Western Digital

Fiscal Year 2024

Sustainability Report

NOTE: This report reflects performance and progress for Western Digital and Sandisk, reflecting the combined organization in FY2024.

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About This Report

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We are proud to share Western Digital's 2024 Sustainability Report covering Fiscal Year 2024 (FY2024), which has been prepared with reference to 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:

- **Our Story** shares significant FY2024 highlights
- **General disclosure section** provides a deeper, more technical look at our approach to sustainability and our progress
- **Indices** provide a comprehensive view of the data that reflects the outcomes of 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.

A Letter From Our CEO

Dear Stakeholders,

As we present this year's Sustainability Report, I am reminded that our shared journey with you is propelled by something much greater than technology alone: it's a vision for a future where innovation and responsibility go hand-in-hand and where developments today activate technologies that positively impact our future.

Over the past year, the sustainability targets we announced in FY23 have served as a north star for this vision. They have led us to find new, impactful ways to collaborate; reignited the value of circularity within our industry; and driven us to leverage the power of data in brand-new ways. While these efforts are making impactful strides in the success of our work, they are also uncovering opportunities for growth and improvement throughout our industry—findings that we share transparently so that we learn from each other in order to move forward together.

As we finalize Western Digital's separation into two independent companies, each positioned to unlock their own paths for growth, we find ourselves at a pivotal moment to bolster our role in advancing both technology and sustainability. As we enter the final phase of this transition, we're architecting our sustainability framework around three core pillars:

Minimizing our environmental footprint to protect and preserve our planet, and to operate with resilience and adaptability.

Acting sustainably and inclusively, empowering not only our workforce but all stakeholders.

Embracing and embedding sustainability into all decision-making processes, from the boardroom to the production floor, ensuring every decision we make is rooted in integrity and ethics.

This framework is not simply a response to external demands; it is a strategic advantage for Western Digital. Sustainable practices are enabling us to manage risks in a dynamic and complex world, to strengthen our supply chain, and to build regulatory compliance and resilience into our operational DNA. These practices are also a driving force behind operational efficiencies and cost reductions that directly support our bottom line, helping us to grow our people-centric and inclusive culture that fuels our success. Most importantly, sustainability gives us an edge in delivering value to our customers. As we deepen our relationships with clients who increasingly prioritize sustainable sourcing and practices, we enhance customer loyalty, offer premium value, and support our customers' own sustainability journeys while helping them to achieve their goals.

In our fast-evolving industry, where data storage, management, and processing play critical roles in positively transforming society, we take immense pride in leveraging our expertise for good. As Western Digital enters its new chapter, our resolve to innovate responsibly is unwavering. We are building technology that prioritizes people, the planet, and progress, for our customers, and for our society, for generations to come.

David Goeckeler, CEO

> **"In our fast-evolving industry, where data storage, management, and processing play critical roles in transforming society, we take immense pride in leveraging our expertise for good."**
>
> **David Goeckeler**
> CEO, Western Digital

Our 2024 Story

Who We Are

GRI 2-6

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 Purpose

To be the world's iconic data storage company

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

Our Approach to Sustainability

At Western Digital, our approach to sustainability enables us to create shared value for our business and the world around us. Across our global operations, our focus on responsible innovation creates a brighter future for our business, our customers, and our employees. In FY24, we refined our approach with the launch of a new sustainability framework that centers on three core pillars.

- **Minimizing our environmental footprint** to protect and preserve our planet
- **Acting sustainably and inclusively** to empower our stakeholders and influence our ecosystem
- **Embracing and embedding sustainability** in all decision-making

As our company faces ongoing environmental and social challenges, we believe rooting our decisions and operations in sustainable business practices creates a competitive advantage and ultimately drives value for our stakeholders:

Managing risks:
- Supply chain resilience
- Regulatory compliance
- Customer expectations
- Investor sentiment

Reducing costs:
- Waste reduction
- Operational efficiency
- Cost of capital
- Talent retention

Growing revenue:
- Product and service innovation
- Customer loyalty
- Price premiums

Forces Shaping our Approach

Global trends and forces deeply impact the way we approach environmental, social, and governance management considerations. Meeting these forces head-on enables us to uphold our commitment to quality and integrity, ensuring that our technologies lead the way in building a future that's as sustainable as it is innovative.

Artificial Intelligence (AI) and Automation

As AI technologies become embedded across virtually every industry sector, storage has become an increasingly important and dynamic component of the AI technology stack. By leveraging AI in our own workflows, we can work more precisely and efficiently to develop reliable products for our customers

Big Data Ecosystems

The more data ecosystems are enriched and expanded, the more productive and predictive they become. We continuously seek ways to leverage diverse datasets across our supply chain and product development in order to uncover and test insights that can inform resource use, environmental impacts, and data-driven sustainability strategies.

Stakeholder Expectations

Investors and regulators increasingly expect transparency and accountability in sustainable practices. And customers in particular are increasingly looking for suppliers who align with their own sustainability goals and commitments. By meeting and exceeding stakeholder expectations we protect our company's reputation while also opening opportunities for growth and long-term resilience in a sustainability-driven market.

Evolving Regulations

While reporting structures and governing bodies for sustainability continue to evolve, we view sustainability reporting as a strategic opportunity to differentiate Western Digital, strengthen trust with our stakeholders, and help our customers achieve their own environmental, social, and governance goals. By being proactive in our approach, we have built a strong foundation for reporting, as well as a basis for risk mitigation and sustainable business strategy.

Availability of Resources

The limited availability and economic feasibility of resources, such as alternative fuels and high-recycled content packaging, can delay progress toward ambitious environmental targets. This is not something we can do on our own. We focus on making steady but sustained improvements while advocating for increased access and affordability of sustainable resources to enable industry-wide progress.

Talent Competition

High demand for specialized and skill-specific talent has intensified competition across many industries, especially in the technology and innovation-related fields. In response, we continue to find ways to support up-and-coming generations of talent and ensure we have competitive compensation, benefits, and employee offerings to attract and retain top talent.

FY2024 Highlights

Environment

- We made significant progress on our goal to achieve Net Zero by 2032, achieving a **36.3%** absolute emissions reduction compared to our 2020 baseline
- Two of our manufacturing sites — one in Malaysia and one in China — transitioned to 100% renewable energy. We now have six sites running on **100%** renewable energy.
- We achieved **44%** renewable energy-powered electricity consumption in 2024 progressing toward our 100% goal by 2030
- Conservation efforts across our global operations resulted in **3%** reduction of energy consumption
- A combination of business cycles and water efficiency efforts resulted in **23%** reduction in water withdrawals, exceeding our 2030 goal to reduce water usage

Workforce

As of June 28, 2024:

- **Women represented 26% of our management positions and 24% of our technical staff**
- **60% of our U.S. management positions are held by individuals who voluntarily identify as members of racially or ethnically diverse communities**, including Asian, Black/African American, Hispanic/Latino

Global Giving

- Achieved a record **55% total volunteer participation rate across 306 company-sponsored volunteer events**
- Supported more than **230 nonprofit organizations through grants and volunteering**
- Awarded **$339K** in scholarships to **98 high achieving university-bound students**

Product Innovation

- Launched HDD advanced recycling initiative involving rare earth capture both shredded and whole drives
- Maintained a range of **36%-40%** recycled content in HDD products
- Increased recycled content in enterprise packaging from 45% to **64%** by weight
- Achieved **22%-52%** for recycled content in enterprise Flash products
- Achieved **52%** recycled content in Flash product bulk shipping materials
- **650,000** HDDs were tested, recertified for use, and sold in FY24

Talent Development

- Launched our first-ever U.S. Department of Labor-approved apprenticeship program aimed at providing an opportunity for entry-level candidates to begin their career in our cutting-edge clean room and wafer manufacturing facilities in California
- Converted nearly half of our global interns to employees
- **90%** of employees participated in our annual Pulse survey which supports our ongoing culture of listening

Governance

- All members of our Board during FY2024 were independent except for one director, who is our CEO
- Linked our emissions reduction goal with executive compensation, further strengthening the importance of the sustainability objectives to our business
- Successfully completed review and approval of controls and procedures for the FY2024 data included in the Sustainability Report by our internal audit team

Minimizing our environmental footprint

to protect and preserve our planet.

This commitment means we must mitigate risks posed by climate change, resource scarcity, and environmental degradation and do our part to reduce impacts. Through thoughtful planning and meticulous execution, our customers, communities, and team members can collectively make an impact through sustainably created products.

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Driving Our Sustainability Targets Forward

In June 2023, we announced ambitious sustainability targets designed to maintain and enhance our position as a leader. They have influenced impactful decisions throughout our operations, product development, and supply chain management, as well as on our global environmental footprint. As Western Digital separates into HDD and Flash businesses in 2025, both companies will define sustainability targets that will continue to drive innovation and strive to make an impact across our industry at large.

Western Digital's Sustainability Targets

ENERGY AND EMISSIONS

	Goal	Actions	Performance
Emissions Scope 1 & 2	**Net Zero** MFG sites by 2032 **42% ↓** MFG sites by 2030 vs 2020*	Comprehensive Scope 1 decarbonization strategy and time-phased priorities. Scope 2 decarbonization aided by 3% conservation actions, 0.5% on-site solar, and continued traction on Renewable Energy (RE) acquisition.	• Achieved a 36.3% absolute reduction in our combined Scope 1 and 2 emissions, relative to our FY2020 baseline. • As part of the preparation for separate HDD and Flash businesses, our data governance team is developing data management systems for each business unit.
Emissions Scope 3 Category 11: Use of Sold Products	**50% ↓** Use phase emissions intensity by 2030 vs 2020	We are reducing our emissions from the use of sold products through a combination of increased storage capacity per drive and innovations in the power consumption and efficiency of our drives.	Since FY2020, we have realized a reduction in emissions intensity in our Scope 3, Category 11 Use of Sold Products by 29%, on an emissions per petabyte basis.
Renewable Energy	**100%** MFG sites by 2030	We are focusing on long-term power purchase agreements for renewable energy.	As of 2024, six of our sites are running on 100% renewable energy. Several more sites are on track to achieve 100% RE in the next few years. Company-wide, we have achieved 44% renewable energy-powered electricity in FY2024 relative to our 40% goal. Western Digital continues to make steady progress in renewable electricity procurement, balancing availability and cost in our regional strategy.

WATER

Water Withdrawn	**20% ↓** by 2030 vs 2022	In FY2024, we implemented several water conservation projects successfully, including reusing reject waste water for gardening in Laguna, Philippines, recycling wastewater for city usage in Shenzhen, China, and Cooling Tower optimizations in Bang Pa-in and Prachinburi, Thailand. In the coming years, we plan to implement capital expenditure-focused water recycling programs, and to seek Alliance for Water Stewardship certification for our factories.	We reduced water use by 23%, exceeding our water use reduction goal (compared to FY2022). The reductions reflect a combination of cyclical business factors and water efficiency programs; however, we anticipate challenges with maintaining this rate in the near-term due to variable market conditions.

WASTE

Waste to Landfill from Operations	**<5%** by 2030	We have developed a roadmap to achieve less than 5% of waste to landfill target by 2030. We are planning to implement structural waste reassessment and segregation programs. Beginning in FY2024, we began to explore technologies such as pyrolysis, redirection of metal hydroxide waste to cement production, and other methods to increase our waste diversion.	In FY2024, we sent approximately 7.5% of our operational waste to landfill.

Creating Value through Circularity

At Western Digital, we believe circularity delivers long-term value creation. The current linear economy is not sustainable, as global natural resource consumption is predicted to increase by 60% by 2060, compared with 2020 levels. Therefore, circular business models enable companies like ours to extend product lifecycles by reusing resources and reintroducing them into the market. This strategy minimizes waste, optimizes resource efficiency, and promotes sustainability. As we strive to be a sustainability leader, Western Digital is positioned to be a driver of the circular economy.

With a focus on value generation holistically, we launched the following circularity initiatives in 2024:

Globally:

- Maintained a range of 36%-40% recycled content in HDD products
- Increased recycled content in enterprise packaging from 45% to 64% by weight
- Achieved a range of 22%-52% for recycled content in enterprise Flash products
- Achieved 52% recycled content in Flash product bulk shipping materials

In the US:

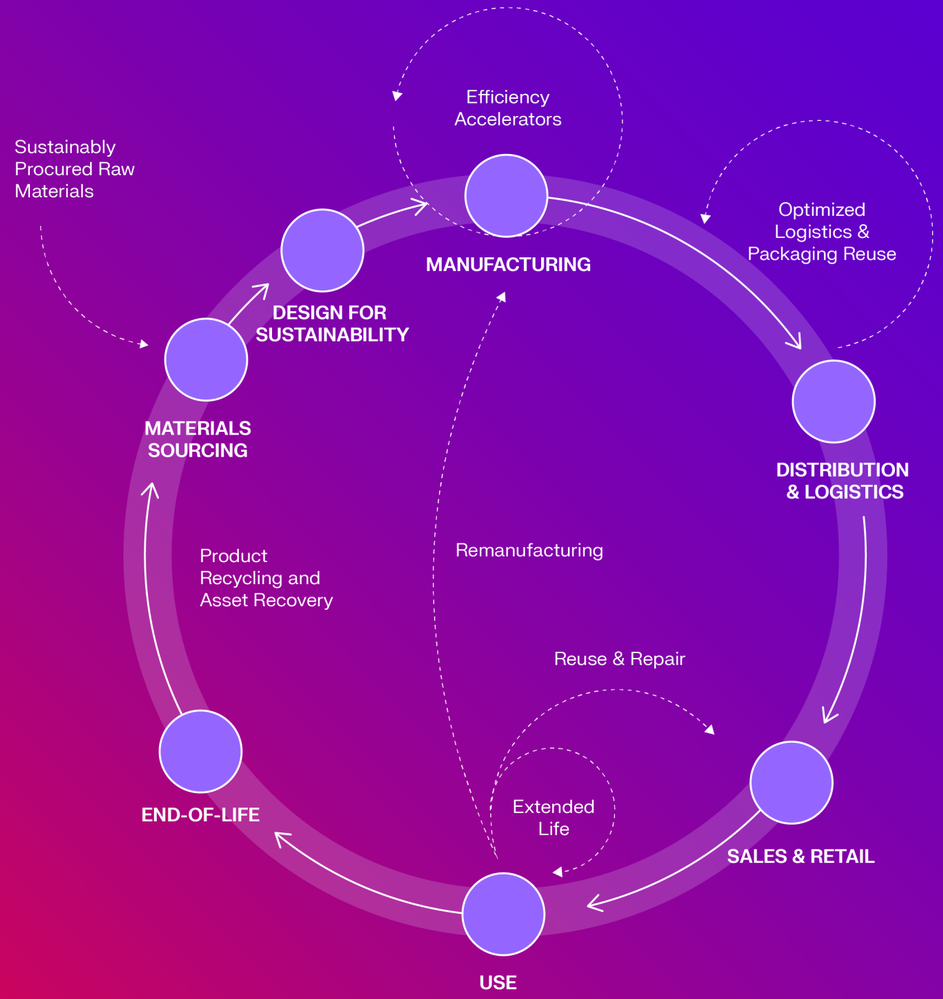
- Launched a new advanced recycling initiative involving rare earth elements (REE) capture that can accommodate both shredded and whole drives

Across Asia:

- We are growing our component recovery to original equipment manufacturer (OEM) suppliers as part of our circular economy initiatives, such as:
  - 30 tons of baseplate material returned to OEM supplier to be used in production of new baseplates
  - Achieved a range of 6%-30% recycled content of Voice Coil Motor (VCM), a component in HDD containing rare earth materials
- Diverted about 1M lbs (~450k kg) of HDDs from the landfill for advanced material recycling at a 99% material recovery recycling rate, including precious metals and rare earth materials

Western Digital continues to drive circularity by identifying opportunities to reclaim, refurbish, and resell used HDDs. In FY24, we remanufactured over 7,000 HDDs to OEM specifications which were sold into the market with a full warranty. These represent a nearly 500,000 lb. reduction of carbon dioxide emissions. In 2024, we tested and recertified over 650,000 HDDs which were sold into secondary markets across the globe.

