</td>
<td>3,324</td>
<td>9.1%</td>
<td>3,876</td>
<td>10.2%</td>
</tr>
<tr>
<td>Involuntary turnover by gender</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Male</td>
<td>3,051</td>
<td>11.0%</td>
<td>2,486</td>
<td>9.2%</td>
<td>659</td>
<td>2.4%</td>
</tr>
<tr>
<td>• Female</td>
<td>10,007</td>
<td>25.1%</td>
<td>3,506</td>
<td>9.6%</td>
<td>2,336</td>
<td>6.2%</td>
</tr>
<tr>
<td>Voluntary turnover by region</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>• United States</td>
<td>768</td>
<td>9.2%</td>
<td>592</td>
<td>7.4%</td>
<td>610</td>
<td>7.7%</td>
</tr>
<tr>
<td>• Asia</td>
<td>5,551</td>
<td>9.6%</td>
<td>4,706</td>
<td>8.7%</td>
<td>5,665</td>
<td>10.1%</td>
</tr>
<tr>
<td>• Other</td>
<td>101</td>
<td>1.2%</td>
<td>102</td>
<td>1.3%</td>
<td>80</td>
<td>1.3%</td>
</tr>
<tr>
<td>Involuntary turnover by region</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>• United States</td>
<td>932</td>
<td>11.1%</td>
<td>535</td>
<td>6.7%</td>
<td>236</td>
<td>3.0%</td>
</tr>
<tr>
<td>• Asia</td>
<td>6,082</td>
<td>20.8%</td>
<td>2,592</td>
<td>7.9%</td>
<td>2,700</td>
<td>4.8%</td>
</tr>
<tr>
<td>• Other</td>
<td>40</td>
<td>5.7%</td>
<td>168</td>
<td>13.1%</td>
<td>60</td>
<td>4.7%</td>
</tr>
<tr>
<td>Total Voluntary Employee Turnover</td>
<td>6,420</td>
<td>9.5%</td>
<td>5,380</td>
<td>8.4%</td>
<td>6,355</td>
<td>9.7%</td>
</tr>
<tr>
<td>Total Involuntary Employee Turnover</td>
<td>13,060</td>
<td>19.3%</td>
<td>5,995</td>
<td>9.4%</td>
<td>2,996</td>
<td>4.6%</td>
</tr>
</tbody>
</table>

---

1. 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.

2. 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.

3. FY2019 involuntary turnover rates were significantly impacted by restructuring tied to business divestitures.
AGE REPRESENTATION OF GLOBAL EMPLOYEES

<table>
<thead>
<tr>
<th></th>
<th>UNDER 30</th>
<th>30-50</th>
<th>50+</th>
</tr>
</thead>
<tbody>
<tr>
<td>FY2019</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Management</td>
<td>1.1%</td>
<td>70.4%</td>
<td>28.5%</td>
</tr>
<tr>
<td>Technical staff</td>
<td>18.3%</td>
<td>63.3%</td>
<td>18.4%</td>
</tr>
<tr>
<td>All other employees</td>
<td>33.1%</td>
<td>61.7%</td>
<td>5.2%</td>
</tr>
<tr>
<td>Factory employees¹</td>
<td>35.0%</td>
<td>61.5%</td>
<td>3.5%</td>
</tr>
<tr>
<td>Non-factory employees</td>
<td>14.7%</td>
<td>63.9%</td>
<td>21.5%</td>
</tr>
<tr>
<td>FY2020</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Management</td>
<td>1.0%</td>
<td>68.6%</td>
<td>30.4%</td>
</tr>
<tr>
<td>Technical staff</td>
<td>21.2%</td>
<td>60.3%</td>
<td>18.6%</td>
</tr>
<tr>
<td>All other employees</td>
<td>33.7%</td>
<td>60.9%</td>
<td>5.4%</td>
</tr>
<tr>
<td>Factory employees¹</td>
<td>35.4%</td>
<td>60.6%</td>
<td>4.9%</td>
</tr>
<tr>
<td>Non-factory employees</td>
<td>15.0%</td>
<td>64.3%</td>
<td>20.7%</td>
</tr>
<tr>
<td>FY2021</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Management</td>
<td>0.9%</td>
<td>66.7%</td>
<td>32.4%</td>
</tr>
<tr>
<td>Technical staff</td>
<td>22.1%</td>
<td>58.9%</td>
<td>19.0%</td>
</tr>
<tr>
<td>All other employees</td>
<td>32.3%</td>
<td>61.8%</td>
<td>6.0%</td>
</tr>
<tr>
<td>Factory employees¹</td>
<td>33.8%</td>
<td>61.5%</td>
<td>4.7%</td>
</tr>
<tr>
<td>Non-factory employees</td>
<td>15.2%</td>
<td>64.3%</td>
<td>20.5%</td>
</tr>
</tbody>
</table>

¹ Data is based on the headcount at the end of the indicated fiscal year.
² 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

<table>
<thead>
<tr>
<th></th>
<th>FEMALE</th>
<th>MALE</th>
<th>OTHER</th>
</tr>
</thead>
<tbody>
<tr>
<td>FY2019</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Management</td>
<td>26.1%</td>
<td>73.8%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Technical staff</td>
<td>20.2%</td>
<td>79.8%</td>
<td>0.0%</td>
</tr>
<tr>
<td>All other employees</td>
<td>67.3%</td>
<td>32.7%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Factory employees¹</td>
<td>69.0%</td>
<td>31.0%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Non-factory employees</td>
<td>50.4%</td>
<td>49.5%</td>
<td>0.1%</td>
</tr>
<tr>
<td>FY2020</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Management</td>
<td>26.1%</td>
<td>73.8%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Technical staff</td>
<td>21.4%</td>
<td>78.5%</td>
<td>0.0%</td>
</tr>
<tr>
<td>All other employees</td>
<td>72.6%</td>
<td>31.5%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Factory employees¹</td>
<td>70.1%</td>
<td>29.9%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Non-factory employees</td>
<td>50.9%</td>
<td>49.0%</td>
<td>0.1%</td>
</tr>
<tr>
<td>FY2021</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Management</td>
<td>25.7%</td>
<td>74.3%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Technical staff</td>
<td>22.3%</td>
<td>77.7%</td>
<td>0.0%</td>
</tr>
<tr>
<td>All other employees</td>
<td>68.3%</td>
<td>31.7%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Factory employees¹</td>
<td>69.8%</td>
<td>30.2%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Non-factory employees</td>
<td>51.8%</td>
<td>48.2%</td>
<td>0.1%</td>
</tr>
</tbody>
</table>

