PHOTO CREDIT: SHAILESH TENDULKAR

FISCAL YEAR 2025

SUSTAINABILITY REPORT / FACT SHEET

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The Sandisk FY25 Sustainability Report details the company's commitment to the environment, social responsibility, and strong governance. Our sustainability strategy is anchored in a framework of Impact, Inspiration, and Integrity.

Impact: Product Innovation

Sandisk is incorporating sustainability into its products as part of a natural evolution of our commitment to relentless innovation. We strive to prioritize designing products for circularity, across Data Center, Edge, and Consumer sectors, targeting critical opportunities for impact and building partnerships to scale those benefits.

Our efforts include:

- BiCS8 flash memory: enables up to 20% write performance improvement and 30% power efficiency improvement versus previous generation
- Sandisk Ultra-Eco Flash Drive: made with over 70% recycled plastic enclosure and requiring only half the energy to manufacture compared to conventional flash drive enclosures[1]
- Gold Recycling Initiative: Using 25-30% recycled gold quarterly across a select product portfolio
- Low-Temperature Solder: Partnership with Lenovo to test and certify this breakthrough material which helps reduce the melting point by approximately 30% and curing time by about 75%, avoiding roughly 6,000 metric tons of carbon emissions annually and improving device reliability by reducing heat stress during manufacturing[2]

[1] In comparison to 100% non-recycled plastic. Source: Trinseo - PCR Containing Resins Report, 2019.
[2] Preliminary figures; still under evaluation

Impact: Sustainable Operations

Sandisk is committed to taking bold action to reduce emissions, mitigate risk, improve operational resiliency, and align with the goals and direction of our stakeholders worldwide. Across our operations, we're driving reductions through fuel efficiency, smarter processes, improved energy efficiency, transitioning to lower global warming potential chemicals, and greater reliance on renewable and carbon-free power.

Sandisk Set Primary Environmental Targets in its Operations to:

- Achieve Net Zero Scope 1 and 2 carbon emissions by 2040
- Source 100% carbon-free electricity by 2035
- Achieve a 50% water recycling rate by 2035
- Achieve a 95% waste diversion rate by 2035

Other achievements in FY25 included:

- Reducing our Scope 1 (direct GHG emissions from fuels, gases, and chemicals used in operations) emissions by 24% percent
- Reducing Scope 2 emissions (from purchased electricity) by 21% through increased use of renewable and clean energy at our manufacturing, research and development and testing sites worldwide
- Publishing a complete Scope 3 GHG emissions inventory, reflecting our updated accounting methodology
- Implementing water efficiency measures at our Penang, Malaysia manufacturing operations, achieving a water recycle rate of 24%, an increase of almost 2% from FY24
- Implementing secondary sorting of waste generated at our Penang manufacturing operations, achieving a waste diversion rate of 88%, a 6% improvement over FY24

Inspiration: People Experience

At Sandisk, we know people are inspired when they feel a sense of belonging, safety, and responsibility to do the right thing. This is why we strive to cultivate a culture that encourages employees to offer suggestions, ask questions, and challenge themselves and their colleagues.

Our achievements in FY25 included:

- Launching Emerging Talent: FLASH FWD, our flagship program designed for interns and new college graduates. This initiative reflects our strategic focus on attracting and developing top early-career talent from a wide range of academic backgrounds
- Advancing our Leader Essentials program to equip employees at all levels with the skills needed to thrive—focusing on effective communication, resilience, and building strong, collaborative relationships
- Using advanced analytics to forecast talent needs and build a skills-based, agile workforce capable of adapting to technological and market changes

Inspiration: Workplace Health and Safety

Sandisk uses its integrated management system (IMS) to manage EHS in a structured and consistent way, grounded in regulatory compliance, workplace safety, occupational health, and environmental stewardship and business continuity planning. With global oversight and local adaptation, Sandisk advanced consistent safety standards, protected employee wellbeing, and reinforced its commitment to sustainable practices.

In FY25, Sandisk advanced EHS through:

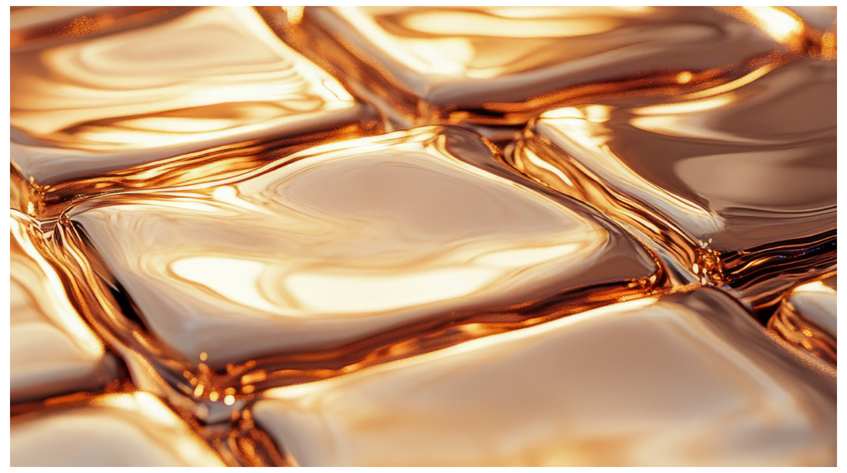
- Comprehensive site assessments that identified and addressed workplace hazards
- Enhanced emergency preparedness through upgraded medical response programs across manufacturing operations
- Trained employees on the potential workplace risks, hazards and preventive actions, tailored for their role and responsibilities
- Leveraged our Safety Good Catch Program to empower employees to identify hazards and unsafe conditions to avoid incidents

