

A man and a woman, both wearing white shirts and lanyards, are standing in a server room. The man is pointing at a bundle of colorful cables in a server rack. The woman is holding a tablet and looking at the cables. The room is dimly lit with blue ambient lighting, and several server racks are visible in the background.

Fiscal Year 2022

# Sustainability Report



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# About this Report

## GRI 102-50, 102-54

We are proud to share Western Digital's 2022 Sustainability Report covering Fiscal Year 2022 (FY2022), 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.

This report is organized into three parts. The first section, Our 2022 Story, offers significant highlights from FY2022; 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 view of 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 us at [sustainability@wdc.com](mailto:sustainability@wdc.com).





# CEO Letter

**“We intend for Western Digital to be an industry leader in sustainability, and we’ve begun to distinguish ourselves through both transparency and substantive progress.”**



## Dear Stakeholders,

In recent years, our teams across the world have taken steps to strengthen the foundation for sustainability at Western Digital. We’ve established data-driven targets and metrics to manage our performance, worked diligently to implement innovative processes, and regularly disclosed progress toward our goals.

Sustainability is increasingly being embedded into all parts of our organization — from energy and material-efficient product design to smart manufacturing to investment in employees throughout our workforce. We intend for Western Digital to be an industry leader in sustainability, and we’ve begun to distinguish ourselves through both transparency and substantive progress:

### Protecting the Environment

Driven by increased efficiency across our operations and supply chain and a commitment to environmental stewardship, we are working toward our science-based emissions reduction targets — and we are ahead of schedule. We continue to run new assessments to better understand the impacts of our products from manufacture to product use to end of life. We are working toward a future where data, technology and our people can combine to improve our design and manufacturing efficiency, as well as our supply chain practices.

### Investing in Our People

Being a leading innovator in the data storage industry requires exceptional talent. We continue to prioritize and invest in Diversity, Equity, and Inclusion (DEI) and are confident that an inclusive culture will help us attract and retain the broad spectrum of talented people we need for the future of our business.

## Doing Business with Integrity

The conditions in which our global business operates continue to change at an astonishing rate. In the face of constant change, our commitment to integrity must not waver — that commitment and its day-to-day implementation supports business continuity, minimizes risks, and inspires our workforce. We continue to emphasize the importance of high ethical standards in our business at every step.

## Looking Ahead

Western Digital has always been powered by data, and the ESG data in this report is no exception. The data also highlights the people behind our progress. Although my team and I continue to support and invest in sustainability across the organization, the success of our sustainability efforts depends on broad participation throughout the company, and employees throughout our organization have proven eager to participate. As our global focus on sustainability has sharpened, progress has begun to be driven by employees of all levels, functions, and locations, as we collectively work toward sustainability targets and progress.

The future belongs to those bold enough to think big and bring bold ideas to life — and our team is excited to lead the charge into a more sustainable future.

Thank you for your interest in Western Digital and our FY2022 Sustainability Report.

David Goeckeler, CEO



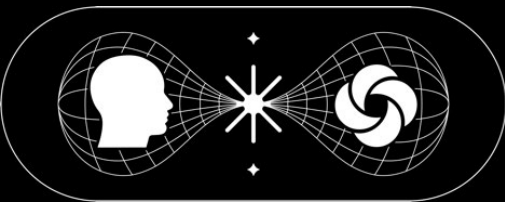


# Our 2022 Story



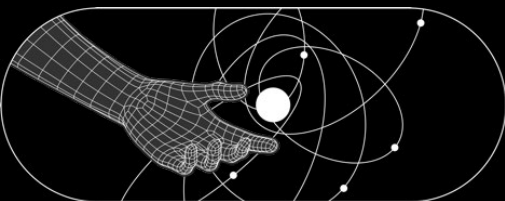
# Who We Are

GRI 102-2



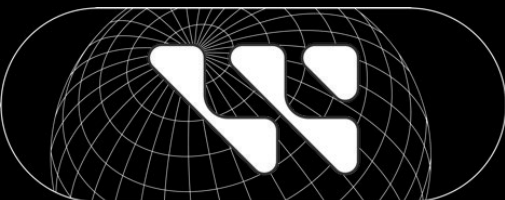
## Our Vision

To create breakthrough innovation — inspired by the convergence of human potential and digital transformation — that enables the world to actualize its aspirations.



## Our Mission

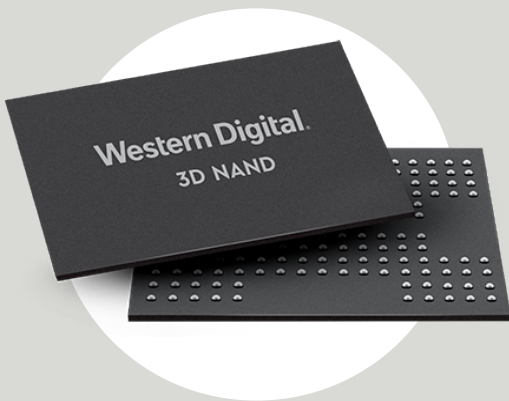
To unlock the potential of data by harnessing the power to use it.



## Our Values

- We think big.
- We create possibility.
- We make it happen.
- We do it together.

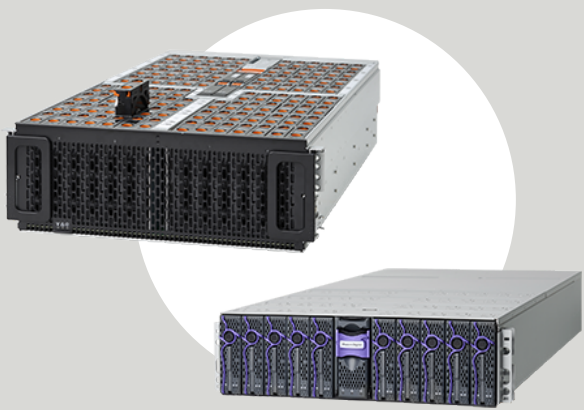
# Silicon-to-System Innovation and Engineering



Advanced Media, Controller, Head, Firmware/FTL



Device Innovation  
Mechanical, packaging, testing, software, firmware, and controllers



Platforms Innovation  
Electrical and mechanical design, firmware, and diagnostics



Integrated Storage Platforms



# FY2022 Highlights

## Science-Based Targets

We are ahead of schedule in operationalizing our science-based targets. Net Scope 1 and 2 emissions in FY2022 were >14% lower than our baseline, putting us ahead of our target milestone of an 8.4% reduction.

## First Movers Coalition

We joined 25+ other large companies as a founding member of this coalition. Together, we are setting commitments designed to spur climate-related innovation and enable significant investments to drive down emissions.

## Diversity, Equity, and Inclusion

In FY2022, women represented 26% of our management positions and 23% of our technical staff. Members of Asian, Black/African American, Hispanic/Latino or other racially or ethnically diverse communities represented 60% of our US management positions.

## Talent Attraction

We believe that developing a diverse talent pool of new college graduates is essential, and we saw percentage point increases of 2.5 for women, 1.4 for Hispanic/Latino and 1.0 for multiracial representation among our new college graduates in FY2022.

## Giving Back

Since the launch of our Global Giving and Doing Equality pillar in FY2021, we have provided more than \$1 million to nonprofit organizations throughout the world that are helping communities become more equitable and just.



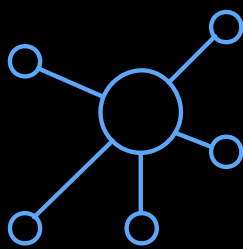
# Our ESG Approach

At Western Digital, we believe a brighter future for our business, our customers, and our employees requires that we operate sustainably.

As many businesses and institutional investors have come to realize, sustainability and attention to sustainable business practices can:



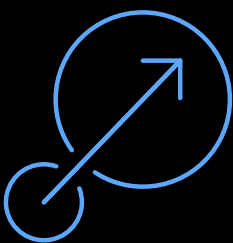
Lead to more efficient and resilient business operations



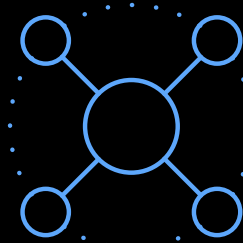
Help us meet our customers' expectations and efficiency targets



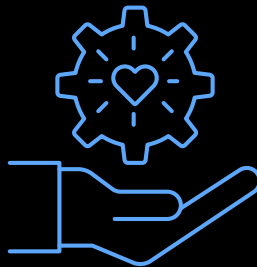
Reduce risks of misconduct and legal liability



Increase our investor pool with demonstrable ESG performance

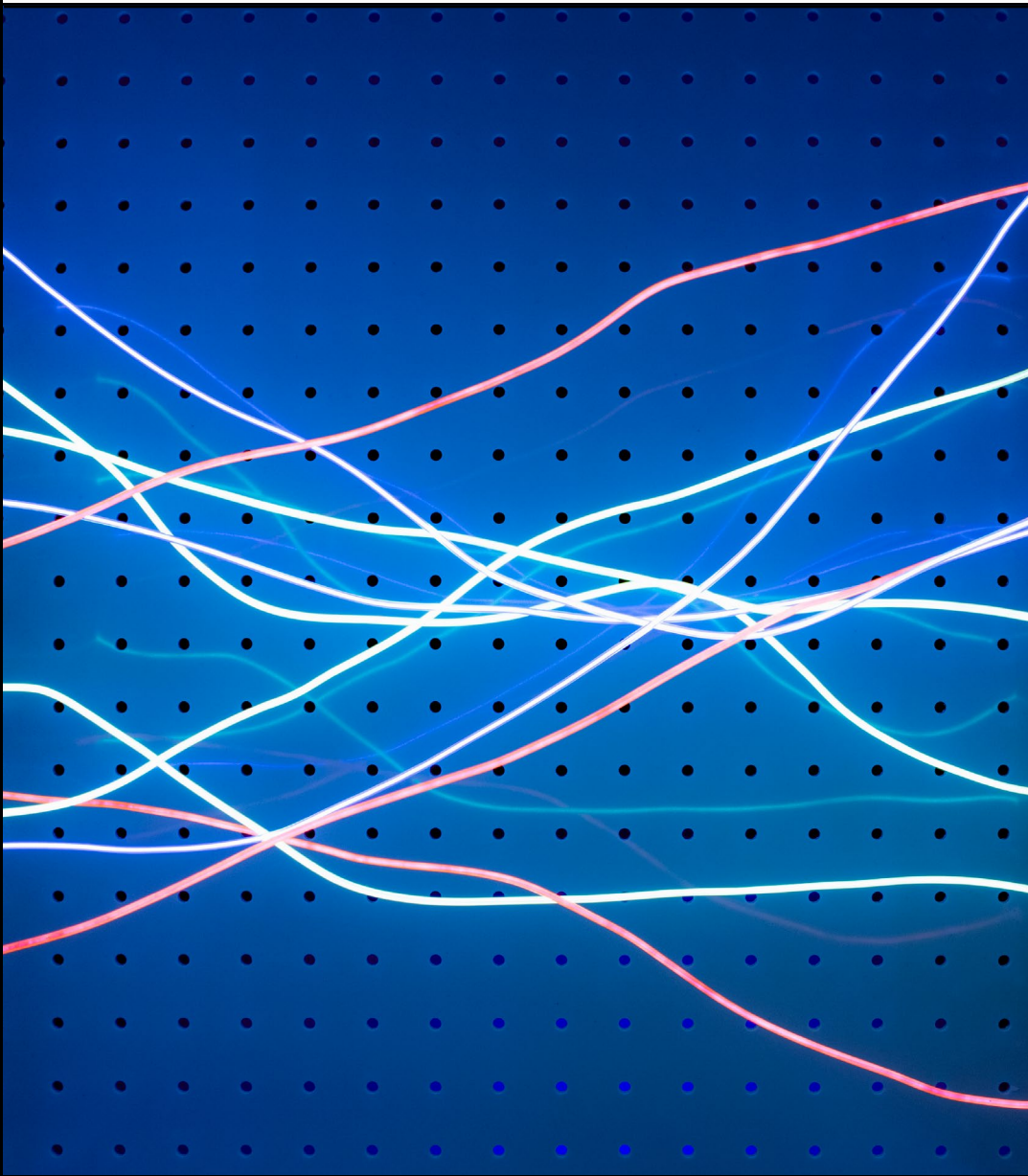


Enhance the reliability of our supply chain



Improve the health, well-being, engagement, and productivity of our employees

We have an opportunity and a responsibility to lead, and we view our willingness to embrace and operationalize sustainability at scale as a key differentiator for our business. Furthermore, we believe that swift, decisive action on sustainability issues simply can't wait. A better tomorrow for our customers, employees, and business requires action today. We focus on issues that are particularly important to our stakeholders and our business, carried out by a motivated global workforce and a committed leadership team.





# Forces Shaping our ESG Approach

We operate in an increasingly complex, interconnected world. For a global business like Western Digital, trends and forces deeply impact the way we approach sustainability and ESG considerations.

Relying on detailed, company-specific data as our foundation, we strive to prioritize, respond, and adapt to these forces to position our business, planet, employees, and customers for sustained long-term success.

## Digital Transformation

The amount of data created daily continues a parabolic rise, and essential functions such as innovation, product design, and financial decisions increasingly rely on the ability to access and extract insights from data. As the world becomes more technology-enabled and technology-dependent, innovation will be required to meet the growing demand for essential data infrastructure. Western Digital aims to deliver products and capabilities that scale accordingly and is working to make significant technological advances. This year, the company announced new hard disk drive (HDD) and flash memory products designed to support massive growth and scale at the cloud level and help customers realize their potential. Our enterprise-to-enterprise supply chain and manufacturing facilities are also at the forefront of digital transformation and product design. This is evidenced by our adoption of Fourth Industrial Revolution (4IR) technologies at our facilities which have been accepted to the prestigious Global Lighthouse Network led by the World Economic Forum.

## Supply Chain

Supply chain disruptions continue to be a major challenge for businesses across the global economy. Our supply chain is both important and substantial. We can leverage our strong relationships with our suppliers and industry leadership to benefit our business, the communities where we operate, and the world at large by building resilient, sustainable supply chains that can deliver products to the customers that rely on us for their data infrastructure.

## Climate Change

Climate change has the potential to cause widespread social, environmental, and economic harm. As a global business with a large supply chain and operations in several particularly vulnerable regions of the world, we cannot hide from the effects of climate change. We are committed to doing our part to reduce our impacts and improve climate resiliency. We have adopted bold science-based emission reduction targets and we regularly disclose our progress. Western Digital is in this for the long game.

## COVID-19

The COVID pandemic has had far-reaching impacts on individuals, societies, and businesses around the world. We continue to prioritize the health and safety of our employees by providing them with flexible working arrangements whenever possible and providing them with leading health and wellness benefits. Environmental Health and Safety teams have demonstrated significant innovation in their identification and deployment of risk mitigation measures. As situations in various regions of the world remain fluid, we continually adapt and implement location and geographic-specific measures in response to the latest knowledge and recommendations.

## Racism and Discrimination

Systemic racism and discrimination erode human dignity, hamper talented individuals from making valuable contributions to their communities, and interfere with the success of societies and institutions. As an international company, our approach to fighting racism and discrimination is tailored to address the issues that face the varied communities where we operate. Internally, we work to develop a diverse, inclusive work environment that empowers all of our talented employees to make an impact together. Externally, we have implemented targeted giving initiatives and strategic partnerships to begin to address issues of inequality in regions where we operate.

## Heightened Expectations

Across geographies and industries, stakeholders expect companies to take action to achieve a more just, sustainable world. Investors expect demonstrable ESG performance. Customers demand ethical corporate behavior and sustainable products and services. Employees expect their companies to act on issues such as climate change, racism, and discrimination. We respond by deepening our commitment to sustainable business practices in all areas of our business and by acting ethically in all that we do.



# Awards

## Above and Beyond Award

Employer Support of the Guard and Reserve

## Maala ESG “PlatinumPlus” Award

Maala ESG Index

## Most Innovative Sustainability Technology

Ultrastar® DC SN640 enterprise SSD, Flash Memory Summit

## Pro Patria Award

Employer Support of the Guard and Reserve

## SuperWomen in Flash Leadership Award

Dr. Yan Li, Vice President of Memory Technology at Western Digital, Flash Memory Summit

## Winner for HR Excellence

Golden Peacock Awards

## Winner for Excellence in Corporate Governance

Golden Peacock Awards

# Founding Member



# Recognitions

## 100 Best Company for Women in India

Avtar & Seramount

## Best Organisation for Women

Economic Times of India

## 100 Best Places to Work

Haaretz

## Global Lighthouse Network

Western Digital’s factories in Penang, Malaysia; Prachinburi, Thailand; and Shanghai, China, *World Economic Forum*

## America’s Most Responsible Companies 2022

Newsweek

## Sustainability Lighthouses

Western Digital’s factories in Penang, Malaysia and Shanghai, China, *World Economic Forum*

## Best Company for Women, Best Company for Millennials, and Best Company for Diversity

Women’s Choice Award

## World’s Most Ethical Companies<sup>1</sup>; 4-Time Honoree

Ethisphere

## Best Places to Work

LGBTQ+ Equality, *Human Rights Campaign Foundation*

<sup>1</sup> “World’s Most Ethical Companies” and “Ethisphere” names and marks are registered trademarks of Ethisphere LLC.





# Driving Product Innovation

Data at unprecedented scales continues to put new demands on data storage products and infrastructure. We continue to focus on innovation to create the most advanced data infrastructure products on earth.

**“Our technology leadership and expanded portfolio of industry-leading HDDs provide us with a tremendous opportunity to deliver value to our customers today and well into the future.”**



**Ravi Pendekanti**

Sr. Vice President, Product Management and Marketing,  
HDD Business Unit



# Our Performance

## Developing More Sustainable Products

### Technological innovation leading to more sustainable products

When it comes to data, customer expectations — for quantity, size, format, resolution, and application — continue to rise. Customers increasingly demand that products support those needs while also improving sustainability, and our team of innovators is leading the charge into the future. A new generation of Western Digital products delivers capacity, performance, and reliability on an unprecedented scale with reduced environmental impacts. From design to end of life, our latest leading technological innovations are smarter, more efficient, and more sustainable than ever before.

## Sustainability Journey of a Product

### Improving environmental performance, every step of the way

Western Digital remains focused on executing impactful sustainability initiatives — including our efforts to make products as environmentally conscious as they are outstanding in performance. From development and manufacturing to distribution, use, and disposal, our global teams are engaged in activities to reduce environmental impacts of products throughout their life cycles. Western Digital is leading the way in developing innovative, high-performing products that reduce environmental impacts and embody sustainable features.

>70%  
recycled plastic used in the Sandisk Ultra Eco™ USB

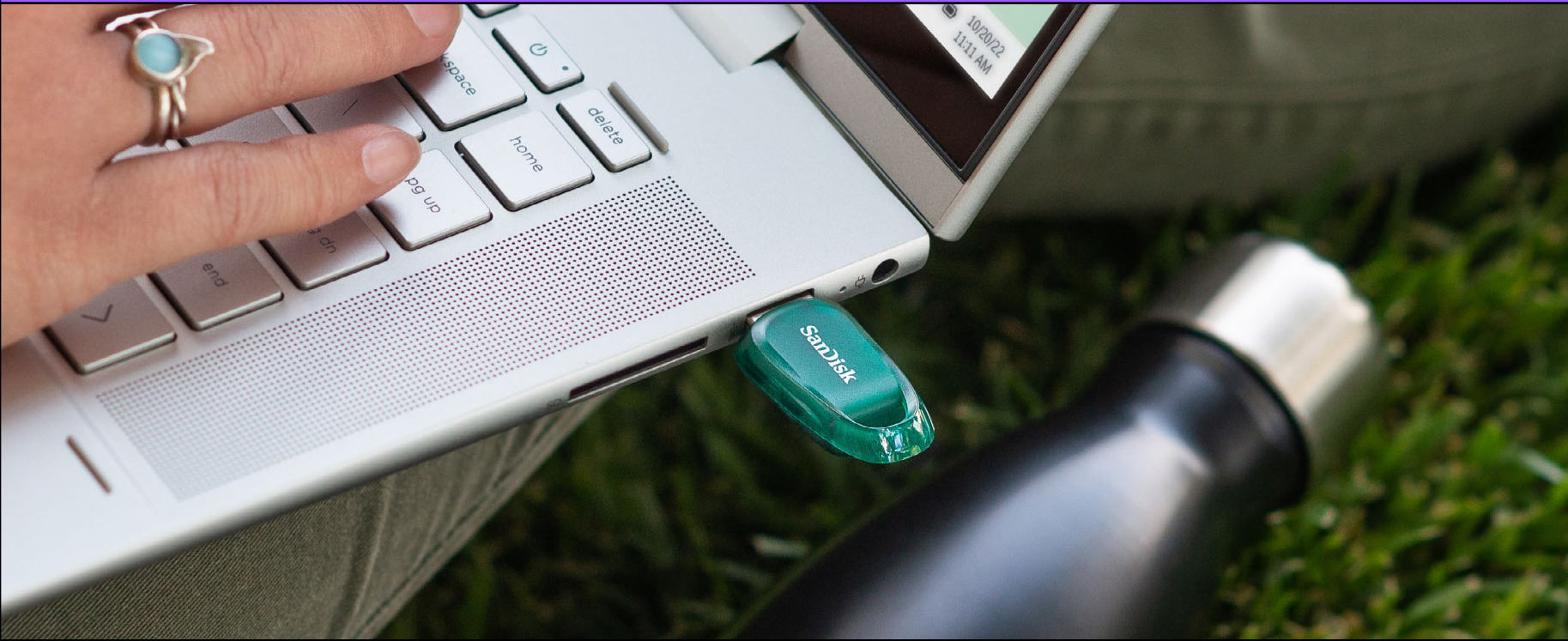


# More Storage, Less Impact

Our new HDDs — the 26TB Ultrastar DC HC670 UltraSMR HDD and the 22TB Ultrastar DC HC570 CMR HDD — are the first available drives of these capacities on the market for their respective formats.<sup>1</sup> Both are built on decades of innovative technology and were developed to help cloud providers and hyperscale customers meet modern data demands. And both offer leading sustainability performance, with reduced impacts per TB compared to previous product generations.

The SanDisk Ultra Eco™ USB is Western Digital's first eco flagship consumer product. The flash drive is made with over 70% recycled plastic, which leads to environmental savings in the form of reduced carbon emissions, water consumption, and energy usage compared to virgin plastic. Users can experience USB 3.2 Gen 1 performance with read speeds up to 100 MB/s and store what matters most on capacities up to 512 GB, all while supporting reduced environmental impacts.

<sup>1</sup>One gigabyte (GB) is equal to one billion bytes and one terabyte (TB) is equal to one trillion bytes. Actual user capacity may be less due to the operating environment.





# The Product Life Cycle

At each step in the product life cycle, we seek to innovate to use energy and materials more efficiently and to decrease our impact on the planet.



