

Fiscal Year 2022

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

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).

Environment

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

Energy consumption within the organization ¹	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	1,720.5	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

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

GRI 302-3

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

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

GRI 302-5

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

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

¹ 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.

² Western Digital does not have direct perfluorocarbon emissions.

³ 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.

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

⁵ IPCC fifth assessment report, 100 year number.

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

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

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

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

GRI 305-2

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

¹ Scope 2 market-based emissions; all gases CO₂, CH₄, and N₂O are included.

² International Energy Association (IEA) emission factors

GRI 305-3

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

¹ Includes business air travel only.

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

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

² Includes Scope 1 and Scope 2 market-based GHG emissions and all gases CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, and NF₃.

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 ¹	FY2022 ²
Number of drives recycled (cumulative total)	21,460
Total end-of life material recovered (metric tons, cumulative total)	9.2

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

² 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 ¹	100%	100%	100%

¹ 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 (m ³)	17,131,552.1	17,771,953.3	18,035,001.8
Total volume of water recycled and reused (m ³)	4,763,493.2	4,799,151.9	3,622,920.6
Total volume water consumed (m ³)	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 ¹	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 ²	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 ³	76%	84%	85%

¹ Percentages are based on facility count.

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

³ "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 ¹	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 ²	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 ³	97%

¹ Percentages are based on facility count.

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

³ "Other non-conformance" refers to major and minor findings.

Our Workforce

GRI 403-8, 403-9

Health and Safety	FY2020		FY2021		FY2022	
	#	RATE	#	RATE	#	RATE
EMPLOYEES						
#/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) ¹	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) ¹	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 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			
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.			
ii. Struck on working surface, fall to same level			
iii. Actions taken to minimize risks include the following:			
1. Design and evaluate workplace to eliminate hazards.			
2. Design and evaluate workplace and stations to eliminate repetitive trauma hazards.			
3. Create operating procedures and work instructions, provide control measures to different hazards.			
4. Train and communicate workers to understand and identify hazards and follow control measures to control hazards.			
5. Conduct periodic inspection/walk-through to monitor the workplace and verify that it is free from hazards.			
6. Take corrective and preventive actions to eliminate the hazards.			
Whether the rates have been calculated based on 200,000 or 1,000,000 hours worked	200,000		
Any workers excluded from this disclosure (and why)	0	0	0
Workers covered by an occupational health and safety management system	100%	100%	100%

¹ 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	
		#	RATE ¹	#	RATE ¹	#	RATE ¹
EMPLOYEE HIRES							
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							
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	
		#	RATE ²	#	RATE ²	#	RATE ²
EMPLOYEE TURNOVER							
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%

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

² 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 ¹			
FY2020	FEMALE	MALE	OTHER
Management	26.1%	73.8%	0.0%
Technical staff	21.4%	78.5%	0.0%
All other employees	72.6%	31.5%	0.0%
Factory employees ²	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 ²	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 ²	68.4%	31.6%	0.0%
Non-factory employees	51.1%	48.8%	0.0%

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

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

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

Age Representation of Global Employees ¹			
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 ²	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 ²	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 ²	31.0%	63.9%	5.1%
Non-factory employees	15.6%	60.5%	23.8%

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

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

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

Racial/Ethnic Group Representation of U.S. Employees¹					
FY2020	ASIAN	BLACK OR AFRICAN AMERICAN	HISPANIC OR LATINO	WHITE	OTHER²
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 ³	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	OTHER²
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 ³	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	OTHER²
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 ³	62.6%	3.1%	16.9%	11.4%	6.0%
Non-factory employees	50.0%	2.0%	10.4%	33.2%	4.3%

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

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

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

GRI 102-8

Information on Employees and Other Workers¹				
FY2020		FULL-TIME EMPLOYEES	PART-TIME EMPLOYEES	REGULAR EMPLOYEES
Gender ²	● 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 ²	● 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 ²	● 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

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

² Gender data is based on self-identification.

Governance and Ethics

GRI 205-1

Global Code of Conduct Training	FY2020	FY2021	FY2022
Number of professional and managerial workers ¹ 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

¹ 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) ¹	746.1	746.9	685.8
<ul style="list-style-type: none"> ● 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 ²)	7,599,703	8,751,512	8,693,339
Percentage of production from owned facilities	Percentage (%) ¹	67%	67%	70%

¹ Includes computer storage units.



Western Digital

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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.