Inspiration: Responsible Sourcing

Sandisk holds our global supply chain to the same level of rigor and values we apply to our own operations through monitoring programs that address environmental compliance, labor and human rights, and conflict minerals. Sandisk has a strong track record in its history of working with the Responsible Business Alliance (RBA) and joined RBA as an independent member.

In FY25, our efforts included:

- Establishing sustainability baselines with top suppliers
- Extending RBA Code of Conduct training to indirect suppliers
- Launching a third-party risk management dashboard to monitor program metrics in real time
- Creating an internal RBA Council to provide governance and strategic oversight of environmental, human and labor rights, and governance practices across our supply chain
- Earning the RBA's highest honors for our Penang, Malaysia manufacturing operations--a Platinum Award, given only to those operations with a perfect 200/200 score
- Qualifying 2,465 new supplier parts and 30 finished products meeting environmental regulatory requirements, while achieving zero major findings across customer audits, including hyperscaler customers



Integrity: Governance

Sandisk upholds accountability and integrity through strong corporate governance that extends from our Board of Directors to every level of the organization. The Board provides strategic oversight and risk management, while regularly monitoring our overall sustainability performance. Through our enterprise risk management process, we identify and work to mitigate significant risks while maintaining ongoing dialogue about factors that impact strategic and operational goals.

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, including specific responsibility for periodically reviewing our policies and practices related to human rights, environmental and climate change, and political and lobbying activities. The Audit Committee oversees Sandisk's enterprise risk management, Ethics & Compliance, and related disclosure requirements, with a specific focus on cybersecurity and data integrity.

In FY25, our efforts included:

- Composing an 89% independent Board of Directors
- Demonstrating the Board of Director's focus on sustainable governance, with committees overseeing key areas that support long-term performance
- Active identification of risks by the management team and providing annual updates to both the Audit Committee and the full Board of Directors
- The Compensation and Talent Committee regularly reviews people programs, including initiatives on talent attraction, engagement, retention, and other Board-directed areas

Integrity: Ethics & Compliance

Sandisk is committed to ethical business conduct, which drives everything from operations to stakeholder relationships. Sandisk's ethical practices and culture of compliance build trust with our stakeholders. Our compliance strategy targets high-risk areas identified through regular enterprise-wide risk assessments to ensure we focus resources where they matter most.

In FY25, our efforts included:

- Successfully replicated the Ethics & Compliance infrastructure in the Sandisk business to support organizational transitions, including our ethics helpline, disclosure management platform, and privacy management tools
- Achieving a 100% completion rate for our annual Global Code of Conduct online training, ensuring every team member understands their ethical responsibilities
- Facilitating our enterprise risk management program in close collaboration with business leaders to identify, assess, and monitor key strategic, operational, compliance, and financial risks across our organization

Forward-Looking Statements

This Sandisk FY2025 Sustainability Report Fact Sheet contains forward-looking statements within the meaning of federal securities laws, including statements regarding expectations for: the impacts and achievements of our governance practices and sustainability initiatives, programs and business practices; and the achievement of our sustainability-related goals and commitments. 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.

Key risks and uncertainties that could cause actual results to differ materially from those expressed or implied in the forward-looking statements include: adverse changes in global or regional economic conditions, including the impact of evolving trade policies, tariff regimes and international conflicts; volatility in demand for our products; pricing trends and fluctuations in average selling prices; the impact of business and market conditions; the impact of competitive products and pricing; our development and introduction of products based on new technologies and management of technology transitions; risks associated with restructurings, acquisitions, divestitures, cost saving measures, joint ventures and our reliance on strategic relationships; risks related to product defects; difficulties or delays in manufacturing or other supply chain disruptions; hiring and retention of key employees; our use of debt financing; changes to our relationships with key customers or customer consolidation; compromise, damage or interruption from cybersecurity incidents or other data system security risks; the impact of artificial intelligence on our business and performance; risks associated with compliance with changing legal and regulatory requirements; our ability to achieve some or all of the expected benefits of the separation from Western Digital Corporation; potential liabilities related to the separation from Western Digital Corporation; and other risks and uncertainties set forth in our Annual Report on Form 10-K filed with the SEC on August 21, 2025, which is available on the SEC's website at www.sec.gov. 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.