

# ESG DATA DOWNLOAD

CALENDAR YEAR 2019

## Environment

Energy Consumption Within the Organization <sup>1</sup>	2016	2017	2018	2019	2016	2017	2018	2019
	Gigawatt Hours				Trillion Joules			
Total fuel consumption from nonrenewable sources (gas/oil)	206.9	342.1	185.2	173.7	744.7	1,231.6	666.6	625.2
Total fuel consumption from renewable sources	0	0	0	0	0	0	0	0
Electricity consumption	2,011.8	1,988.4	2,030.2	1,893.2	7,242.6	7,158.1	7,308.7	6,815.0
Electricity consumption from renewable sources	N/A	N/A	80.1	448.3	N/A	N/A	288.4	1,613.7
Electricity consumption from nonrenewable sources	N/A	N/A	1,950.1	1,444.8	N/A	N/A	7,020.3	5,200.8
<b>Total energy consumption</b>	<b>2,218.7</b>	<b>2,330.5</b>	<b>2,215.4</b>	<b>2,066.9</b>	<b>7,987.3</b>	<b>8,389.7</b>	<b>7,975.3</b>	<b>7,440.7</b>

<sup>1</sup>Data includes the main research, development and manufacturing facilities owned by Western Digital Corporation in calendar year 2019. These 20 facilities are located in the United States, China, India, Israel, Japan, Malaysia, Philippines, and Thailand. As part of our ongoing integration and portfolio optimization, Western Digital closed facilities during the reporting period. Therefore, the actual location boundary differs slightly from 2018. Western Digital continues to use 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.

Energy Intensity	2016	2017	2018	2019
Energy intensity ratio (kWh/PB) <sup>1</sup>	7,756.0	6,814.1	5,478.3	4,322.0

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

Electrical Power Savings	2016	2017	2018	2019
Annual electrical power savings due to HDD power efficiency innovations (million kWh)	238.8	544.1	970.8	1,436.2

Total Direct (Scope 1) GHG Emissions (CO <sub>2</sub> e-ton)	2016	2017	2018	2019	Conversion Factor
CO <sub>2</sub> (gas/oil + cleaning)	42,849.9	40,526.0	40,298.2	36,230.64	1
CH <sub>4</sub>	0	0	0	0	N/A
N <sub>2</sub> O	0	0	0	0	N/A
HFCs <sup>1</sup> (HFC-23/HFC-134a)	2,192.5	2,184.8	154.0 (CHF <sub>3</sub> )	48.02	HFC-23: 3,348 (lbs/lbs) HFC-134a: 1,300 (lbs/lbs)
PFCs	0	0	0	0	N/A
SF <sub>6</sub> <sup>2</sup>	5,700.3	2,105.0	1,414.2	6,770.91	Multiple factors: 23,500 (lbs/lbs) 10,575 (lbs/lbs) 9,623 (lbs/lbs)
NF <sub>3</sub> <sup>3</sup>	34.5	3.0	8.8	2.56	2,898 (lbs/lbs)
CF <sub>4</sub> <sup>2</sup>	1,006.6	676.5	995.5	625.17	Multiple factors: 6,630 (lbs/lbs) 4,774 (lbs/lbs) 4,344 (lbs/lbs)
C <sub>4</sub> F <sub>8</sub> <sup>3</sup>	14.5	5.0	23.3	0.55	6,010 (lbs/lbs)
HFE7100 <sup>4</sup>	3,691.5	3,805.8	2,748.7	6,221.71	421.0 (lbs/lbs)
HCFC-22 <sup>4</sup>	643.6	837.8	586.3	403.46	1,760 (lbs/lbs)
R-404A <sup>5</sup>	26.1	16.3	26.1	17.74	3,943 (lbs/lbs)
HCFC-123 <sup>4</sup>	30.0	30.0	14.2	14.22	79 (lbs/lbs)
HFE7200 <sup>4</sup>	0	0	0	12.83	57 (lbs/lbs)
R-407C <sup>6</sup>	0	0	0	43.10	1,624 (lbs/lbs)
R-508B <sup>7</sup>	0	0	0	29.02	11,607 (lbs/lbs)
<b>Total Scope 1</b>	<b>56,189.6</b>	<b>50,190.2</b>	<b>46,269.3</b>	<b>50,419.91</b>	

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

<sup>2</sup>Some facilities use IPCC fifth assessment report, 100 year number, and others use other conversion factors determined by facility based on the international technical review of abatement process in manufacturing.