¹ Data is based on the headcount at the end of the indicated fiscal year. Gender data is based on self-identification.
² 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.
### INFORMATION ON EMPLOYEES AND OTHER WORKERS

#### FY2019

<table>
<thead>
<tr>
<th>Gender</th>
<th>Full-time Employees</th>
<th>Part-time Employees</th>
<th>Regular Employees</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td>35,264</td>
<td>38</td>
<td>35,302</td>
</tr>
<tr>
<td>Male</td>
<td>26,946</td>
<td>31</td>
<td>26,977</td>
</tr>
<tr>
<td>Other</td>
<td>5</td>
<td>0</td>
<td>5</td>
</tr>
<tr>
<td>Region</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>United States</td>
<td>8,039</td>
<td>36</td>
<td>8,075</td>
</tr>
<tr>
<td>Asia</td>
<td>52,913</td>
<td>7</td>
<td>52,920</td>
</tr>
<tr>
<td>Other</td>
<td>1,263</td>
<td>26</td>
<td>1,289</td>
</tr>
</tbody>
</table>

#### FY2020

<table>
<thead>
<tr>
<th>Gender</th>
<th>Full-time Employees</th>
<th>Part-time Employees</th>
<th>Regular Employees</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td>37,948</td>
<td>27</td>
<td>37,975</td>
</tr>
<tr>
<td>Male</td>
<td>27,193</td>
<td>28</td>
<td>27,221</td>
</tr>
<tr>
<td>Other</td>
<td>7</td>
<td>0</td>
<td>7</td>
</tr>
<tr>
<td>Region</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>United States</td>
<td>7,994</td>
<td>29</td>
<td>8,023</td>
</tr>
<tr>
<td>Asia</td>
<td>55,898</td>
<td>11</td>
<td>55,909</td>
</tr>
<tr>
<td>Other</td>
<td>1,256</td>
<td>15</td>
<td>1,271</td>
</tr>
</tbody>
</table>

#### FY2021

<table>
<thead>
<tr>
<th>Gender</th>
<th>Full-time Employees</th>
<th>Part-time Employees</th>
<th>Regular Employees</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td>37,955</td>
<td>30</td>
<td>37,985</td>
</tr>
<tr>
<td>Male</td>
<td>27,436</td>
<td>39</td>
<td>27,475</td>
</tr>
<tr>
<td>Other</td>
<td>8</td>
<td>0</td>
<td>8</td>
</tr>
<tr>
<td>Region</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>United States</td>
<td>7,892</td>
<td>34</td>
<td>7,926</td>
</tr>
<tr>
<td>Asia</td>
<td>56,255</td>
<td>22</td>
<td>56,277</td>
</tr>
<tr>
<td>Other</td>
<td>1,252</td>
<td>13</td>
<td>1,265</td>
</tr>
</tbody>
</table>

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

### RACIAL/ETHNIC GROUP REPRESENTATION OF UNITED STATES EMPLOYEES

#### FY2019

<table>
<thead>
<tr>
<th>Role</th>
<th>Asian</th>
<th>Black or African American</th>
<th>Hispanic or Latino</th>
<th>White</th>
<th>Other1</th>
</tr>
</thead>
<tbody>
<tr>
<td>Management</td>
<td>45.6%</td>
<td>0.9%</td>
<td>4.5%</td>
<td>46.9%</td>
<td>2.1%</td>
</tr>
<tr>
<td>Technical staff</td>
<td>57.3%</td>
<td>0.9%</td>
<td>3.2%</td>
<td>37.4%</td>
<td>1.1%</td>
</tr>
<tr>
<td>All other employees</td>
<td>53.0%</td>
<td>2.5%</td>
<td>13.3%</td>
<td>27.7%</td>
<td>3.5%</td>
</tr>
<tr>
<td>Factory employees</td>
<td>59.8%</td>
<td>3.0%</td>
<td>16.6%</td>
<td>15.8%</td>
<td>4.8%</td>
</tr>
<tr>
<td>Non-factory employees</td>
<td>47.3%</td>
<td>2.1%</td>
<td>10.6%</td>
<td>37.6%</td>
<td>2.5%</td>
</tr>
</tbody>
</table>

#### FY2020

<table>
<thead>
<tr>
<th>Role</th>
<th>Asian</th>
<th>Black or African American</th>
<th>Hispanic or Latino</th>
<th>White</th>
<th>Other</th>
</tr>
</thead>
<tbody>
<tr>
<td>Management</td>
<td>48.9%</td>
<td>1.0%</td>
<td>4.4%</td>
<td>43.4%</td>
<td>2.3%</td>
</tr>
<tr>
<td>Technical staff</td>
<td>58.2%</td>
<td>1.0%</td>
<td>3.3%</td>
<td>36.4%</td>
<td>1.1%</td>
</tr>
<tr>
<td>All other employees</td>
<td>56.1%</td>
<td>2.6%</td>
<td>13.1%</td>
<td>24.1%</td>
<td>4.1%</td>
</tr>
<tr>
<td>Factory employees</td>
<td>64.3%</td>
<td>2.8%</td>
<td>15.1%</td>
<td>13.5%</td>
<td>4.2%</td>
</tr>
<tr>
<td>Non-factory employees</td>
<td>47.6%</td>
<td>2.4%</td>
<td>11.0%</td>
<td>35.1%</td>
<td>3.9%</td>
</tr>
</tbody>
</table>