## Development

- Innovation and efficient product design — including incorporation of recycled materials
- Reduction of raw material usage
- Design for efficient power consumption
- Use of completed life cycle assessments to create better, more sustainable projects in the future



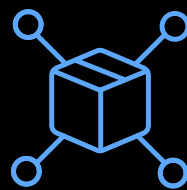
## Responsible Supply Chain

- Responsible sourcing of conflict minerals
- Completion of supply chain due diligence
- Support of capacity building efforts throughout supply chain
- Engagement with suppliers via CDP, formerly known as the Carbon Disclosure Project, to encourage transparency and progress



## Manufacturing

- Focus on environmental leadership at manufacturing sites across the world
- Recognition of our factories in Malaysia and China as World Economic Forum Sustainability Lighthouses — the first of such recognitions in Asia and China
- Initiatives to source renewable energy, improve manufacturing energy intensity, and promote water and waste material recycling
- Sustained progress towards meeting our 2030 science-based targets



## Distribution

- Founding member of World Economic Forum's First Movers Coalition, which is working to decarbonize heavy industry and long-distance transport sectors by generating demand for sustainable technologies



## Use

- Significant advances in energy efficiency of our storage products with increase in storage capacity and no increase in physical footprint
- Innovation in design enabling greenhouse gas emission reductions during customer use



## Disposal

- Facilitation of the recycling of 21,400+ devices since April 2020 through our Easy Recycle Program
- Founding member of the Circular Drive Initiative, which aims to reduce e-waste by promoting and enabling the secure reuse of storage hardware



# Product Environmental Compliance Assessment

## Safeguarding the impact of our products

Our Product Environmental Compliance (PEC) process helps us ensure the materials in our products do not harm the environment or a person’s health — both while in use and during manufacturing. This process helps us mitigate legal, reputational, and operational risks and display our commitment to environmental regulations around the globe.

Western Digital has always been driven by the potential of data, and our PEC processes are no exception. We have developed standardized processes for collecting, managing, and ensuring the accuracy of PEC data for the hundreds of products across our portfolio. We quickly provide detailed product environmental data upon request to customers and regulators throughout the world. In FY2022, we had no legal obligations, litigations, product take-back, or customer complaints due to PEC-related issues, and have effectively demonstrated the safety of our products to our customers.

As we look into the future, our iterative PEC processes will help us create more sustainable products, address future environmental regulations, and adapt to evolving customer expectations.



**“I believe Western Digital has one of the most comprehensive PEC programs in the world. As we look into the future, we can use this data to better implement sustainability into our products by designing with sustainability in mind, using recycled or repurposed materials, or implementing sustainable manufacturing processes.”**



**Murali Dugyala**  
Sr. Director, Quality Assurance





# Minimizing Our Environmental Impact

Environmental sustainability is fundamental to the long-term success of our company, as well as our species. That success depends on mitigating risks posed by climate change, resource scarcity, and environmental degradation and on doing our part to reduce impacts. By upholding the health of our planet throughout our global operations, we lay strong foundations that will sustain us for decades to come.



# Our Performance

## Science-Based Targets

### Meeting our target emission reduction trajectory

In June 2021, we announced our commitment to set science-based targets for greenhouse gas (GHG) emissions reductions necessary to prevent the worst impacts of climate change. In September 2021, the [Science Based Targets initiative](#) (SBTi)<sup>1</sup> **approved our reduction goals**. By 2030, we will reduce our Scope 1 and 2 emissions by 42%, putting us on a trajectory to meet or exceed the guidance in the Paris Climate Agreement (which aims to limit global warming to 1.5° C above pre-industrial levels). As of FY2022, we’ve reduced our Scope 1 and 2 emissions by more than 14% compared to our FY2020 baseline, and we are already more than a third of the way to our 2030 targets.

### Reduction in net Scope 1 and 2 emissions

14.8%

over 2020 baseline

## Building Management Systems

### Optimizing energy consumption using IOT technology and predictive analytics

In FY2022, we started a journey to revolutionize the way our facilities optimize energy consumption. We launched an initiative to expand the capabilities of our Building Management Systems (BMS) in order to leverage the Internet of Things technology (IOT) and Data Analytics to enhance critical performance and optimize energy consumption at our facilities.

In support of this effort, we have established pilot projects at various facilities to implement state-of-the-art control for building infrastructure. For example, in Penang, we deployed more than 1,000 sensors, devices, and actuators that are installed plant-wide, enabling critical system monitoring and control.

While we haven’t completed this journey yet, the initial results are encouraging. Building management systems IOT capabilities have helped reduce emissions per unit of production at our Penang facility by approximately 40% (compared to 2017).

As we continue to build out this technology, we envision a future in which we can leverage this kind of data to optimize all parts of our operations — from energy, materials, and water use to logistics.

<sup>1</sup>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](#).

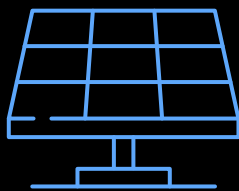
# Progress Towards Science-Based Targets

Net emissions in FY2022 were 14.8% lower than our baseline (FY2020), putting Western Digital ahead of schedule on our FY2022 target reduction of 8.4%.

## Progress was driven by a range of activities in four key areas:



### Operational efficiencies



### On-site solar generation



### Renewable energy procurement from power purchase agreements



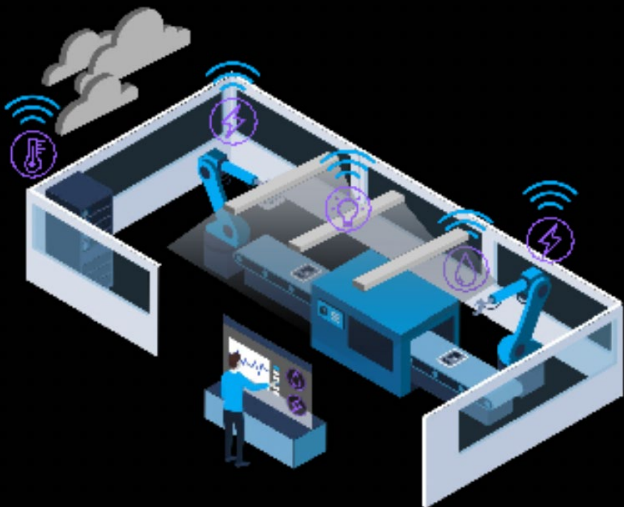
### Renewable energy procurement from energy attribute certificates



# World Economic Forum Sustainability Lighthouses

Earlier this year, the World Economic Forum recognized Western Digital’s factory at Batu Kawan, Penang, Malaysia as a Sustainability Lighthouse — the first in Asia. This award built upon the site’s earlier induction into the Forum’s Global Lighthouse Network, a community of 114 world-leading manufacturing facilities and value chains using Fourth Industrial Revolution (4IR) technologies to increase operational performance and environmental sustainability. By leveraging its vertically integrated smart factory model and implementing 4IR technologies such as

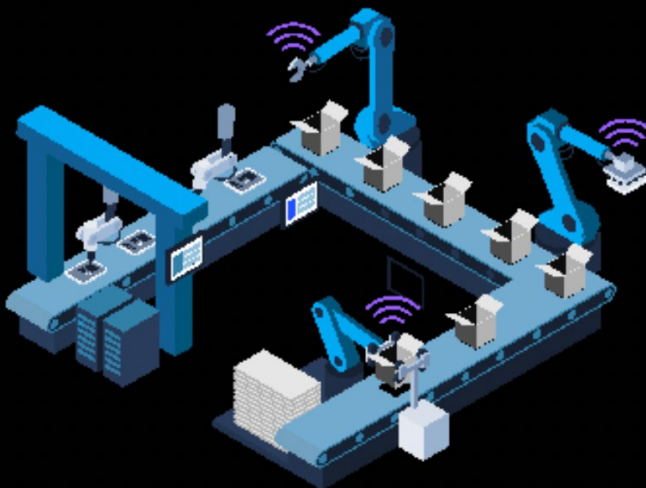
## Smart energy usage optimization through real time IIOT applications



IoT sensors, digital twin modeling, an analytics powered plant management system, and lights-out automation with machine learning, the site achieved a normalized (per unit) reduction in energy by 41%, water consumption by 45%, and material waste by 16%, while growing 43% (Compound Annual Growth Rate) in the last four years.

As IoT technology has come online in our factories, we’ve taken steps to reskill our workforce. At our factory in Malaysia, we’ve created various learning channels for employees. For example, we established a Center of Innovation and Automation (CiA) as a collaboration space for workers to integrate 4IR elements and develop knowledge. We also implemented online and instructor-led trainings, virtual factory knowledge sharing, collaboration with technical institutions, job rotations, and augmented and virtual reality learnings. Additionally, 362 engineers were trained on 4IR pillars through university programs.

## Lights-out automation with digital twin capacity optimization



## Impact & Achievements<sup>1</sup>

### Energy consumption reduction

41%

### Scope 2 GHG emission reduction

41%

### Water consumption optimization

45%

### Material waste reduction

16%

<sup>1</sup> Impact and achievements represent normalized (per unit) reductions.

## Transforming Manufacturing

### Implementing data from the factory floor

Every action on the manufacturing floor generates data, and that data can be analyzed to find areas for improved performance. In a factory that conducts hundreds of thousands of individual manufacturing processes each day, it would be nearly impossible for a human even to know where to start.

Machine learning technologies are perfect for drawing conclusions from immense sets of data, and these technologies are helping us unlock unprecedented levels of manufacturing performance and efficiency.

In FY2022, we equipped factories in the US and Thailand with hundreds of data-collecting IoT sensors and cameras. These devices track production with incredible precision — 15,000 data points before assembly and 15,000 after assembly. This data is then added to the seven petabytes of data we’ve already collected across all global operations.

Using this information, our data analytics teams are able to build more robust machine learning models that can provide more accurate, valuable insights, leading to better product yields and smarter supply chains. For example, one of our first projects involved implementing machine learning to predict cargo travel times, which allowed us to streamline logistics by optimizing cargo pickup scheduling. As we transform from traditional to smart factories, those types of efficiencies are multiplying, strengthening our business while reducing our impacts.



**“The world is beginning to experience the adverse impacts of climate change. The impetus has to be on what we can do to limit emissions starting now. By joining the First Movers Coalition, we hope to open access to low and no-carbon technologies that can make a net-zero future more possible for everyone.”**

**Kimberly Loscher**  
Senior Program Manager, Corporate Sustainability



## First Movers Coalition

### Bringing technologies to enable a net-zero future to commercial scale

In November 2021, Western Digital became a founding member of the [First Movers Coalition](#), a global initiative harnessing the purchasing power of companies to decarbonize seven “hard to abate” industrial sectors that currently account for 30% of global emissions. For these sectors to decarbonize at the speed needed to keep the climate on a trajectory to not rise more than 1.5° C above pre-industrial levels, they require low-carbon technologies that are not yet competitive with current carbon-intensive solutions. To achieve net-zero emissions globally by 2050, they must reach commercial scale by 2030.

To jump-start the market, the coalition’s members commit in advance to purchasing a proportion of the industrial materials and long-distance transportation they need from suppliers using near-zero or zero-carbon solutions. Members pledge to work together to address roadblocks toward securing a supply of required low-carbon technologies by 2030. The Coalition also connects members with financial firms, suppliers, and other value chain partners.

Western Digital’s commitment in support of the First Movers Coalition commitment focuses on emissions caused by traditional methods of ocean shipping. We will use at least 10% net-zero fuels by 2030 for ocean shipping.

## Vulnerability Assessment Program

In FY2022, Western Digital launched a new Vulnerability Assessment Program to review climate-related and other physical hazards, human factors, and transition factors which could impact our operations. Ultimately, the project will help us identify vulnerabilities and create a robust resilience framework across all global facilities. In the near term, the assessment will help us identify locations with high vulnerability scores so that we can develop suitable plans for risk mitigation.

One of the key features of this program involves the development of a new geospatial tool which will support the evaluation of current and forward-looking climate-related risks. This tool relies on internal and external data to visualize the impact of environmental hotspots under different climate change scenarios and different timelines, helping us improve the resilience of our operations and increasing our ability to deliver for our customers.

We also launched a new energy and resource-related benchmarking initiative in FY2022. This initiative allows different sites with similar business missions to easily collaborate, learn from each other, and identify further energy/water reduction and process optimization opportunities.



# Environmental Affinity Group

Western Digital employees around the world have overwhelmingly expressed interest in participating in sustainability. To support this interest and to provide an avenue for participation, we launched an employee Environmental Affinity Group (EAG) on Earth Day 2022. The purpose of the group is to foster employee engagement through environmentally focused activities and initiatives, including community projects and speaker events.

The group will create ways for employees to contribute to the company’s sustainability culture and make progress on sustainability issues in alignment with our global strategy. Membership is open to all employees, and the response has been overwhelming — in the first few weeks after launch, we had employees sign up and participate from seven different countries. We look forward to the positive impact that this group will have on the culture of sustainability at Western Digital.

🔗 Learn more about our approach to the [Environment](#).

# Waste

Western Digital sites in Malaysia and Thailand recycled waste sludge during FY2022. Through this initiative, waste sludge is processed by a third-party partner to create raw material that can be used to manufacture cement. While processed sludge only accounts for a small portion of the raw materials needed to make cement, the process decreases Western Digital’s environmental impact by removing thousands of metric tons of material from our waste stream.

## Malaysia

2,587  
metric tons

of waste sludge diverted from landfills

## Thailand

79  
metric tons

of waste sludge diverted from landfills

“Our vision for the EAG is to foster grassroots engagement around sustainability at Western Digital and channel our employees’ passion into action. Interest so far has been very encouraging, with people from many different functions participating. We are excited to see how their new ideas will help boost the company on its sustainability journey.”



Ryan Roach  
Product Marketing, HDD and EAG Climate Committee Co-Chair





# Strengthening Our Supply Chain

Western Digital has an extensive manufacturing network that includes more than 40,000 factory employees and hundreds of global production parts suppliers and contract manufacturers. Integrating ethical and environmentally sustainable practices into our supply chain requires constant innovation and end-to-end transparency.

**“Engaging with our suppliers is key to understanding our supply chain environmental impacts. We have received high levels of supplier participation in the annual CDP disclosure campaign, and we will continue to build on this initiative to drive collaborative progress.”**



**Roberto Valdez**  
Senior Manager, Supply Chain



# Our Performance

By the Numbers: Engagement, Assessments, and Training

## Engagement

Supplier Code Of Conduct Communication Response

100%

of Direct Suppliers

100%

of Indirect Onsite Service Suppliers

CDP Response Rate

96%

response rate from 150+ in-scope suppliers for Climate Change

93%

response rate from 150+ in-scope suppliers for Water Security

## Assessments

Completion of Self-Assessment Questionnaires

84%

supplier facilities

Responsible Business Alliance (RBA) Validated Assessment Program Audit Results

16%

of first tier and sub-tiers audited received a Platinum Score

3%

of first tier and sub-tiers audited received a Gold Score

27%

of first tier and sub-tiers audited received a Silver Score

## Training

RBA Validated Assessment Program and Responsible Minerals Initiative (RMI) e-Learning

20

number of suppliers

48

participants

397

e-Learning courses assigned

366

courses completed

92%

course completion rate



# Training

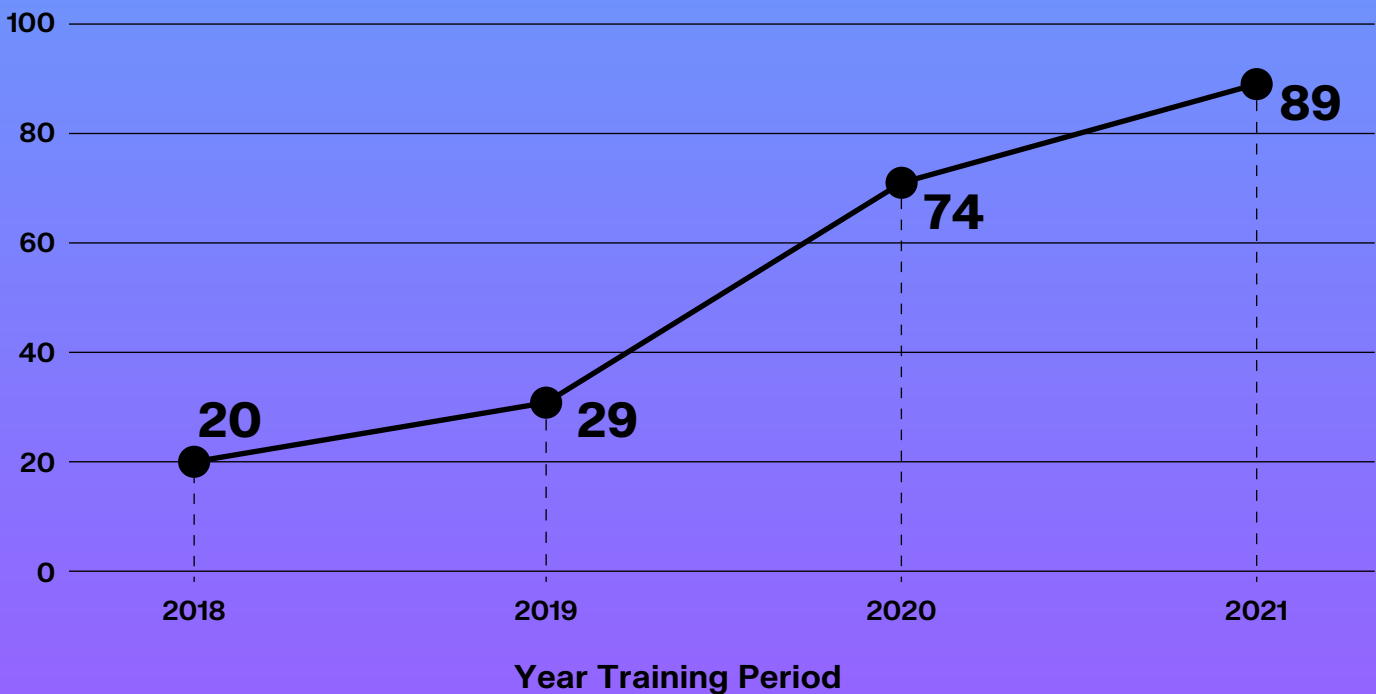
## Advancing training among our suppliers

For over a decade, Western Digital has partnered with industrial colleagues and peers to sponsor training for suppliers. Training topics usually address the most recent RBA codes and changes, as well as other topics related to labor, environment, health and safety, and ethics. All topics are agreed upon by collaboration partners. Supplier participation has increased annually since 2018.

Western Digital also offers capability training through the RBA and RMI e-Learning platforms and additional training focused on providing support and direction for annual supplier disclosures to CDP.

## Supplier Participation

2018-2021





# Supply Chain Transparency

We are open and transparent about our activity and relationships in this area of our business, which leads to better, more equitable working conditions, improved environmental performance, and increased supply chain resiliency.

## Western Digital’s Supply Chain

Total active suppliers <sup>1</sup>	Number of sites / facilities	Number of regions
10,300+	12,000+	75+

## Top 10 Region List<sup>2</sup>

Sites and facilities				
China	India	Israel	Japan	Malaysia
Philippines	Singapore	Taiwan	Thailand	United States

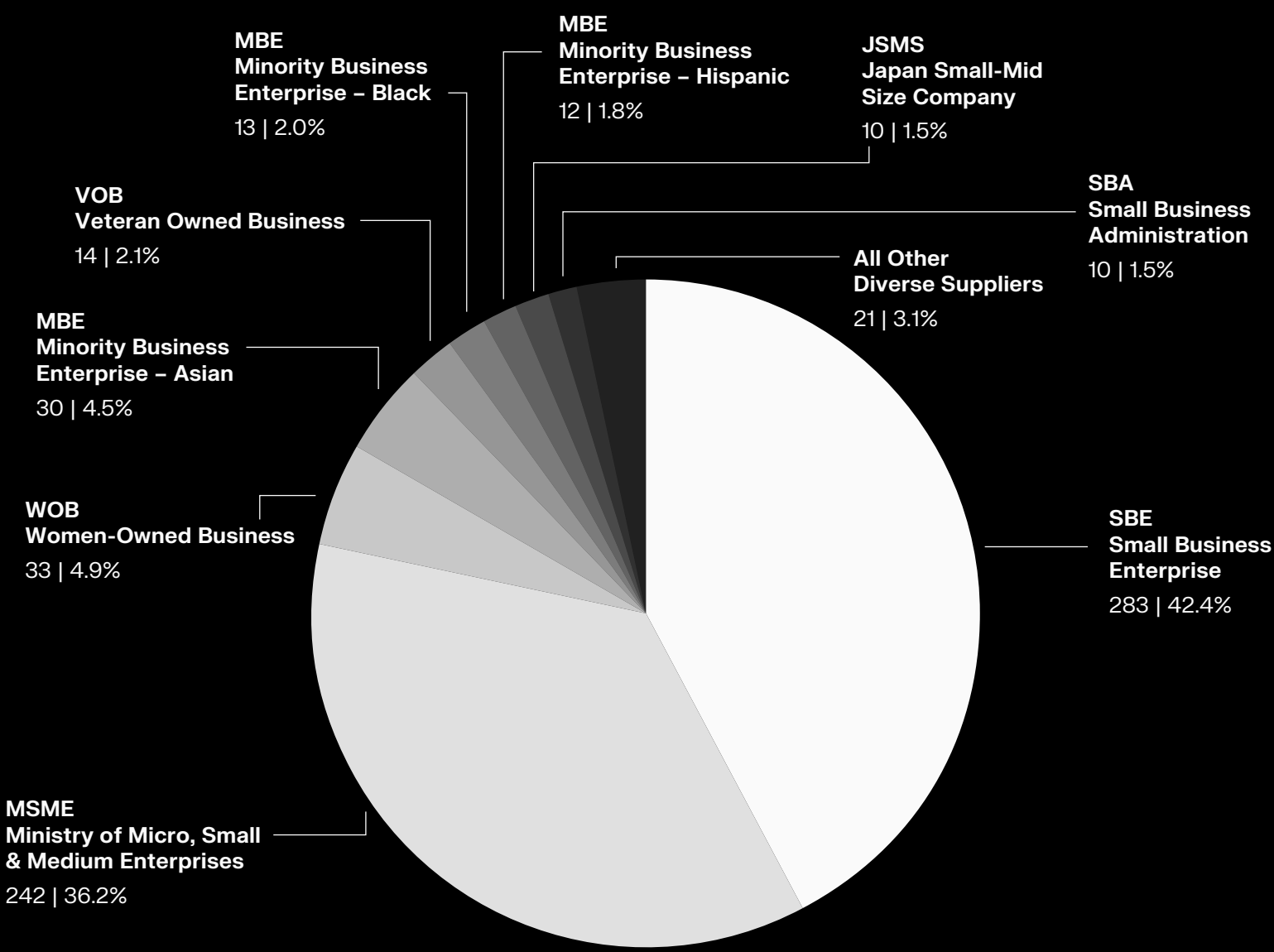
<sup>1</sup> Includes active direct and indirect material suppliers only.