<sup>3</sup>Calculated by Western Digital: Conversion factor is determined by facility based on the international technical review of abatement process in manufacturing.

<sup>4</sup>IPCC fifth assessment report, 100 year number.

<sup>5</sup>GWP calculated based on component gases' GWPs (44% HFC-125, 4% HFC-134a, 52% HFC 143a)

<sup>6</sup>GWP calculated based on component gases' GWPs (25% HFC-125, 52% HFC-134a, 23% HFC-32)

<sup>7</sup>GWP calculated based on component gases' GWPs (39% HFC-23, 61% PFC-116)

Total Indirect (Scope 2) GHG Emissions (CO <sub>2</sub> e-ton) <sup>1</sup>	2016	2017	2018	2019
CO <sub>2</sub> e	1,111,880	1,080,603	1,110,285	968,354.8 <sup>2</sup>

<sup>1</sup>All gases CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs, PFCs, SF<sub>6</sub>, NF<sub>3</sub> are included.

<sup>2</sup>In 2019, Western Digital used updated International Energy Association (IEA) emission factors, resulting in a significant decrease in Scope 2 GHG emissions. Western Digital historically used GHG Protocol emission factors for international electricity, but a change in availability of updated data precipitated our switch to the IEA factors.

Other Indirect (Scope 3) GHG Emissions (CO <sub>2</sub> e-ton) <sup>1</sup>	2016	2017	2018	2019
CO <sub>2</sub> e	15,505.0	11,332.3	18,131.2	35,325.06 <sup>2</sup>

<sup>1</sup>At this time, reported scope 3 emissions includes only air travel.

<sup>2</sup>Until CY2018, Western Digital used emission factors provided from the GHG Protocol. The GHG Protocol refers to DEFRA, and DEFRA updates emissions factors every year. However, emissions factors on the GHG Protocol's tools are not updated in a timely manner after 2014. Thus, REO refers to DEFRA directly from this year. Due to the change of travel data management, it is difficult to apply DEFRA's emission factor to 2018–2016 data. Until AMEX system deployment globally, each Western Digital location used data provided by each local travel agency. DEFRA's updated emissions factors also consider the influence of non-CO<sub>2</sub> climate change effects of aviation (water vapor, contrails, NOx, etc). Due to this, the emissions factor for CY2019 is almost 1.89x the previous years' factors.

GHG Emissions Intensity <sup>1</sup>	2016	2017	2018	2019
GHG emissions intensity ratio—HDD (Tons/PB) <sup>2</sup>	3.5	2.8	2.4	1.7
GHG emissions intensity ratio—SSD (Tons/PB) <sup>2</sup>	24.4	17.9	12.5	10.7

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

<sup>2</sup>Scopes 1 and 2 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> are included.

SASB Code: TC-HW-410a.4			
End-of-Life Material <sup>1</sup>	Disposed (metric tons)	Recovered (metric tons)	Percentage Recycled
NMP <sup>3</sup>	1,396.00	588.9	–
IPA (material)	9.3	9.3	100%
Aerosol cans (material) <sup>3</sup>	2.70E-03	2.70E-03	–
Batteries <sup>2</sup>	1.3	1.3	14%
E-waste <sup>3</sup>	315.3	293.2	–
<b>Total</b>	<b>1,721.9</b>	<b>910.0</b>	<b>N/A</b>

<sup>1</sup>Materials used in the manufacturing of Western Digital storage products are disposed of according to local regulations in all regions in which Western Digital operates. End-of-life material such as chemicals and e-waste are disposed with special consideration on recovery where possible. Western Digital disposes of waste generated by all business activities, and also organizes regular community e-waste collection events for employees at our California and Rochester campuses to recycle household consumer electronics. In the United States, approx. 600 metric tons of used chemicals are reclaimed and sold for reuse. Approx. 93% of e-waste is recycled, primarily for precious metal recovery, and more than 5% of e-waste is refurbished and sold for reuse.

<sup>2</sup>Battery recovery and recycling limited to the Great Oaks site only. Data was unavailable for other facilities.

<sup>3</sup>Data unavailable for 2019.

SASB Code: TC-HW-410A.1			
	2017	2018	2019
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.