#### FY2021

<table>
<thead>
<tr>
<th>Role</th>
<th>Asian</th>
<th>Black or African American</th>
<th>Hispanic or Latino</th>
<th>White</th>
<th>Other</th>
</tr>
</thead>
<tbody>
<tr>
<td>Management</td>
<td>49.7%</td>
<td>1.1%</td>
<td>4.5%</td>
<td>42.4%</td>
<td>2.3%</td>
</tr>
<tr>
<td>Technical staff</td>
<td>58.3%</td>
<td>1.0%</td>
<td>3.4%</td>
<td>35.9%</td>
<td>1.4%</td>
</tr>
<tr>
<td>All other employees</td>
<td>56.2%</td>
<td>2.6%</td>
<td>13.1%</td>
<td>23.8%</td>
<td>4.3%</td>
</tr>
<tr>
<td>Factory employees</td>
<td>62.6%</td>
<td>2.8%</td>
<td>16.2%</td>
<td>13.5%</td>
<td>4.9%</td>
</tr>
<tr>
<td>Non-factory employees</td>
<td>48.8%</td>
<td>2.2%</td>
<td>9.6%</td>
<td>35.8%</td>
<td>3.6%</td>
</tr>
</tbody>
</table>

1 Data is based on the headcount at the end of the indicated fiscal year.
2 Other includes the following classifications: Native American or Alaska Native, Native Hawaiian or Pacific Islander, and “Two or More Races”.
3 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

<table>
<thead>
<tr>
<th>GLOBAL CODE OF CONDUCT TRAINING</th>
<th>FY2019</th>
<th>FY2020</th>
<th>FY2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number of professional and managerial workers¹</td>
<td>27,888</td>
<td>20,326²</td>
<td>20,435¹</td>
</tr>
<tr>
<td>% of training completion by month-end deadline</td>
<td>99.9%</td>
<td>99.8%</td>
<td>99.8%</td>
</tr>
<tr>
<td>Number of employees not finished by deadline</td>
<td>27</td>
<td>39</td>
<td>43</td>
</tr>
<tr>
<td>Time required to reach 100% training completion (days)</td>
<td>11 days</td>
<td>12 days</td>
<td>4 days</td>
</tr>
<tr>
<td>Number of employees receiving instructor-led training</td>
<td>3,521</td>
<td>2,239</td>
<td>5,819</td>
</tr>
</tbody>
</table>

¹ Includes Western Digital employees and contractors.
² Change in assignment methodology; APAC technician population was trained by instructor-led rather than via online training.

#### GRI 205-1

<table>
<thead>
<tr>
<th>ANTI-CORRUPTION</th>
<th>FY2019</th>
<th>FY2020</th>
<th>FY2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>Percentage of operations assessed for risks related to corruption</td>
<td>100%</td>
<td>100%</td>
<td>100%</td>
</tr>
</tbody>
</table>

#### GRI 405-1

<table>
<thead>
<tr>
<th>BOARD DIVERSITY</th>
<th>FY2019</th>
<th>FY2020</th>
<th>FY2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td>70.0%</td>
<td>50.0%</td>
<td>50.0%</td>
</tr>
<tr>
<td>Female</td>
<td>30.0%</td>
<td>50.0%</td>
<td>50.0%</td>
</tr>
<tr>
<td>By age group</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Under 30</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>30-50</td>
<td>10.0%</td>
<td>12.5%</td>
<td>12.5%</td>
</tr>
<tr>
<td>50+</td>
<td>90.0%</td>
<td>87.5%</td>
<td>87.5%</td>
</tr>
</tbody>
</table>

### Activity Metrics

#### ACTIVITY METRIC

<table>
<thead>
<tr>
<th>UNIT</th>
<th>FY 2019</th>
<th>FY 2020</th>
<th>FY 2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number of units produced by product category</td>
<td>790,844,227</td>
<td>740,648,479</td>
<td>669,839,821</td>
</tr>
<tr>
<td>Communications Equipment</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Components</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Computer Hardware</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Computer Peripherals</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Computer Storage</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Consumer Electronics</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other Hardware</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Printing &amp; Imaging</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Transaction Management Systems</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

#### Area of manufacturing facilities

<table>
<thead>
<tr>
<th>Square feet (ft²)</th>
<th>FY2019</th>
<th>FY2020</th>
<th>FY2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>7,584,687</td>
<td>7,599,703</td>
<td>8,751,512</td>
<td></td>
</tr>
</tbody>
</table>

#### Percentage of production from owned facilities

<table>
<thead>
<tr>
<th>Percentage (%)</th>
<th>FY2019</th>
<th>FY2020</th>
<th>FY2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>65%</td>
<td>66%</td>
<td>78%</td>
<td></td>
</tr>
</tbody>
</table>