<sup>2</sup> Includes active direct and indirect material suppliers only and is based on location and count of suppliers with which we have a direct business relation.



# Supplier Diversity

We value diversity in our supply chain and we track supplier diversity among several categories. In FY2022, 6% of our active direct and indirect materials suppliers were diversely-owned.



Category in Supplier Diversity	Supplier Count
SBE – Small Business Enterprise	283
MSME – Ministry of Micro, Small, and Medium Enterprises	242
WOB – Women-Owned Business	33
MBE – Minority Business Enterprise – Asian	30
VOB – Veteran Owned Business	14
MBE – Minority Business Enterprise – Black	13
MBE – Minority Business Enterprise – Hispanic	12
JSMS – Japan Small-Mid Size Company	10
SBA – Small Business Administration	10
SDB – Small Disadvantaged Business	6
DVBE – Disabled Veteran Business Enterprise	4
Service-Disabled Veteran Owned	4
GLBT – Gay, Lesbian, Bisexual, Transgender Owned	3
PWD – People With Disabilities	3
MBE – Minority Business Enterprise – Native American	1
Grand Total	668

Learn more about our approach to [Supply Chain](#).





# Investing in Our People

At Western Digital, our vision is to create breakthrough innovation — inspired by the convergence of human potential and digital transformation — that enables the world to actualize its aspirations. Our employees make that objective possible. Inclusivity is vital to our future success, and we continue to build a diverse workforce that values every great idea. We foster a working environment where our diverse team of engineers, inventors, makers and innovators and the employees of our suppliers are provided fair and safe working conditions and treated with respect and dignity.



# Our Performance

## Getting to Know Us Initiative

### Better Understanding the Composition of our Workforce

Understanding the full uniqueness of our employees is an important step to building a more inclusive culture. In FY2022, Western Digital launched a self-identification initiative across eight countries that invited employees to share more about who they are across dimensions of gender, gender identity, veteran status, and disabilities.

Participation was optional, data was protected, and the results were anonymized. We believe an in-depth understanding of our employee population will enable us to better engage, retain, and anticipate the needs of our talent as our workforce changes and evolves over time.

## Focusing on Environmental Health and Safety

Western Digital cannot produce reliable products without processes to ensure that our workers and workplace environment are protected. While our Environmental Health and Safety (EHS) performance may not be a primary consideration of customers, it is absolutely fundamental to our business, and we are always seeking to innovate and improve.

In FY2022, we worked to improve and align EHS processes at sites around the globe. We supported each of our sites as they completed internal and external audits and worked to share findings and knowledge across the company. We focused on aligning global incident management processes, improving clarity, and making them more user friendly.



**“Protection of our environment and employee health and safety is a core company value that is inextricably linked to our company’s success. As site programs develop and mature, it will become easier to identify gaps and challenges common to all sites — which will translate to a safer workforce and better environmental performance.”**



**Charlie Levine**  
Senior Program Manager, Global EHS

**100%**  
of workers are covered by an occupational health and safety management system





## Pay Equity

We believe people should be paid equitably for their work, regardless of gender, race, or other personal characteristics. To ensure that our pay practices are fair and equitable, we conduct an annual pay equity assessment. As part of this review, we analyze current pay which takes into consideration various, non-discriminatory factors, such as seniority, experience, skills, performance, location, track and hiring and promotion dates. In addition to internal analysis, we also rely on market data from reputable third-party consultants. When we find any discrepancies between actual compensation and our policies, we work quickly to remedy them.

Our most recent pay equity review across gender groups was expanded to include 100% of our total global employee population in all of our major markets. The review determined that women were paid 99.6 cents for every dollar earned by men (after accounting for role, experience, location, and performance). After identifying these gaps, we made pay adjustments to close them.

In the United States, we also review pay equity across Race/Ethnicity groups. As a result of this review, we found that non-White employees were paid 100.5 cents on every dollar earned by White employees (after accounting for role, experience, location, performance).

We are strongly committed to equitable pay. 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.

## Recruiting College Talent

Our future success depends on having the best minds working with us today. To grow the next generation of innovators, Western Digital maintains **two foundational programs**: RAMP and LAUNCH.

The RAMP Internship program educates, trains, and challenges the next generation of tech leaders. Interns gain exposure and experience to get their career off the ground — and the focus is truly on developing each student. In FY2022, 529 participants worked in various roles across the organization, including Hard Disk Drive, Flash, Memory Technology, Operations, Manufacturing, Sales & Marketing, People Solutions, and more.

Complementing the RAMP program, our LAUNCH program supports new college graduates as they complete their first year in the workforce. The program provides exposure to different parts of the organization, in addition to the experience gained from day-to-day responsibilities. We believe that developing a diverse talent pool of new college graduates is essential, and we saw percentage point increases of 2.5 for women, 1.4 for Hispanic/Latino, and 1.0 for multiracial representation.

➤ [Learn more about our approach to Workforce, Workplace, and Community.](#)





# Giving to Our World

We can help address the social, environmental, and economic livelihood challenges that impact our world by investing in the future of our communities. With a strong focus on the places where our employees live and work, we prioritize our giving around four strategic pillars that affect our communities and our business:



**Fighting hunger**



**Preserving the planet**



**Enabling STEM education**



**Promoting equality**

While our strategy is global, it is executed by groups of Western Digital employees at a local level to meet the specific needs and cultural nuances of our local communities.

The voice of our employees plays a key role in nearly all of Western Digital's giving, and we partner with a network of Employee Resource Groups (ERGs), ambassadors, and employees to take action on these pillars.



# Giving Back with We.care

## Empowering employees to give time and resources

Giving back is a meaningful part of our culture at Western Digital, and our employees are at the heart of bringing that giving to life. Since 2017, our We.care program has allowed employees to give their time and resources to causes they care most about and nonprofits aligned with our strategic pillars.

Sites, teams, ERGs, and individual employees all come together to give back, and it pays off for our nonprofit partners. In FY2022, more than 10,500 Western Digital employees helped organize and/or participated in 163 company-sponsored volunteer events around the world. Through these efforts we were able to provide \$1.3M in volunteer grants to our nonprofit partners.

In addition to volunteering, our employees donated to support company-sponsored matching campaigns and personal passions. Our employee donations and company matching totaled more than \$420,000. These funds were used to help resettle refugees, educate children, plant trees, provide relief to communities recovering from natural disasters, and many other causes important to our employees.

# Community and Equality Grants

There are many factors that contribute to a company’s decision to provide financial support to a nonprofit organization. We are very proud that one of the factors that weighs heavily on Western Digital’s funding decisions is the voice of our employees.

Our Community Grants program provides support to nonprofits whose work aligns with our Science, Technology, Engineering, Math (STEM), Hunger Relief, and Environmental Preservation pillars. Through a competitive application process, nonprofits explain how an investment from Western Digital would help them achieve their mission. Local grant committees — made up of a diverse mix of our employees who live and work in the communities these nonprofits serve — review applications and make funding recommendations. In FY2022, more than \$1.3M was awarded through our Community Grants program.

Our Equality Grants are awarded in partnership with our ERGs and DEI team. Careful research helps us identify nonprofits doing work related to the issues that resonate most deeply with our ERG membership across the US and around the world. We are proud to report that in just two years, we have awarded more than \$1M in Equality Grants to organizations working to make our communities more equitable and just for all.



**“I love how the equality pillar has taken shape. Each of our global locations face diverse social issues and needs, so we provide an overarching framework of issues that we want to address, but allow control over initiatives to remain local, so our employees can respond to real-life issues and realities that most impact them.”**



**Milissa Bedell**  
Director, Global Giving and Doing



# Employee Choice Grants

For most of FY2022, the COVID-19 pandemic continued to make in-person volunteering difficult or impossible. However, our employees wanted to continue to give back, and our community partners need our support more than ever. With the unwavering commitment of our employees as our inspiration, we were excited to introduce Employee Choice Grants, a new program solely focused on supporting the causes that mean the most to our employees.

Launched in FY2021, the Employee Choice Grants program invites colleagues to “make their pitch” for funding to support their favorite nonprofit or nongovernmental organization (NGO) to a panel of judges composed of Western Digital leaders. Since its inception, Employee Choice Grants have helped award \$317,500 to 108 organizations globally. In partnership with our colleagues around the world, we look forward to creating more impact in our communities as the program continues to grow.

🔗 [Learn more about our approach to Global Giving and Doing.](#)







# Doing Business with Integrity

We expect that everyone at Western Digital consistently acts with integrity. We articulate this expectation in our [Global Code of Conduct](#). As our business grows and the world evolves, we must continually focus resources and attention on our performance to ensure we remain a leader in business ethics.

**“Our customers expect more than cutting edge products and innovation. They want to work with a partner they trust, and one that works to make the world better, safer, and smarter. As demonstrated by our award-winning sustainability and ethics programs, we are deeply committed to these values.”**



**Tiffany Scurry**  
Senior Vice President and Chief Compliance Officer



# Our Performance

## Leading with Integrity

### Western Digital’s strong ethical behavior sets us apart

We believe our integrity and ethical business practices differentiate Western Digital from our competitors. Our approach allows us to operate smoothly, quickly, and lawfully. In FY2022, the Ethisphere Institute, a global leader in defining and advancing the standards of ethical business practices, recognized Western Digital for the fourth consecutive year as one of the World’s Most Ethical Companies. As a leader in business ethics, we are honored by Ethisphere’s ongoing recognition.

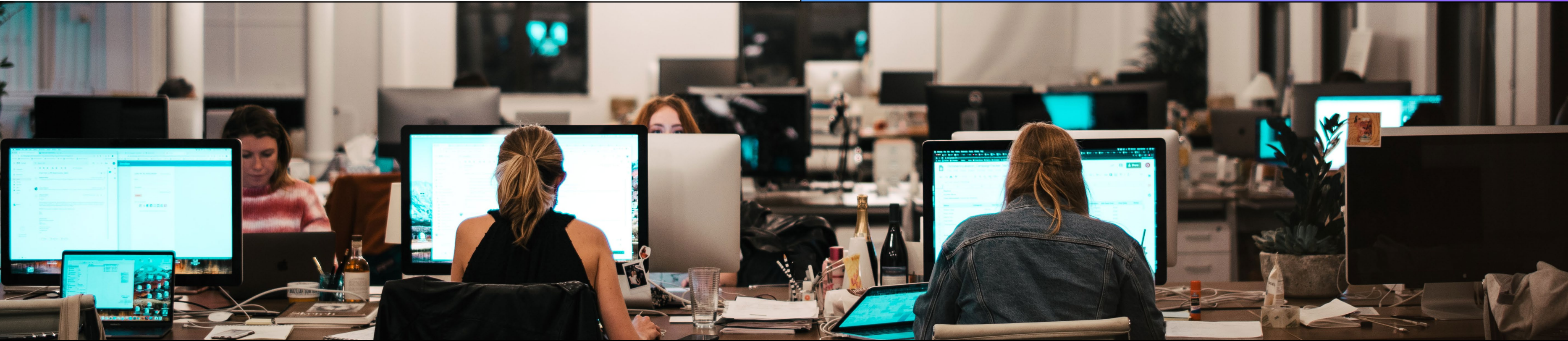
## Compliance Awareness and Training

As part of our commitment to ethics at Western Digital, our teams completed online training during our annual Compliance Awareness Month. Leaders across the company set a strong ethical tone from the top of our business and drove their teams to complete the training.

Although the training does not threaten employees with penalties or negative consequences, each year we have achieved a 100% completion rate. Furthermore, our time to achieve 100% completion has improved each year, suggesting a deepening commitment to ethics and compliance among our employees.

> [Learn more about our approach to Integrity.](#)

# Time to achieve 100% completion







Fiscal Year 2022

# General Disclosures



# Our Business

65,000  
employees

Western Digital leverages the diversity of approximately 65,000 employees around the world

## Our Company

GRI 102-2

Western Digital is on a mission to unlock the potential of data by harnessing the possibility to use it. With Flash and HDD franchises, underpinned by advancements in memory technologies, Western Digital’s broad portfolio makes powerful data storage solutions at any scale, from the smallest, intelligent devices to the largest public clouds.

## A Portfolio of Consumer and Business Brands

GRI 102-2

Western Digital understands where memory technologies are headed, building transformative products and solutions that align with how its customers use data today and in the future. 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®, and WD® brands.

## Our Operations and Workforce

GRI 102-4, 102-7

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

30+  
countries

Western Digital operates in more than 30 countries



# Our Strategy

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

### GRI 102-2

Customers, investors, and business leaders are 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 continue to 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 to advance sustainable business practices and have a more positive impact on the world around us.

## Materiality and Stakeholder Engagement

### GRI 102-40, 102-42, 102-43, 102-44, 102-46, 102-47, 102-49

Western Digital conducted a double materiality<sup>1</sup> assessment in FY2022 to identify, assess, and prioritize our most important ESG topics. Building on our previous assessment completed in FY2020, we collected new data through customer interviews, shareholder outreach, employee surveys and interviews, and market research. The new data elevated the materiality of several key issues while showing global consistency with results from the previous materiality exercise. The process helped us understand our most significant impacts, risks, and opportunities to better inform our business decision making.

## Relative Priority of Our Most Material Sustainability Topics

	Impact on Business	
	Medium	High
Impact on Society and Environment	Global Giving and Doing Tech for Good Waste Management Water Management	Energy and Climate Human Rights Packaging and Logistics Product End-of-Life Management Responsible Product Use
	Chemicals and Hazardous Substances Employee Health and Safety Policy Influence	Data Privacy and Security Diversity, Equity, and Inclusion Ethical Business Practices Product Quality and Safety Responsible Materials Sourcing Talent Attraction, Engagement, and Retention

Double materiality enables businesses to manage topics that influence enterprise value as well as topics material to the economy, environment, and people. The assessment of Western Digital’s impact on society and the environment was

informed by GRI’s Stakeholder Inclusiveness and Materiality Principles. The assessment of the potential impacts that an issue may have on our business was informed by the financial materiality definition referenced by the SASB Standards.

<sup>1</sup> Materiality, as used in this report and our materiality assessment process, is defined differently from the context of filings with the SEC. Issues deemed material for purposes of this report may not meet the criteria to be considered material for SEC reporting purposes.



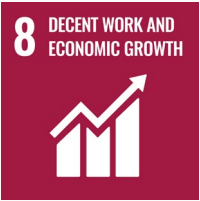
# Sustainable Development Goals

Fulfilling the 17 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 represent areas where we can make the greatest contribution.

➤ To see how our initiatives connect to additional SDGs, view our full SDG index [here](#).

21,400+ drives

diverted from landfills through Western Digital's Easy Recycle program



## 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, as well as employees of our suppliers, are treated with respect and dignity and provided with fair and safe working conditions.

Actions taken in FY2022:

- We have adopted leading health, safety, and employee well-being programs and practices to prioritize the mental and physical health of our employees. We also occupy an important position in key world supply chains, and we leverage this unique position to foster economic growth and advancement among our employees and our suppliers, benefitting the communities where we operate and the world at large.

➤ Read more about our [human rights and labor practices](#).



## 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 FY2022:

- We have completed life cycle assessments (LCAs) for eight high-volume Western Digital products. These LCAs will be used to understand the environmental impacts associated with each of our products at different phases of their life cycle and will inform the 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 21,400 drives and diverted more than nine metric tons of waste from landfills.

➤ Read more about our [products' life cycle](#).



## Take urgent action to combat climate change and its impacts

A continued focus on data and efficiency has helped us meaningfully reduce energy usage and emissions, even as we increase shipments of our products.

Actions taken in FY2022:

- Our carbon reduction goals were approved by the Science Based Targets initiative (SBTi) in 2021. We have committed to reduce Scope 1 and 2 emissions by 42% by 2030 and reduce Scope 3 use-phase emissions by 50% per petabyte capacity sold by 2030, both from an FY2020 base year.
- We are achieving year-over-year progress with product energy intensity improvements and Scope 1 and 2 emissions reductions. As of FY2022, we have reduced our Scope 1 and 2 emissions by more than 14%.

➤ Read more about our [energy and emissions](#).



# Governance

## GRI 102-18 and TCFD Governance A

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 oversee 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 the development and maintenance of our corporate responsibility and sustainability policies, practices, and programs. The committee has specific responsibility for periodically reviewing our policies and practices related to human rights, environmental and climate change and other topics as may be designated by our Board from time to time. The Governance Committee receives updates from our sustainability group and management at least three times each year and discusses implementation of new sustainability initiatives.

In addition, the Compensation and Talent Committee periodically reviews our people policies and programs, including those focusing on talent attraction, engagement and retention, and diversity, equity, and inclusion. The Audit Committee oversees Western Digital’s enterprise risk management process, including assessments and policies, and has oversight of the Ethics and Compliance program. The Audit Committee is also responsible for reviewing the implementation of legal or regulatory requirements

regarding public disclosure of topics covered by our corporate responsibility and sustainability programs and management’s controls and procedures with respect to these disclosures.

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, People Solutions, Supply Chain Management, Quality, Sales and Marketing, Global 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 Corporate Governance Guidelines require 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 [2022 Proxy Statement](#) and [Corporate Governance Guidelines](#).





# Environment

## 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, SASB TC-SC-110a.2

Our Global Operations Sustainability organization is responsible for overseeing and enabling progress on energy and emissions, product life cycle impacts, and responsible supply chain initiatives. Our Corporate Real Estate (CRE) function within Global Operations is responsible for energy conservation across facilities and manufacturing operations. The Global Operations organization is responsible for analyzing 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.

### 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 a commitment to protect the environment and is underpinned by industry-recognized environmental certification for all sites on a global multi-site certificate to ISO 14001:2015.

➤ 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 by 50% per petabyte capacity sold by FY2030 from an FY2020 base year. These targets have been approved by the [Science Based Targets initiative](#) (SBTi). Western Digital is in this for the long run, and we hope you will join us.

To achieve our 2030 goals, we are focused primarily on energy reductions through increased operational efficiencies, adoption of on-site solar, and direct procurement of renewable energy. We consider available opportunities across all of our operations and locations and implement them where practical after careful evaluation. We are making progress in several areas:

- As of mid-2021, Western Digital's facilities in Northern California run on 100% renewable energy.
- We continue to expand our use of renewable energy. For example, one of our sites in Malaysia adopted certified 100% hydropower during FY2022. We are pursuing options at other sites throughout the world.
- Western Digital is working to implement on-site solar at multiple facilities. For example, sites in Thailand started construction of on-site solar in FY2022 and generation of power will commence in FY2023.
- From FY2021 to FY2022, Western Digital reduced the energy intensity to manufacture our products by more than 13%.

Additionally, we completed an analysis of our FY2021 Scope 3 GHG 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 [2022 CDP Climate Change Questionnaire](#). We will also complete the analysis of our FY2022 Scope 3 emissions and disclose those results publicly in the 2023 CDP Climate Change Questionnaire.



## Energy Resource Management Program

We reduce the amount of energy and carbon in our operations through various Energy Resource Management Program initiatives. Since 2007, we have saved approximately \$50 million in energy costs by reducing our energy consumption while collecting critically important information and data.

All major manufacturing and R&D facilities participate in our global Energy Resource Management Program. Working as one global team, we focus on collaboration and promote knowledge sharing across locations to identify opportunities to optimize energy and water use and responsible waste management. In FY2022, we made significant progress towards our target for energy conservation. We also significantly overachieved 2% year-over-year reduction targets for water conservation and waste reduction. We have improved our efficiency each year since 2014.

Energy and resource management data is collected and managed on a common global application. We communicate reports internally to a leadership team from Finance, Facilities, Manufacturing Operations, and Corporate Sustainability for their review. In FY2022, we conducted a normalized analysis to compare energy and resource management performance between similar sites (e.g., comparison between

two final assembly plants). The analysis showed significant differences of normalized utility consumption between locations, so we launched an energy and resource-benchmarking project to better understand differences in operations and processes and identify opportunities for further utility optimization. All data will be openly shared between facilities to promote collaborative, collective improvement.

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 increase reliance on high-efficiency machines and further promote energy efficiency through cost-neutral, procedural, or behavioral changes.

## Internal Audits

### GRI 103-3

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

## Climate Risk Management and Resiliency

### TCFD Governance B and 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. Key enterprise risks are raised to the Audit Committee and full Board. If climate-related issues rise to the level of a key enterprise risk, they will be reviewed as part of this process. The Audit Committee of the Board has responsibility for oversight of the Enterprise Risk Management program.





# Climate Scenario Analysis

## TCFD Strategy C

In FY2021, 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 our strategy.

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 have been reviewed by Western Digital’s Sustainability and Enterprise Risk Management teams and incorporated into Western Digital’s strategy and risk management processes as appropriate.

Complementing the climate-scenario analysis, in FY2022, we launched a detailed Vulnerability Assessment to identify key vulnerabilities related to climate and other physical hazards, human factors, and transition factors across our global facilities. As part of this effort, we are working to develop an interactive geospatial tool that presents vulnerability assessment data (such as hotspot areas and key site hazards) via an easy-to-understand graphic interface. By effectively integrating up-to-date vulnerability assessment information into our business processes, we expect to improve operational resilience. The assessment is aligned with the TCFD framework, including future scenario analysis through 2050 under different IPCC scenarios.

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](#).

Figure 1

Scenario Name	Automation Acceleration	Walled World	Resilient Rebirth
Key Parameters	A geopolitically fragmented world, a slow global economy and ramping-up climate impact	A geopolitically fragmented world, a challenging economic situation and scaled environmental shocks	A recovering economy fully embracing the low-carbon transition in a cooperative way, still subject to environmental shocks
Temperature Assumptions (above pre-industrial levels by 2100)	+3°C Slowly declining emissions	+4°C Rising emissions	+1.5°C Strongly declining emissions
Emissions Reduction Models	Representative Concentration Pathway 6.0  Shared Socioeconomic Pathway 4 (low challenges to mitigation, high challenges to adaption)	Representative Concentraion Pathway 8.5  Shared Socioeconomic Pathway 3 (high challenges to mitigation and adaption)	Representative Concentration Pathway 2.6  Shared Socioeconomic Pathways 1 (low challenges to mitigation/adaption)

<sup>1</sup> 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 ([RCP Database – Version 2.0](#)). 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 ([SP Database – Shared Socioeconomic Pathways – V 2.0](#)). These will be included in the IPCC Sixth Assessment Report.<sup>2</sup> Gender data is based on self-identification.



# Key Metrics

## GRI 102-56

We are proud of our efforts to minimize operational energy use and the resulting emissions. Our FY2022 GHG emissions inventory received limited assurance. Please visit the [Corporate Responsibility Resource Center](#) on our corporate website to view the statement of assurance. 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 GHG emissions from company operations (Scopes 1 and 2) are consistent with reductions required to keep warming to 1.5°C.