Circularity at Western Digital



Advanced Recycling

Counter to their name, REEs are relatively abundant in nature, however, they are difficult and costly to extract and refine. Their dispersed nature creates challenges for reliable supplies of these materials. To help secure a stable, affordable, and sustainable supply of REEs, Western Digital is mapping value streams to identify circular opportunities for data storage devices.

The internal circular operating model consists of life extension, reuse, and resale of drives, and advanced recycling. Our intent is for both internal and external failed drives to go through an elemental recovery phase to achieve high throughput and maximize yield. **We have made this possible for the first time in the U.S.** by identifying eco-friendly technologies that extract rare earth metals from shredded hard drives in partnership with specialized recyclers.

Previously, rare earth materials were melted with steel, which resulted in them losing their rare material properties forever. This loss increased the need for virgin material extraction by mining from the earth.

We completed the HDD advanced recycling pilot stages in 2024, and mass production is ramping up for Western Digital and a hyperscale data center customer. Through this collaboration, Western Digital and its recycling partners are advancing U.S. rare earth process optimization and byproduct development. These efforts help minimize environmental impacts and contributing to the societal shift toward a low-carbon future.

Enabling higher material capture rates of metals, precious metals and rare earths is instrumental for a range of clean technology components such as EVs and wind turbines. By connecting rare earth recyclers to conventional recyclers, we are poised to drive a higher recovery rate and streamline the logistics process that provides a benefit to other industries.

>95%

material recovery of rare earth, precious metals and unique alloys

Reducing virgin materials in products and packaging

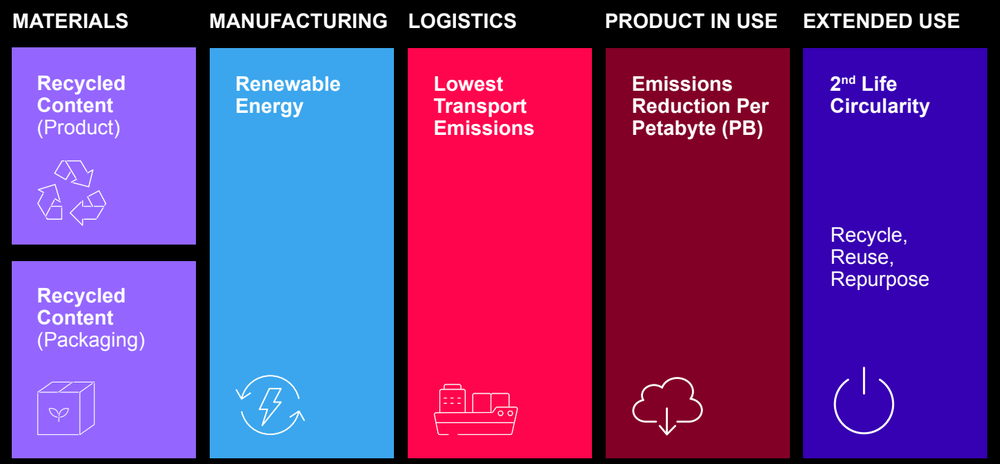
20% increase in enterprise HDD Packaging Recycled Content by weight in FY24

36-40% recycled content by weight for Enterprise HDD Product

52% recycled content in Flash bulk packaging

22-52% recycled content by weight for Flash Product

Driving Sustainability in the HDD Product Portfolio



Operational Sustainability

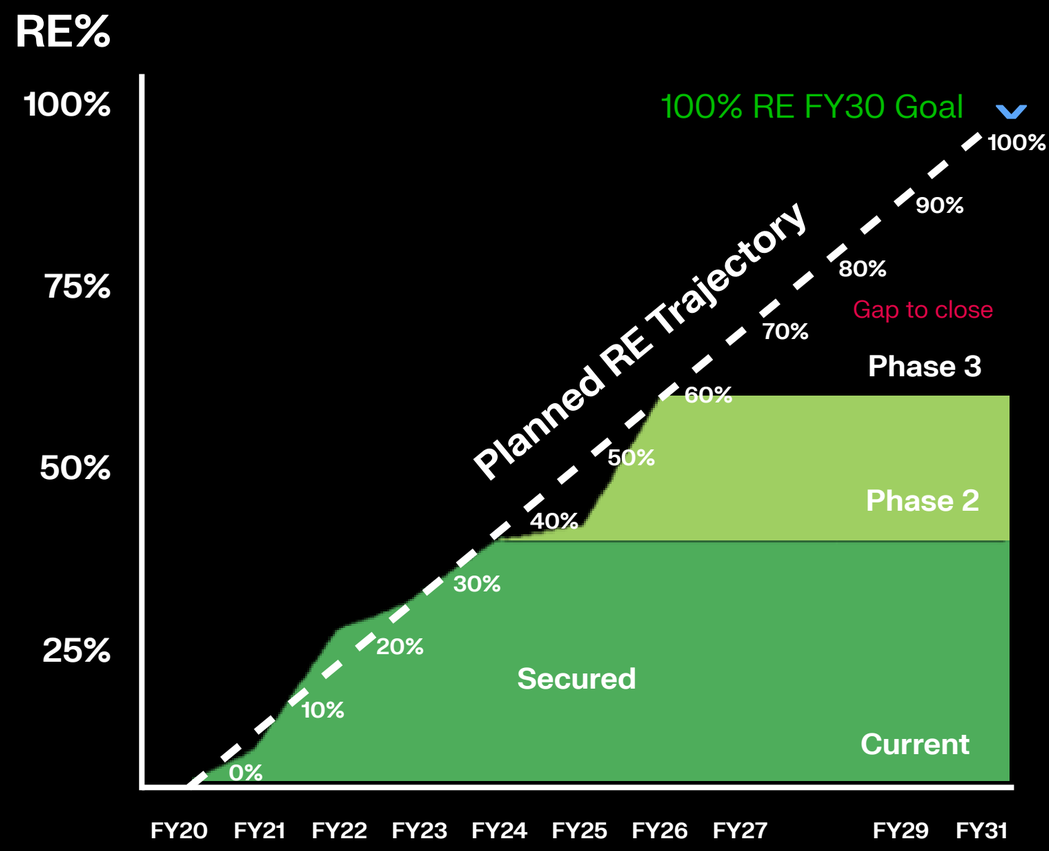
Globally, energy consumption is a major driver of fossil fuel demand. According to the United Nations, fossil fuels release 75% of the greenhouse gasses that continue to warm our planet. We continuously measure our Scope 1, 2, and 3 emissions to understand the scale of our emissions, strategize investments in energy-efficient infrastructure, and implement innovative emissions reduction strategies and tactics.

Renewable energy procurement is a central strategy in our aggressive push for Net Zero emissions from our operations by 2032. In 2024 two additional manufacturing sites — located in China and Malaysia — transitioned their operations to 100% renewable electricity. In addition, we signed a Utility Green Tariff Agreement to supply clean solar energy to three of our Thailand sites for a 5-year tenure. Globally, we have six sites running on 100% renewable energy.

Our shift to increasing renewable energy-generated electricity drives down emissions from our operations, and creates the market signal for more renewable energy development in regions where Western Digital operates.

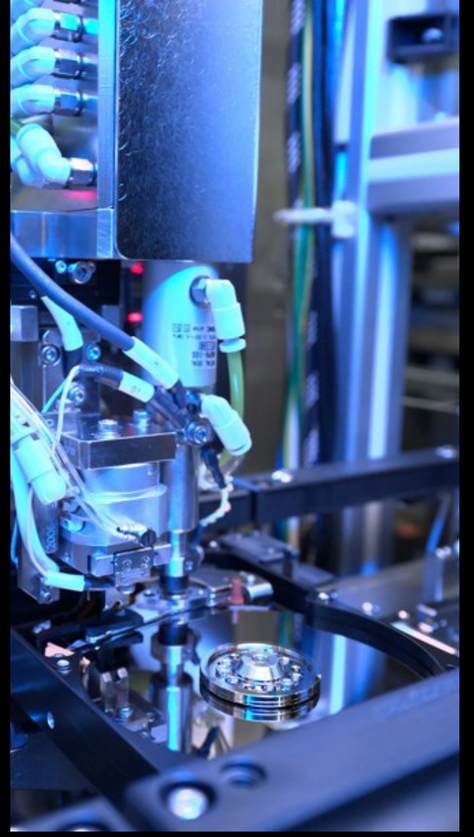
Additionally, our team in Prachinburi, Thailand, continued the use of automation, artificial intelligence, machine learning, and data analytics to improve energy efficiency in our chiller plant. Because the chiller is one of the single most energy-intensive parts of our operations, we anticipate these measures will continue to drive down emissions. The implementation of IIoT (Industrial Internet of Things) technology for the site's chilled water system resulted in an annual reduction in energy consumption of 1,257 MWh in FY2024.

Trajectory Towards 100% Renewable Energy by 2030



Acting Sustainably and Inclusively

to empower our stakeholders and influence our ecosystem.



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Our Culture of Inclusion

At Western Digital, we harness the power of our global workforce to continuously drive innovation to develop and deliver products that store and secure the world's data. We strive to foster a workplace and environment where everyone feels a sense of belonging, respect, and purpose. This commitment is deeply rooted in our core value: "We All Belong," which underpins our dedication to ensuring every individual has the opportunity to thrive across our operations.

Our pursuit of innovation necessitates a thoughtful and inclusive culture. We promote this through our culture of listening to our people, analyzing meaningful data, and conducting research to inform ways that we can continue to empower our global workforce. Our commitment to listening to our employees and continual growth powers us through change and helps build the trust and momentum needed to be innovative leaders.

In FY2024, we introduced our first company-wide inclusion strategy, which creates the foundation for promoting a sense of belonging across all levels of the organization. Our Talent Strategy is grounded in three pillars, Talent Attraction, Development, and Engagement, focused on building the best teams and engaging employees through their journey at Western Digital.

Talent Attraction

We are committed to building a global workforce that delivers best-in-class innovation and performance.

In FY2024, we introduced Hiring Essentials, a comprehensive training program for our global recruiting team to promote effective and inclusive hiring practices consistently across the company. The curated content is designed to improve:

- Understanding of industry and best practices from a legal and ethical perspective
- Awareness of resources and tools to conduct more consistent, structured candidate interviews and candidate feedback

Our goal is to attract, develop, and retain top talent worldwide, fostering innovation and driving business success. We are committed to building a workplace where every individual has the opportunity to excel, make an impact, and feel respected and supported.

Talent Development

We invest in the development of our employees to ensure everyone can grow and thrive.

Upskilling has always been a cornerstone of our talent development strategy – it provides employees with opportunities to grow and expand their knowledge, skills, and abilities, while strengthening institutional knowledge and organizational agility organically. To continue investing in our employees in FY2024, we:

- Launched our first-ever U.S. Department of Labor-approved apprenticeship program, providing entry-level employees with active learning opportunities to begin and grow their career in our cutting-edge clean room and wafer manufacturing facilities in California
- Converted 48% of our global interns into full-time employees, demonstrating the success of our internship programs in nurturing emerging talent
- Offered on-demand training for our entire workforce, empowering employees to select courses and pursue topics and initiatives that interest them, while challenging them to learn new skills outside of their job responsibilities

Talent Engagement

We create an inclusive culture where everyone belongs and can bring their authentic selves to work every day. New college graduates (NCGs) bring innovative thinking, technical excellence, high-potential growth and more. To recognize their distinct contribution to our culture, 10 members of the FY24 NCG cohort were recognized at a "Creating What's Next" award ceremony for serving as cultural ambassadors, role models in their community and for their impact on the business.

We know that an engaged workforce is a productive one, and we want our employees to be excited to come to work. We also know that an important factor of engagement is feeling comfortable. In recognition of the multi-dimensionality of our employees, we have long-supported employee resource groups (ERGs), employee communities centered around a personal identity or value that promotes camaraderie, networking, fun, and personal fulfillment.

In FY2024, we celebrated our ERGs through We.Shine, our first-ever ERG recognition event, honoring the contributions and impact of these vital networks and the employees who are dedicated to helping them flourish. The recognition was acknowledged through five award categories: We.Shine Award of Distinction, Workplace Culture, Business Impact, Community Impact, and ERG Leader of the Year.

Supply Chain

At Western Digital, we are dedicated to developing the most advanced data infrastructure products on earth while respecting the planet and people that make our products possible. We recognize our responsibility for providing a safe and healthy workplace for our employees and promote the same responsibility of our suppliers and their operations.