¹ Includes computer storage units.
<table>
<thead>
<tr>
<th>GRI STANDARD</th>
<th>DISCLOSURE DESCRIPTION</th>
<th>REPORT LOCATION OR DIRECT ANSWER</th>
<th>OMISSIONS</th>
</tr>
</thead>
<tbody>
<tr>
<td>102–8</td>
<td>Information on employees and other workers</td>
<td>Sustainability Report FY2021, page 44; ESG Data Download</td>
<td></td>
</tr>
<tr>
<td>102–9</td>
<td>Supply chain</td>
<td>Sustainability Report FY2021, page 37</td>
<td></td>
</tr>
<tr>
<td>102–10</td>
<td>Significant changes to the organization and its supply chain</td>
<td>We had no significant changes to our organization or our supply chain in FY2021.</td>
<td></td>
</tr>
<tr>
<td>102–11</td>
<td>Precautionary Principle or approach</td>
<td>Western Digital does not currently address the Precautionary Principle.</td>
<td></td>
</tr>
<tr>
<td>102–12</td>
<td>External initiatives</td>
<td>Responsible Minerals Initiative Responsible Labor Initiative</td>
<td></td>
</tr>
<tr>
<td>102–13</td>
<td>Membership of associations</td>
<td>The Responsible Business Alliance</td>
<td></td>
</tr>
<tr>
<td>102–16</td>
<td>Values, principles, standards, and norms of behavior</td>
<td>Sustainability Report FY2021, page 51</td>
<td></td>
</tr>
<tr>
<td>102–17</td>
<td>Mechanisms for advice and concerns about ethics</td>
<td>Sustainability Report FY2021, page 52</td>
<td></td>
</tr>
<tr>
<td>102–18</td>
<td>Governance structure</td>
<td>Sustainability Report FY2021, page 25</td>
<td></td>
</tr>
<tr>
<td>102–40</td>
<td>List of stakeholder groups</td>
<td>Sustainability Report FY2021, page 23</td>
<td></td>
</tr>
<tr>
<td>102–41</td>
<td>Percentage of total employees covered by collective bargaining agreements</td>
<td>While the substantial majority of our employees are not party to a collective bargaining agreement, a portion of our employees in Japan, China, and Malaysia are subject to collective bargaining agreements.</td>
<td></td>
</tr>
</tbody>
</table>
Identifying and selecting stakeholders

Approach to stakeholder engagement

Key topics and concerns raised

Entities included in the consolidated financial statements

Defining report content and topic Boundaries

List of material topics

Restatements of information

Changes in reporting

Reporting period

Date of most recent report

Reporting cycle

Contact point for questions about the report

Claims or reporting in accordance with GRI Standards

GRI content index

External Assurance

Explanation of the material topic and its Boundaries

The management approach and its components

Evaluation of the management approach

Operations assessed for risks related to corruption

Materiality and Stakeholder Engagement

Fiscal Year 2021

March 2021

Annual

sustainability@wdc.com

Sustainability Report FY2021, page 1

Sustainability Report FY2021, page 28; Verification Statement FY2021

Sustainability Report FY2021, page 52; Boundary – internal, all operations; external, supply chain, contract manufacturers

Sustainability Report FY2021, page 52

Sustainability Report FY2021, page 52

Sustainability Report FY2021, page 52; ESG Data Download
## Environmental Disclosures

### Energy

<table>
<thead>
<tr>
<th>GRI Standard</th>
<th>Disclosure Description</th>
<th>Report Location or Direct Answer</th>
<th>Omissions</th>
</tr>
</thead>
<tbody>
<tr>
<td>GRI 103: Management Approach 2016</td>
<td>103–1 Explanation of the material topic and its Boundaries</td>
<td>Sustainability Report FY2021, page 26; Boundary - internal, all operations; external, supply chain, contract manufacturers</td>
<td></td>
</tr>
<tr>
<td></td>
<td>103–2 The management approach and its components</td>
<td>Sustainability Report FY2021, page 26</td>
<td></td>
</tr>
<tr>
<td></td>
<td>103–3 Evaluation of the management approach</td>
<td>Sustainability Report FY2021, page 26</td>
<td></td>
</tr>
<tr>
<td></td>
<td>302–1 Energy consumption within the organization</td>
<td>ESG Data Download</td>
<td></td>
</tr>
<tr>
<td></td>
<td>302–3 Energy intensity</td>
<td>ESG Data Download</td>
<td></td>
</tr>
<tr>
<td></td>
<td>302–5 Reductions in energy requirements of products and services</td>
<td>ESG Data Download</td>
<td></td>
</tr>
</tbody>
</table>

### Water

<table>
<thead>
<tr>
<th>GRI Standard</th>
<th>Disclosure Description</th>
<th>Report Location or Direct Answer</th>
<th>Omissions</th>
</tr>
</thead>
<tbody>
<tr>
<td>GRI 103: Management Approach 2016</td>
<td>103–1 Explanation of the material topic and its Boundaries</td>
<td>Not Applicable</td>
<td>Water was not identified as a material topic for Western Digital</td>
</tr>
<tr>
<td></td>
<td>103–2 The management approach and its components</td>
<td>Not Applicable</td>
<td>Water was not identified as a material topic for Western Digital</td>
</tr>
<tr>
<td></td>
<td>103–3 Evaluation of the management approach</td>
<td>Not Applicable</td>
<td>Water was not identified as a material topic for Western Digital</td>
</tr>
<tr>
<td></td>
<td>303–1 Water withdrawal by source</td>
<td>ESG Data Download</td>
<td></td>
</tr>
<tr>
<td></td>
<td>303–3 Water recycled and reused</td>
<td>ESG Data Download</td>
<td></td>
</tr>
</tbody>
</table>

### Emissions

<table>
<thead>
<tr>
<th>GRI Standard</th>
<th>Disclosure Description</th>
<th>Report Location or Direct Answer</th>
<th>Omissions</th>
</tr>
</thead>
<tbody>
<tr>
<td>GRI 103: Management Approach 2016</td>
<td>103–1 Explanation of the material topic and its Boundaries</td>
<td>Sustainability Report FY2021, page 26; Boundary - internal, all operations; external, supply chain, contract manufacturers</td>
<td></td>
</tr>
<tr>
<td></td>
<td>103–2 The management approach and its components</td>
<td>Sustainability Report FY2021, page 26</td>
<td></td>
</tr>
<tr>
<td></td>
<td>103–3 Evaluation of the management approach</td>
<td>Sustainability Report FY2021, page 26</td>
<td></td>
</tr>
<tr>
<td></td>
<td>1.2 Whether offsets were used</td>
<td>No offsets were used</td>
<td></td>
</tr>
<tr>
<td></td>
<td>305–1 Direct (Scope 1) GHG emissions</td>
<td>ESG Data Download</td>
<td></td>
</tr>
<tr>
<td></td>
<td>305–2 Energy indirect (Scope 2) GHG emissions</td>
<td>ESG Data Download</td>
<td></td>
</tr>
<tr>
<td></td>
<td>305–3 Other indirect (Scope 3) GHG emissions</td>
<td>ESG Data Download</td>
<td></td>
</tr>
<tr>
<td></td>
<td>305–4 GHG emissions intensity</td>
<td>ESG Data Download</td>
<td></td>
</tr>
</tbody>
</table>