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

Energy consumption within the organization <sup>1</sup>	FY2020	FY2021	FY2022	FY2020	FY2021	FY2022
	GIGAWATT HOURS			TRILLION JOULES		
Total fuel consumption from nonrenewable sources (gas/oil)	168.2	159.6	164.7	605.6	574.6	592.7
Total fuel consumption from renewable sources	0.0	0.0	0.0	0.0	0.0	0.0
Total Electricity consumption	1,865.6	1,941.4	1,996.2	6,716.0	6,989.1	7,186.2
Electricity consumption from renewable sources	145.1	279.9	467.9	522.4	1,007.6	1,684.5
Electricity consumption from nonrenewable sources	1720.5	1,661.5	1,528.2	6,193.7	5,981.5	5,501.7
Total energy consumption	2,033.8	2,101.0	2,160.8	7,321.6	7,563.7	7,778.9

<sup>1</sup> Data includes the main research, development, and manufacturing facilities owned by Western Digital Corporation in each fiscal year. These facilities are located in the US, 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 GHG emissions.

## GRI 302-3

Energy Intensity	FY2020	FY2021	FY2022
Energy intensity ratio (kWh/PB) <sup>1</sup>	3,926.2	3,883.6	3,350.1

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



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

Total Direct (Scope 1) GHG Emissions (CO <sub>2</sub> e-ton)	FY2020	FY2021	FY2022	Conversion Factor
CO <sub>2</sub> (gas/oil + cleaning)	35,479.7	33,558.3	34,485.0	1
CH <sub>4</sub>	0.0	0.0	0.0	N/A
N <sub>2</sub> O	0.0	0.0	0.0	N/A
HFCs <sup>1</sup> (HFC-23/HFC-134a)	335.8	903.6	4,438.0	HFC-23: 3,348 (lbs/lbs) HFC-134a: 1,300 (lbs/lbs)
PFCs <sup>2</sup>	0.0	0.0	0.0	N/A
SF <sub>6</sub> <sup>3</sup>	594.5	2,324.1	270.0	Multiple factors: 23,500 (lbs/lbs) 10,575 (lbs/lbs) 9,623 (lbs/lbs)
NF <sub>3</sub> <sup>4</sup>	2.1	4.7	0.2	2,898 (lbs/lbs)
CF <sub>4</sub> <sup>3</sup>	549.0	409.4	58.0	Multiple factors: 6,630 (lbs/lbs) 4,774 (lbs/lbs) 4,344 (lbs/lbs)
C <sub>4</sub> F <sub>8</sub> <sup>4</sup>	1.6	3.5	7.4	6,010 (lbs/lbs)
HFE7100 <sup>5</sup>	7,156.5	7,540.1	8,214.6	421.0 (lbs/lbs)
HCFC-22 <sup>5</sup>	435.8	93.1	156.8	1,760 (lbs/lbs)
R-404A <sup>6</sup>	3.9	1,292.5	1,535.9	3,943 (lbs/lbs)
HCFC-123 <sup>5</sup>	14.2	14.2	42.8	79 (lbs/lbs)
HFE7200 <sup>5</sup>	21.4	8.6	8.6	57 (lbs/lbs)
R-407C <sup>7</sup>	43.1	0.0	0.0	1,624 (lbs/lbs)
R-508B <sup>8</sup>	5.8	0.0	0.0	11,607 (lbs/lbs)
HCFC-122 <sup>5</sup>	0.0	0.0	10.6	59 (lbs/lbs)
R410a <sup>9</sup>	0.0	0.0	82.9	1,923 (lbs,lbs)
Total Scope 1	44,643.4	46,152.0	49,310.7	

<sup>1</sup> The conversion factor for HFC-23 is calculated by Western Digital. It is determined by each facility based on the international technical review of the abatement process in manufacturing. The conversion factor for HFC-134a is based on the Intergovernmental Panel on Climate Change (IPCC) fifth assessment report, 100 year number.

<sup>2</sup> Western Digital does not have direct perfluorocarbon emissions.

<sup>3</sup> Some facilities use the IPCC fifth assessment report, 100 year number, and others use conversion factors determined by facility based on the international technical review of the abatement process in manufacturing.

<sup>4</sup> Calculated by Western Digital. The conversion factor is determined by facility based on the international technical review of the abatement process in manufacturing.

<sup>5</sup> IPCC fifth assessment report, 100 year number.

<sup>6</sup> Global warming potential (GWP) is calculated based on component gases' GWPs (44% HFC-125, 4% HFC-134a, 52% HFC 143a)

<sup>7</sup> GWP is calculated based on component gases' GWPs (25% HFC-125, 52% HFC-134a, 23% HFC-32)

<sup>8</sup> GWP is calculated based on component gases' GWPs (39% HFC-23, 61% PFC-116)

<sup>9</sup> GWP is calculated based on component gases' GWPs (50% HFC-32 , 50% HFC-125)

GRI 305-2

Total Indirect (Scope 2) GHG Emissions (CO <sub>2</sub> e-ton) <sup>1</sup>	FY2020	FY2021	FY2022
CO <sub>2</sub> e <sup>2</sup>	1,000,814.1	929,882.7	841,669.2

<sup>1</sup> Scope 2 market-based emissions; all gases CO<sub>2</sub>, CH<sub>4</sub>, and N<sub>2</sub>O are included.

<sup>2</sup> International Energy Association (IEA) emission factors

GRI 305-3

Other Indirect (Scope 3) GHG Emissions (CO <sub>2</sub> e-ton)	FY2020	FY2021	FY2022
CO <sub>2</sub> e <sup>2</sup>	27,680.0	762.5	5,442.7

<sup>1</sup> Includes business air travel only.

<sup>2</sup> Defra emission factors

Note: Our complete FY2020 and FY2021 Scope 3 inventories are disclosed in our 2021 and 2022 CDP Climate Change response, which are posted on our [Corporate Responsibility website](#).



# 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.

## Management Approach

### GRI 103-2

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

the storage we produce to product cost and performance requirements ranging from stringent original equipment manufacturer (OEM) requirements to consumer products, while maximizing manufacturing efficiency and reducing material waste. 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 life cycle phase. In FY2022, we completed two additional LCAs for high volume products. We have conducted a total of eight product LCAs and several carbon footprint summaries are available 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 ask for 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.

### Product End-of-Life

We are committed to making product recyclability easy. We abide by 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 FY2022, we extended 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 FY2022:

- Redesigned retail packaging reduced our annual blister paper usage by over 276,000 kilograms (kg).
- Thinner blister paper in our packaging saved over 194,000 kg of paper per year.
- Replaced a portion of the polyethylene terephthalate (PET) used in our packaging with recycled PET reduced new PET consumption by over 6,000 kg per year.
- Reengineered trays used in our manufacturing process reduced our annual use of PET by more than 152,000 kg.



# Key Metrics

## GRI 102-56

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 2020.

## GRI 302-5

Electrical Power Savings	FY2020	FY2021	FY2022
Annual electrical power savings due to HDD power efficiency innovations (million kWh)	1,733.8 <sup>1</sup>	2,222.4 <sup>1</sup>	2,954.8

<sup>1</sup> The annual electrical power savings for FY2020 and FY2021 have been restated from previously published data due to improvements in the supporting data.

## GRI 305-4

GHG Emissions Intensity <sup>1</sup>	FY2020	FY2021	FY2022
GHG emissions intensity ratio — HDD (Tons/PB) <sup>2</sup>	1.7	1.7	1.2
GHG emissions intensity ratio — SSD (Tons/PB) <sup>2</sup>	4.3	2.6	2.2

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

<sup>2</sup> Includes Scope 1 and market-based Scope 2 GHG emissions and all gasses CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs, PFCs, SF<sub>6</sub> and NF<sub>3</sub>.

## GRI 306-3, 306-4, 306-5; SASB TC-SC-150a.1

Waste	FY2022 Metric Tons
HAZARDOUS WASTE	
Hazardous waste diverted	6,040.5
Hazardous waste disposed	5,596.7
Total hazardous waste	11,637.2
NON-HAZARDOUS WASTE	
Non-hazardous waste diverted	10,177.3
Non-hazardous waste disposed	3,724.7
Total non-hazardous waste	13,901.9
Total waste generated	25,539.1
Waste reuse/recycle/recover rate	63.5%

## SASB TC-HW-410a.4

End-of-Life Material <sup>1</sup>	FY2022 <sup>2</sup>
Number of drives recycled (cumulative total)	21,460
Total end-of life material recovered (metric tons, cumulative total)	9.2

<sup>1</sup> Represents material recovered through Western Digital's Easy Recycle Program. Recovery partner holds an e-Steward certification.

<sup>2</sup> Results are cumulative from the program's inception in April 2020 through the end of the specified fiscal year.



# Chemicals and Hazardous Substances

## 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.

Our 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 an 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.

In FY2022, we established a recordkeeping system to document compliance with all requirements (including full material declarations, test reports, and chain of custody reports) and implemented compliance assurance tools, such as C2P and CMAP, to track compliance data of our products. We also established a process to report compliance issues to senior management and developed a root cause analysis process. Our PEC processes have remained up to date with new market regulations and customer requirements, and we have responded to requests with 100% customer satisfaction. We have regularly passed audits conducted by major OEM customers.

## 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 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.

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

IEC 62474 Declarable Substances	FY2020	FY2021	FY2022
Percentage of products by revenue that contain IEC 62474 declarable substances <sup>1</sup>	100%	100%	100%

<sup>1</sup> 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.

## Key Metrics

### GRI 103-3, 307-1

During FY2022, 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 exempt 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, Operations, Customer and Corporate Quality, quarterly. We are proud to report we met our FY2022 target to respond to 100% of customer product environmental inquiries on time.





GENERAL DISCLOSURES

# Supply Chain

## Our Approach

GRI 102-9

Our supply chain approach, detailed below, has the overall objective of increased resiliency and accountability, which we believe will lead to better working conditions and, as a result, a more responsible and resilient supply chain.

Western Digital has an extensive in-house manufacturing network and hundreds of global production parts suppliers and contract manufacturers across the globe. We rely on our suppliers to provide the materials typically used in the type of products we develop, including tantalum, tin, tungsten and gold (3TG), minerals, chemicals and additives, components, and packaging necessary to manufacture

our products. Our manufacturing and assembly facilities and contract manufacturers in Mainland China, Malaysia, Thailand, the Philippines, Taiwan, and the US develop the products we ship globally. The majority of Western Digital’s manufacturing workforce is comprised of directly hired employees whom we employ and manage. 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 and supplier employees are met 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, and grievance mechanisms and remedies. Western Digital’s Responsible Sourcing Management team under the Global Procurement function is responsible for continuously monitoring potential human rights violations in our supply chain, primarily through the use of Responsible Business Alliance (RBA) Validated Assessment Program (VAP) audits.

### Policies

Western Digital has a set of tiered policies regarding human rights. First and foremost, our [Global Human Rights Policy](#) outlines the company’s commitment to respecting human rights, both in our 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. Our [Supplier Code of Conduct](#) sets policy expectations for our suppliers. They must additionally communicate these expectations downstream through the rest of our supply chain and monitor compliance.

Each factory’s general manager commits to abiding by our Global Code of Conduct, our Supplier 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. We routinely train relevant decisionmakers on human rights and labor issues such as human trafficking, modern slavery, forced labor, child labor, and more. Staff who are located on sites that engage in manufacturing receive mandatory training on the RBA Code of Conduct through the RBA’s e-Learning program. This includes employees who are directly involved in manufacturing activities and also employees in other critical functions at these sites such as procurement, HR, and EHS.

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 scope VAP initial audits in our RBA audit factories in China, Malaysia, and Thailand, where the audits resulted in Platinum and Silver certificates in Thailand and a Platinum certificate in China and Malaysia. More detail on our supplier auditing and vetting program can be found below.

We also conduct periodic 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 (HRIAs) from time to time, 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 its network of over 250 member companies to build a just and sustainable world, to conduct an assessment. This HRIA 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 using 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 not made aware of suppliers with recruitment fee issues during FY2022.
- 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, People Solutions or Legal or through our global Ethics Helpline. We offer the Helpline to anyone who suspects misconduct at our company, whether employed by Western Digital or not, which includes suppliers’ workers and their legitimate representatives.

Grievances from our supply chain workforce can also be escalated through third parties, such as the RBA, labor activists, and NGOs, and are directed to our Responsible Sourcing Management team for resolution.

### 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.

Our Responsible Sourcing Management team works to immediately remedy issues discovered in our supply chain. Afterwards, it works with our supply chain partners to investigate and implement long term fixes to prevent these issues from reoccurring. Throughout this process, progress is regularly communicated to those who raised the issue, if requested.

### Supplier Vetting and Auditing

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

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.

Additionally, each year, we ask our highest-volume and highest-risk suppliers to reiterate in writing their commitment to human rights protections, including adherence to Western Digital’s Supplier Code of Conduct, Western Digital’s Global Human Rights Policy, the RBA Code of Conduct, and responsible minerals sourcing.

We also 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, which may include Tier 2 component suppliers.

RBA assigns a third-party auditing firm based on its VAP manual and audit protocol to complete announced supplier audits. RBA releases its official audit report via the RBA-ON platform, where Western Digital monitors progress and drives change based on the findings. If labor issues exist, we follow standard procedures outlined in the VAP manual to assure suppliers’ timely correction of non-conformance issues and we closely follow up with them.



Western Digital also uses the RBA VAP audit as a tool to monitor the sustainability of our suppliers. We tie this requirement to our Supplier Performance Review scorecard and evaluate suppliers according to the performance assessed by the VAP audit. Additionally, Western Digital’s Audit Program follows the VAP protocol for end-product factories. Our People Solutions team conducts periodic audits of our labor brokers/agents.

To engage suppliers found to be in non-conformance by the RBA audit to take corrective action, we continued to leverage RBA’s e-Learning program throughout FY2022. We launched a pilot program to have a subset of our suppliers take targeted e-Learning courses to address specific non-conformances found in their last VAP audits. After suppliers completed the learning program, they were encouraged to utilize learnings from the course to come up with appropriate corrective actions. In FY2022, 27 participants from nine suppliers were selected to participate. 188 e-Learning courses were assigned to the 27 participants, resulting in an over 93% completion rate. Western Digital monitored the RBA VAP score for each supplier following the completion of the e-Learning courses. After completing their assigned e-Learning courses, suppliers in the pilot program improved their scores on average by almost 35% in their follow-up VAP audits, compared to their initial audits.

Labor Practices

We recognize that human rights protections vary from country to country, and we pay close attention to how our manufacturing workforce may be impacted. We strive to ensure they are treated with dignity and respect and experience fair, respectful, and sustainable working conditions.

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.

Critical Minerals and Metals

Why it Matters

GRI 103-1

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.

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 head of Procurement leads this program, and the Committee is composed 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.

Responsible Minerals Sourcing

3TG

100%

In-scope suppliers response rate

Cobalt

94%

In-scope suppliers response rate

2021 Conformant Smelters

240

2021 Active Smelters

5



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 team 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 supply 3TG and cobalt that are “DRC conformant” to Western Digital.
- Ensure that any 3TG supplied to Western Digital are from recycled or scrap sources and do not finance armed groups in the DRC region and do not contribute to child labor, human rights abuses, or environmental pollution.
- 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:

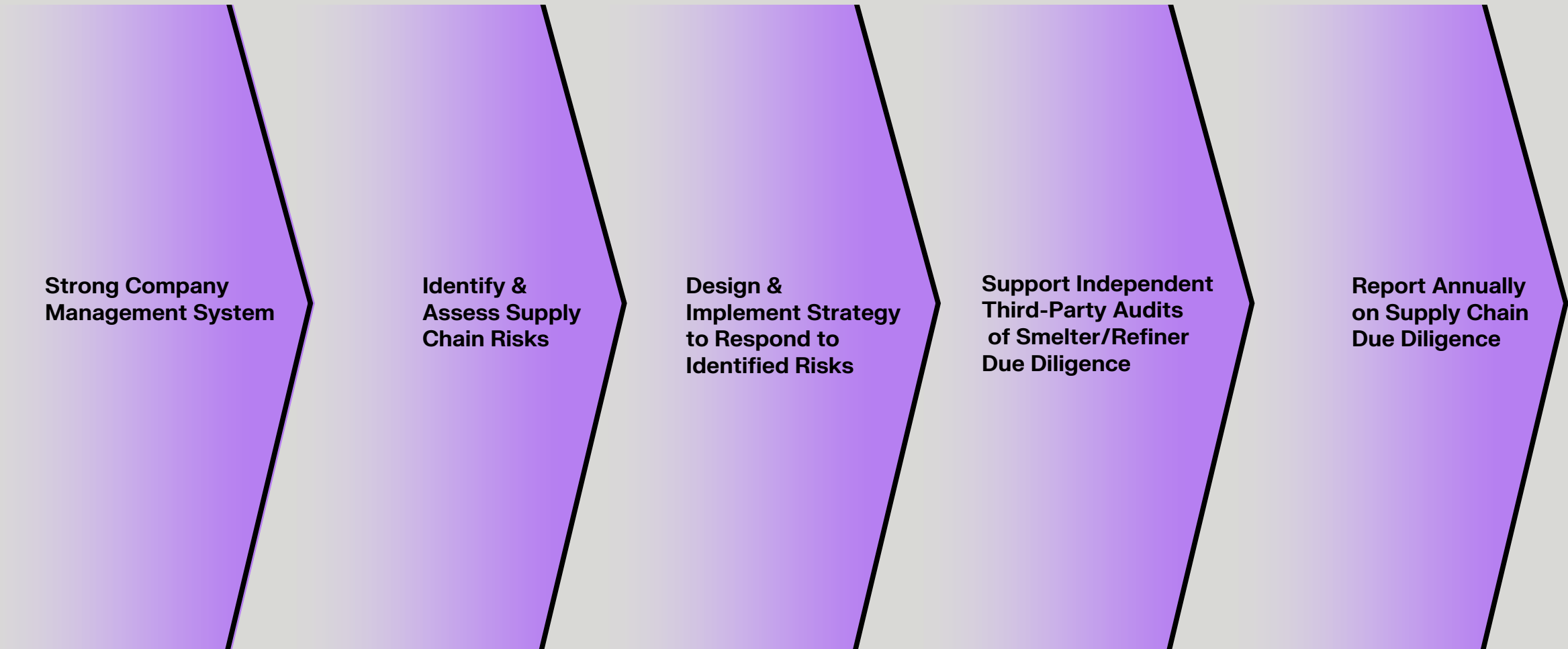
- Collaborate with customers, suppliers, and industry working groups on a regular basis, including the Due Diligence Practices Team, Smelter Engagement Team, Responsible Minerals Initiative Plenary Call, and RMI Material Insight User Group, a platform to study and research prioritizing minerals in the supply chain. We share best practices related to methodology and training to support smelter and refiner adaptations.
- Gain access to relevant data and tools, including the Country Risk Map, Reasonable Country of Origin Inquiry (RCOI) data, smelter database, and risk readiness assessment.
- 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.
- Perform internal study with a cross functional team to assess other metals used in our products besides 3TG and cobalt.

3TG Smelter Status	2020	2021
Conformant <sup>1</sup>	240	240
Active <sup>2</sup>	1	5
Total	241	245
COBALT SMELTER STATUS	2020	2021
Active <sup>2</sup>	18	16
Conformant <sup>1</sup>	8	21
Due Diligence in Progress <sup>3</sup>	54	66

<sup>1</sup> Smelter audited per 3rd party recognized program  
<sup>2</sup> Smelter engaged in 3rd party audit program but not yet conformant  
<sup>3</sup> Smelters in various conditions







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.

**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.



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.

Western Digital is subject to performance assessments from our customers related to our sourcing practices. 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.

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 [2022 SEC filed Conflict Minerals Report](#).

Risk Mitigation Reference	Request or Inquiry Condition	Intended Effect
1.	Inquiry related to Critical Minerals	To align Western Digital’s Responsible Minerals Policy and expectations
2.	Follow up + adding in subsidiary procurement/ commodity manager	To support the urgency of the request
3.	Escalate to higher management (suppliers and internal)	To support the urgency of the request
4.	Formal complaint	To demonstrate Western Digital’s commitment to adhering to the responsible minerals initiative
5.	Temporary reduction or suspension of trade	To encourage suppliers to source responsibly and mitigate high risk identified within supply chain

Below is a summary of our conflict minerals risks in 2021

High Risk¹ (Smelter Status – Conformant)	High Risk¹ (Smelter Status – Active)	Medium Risk (Smelter Status - Conformant)	Low Risk (Smelter Status – Conformant)	Total Smelter
27 conformant smelters	5 active smelters	1 conformant smelter	212 conformant smelters	245

¹ Possible Country of Origin from High Risk, Covered Country, and/or DRC

Smelter Status by Metals¹

Western Digital Update  
as of December 2021

Tin (SN)

92%

Tantalum (TA)

100%

Tungsten (W)

100%

Gold (AU)

100%

Industry Update  
as of December 2021

Tin (SN)

81%

Tantalum (TA)

97%

Tungsten (W)

92%

Gold (AU)

64%

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



Responsible Minerals Initiative  
e-Learning Pilot

We launched an RMI-focused e-Learning pilot to support capacity building focused on responsible minerals. We invited 11 suppliers as pilot participants, which included suppliers that received non-conformances from an RBA VAP audit at the supplier facility.

These non-conformances resulted from:

- Supplier capability in handling a Western Digital request
- Responsible Sourcing Score shows supplier is required to build its knowledge
- Non-conformance issued by third-party auditor during RBA VAP audit

Following participation in the e-Learning pilot, all suppliers closed the relevant non-conformances. Based on these positive results, we plan to expand this approach moving forward to continue to support supplier capacity building regarding responsible mineral sourcing.

RMI e-Learning Program		FY2021
COMMODITY	SELECTION	COMPLETED
Electronics	7	4
Head & Media	1	1
Mechanical	3	3
Total	11	8
Percentage		73%

Key Metrics

GRI 414-2

In calendar year 2021, we audited 100% of our in-scope suppliers for conflict minerals. We found 0% of those suppliers’ to be using smelters of concern. By the end of 2021, 74% of the in-scope suppliers successfully reported sourcing from conformant smelters. The remaining 26% of in-scope suppliers reported active smelters. Additionally, we directly or indirectly engaged with 14 smelters out of 245 total in our supply chain to participate in a Responsible Mineral Assurance Process (RMAP) Program.

Western Digital has a performance measure in place to progressively monitor supplier practices. The performance measure is based

on five metrics that are key to the products and services provided to the company: cost, quality, business, technology and innovation, and ESG sustainability and risk. The ESG component includes consideration of product environmental compliance, RBA compliance, business continuity plans, and responsible minerals program management. In FY2022, we continued to raise the bar by advancing performance criteria to drive improvement throughout our supply chain. For example, we aligned our responsible minerals program with OECD guidance to include cobalt and other minerals and also expanded the scope of conflict affected and high-risk areas.