Our supply chain is a network that employs more than 40,000 factory employees and hundreds of global production parts suppliers and contract manufacturers. We know that to deliver the best products, we must have the best materials, services, and partners in our supply chain; therefore, we make every effort to work collaboratively with our suppliers. With suppliers as partners, we strategize, test, and implement processes and practices that ensure high-quality, high-integrity products that our customers can depend on.

Engaging with Our Suppliers

We are committed to a transparent and accountable supply chain, and recognize that achieving our ambitious goals requires a collaborative, consistent effort with partners at every stage. We take pride in our unwavering commitment to capability building with our suppliers, and consistently receive positive feedback about the tools and support functions we provide to partners across our supply chain.

Strategizing Our Approach

We prioritize engagement efforts with the suppliers that represent the top 80% emissions for direct materials. We are cultivating a deeper understanding of our Scope 3, Category 1 purchased goods and services emissions, improving Scope 3 emissions data accuracy, and reducing overall supply chain emissions. During one-on-one sessions with critical suppliers in February 2024, we shared details about our Scope 1 and 2 emissions reductions, as well as primary data methodology for product carbon footprint calculation.

Supporting and Educating Suppliers

Since FY2020, we have asked our supply chain partners to disclose climate and water-related information to CDP, a global platform for environmental data disclosure. These submissions help us and our supply partners measure and understand environmental impact across the value chain and take action to build a more sustainable supply chain. We provide CDP training for prior and first-time supplier respondents on an annual basis.

During FY2024 CDP training with suppliers, we introduced a platform that helps suppliers disclose their available lifecycle emissions of the products they provide to Western Digital. This tool is one of very few solutions accredited by

Supply Chain Transparency

7,600+ total active suppliers

180+ sites and facilities

97% regions

CDP Science-Based Targets (SBT) Campaign

140 participants from 80 suppliers attended Western Digital 2024 Training

100% of suppliers that generate 80% of our supply chain emissions reported their Scope 1 & 2 emissions

100% completion of 1:1 engagement with these suppliers (February 2024)

73% of these suppliers completed third-party assurance of their Scope 1 & 2 emissions

38% of these suppliers have set Science-Based Targets (SBTs)

97% of suppliers participated in the CDP Climate Change Disclosure

94% of suppliers participated in the CDP Water Security Disclosure

Learn about the 2023-2024 CDP SBT Campaign.

the Global Reporting Initiative (GRI) and is fully compliant with the World Resources Institute's (WRI) Greenhouse Gas Protocol. This platform measures, exchanges, and manages product-lifecycle environmental data with the goal of turning carbon reduction and sustainability initiatives into reality. In the event suppliers do not have product lifecycle emissions data available, the platform includes a built-in calculator that estimates emissions related to their products.

Supplier Scorecard

Western Digital's supplier scorecard significantly advances the way we manage and assess the complexities of our supply chain. Utilizing digitization and data analytics, the scorecard incorporates Microsoft Power BI tools to monitor key metrics across various commodity groups, providing an overview of supplier performance. The tool goes beyond just assessing sustainability, it can uncover data sets, trends, and insights that align and drive toward our broader objectives.

Launched in 2024, our internal employees and external suppliers are constantly finding new ways to analyze and leverage the scorecard data. To help drive buy-in, we host joint training sessions with suppliers to help them understand the insights behind the data.

Ultimately, the scorecard has moved Western Digital from supplier compliance to performance, and now to a value-add approach. In doing so, our procurement and supply chain program is not just about mitigating risks but about enhancing reliability, increasing resilience, and creating value.

Providing Feedback Performance

We have 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, Resilience, Innovation, Sustainability and Performance (CRISP).

Our vision for sustainability is clear — we want to collaborate in ways that influence our ecosystem. We want to take steps that have a positive influence and innovate to create pathways that the rest of the world can utilize."

— **Jackie Jung,**
Vice President,
Global Operations
Strategy and
Corporate Sustainability

Global Giving and Doing

Our values — think big, create possibility, do it together, and make it happen — extend to our philanthropic initiatives in the communities where we live and work. Guided by our global strategy, and powered by our local employees, we invest in our communities by focusing our philanthropy across three strategic pillars: STEM Education, Hunger Relief, and the Environment.

Programs and Partnerships

FY2024 marked a significant milestone for employee volunteerism with a record-breaking 55% company-wide participation. Our employees demonstrated an overwhelming commitment to giving back by contributing more than 63,000 volunteer hours across 306 events. The 51% year-over-year increase in volunteer participation not only underscores the importance of giving back, it also highlights the passion of our employees and the strength of our culture to make a difference in the communities where we live and work.

STEM Scholarship

STEM education is the cornerstone of innovation, driving advancements in fields such as artificial intelligence and advanced hardware design that power our future technology. Many students face financial barriers that limit their access to higher education and a deeper understanding of STEM.

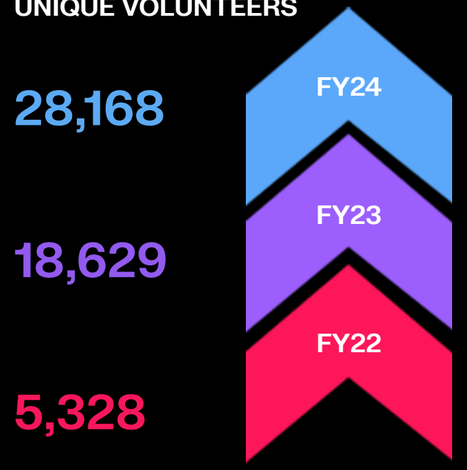
Our STEM scholarship program supports students transferring from a community college to a four-year university in pursuit of a STEM degree. In FY2024, we awarded $5,000 scholarships to 41 outstanding students across the U.S.

Employee Choice Grants

Our employees' voices play a vital role in our culture of giving back. The Employee Choice Grants program provides a unique opportunity for employees to showcase a cause meaningful to them for a chance to receive a Western Digital grant. Through a competitive process, employees presented compelling pitches to a panel of Western Digital leaders, making the case for support from the company. This year, leaders across the organization were introduced to a wide array of nonprofit organizations ranging from those in the arts and culture to animal welfare. In total, we awarded $55,000 in grant funding to support the unique missions of 23 non-profit organizations whose range reflects the diversity of our employees' passions.

FY24 – A Record Year of Volunteering

UNIQUE VOLUNTEERS



55% total volunteer participation in FY24

83% YoY increase in direct labor participation

68% YoY increase in total volunteer hours

230+
Nonprofits Supported

$3.9M+
Community Support

63,024
Volunteer Hours

306
Volunteer Events

$399K
Scholarships Awarded to
98
Students

Giving and Doing in Action

Solar Buddy Build

Employees from Global Operations and other teams built 700 portable solar lights for children living in energy-impoverished locations across the globe, providing a safe and sustainable source of light for studying after the sun goes down.

July 2023 – June 2024 | 386 Employees involved

Save the Turtles

For World Sea Turtle Day, employees volunteered to restore turtle nesting grounds at Kerachut Beach in Malaysia.

June 2024 | 114 Employees involved

Global Hunger Relief Campaign

Employees packed more than 1.5 million meals during our annual Global Hunger Relief Campaign.

August – December 2024 | 7,000+ Employees involved

Mid-Day Meals Program with Akshaya Patra

All new hires in our India sites volunteered to provide meals and help boost school enrollment for underserved students. This activity was held throughout FY2024, and we had 70 new hires participate.

STEM Tours

In Thailand, Israel, Philippines, and the U.S., we welcomed students and teachers into our technology labs to raise awareness of industry and career pathways. Tours were held throughout FY2024. 300+ students and teachers visited our campuses.

Embracing and Embedding Sustainability

in all decision-making.

At Western Digital, global business ethics is about creating a culture that is committed to transparent and fair business practices.

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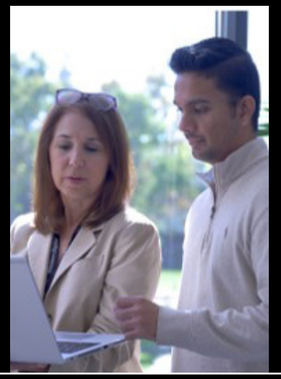

Managing Risks and Preparedness

At Western Digital, our management team manages risk and communicates key risk exposures with our Board of Directors. Our enterprise risk management (ERM) process is designed to facilitate the identification, assessment, management, reporting and monitoring of material risks our company may face over the short-term and long-term, and assures regular communication with our Board of Directors and its committees regarding these risks.

Leveraging Data to Make Sustainable Decisions

Over the past year, we have instituted a comprehensive Data Governance and Stewardship program to enhance the quality, controls, and procedures for data management. For example, we have continued to invest in data automation efforts associated with ingestion of utility data that is foundational for our environmental targets and performance.

Additionally, the analytics we have built out from our environmental, social, and governance data management system inform our journey of continuous improvement.

Historically, we relied on broad, supplier-wide emissions data, but our new AI tool allows us to collect emissions data at the product level, providing specific emissions ranges for individual components. The increased data insights have helped us understand progress and identify opportunities related to our emissions targets, and those of our suppliers. Through this stronger focus on our data's accuracy and timeliness, we've uncovered gaps in our emissions data, which have been corrected. As a result, we can share more transparent results with relevant stakeholders and work together toward solutions.

Driving Awareness Through Training

As part of our commitment to ethics, our global teams complete annual ethics and compliance training. Leaders across the company set a strong ethical tone from the top of our business and support their teams to complete the training. While participation is voluntary and there are no penalties for non-completion, we are proud to consistently achieve a 100% completion rate for this important training each year.

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.

Building Trust and Transparency

As a global leader in manufacturing, our supply chain is both significant and substantial. We work closely with our suppliers to help them follow the same high standards we have for our own operations.

Engaging Responsibly on Public Policy

Our commitment to trust and transparency extends to our participation in legislative, regulatory, and public policy affairs — which we believe should be guided solely by the best interests of the Company. The private political preferences of executives are not considered when formulating our strategy. The Board of Directors' Governance Committee reviews and approves our political and lobbying strategy, activities, and expenditures, including payments to trade associations, on an annual basis. The Governance Committee also approves in advance the use of corporate funds or resources for political donations. As of August 31, 2024, no such donations had been approved or made, and Western Digital will publicly share the details of any such donations should they be approved and incurred under the Public Policy Activities section of our website.

6th

consecutive year being honored on Ethisphere's World's Most Ethical Companies list with 100% completion rate for annual online ethics and compliance training

Fiscal Year 2024

General Disclosures

Our Business

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Our Operations and Workforce 22

Our Company

GRI 2-6

Through both our Flash drive and hard disk drive (HDD) franchises, Western Digital's portfolio leverages the latest advancements in memory technology to make powerful data storage solutions for a broad range of uses, from the smallest intelligent devices to the largest public clouds. Our company is on a mission to unlock the potential of data by harnessing the possibility to use it.

Our Operations and Workforce

GRI 2-1, 2-6

Western Digital employs approximately 51,000 employees in 36 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, the diversity of our teams enables us to make deeper connections, achieve new breakthroughs and inform smarter decision-making in pursuit of our mission.

Separating Our Portfolio of Brands

Western Digital's portfolio includes HDDs, not-and logic (NAND) Flash drives, 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.

As announced on October 30, 2023, Western Digital is preparing to separate its HDD and flash franchises into two independent, publicly traded companies. This separation will better position each franchise to continue executing innovative technology and product development, while capitalizing on unique growth opportunities, extending respective market leadership positions, and operating more efficiently with distinct capital structures. The separation will occur in February 2025.

Our Strategy

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The Role of Data in Accelerating Progress

Sustainability is central to achieving our core strategic goals. Increasingly, customers, investors, and business leaders alike expect sustainability to be factored into company decision making at every level of our operations. Not only does this integrated approach protect our people, our communities, and our planet, but it also creates value and opportunities for our company in the long run.

Data and metrics are foundational to these efforts, informing our priorities and initiatives and helping us to measure our progress. By embracing transparency with our customers, partners, and peers through regular sustainability reporting and other communications, we hope to foster dialogue and discussion that further advances sustainable business practices around the world —by holding ourselves accountable for continued progress and helping to share our successes and challenges so that others can learn from and build on our efforts.

Materiality and Stakeholder Engagement

GRI 2-29, 3-1, 3-2

Double materiality enables businesses to identify topics that influence enterprise value as well as the economy, environment, and people. The methodology was informed by sustainability reporting best practice (GRI, TCFD) as well as new mandatory reporting regulations (CSRD). 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.

Refer to 'Our Most Material Sustainability Topics' to see the list of material topics resulting from the materiality assessment conducted in FY2022, which inform this FY2024 report. Findings from the HDD and Flash FY2024 double materiality assessment will be shared in future reports.

In preparation for the company separation, Western Digital conducted a double materiality assessment in FY2024 to identify, assess, and prepare to prioritize the most important environmental, social, and governance topics relevant to each business. New data was collected through customer interviews, shareholder outreach, employee surveys and interviews, and market research. The results inform the relevant stakeholders for each new company to understand our most significant impacts, risks, and opportunities to better inform business decision making.

Our Most Material Sustainability Topics

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

Sustainable Development Goals

The 17 United Nations Sustainable Development Goals (SDGs) offer a powerful vision for a brighter future for humanity. Fulfilling these goals by 2030 requires extraordinary efforts at every level of society — including action from businesses like ours. To ensure that we are targeting our work for the greatest possible impact, we have identified three SDGs that align directly with our material sustainability priorities.

To see how our initiatives connect to additional SDGs, view our full SDG index here.

Promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all.

We are committed to providing a working environment where all Western Digital employees, as well as those of our suppliers, enjoy safe and fair working conditions and are treated at all times with respect and dignity..

In FY2024:

- We continued to implement and offer leading employee safety and well-being programs and practices that support the mental and physical health of our people. Western Digital holds an important position in global supply chains. We leverage this unique position to do our part in benefitting the communities where we operate, and ultimately the world at-large. Fostering economic growth and focusing on the advancement of our employees and suppliers is key to our ability to achieve this positive impact.

Read more about our human rights and labor practices.

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 lifecycle to adapt to evolving market demands

In FY2024:

- Maintained a range of 36%-40% recycled content in HDD products.
- Increased recycled content in enterprise packaging from 45% to 65% by weight.
- Achieved a range of 22%-52% for recycled content in enterprise Flash products.
- Achieved 52% recycled content in Flash product bulk shipping materials.

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 use and emissions, even as we increase shipments of our products.