### Environmental Compliance

<table>
<thead>
<tr>
<th>GRI Standard</th>
<th>Disclosure Description</th>
<th>Report Location or Direct Answer</th>
<th>Omissions</th>
</tr>
</thead>
<tbody>
<tr>
<td>GRI 103: Management Approach 2016</td>
<td>103–1 Explanation of the material topic and its Boundaries</td>
<td>Not Applicable</td>
<td>Environmental Compliance was not identified as a material topic for Western Digital</td>
</tr>
<tr>
<td></td>
<td>103–2 The management approach and its components</td>
<td>Not Applicable</td>
<td>Environmental Compliance was not identified as a material topic for Western Digital</td>
</tr>
<tr>
<td></td>
<td>103–3 Evaluation of the management approach</td>
<td>Not Applicable</td>
<td>Environmental Compliance was not identified as a material topic for Western Digital</td>
</tr>
<tr>
<td>GRI STANDARD</td>
<td>DISCLOSURE DESCRIPTION</td>
<td>REPORT LOCATION OR DIRECT ANSWER</td>
<td>OMISIONS</td>
</tr>
<tr>
<td>--------------</td>
<td>------------------------</td>
<td>----------------------------------</td>
<td>----------</td>
</tr>
<tr>
<td>307–1</td>
<td>Non-compliance with environmental laws and regulations</td>
<td><strong>GENERAL DISCLOSURES:</strong> OUR BUSINESS OUR STRATEGY ENVIRONMENT SUPPLY CHAIN WORKFORCE GLOBAL GIVING INTEGRITY DATA INDICES</td>
<td></td>
</tr>
</tbody>
</table>

**SUPPLIER ENVIRONMENTAL ASSESSMENT**

<table>
<thead>
<tr>
<th>GRI 103: Management Approach 2016</th>
<th>103–1 Explanation of the material topic and its Boundaries</th>
<th>Not Applicable</th>
<th>Supplier Environmental Assessment was not identified as a material topic for Western Digital</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>103–2 The management approach and its components</td>
<td>Not Applicable</td>
<td>Supplier Environmental Assessment was not identified as a material topic for Western Digital</td>
</tr>
<tr>
<td></td>
<td>103–3 Evaluation of the management approach</td>
<td>Not Applicable</td>
<td>Supplier Environmental Assessment was not identified as a material topic for Western Digital</td>
</tr>
</tbody>
</table>

| 308–1 | Percentage of new suppliers that were screened using environmental data | 100% of new direct materials and production part suppliers as part of the supplier onboarding process |

**SUSTAINABILITY REPORT LOCATION OR DIRECT ANSWER**

<table>
<thead>
<tr>
<th>GRI Standard</th>
<th>DISCLOSURE DESCRIPTION</th>
<th>REPORT LOCATION OR DIRECT ANSWER</th>
<th>OMISIONS</th>
</tr>
</thead>
<tbody>
<tr>
<td>308–2</td>
<td>Negative environmental impacts in the supply chain and actions taken</td>
<td><strong>GENERAL DISCLOSURES:</strong> OUR BUSINESS OUR STRATEGY ENVIRONMENT SUPPLY CHAIN WORKFORCE GLOBAL GIVING INTEGRITY DATA INDICES</td>
<td>Unavailable Information: Number of suppliers as having significant actual and potential negative environmental impacts; Percentage of suppliers identified as having significant actual and potential negative environmental impacts and improvements were agreed upon as a result of assessment; Percentage of suppliers identified as having significant actual and potential negative environmental impacts and improvements were agreed upon as a result of assessment</td>
</tr>
</tbody>
</table>

**SOCIAL TOPICS**

**Employment**

<table>
<thead>
<tr>
<th>GRI 103: Management Approach 2016</th>
<th>103–1 Explanation of the material topic and its Boundaries</th>
<th>Sustainability Report FY2021, page 40; Boundary – internal, all operations</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>103–2 The management approach and its components</td>
<td>Sustainability Report FY2021, page 40</td>
</tr>
<tr>
<td></td>
<td>103–3 Evaluation of the management approach</td>
<td>Sustainability Report FY2021, page 40</td>
</tr>
</tbody>
</table>

1Due to the CDP disclosure timeline, and for the purposes of this report, calendar year data will be reported to represent fiscal year data. The data will also be reported for the fiscal year in which a calendar year completed. For example, calendar year 2020 data is referenced to represent fiscal year 2021 data.
### General Disclosures

<table>
<thead>
<tr>
<th>GRI STANDARD</th>
<th>DISCLOSURE DESCRIPTION</th>
<th>REPORT LOCATION OR DIRECT ANSWER</th>
<th>OMISSIONS</th>
</tr>
</thead>
<tbody>
<tr>
<td>401-1</td>
<td>New employee hires and employee turnover</td>
<td>ESG Data Download</td>
<td></td>
</tr>
<tr>
<td>401-2</td>
<td>Benefits provided to full-time employees that are not provided to temporary or part-time employees</td>
<td>Sustainability Report FY2021, page 44</td>
<td></td>
</tr>
</tbody>
</table>

