

Western Digital.

Diversity & Inclusion

2018 Report



Diversity and Inclusion



WHY IT MATTERS

As a global company with over 60,000 employees, diversity is a big part of what got us here and will power Western Digital forward. The more diverse our backgrounds and our experiences, the more opportunity we have for success. We want employees who see the world differently, and who thrive in a collaborative and respectful work environment where everyone is valued. We are committed to creating a culture of belonging for all of our employees—all genders, races, ages and any other dimension of diversity—across all levels of our organization.

Responsibility

In 2018, we focused on formalizing the structure of our Diversity and Inclusion business function, ensuring leadership alignment, harmonizing processes and developing our strategic path forward. We hired our first-ever Vice President of Diversity and Inclusion, who is responsible for executing Western Digital's global diversity and inclusion strategy.

We developed a stronger Board of Directors focus on diversity and inclusion as part of our corporate commitment, identifying how diversity fits into our overall Human Resources and corporate strategy. Western Digital's Chief Human Resources Officer provides regular updates to the Board, reporting progress on the diversity initiatives that reflect our commitment.

Part of formalizing Western Digital's Diversity and Inclusion business function involved setting our strategy and developing plans for execution. We are proud to share key highlights from 2018:

- Implemented unconscious bias training
- Expanded our Employee Resource Groups (ERGs)
- Created a Women's Leadership Development Program
- Initiated the development of strategy to increase diversity in our candidate pipeline
- Implemented a pay equity analysis

Policies

Our senior leadership team endorsed Western Digital's Diversity and Inclusion Statement company-wide, demonstrating our shared commitment to ensuring an inclusive work environment for all employees.

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Each country-specific employee handbook discusses how Western Digital is working to ensure workforce diversity. It describes our commitment to ensuring everyone can succeed, regardless of race, ethnicity, gender, religious beliefs, sexual orientation, disability or any other legally protected characteristics.

In 2019, Western Digital will implement a new harmonized harassment and discrimination statement, as well as harassment and discrimination training for all employees.



Expanding Diversity With External Partners

Diversity and Inclusion (D&I) continues to grow our relationships with external partners that support our D&I strategy and optimize employee growth and development. Through our local, regional and global partnerships, our employees have the opportunity to leverage conferences and on-line web learning, participate in panel discussions and deliver keynote messages. In 2018, nearly 700 employees from around the globe participated in conferences such as Grace Hopper U.S., Grace Hopper India, Girl Geek, Women in Technology International, Watermark, Shanghai-Ladies Who Tech and others.

Unconscious Bias Training

Our entire organization, including our executive leadership team, is invested in unconscious bias training to build an inclusive culture that supports diversity. We implemented our unconscious bias training program for 400 senior leaders across the globe, equipping them to lead inclusively and to fully understand how to communicate and get the best out of every employee. Leading without bias allows us to arrive at the best business outcomes for our teams and, ultimately, the company. Based on the program's success, we are currently exploring new ways to extend unconscious bias training to leaders in additional areas of the business, from talent acquisition staff to manufacturing employees.

Employee Resource Groups

Western Digital strives to create a culture of belonging. We communicate to our employees about our Employee Resource Groups (ERGs) by holding events, posting blogs, and sharing monthly videos to increase awareness. Our seven employee networks include 20 global chapters at sites in countries such as India, China, Israel, Thailand, Malaysia and the Philippines:

- Women's Innovation Network (WIN)
- Black Employees Network (BEN)
- We.EQL (LGBTQ employees)
- Pathfinders (early career employees)
- Hispanic Latino Network (HLN)
- Veterans Network
- Disabilities Network

ERGs serve as a platform for employees to build relationships and connections, foster a sense of belonging and develop ways to support our business. All Western Digital ERGs are open to any employee interested in joining.

Women's Development Programs

Western Digital is committed to expanding the number of women in technical fields and leadership positions at our organization. We plan to accomplish this by focusing on development of the women within Western Digital and by attracting more women from outside the company to take leadership roles. With the current women working at Western Digital, we are launching our Advancing Women in Leadership program in 2019. The program helps develop the skills necessary for women to rise within the organization and emphasizes ways their leaders can be accountable for their career development.

In addition, women are exposed to several development opportunities through organizations such as our Women's Innovation Network, which advocates for women's advancement and supports the professional development of women, by offering external conference opportunities for learning, networking, coaching and internal leadership experiences. In 2019, our Women's Innovation Network will focus on expansion to better serve Women in Information Technology (IT) and Women in Tech-Engineering.

Growing Our Diverse Talent Pipeline

We actively seek to increase the diversity of our talent pool, from interns to executive leadership roles. Our Recruiting, Human Resources Business Partners, and Diversity and Inclusion centers of excellence are partnering to rework our strategy for growing a more diverse candidate pipeline and recruiting the best and brightest across world. From a university recruitment standpoint, we implemented an initiative to strengthen partnerships with diversity-focused clubs at our target universities.