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

Suppliers Assessed Using RBA Validated Assessment Program <sup>1</sup>	FY2020	FY2021	FY2022
Percentage of all Tier 1 supplier facilities audited in the RBA Validated Assessment Program or equivalent <sup>2</sup>	58%	62%	64%
Percentage of high-risk Tier 1 supplier facilities audited in the RBA Validated Assessment Program or equivalent	0%	0%	0%
Tier 1 suppliers’ non-conformance rate with the RBA Validated Assessment Program or equivalent	9%	8%	7%
Tier 1 suppliers associated corrective action rate for priority non-conformances	91%	93%	97%
Tier 1 suppliers associated corrective action rate for other non-conformances <sup>3</sup>	76%	84%	85%

<sup>1</sup> Percentages are based on facility count.  
<sup>2</sup> Total supplier facilities for FY2020–FY2022 encompass 90% of direct material spend and single/sole source and strategic suppliers.  
<sup>3</sup> “Other Non-Conformance” refers to major and minor findings.



# Supply Chain CDP Engagement

## Climate Change 2021

Response rate from 159  
in-scope suppliers

96%

Suppliers reported active targets

72%

Suppliers with verified Scope 1 and 2

39%

Asking their own suppliers to disclose  
climate information through CDP

47%

## Water Security 2021

Response rate from 154  
in-scope suppliers

93%

Suppliers reporting active  
target and goals

78%

Suppliers reporting water accounting

85%

Asking their own suppliers to disclose  
water information through CDP

26%

Have documented water-related policies

62%

## Supply Chain CDP

Starting in FY2020, we asked our supply partners to disclose climate and water-related information to CDP, formerly known as the Carbon Disclosure Project. These disclosures help us and our supply partners measure and understand their environmental impact and take actions to improve performance and build a more sustainable supply chain.

We provide CDP training annually both as a refresher for suppliers who have previously disclosed information to CDP and as an introduction to first-time respondents. We also record these trainings and make them available to suppliers that cannot attend at the time of the meeting. Seventy-two participants from 62 suppliers attended these training sessions in April 2022.

Western Digital is also actively encouraging suppliers to set science-based targets. In FY2022, Western Digital joined over 300 financial institutions and multinational firms with \$37 trillion in assets and spending power in support of the CDP Science-Based Targets Campaign. The campaign aims to incentivize the world's highest-impact companies to set SBTs and accelerate the decarbonization of investment and lending portfolios, thereby creating a positive ambition loop between investors and companies. Furthermore, during the April 2022 supply partners CDP training, we encouraged participants to set SBTs.

➤ [Learn more about the CDP Science-Based Targets Campaign here.](#)

We initially invited over 150 in-scope<sup>1</sup> suppliers to provide responses to both questionnaires, of which 96% and 93% participated for climate and water, respectively.

<sup>1</sup> In-scope suppliers cover top 90% spend, single/sole source, and Strategic and Logistics suppliers.

## 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 FY2022, we continue our efforts to enhance 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 monitor and consider alternate suppliers, detect potential disruptions, and mitigate risks.



GENERAL DISCLOSURES

# Workforce, Workplace, and Community

## Diversity, Equity, and Inclusion

### Why it Matters

GRI 103-1

Western Digital believes that our employees are our most valuable resource and are what gives us a competitive edge.

We're convinced that the fusion of diverse perspectives and an inclusive and equitable culture results in greater innovation and better business outcomes. We know we're at our absolute best when we leverage the diversity of our approximately 65,000 employees in more than 30 countries around the world.

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 through a sense of belonging, respect, and contribution. 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.

At Western Digital, we look at DEI as a multi-year journey realized through the deep partnerships of the business, People Solutions, and our Employee Resource Groups. Our efforts in DEI are focused on Talent Attraction, Development, and Inclusive Culture and Engagement. We're determined to develop a culture in which underrepresented groups and all the employees of Western Digital feel they truly belong.

## Management Approach

GRI 103-2

Western Digital's Head of DEI is responsible for the execution of our global initiatives and commitments. She partners closely with our CEO and our Chief People Officer, who reports progress to the Board of Directors on a regular basis.

At Western Digital, we apply our efforts globally. The DEI 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 FY2022:

- Women represented 26% of our management positions and 23% of our technical staff. Additionally, members of Asian, Black/African American, Hispanic/Latino, or other racially or ethnically diverse communities represented 60% of our U.S. management positions.
- Our Board of Directors consists of four women out of nine Directors as of FY2022.
- We launched a self-identification initiative that invited employees to share more about who they are across dimensions of gender, gender identity, veteran-status, and disabilities. Participation was optional, data was protected, and the results were anonymized.
- To ensure that our pay practices are fair and equitable, we conducted an annual pay equity assessment to ensure that men and women receive equal pay for equal work. As part of this review, we analyze current pay which takes into consideration various non-discriminatory

factors, such as seniority, experience, skills, performance, location, track, and hiring and promotion dates. We use the results to make pay adjustments as needed. In 2022, we expanded our pay equity analysis to cover 100% of our total employee population globally.

- Adopted a skills-based philosophy that screens and hires employees based on capabilities and potential, and we plan to continue the implementation of these practices in 2023.
- Conducted an anonymous hiring pilot to identify and remove any potential for bias from our hiring process and broaden our diverse talent pool and tested technology to make sure that job descriptions utilize inclusive language.
- Continued to deliver unconscious bias training to leaders, equipping them to lead inclusively and identify unconscious bias.
- Developed a Connect, Learn, Thrive initiative to connect our new college grads to our Employee Resource Groups.
- Piloted a four-week self-advocacy development program with We.Elevate, Western Digital's Black Professionals Network
- Continued inclusive leadership training in our Leader Essentials program for all people managers.
- Continued to partner with our Employee Resource Groups to direct efforts in our Global Giving and Doing Equality pillar.
- Published our 2021 EEO-1 data.



Talent Attraction

To attract diverse talent globally, we connect with our strategic sourcing partners as well as diversity focused conferences and forums. Additionally, we have been piloting skills-based sourcing strategies and intend to expand them globally. We continue to expand our connections with universities who attract and support a diverse student body.

We believe that developing a diverse talent pool of new college graduates is essential, and we saw percentage point increases of 2.5 for women, 1.4 for Hispanic/Latino, and 1.0 for multiracial representation among our new college graduates in FY2022.

Talent Development

In addition to the development programs and initiatives that we provide to all our employees, we also look to provide targeted development to address specific needs for our women and underrepresented groups. Examples include: She Invents program that aims to increase the number of women submitting patents and ERG-led speaker series and workshops, “I am Remarkable” run by our Women’s Impact Network, and our We.Elevate Black Professionals Network development program.

Inclusive Culture and Engagement

Our final pillar, Inclusive Culture and Engagement, is focused on creating an inclusive, high-trust environment where everyone can feel valued, respected, and heard. We’re laying this foundation through our Leadership Capability Framework, Managing Bias training and the initiatives that our ERGs are driving. Examples of these initiatives include LGBTQ+ allyship workshops, In Real Life series where women share perspectives globally on work-life balance, development and more, and Cultural and Heritage Month company highlights. Our goal is for DEI to underpin everything that we do.

Implementing Our Anti-Harassment and Discrimination Policy

Western Digital’s Global Anti-Harassment and Discrimination Policy explicitly prohibits harassment in the workplace from any employee, customer, vendor, supplier, business partner, or third-party. The policy is supported by harassment and discrimination training for all employees. The policy provides numerous avenues to report instances of harassment and discrimination and allows for appropriate action to be taken.

Employee Resource Groups

Our Employee Resource Groups (ERGs) help create an inclusive culture that embraces the uniqueness of our employees. We have several ERG communities, focusing on women, LGBTQ+, racial and ethnic minorities, military, and people with disabilities at sites across the globe.

Our ERGs serve as a platform for employees to build relationships and foster a sense of belonging and focus on ways to support our business, including recruiting talent, driving awareness, mentoring under-represented youth in our communities, and delivering innovative product suggestions. All Western Digital ERGs are open to any employee interested in joining. This year, Global Giving and Doing provided corporate grants to organizations selected by our ERGs to support equality in their communities of interest.

Awards and Recognition

GRI 103-3

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

In 2022, the Women’s Choice Award recognized Western Digital as a Best Company for Women, a Best Company for Millennials, and a Best Company for Diversity. Our focus on investing and helping millennials and women grow professionally to advance their careers while also catering to their lifestyles led to these awards.

We.WIN  
Women's Impact Network

We.Elevate  
Black Professionals Network

We.Unidos  
Hispanic and Latin Network

We.CAN  
Celebrating Abilities Network

We.Equal  
LGBTQ and Allies Network

We.Fuel  
Future Leaders Network

We.Salute  
Military Family Network



# Key Metrics

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

Gender Representation of Global Employees <sup>1</sup>			
FY2020	FEMALE	MALE	OTHER
Management	26.1%	73.8%	0.0%
Technical staff	21.4%	78.5%	0.0%
All other employees	72.6%	31.5%	0.0%
Factory employees <sup>2</sup>	70.1%	29.9%	0.0%
Non-factory employees	50.9%	49.0%	0.1%
FY2021	FEMALE	MALE	OTHER
Management	25.7%	74.3%	0.0%
Technical staff	22.3%	77.7%	0.0%
All other employees	68.3%	31.7%	0.0%
Factory employees <sup>2</sup>	69.8%	30.2%	0.0%
Non-factory employees	51.8%	48.2%	0.1%
FY2022	FEMALE	MALE	OTHER
Management	25.7%	74.3%	0.0%
Technical staff	23.1%	76.9%	0.0%
All other employees	66.8%	33.2%	0.0%
Factory employees <sup>2</sup>	68.4%	31.6%	0.0%
Non-factory employees	51.1%	48.8%	0.0%

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

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

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

Age Representation of Global Employees <sup>1</sup>			
FY2020	UNDER 30	30-50	50+
Management	1.0%	68.6%	30.4%
Technical staff	21.2%	60.3%	18.6%
All other employees	33.7%	60.9%	5.4%
Factory employees <sup>2</sup>	35.4%	60.6%	4.0%
Non-factory employees	15.0%	64.3%	20.7%
FY2021	UNDER 30	30-50	50+
Management	0.9%	66.7%	32.4%
Technical staff	22.1%	58.9%	19.0%
All other employees	32.3%	61.8%	6.0%
Factory employees <sup>2</sup>	33.8%	61.5%	4.7%
Non-factory employees	15.2%	64.3%	20.5%
FY2022	UNDER 30	30-50	50+
Management	1.1%	66.0%	32.8%
Technical staff	24.0%	56.8%	19.1%
All other employees	29.6%	63.6%	6.8%
Factory employees <sup>2</sup>	31.0%	63.9%	5.1%
Non-factory employees	15.6%	60.5%	23.8%

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

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



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

Racial/Ethnic Group Representation of U.S. Employees <sup>1</sup>					
FY2020	ASIAN	BLACK OR AFRICAN AMERICAN	HISPANIC OR LATINO	WHITE	OTHER <sup>2</sup>
Management	48.9%	1.0%	4.4%	43.4%	2.3%
Technical staff	58.2%	1.0%	3.3%	36.4%	1.1%
All other employees	56.1%	2.6%	13.1%	24.1%	4.1%
Factory employees <sup>3</sup>	64.3%	2.8%	15.1%	13.5%	4.2%
Non-factory employees	47.6%	2.4%	11.0%	35.1%	3.9%
FY2021	ASIAN	BLACK OR AFRICAN AMERICAN	HISPANIC OR LATINO	WHITE	OTHER <sup>2</sup>
Management	49.7%	1.1%	4.5%	42.4%	2.3%
Technical staff	58.3%	1.0%	3.4%	35.9%	1.4%
All other employees	56.2%	2.6%	13.1%	23.8%	4.3%
Factory employees <sup>3</sup>	62.6%	2.8%	16.2%	13.5%	4.9%
Non-factory employees	48.8%	2.2%	9.6%	35.8%	3.6%
FY2022	ASIAN	BLACK OR AFRICAN AMERICAN	HISPANIC OR LATINO	WHITE	OTHER <sup>2</sup>
Management	51.5%	1.2%	4.7%	39.8%	2.7%
Technical staff	57.3%	1.1%	3.8%	35.9%	1.8%
All other employees	56.1%	2.5%	13.6%	22.6%	5.2%
Factory employees <sup>3</sup>	62.6%	3.1%	16.9%	11.4%	6.0%
Non-factory employees	50.0%	2.0%	10.4%	33.2%	4.3%

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

<sup>2</sup> Other includes the following classifications: Native American or Alaska Native, Native Hawaiian or Pacific Islander, and “Two or More Races.”

<sup>3</sup> For purposes of this report, “factory employees” are those working in our factory setting that directly work on product assembly; all remaining employees are considered professional or managerial.”

GRI 405-1

Board Diversity		FY2020	FY2021	FY2022
By Gender	• Male	50.0%	50.0%	55.6%
	• Female	50.0%	50.0%	44.4%
By Age	• Under 30	0.0%	0.0%	0.0%
	• 30–50	12.5%	12.5%	0.0%
	• 50+	87.5%	87.5%	100.0%

# Employee Attraction, Retention, and Engagement

## Why it Matters

GRI 103-1

At Western Digital, our employees drive our success and help 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

GRI 103-2

Our People 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. Our Chief People Officer provides updates to the Board regarding retention strategy, talent management, succession planning, and diversity. In FY2022, we hired a new Chief People Officer to help accelerate the transformation of our People function to be more people-centric and to drive better outcomes for the business.



GRI 102-8

Information on Employees and Other Workers <sup>1</sup>				
FY2020		FULL-TIME EMPLOYEES	PART-TIME EMPLOYEES	REGULAR EMPLOYEES
Gender <sup>2</sup>	● Female	37,948	27	37,975
	● Male	27,193	28	27,221
	● Other	7	0	7
Region	● United States	7,994	29	8,023
	● Asia	55,898	11	55,909
	● Other	1,256	15	1,271
FY2021		FULL-TIME EMPLOYEES	PART-TIME EMPLOYEES	REGULAR EMPLOYEES
Gender <sup>2</sup>	● Female	37,955	30	37,985
	● Male	27,436	39	27,475
	● Other	8	0	8
Region	● United States	7,892	34	7,926
	● Asia	56,255	22	56,277
	● Other	1,252	13	1,265
FY2022		FULL-TIME EMPLOYEES	PART-TIME EMPLOYEES	REGULAR EMPLOYEES
Gender <sup>2</sup>	● Female	36,541	31	36,572
	● Male	28,064	40	28,104
	● Other	3	0	3
Region	● United States	7,721	27	7,748
	● Asia	55,588	31	55,619
	● Other	1,299	13	1,312

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

<sup>2</sup> Gender data is based on self-identification.

Attraction and Retention

Western Digital's Talent Acquisition, Talent Development, and 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 their 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 [DEI section](#) of this report for more information.

GRI 103-3

Turnover rates indicate the health of our workforce culture, and we monitor these metrics carefully for insights into employee uncertainty or dissatisfaction.

GRI 401-2

To retain top talent, Western Digital offers eligible employees a competitive and comprehensive compensation package. In each country, Western Digital offers competitive benefits, which typically include the following:

- Life insurance
- Health care
- Disability and invalidity coverage
- Paid time off
- Maternity, paternity, and/or parental leave
- Retirement provision
- Employee Stock Purchasing Plan
- Tuition reimbursement
- Employee Assistance Program

We benchmark our compensation and benefits programs annually using market data from reputable third-party consultants. We also conduct internal focus groups and employee surveys to inform programs and identify opportunities.



# Engagement

Ongoing engagement is a keystone to our people strategy. We believe that listening is crucial to identifying opportunities to strengthen employee engagement and influencing our overall strategy. We plan to conduct our global Pulse engagement survey annually.

Our Engagement scores remained strong, coming in at 73 for our professional/technical employees and 78 for our factory employees.

Within our professional/technical group, people leaders at Western Digital continued to be one of our top strengths. Employees stated they would recommend their manager to others and agreed that they receive feedback that helps them with their performance.

Based on previous listening exercises in fall 2021, our Executive Leadership Team committed to Career as the top area of focus. As a result, the company invested in initiatives like our second annual Career Month with virtual events, on-demand learning, and resources to help employees create a Career Success Statement and Development Map so that they can chart their career journey and track their progress. At the same time, people leaders continue to focus on the areas that will have the biggest impact on their specific team’s engagement. Looking forward to fiscal year 2023, the company has made a strong commitment to employee listening and will use the feedback as the cornerstone of our strategic priorities.

In our most recent survey in April 2022, we saw strong participation from our employees (87% of our professional/technical employees and 94% of our factory employees), which demonstrates that our employees believe their voices matter.

## Professional/ Technical

Response Rate

87%

Benchmark 80%

Engagement Score

73

Benchmark 74

Relative Strengths	Favorability Score
<b>MANAGER</b> I would recommend my manager to others.	82% favorable
<b>FEEDBACK</b> My manager provides me with feedback that helps me improve my performance.	81% favorable
<b>PRIORITIZATION</b> I know what I should be focusing on right now.	84% favorable

## Factory

Response rate

94%

Benchmark 80%

Engagement Score

78

Benchmark 75

Relative Strengths	Favorability Score
<b>PURPOSE</b> The work that I do at Western Digital is meaningful to me.	80% favorable
<b>PROSPECTS</b> I am excited about Western Digital's future.	77% favorable
<b>ACTION TAKING</b> I believe meaningful actions will be taken as a result of this survey.	78% favorable

In the factory, our employees continued to highlight a strong sense of purpose for the work they perform followed by excitement for Western Digital’s future.



# Learning and Development

## GRI 404-2

We are on a multi-year journey to deliver a world-class experience for our employees at Western Digital. By helping employees realize great moments in their careers, we make our company an exceptional place to work. We foster an environment of continuous learning through initiatives and resources that help employees develop their potential and track progress toward career goals. We are investing in leadership development through our flagship program, Leader Essentials, to help people at all levels cultivate skills such as effective communication, creating an inclusive culture, and building effective relationships. We also continue to develop the next generation of talent with our New College Grad program.

## GRI 401-1

Employee Attraction, Retention, and Engagement		FY2020		FY2021		FY2022	
EMPLOYEE HIRES		#	RATE <sup>1</sup>	#	RATE <sup>1</sup>	#	RATE <sup>1</sup>
Hires by age group	● Under 30	10,160	55.3%	6,774	36.0%	7,497	44.9%
	● 30–50	3,889	9.8%	2,642	6.6%	3,661	8.9%
	● 50+	300	5.2%	187	3.0%	265	3.7%
Hires by gender	● Male	4,833	17.9%	3,372	12.3%	5,210	18.8%
	● Female	9,510	26.0%	6,229	16.4%	6,213	16.7%
Hires by region	● United States	1,125	14.0%	734	9.2%	1,147	14.6%
	● Asia	12,992	23.9%	8,736	15.6%	10,064	18.0%
	● Other	232	18.1%	133	10.5%	212	16.5%
Total Employee Hires		14,349	22.5%	9,603	14.7%	11,423	17.6%

## 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.

Employee Attraction, Retention, and Engagement		FY2020		FY2021		FY2022	
EMPLOYEE TURNOVER		#	RATE <sup>2</sup>	#	RATE <sup>2</sup>	#	RATE <sup>2</sup>
Voluntary turnover by age group	● Under 30	2,755	15.0%	3,766	20.0%	5,207	31.2%
	● 30–50	2,422	6.1%	2,352	5.8%	3,839	9.3%
	● 50+	203	3.5%	237	3.8%	402	5.6%
Involuntary turnover by age group	● Under 30	3,148	17.1%	1,175	6.2%	1,383	8.3%
	● 30–50	2,390	6.1%	1,523	3.8%	1,213	2.9%
	● 50+	457	7.9%	298	4.8%	293	4.1%
Voluntary turnover by gender	● Male	2,055	7.6%	2,479	9.1%	3,847	13.8%
	● Female	3,324	9.1%	3,876	10.2%	5,599	15.0%
Involuntary turnover by gender	● Male	2,486	9.2%	659	2.4%	810	2.9%
	● Female	3,506	9.6%	2,336	6.2%	2,078	5.6%
Voluntary turnover by region	● United States	592	7.4%	610	7.7%	1,177	15.0%
	● Asia	4,706	8.7%	5,665	10.1%	8,145	14.6%
	● Other	82	6.4%	80	6.3%	126	9.8%
Involuntary turnover by region	● United States	535	6.7%	236	3.0%	262	3.3%
	● Asia	5,292	9.7%	2,700	4.8%	2,589	4.6%
	● Other	168	13.1%	60	4.7%	38	3.0%
Total Voluntary Employee Turnover		5,380	8.4%	6,355	9.7%	9,448	14.5%
Total Involuntary Employee Turnover		5,995	9.4%	2,996	4.6%	2,889	4.4%

<sup>1</sup> Hire rate is calculated as the total number of hires divided by the average headcount over the time period.

<sup>2</sup> Turnover rate is calculated as the total number of separations/terminations (voluntary and involuntary) divided by the average headcount over the time period.



You Matter Program

We seek to empower employees to be their best selves and live up to their full potential — both in their career and within their communities. 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 four 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 everyday life.

The program is implemented on a global scale, while also being tailored to local contexts. Activations occur through a combination of solutions, on-site services, initiatives, training, classes, and campaign events. For example, in FY2022:

- 100% of our employees have access to free professional counseling through our global employee assistance program (EAP). Over 9% of our employees engaged with the services.

- Professional and management employees have access to our customized Promoting Mental Well-Being, on-demand training as a recommended training on our learning management system (LMS) platform. 36.5% of our employees completed the training.
- Our Promoting Mental Well-Being training is embedded into the curriculum for our Leader Essential training.
- We reopened on-site fitness centers in 11 locations.
- Prior to COVID-19, 65% of our employees globally had access to on-site gyms. Today, we have moved to provide on-demand virtual classes that are available to 100% of our employees worldwide.
- 85% of our employees have access to on-site health clinics that provide primary care, immediate care, and chronic disease management. Some of our clinics also include behavioral health, laboratory services, specialist services, and dental services.
- 99% of our employees globally have access to annual health screening and flu shots, either through their insurance, flexible spending account, or delivered on-site.
- Campaigns to promote preventative health screening and flu vaccines take place each year in the fall.
- In Fall 2021, You Matter and our Global Giving and Doing team partnered to host eight events to educate employees about cancer prevention and raise funds for cancer-related nonprofit organizations around the world.

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.

Management Approach

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 System (IMS). 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.