#### Training and Education

<table>
<thead>
<tr>
<th>GRI 103: Management Approach 2016</th>
<th>DISCLOSURE DESCRIPTION</th>
<th>REPORT LOCATION OR DIRECT ANSWER</th>
<th>OMISSIONS</th>
</tr>
</thead>
<tbody>
<tr>
<td>103-1 Explanation of the material topic and its Boundaries</td>
<td>Not Applicable</td>
<td>Training and Education was not identified as a material topic for Western Digital</td>
<td></td>
</tr>
<tr>
<td>103-2 The management approach and its components</td>
<td>Not Applicable</td>
<td>Training and Education was not identified as a material topic for Western Digital</td>
<td></td>
</tr>
<tr>
<td>103-3 Evaluation of the management approach</td>
<td>Not Applicable</td>
<td>Training and Education was not identified as a material topic for Western Digital</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>GRI STANDARD</th>
<th>DISCLOSURE DESCRIPTION</th>
<th>REPORT LOCATION OR DIRECT ANSWER</th>
<th>OMISSIONS</th>
</tr>
</thead>
<tbody>
<tr>
<td>404-2</td>
<td>Programs for upgrading employee skills and transition assistance programs</td>
<td>Sustainability Report FY2021, page 45</td>
<td></td>
</tr>
<tr>
<td>404-3</td>
<td>Percentage of employees receiving regular performance and career development reviews</td>
<td>Sustainability Report FY2021, page 46</td>
<td></td>
</tr>
</tbody>
</table>

### Occupational Health and Safety

<table>
<thead>
<tr>
<th>GRI 103: Management Approach 2018</th>
<th>DISCLOSURE DESCRIPTION</th>
<th>REPORT LOCATION OR DIRECT ANSWER</th>
<th>OMISSIONS</th>
</tr>
</thead>
<tbody>
<tr>
<td>103–1 Explanation of the material topic and its Boundaries</td>
<td>Sustainability Report FY2021, page 44</td>
<td>Boundary – internal, all operations; external, supply chain, contract manufacturers</td>
<td></td>
</tr>
<tr>
<td>103–2 The management approach and its components</td>
<td>Sustainability Report FY2021, page 47</td>
<td></td>
<td></td>
</tr>
<tr>
<td>103–3 Evaluation of the management approach</td>
<td>Sustainability Report FY2021, page 47</td>
<td></td>
<td></td>
</tr>
<tr>
<td>403–1 Occupational health and safety management system</td>
<td>Sustainability Report FY2021, page 49</td>
<td></td>
<td></td>
</tr>
<tr>
<td>403–2 Hazard identification, risk assessment, and incident investigation</td>
<td>Sustainability Report FY2021, page 49</td>
<td></td>
<td></td>
</tr>
<tr>
<td>403–3 Occupational health services</td>
<td>Sustainability Report FY2021, page 49</td>
<td></td>
<td></td>
</tr>
<tr>
<td>403–4 Worker participation, consultation, and communication on occupational health and safety</td>
<td>Sustainability Report FY2021, page 49</td>
<td></td>
<td></td>
</tr>
<tr>
<td>403–5 Worker training on occupational health and safety</td>
<td>Sustainability Report FY2021, page 49</td>
<td></td>
<td></td>
</tr>
<tr>
<td>403–6 Promotion of worker health</td>
<td>Sustainability Report FY2021, page 49</td>
<td></td>
<td></td>
</tr>
<tr>
<td>403–7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships</td>
<td>Sustainability Report FY2021, page 49</td>
<td></td>
<td></td>
</tr>
<tr>
<td>GRI STANDARD</td>
<td>DISCLOSURE DESCRIPTION</td>
<td>REPORT LOCATION OR DIRECT ANSWER</td>
<td>OMISSIONS</td>
</tr>
<tr>
<td>--------------</td>
<td>------------------------</td>
<td>----------------------------------</td>
<td>-----------</td>
</tr>
<tr>
<td>403–8</td>
<td>403–8 Workers covered by an occupational health and safety management system</td>
<td>ESG Data Download</td>
<td></td>
</tr>
<tr>
<td>403–9</td>
<td>403–9 Work-related injuries</td>
<td>ESG Data Download</td>
<td></td>
</tr>
</tbody>
</table>

**Diversity and Equal Opportunity**

<table>
<thead>
<tr>
<th>GRI 103: Management Approach 2016</th>
<th>103–1 Explanation of the material topic and its Boundaries</th>
<th>Sustainability Report FY2021, page 40; Boundary – internal, all operations</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>103–2 The management approach and its components</td>
<td>Sustainability Report FY2021, page 40</td>
<td></td>
</tr>
<tr>
<td></td>
<td>103–3 Evaluation of the management approach</td>
<td>Sustainability Report FY2021, page 40</td>
<td></td>
</tr>
</tbody>
</table>

| 405–1 | Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity. | ESG Data Download | |

**Child Labor**

<table>
<thead>
<tr>
<th>GRI 103: Management Approach 2016</th>
<th>103–1 Explanation of the material topic and its Boundaries</th>
<th>Sustainability Report FY2021, page 32; Boundary – internal, all operations; external, supply chain, contract manufacturers, communities of operation</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>103–2 The management approach and its components</td>
<td>Sustainability Report FY2021, page 32</td>
<td></td>
</tr>
<tr>
<td></td>
<td>103–3 Evaluation of the management approach</td>
<td>Sustainability Report FY2021, page 32</td>
<td></td>
</tr>
</tbody>
</table>

**Forced or Compulsory Labor**

<table>
<thead>
<tr>
<th>GRI 103: Management Approach 2016</th>
<th>103–1 Explanation of the material topic and its Boundaries</th>
<th>Sustainability Report FY2021, page 32; Boundary – internal, all operations; external, supply chain, contract manufacturers, communities of operation</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>103–2 The management approach and its components</td>
<td>Sustainability Report FY2021, page 32</td>
<td></td>
</tr>
<tr>
<td></td>
<td>103–3 Evaluation of the management approach</td>
<td>Sustainability Report FY2021, page 32</td>
<td></td>
</tr>
</tbody>
</table>