Awards and Recognition

The Human Rights Campaign (HRC)

Best Places to Work for LGBTQ Equality

The Human Rights Campaign awarded Western Digital a perfect score on diverse and inclusive workspace for LGBTQ employees. HRC reviewed over 1,000 company policies on harassment and discrimination to determine scores. Western Digital implements an overarching global policy supported by country-specific policies that either meet or exceed country requirements.



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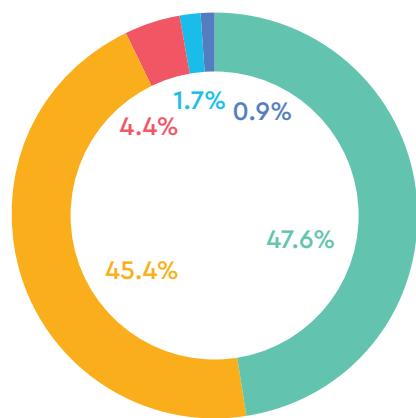
Women's Choice Award Best Company for Millennials

Women's Choice Award recognized Western Digital as a Best Company for Millennials. Our focus on investing and helping millennial women grow professionally to advance their career while also catering to their lifestyle led to this award. Women's Choice Award recognizes companies based on a gathering of external data from the general population, analyzing over 300,000 sources of data—including Fortune 300 Companies, Survey Monkey, Working Mothers Best Place to Work reports, Glassdoor, annual reports and press releases.

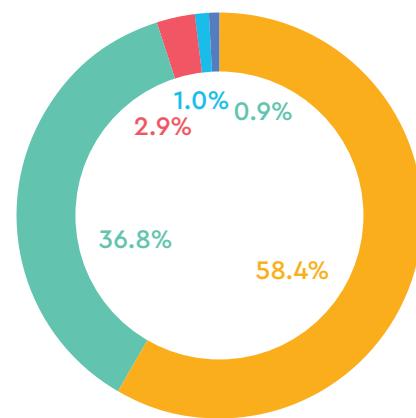
Key Metrics

RACIAL/ETHNIC GROUP REPRESENTATION OF U.S. EMPLOYEES

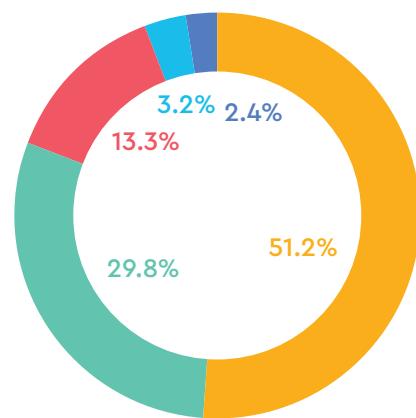
Management



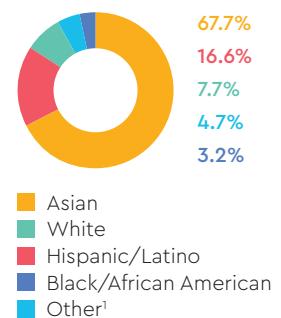
Technical Staff



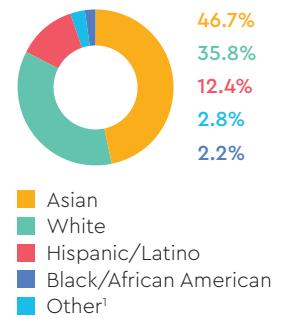
All Other Employees



Factory Employees²



Non-Factory Employees

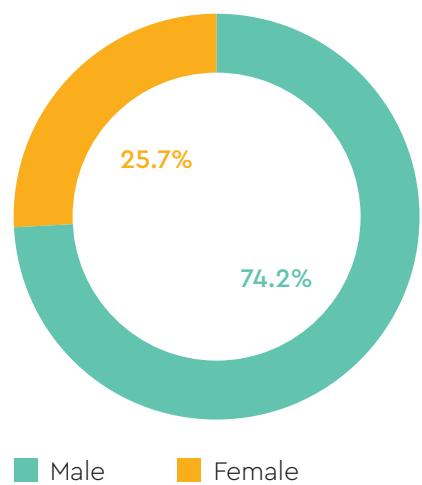


¹Other includes the classifications: Native American or Alaska Native, Native Hawaiian or Pacific Islander, and "Two or More Races".

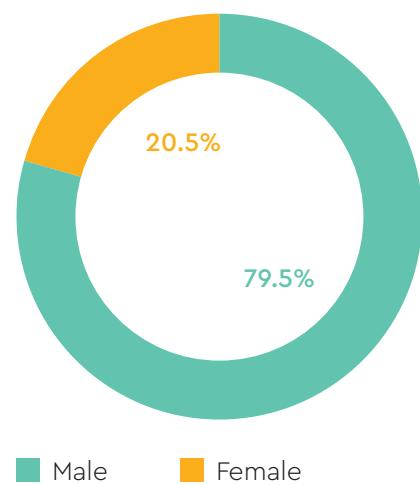
²For purposes of this report, "factory employees" are those working in our factory setting that directly work on product assembly; all remaining employees are considered "professional or managerial."