In FY2024:

- We remain committed to our goal of reducing absolute Scope 1 and 2 emissions by 42% by 2030 and reduce Scope 3 use-phase emissions/ petabyte (PB) by 50% by 2030, both from a 2020 base year.
- We made significant progress on our goal to achieve Net Zero by 2032, achieving a 36.3% absolute reduction compared to our 2020 baseline.
- Six of our sites run on 100% renewable energy. Several more sites are on path to achieve 100% RE in the next few years. Company-wide, we have achieved 44% renewable energy-powered electricity in FY2024.
- Conservation efforts across our global operations locations resulted in 3% reduction of energy consumption.
- We acquired bundled renewable energy using the Green Energy Tariff program for our sites in Malaysia.
- We signed a Utility Green Tariff Agreement to supply clean solar energy to three of our Thailand sites for a 5-year tenure.

Read more about our energy and emissions.

Governance

GRI 2-9 and TCFD Governance A

Western Digital's management practices place a high priority on accountability and integrity, helping to ensure that strong corporate governance continues to contribute to our long-term success. 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.

Our management team manages risk and communicates key risks to our Audit Committee and full Board of Directors. We designed our ERM process to facilitate the identification, assessment, management, reporting and monitoring of material risks our company may face over the short-term and long-term and assure regular communication with our Board of Directors and its committees regarding these risks.

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 is responsible 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.

The Compensation and Talent Committee periodically reviews our people policies and programs, including those focusing on talent attraction, engagement and retention, 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 responsible for reviewing the implementation of legal or regulatory requirements regarding public disclosure of topics covered by our corporate responsibility and sustainability programs, such as data integrity and climate-related regulations. More specifically, this committee oversees risks related to cybersecurity threats, and our Audit Committee Charter requires the Audit Committee to review and discuss with management the Company's policies with respect to risk assessment and enterprise risk management and to review the risk exposure of the Company related to the Committee's areas of responsibility. In carrying out this role, the Audit Committee meets with our Chief Information Security Officer regularly and receives at least quarterly reports on cybersecurity matters.

Our global sustainability strategy is set and overseen by our executive leadership team. Our corporate sustainability function directs 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 is led by an independent Chair and Lead Independent Director. Of the eight current directors, seven are independent - our CEO is a director on the Board. 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 of experience and skills for our current and prospective directors. Our Corporate Governance Guidelines require the Governance Committee to include nominees who reflect this diversity in the pool from which the committee selects director nominees.

For more information, please refer to our 2024 Proxy Statement and Corporate Governance Guidelines.

Environment

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Chemical and Hazardous Substances 33

Energy and Emissions

Management Approach

GRI 3-3

We know that climate change is one of the greatest challenges that humanity has ever faced. Not only is Western Digital committed to doing our part to drive down GHG emissions, improve efficiency, and lower our climate impacts, but as a global enterprise with operations in several climate vulnerable regions, we are also dedicated to improving climate resiliency and minimizing the risk of climate-related shocks.

Our Global Operations Sustainability organization is responsible for overseeing and enabling progress on energy and emissions, product lifecycle impacts, and a responsible supply chain. The cross-functional team includes team members from Corporate Sustainability, CREW (real estate), and Manufacturing. Together, they analyze manufacturing production trends and associated energy consumption in order to shape and lead the strategy for our corporate-level reduction plan. Each manufacturing site uses this plan as the basis for establishing their facility level energy conservation projects and initiatives. These projects are the foundation of our GHG reduction program.

Integrated Management System

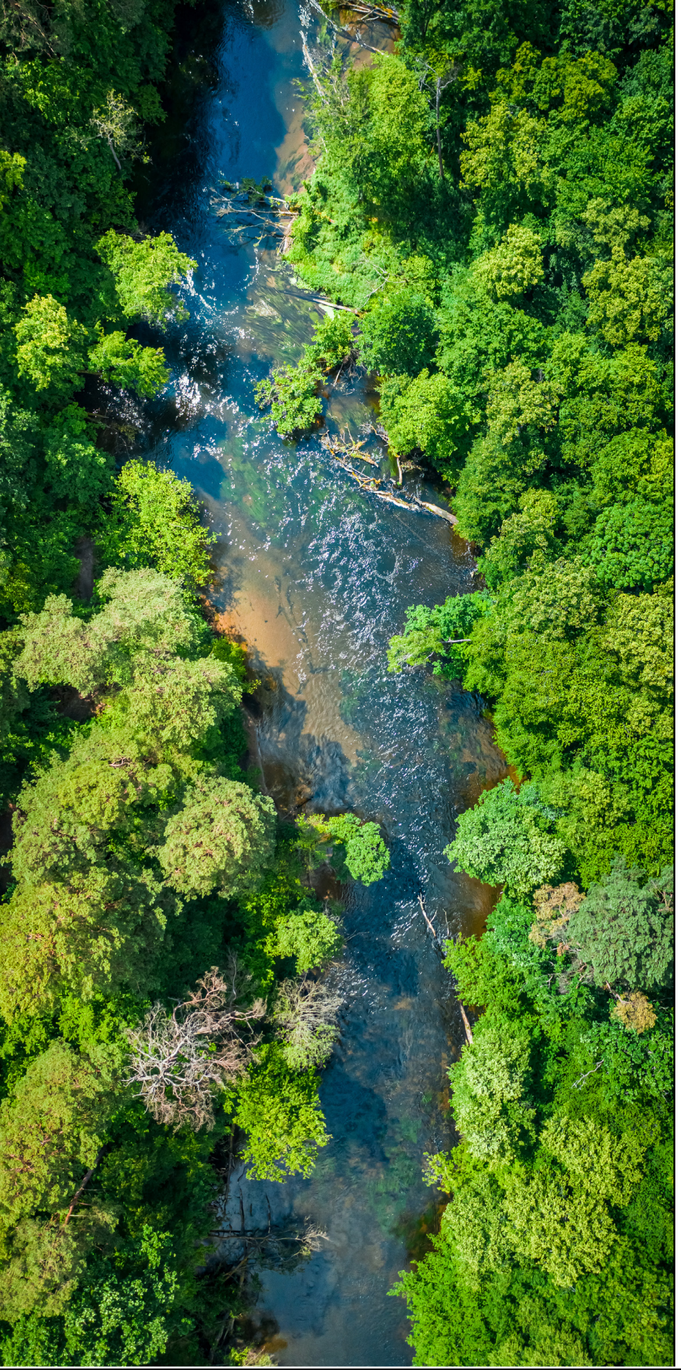
Our teams use a continually evolving Integrated Management System (IMS) to manage corporate quality, environmental, health and safety, and business continuity standards. This helps us more effectively measure and disclose our progress toward protecting the environment, our people, and our business sustainability. Our IMS Policy includes a commitment to protect the environment and is underpinned by industry-recognized environmental certifications for all manufacturing 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 are currently working toward four environmental goals, which we announced in June 2023:

- Running global operations on **100% renewable energy** by 2030
- Achieving **net zero emissions** in the company's operations (Scope 1 and 2 emissions) by 2032
- **Reducing water withdrawals by 20%** by 2030
- **Diverting more than 95% of our operational waste from landfills** by 2030



We have also committed to reduce our Scope 1 and 2 emissions by 42% by 2030 from a 2020 base year. Additionally, we have committed to reduce Scope 3 use-phase emissions per terabyte by 50% by 2030 from a 2020 base year. These targets were approved by the Science Based Targets initiative (SBTi) in September 2021. As of the end of FY2024, we have reduced our Scope 1 and 2 emissions 36.3%, continuing to pace us ahead of schedule to achieve our goal.

In pursuing our 2030 goals, we have identified a suite of technologies and practices that have the greatest potential for delivering continued progress. These include reduced energy demand through increased operational efficiencies, installation of on-site solar, and direct procurement of renewable energy. We carefully evaluate opportunities to pursue these efforts across all of our operations and locations. We are making progress in several areas:

- In December 2023, we signed a 10-year Corporate Green Power Agreement (CGPA) to supply clean Solar Energy to Penang, Malaysia, and Johor, Malaysia
- In December 2023, we also signed 700k Hydro Energy with EGAT Thailand for our Prachinburi and Bang Pa -in, Thailand, Plants
- Reached 100% renewable energy for our site in Sarawak, Malaysia
- Reached 100% renewable for our site in Shenzhen, China
- Continued to use Machine Learning & IIOT to optimize chiller usage in Prachinburi, Thailand, and conserve energy and reduce emissions
- Our Prachinburi and Bang Pa-in, Thailand, factory received the Thailand Energy Award
- We continue to participate in the Green Electricity Tariff program run by the Malaysian government and local utilities, which enables us to procure renewable energy for certain key Western Digital sites in Malaysia and support the development of renewable energy in the region.
- At the end of FY2024, our site in Great Oaks, California, received Zero Waste Certification at the silver level through Underwriters Laboratories (UL).

We remain focused on energy conservation. In FY2024, we abated 3% of annual emissions by implementing energy conservation and efficiency projects across our global operations.

Also in 2024, we completed analysis of our FY2023 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 annual CDP Climate Change disclosure, which is available in the Corporate Responsibility Resource Center.

Internal Audits

GRI 3-3

As part of our broader IMS implementation, Western Digital conducts audits of our Environmental Management System. All Western Digital sites use IMS procedures for internal audits, controlled at the corporate level through our Central Program Office, which allow 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 carefully manage and monitor our own impact on the environment as well as the impact of environmental challenges on our business. Our executive leadership team is responsible for reviewing and evaluating our enterprise risks each year in conjunction with our enterprise risk management program (ERM). Several risks, including climate-related risks, are assessed as a matter of course through our ERM. 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 ERM program is overseen by the Audit Committee of the Board.

Climate Scenario Analysis

TCFD Strategy C

In 2021, Western Digital developed three scenarios for 2030 that 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 the Task Force on Climate-Related Financial Disclosures (TCFD) expectations. The scenario analysis process involved the following steps:

- **Understanding Context:** We interviewed internal stakeholders to identify key trends that are shaping Western Digital's future operating context. We conducted complementary research on trends (environmental, economic, social, political, and technological) relevant to our industry and geography.
- **Scenario Development:** We leveraged a set of three 2030 scenarios developed by 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 for emissions reductions and climate impacts, as shown in Figure 1. Whereas third-party climate projections consider a small range of variables, e.g., fuel mix, economic growth, etc., the scenarios used augmented these with consideration of additional factors such as political developments, emerging technologies, and new business.
- **Strategic Implications:** We conducted a workshop with internal stakeholders stakeholders to identify the potential risks and opportunities for each scenario, as well as ideas to enhance the company's resilience.

As a result of this process, we identified three areas of our strategy that are subject to risksand opportunities across all scenarios. These scenario insights were reviewed by Western Digital's Sustainability and Enterprise Risk Management teams and incorporated into our strategy and risk management processes as deemed necessary.

We conducted through a detailed Vulnerability Assessment in FY2022 to identify vulnerabilities related to climate and climate-related physical hazards, other physical hazards, human factors, and transition factors across our global facilities. To apply our findings from the assessment, we developed an interactive geospatial tool that presents vulnerability assessment data (such as hotspot areas and key site hazards) via an easy-to-understand graphic interface. We can anticipate improved operational resilience by integrating this up-to-date vulnerability assessment information into our business processes. The assessment is aligned with the TCFD framework, including future scenario analysis up to 2050 under different scenarios developed by the U.N. Intergovernmental Panel on Climate Change (see below).

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 disclosures can be found on our Corporate Responsibility website.

To view how our disclosures demonstrate alignment with TCFD, view our TCFD Index linked here.

TCFD Climate Scenario Analysis

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 adaptation)	Representative Concentration Pathway 8.5 Shared Socioeconomic Pathway 3 (high challenges to mitigation and adaptation)	Representative Concentration Pathway 2.6 Shared Socioeconomic Pathways 1 (low challenges to mitigation/adaptation)

[1] 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.2 Gender data is based on self-identification.

Key Metrics

GRI 2-5

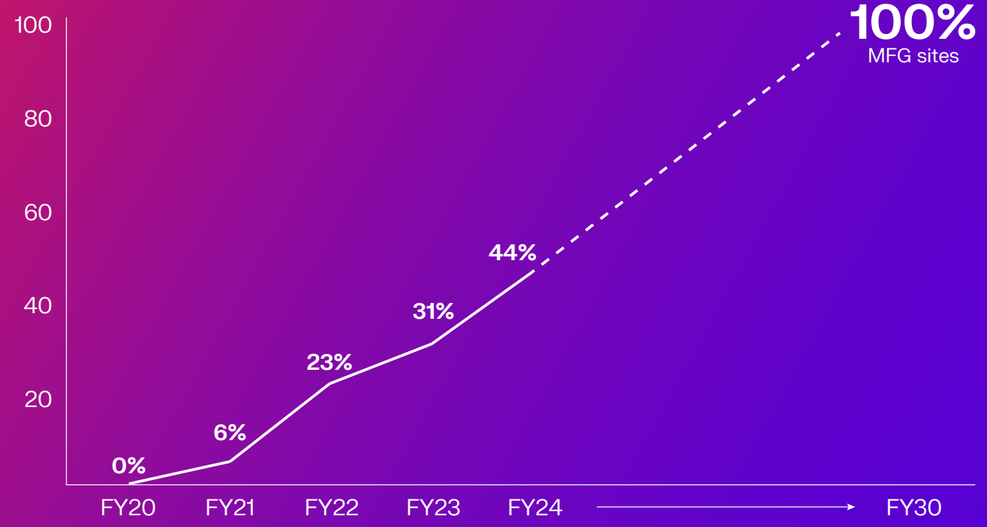
We are proud of the initiatives we have in place that help minimize operational energy use and drive emissions reduction results. Our FY2024 GHG emissions inventory successfully achieved limited assurance. The full verification report is available online, in the Corporate Responsibility Resource center. We also disclose our third-party assurance results with external stakeholders in our annual CDP Climate Change disclosure.

TCFD Metrics and Targets A and C

Western Digital has committed 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 (PB) 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.