**Human Rights Assessment**

<table>
<thead>
<tr>
<th>GRI 103: Management Approach 2016</th>
<th>103–1 Explanation of the material topic and its Boundaries</th>
<th>Sustainability Report FY2021, page 32; Boundary – internal, all operations; external, supply chain, contract manufacturers, communities of operation</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>103–2 The management approach and its components</td>
<td>Sustainability Report FY2021, page 32</td>
<td></td>
</tr>
<tr>
<td></td>
<td>103–3 Evaluation of the management approach</td>
<td>Sustainability Report FY2021, page 32</td>
<td></td>
</tr>
</tbody>
</table>

<p>| 412–1 | Operations subject to human rights reviews or human rights impact assessments | Sustainability Report FY2021, page 33 | |</p>
<table>
<thead>
<tr>
<th>GRI STANDARD</th>
<th>DISCLOSURE DESCRIPTION</th>
<th>REPORT LOCATION OR DIRECT ANSWER</th>
<th>OMISSIONS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Supplier Social Assessment</td>
<td>GRI 103: Management Approach 2016 103-1 Explanation of the material topic and its Boundaries</td>
<td>Not Applicable</td>
<td>Supplier Social Assessment was not identified as a material topic for Western Digital</td>
</tr>
<tr>
<td></td>
<td>103-2 The management approach and its components</td>
<td>Not Applicable</td>
<td>Supplier Social Assessment was not identified as a material topic for Western Digital</td>
</tr>
<tr>
<td></td>
<td>103-3 Evaluation of the management approach</td>
<td>Not Applicable</td>
<td>Supplier Social Assessment was not identified as a material topic for Western Digital</td>
</tr>
<tr>
<td>414–2</td>
<td>Negative social impacts in the supply chain and actions taken</td>
<td>Sustainability Report FY2021, page 33</td>
<td></td>
</tr>
<tr>
<td>Customer Privacy</td>
<td>GRI 103: Management Approach 2016 103-1 Explanation of the material topic and its Boundaries</td>
<td>Sustainability Report FY2021, page 53</td>
<td>Boundary – internal, all operations; external, supply chain, contract manufacturers, customers, consumers</td>
</tr>
<tr>
<td></td>
<td>103-2 The management approach and its components</td>
<td>Sustainability Report FY2021, page 53</td>
<td></td>
</tr>
<tr>
<td></td>
<td>103-3 Evaluation of the management approach</td>
<td>Sustainability Report FY2021, page 53</td>
<td></td>
</tr>
<tr>
<td>418-1</td>
<td>Substantiated complaints concerning breaches of customer privacy and losses of customer data</td>
<td>Sustainability Report FY2021, page 54</td>
<td></td>
</tr>
</tbody>
</table>
## SASB Hardware Standard Index

### SASB CODE | METRIC | REPORT LOCATION OR DIRECT ANSWER
---|---|---
TC-HW-000.A | Number of units produced by product category | ESG Data Download
  - Communications Equipment
  - Components
  - Computer Hardware
  - Computer Peripherals
  - Computer Storage
  - Consumer Electronics
  - Other Hardware
  - Printing & Imaging
  - Transaction Management Systems

TC-HW-000.B | Area of manufacturing facilities (Square feet (ft²)) | ESG Data Download

TC-HW-000.C | Percentage of production from owned facilities | ESG Data Download

### Accounting Metrics

| SASB CODE | METRIC | REPORT LOCATION OR DIRECT ANSWER |
---|---|---|
TC-HW-230a.1 | Description of approach to identifying and addressing data security risks in products | Sustainability Report FY2021, page 53 |
TC-HW-410a.1 | Percentage of products by revenue that contain IEC 62474 declarable substances | ESG Data Download |
TC-HW-410a.2 | Percentage of eligible products, by revenue, meeting the requirements for EPEAT registration or equivalent | The vast majority of Western Digital’s products do not fall into the specific product categories that would make them eligible for qualification through Green Electronics Council’s Electronic Product Environmental Assessment Tool (EPEAT). In fact, prior to 2018, no Western Digital products were eligible for qualification. The few EPEAT eligible products we currently sell do meet many other environmental and regulatory requirements, including EU Ecodesign, which overlap with many EPEAT requirements. |
TC-HW-410a.3 | Percentage of eligible products, by revenue, meeting ENERGY STAR® criteria | For similar reasons as explained in SASB TC-HW-410a.2, the vast majority of our products are not eligible for ENERGY STAR certification. Several previously eligible products have recently been sold to other companies (e.g., Intelliflash and ActiveScale). |
TC-HW-410a.4 | Weight of end-of-life products and e-waste recovered, percentage recycled | ESG Data Download |
TC-HW-430a.1 & TC-HW-430a.2 | Suppliers Assessed Using RBA Validated Assessment Program (VAP) | Sustainability Report FY2021, page 32; ESG Data Download |
TC-HW-440a.1 | Description of the management of risks associated with the use of critical materials | Sustainability Report FY2021, page 34 |
SASB Semiconductors Standard Index

**GENERAL DISCLOSURES:**

<table>
<thead>
<tr>
<th>SASB CODE</th>
<th>METRIC</th>
<th>REPORT LOCATION OR DIRECT ANSWER</th>
</tr>
</thead>
<tbody>
<tr>
<td>TC-SC-140a.1</td>
<td>(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress</td>
<td>ESG Data Download</td>
</tr>
<tr>
<td>TC-SC-150a.1</td>
<td>Amount of hazardous waste from manufacturing, percentage recycled</td>
<td>ESG Data Download</td>
</tr>
<tr>
<td>TC-SC-320a.1</td>
<td>Description of efforts to assess, monitor, and reduce exposure of employees to human health hazards</td>
<td>Sustainability Report FY2021, page 47</td>
</tr>
<tr>
<td>TC-SC-320a.2</td>
<td>Total amount of monetary losses as a result of legal proceedings associated with employee health and safety violations</td>
<td>FY2021: $1,200†</td>
</tr>
<tr>
<td>TC-SC-330a.1</td>
<td>Percentage of employees that are (1) foreign nationals and (2) located offshore</td>
<td>Western Digital does not disclose the percentage of employees who are foreign nationals or located offshore. However, we disclose a breakdown of our workforce by region. See the ESG Data Download for more information.</td>
</tr>
<tr>
<td>TC-SC-410a.1</td>
<td>Percentage of products by revenue that contain IEC 62474 declarable substances</td>
<td>ESG Data Download</td>
</tr>
<tr>
<td>TC-SC-410a.2</td>
<td>Processor energy efficiency at a system-level for: (1) servers, (2) desktops, and (3) laptops</td>
<td>Western Digital does not manufacture servers (processors), desktops, or laptops. Thus, this metric is not applicable to our business.</td>
</tr>
<tr>
<td>TC-SC-440a.1</td>
<td>Description of the management of risks associated with the use of critical materials</td>
<td>Sustainability Report FY2021, page 34</td>
</tr>
<tr>
<td>TC-SC-520a.1</td>
<td>Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations</td>
<td>FY2021: $0</td>
</tr>
</tbody>
</table>