Water Withdrawal and Recycling	2016	2017	2018	2019
Total volume of water withdrawn (m <sup>3</sup> )	21,934,441.1	20,079,025.9	21,018,952.0	19,488,006.1
Total volume of water recycled and reused (m <sup>3</sup> )	5,313,238.8	5,186,289.2	5,145,490.8	4,078,856.8

## Supply Chain

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

Suppliers Assessed Using RBA Validated Assessment Program	2016	2017	2018	2019
Percentage of all Tier 1 supplier facilities audited in the RBA Validated Assessment Program or equivalent <sup>1</sup>	23%	48%	87%	96%
Percentage of high-risk Tier 1 supplier facilities audited in the RBA Validated Assessment Program or equivalent <sup>2</sup>	N/A	N/A	N/A	N/A
Tier 1 suppliers' non-conformance rate with the RBA Validated Assessment Program or equivalent <sup>3</sup>	-	11%	8%	6%
Tier 1 suppliers' associated corrective action rate for priority non-conformances <sup>3</sup>	-	76%	100%	100%
Tier 1 suppliers' associated corrective action rate for other non-conformances <sup>3</sup>	-	84%	93%	93%

<sup>1</sup>Total supplier facilities encompass 80% of direct materials spend.

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

<sup>3</sup>A technical error with the RBA online portal has made 2016 data unavailable.

## Our Workforce

Health and Safety	2016		2017		2018		2019	
Employees	#	%	#	%	#	%	#	%
#/rate of employee fatalities	0	0	0	0	0	0	0	0
#/rate of high-consequence work-related injuries (excluding fatalities)—employees	0	0	1	0.001	2	0.003	2	0.003
Employee Lost Time Incident Rate (LTIR) <sup>1</sup>	43	0.06	38	0.05	48	0.073	44	0.074
#/rate of recordable work-related injuries (including fatalities)—employees	72	0.10	84	0.12	88	0.133	81	0.137
Employee Total Recordable Incident Rate (TRIR) <sup>1</sup>	72	0.10	84	0.12	88	0.133	81	0.137
Main types of work-related injury—employees	Slip/Trip/Fall, Struck/on/by, Machine safety, Material Handling/Ergo							
Total number of hours worked—employees	140,982,000		142,465,634		132,184,461		118,509,355	
Non-Employee Workers	#	%	#	%	#	%	#	%
#/rate of non-employee worker fatalities	1	0	0	0	0	0	0	0
#/rate of high-consequence work-related injuries (excluding fatalities)—non-employee workers	0	0	0	0	0	0	0	0
#/rate of recordable work-related injuries (including fatalities)—non-employee workers	N/A	N/A	10	N/A	23	N/A	16	N/A
Work-related hazards that pose a risk of high-consequence injury, including:	Slip/trip/fall (s/t/f) hazards and repetitive trauma hazards identified through hazard identification and risk assessment. Actions taken to minimize risks include the following:							
i. how these hazards have been determined;	1. Design and evaluate workplace to eliminate s/t/f hazards.							
ii. which of these hazards have caused or contributed to high-consequence injuries during the reporting period;	2. Design and evaluate workplace and stations to eliminate repetitive trauma hazards.							
iii. actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls	3. Create work instructions, and train and communicate with workers to identify and eliminate s/t/f and repetitive trauma hazards.							
	4. Conduct periodic inspection/walk-through to verify that workplace is free from hazards.							
	5. 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		0	

<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.

	2016	2017	2018	2019
Workers covered by an occupational health and safety management system	100%	100%	100%	100%