Occupational Health and Safety Management System

GRI 403-1, SASB 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:

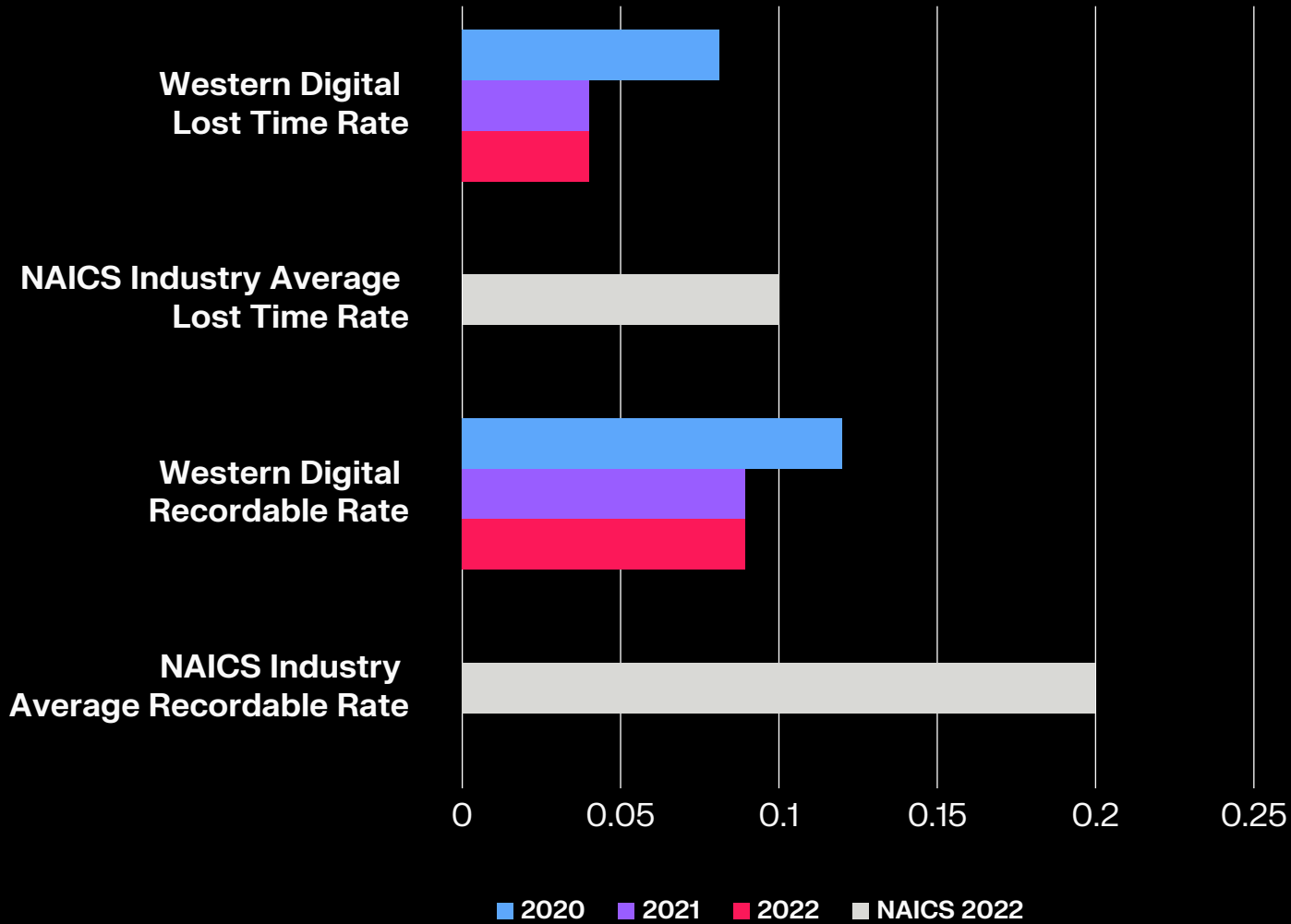
- Ensuring all workers understand the hazards they may be exposed to and how to prevent harm to workers and the environment.
- Ensuring on-time periodic worker training updates as required within specific programs.
- Ensuring all managers and workers understand their obligations to provide a safe, healthful, 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, or earthquake to 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 consistently remain lower than North American Industry Classification System (NAICS) industry averages.

# Recordable and Lost Time Rates



## Health and Safety Standards

All Western Digital factories are certified to the Occupational Health and Safety Management System. Starting in FY2021, all 13 manufacturing sites were included on a new multi-site ISO 45001 certificate, and the transition from the OHS Assessment Series (OHSAS) 18001 standard to the ISO 45001:2018 standard was completed in FY2022. All 13 factories have been audited to the ISO 45001:2018 standard. Western Digital also conducts both internal and external audits to evaluate compliance with applicable health and safety laws, regulations, and standards.

As part of our transition to ISO 45001, Western Digital formalized the processes related to consultation and participation of workers. Western Digital uses our global IMS to establish the general corporate requirements and expectations, while sites further define and implement location-appropriate methods for effective engagement with workers on health and safety matters to satisfy these requirements. A common approach is to form safety committees, implement documented policies and procedures, and hazard identification training and reporting tools. At each worksite, cross-functional teams 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 illness to themselves or others. 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. Employees have multiple avenues through which to report work-related hazards:

- People Solutions 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-throughs” of assigned areas, observing worker behaviors, and identifying potentially 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” and 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.

Global EHS focused on improving our health and safety culture in FY2022 by implementing new EHS incident reporting and management software, which allowed us to better align global processes. We increased our catalog of topics available through online training and worked to make the IMS Program clearer and more user-friendly to EHS staff managers and workers. There has been significant emphasis on supporting each site as they complete internal and external IMS audits and ensure that any findings are addressed and shared throughout the company. As site IMS Programs develop and mature, it will become easier to identify gaps and challenges common to all sites.

GRI 403-7

Western Digital hires contractors and third parties for specific projects or jobs requiring expertise outside our employees’ skills or based on our 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 FY2022, all Western Digital sites continued to manage the impacts of the COVID-19 global pandemic. Global EHS partnered with other functions in Western Digital to review pandemic response guidance from the World Health Organization, Centers for Disease Prevention and Control, 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 pandemic knowledge and response recommendations evolve.

Communication and Training

GRI 403-4

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, ergonomics, machine guarding, and living conditions. These communications occur during new hire training, through ongoing task-specific training, and via regular site communications which vary by site and the work being performed.

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 US 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.



GRI 403-8, 403-9

Health and Safety	FY2020		FY2021		FY2022	
EMPLOYEES	#	RATE	#	RATE	#	RATE
#/rate of employee fatalities	0	0%	0	0%	0	0%
#/rate of high-consequence work-related injuries (excluding fatalities) — employees	0	0%	4	0.006%	2	0.003%
Employee Lost Time Incident Rate (LTIR) <sup>1</sup>	49	0.08%	29	0.04%	28	0.04%
#/rate of recordable work-related injuries (including fatalities) — employees	82	0.13%	61	0.09%	57	0.09%
Employee Total Recordable Incident Rate (TRIR) <sup>1</sup>	82	0.13%	61	0.09%	57	0.09%
Main types of work-related injury — employees	Slip/Trip/Fall, Struck/on/by, Machine safety, Material Handling/Ergo					
Total number of hours worked — employees	127,453,523		131,495,058		130,436,905	
NON-EMPLOYEE WORKERS	#	RATE	#	RATE	#	RATE
#/rate of non-employee worker fatalities	0	0%	0	0%	0	0%
#/rate of high-consequence work-related injuries (excluding fatalities — non-employee workers	0	0%	0	0%	0	0%
#/rate of recordable work-related injuries (including fatalities — non-employee workers	13	N/A	6	N/A	10	N/A

Health and Safety	FY2020	FY2021	FY2022
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	<div><div>i. Hazards including those related to machine safety, chemical contact, slip/trip/fall, struck on/by, ergonomics and repetitive trauma are identified through hazard identification and risk assessment process; incident investigation process; and internal/external audits and inspections.</div><div>ii. Struck on working surface, fall to same level</div><div>iii. Actions taken to minimize risks include the following:<div><div>1. Design and evaluate workplace to eliminate hazards.</div><div>2. Design and evaluate workplace and stations to eliminate repetitive trauma hazards.</div><div>3. Create operating procedures and work instructions, provide control measures to different hazards.</div><div>4. Train and communicate workers to understand and identify hazards and follow control measures to control hazards.</div><div>5. Conduct periodic inspection/walk-through to monitor the workplace and verify that it is free from hazards.</div><div>6. Take corrective and preventive actions to eliminate the hazards.</div></div></div></div>		
Whether the rates have been calculated based on 200,000 or 1,000,000 hours worked	200,000		
Any workers excluded from this disclosure (and why)	0	0	0
Workers covered by an occupational health and safety management system	100%	100%	100%

<sup>1</sup> Employee LTIR and TRIR are Occupational Safety and Health Administration (OSHA) Standards. Note: Western Digital currently does not track main types of work-related injury or total number of hours worked for non-employee workers.





GENERAL DISCLOSURES

# Global Giving and Doing

## Our Approach

Making a difference is what we do. We create and facilitate channels for positive impact in the communities where our employees live and work. Our Global Giving and Doing initiatives focus on four core pillars: STEM Education, Hunger Relief, Environmental Preservation, and Equality. In FY2022, Western Digital continued our commitment to provide support to nonprofit and non-governmental organization (NGO) partners working in these imperative cause areas through grants to nonprofits and NGOs, paid volunteer time and volunteer grants, and in-kind support.

## STEM Education

Technological innovation is fueled by STEM education. Partnering with our strategic nonprofit partners around the globe, Western Digital works to increase access to STEM education by offering support to underrepresented and underserved students at every step of their academic journey. Over the last fiscal year, 750 employees from around the world engaged in 28 education-focused volunteer events, nearly all of which served underrepresented and under-resourced students. In FY2022, our financial investment in STEM-related programming exceeded \$1M.

## Scholarships

Access to higher education is a financial challenge for many students. Through Western Digital’s scholarship programs, financial assistance is provided to support the educational pursuits of

high-achieving scholars. Since the inception of our scholarship program in FY2019, we awarded more than \$3M to nearly 800 students studying around the globe. We are thrilled to report that 84% of our FY2022 scholarship winners were women.

Last year, we became a founding sponsor of the Quad Fellowship. The Fellowship sponsors 100 students per year — 25 from each Quad country — to pursue masters and doctoral degrees at leading STEM graduate universities in the United States. It will serve as one of the world’s leading graduate fellowships, and it will bring together the top minds of Australia, India, Japan, and the United States.

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

Whether in a virtual or in-person classroom, more than 200 Western Digital volunteers across the globe shared their time and knowledge to mentor the next generation of leaders by inspiring and helping students cultivate a passion for STEM learning.

- Mathematics Engineering Science Achievement (MESA) paired 29 Western Digital mentors with college students in the US pursuing a STEM degree. Mentors helped students with the transition from academia to the workforce.

- QueenB is a nonprofit organization aimed at increasing the representation of Israeli women in the high-tech industry by offering after-school Javascript and HTML programming classes for girls in junior high. This year, Western Digital supported two groups of Hebrew and Arabic classes with enrichment workshops and an empowering external webinar for girls.
- Through Atidim, an Israeli-based non-profit, 15 female Western Digital employees served as one-on-one mentors for underrepresented women.
- Through the Volunteer Teaching Program in China, Western Digital employees volunteer to teach underserved Chinese elementary school students. The program has been recognized by local government officials for its community impact.
- Mentor To Go is a 100% application-based program that pairs Western Digital mentors with undergraduate youth from low-income families across India. Mentors dedicated two hours each week throughout the school year to help students become workforce ready.



# Hunger Relief

Among leadership and Western Digital employees around the world, hunger relief consistently ranks as one of the most important issues facing communities where we live and work. We focus on alleviating the immediate need for food on a local level and support organizations such as Rise Against Hunger that seek to eradicate hunger around the world.

## Our Approach

In FY2022, our employees contributed more than 3,900 hours of volunteer time to support hunger relief initiatives, earning nearly \$400,000 in volunteer grants for our global hunger relief partners.

A highlight of our Hunger Relief efforts continues to be our annual Global Hunger Relief campaign. For the second year in a row, COVID-19 kept us from our hands-on meal packaging events, but our employees remained committed to the cause. More than 1,800 employees around the globe joined in lively virtual events in support of our global partners Rise Against Hunger and Latet. The funds provided boosted our cumulative impact for this campaign to nearly 9.7 million meals.

We recognize that hunger can look different in different parts of the world, so we take appropriate action to combat the problem in different regions of the world:

- In Malaysia, we partner with MyKasih Foundation to provide families with an EBT (food card) that they can use to purchase food.
- In Thailand, where circumstances related to COVID remain fluid, we worked with an organization to provide families with access to a range of basic essentials.

- In Orange County (United States), food is plentiful, but much of it lacks nutrition. Employees worked at a local food bank to harvest crops and support other local farming initiatives.

# Environmental Preservation

As sustainability continues to become more important in the eyes of the public at large, employee interest in environmental action has increased accordingly. According to a recent internal employee survey, 86% of our employees want to actively participate in sustainability-related activities. Environmentally focused activities are selected and carried out by employees, giving them an opportunity to get involved.

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

## Our Approach

In FY2022, we participated in 49 environmentally-focused volunteer events. Employees spent 660 hours supporting environmental preservation and virtual conservation projects, earning \$338,125 in volunteer grants for our global partners. Highlights from these events include:

- More than 250 colleagues in the Philippines participated in an online webinar hosted by the Haribon Foundation, learning the significance of individual action to become better environmental stewards.

- Nearly 150 employees in Japan teamed up to remove trash and debris in the community in partnership with Green Bird.
- There were 8,124 trees planted.
- Nearly 200 employees in India celebrated Earth Day by learning about the work being done by Wildlife SOS to protect habitats and conserve wildlife populations.
- In Thailand, nearly 250 employees helped divert recyclable materials from landfills in support of the Thailand Environment Institute Foundation.
- Colleagues in Irvine removed more than 650 pounds of trash and debris from entering coastal waterways in partnership with Orange County Coastkeeper.
- More than 300 employees in the US and India learned how pollinators impact the health of our planet’s food systems and the environment with Planet Bee Foundation and World Bee Project.

# Equality

When all members of society are treated with dignity and respect, individuals, communities, and businesses like ours are better positioned to thrive. To address inequities as they exist in their various forms around the world, we invest in nonprofit organizations who work to make our communities more equitable and just for all.

## Our Approach

Since the launch of our Equality pillar in FY2021, we have worked side by side with our ERGs and DEI team to provide more than \$1M to organizations bringing support to marginalized populations around the world. In addition to these financial resources, 3,600 Western Digital employees gave their time to engage in 30 volunteer events to raise their own awareness and enact changes that will make the world a better place for everyone. Some highlights of those events include:

- 265 employees engaged in a virtual volunteer event in Japan with Tokyo Pride focused on LGBTQ+ rights.
- In Thailand, over 1,000 employees gathered to learn from ActionAid about women’s equality and how to support a more equitable post-COVID return-to-work.
- 363 of our Philippines colleagues gathered together in support of the Virvanie Foundation to better understand the plight of street children in their community.
- In India, employees collaborated with longtime partner Samarthanam Trust to explore issues impacting the visually impaired.
- In the US, our employees joined events with organizations like Greene Scholars, Braven, Techbridge Girls, and Right to Be to understand how our communities can be more inclusive of racial diversity.





GENERAL DISCLOSURES

# Integrity

## Our Culture of Ethics

### Why It Matters

Our integrity and ethical business practices are fundamental to our business success. Ethical decisions lead to lower long-term costs and higher profits. Our strong culture of ethics is a key differentiator to our customers, which leads to more sales and market share. Our ethics also help us attract and retain the best talent, as potential employees prefer companies that act with integrity. By acting ethically and responsibly, we reduce operational risk and help the company operate smoothly, quickly, and lawfully.

### Management Approach

#### GRI 102-16

Our Code of Business Ethics and Code of Conduct embody a unifying guide anchored in Western Digital’s core values. They explain our ethical and legal obligations to our colleagues, our company, business partners, and our communities, and provide an ethical and behavioral framework for our decisions. A copy of our Global Code of Conduct is available in 11 languages and is accessible to Western Digital’s 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. Collectively, our codes, charters, policies, and procedures require our global

workforce to safeguard our company’s valuable reputation and act with ethics and integrity in business dealings.

Our Chief Compliance Officer oversees our 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. It 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 highlights the importance of ethical behavior during our annual Compliance Awareness Month. During this time, we require professional staff and people managers to complete online training. This training promotes our multiple avenues for speaking up and reiterates our “Speak Up” culture, highlighting our strict prohibition against retaliation and broad-based compliance topics. We also rotate in other compliance topics. For example, in FY2022, our online training covered confidential information, conflicts of interest, trade, antitrust and anti-corruption (including business courtesies and market development funds), data privacy, software compliance, and insider trading. Every year, we also train our factory workers on speaking up, accessing reporting channels, and other Global Code of Conduct topics important to their jobs.

### Ongoing Instructor-Led Training

Likewise, the Ethics and Compliance team trains our workforce directly throughout the year, focusing on targeted instructor-led training based on business requests, risk factors, legal and regulatory changes and requirements, and/or changes in emerging circumstances. For example, we train people managers regularly on topics relevant to managing their teams, such as 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, antitrust, data privacy, conflicts of interest, charitable donations, proper handling of reported concerns, and protecting confidential information.

### Certifications

Our Chief Compliance Officer oversees annual compliance certification from several thousand specially designated employees. This group includes all our senior members of management. These employees complete an annual online questionnaire, certifying compliance with provisions of the Global Code of Conduct, including and requiring any necessary disclosures.



# Raising Concerns

## GRI 102-17

Western Digital values and promotes a “Speak Up” culture. Anyone may report potentially improper conduct without fear of retaliation. Our Ethics Helpline is available to all: our workforce, business partners, suppliers, and members of our communities.

We promote the Ethics Helpline and our strict prohibition against retaliation across all company locations globally. Our Ethics Helpline is available 24 hours a day, both online at [www.ethicshelplinewdc.com](http://www.ethicshelplinewdc.com) in nine languages and by phone in all the countries where we do business 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 concerns through the Helpline.

A third-party, whose operators speak more than 200 languages, intakes our Helpline reports. They send reported concerns to our Global Ethics and Compliance team. Dedicated and well-trained investigations staff work with appropriate internal and external resources to investigate concerns, remediate misconduct, and help enhance controls to minimize risk of recurrence. Our Chief Compliance Officer regularly updates the Audit Committee on misconduct reports and related remediation.

## GRI 205-1

Global Code of Conduct Training	FY2020	FY2021	FY2022
Number of professional and managerial workers <sup>1</sup> assigned online Global Code of Conduct training	20,326	20,435	22,460
% of training completion by month-end deadline	99.8%	99.8%	99.9%
Number of employees not finished by deadline	39	43	2
Time required to reach 100% training completion (days)	43	35	33
Number of employees receiving instructor-led training	2,239	5,819	3,768

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

# 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. A member 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 continues focusing its anti-corruption efforts on ensuring compliance with all applicable global anti-corruption laws, including vetting our business partners, training key stakeholders, and issuing regular anti-corruption communications. Ensuring all Western Digital business partners throughout the supply chain understand that compliance with anti-corruption laws is imperative for partnering with Western Digital helps drive compliance efforts while protecting our employees, customers, communities, and shareholders. As we continue to evolve our global footprint, we foster close collaboration and open lines of communication with internal and external stakeholders alike. Our proactive collaboration with our Sales and Procurement teams, as well as with our distributors and other business partners, have strengthened our operating model, leading to improved transactional visibility, embedding of anti-corruption tenets and controls in our business model, and improved visibility for our leadership.

Our global anti-corruption efforts are not merely about mitigating a single high-risk transaction at one point in time, but about creating a culture where people and technology invest in promotion of transparent and fair business practices. Our opposition to corruption starts with the tone set by our Board of Directors and our executive leadership team, and permeates down to our employees, contractors, and business partners. It is fundamental to who we are and how we operate our business.

Western Digital performs periodic compliance risk assessments, enterprise risk management reviews, and, where appropriate, risk-based audits of internal processes, business partner inspections, and reviews to ensure compliance with relevant laws and regulations, including those on anti-corruption. As a data company, Western Digital proudly incorporates data analytics into fundamental operations of our compliance program. Utilizing large data sets and benchmarking ourselves against industry peers helps us focus anti-corruption resources on the right issues and locations in a timely fashion, allowing us to guide business efforts while ensuring we conduct business lawfully and efficiently. Supporting our advice with data helps us be persuasive advocates and strengthen our client relationships.

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 online and in-person trainings. Western Digital’s management regularly communicates on various anti-corruption tenets, laws, regulations, and expectations and requirements to employees, contractors, and business partners.



In addition to our Global Code of Conduct and Supplier Code of Conduct our policies include, among others, a comprehensive Global Anti-Corruption Policy, a Charitable Donations of Company Funds and Assets Policy, and a Global Business Courtesies Policy. We prominently outline our anti-corruption commitments in our Global Code of Conduct and periodically evaluate and update our program, including setting annual goals reported to Western Digital's Board of Directors.

GRI 205-1

Anti-Corruption	FY2020	FY2021	FY2022
Percentage of operations assessed for risks related to corruption	100%	100%	100%

Data Privacy and Security

Why it Matters

GRI 103-1

Western Digital invests in protecting individuals' privacy by helping to secure and respect personal information that customers and employees share with us. Our customers are comfortable working with us, because they trust that their data will be well protected. We take this responsibility seriously and are committed to following high standards of internal data management practices.

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 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.
- Online Privacy Statement: Provides clear terms for how Western Digital collects, uses, and processes personal information and provides customers with a mechanism to raise privacy questions and exercise their data subject rights, such as the right to access, correct, or delete personal information.
- Global Privacy Policy: Describes roles, requirements, and processes to employees for handling personal and sensitive information.

Our Global Privacy Policy complies 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. Our policy makes 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 relating 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 Online Privacy Statement and provided notification through email to our customers and end users. We are committed to notifying our customers of material changes to our Privacy Statement. 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 conducted 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

Western Digital conducts extensive employee training and communications on data privacy and security to ensure our employees understand how to manage, handle, and protect data. We use a combination of all-employee and targeted training for both factory and corporate employees.

All-Employee Training and Communications	
Confidential Information	Online module training in October 2020
2021/2022 Data Privacy Communications	Enterprise-wide emails and intranet communications including blogs, executive communications, videos, infographics, and digital posters
Acceptable Use Policy	Online training and certification completed in FY2021
Targeted Training and Communications	
Privacy Policy and Laws	Targeted training to the People Solutions and Legal teams in FY2022
Global Confidential Information Policy	Suite of eight courses given to different parts of the business, as well as individually tailored courses developed and delivered on-demand
Other (Testing)	
<ul style="list-style-type: none"><li>• Tabletop simulations for training of the incident response plan</li><li>• Vulnerability scans</li><li>• Phishing education and simulations</li></ul>	

## Key Metrics

### GRI 418-1

Western Digital experienced zero substantiated complaints concerning breaches of customer privacy.



# Fiscal Year 2022

FY 2020 represents fiscal year 2020 (June 29, 2019–July 3, 2020), FY 2021 represents fiscal year 2021 (July 4, 2020–July 2, 2021), and FY 2022 represents fiscal year 2022 (July 3, 2021–June 3, 2022).

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

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

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

<sup>1</sup> The annual electrical power savings for FY2020 and FY2021 have been restated from previously published data due to an update of the supporting data.