†Western Digital applied the results of the WRI Aqueduct Water Risk Atlas version 3.0 for this assessment.

‡Includes the monetary losses as a result of a fine associated with employee health and safety that was settled during the reporting period.
**TCFD Index**

Western Digital has considered the recommendations from the Task Force on Climate-related Disclosures. This Index demonstrates the alignment between Western Digital’s disclosures and the TCFD recommendations and indicates where relevant information can be referenced.

<table>
<thead>
<tr>
<th>TOPIC</th>
<th>TCFD RECOMMENDED DISCLOSURE</th>
<th>DISCLOSURE REFERENCE</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Activity Metrics</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Governance</td>
<td>a) Describe the board’s oversight of climate-related risks and opportunities.</td>
<td>Western Digital’s 2021 CDP Climate Change Response (Section C1.1b) Sustainability Report FY2021, page 25</td>
</tr>
<tr>
<td></td>
<td>b) Describe management’s role in assessing and managing climate-related risks and opportunities.</td>
<td>Western Digital’s 2021 CDP Climate Change Response (Sections C1.2 and C1.2a) Sustainability Report FY2021, page 27</td>
</tr>
<tr>
<td>Strategy</td>
<td>a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.</td>
<td>Western Digital’s 2021 CDP Climate Change Response (Sections C2.1a, C2.3, C2.3a, C2.4 and C2.4a)</td>
</tr>
<tr>
<td></td>
<td>b) Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning.</td>
<td>Western Digital’s 2021 CDP Climate Change Response (Sections C2.1b, C2.3a, C2.4 and C2.4a)</td>
</tr>
<tr>
<td></td>
<td>c) Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.</td>
<td>Western Digital’s 2021 CDP Climate Change Response (Sections C3.2 and C3.2a) Sustainability Report FY2021, page 27</td>
</tr>
<tr>
<td><strong>Metrics and Targets</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Risk Management</td>
<td>a) Describe the organization’s processes for identifying and assessing climate-related risks.</td>
<td>Western Digital’s 2021 CDP Climate Change Response (Sections C1.1 and C1.2) Sustainability Report FY2021, page 27</td>
</tr>
<tr>
<td></td>
<td>b) Describe the organization’s processes for managing climate-related risks.</td>
<td>Western Digital’s 2021 CDP Climate Change Response (Sections C1.1 and C1.2) Sustainability Report FY2021, page 27</td>
</tr>
<tr>
<td></td>
<td>c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization’s overall risk management.</td>
<td>Western Digital’s 2021 CDP Climate Change Response (Sections C1.1 and C1.2) Sustainability Report FY2021, page 27</td>
</tr>
<tr>
<td>Risk Management</td>
<td>a) Describe the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.</td>
<td>Western Digital’s 2021 CDP Climate Change Response (Sections C4.2, C4.2a, C4.2b and C9.1) Sustainability Report FY2021, page 27</td>
</tr>
<tr>
<td></td>
<td>b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.</td>
<td>Western Digital’s 2021 CDP Climate Change Response (Sections C6.1, C6.3 and C6.5) ESG Data Download</td>
</tr>
<tr>
<td></td>
<td>c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.</td>
<td>Western Digital’s 2021 CDP Climate Change Response (Sections C4.1, C4.1a, C4.1b, C4.2, C4.2a and C4.2b) Sustainability Report FY2021, page 27</td>
</tr>
<tr>
<td>UN SDG</td>
<td>SDG GOAL DESCRIPTION</td>
<td>DISCLOSURE REFERENCE</td>
</tr>
<tr>
<td>--------</td>
<td>----------------------</td>
<td>----------------------</td>
</tr>
<tr>
<td>3</td>
<td>Ensure healthy lives and promote well-being for all at all ages</td>
<td>Sustainability Report FY2021, page 40</td>
</tr>
<tr>
<td>5</td>
<td>Achieve gender equality and empower all women and girls</td>
<td>Sustainability Report FY2021, page 40</td>
</tr>
<tr>
<td>6</td>
<td>Ensure availability and sustainable management of water and sanitation for all</td>
<td>Sustainability Report FY2021, page 26</td>
</tr>
<tr>
<td>7</td>
<td>Ensure access to affordable, reliable, sustainable and modern energy for all</td>
<td>Sustainability Report FY2021, page 26</td>
</tr>
<tr>
<td>8</td>
<td>Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all</td>
<td>Sustainability Report FY2021, pages 32 and 40</td>
</tr>
<tr>
<td>9</td>
<td>Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation</td>
<td>Sustainability Report FY2021, page 24</td>
</tr>
<tr>
<td>12</td>
<td>Ensure sustainable consumption and production patterns</td>
<td>Sustainability Report FY2021, page 26</td>
</tr>
<tr>
<td>13</td>
<td>Take urgent action to combat climate change and its impacts</td>
<td>Sustainability Report FY2021, page 26</td>
</tr>
</tbody>
</table>