Employee Attraction, Retention and Engagement	2017		2018		2019	
	#	Rate	#	Rate	#	Rate
<b>Employee Hires</b>						
Hires by age group						
• Under 30	11,129	43.5%	8,768	35.6%	8,678	45.0%
• 30-50	3,549	8.7%	3,196	7.5%	3,675	9.3%
• 50+	416	7.6%	372	6.3%	246	4.3%
Hires by gender						
• Male	5,170	18.7%	5,485	18.9%	4,194	15.6%
• Female	9,915	22.5%	6,849	15.5%	8,405	22.3%
Hires by region						
• United States	1,329	15.7%	1,449	17.0%	966	12.3%
• Asia	13,771	22.1%	10,631	16.8%	11,461	20.7%
• Other	259	22.3%	256	19.8%	175	14.4%
<b>Total Employee Hires</b>	<b>15,359</b>	<b>21.4%</b>	<b>12,336</b>	<b>16.9%</b>	<b>12,602</b>	<b>19.6%</b>
<b>Employee Turnover</b>						
Voluntary turnover by age group						
• Under 30	2,655	10.4%	3,188	13.0%	3,188	16.5%
• 30-50	1,902	4.7%	2,629	6.2%	3,446	8.8%
• 50+	344	6.3%	245	4.1%	274	4.7%
Involuntary turnover by age group <sup>3</sup>						
• Under 30	6,097	23.8%	3,399	13.8%	8,183	42.4%
• 30-50	4,124	10.1%	1,542	3.6%	5,185	13.1%
• 50+	482	8.9%	411	6.9%	940	16.3%
Voluntary turnover by gender						
• Male	2,206	8.0%	2,742	9.5%	2,874	10.7%
• Female	2,768	6.3%	3,316	7.5%	4,034	10.7%
Involuntary turnover by gender <sup>3</sup>						
• Male	3,226	11.6%	4,417	6.7%	3,767	14.1%
• Female	7,630	17.2%	932	7.2%	10,542	28.1%
Voluntary turnover by region						
• United States	689	8.2%	722	8.5%	877	11.1%
• Asia	4,425	7.1%	5,249	8.3%	5,917	10.7%
• Other	66	5.7%	91	7.0%	115	9.5%
Involuntary turnover by region <sup>3</sup>						
• United States	502	5.9%	489	5.7%	682	8.6%
• Asia	10,265	16.5%	4,818	7.6%	13,481	24.4%
• Other	48	4.1%	45	3.5%	146	12.0%
<b>Total Voluntary Employee Turnover</b>	<b>5,180</b>	<b>7.2%</b>	<b>6,062</b>	<b>8.3%</b>	<b>6,909</b>	<b>10.7%</b>
<b>Total Involuntary Employee Turnover<sup>3</sup></b>	<b>9,718</b>	<b>13.5%</b>	<b>5,352</b>	<b>7.3%</b>	<b>14,219</b>	<b>22.2%</b>

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

<sup>2</sup>Turnover rate is calculated as the total number of separations/terminations (voluntary and involuntary) divided by the average headcount over the time period. Employees without gender or birthdate in the source data included in total only and not in age, gender, and region breakouts. Historical data prior to the company consolidating data into one HR system in 2019 is reconciled from a variety of sources. The data consolidation and cleanup has resulted in a revised and restated data set for 2017 and 2018.

<sup>3</sup>CY19 involuntary turnover rates were significantly impacted by restructuring tied to business divestitures.

Gender Representation of Global Employees	2017			2018			2019		
	Female	Male	N/A <sup>1</sup>	Female	Male	N/A <sup>1</sup>	Female	Male	N/A
Management	25.4%	74.5%	0.1%	25.7%	74.2%	0.0%	26.3%	73.7%	0.0%
Technical staff	20.2%	79.7%	0.0%	20.4%	79.6%	0.0%	20.9%	79.1%	0.0%
All other employees	71.7%	28.3%	0.0%	70.6%	29.4%	0.0%	68.4%	31.6%	0.0%
Factory employees <sup>3</sup>	84.7%	15.3%	0.0%	83.7%	16.3%	0.0%	81.2%	18.8%	0.0%
Non-factory employees	33.2%	66.7%	0.1%	33.1%	66.8%	0.0%	33.3%	66.6%	0.0%

<sup>1</sup>N/A – Gender data not available for 2017 and 2018

Age Representation of Global Employees	2017			2018			2019		
	Under 30	30–50	50+	Under 30	30–50	50+	Under 30	30–50	50+
Management	0.4%	61.5%	38.1%	0.6%	65.5%	33.9%	1.0%	68.8%	30.2%
Technical staff	9.1%	68.5%	22.4%	13.4%	66.0%	20.6%	19.7%	61.3%	19.0%
All other employees	31.0%	63.2%	5.7%	33.0%	61.4%	5.7%	34.6%	60.3%	5.1%
Factory employees <sup>3</sup>	36.7%	60.2%	3.0%	38.5%	58.5%	3.0%	39.3%	58.1%	2.6%
Non-factory employees	14.2%	72.1%	13.7%	17.2%	69.5%	13.3%	21.6%	66.4%	12.0%