GENDER REPRESENTATION OF GLOBAL EMPLOYEES

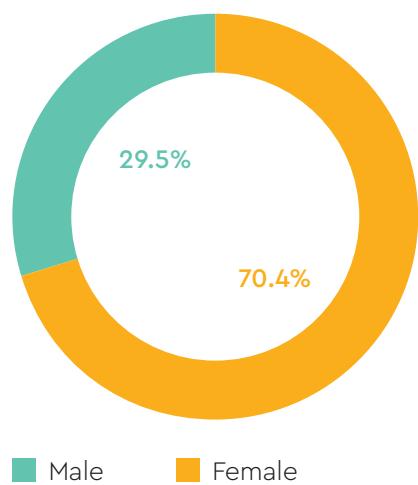
Management



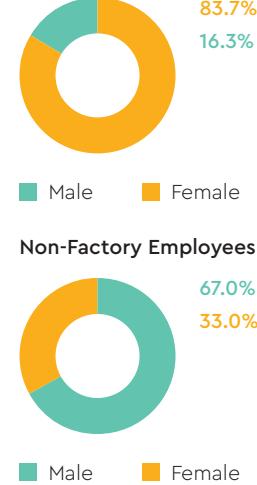
Technical Staff



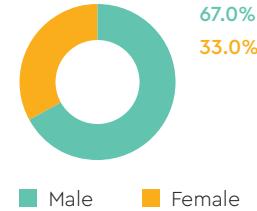
All Other Employees



Factory Employees



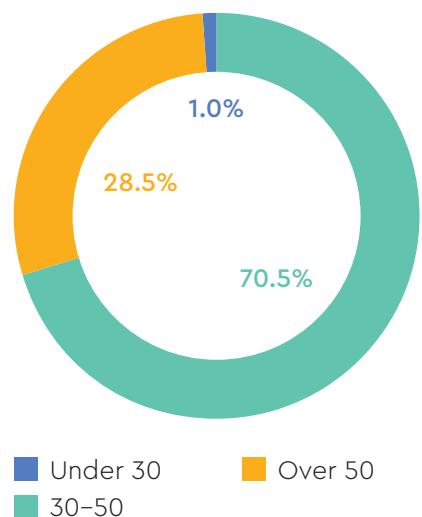
Non-Factory Employees



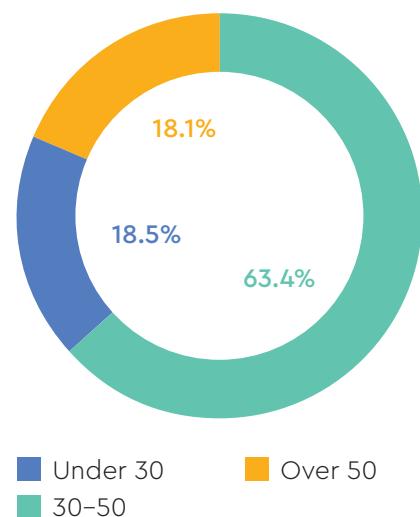
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AGE REPRESENTATION OF GLOBAL EMPLOYEES

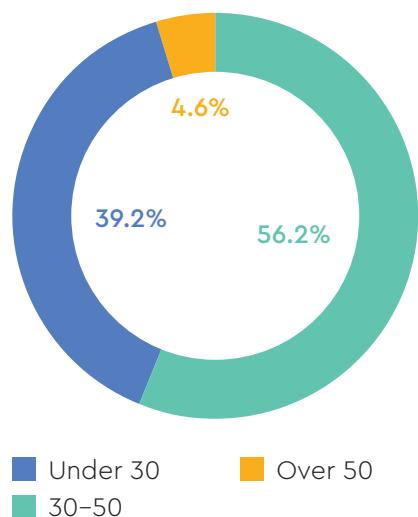
Management



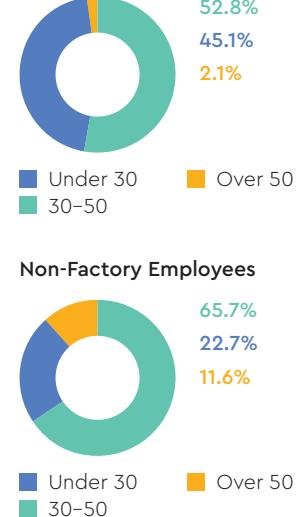
Technical Staff



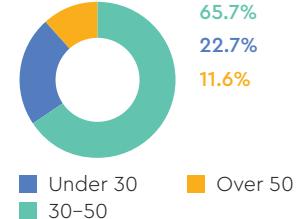
All Other Employees



Factory Employees



Non-Factory Employees





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Western Digital,® architecting how data enables the world to solve its biggest challenges. New devices, new systems, new solutions, all optimized and tuned to create the right conditions for data to realize its full potential. As a leader in data infrastructure, we accept the responsibility to empower people and systems that depend on data. Western Digital's data-centric solutions are comprised of the Western Digital, G-Technology,™ SanDisk,® and WD,® brands.

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