Renewable Energy Progress



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

Energy consumption within the organization[1]	FY2022	FY2023	FY2024	FY2022	FY2023	FY2024
	GIGAWATT HOURS			TRILLION JOULES		
Total fuel consumption from nonrenewable sources (gas/oil)	164.7	160.8	159.8	592.7	578.9	575.3
Total fuel consumption from renewable sources	0.0	0.0	0.0	0.0	0.0	0.0
Total Electricity consumption	1,996.2	1,755.4	1,722.5	7,186.2	6,319.4	6,201.0
Electricity consumption from renewable sources	467.9	485.1	750.8	1,684.5	1,746.4	2,702.9
Electricity consumption from nonrenewable sources	1,528.2	1,270.2	971.7	5,501.7	4,572.7	3,498.1
Total energy consumption	**2,160.8**	**1,916.2**	**1,882.3**	**7,778.9**	**6,898.3**	**6,776.3**

[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 GHG emissions.

GRI 302-3

Energy Intensity	FY2022	FY2023	FY2024
Energy intensity ratio (kWh/PB)[1]	3,350.1	3,829.3	3,416.9

[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	FY2022	FY2023	FY2024
Annual electrical power savings due to HDD power efficiency in-novations (million kWh)	2,954.8	3,627.9	4,060.1

[1] The annual electrical power savings for FY2022 and FY2023 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_2e-ton)	FY2022	FY2023	FY2024	Conversion Factor
CO_2 (gas/oil + cleaning)	34,485.0	36,447.8	36,525.8	1.0
CH_4	0.0	0.0	0.7	N/A
N_2O	0.0	0.0	0.0	N/A
HFCs[1] (HFC-23, HFC-32, HFC134a)	4,438.0	1,206.4	4,199.6	HFC-23: Multiple factors: 12,400 (lbs/lbs) 3,047 (lbs/lbs) HFC-32: 677 (lbs/lbs) HFC-134a: 1,300 (lbs/lbs)
HFC-43-10[2]	N/A	88,496.9	83,878.1	1,650 (lbs/lbs)
PFC-1100[3]	N/A	N/A	531.8	3,223 (lbs/lbs)
SF_6[4]	270.0	629.0	546.4	Multiple factors: 23,500 (lbs/lbs) 10,575 (lbs/lbs) 9,623 (lbs/lbs)
NF_3[5]	0.2	1.2	0.0	2,898 (lbs/lbs)
CF4[4]	58.0	107.2	790.9	Multiple factors: 6,630 (lbs/lbs) 4,774 (lbs/lbs) 4,344 (lbs/lbs)
C4F8[5]	7.4	8.0	17.7	6,010 (lbs/lbs)
C2H4[6]	N/A	N/A	0.5	3.7 (lbs/lbs)
$CF3CH_2OH$[6]	N/A	N/A	0.1	20 (lbs/lbs)
CH2Cl2[6]	N/A	N/A	0.2	9 (lbs/lbs)
CHCl3[6]	N/A	N/A	0.6	16 (lbs/lbs)
FC-3283[7]	N/A	N/A	27.1	8,693 (lbs/lbs)
HFE7100[8]	8,214.6	11,529.4	13,758.6	421 (lbs/lbs)
HFE7200[8]	8.6	14.8	289.3	57 (lbs/lbs)
HFO-1336mzz-Z[9]	N/A	N/A	13.9	2.08 (lbs/lbs)
HCFC-22[8]	156.8	620.2	1,389.4	1,760 (lbs/lbs)
HCFC-122[8]	10.6	0.0	0.0	59 (lbs/lbs)
HCFC-123[8]	42.8	141.2	139.2	79 (lbs/lbs)
R-404A[10]	1,535.9	12.4	242.6	3,943 (lbs/lbs)
R-407C[11]	0.0	206.3	286.2	1,624 (lbs/lbs)
R-410A[12]	82.9	559.4	1,375.0	1,923 (lbs/lbs)
R-452A	N/A	N/A	11.7	1,945 (lbs/lbs)
R-508B[13]	0.0	0.0	20.3	11,607 (lbs/lbs)
R-514A	0.0	2.1	0.0	2,000 (lbs/lbs)
Total Scope 1	**49,310.7**	**139,982.3**	**144,045.7**	

[1] The conversion factor for HFC-23 is calculated by Western Digital. It is determined by 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 (AR5), 100-year number.

[2] Western Digital has updated its Scope 1 inventory and is reporting emissions for HFC-43-10 beginning in FY2023.

[3] Calculated based on internal and external assessment

[4] Some facilities use the IPCC AR5, 100-year number, and others use conversion factors determined by facility based on the international technical review of the abatement process in manufacturing.

[5] Calculated by Western Digital: the conversion factor is determined by facility based on the international technical review of the abatement process in manufacturing

[6] IPCC AR5, 100-year number

[7] Provided by manufacturer

[8] IPCC AR5, 100-year number.

[9] Provided by manufacturer

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

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

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

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

GRI 305-2

Total Indirect (Scope 2) GHG Emissions (CO_2e-ton)[1]	FY2022	FY2023	FY2024
CO_2e[2]	841,669.2	683,977.1	521,365.6

[1] Scope 2 market-based emissions; all gases CO_2, CH_4, and N_2O are included.

[2] International Energy Association (IEA) emission factors

Product Lifecycle Impacts

Management Approach

GRI 3-3

Western Digital remains committed to incorporating circular economy principles as we manage all aspects of our products' lifecycles. This allows us to work with our customers to not only minimize environmental impact but adapt to shifting market demands, improve performance, and manage risk, too.

This work is a collaborative effort of Western Digital's engineering teams — which include Research and Development (R&D), Manufacturing, and Quality Management. The Product Environmental Compliance team under our Quality Management organization works closely with our Corporate Sustainability function to manage Western Digital's overall life cycle assessment (LCA) process. Meanwhile our R&D team is focused on ensuring that all products are designed with efficiency in mind.

Design

To enhance manufacturing efficiency and reduce material waste, we align our storage solutions with performance and cost requirements, including the stringent demands of OEMs and consumer expectations. We aim to lower power consumption and raw material usage per byte while increasing the capacity of our storage devices within a given form factor. This approach enables more efficient energy and materials management per byte of storage.

Lifecycle Assessments

In accordance with ISO 14040 and ISO 14044, Western Digital continued to invest in product LCAs as a means to better understand impacts associated with each lifecycle phase. In FY2023, we completed an ISO-conformant lifecycle assessment to evaluate the impacts of our products. We currently have conducted a total of nine product LCAs and several carbon footprint summaries are available on our Corporate

GRI 305-3

Other Indirect (Scope 3) GHG Emissions (CO_2e-ton)	FY2022	FY2023	FY2024
Category 1: Purchased goods and services	1,782,209	1,322,831	1,047,407
Category 2: Capital goods	318,115	38,689	66,370
Category 3: FERA (Fuel & energy related activities)	209,200	180,640	173,568
Category 4: Upstream transportation and distribution	555,664	193,767	271,187
Category 5: Waste generated in operations	563	1,585	622
Category 6: Business travel	2,889	6,807	14,065
Category 7: Employee commuting	47,996	18,491	16,788
Category 8: Upstream leased assets	10,066	6,113	6,872
Category 9: Downstream transportation & distribution	49,639	542	380
Category 10: Processing of sold products	N/A	N/A	N/A
Category 11: Use of sold products	6,603,594	4,314,614	5,195,707
Category 12: End-of-life treatment of sold products	3,483	2,851	2,604
Category 13: Downstream leased assets	N/A	N/A	N/A
Category 14: Franchises	N/A	N/A	N/A
Category 15: Investments	1,209,273	1,252,907	1,305,437
Total Scope 3	**10,792,691**	**7,339,838**	**7,532,445**

[1] US EPA EEIO factors

[2] US EPA EEIO and BEIS 2023 factors

[3] US EPA emission factors

[4] US EPA WARM (version 16)

[5] DEFRA factors

[6] IPCC AR6

Responsibility website. We are using the LCA data to identify the most significant opportunities to reduce our impacts.

Product Energy Efficiency and Emissions

We know that growth in demand for data storage can lead to increases in product-related energy consumption. Western Digital works to mitigate this challenge, supporting our customers through investments in the engineering required to continuously reduce our HDD and flash-based product energy needs.

We validate these efforts to improve integrity and energy performance through extensive testing of our HDDs as part of the manufacturing process. While market demands require larger drive sizes, which tend to increase per-product test times, our engineering teams work to improve testing efficiency, reducing overall test time and keeping energy intensity for such tests trending downward.

Product End-of-Life

We are committed to designing for end-of-life product recyclability. We abide by the European Union Waste Electrical and Electronic Equipment (WEEE) directive. Western Digital products and/or packaging are labeled with the appropriate end-of-life symbols for their respective regions. Additionally, we have established global minimum requirements for handling and disposing of electronic waste (e-waste) from our own facilities and offices to eliminate or minimize negative environmental impact.

Additionally, in 2024 we completed the pilot stages of our HDD advanced recycling pilot. As production is now ramping up for Western Digital and a hyperscale data center customer. Through this work, we enabled higher material capture rates of metals, precious metals, and rare earths in our value chain. These elements are critical components to clean technologies, such as EVs and wind turbines. By connecting rare earth recyclers to conventional recyclers, we created a higher recovery rate eco-system and streamlined the logistics process, which provides a benefit to other industries developing clean tech.

Our intent is for both internal and external failed drives to go through an elemental recovery phase to achieve high throughput and maximize yield.

For more information, see Western Digital's WEEE Statement.

GRI 305-4

GHG Emissions Intensity[1]	FY2022	FY2023	FY2024
GHG emissions intensity ratio — HDD (Tons/PB)[2]	1.2	1.4	1.0
GHG emissions intensity ratio — SSD (Tons/PB)[2]	2.2	2.5	2.0

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

[2] Includes Scope 1 and market-based Scope 2 GHG emissions and all gasses CO_2, CH_4, N_2O, HFCs, PFCs, SF_6 and NF_3.

Packaging

GRI 3-3

In keeping with our history of innovation, we are always looking for improvements in all aspects of our products — including how they are packaged. We are continually seeking to balance the need for a positive first-brand touchpoint and a great out-of-the-box experience for the customer, with the logistical requirements of protecting products during shipping and warehousing. We believe that a holistic approach to packaging design can dramatically reduce storage, handling, and shipping costs, while also reducing our impact on the environment.

In FY2024, we continued 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. Please see the "Minimizing our environmental footprint" section of the report for notable updates on our packaging efforts.

Key Metrics

We consistently track specific metrics that align with our strategic objectives and help us measure progress in minimizing the environmental impact of our products. We are proud to report consistent year-over-year reductions in GHG emissions intensity for both HDD and SSD products since 2020.

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

Waste[1] Metric Tons	FY2022	FY2023	FY2024
HAZARDOUS WASTE			
Hazardous Waste Diverted	7,119.4	2,496.6	4,250.4
Hazardous Waste Disposed	4,598.3	4,394.5	2,463.9
Total Hazardous Waste	11,730.7	6,891.4	6,714.3
NON-HAZARDOUS WASTE			
Non-Hazardous Waste Diverted	8,355.3	9,848.2	8,808.9
Non-Hazardous Waste Disposed	2,915.5	3,391.4	2,195.0
Total Non-Hazardous Waste	11,784.9	13,285.2	11,003.9
Total Waste Generated	**23,515.6**	**20,176.6**	**17,718.2**
Total Waste Reuse/Recycle/Recover Rate	**65.8%**	**61.2%**	**73.7%**

[1] Hazardous waste is defined in accordance with applicable jurisdictional legal or regulatory frameworks where the waste was generated.

TC-HW-410a.4

End-of-Life Material[1]	FY2024[2]
Total # of devices recycled (cumulative total)	38,187
Total end-of life material recovered (metric tons, cumulative total)	16.0

[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.

Chemicals and Hazardous Substances

Why it Matters

GRI 3-3

Manufacturing storage drives requires the use of chemicals. To minimize worker exposure to hazardous chemicals, we focus on storage and management of chemicals in accordance with regulations and product innovations to minimize exposure and create risk-free worksites and products.

Management Approach

GRI 3-3

Two teams are responsible for managing chemicals and hazardous substances in our operations and products:

- **Global Environmental Health and Safety team:** Defines 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-atomic emission spectrometry (ICP-AES) 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.

We maintain a recordkeeping system to document compliance with all requirements (including full material declarations, test reports, and chain of custody (CoC) reports) and in 2024, 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. The PEC processes ensure currency with new market regulations and customer requirements; in 2024, we responded to requests with 100% customer satisfaction. We have consistently passed audits conducted by major OEM customers.

For more information on our IMS, please see the Energy and Emissions section of this report.

Policies

Western Digital's Policy describes our commitment to environmental compliance for all of our products and operations IMS, including chemicals and hazardous substances management.

Our internal 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 are proactive with management of product chemicals and hazardous substances in our operations and our products. For example, our Global Environmental Health and Safety Operational Control Requirements Manual defines minimum corporate requirements for chemical management within Western Digital's operations. It covers critical topics such as chemical authorization before purchase, maintenance of chemical safety data sheets, safe handling, use, storage, and disposal of chemicals, spill prevention and mitigation, emergency preparedness and response planning. 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.

Since 2022, Western Digital has worked toward phasing out of Clean Electronics Production Network (CEPN) first round priority chemicals to protect workers from exposure. Three CEPN priority cleaning agents were used in 2022. One completed the 100% phase-out from our cleaning process in 2023; another one was phased out in 2024; and the remaining one will be phased out in 2025 by replacing it with safer alternatives for workers.

Key Metrics

During FY2024, Western Digital incurred 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 exempted 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.

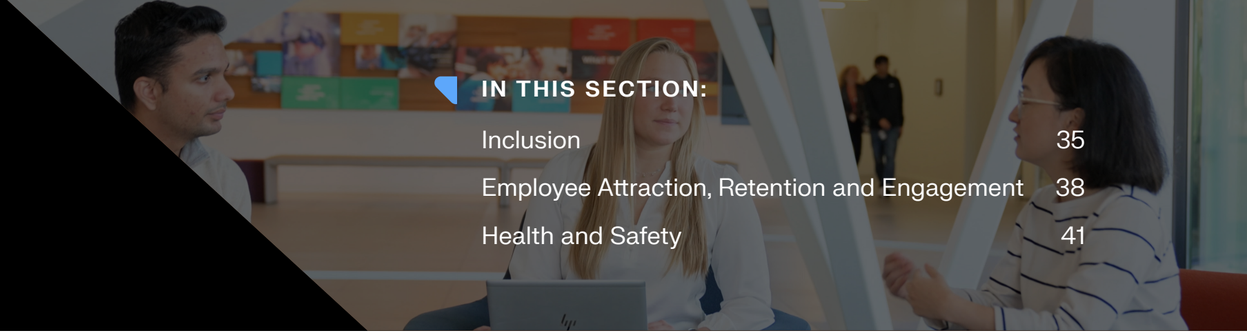
Our PEC team monitors our company-specific key performance indicators and reports them to senior leadership on a quarterly basis. We met our FY2024 target to respond to 100% of customer product environmental inquiries on time. we met our FY2023 target to respond to 100% of customer product environmental inquiries on time.