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

Total Direct (Scope 1) GHG Emissions (CO <sub>2</sub> e-ton)	FY2020	FY2021	FY2022	Conversion Factor
CO <sub>2</sub> (gas/oil + cleaning)	35,479.7	33,558.3	34,485.0	1
CH <sub>4</sub>	0.0	0.0	0.0	N/A
N <sub>2</sub> O	0.0	0.0	0.0	N/A
HFCs <sup>1</sup> (HFC-23/HFC-134a)	335.8	903.6	4,438.0	HFC-23: 3,348 (lbs/lbs) HFC-134a: 1,300 (lbs/lbs)
PFCs <sup>2</sup>	0.0	0.0	0.0	N/A
SF <sub>6</sub> <sup>3</sup>	594.5	2,324.1	270.0	Multiple factors: 23,500 (lbs/lbs) 10,575 (lbs/lbs) 9,623 (lbs/lbs)
NF <sub>3</sub> <sup>4</sup>	2.1	4.7	0.2	2,898 (lbs/lbs)
CF <sub>4</sub> <sup>3</sup>	549.0	409.4	58.0	Multiple factors: 6,630 (lbs/lbs) 4,774 (lbs/lbs) 4,344 (lbs/lbs)
C <sub>4</sub> F <sub>8</sub> <sup>4</sup>	1.6	3.5	7.4	6,010 (lbs/lbs)
HFE7100 <sup>5</sup>	7,156.5	7,540.1	8,214.6	421.0 (lbs/lbs)
HCFC-22 <sup>5</sup>	435.8	93.1	156.8	1,760 (lbs/lbs)
R-404A <sup>6</sup>	3.9	1,292.5	1,535.9	3,943 (lbs/lbs)
HCFC-123 <sup>5</sup>	14.2	14.2	42.8	79 (lbs/lbs)
HFE7200 <sup>5</sup>	21.4	8.6	8.6	57 (lbs/lbs)
R-407C <sup>7</sup>	43.1	0.0	0.0	1,624 (lbs/lbs)
R-508B <sup>8</sup>	5.8	0.0	0.0	11,607 (lbs/lbs)
HCFC-122 <sup>5</sup>	0.0	0.0	10.6	59 (lbs/lbs)
R410a <sup>9</sup>	0.0	0.0	82.9	1,923 (lbs,lbs)
Total Scope 1	44,643.4	46,152.0	49,310.7	

<sup>1</sup> The conversion factor for HFC-23 is calculated by Western Digital. It is determined by each facility based on the international technical review of the abatement process in manufacturing. The conversion factor for HFC-134a is based on the Intergovernmental Panel on Climate Change (IPCC) fifth assessment report, 100 year number.

<sup>2</sup> Western Digital does not have direct perfluorocarbon emissions.

<sup>3</sup> Some facilities use the IPCC fifth assessment report, 100 year number, and others use conversion factors determined by facility based on the international technical review of the abatement process in manufacturing.

<sup>4</sup> Calculated by Western Digital. The conversion factor is determined by facility based on the international technical review of the abatement process in manufacturing.

<sup>5</sup> IPCC fifth assessment report, 100 year number.

<sup>6</sup> Global warming potential (GWP) is calculated based on component gases' GWPs (44% HFC-125, 4% HFC-134a, 52% HFC 143a)

<sup>7</sup> GWP is calculated based on component gases' GWPs (25% HFC-125, 52% HFC-134a, 23% HFC-32)

<sup>8</sup> GWP is calculated based on component gases' GWPs (39% HFC-23, 61% PFC-116)

<sup>9</sup> GWP is calculated based on component gases' GWPs (50% HFC-32 , 50% HFC-125)

GRI 305-2

Total Indirect (Scope 2) GHG Emissions (CO <sub>2</sub> e-ton) <sup>1</sup>	FY2020	FY2021	FY2022
CO <sub>2</sub> e <sup>2</sup>	1,000,814.1	929,882.7	841,669.2

<sup>1</sup> Scope 2 market-based emissions; all gases CO<sub>2</sub>, CH<sub>4</sub>, and N<sub>2</sub>O are included.

<sup>2</sup> International Energy Association (IEA) emission factors

GRI 305-3

Other Indirect (Scope 3) GHG Emissions (CO <sub>2</sub> e-ton)	FY2020	FY2021	FY2022
CO <sub>2</sub> e <sup>2</sup>	27,680.0	762.5	5,442.7

<sup>1</sup> Includes business air travel only.

<sup>2</sup> Defra emission factors

Note: Our complete FY2020 and FY2021 Scope 3 inventories are disclosed in our 2021 and 2022 CDP Climate Change response, which are posted on our [Corporate Responsibility website](#).



GRI 305-4

GHG Emissions Intensity <sup>1</sup>	FY2020	FY2021	FY2022
GHG emissions intensity ratio — HDD (Tons/PB) <sup>2</sup>	1.7	1.7	1.2
GHG emissions intensity ratio — SSD (Tons/PB) <sup>2</sup>	4.3	2.6	2.2

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

<sup>2</sup> Includes Scope 1 and Scope 2 market-based GHG emissions and all gases CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs, PFCs, SF<sub>6</sub>, and NF<sub>3</sub>.

GRI 306-3, 306-4, 306-5; SASB TC-SC-150a.1

Waste Management	FY2022
METRIC TONS	
Hazardous Waste	
Hazardous waste diverted	6,040.5
Hazardous waste disposed	5,596.7
Total hazardous waste	11,637.2
Non-Hazardous Waste	
Non-hazardous waste diverted	10,177.3
Non-hazardous waste disposed	3,724.7
Total non-hazardous waste	13,901.9
Total waste generated	25,539.1
Total reuse/recycle/recover rate	63.5%

SASB TC-HW-410a.4

End-of-Life Material <sup>1</sup>	FY2022 <sup>2</sup>
Number of drives recycled (cumulative total)	21,460
Total end-of life material recovered (metric tons, cumulative total)	9.2

<sup>1</sup> Represents material recovered through Western Digital’s Easy Recycle Program. Recovery partner holds an e-Steward certification.

<sup>2</sup> Results are cumulative from the program’s inception in April 2020 through the end of the specified fiscal year.

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

IEC62474 Declarable Substances	FY2020	FY2021	FY2022
Percentage of products by revenue that contain IEC 62474 declarable substances <sup>1</sup>	100%	100%	100%

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

GRI 303-3, 303-5; SASB TC-SC-140a.1

Water Withdrawal, Recycling, and Consumption	FY2020	FY2021	FY2022
Total volume of water withdrawn (m³)	17,131,552.1	17,771,953.3	18,035,001.8
Total volume of water recycled and reused (m³)	4,763,493.2	4,799,151.9	3,622,920.6
Total volume water consumed (m³)	6,482,220.0	7,231,373.7	6,939,399.8



# Supply Chain

## SASB TC-HW-430a.1, TC-HW-430a.2

Suppliers Assessed Using RBA Validated Assessment Program <sup>1</sup>	FY2020	FY2021	FY2022
Number of in-scope Tier 1 suppliers	139	138	138
Number of in-scope supplier facilities (Tier 1 + Sub-Tier)	363	362	390
Percentage of all Tier 1 supplier facilities audited in the RBA Validated Assessment Program or equivalent <sup>2</sup>	58%	62%	64%
Percentage of high-risk Tier 1 supplier facilities audited in the RBA Validated Assessment Program or equivalent	0%	0%	0%
Tier 1 suppliers' non-conformance rate with the RBA Validated Assessment Program or equivalent	9%	8%	7%
Tier 1 suppliers' associated corrective action rate for priority non-conformances	91%	93%	97%
Tier 1 suppliers' associated corrective action rate for other non-conformances <sup>3</sup>	76%	84%	85%

<sup>1</sup> Percentages are based on facility count.

<sup>2</sup> Total supplier facilities for FY2020–FY2022 encompass 90% of direct material spend and single/sole source and strategic suppliers.

<sup>3</sup> “Other non-conformance” refers to major and minor findings.

## SASB TC-HW-430a.1, TC-HW-430a.2

Sub-Tier Suppliers Assessed Using RBA Validated Assessment Program <sup>1</sup>	FY2022
Number of Sub-Tier suppliers	69
Number of Sub-Tier supplier facilities	115
Percentage of all Sub-Tier supplier facilities audited in the RBA Validated Assessment Program or equivalent <sup>2</sup>	61%
Percentage of high-risk Sub-Tier supplier facilities audited in the RBA Validated Assessment Program or equivalent	0%
Sub-Tier suppliers' non-conformance rate with the RBA Validated Assessment Program or equivalent	5%
Sub-Tier suppliers' associated corrective action rate for priority non-conformances	100%
Sub-Tier suppliers' associated corrective action rate for other non-conformances <sup>3</sup>	97%

<sup>1</sup> Percentages are based on facility count.

<sup>2</sup> Total supplier facilities for FY2020–FY2022 encompass 90% of direct material spend and single/sole source and strategic suppliers.

<sup>3</sup> “Other non-conformance” refers to major and minor findings.



# Our Workforce

GRI 403-8, 403-9

Health and Safety			FY2020		FY2021		FY2022	
EMPLOYEES	#	RATE	#	RATE	#	RATE		
#/rate of employee fatalities	0	0%	0	0%	0	0%		
#/rate of high-consequence work-related injuries (excluding fatalities) — employees	0	0%	4	0.006%	2	0.003%		
Employee Lost Time Incident Rate (LTIR) <sup>1</sup>	49	0.08%	29	0.04%	28	0.04%		
#/rate of recordable work-related injuries (including fatalities) — employees	82	0.13%	61	0.09%	57	0.09%		
Employee Total Recordable Incident Rate (TRIR) <sup>1</sup>	82	0.13%	61	0.09%	57	0.09%		
Main types of work-related injury — employees			Slip/Trip/Fall, Struck/on/by, Machine safety, Material Handling/Ergo					
Total number of hours worked — employees			127,453,523		131,495,058		130,436,905	
NON-EMPLOYEE WORKERS	#	RATE	#	RATE	#	RATE		
#/rate of non-employee worker fatalities	0	0%	0	0%	0	0%		
#/rate of high-consequence work-related injuries (excluding fatalities — non-employee workers	0	0%	0	0%	0	0%		
#/rate of recordable work-related injuries (including fatalities — non-employee workers	13	N/A	6	N/A	10	N/A		

Health and Safety		FY2020	FY2021	FY2022
Work-related hazards that pose a risk of high-consequence injury, including:		i. Hazards including those related to machine safety, chemical contact, slip/trip/fall, struck on/by, ergonomics and repetitive trauma are identified through hazard identification and risk assessment process; incident investigation process; and internal/external audits and inspections.		
i. how these hazards have been determined;		ii. Struck on working surface, fall to same level		
ii. which of these hazards have caused or contributed to high-consequence injuries during the reporting period;		iii. Actions taken to minimize risks include the following:		
iii. actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls		1. Design and evaluate workplace to eliminate hazards.		
		2. Design and evaluate workplace and stations to eliminate repetitive trauma hazards.		
		3. Create operating procedures and work instructions, provide control measures to different hazards.		
		4. Train and communicate workers to understand and identify hazards and follow control measures to control hazards.		
		5. Conduct periodic inspection/walk-through to monitor the workplace and verify that it is free from hazards.		
		6. Take corrective and preventive actions to eliminate the hazards.		
Whether the rates have been calculated based on 200,000 or 1,000,000 hours worked		200,000		
Any workers excluded from this disclosure (and why)	0	0	0	
Workers covered by an occupational health and safety management system	100%	100%	100%	

<sup>1</sup> Employee LTIR and TRIR are Occupational Safety and Health Administration (OSHA) Standards. Note: Western Digital currently does not track main types of work-related injury or total number of hours worked for non-employee workers.



GRI 401-1

Employee Attraction, Retention and Engagement		FY2020		FY2021		FY2022	
EMPLOYEE HIRES		#	RATE <sup>1</sup>	#	RATE <sup>1</sup>	#	RATE <sup>1</sup>
Hires by age group	● Under 30	10,160	55.3%	6,774	36.0%	7,497	44.9%
	● 30–50	3,889	9.8%	2,642	6.6%	3,661	8.9%
	● 50+	300	5.2%	187	3.0%	265	3.7%
Hires by gender	● Male	4,833	17.9%	3,372	12.3%	5,210	18.8%
	● Female	9,510	26.0%	6,229	16.4%	6,213	16.7%
Hires by region	● United States	1,125	14.0%	734	9.2%	1,147	14.6%
	● Asia	12,992	23.9%	8,736	15.6%	10,064	18.0%
	● Other	232	18.1%	133	10.5%	212	16.5%
Total Employee Hires		14,349	22.5%	9,603	14.7%	11,423	17.6%
EMPLOYEE TURNOVER		#	RATE <sup>2</sup>	#	RATE <sup>2</sup>	#	RATE <sup>2</sup>
Voluntary turnover by age group	● Under 30	2,755	15.0%	3,766	20.0%	5,207	31.2%
	● 30–50	2,422	6.1%	2,352	5.8%	3,839	9.3%
	● 50+	203	3.5%	237	3.8%	402	5.6%
Involuntary turnover by age group	● Under 30	3,148	17.1%	1,175	6.2%	1,383	8.3%
	● 30–50	2,390	6.1%	1,523	3.8%	1,213	2.9%
	● 50+	457	7.9%	298	4.8%	293	4.1%
Voluntary turnover by gender	● Male	2,055	7.6%	2,479	9.1%	3,847	13.8%
	● Female	3,324	9.1%	3,876	10.2%	5,599	15.0%
Involuntary turnover by gender	● Male	2,486	9.2%	659	2.4%	810	2.9%
	● Female	3,506	9.6%	2,336	6.2%	2,078	5.6%

Employee Attraction, Retention and Engagement		FY2020		FY2021		FY2022	
EMPLOYEE TURNOVER		#	RATE <sup>2</sup>	#	RATE <sup>2</sup>	#	RATE <sup>2</sup>
Voluntary turnover by region	● United States	592	7.4%	610	7.7%	1,177	15.0%
	● Asia	4,706	8.7%	5,665	10.1%	8,145	14.6%
	● Other	82	6.4%	80	6.3%	126	9.8%
Involuntary turnover by region	● United States	535	6.7%	236	3.0%	262	3.3%
	● Asia	5,292	9.7%	2,700	4.8%	2,589	4.6%
	● Other	168	13.1%	60	4.7%	38	3.0%
Total Voluntary Employee Turnover		5,380	8.4%	6,355	9.7%	9,448	14.5%
Total Involuntary Employee Turnover		5,995	9.4%	2,996	4.6%	2,889	4.4%

<sup>1</sup> Hire rate is calculated as the total number of hires divided by the average headcount over the time period.

<sup>2</sup> Turnover rate is calculated as the total number of separations/terminations (voluntary and involuntary) divided by the average headcount over the time period.



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

Gender Representation of Global Employees <sup>1</sup>			
FY2020	FEMALE	MALE	OTHER
Management	26.1%	73.8%	0.0%
Technical staff	21.4%	78.5%	0.0%
All other employees	72.6%	31.5%	0.0%
Factory employees <sup>2</sup>	70.1%	29.9%	0.0%
Non-factory employees	50.9%	49.0%	0.1%
FY2021	FEMALE	MALE	OTHER
Management	25.7%	74.3%	0.0%
Technical staff	22.3%	77.7%	0.0%
All other employees	68.3%	31.7%	0.0%
Factory employees <sup>2</sup>	69.8%	30.2%	0.0%
Non-factory employees	51.8%	48.2%	0.1%
FY2022	FEMALE	MALE	OTHER
Management	25.7%	74.3%	0.0%
Technical staff	23.1%	76.9%	0.0%
All other employees	66.8%	33.2%	0.0%
Factory employees <sup>2</sup>	68.4%	31.6%	0.0%
Non-factory employees	51.1%	48.8%	0.0%

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

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

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

Age Representation of Global Employees <sup>1</sup>			
FY2020	UNDER 30	30-50	50+
Management	1.0%	68.6%	30.4%
Technical staff	21.2%	60.3%	18.6%
All other employees	33.7%	60.9%	5.4%
Factory employees <sup>2</sup>	35.4%	60.6%	4.0%
Non-factory employees	15.0%	64.3%	20.7%
FY2021	UNDER 30	30-50	50+
Management	0.9%	66.7%	32.4%
Technical staff	22.1%	58.9%	19.0%
All other employees	32.3%	61.8%	6.0%
Factory employees <sup>2</sup>	33.8%	61.5%	4.7%
Non-factory employees	15.2%	64.3%	20.5%
FY2022	UNDER 30	30-50	50+
Management	1.1%	66.0%	32.8%
Technical staff	24.0%	56.8%	19.1%
All other employees	29.6%	63.6%	6.8%
Factory employees <sup>2</sup>	31.0%	63.9%	5.1%
Non-factory employees	15.6%	60.5%	23.8%

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

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



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

Racial/Ethnic Group Representation of U.S. Employees <sup>1</sup>					
FY2020	ASIAN	BLACK OR AFRICAN AMERICAN	HISPANIC OR LATINO	WHITE	OTHER <sup>2</sup>
Management	48.9%	1.0%	4.4%	43.4%	2.3%
Technical staff	58.2%	1.0%	3.3%	36.4%	1.1%
All other employees	56.1%	2.6%	13.1%	24.1%	4.1%
Factory employees <sup>3</sup>	64.3%	2.8%	15.1%	13.5%	4.2%
Non-factory employees	47.6%	2.4%	11.0%	35.1%	3.9%
FY2021	ASIAN	BLACK OR AFRICAN AMERICAN	HISPANIC OR LATINO	WHITE	OTHER <sup>2</sup>
Management	49.7%	1.1%	4.5%	42.4%	2.3%
Technical staff	58.3%	1.0%	3.4%	35.9%	1.4%
All other employees	56.2%	2.6%	13.1%	23.8%	4.3%
Factory employees <sup>3</sup>	62.6%	2.8%	16.2%	13.5%	4.9%
Non-factory employees	48.8%	2.2%	9.6%	35.8%	3.6%
FY2022	ASIAN	BLACK OR AFRICAN AMERICAN	HISPANIC OR LATINO	WHITE	OTHER <sup>2</sup>
Management	51.5%	1.2%	4.7%	39.8%	2.7%
Technical staff	57.3%	1.1%	3.8%	35.9%	1.8%
All other employees	56.1%	2.5%	13.6%	22.6%	5.2%
Factory employees <sup>3</sup>	62.6%	3.1%	16.9%	11.4%	6.0%
Non-factory employees	50.0%	2.0%	10.4%	33.2%	4.3%

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

<sup>2</sup> Other includes the following classifications: Native American or Alaska Native, Native Hawaiian or Pacific Islander, and "Two or More Races."

<sup>3</sup> For purposes of this report, "factory employees" are those working in our factory setting that directly work on product assembly; all remaining employees are considered professional or managerial.

GRI 102-8

Information on Employees and Other Workers <sup>1</sup>				
FY2020	FULL-TIME EMPLOYEES		PART-TIME EMPLOYEES	REGULAR EMPLOYEES
Gender <sup>2</sup>	● Female	37,948	27	37,975
	● Male	27,193	28	27,221
	● Other	7	0	7
Region	● United States	7,994	29	8,023
	● Asia	55,898	11	55,909
	● Other	1,256	15	1,271
FY2021	FULL-TIME EMPLOYEES		PART-TIME EMPLOYEES	REGULAR EMPLOYEES
Gender <sup>2</sup>	● Female	37,955	30	37,985
	● Male	27,436	39	27,475
	● Other	8	0	8
Region	● United States	7,892	34	7,926
	● Asia	56,255	22	56,277
	● Other	1,252	13	1,265
FY2022	FULL-TIME EMPLOYEES		PART-TIME EMPLOYEES	REGULAR EMPLOYEES
Gender <sup>2</sup>	● Female	36,541	31	36,572
	● Male	28,064	40	28,104
	● Other	3	0	3
Region	● United States	7,721	27	7,748
	● Asia	55,588	31	55,619
	● Other	1,299	13	1,312

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

<sup>2</sup> Gender data is based on self-identification.



# Governance and Ethics

## GRI 205-1

Global Code of Conduct Training	FY2020	FY2021	FY2022
Number of professional and managerial workers <sup>1</sup> assigned online Global Code of Conduct training	20,326	20,435	22,460
% of training completion by month-end deadline	99.8%	99.8%	99.9%
Number of employees not finished by deadline	39	43	2
Time required to reach 100% training completion (days)	43	35	33
Number of employees receiving instructor-led training	2,239	5,819	3,768

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

## GRI 205-1

Anti-Corruption	FY2020	FY2021	FY2022
Percentage of operations assessed for risks related to corruption	100%	100%	100%

## GRI 405-1

Board Diversity		FY2020	FY2021	FY2022
By gender	● Male	50.0%	50.0%	55.6%
	● Female	50.0%	50.0%	44.4%
By age group	● Under 30	0.0%	0.0%	0.0%
	● 30–50	12.5%	12.5%	0.0%
	● 50+	87.5%	87.5%	100.0%

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

Activity Metrics	Unit	FY2020	FY2021	FY2022
Number of units produced by product category	Number (in millions) <sup>1</sup>	746.1	746.9	685.8
● Communications Equipment				
● Components				
● Computer Hardware				
● Computer Peripherals				
● Computer Storage				
● Consumer Electronics				
● Other Hardware				
● Printing & Imaging				
● Transaction Management Systems				
Area of manufacturing facilities	Square feet (ft <sup>2</sup> )	7,599,703	8,751,512	8,693,339
Percentage of production from owned facilities	Percentage (%) <sup>1</sup>	67%	67%	70%

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



INDICES

GRI Index

GRI Standard	Disclosure Description	Report Location or Direct Answer	Omissions
GENERAL DISCLOSURES			
Organizational profile			
102–1	Name of the organization	Western Digital	
102–2	Activities, brands, products, and services	<a href="#">Sustainability Report FY2022, page 33</a>	
102–3	Location of headquarters	San Jose, California	
102–4	Location of operations	<a href="#">2022 Annual Report on Form 10-K</a>	
102–5	Ownership and legal form	Publicly traded company under NASDAQ: WDC	
102–6	Markets served	Western Digital Corporate Website — Solutions — Industries	
102–7	Scale of the organization	<a href="#">2022 Annual Report on Form 10-K, pages 4, 27, 35</a>	
102–8	Information on employees and other workers	<a href="#">Sustainability Report FY2022, page 57; ESG Data</a>	
102–9	Supply chain	<a href="#">Sustainability Report FY2022, page 45</a>	

GRI Standard	Disclosure Description	Report Location or Direct Answer	Omissions
102–10	Significant changes to the organization and its supply chain	We had no significant changes to our organization or our supply chain in FY2022.	
102–11	Precautionary Principle or approach	Western Digital does not currently address the Precautionary Principle.	
102–12	External initiatives	Circular Drive Initiative First Movers Coalition Responsible Minerals Initiative Responsible Labor Initiative	
102–13	Membership of associations	The Responsible Business Alliance	
102–14	Statement from senior decision maker CEO Letter	<a href="#">Sustainability Report FY2022, page 3</a>	
ETHICS AND INTEGRITY			
102–16	Values, principles, standards, and norms of behavior	<a href="#">Sustainability Report FY2022, page 66</a>	
102–17	Mechanisms for advice and concerns about ethics	<a href="#">Sustainability Report FY2022, page 67</a>	
GOVERNANCE			
102–18	Governance structure	<a href="#">Sustainability Report FY2022, page 36</a>	
STAKEHOLDER ENGAGEMENT			
102–40	List of stakeholder groups	<a href="#">Sustainability Report FY2022, page 34</a>	
102–41	Percentage of total employees covered by collective bargaining agreements	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.	