Racial/Ethnic Group Representation of U.S. Employees	2017						N/A <sup>1</sup>
	Asian	Black or African American	Hispanic or Latino	White	Other <sup>2</sup>		
Management	42.2%	0.7%	4.3%	49.2%	1.4%	2.3%	
Technical staff	53.3%	0.9%	2.8%	37.8%	0.9%	2.3%	
All other employees	50.9%	2.4%	12.2%	28.3%	2.8%	3.4%	
Factory employees <sup>3</sup>	65.6%	4.1%	15.7%	7.5%	2.8%	4.3%	
Non-factory employees	47.1%	1.9%	11.3%	33.7%	2.8%	3.2%	
2018							
	Asian	Black or African American	Hispanic or Latino	White	Other <sup>2</sup>	N/A <sup>1</sup>	
Management	45.4%	0.9%	4.4%	47.5%	1.7%	0.2%	
Technical staff	57.5%	0.8%	3.1%	37.3%	1.1%	0.2%	
All other employees	52.0%	2.5%	13.2%	29.1%	3.2%	0.1%	
Factory employees <sup>3</sup>	68.3%	3.4%	16.3%	7.4%	4.6%	0.0%	
Non-factory employees	47.5%	2.2%	12.4%	35.0%	2.9%	0.1%	
2019							
	Asian	Black or African American	Hispanic or Latino	White	Other <sup>2</sup>	N/A	
Management	46.8%	0.9%	4.3%	46.1%	2.0%	0.0%	
Technical staff	57.6%	0.9%	3.2%	37.2%	1.1%	0.0%	
All other employees	54.9%	2.6%	13.2%	25.6%	3.7%	0.0%	
Factory employees <sup>3</sup>	69.3%	2.9%	15.7%	6.5%	5.6%	0.0%	
Non-factory employees	49.8%	2.5%	12.3%	32.3%	3.1%	0.0%	

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

<sup>2</sup>N/A – Racial/ethnic group data not available for 2017 and 2018

<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.

Information on Employees and Other Workers <sup>1</sup>		Temporary Employees	Full-Time Employees	Part-Time Employees	Regular Employees
Gender	Female	N/A	37,593	33	37,626
	Male	N/A	26,828	33	26,861
Region	United States	N/A	7,891	36	7,927
	Asia	N/A	55,344	7	55,351
	Other	N/A	1,199	23	1,222

<sup>1</sup>Data from Western Digital's 12/31/2019 headcount report

## Governance and Ethics

Global Code of Conduct Training	2016	2017	2018	2019
Number of professional and managerial employees assigned online Global Code of Conduct training	17,385	26,620	27,888	20,326 <sup>2</sup>
% of training completion by month-end deadline	90%	99.1%	99.9%	99.8% <sup>1</sup>
Number of employees not finished by deadline	1,932	265	27	39 <sup>1</sup>
Time required to reach 100% training completion (days)	140 <sup>1</sup>	21	15	12 <sup>2</sup>
Number of employees receiving in-person training	1,509	5,474	3,357	5,760

<sup>1</sup>Approximation, and includes subsequently terminated employees.

<sup>2</sup>Change in assignment methodology in 2019, resulting in lower number. In 2019, we trained our APAC technician population along with operators rather than through online training.

Anti-Corruption	2016	2017	2018	2019
Percentage of operations assessed for risks related to corruption	100%	100% <sup>1</sup>	100% <sup>2</sup>	100% <sup>2</sup>

<sup>1</sup>Post-SanDisk acquisition

<sup>2</sup>2018-2019 global risk assessment for all risk areas

Board Diversity	2019
By gender	
• Male	62%
• Female	38%
By age group	
• Under 30	0
• 30-50	13%
• 50+	87%

SASB Code	Activity Metric	Unit	2017	2018	2019
TC-HW-000.A	Number of units produced by product category <sup>1</sup>				
	<ul style="list-style-type: none"> <li>• Communications Equipment</li> <li>• Components</li> <li>• Computer Hardware</li> <li>• Computer Peripherals</li> <li>• Computer Storage</li> <li>• Consumer Electronics</li> <li>• Other Hardware</li> <li>• Printing &amp; Imaging</li> <li>• Transaction Management Systems</li> </ul>	Number (#)	257,322,000	253,931,000	218,061,000
TC-HW-000.B	Area of manufacturing facilities	Square feet (ft <sup>2</sup> )	8,523,970	8,663,387	7,584,687
TC-HW-000.C	Percentage of production from owned facilities	Percentage (%)	84.61%	85.35%	81.31%