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

IEC62474 Declarable Substances	FY2022	FY2023	FY2024
Percentage of products by revenue that contain IEC 62474 declarable substances[1]	100%	100%	100%

[1] 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.

Workforce, Workplace and Community



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Our Approach

The People Strategy Framework at Western Digital supports our goal to be the world's most iconic data storage company. Our Strategy is anchored in three key pillars — Attract, Develop, and Engage — which guide our efforts to hire and retain the best talent through thoughtful offerings and inclusive practices, foster growth, and ensure ongoing employee engagement. This approach allows us to shape a workforce that is motivated, skilled, and aligned with our company's vision and purpose.

Our strategy is grounded in the tenets that drive our company's success: People Focused, Digital Practices, Scalable Delivery, and One Global Company. These principles shape every decision, ensuring that our talent management practices not only meet current needs but also anticipate future trends. By keeping people at the center of our initiatives, we prioritize creating an environment where employees feel supported, valued, and empowered to contribute to our mission.

Within this framework, we emphasize the importance of thinking big and creating possibilities for our employees and the organization. We strive to make things happen by providing the resources, guidance, and opportunities needed for success. This commitment empowers employees to pursue ambitious goals and achieve them through collaboration and innovation. It also ensures that we continuously push the boundaries of what's possible within the data storage industry, fostering a culture of growth and transformation.

Inclusion

Management Approach

GRI 3-3

At Western Digital, we recognize that our people are our most valuable resource and their diverse talents and experiences give us our competitive edge. We firmly believe that a culture of inclusion leads to greater innovation and enhanced business outcomes. By bringing together a range of perspectives, we can drive the creativity and problem-solving needed to succeed in today's fast-paced, global marketplace.

With a workforce of approximately 51,000 people across 36 countries, we are committed to creating an inclusive environment where everyone can thrive. Across our global operations, we aim to cultivate a culture of belonging, respect, and contribution.

We conduct pay equity reviews annually to examine how similarly situated employees of different genders are paid globally and, in the United States, we also review pay equity across different demographic groups. As part of this review, we analyze current pay and account for various non-discriminatory practices such as seniority, skills, experience, performance, location, track and hiring, and promotion dates. In FY24, our review, which covered 100% of our global population, determined that women were paid 99.2 cents for every dollar earned by men. In the United States, we found that employees across all demographic groups were generally paid consistent with our goal of pay equity and non-discrimination.

In FY2024, we conducted our first global living wage analysis, identifying two countries (China and the United States) where a small number of adjustments were necessary to align with living wage standards. Following the analysis, we took swift action to address these gaps during the subsequent pay review cycle, ensuring our commitment to fair and competitive compensation across all locations.

Inclusion at Western Digital is an ongoing journey, achieved through collaboration between leaders, teams, and our Employee Resource Groups. It is

central to our approach to Talent Attraction, Development, and Engagement, and we are dedicated to creating a culture where all employees feel they truly belong.

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.

Our ERGs are open to all employees and provide opportunities to build relationships and foster a sense of belonging, as well as to support our business in recruiting talent, driving awareness, mentoring under-represented youth in our communities and delivering innovative product suggestions. Our ERGs are the connective tissue of the company, and every person in our ERGs reflects the fabric of who we are and what we do.

In addition to the development programs and initiatives available to all employees, we support focused professional development initiatives that foster mentor-mentee relationships and peer-to-peer learning, networking, and growth. For example, the She Invents program is designed to encourage more women to submit patents, while the *I Am Remarkable* speaker series and workshops, led by our Women's Impact Network ERG, and open to all employees, empower participants to recognize and celebrate their achievements. These initiatives reflect our commitment to fostering an inclusive environment where everyone has the resources and support to succeed.

Fostering a Performance Culture

Western Digital's people philosophy is grounded in the belief that great performance is achieved when every employee can apply their strengths and capabilities to drive successful business outcomes. For our people to reach their full potential, it requires a people experience that encourages learning, development and career growth that come together to lead the company into the future.

To foster a performance culture, we created a framework in FY2024, based on employee feedback and listening, that encourages employees and people leaders to continuously align on expectations, discuss meaningful feedback, as well as acknowledge and celebrate achievements. This is enabled by an ongoing commitment between our people and leaders to:

- Collaborate on individual and team goals that align to company priorities;
- Exchange feedback through on-going chec-ins; and
- Discuss performance designations as a common framework for recognizing outcomes and behaviors.

The performance designations create an opportunity for people and leaders to reflect on contributions, impact and demonstration of our values over the year. In FY24, 83% of our employees had a performance designation conversation with their manager. With this cultural practice, we hope to build a more inclusive people experience that engenders trust between people leaders and employees through the open exchange of feedback, opinions and ideas.

GRI 401-1

Employee Attraction, Retention, and Engagement		FY2022		FY2023		FY2024	
EMPLOYEE HIRES		**#**	**RATE[1]**	**#**	**RATE[1]**	**#**	**RATE[1]**
Hires by age group	Under 30	7,497	44.9%	1,542	11.4%	2,705	26.0%
	30–50	3,661	8.9%	844	2.2%	1,238	3.6%
	50+	265	3.7%	113	1.6%	131	1.9%
Hires by gender	Male	5,210	18.8%	1,579	6.0%	1,873	7.8%
	Female	6,213	16.7%	920	2.8%	2,201	7.9%
Hires by region	United States	1,147	14.6%	559	1.2%	430	6.5%
	Asia	10,064	18.0%	1,851	3.7%	3,576	8.1%
	Other	212	16.5%	89	7.0%	68	6.0%
Total Employee Hires		**11,423**	**17.6%**	**2,499**	**4.2%**	**4,074**	**7.8%**

[1] Hire rate is calculated as the total number of hires divided by the average headcount per category over the time period. Employees without gender or birthdate in the source data are included in the total only and not in age, gender and region breakouts.

We.Represent Ethnic Minorities Network
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[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%
FY2023	**FEMALE**	**MALE**	**OTHER**
Management	26.0%	74.0%	0.0%
Technical staff	23.4%	76.6%	0.0%
All other employees	64.5%	35.5%	0.0%
Factory employees[2]	66.1%	33.9%	0.0%
Non-factory employees	51.5%	48.5%	0.0%
FY2024	**FEMALE**	**MALE**	**OTHER**
Executive management[3]	20.3%	79.7%	0.0%
Non-executive management	26.0%	74.0%	0.0%
Technical staff	24.1%	75.9%	0.0%
All other employees	64.6%	35.4%	0.0%
Factory employees[2]	66.5%	33.5%	0.0%
Non-factory employees	49.9%	50.1%	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.

[3] Executive management is Vice President level and above.

[4] Other category represents less than 1% of populations.

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

Age Representation of Global Employees[1]			
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%
FY2023	**UNDER 30**	**30–50**	**50+**
Management	0.9%	64.6%	34.6%
Technical staff	22.7%	58.2%	19.1%
All other employees	24.7%	67.7%	7.6%
Factory employees[2]	25.9%	68.5%	5.6%
Non-factory employees	14.9%	61.1%	24.0%
FY2024	**UNDER 30**	**30–50**	**50+**
Executive management[3]	0.0%	22.2%	77.8%
Non-executive management	0.7%	62.5%	36.8%
Technical staff	22.1%	58.4%	19.5%
All other employees	23.1%	68.2%	8.8%
Factory employees[2]	24.4%	69.1%	6.5%
Non-factory employees	12.5%	60.9%	26.6%

[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.

[3] Executive management is Vice President level and above.

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

Racial/Ethnic Group Representation of United States Employees[1]					
FY2022	**ASIAN**	**BLACK OR AFRICAN AMERICAN**	**HISPANIC OR LATINO**	**WHITE**	**OTHER[2]**
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%
FY2023	**ASIAN**	**BLACK OR AFRICAN AMERICAN**	**HISPANIC OR LATINO**	**WHITE**	**OTHER[2]**
Management	52.7%	1.3%	4.6%	38.5%	2.9%
Technical staff	58.8%	1.1%	4.0%	34.2%	1.9%
All other employees	56.9%	2.4%	13.4%	21.6%	5.7%
Factory employees[3]	64.1%	2.8%	16.5%	10.1%	6.6%
Non-factory employees	50.3%	2.1%	10.6%	32.1%	5.0%
FY2024	**ASIAN**	**BLACK OR AFRICAN AMERICAN**	**HISPANIC OR LATINO**	**WHITE**	**OTHER[2]**
Executive management[4]	38.1%	0.0%	3.4%	55.1%	3.4%
Non-executive management	53.2%	1.5%	4.5%	37.9%	2.8%
Technical staff	58.4%	1.0%	4.0%	34.1%	2.5%
All other employees	58.5%	2.3%	13.2%	20.4%	5.7%
Factory employees3	68.2%	2.6%	15.1%	8.1%	6.0%
Non-factory employees	51.5%	2.0%	11.9%	29.2%	5.4%

[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.

[4] Executive management is Vice President level and above.

GRI 405-1

Board Diversity		FY2022	FY2023	FY2024
By Gender	Male	55.6%	66.7%	66.7%
	Female	44.4%	33.3%	33.3%
By Age	Under 30	0.0%	0%	0%
	30–50	0.0%	11.1%	11.1%
	50+	100.0%	88.9%	88.9%

Employee Attraction, Retention and Engagement

Management Approach

GRI 3-3

At Western Digital, our employees are the driving force behind our success and play a pivotal role in shaping the future of the data storage industry. Our talent strategy is centered on cultivating a highly skilled and innovative workforce committed to advancing our mission and vision. We prioritize fostering an environment where employees feel deeply connected, valued, and motivated to contribute to our ongoing growth and success.

The Board of Directors is actively engaged in overseeing Western Digital's efforts in workforce retention and engagement. Through the Compensation and Talent Committee, the Board reviews key human capital management policies and programs, focusing on company culture, talent development, employee retention, and inclusion. Our Chief People and Inclusion Officer regularly updates the Board on retention strategies, talent management, succession planning, and inclusion initiatives to ensure alignment with our overarching goals.

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GRI 102-8

Information on Global Employees and Other Workers[1]				
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
FY2023		**FULL-TIME EMPLOYEES**	**PART-TIME EMPLOYEES**	**REGULAR EMPLOYEES**
Gender[2]	Female	28,615	29	28,644
	Male	24,642	40	24,682
	Other	2	0	2
Region	United States	6,971	20	6,991
	Asia	45,091	34	45,125
	Other	1,197	15	1,212
FY2024		**FULL-TIME EMPLOYEES**	**PART-TIME EMPLOYEES**	**REGULAR EMPLOYEES**
Gender[2]	Female	27,270	25	27,295
	Male	23,274	48	23,322
	Other	2	0	2
Region	United States	6,328	22	6,350
	Asia	43,187	37	43,224
	Other	1,031	14	1,045

[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.

Talent Attraction

At Western Digital, our Talent Acquisition, Talent Development, and Human Resources Business Partner teams work closely with business leaders to attract and retain high-caliber talent across all areas of the organization. Through our global employment and recruitment brand, we highlight the experiences and achievements of our employees, demonstrating why Western Digital is an exceptional place to build a career.

To attract the best talent worldwide, we employ the following strategies to broaden and cultivate an inclusive talent pool:

- Work closely with talent sourcing organizations and engage with inclusion-focused conferences and forums.
- Continue building strong relationships with universities that support and attract top talent from a wide range of backgrounds.
- Pilot skills-based sourcing strategies to meet our technical skill needs, with the plan to expand globally

The strategic partnerships we have cultivated across the globe help us expand our talent pipeline. These collaborations strengthen our recruitment efforts and enable us to tap into emerging talent markets, positioning us to sustain a high-skilled, diverse, and innovative workforce for the future. By continuing to prioritize inclusion in our talent outreach strategies, our efforts reflect our values and commitment to a workplace that ensures all employees can thrive and contribute to our long-term success.

Learning and Development

GRI 404-2

At Western Digital, we are engaged in an ongoing mission to provide a world-class employee experience, empower individuals to achieve meaningful moments in their careers, and challenge our teams to innovate on behalf of our customers. By fostering a culture of growth and development, we strive to make our company an exceptional place to work. Our commitment to continuous learning is reflected in initiatives such as our annual Career Month, which includes virtual events, on-demand learning, and resources to support employees in creating their Career Success Statement and Development Map. These tools help employees navigate their career paths and track their progress toward achieving their professional goals.

We are also deeply invested in leadership development, offering programs like Leader Essentials to equip employees at all levels with the skills needed to thrive. This flagship program focuses on essential competencies such as effective communication, fostering an inclusive culture, and building strong, collaborative relationships. In parallel, we continue to nurture the next generation of talent through our New College Grad program, ensuring that we are developing the leaders of tomorrow while creating opportunities for growth and advancement across the organization.

Employee Engagement

Listening is a cornerstone of our people strategy, and gathering insights directly from our employees is essential to driving engagement and fostering a positive workplace culture. Employee engagement is influenced by many factors, with people leaders playing a crucial role in creating an environment where employees feel heard, valued, and supported in their development. We use surveys to capture employee feedback, empower leaders to take actionable steps based on these insights, and provide resources and support to ensure they can address concerns and strengthen the overall employee experience. These insights also inform company-wide initiatives, enabling us to implement solutions that resonate with our workforce and drive continuous improvement.

Employee Performance Reviews

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.

Total Rewards

GRI 401-2

To retain top talent, Western Digital provides eligible employees with a competitive and comprehensive compensation and benefits package tailored to each region. Our benefits offerings are designed to meet the diverse needs of our global workforce, ensuring that employees are supported both professionally and personally. We have designed our programs with family-friendly benefits and wellness programs to take care of the whole employee so they can thrive at work and at home.