GRI Standard	Disclosure Description	Report Location or Direct Answer	Omissions
102–42	Identifying and selecting stakeholders	<a href="#">Sustainability Report FY2022, page 34</a>	
102–43	Approach to stakeholder engagement	<a href="#">Sustainability Report FY2022, page 34</a>	
102–44	Key topics and concerns raised	<a href="#">Sustainability Report FY2022, page 34</a>	
REPORTING PRACTICES			
102–45	Entities included in the consolidated financial statements	<a href="#">2022 Annual Report on Form 10-K</a>	
102–46	Defining report content and topic Boundaries	<a href="#">Sustainability Report FY2022, page 2</a>	
102–47	List of material topics	<a href="#">Sustainability Report FY2022, page 34</a>	
102–48	Restatements of information	Historical information for fiscal year 2020 and fiscal year 2021 is included in this report. Additionally, the following information has been restated: <ul style="list-style-type: none"><li>● GRI 302-3: Energy Intensity due to an update of supporting data.</li><li>● GRI 302-5: Electrical Power Savings due to an update of supporting data.</li><li>● GRI 305-4: GHG Emissions Intensity due to an update of supporting data.</li></ul>	
102–49	Changes in reporting	<a href="#">Materiality and Stakeholder Engagement</a>	
102–50	Reporting period	Fiscal Year 2022	

GRI Standard	Disclosure Description	Report Location or Direct Answer	Omissions
102–51	Date of most recent report	December 2021	
102–52	Reporting cycle	Annual	
102–53	Contact point for questions regarding the report	sustainability@wdc.com	
102–54	Claims of reporting in accordance with GRI Standards	<a href="#">Sustainability Report FY2022, page 2</a>	
102–55	GRI content index	This document represents the Company’s content index	
102–56	External Assurance	<a href="#">Sustainability Report FY2022, page 40; Limited Assurance Statement FY2022</a>	
ECONOMIC TOPICS			
Anti-Corruption			
GRI 103: Management Approach 2016	103–1 Explanation of the material topic and its Boundaries	<a href="#">Sustainability Report FY2022, page 67; Boundary — internal, all operations; external, supply chain, contract manufacturers</a>	
	103–2 The management approach and its components	<a href="#">Sustainability Report FY2022, page 67</a>	
	103–3 Evaluation of the management approach	<a href="#">Sustainability Report FY2022, page 67</a>	
205–1	Operations assessed for risks related to corruption	<a href="#">Sustainability Report FY2022, page 68; ESG Data</a>	



GRI Standard	Disclosure Description	Report Location or Direct Answer	Omissions
ENVIRONMENTAL TOPICS			
Energy			
GRI 103: Management Approach 2016	103–1 Explanation of the material topic and its Boundaries	<a href="#">Sustainability Report FY2022, page 37; Boundary — internal, all operations; external, supply chain, contract manufacturers</a>	
	103–2 The management approach and its components	<a href="#">Sustainability Report FY2022, page 37</a>	
	103–3 Evaluation of the management approach	<a href="#">Sustainability Report FY2022, page 38</a>	
302–1	Energy consumption within the organization	<a href="#">ESG Data</a>	
302–3	Energy intensity	<a href="#">ESG Data</a>	
302–5	Reductions in energy requirements of products and services	<a href="#">ESG Data</a>	
Water			
GRI 103: Management Approach 2016	103–1 Explanation of the material topic and its Boundaries	Not Applicable	Water was not identified as a material topic for Western Digital
	103–2 The management approach and its components	Not Applicable	Water was not identified as a material topic for Western Digital
	103–3 Evaluation of the management approach	Not Applicable	Water was not identified as a material topic for Western Digital
303–3	Water withdrawal	<a href="#">ESG Data</a>	
303–5	Water consumption	<a href="#">ESG Data</a>	

GRI Standard	Disclosure Description	Report Location or Direct Answer	Omissions
Emissions			
GRI 103: Management Approach 2016	103–1 Explanation of the material topic and its Boundaries	<a href="#">Sustainability Report FY2022, page 37; Boundary — internal, all operations; external, supply chain, contract manufacturers</a>	
	103–2 The management approach and its components	<a href="#">Sustainability Report FY2022, page 37</a>	
	103–3 Evaluation of the management approach	<a href="#">Sustainability Report FY2022, page 38</a>	
1.2	Whether offsets were used	No offsets were used	
305–1	Direct (Scope 1) GHG emissions	<a href="#">ESG Data</a>	
305–2	Energy indirect (Scope 2) GHG emissions	<a href="#">ESG Data</a>	
305–3	Other indirect (Scope 3) GHG emissions	<a href="#">ESG Data</a>	
305–4	GHG emissions intensity	<a href="#">ESG Data</a>	
Waste			
GRI 103: Management Approach 2016	103–1 Explanation of the material topic and its Boundaries	Not Applicable	Waste was not identified as a material topic for Western Digital
	103–2 The management approach and its components	Not Applicable	Waste was not identified as a material topic for Western Digital
	103–3 Evaluation of the management approach	Not Applicable	Waste was not identified as a material topic for Western Digital
306-3	Waste generated	<a href="#">ESG Data</a>	
306-4	Waste diverted from disposal	<a href="#">ESG Data</a>	
306-5	Waste directed to disposal	<a href="#">ESG Data</a>	

GRI Standard	Disclosure Description	Report Location or Direct Answer	Omissions
GRI 103: Management Approach 2016	103–1 Explanation of the material topic and its Boundaries	Not Applicable	Environmental Compliance was not identified as a material topic for Western Digital
	103–2 The management approach and its components	Not Applicable	Environmental Compliance was not identified as a material topic for Western Digital
	103–3 Evaluation of the management approach	Not Applicable	Environmental Compliance was not identified as a material topic for Western Digital
307–1	Non-compliance with environmental laws and regulations	<a href="#">Sustainability Report FY2022, page 44</a>	

SUPPLIER ENVIRONMENTAL ASSESSMENT

GRI 103: Management Approach 2016	103–1 Explanation of the material topic and its Boundaries	Not Applicable	Supplier Environmental Assessment was not identified as a material topic for Western Digital
	103–2 The management approach and its components	Not Applicable	Supplier Environmental Assessment was not identified as a material topic for Western Digital
	103–3 Evaluation of the management approach	Not Applicable	Supplier Environmental Assessment was not identified as a material topic for Western Digital
308–1	New suppliers that were screened using environmental criteria	100% of new direct materials and production part suppliers as part of the supplier onboarding process	

GRI Standard	Disclosure Description	Report Location or Direct Answer	Omissions
308–2	Negative environmental impacts in the supply chain and actions taken	Number of suppliers assessed for environmental impacts: FY2022: 152 suppliers responded to the 2021 CDP Climate Change Questionnaire <sup>1</sup> ; 143 suppliers responded to the 2021 CDP Water Security Questionnaire <sup>1</sup>  <a href="#">Sustainability Report FY2022, page 52</a>	Unavailable Information: <ul style="list-style-type: none"><li>• Number of suppliers as having significant actual and potential negative environmental impacts</li><li>• Percentage of suppliers identified as having significant actual and potential negative environmental impacts and improvements were agreed upon as a result of assessment</li><li>• Percentage of suppliers identified as having significant actual and potential negative environmental impacts and improvements were agreed upon as a result of assessment</li></ul>

SOCIAL TOPICS

Employment

GRI 103: Management Approach 2016	103–1 Explanation of the material topic and its Boundaries	<a href="#">Sustainability Report FY2022, page 53; Boundary — internal, all operations</a>
	103–2 The management approach and its components	<a href="#">Sustainability Report FY2022, page 53</a>
	103–3 Evaluation of the management approach	<a href="#">Sustainability Report FY2022, page 54</a>

<sup>1</sup> Due 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 the calendar year completed. For example, calendar year 2021 data is referenced to represent fiscal year 2022 data.



GRI Standard	Disclosure Description	Report Location or Direct Answer	Omissions
401–1	New employee hires and employee turnover	<a href="#">ESG Data</a>	
401–2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<a href="#">Sustainability Report FY2022, page 57</a>	
Occupational Health and Safety			
GRI 103: Management Approach 2018	103–1 Explanation of the material topic and its Boundaries	<a href="#">Sustainability Report FY2022, page 60; Boundary — internal, all operations; external, supply chain, contract manufacturers</a>	
	103–2 The management approach and its components	<a href="#">Sustainability Report FY2022, page 60</a>	
	103–3 Evaluation of the management approach	<a href="#">Sustainability Report FY2022, page 62</a>	
403–1	Occupational health and safety management system	<a href="#">Sustainability Report FY2022, page 60</a>	
403–2	Hazard identification, risk assessment, and incident investigation	<a href="#">Sustainability Report FY2022, page 61</a>	
403–3	Occupational health services	<a href="#">Sustainability Report FY2022, page 62</a>	
403–4	Worker participation, consultation, and communication on occupational health and safety	<a href="#">Sustainability Report FY2022, page 62</a>	
403–5	Worker training on occupational health and safety	<a href="#">Sustainability Report FY2022, page 60</a>	

GRI Standard	Disclosure Description	Report Location or Direct Answer	Omissions
403–6	Promotion of worker health	<a href="#">Sustainability Report FY2022, page 62</a>	
403–7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<a href="#">Sustainability Report FY2022, page 62</a>	
403–8	Workers covered by an occupational health and safety management system	<a href="#">ESG Data</a>	
403–9	Work-related injuries	<a href="#">ESG Data</a>	
Training and Education			
GRI 103: Management Approach 2016	103–1 Explanation of the material topic and its Boundaries	Not Applicable	Training and Education was not identified as a material topic for Western Digital
	103–2 The management approach and its components	Not Applicable	Training and Education was not identified as a material topic for Western Digital
	103–3 Evaluation of the management approach	Not Applicable	Training and Education was not identified as a material topic for Western Digital
404–2	Programs for upgrading employee skills and transition assistance programs	<a href="#">Sustainability Report FY2022, page 59</a>	
404–3	Percentage of employees receiving regular performance and career development reviews	<a href="#">Sustainability Report FY2022, page 59</a>	

GRI Standard	Disclosure Description	Report Location or Direct Answer	Omissions
Diversity and Equal Opportunity			
GRI 103: Management Approach 2016	103–1 Explanation of the material topic and its Boundaries	<u>Sustainability Report FY2022, page 53; Boundary — internal, all operations</u>	
	103–2 The management approach and its components	<u>Sustainability Report FY2022, page 53</u>	
	103–3 Evaluation of the management approach	<u>Sustainability Report FY2022, page 54</u>	
405–1	Diversity of governance bodies and employees	<u>ESG Data</u>	
Child Labor			
GRI 103: Management Approach 2016	103–1 Explanation of the material topic and its Boundaries	<u>Sustainability Report FY2022, page 45; Boundary — internal, all operations; external, supply chain, contract manufacturers, communities of operation</u>	
	103–2 The management approach and its components	<u>Sustainability Report FY2022, page 45</u>	
	103–3 Evaluation of the management approach	<u>Sustainability Report FY2022, page 46</u>	
408–1	Operations and suppliers at significant risk for incidents of child labor	<u>Sustainability Report FY2022, page 46</u>	

GRI Standard	Disclosure Description	Report Location or Direct Answer	Omissions
Forced or Compulsory Labor			
GRI 103: Management Approach 2016	103–1 Explanation of the material topic and its Boundaries	<u>Sustainability Report FY2022, page 45; Boundary — internal, all operations; external, supply chain, contract manufacturers, communities of operation</u>	
	103–2 The management approach and its components	<u>Sustainability Report FY2022, page 45</u>	
	103–3 Evaluation of the management approach	<u>Sustainability Report FY2022, page 46</u>	
409–1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	<u>Sustainability Report FY2022, page 46</u>	
Human Rights Assessment			
GRI 103: Management Approach 2016	103–1 Explanation of the material topic and its Boundaries	<u>Sustainability Report FY2022, page 45; Boundary — internal, all operations; external, supply chain, contract manufacturers, communities of operation</u>	
	103–2 The management approach and its components	<u>Sustainability Report FY2022, page 45</u>	
	103–3 Evaluation of the management approach	<u>Sustainability Report FY2022, page 46</u>	
412–1	Operations that have been subject to human rights reviews or impact assessments	<u>Sustainability Report FY2022, page 46</u>	



GRI Standard	Disclosure Description	Report Location or Direct Answer	Omissions
Supplier Social Assessment			
GRI 103: Management Approach 2016	103–1 Explanation of the material topic and its Boundaries	Not Applicable	Supplier Social Assessment was not identified as a material topic for Western Digital
	103–2 The management approach and its components	Not Applicable	Supplier Social Assessment was not identified as a material topic for Western Digital
	103–3 Evaluation of the management approach	Not Applicable	Supplier Social Assessment was not identified as a material topic for Western Digital
414–2	Negative social impacts in the supply chain and actions taken	<u>Sustainability Report FY2022, page 46</u>	
Customer Privacy			
GRI 103: Management Approach 2016	103–1 Explanation of the material topic and its Boundaries	<u>Sustainability Report FY2022, page 68; Boundary — internal, all operations; external, supply chain, contract manufacturers, customers, consumers</u>	
	103–2 The management approach and its components	<u>Sustainability Report FY2022, page 68</u>	
	103–3 Evaluation of the management approach	<u>Sustainability Report FY2022, page 68</u>	
418–1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	<u>Sustainability Report FY2022, page 69</u>	

INDICES

# SASB Hardware Standard Index

SASB Code	Metric	Report Location or Direct Answer
ACTIVITY METRICS		
TC-HW-000.A	Number of units produced by product category	<a href="#">ESG Data</a>
	<div><div><ul style="list-style-type: none"><li>• Communications Equipment</li><li>• Components</li><li>• Computer Hardware</li><li>• Computer Peripherals</li><li>• Computer Storage</li></ul></div><div><ul style="list-style-type: none"><li>• Consumer Electronics</li><li>• Other Hardware</li><li>• Printing &amp; Imaging</li><li>• Transaction Management Systems</li></ul></div></div>	
TC-HW-000.B	Area of manufacturing facilities	<a href="#">ESG Data</a>
TC-HW-000.C	Percentage of production from owned facilities	<a href="#">ESG Data</a>
ACCOUNTING METRICS		
TC-HW-230a.1	Description of approach to identifying and addressing data security risks in products	<a href="#">Sustainability Report FY2022, page 68</a>

SASB Code	Metric	Report Location or Direct Answer
TC-HW-330a.1	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	<a href="#">ESG Data</a>
TC-HW-410a.1	Percentage of products by revenue that contain IEC 62474 declarable substances	<a href="#">ESG Data</a>
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	<a href="#">ESG Data</a>
TC-HW-430a.1 & TC-HW-430a.2	Suppliers Assessed Using RBA Validated Assessment Program (VAP)	<a href="#">Sustainability Report FY2022, page 51</a> ; <a href="#">ESG Data</a>
TC-HW-440a.1	Description of the management of risks associated with the use of critical materials	<a href="#">Sustainability Report FY2022, page 49</a>



INDICES

# SASB Semiconductors Standard Index

SASB Code	Metric	Report Location or Direct Answer
ACTIVITY METRICS		
TC-SC-000.A	Total production	<a href="#">ESG Data</a>
TC-SC-000.B	Percentage of production from owned facilities	<a href="#">ESG Data</a>
ACCOUNTING METRICS		
TC-SC-110a.1	(1) Gross global Scope 1 emissions and (2) amount of total emissions from perfluorinated compounds	<a href="#">ESG Data</a>
TC-SC-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	<a href="#">Sustainability Report FY2022, page 37</a>
TC-SC-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	<a href="#">ESG Data</a>

SASB Code	Metric	Report Location or Direct Answer
TC-SC-140a.1	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	<a href="#">ESG Data</a>  Percentage of water withdrawn and consumed from regions with high or extremely high baseline water stress <sup>1</sup> : 20.4% of total FY2022 water withdrawal 19.9% of total FY2021 water consumption
TC-SC-150a.1	Amount of hazardous waste from manufacturing, percentage recycled	<a href="#">ESG Data</a>
TC-SC-320a.1	Description of efforts to assess, monitor, and reduce exposure of employees to human health hazards	<a href="#">Sustainability Report FY2022, page 60</a>
TC-SC-320a.2	Total amount of monetary losses as a result of legal proceedings associated with employee health and safety violations	FY2022: \$0
TC-SC-330a.1	Percentage of employees that are (1) foreign nationals and (2) located offshore	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 <a href="#">ESG Data</a> for more information.
TC-SC-410a.1	Percentage of products by revenue that contain IEC 62474 declarable substances	<a href="#">ESG Data</a>
TC-SC-410a.2	Processor energy efficiency at a system-level for: (1) servers, (2) desktops, and (3) laptops	Western Digital does not manufacture servers (processors), desktops, or laptops. Thus, this metric is not applicable to our business.
TC-SC-440a.1	Description of the management of risks associated with the use of critical materials	<a href="#">Sustainability Report FY2022, page 49</a>
TC-SC-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anti- competitive behavior regulations	FY2022: \$0

<sup>1</sup>Western Digital applied the results of the WRI Aqueduct Water Risk Atlas version 3.0 for this assessment.

INDICES

# TCFD Index

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




Topic	TCFD Recommended Disclosure	Disclosure Reference
ACTIVITY METRICS		
Governance	a) Describe the board’s oversight of climate-related risks and opportunities.	<a href="#">Western Digital’s 2022 CDP Climate Change Response (Section C1.1b)</a> <a href="#">Sustainability Report FY2022, page 36</a>
	b) Describe management’s role in assessing and managing climate-related risks and opportunities.	<a href="#">Western Digital’s 2022 CDP Climate Change Response (Sections C1.2, C1.2a)</a> <a href="#">Sustainability Report FY2022, page 38</a>
Strategy	a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	<a href="#">Western Digital’s 2022 CDP Climate Change Response (Sections C2.1a, C2.3, C2.3a, C2.4, C2.4a)</a>
	b) Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning.	<a href="#">Western Digital’s 2022 CDP Climate Change Response (Sections C2.3a, C2.4a, C3.1, C3.2a, C3.2b, C3.3, C3.4)</a>
	c) Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	<a href="#">Western Digital’s 2022 CDP Climate Change Response (Sections C3.2, C3.2a, C3.2b)</a> <a href="#">Sustainability Report FY2022, page 39</a>




Topic	TCFD Recommended Disclosure	Disclosure Reference
Risk Management	a) Describe the organization’s processes for identifying and assessing climate-related risks.	<a href="#">Western Digital’s 2022 CDP Climate Change Response (Sections C2.1, C2.2, C2.2a)</a> <a href="#">Sustainability Report FY2022, page 38</a>
	b) Describe the organization’s processes for managing climate-related risks.	<a href="#">Western Digital’s 2022 CDP Climate Change Response (Sections C2.1, C2.2)</a> <a href="#">Sustainability Report FY2022, page 38</a>
	c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization’s overall risk management.	<a href="#">Western Digital’s 2022 CDP Climate Change Response (Sections C2.1, C2.2)</a> <a href="#">Sustainability Report FY2022, page 38</a>
Metrics and Targets	a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	<a href="#">Western Digital’s 2022 CDP Climate Change Response (Sections C4.2, C4.2a, C4.2b, C9.1)</a> <a href="#">Sustainability Report FY2022, page 40</a>
	b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	<a href="#">Western Digital’s 2022 CDP Climate Change Response (Sections C6.1, C6.3, C6.5, C6.5a)</a> <a href="#">ESG Data</a>
	c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	<a href="#">Western Digital’s 2022 CDP Climate Change Response (Sections C4.1, C4.1a, C4.1b, C4.2, C4.2a, C4.2b)</a> <a href="#">Sustainability Report FY2022, page 40</a>



INDICES

# UN SDG Index

UN SDG	SDG Goal Description	Disclosure Reference
	Ensure healthy lives and promote well-being for all at all ages	<a href="#">Sustainability Report FY2022, page 60</a>
	Achieve gender equality and empower all women and girls	<a href="#">Sustainability Report FY2022, page 53</a>
	Ensure availability and sustainable management of water and sanitation for all	<a href="#">Sustainability Report FY2022, page 37</a>

UN SDG	SDG Goal Description	Disclosure Reference
	Ensure access to affordable, reliable, sustainable and modern energy for all	<a href="#">Sustainability Report FY2022, page 37</a>
	Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	<a href="#">Sustainability Report FY2022, pages 45 and 53</a>
	Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation	<a href="#">Sustainability Report FY2022, page 37</a>
	Ensure sustainable consumption and production patterns	<a href="#">Sustainability Report FY2022, page 37</a>
	Take urgent action to combat climate change and its impacts	<a href="#">Sustainability Report FY2022, page 37</a>



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The 2022 Sustainability Report contains forward-looking statements within the meaning of federal securities laws, including statements regarding expectations for the implementation and impact of our sustainability programs, the achievement of our emissions reduction and other sustainability-related goals, technological advancements and the completion and disclosure of additional sustainability-related analyses. These forward-looking statements are based on management's current expectations and are subject to risks and uncertainties that could cause actual results to differ materially from those expressed or implied in the forward-looking statements.

Important risks and uncertainties include volatility in global economic conditions; future responses to and effects of the COVID-19 pandemic; impact of business and market conditions; the outcome and impact of our ongoing strategic review, including with respect to customer and supplier relationships, regulatory and contractual restrictions, stock price volatility and the diversion of management's attention from ongoing business operations and opportunities; impact of competitive products and pricing; our development and introduction of products based on new technologies and expansion into new data storage markets; risks associated with cost saving initiatives, restructurings, acquisitions, divestitures, mergers, joint ventures and our strategic relationships; difficulties or delays in manufacturing or other supply chain disruptions; hiring and retention of key employees; our level of debt and other financial obligations; changes to our relationships with key customers; disruptions in operations from cybersecurity incidents or other system security risks; actions by competitors; risks associated with compliance with changing legal and regulatory requirements and the outcome of legal proceedings; and other risks and uncertainties listed in our filings with the Securities and Exchange Commission (the "SEC"), including our Form 10-K filed with the SEC on August 25, 2022, to which your attention is directed. You should not place undue reliance on these forward-looking statements, which speak only as of the date hereof, and we undertake no obligation to update or revise these forward-looking statements to reflect new information or events, except as required by law.