We conduct regular benchmarking of our compensation and benefits programs using market data from reputable third-party consultants to ensure our offerings remain competitive and aligned with industry standards. Additionally, we gather valuable insights through internal focus groups and employee surveys, which help us continuously refine our programs and identify opportunities for improvement. This approach ensures that our compensation and benefits packages meet the evolving needs of our employees and support their long-term satisfaction and success.

Employee Attraction, Retention, and Engagement		FY2022		FY2023		FY2024	
EMPLOYEE TURNOVER		**#**	**RATE[2]**	**#**	**RATE[2]**	**#**	**RATE[2]**
Voluntary turnover by age group	Under 30	5,207	31.2%	3,803	28.2%	1,891	3.6%
	30–50	3,839	9.3%	3,524	9.2%	2,507	4.8%
	50+	402	5.6%	448	6.2%	197	0.4%
Involuntary turnover by age group	Under 30	1,383	8.3%	774	5.7%	404	0.8%
	30–50	1,213	2.9%	4,021	10.5%	1,353	2.6%
	50+	293	4.1%	1,297	18.1%	556	1.1%
Voluntary turnover by gender	Male	3,847	13.8%	3,168	12.0%	1,911	3.7%
	Female	5,599	15.0%	4,607	14.1%	2,684	5.2%
Involuntary turnover by gender	Male	810	2.9%	1,849	7.0%	1,377	2.7%
	Female	2,078	5.6%	4,242	13.0%	936	1.8%
	Other	-	-	1	40.0%	-	-
Voluntary turnover by region	United States	1,177	15.0%	833	11.3%	441	0.8%
	Asia	8,145	14.6%	6,851	13.6%	4,075	7.8%
	Other	126	9.8%	91	7.2%	79	0.2%
Involuntary turnover by region	United States	262	3.3%	517	7.0%	671	1.3%
	Asia	2,589	4.6%	5,477	10.9%	1,488	2.9%
	Other	38	3.0%	98	7.8%	154	0.3%
Total Voluntary Employee Turnover		**9,448**	**14.5%**	**7,775**	**13.2%**	**4,595**	**8.9%**
Total Involuntary Employee Turnover		**2,889**	**4.4%**	**6,092**	**10.3%**	**2,313**	**4.5%**

[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.

You Matter Program

At Western Digital, we are dedicated to empowering employees to reach their full potential, both in their careers and within their communities. By providing the tools and support necessary for personal and professional growth, we create an environment where individuals can thrive and contribute to the success of the company. Through initiatives like the You Matter program, we invest in the well-being of our employee population, ensuring that each team member feels valued, supported, and equipped to perform at their best. This commitment to employee well-being is a key driver of our culture and success.

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 support their mental and emotional wellness.
- **Lifestyle –** helping employees create and sustain healthy habits to fuel everyday life.

The program is implemented on a global scale so that initiatives can have a global reach, while also being tailored to local contexts. Activations occur through a combination of solutions, on-site services, initiatives, training, classes, and campaign events

Health and Safety

Health and safety are foundational to Western Digital's operations. 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 cultivate a culture where safety is everyone's business and employ 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 3-3

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, and Safety (EHS) Program requirements and leading by personal example
- Encouraging worker involvement in the structure and implementation of EHS Programs
- Communicating and assigning responsibility for EHS Program implementation and evaluating performance against Health and Safety expectations

Policies

Western Digital's Integrated Management System (IMS) Policy addresses Occupational Health and Safety (OHS) in support of our 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

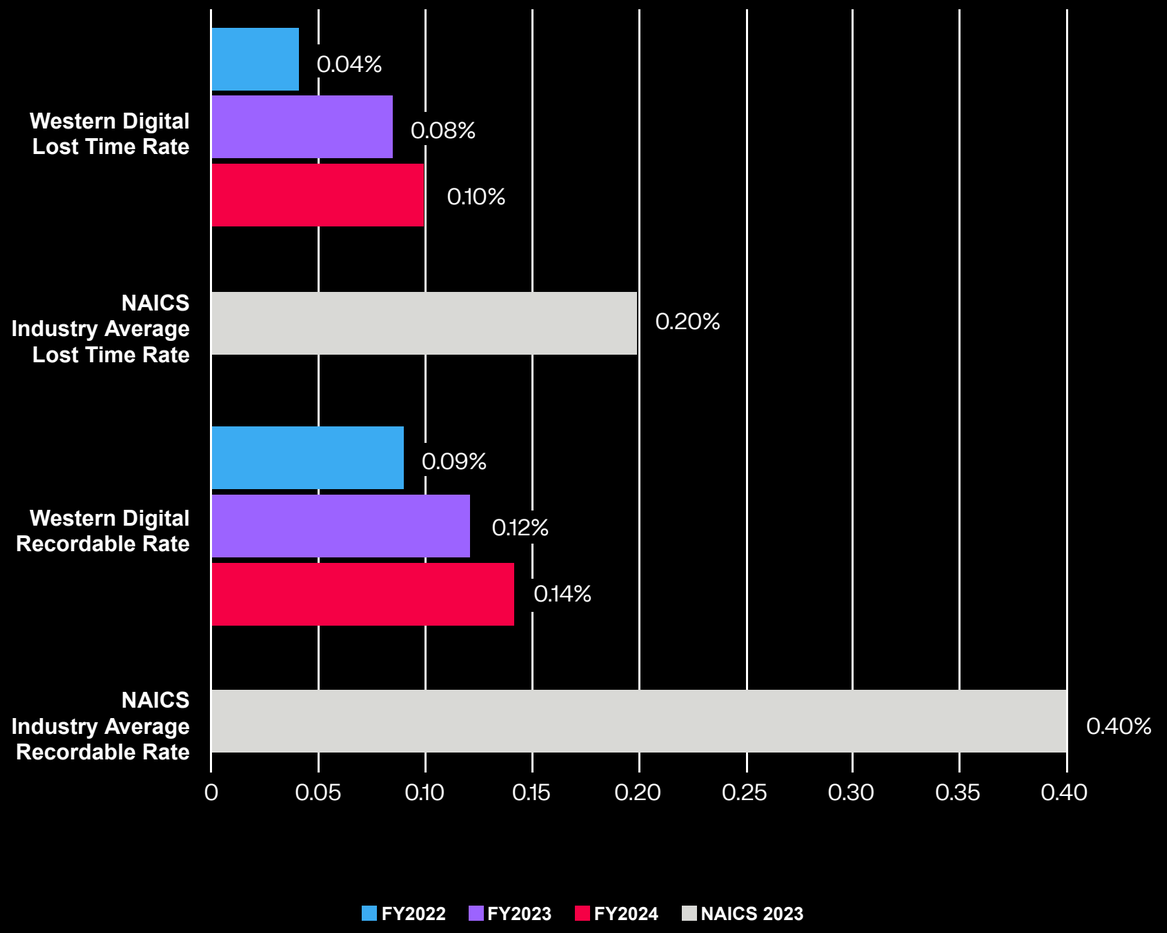
Our certified Management System is part of our company-wide IMS and applies to all operations, all employees, and anyone acting on our behalf globally, including contractors.

GRI 403-5

Each site's OHS Management Program identifies job-specific and task-specific training to employees and meets Western Digital's objectives by:

- 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.

Recordable and Lost Time Rates



Western Digital trains our Emergency Response Teams (ERTs) to effectively respond to emergencies, such as fires, medical crises, and large chemical spills, aiming to minimize their impact. ERTs also help develop plans to ensure a well-organized response, reducing the risk of injury and damage. 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.

Health and Safety Standards

Through our global IMS, we establish corporate-wide requirements for ISO 45001 compliance, while allowing each site to adapt and implements location-specific strategies to effectively meet these requirements. Common practices across sites include forming safety committees, developing comprehensive policies and procedures, and utilizing risk assessments and incident reporting systems.

All twelve Western Digital manufacturing sites, including our research and development facility in Fujisawa, Japan, have health and safety management systems certified to ISO 45001:2018. Our global health and safety standards, along with our management systems, consistently meet and often exceed national and industry-specific guidelines. To ensure compliance with relevant health and safety laws, regulations, and standards, Western Digital conducts both internal and external audits.

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 higher-rated risks and immediately seek to mitigate them to a lower level.

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:

- Supervisor / Manager
- EHS representative
- EHS personnel
- Safety Good Catch submission
- Western Digital's Ethics Helpline
- Human Resources business partner

In addition, site management teams conduct 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 assessments and ensuring we correct discrepancies in a timely fashion.
- Ensuring new processes, facilities rearrangements, and equipment receive EHS reviews and approval prior to use.
- Investigating accidents and "near misses," 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 focuses on strengthening our health and safety culture by enhancing our EHS incident reporting and management software, launching safety campaigns, and promoting the sharing of lessons learned and best practices. In FY2024, we expanded the range of topics available through online training and worked to make the IMS program more accessible and user-friendly for EHS personnel, managers, and workers. Significant emphasis was placed on supporting each site in completing internal and external IMS audits, ensuring that findings are addressed and communicated across the company

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, which also apply to contractors. We require employees to complete rigorous driver certifications before transporting chemicals or waste.

Location- and geography-specific emergency response plans are regularly updated in accordance with local and regional information laws, regulations, and policies.

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 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 is committed to supporting the long-term health and wellness of our employees by continuously enhancing the quality of our health and wellness services. Site management, supported by the EHS team, regularly assesses the work environment to reduce exposure to chemical, physical, biological hazards, and ergonomic stressors.

At our manufacturing and development sites in Asia, we operate in-house medical clinics staffed with certified or licensed healthcare professionals, ensuring that workers have access to immediate treatment. In cases of work-related injuries, our medical teams collaborate with local EHS personnel to investigate and address the root causes and contributing factors.

All medical professionals, whether in on-site or contracted clinics, meet licensing requirements, and all medical facilities comply with applicable regulatory and accreditation standards.

Key Metrics

GRI 3-3

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

	FY2022	FY2023	FY2024
Workers covered by an occupational health and safety management system	100%	100%	100%

GRI 403-8 and 403-9

Health and Safety	FY2022		FY2023		FY2024	
EMPLOYEES						
#/rate of employee fatalities	0	0	0	0	0	0
#/rate of high-consequence work-related injuries (excluding fatalities)—employees	2	0.003%	2	0.004%	1	0.002%
Employee Lost Time Incident Rate (LTIR)[1]	28	0.04%	44	0.08%	46	0.10%
#/rate of recordable work-related injuries (including fatalities)—employees	57	0.09%	65	0.12%	65[1,2]	0.14%
Employee Total Recordable Incident Rate (TRIR)[1]	57	0.09%	65	0.12%	65[1,2]	0.14%
Main types of work-related injury — employees	Slip/Trip/Fall, Struck/on/by, Machine safety, Material Handling/Ergo					
Total number of hours worked — employees	**130,436,905**		**106,636,800**		**91,351,040**	
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	10	N/A	0	N/A	1	N/A[3]
EMPLOYEES						
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[2]	100%		100%		100%	

[1] From FY2023, employee LTIR and TRIR are included injuries from commuting incident organized by Western Digitial according to GRI403 standard (Disclosure 403-9 Work-related injuries).

[2] In FY24, there were 10 cases involving commuting incidents.

[3] Western Digital currently does not track main types of work-related injury or total number of hours worked for non-employee workers.

[4] Occupational health and safety management system covers all manufacturing locations.

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.

Supply Chain

IN THIS SECTION:

Human Rights and Labor Practices 45
Critical Minerals and Metals 47
Supply Chain Resiliency 54

Our Approach

Our supply chain strategy prioritizes resiliency and accountability. We believe this will lead to better working conditions and a more responsible and adaptable 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 components, packaging, chemicals, and additives necessary to manufacture our products. Our manufacturing and assembly facilities and contract manufacturers in China, Malaysia, Thailand, the Philippines, Taiwan, and the United States develop the products we ship globally. The majority of Western Digital's manufacturing workforce comprises 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 employ new predictive procurement tools and processes that enable us to identify and mitigate supply chain risks and disruptions more easily.

Human Rights and Labor Practices

Management Approach

GRI 3-3

At Western Digital, we are committed to implementing practices and initiatives that ensure humans' rights are respected and upheld. Our goal is to support fair and safe working conditions and to ensure that Western Digital and supplier employees have a working environment where they are treated with respect and dignity.

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 audits.

Policies

Western Digital's **Global Human Rights Policy** details our commitment to respecting human rights throughout our operations and supply chain.

We articulate expectations for all Western Digital employees in our **Global Code of Conduct** , which is available in nine different languages. Human rights and labor practice 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** defines expectations for our suppliers. They must additionally communicate these expectations downstream through the rest of our supply chain and monitor compliance.

At each of our factories, the general manager is responsible for the goals of our Global Code of Conduct, country-specific Work Rules, and our Supplier Code of Conduct. This aligns with the most recent Responsible Business Alliance (RBA) Code of Conduct version 8.0, together with trade compliance requirements and supply chain mapping and transparency. Our company policies adhere to applicable local labor laws and conform to the **Responsible Business Alliance (RBA) Code of Conduct**. We routinely train relevant decision-makers on human rights and labor issues, such as human trafficking, modern slavery, forced labor, child labor, and more. Our on-site manufacturing teams receive mandatory training on the RBA Code of Conduct through the RBA's e-Learning program. The program includes employees who are directly involved in manufacturing activities as well as those in other critical functions at these sites, including procurement, human resources, and employee health and safety.

The goal of these policies is to establish a strong labor practices environment where all our manufacturing team members and suppliers can thrive.

Due Diligence

With regards to our policies, practices, and management approach, Western Digital assesses human rights-related risks and potential impacts both proactively and reactively. 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.

Suppliers considered in-scope of our responsible supply chain program include our top 90% spend, single/sole source, strategic, and logistics suppliers in our direct materials category, and capital equipment suppliers in our indirect materials category.

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 and the Western Digital supply chain. Over the last two fiscal years, we completed full-scope VAP initial audits in our RBA audit factories in Malaysia and Thailand, where the audits resulted in Platinum certificates for the two factories in Thailand and a silver certificate in Malaysia. For component sites, 3 sites in Malaysia 1 Platinum and 2 Gold and for 1 site in China with Silver.

Periodically, we conduct enterprise-wide risk assessments focused on forced and child labor and consider the nature and locations of our operations, among other factors. These assessments are critical to ensure our work aligns with our fundamental commitment to protect the rights of our workforce and supply-chain workers, while creating a positive and safe working environment for all. This process includes conducting human rights impact assessments (HRIAs) consistent with the UN Guiding Principles on Business and Human Rights.

Stakeholder Engagement and Collaboration

We seek to improve the effectiveness of our Human Rights Program by proactively engaging with internal and external stakeholders. Highlights of this work include:

- 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, water stewardship; emerging regulatory requirements and latest Responsible Business Alliance (RBA) code changes.
- Our Supply partners are critical stakeholders with whom continuous engagement plays a vital role. We invest in supply partners engagement through capacity building activities, including:
    - Annual **CDP training** before the CDP disclosure cycle starts - to ensure suppliers are up-to-date and aware of the content and changes on the CDP questionnaires.
    - **RBA eLearning training** to help suppliers improve their understanding of the requirements for VAP audits and the Responsible Minerals Initiative (RMI) to inform how to deploy appropriate practices across their organizations.

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 those 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, the Ethics and Compliance, People Solutions, or Legal teams, or through our global Ethics Helpline. The Helpline is available 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 non-governmental organizations, 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 remediation actions proportionate to the offense. Such actions may include investigating, coordinating, and tracking progress against corrective action plans, requiring additional audits (suppliers only); severe cases may lead to suspension or termination of the relationship. Throughout the process, progress is regularly communicated to those who raised the issue, if requested.

Supplier Vetting and Auditing

GRI 3-3, 408-1, 409-1, 414-2

To reduce the risks of human rights abuses and child labor in our supply chain, Western Digital leverages the RBA Code of Conduct, along with our Supplier Code of Conduct and Global Human Rights Policy. 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 the suppliers that represent 90% of our cumulative spend, plus strategic and

single- source suppliers' facilities, to complete annual self-assessments and biennial RBA VAP audits. These audits 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.

We also monitor the sustainability of our suppliers by using the RBA VAP audit, tying the requirement to our Supplier Performance Review scorecard and evaluating suppliers according to their performance. Additionally, Western Digital's Audit Program follows the VAP protocol for end-product factories, and our People Solutions team conducts periodic audits of our labor brokers/ agents.

Since launching in 2022, RBA e-Learning program results have been positive. This program has enabled us to help build our suppliers' capability related to areas where nonconformance findings were reported. It is evident that suppliers VAP audit results after completing the e-Learning courses show improvement - in FY2024, we started Phase 3, wherein 38 suppliers were selected and 3,210 courses were assigned; as of November 2024, we achieved a 100% training completion rate.

In FY2024, Western Digital also participated in a new Specialty Validated Assessment Program (SVAP) that is exclusively based on identifying the risk of forced labor at an employment site or labor provider. This program is unique because the elements of the program were constructed to create a specialized assessment focused on provisions related to forced labor. Benefits of this RBA-approved program include:

- Providing leading processes for detecting and mitigating forced labor conditions within our supply chain
- Participating in due diligence through a credible, proven program in the eyes of regulators, customers, and investors
- Integrating multiple levels of international supply chains from employment sites to labor providers

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

Suppliers Assessed Using RBA Validated Assessment Program[1]	FY2022	FY2023	FY2024
Number of in-scope Tier 1 suppliers	138	138	138
Number of in-scope supplier facilities (Tier 1 + Sub-Tier)	390	410	408
Percentage of all Tier 1 supplier facilities audited in the RBA Validated Assessment Program or equivalent[2]	64%	67%	71%
Percentage of high-risk Tier 1 supplier facilities audited in the RBA Validated Assessment Program or equivalent	0%	0%	100%
Tier 1 suppliers' non-conformance rate with the RBA Validated Assessment Program or equivalent	7%	7%	8%
Tier 1 suppliers' associated corrective action rate for priority non-conformances	97%	91%	90%
Tier 1 suppliers' associated corrective action rate for other non-conformances[3]	85%	85%	81%

[1] Percentages are based on facility count.

[2] Total supplier facilities for FY2022 - FY2024 encompass 90% of direct material spend and single/sole source and strategic suppliers.

[3] "Other Non-Conformance" refers to major and minor findings.

Labor Practices

We are committed to supporting fair, respectful, and sustainable working conditions. Because human rights protections vary from country to country, we consider how our manufacturing workforce may be impacted locally while striving to ensure they are treated with dignity and respect universally.

Predominantly, we directly hire and manage our manufacturing teams. This allows greater control of working conditions. We collaborate closely with 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 partner with those who strictly uphold our total commitment to fair labor practices. We terminate the relationship with a broker if we become aware of a labor broker who does not meet our high standards.

Critical Minerals and Metals

Management Approach

GRI 3-3

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 System. 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.

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.

We are committed to supporting responsible sourcing of conflict minerals and their derivatives, including 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, and conducts due diligence in line with OECD Guidance. As part of our ongoing commitment to transparency, we added cobalt to our policy and program, and we continually seek 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, i.e.,
  - Ensure that any 3TG and cobalt supplied to Western Digital are from recycled or scrap sources or 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.

3TG Smelter Status	2021	2022	2023
Conformant[1]	240	231	218
Active[2]	5	3	1
Non-Conformant[3]	0	1	2
Total	**245**	**235**	**221**
COBALT SMELTER STATUS	**2021**	**2022**	**2023**
Active[2]	16	5	5
Conformant[1]	21	48	42
Due Diligence in Progress[4]	66	41	25

[1] Smelter audited per 3rd-party-recognized program

[2] Smelter engaged in 3rd-party audit program but not yet conformant

[3] Does not conform to the Responsible Minerals Initiative's Responsible Minerals Assurance Process or cross-recognized program

[4] Smelters in various conditions

Responsible Minerals Sourcing

3TG

100%

In-scope suppliers response rate

Cobalt

96%

In-scope suppliers response rate

2023 Conformant Smelters

218

2023 Other-than-Conformant Smelters

3

Industry Partnerships

Western Digital is an active member of 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, using a platform to study and research prioritizing minerals in the supply chain. We share best practices related to methodology and training to support industry peers in downstream and upstream supply chain 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 maintain currency 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.
- In FY2024, we identified critical minerals and metals in WD products such as aluminum, copper, nickel, silicon, silica, and neodymium. These minerals and metals identified will be a continuation of responsible minerals activity

Responsible Minerals Risk Mitigation Program

SASB TC-HW-440a.1, TC-SC-440a.1

Western Digital's Responsible Minerals Risk Mitigation Program includes a five-step due diligence process aligned to 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. Extended Minerals Reporting Template (EMRT) – Facilitates the transfer of information through the supply chain regarding cobalt country of origin and smelters and refiners used; we require all in-scope suppliers to complete and submit the EMRT.
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.

The smelter information gathered from suppliers on the minerals reporting template allows us to map our smelters and suppliers with reasonable country of origin inquiry data and determine the sourcing practices. 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 and EMRTs
- 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

Conduct Supplier Risk Assessment

Western Digital conducts risk assessments based on many factors, including smelter or refiner assessment status, “red flags” identified based on CMRTs and EMRTs, reasonable country of origin inquiry, and due diligence assessment. We escalate 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 we performed.

Execute Risk Mitigation Activities

In order to meet our goal of responsible minerals sourcing, we execute appropriate risk mitigation actions. 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.

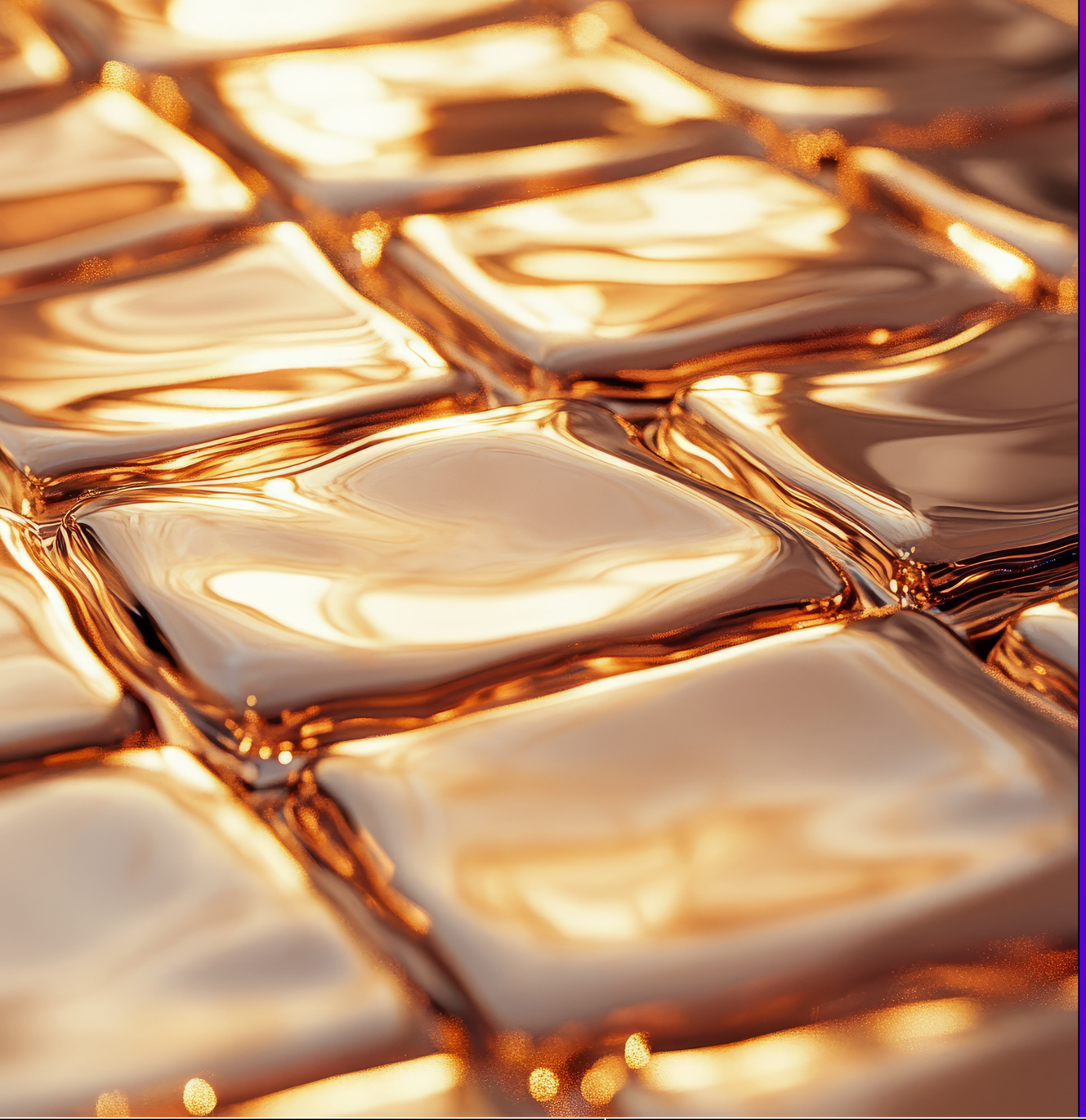
For more detailed information on our Responsible Minerals Program measures, including commitments and steps taken to mitigate the risk that the 3TG in our products benefits armed groups, please see our 2022 SEC-filed Conflict Minerals Report.

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 2023.

High Risk[1] Smelter Status – Conformant	High Risk[1] Smelter in various conditions	Low Risk Smelter Status – Conformant	Risk Yet To Be Determined Smelter Status – Conformant	Risk Yet To Be Determined Smelter in various conditions	Total Smelters
112 Conformant smelters	1 Active smelters	105 Conformant smelters	1 Conformant smelters	1 Active smelter	221

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



Smelter Status by Metals[1]

	Western Digital Update as of December 2023	Industry Update as of December 2023
Tin (SN)	100%	76%
Tantalum (TA)	100%	92%
Tungsten (W)	97%	64%
Gold (AU)	99%	54%

[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.

Key Metrics

GRI 414-2

In 2024, we audited 100% of our in-scope suppliers for conflict minerals. We established that 2% of these suppliers used smelters of concern. By the end of 2023, 98% of the in-scope suppliers successfully reported sourcing from conformant smelters. The remaining 2% reported the active smelter and various condition smelters. Additionally, we directly or indirectly engaged with 42 smelters out of 221 total in our supply chain to participate in a Responsible Mineral Assurance Process (RMAP) Program.

Western Digital progressively monitors supplier practices through the use of performance measures. The performance measure is based on five metrics that are key to the products and services provided to the company — Cost, Resilience, Innovation, Sustainability and Performance (CRISP). The sustainability component includes consideration of product environmental compliance, recycle content utilization, climate change, supplier's facility RBA VAP implementation, Labor and Human Rights, business continuity plans, and responsible minerals program management.

Supply Chain CDP

To help our supply chain partners measure and understand our environmental impact and take actions to build a more sustainable supply chain, in 2020, we began asking our partners to disclose their climate and water-related through the CDP Climate Change and Water Security disclosures.

In FY2024, we invited over 180+ in-scope suppliers to provide responses to the CDP Climate Change and Water Security questionnaires - 97% and 94% of suppliers completed the Climate Change and Water Security disclosures, respectively. We provide CDP training for prior and first-time supplier respondents on an annual basis. We recorded the trainings and made them available to suppliers who could not attend the meeting. In May 2024, 140 participants from 80 suppliers attended these training sessions. Beginning with the 2024 CDP disclosure, we are focusing on a more granular level of data disclosure. Together with CDP, we introduced a platform that will help suppliers calculate and disclose the lifecycle emissions of products they provide to Western Digital.

To drive decarbonization at scale, we also actively encourage suppliers to set science-based targets. In FY2024, Western Digital joined over 700+ financial institutions and multinational firms with $142 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. Science-Based Target (SBT) and Science-Based Target Initiatives' (SBTI) approval completion are part of our Supplier Performance Review criteria to help track, rate, and provide feedback on suppliers status and performance.

Supply Chain CDP Engagement

Climate Change 2024

Response rate from 190+ in-scope suppliers

97%

Annual monetary savings by suppliers (in US dollars)

$1,400M+

Suppliers reporting active targets

76%

Engaging their own suppliers to CDP Climate

59%

Suppliers with verified Scope 1 and 2

55%

Annual CO_2e savings by suppliers (in million metric tons)

39.68MMT

Water Security 2024

Response rate from 180+ in-scope suppliers

94%

Suppliers reporting active targets

65%

Suppliers reporting water accounting

81%

Have documented water-related policy

70%

Suppliers engaging their own suppliers for CDP Water as of 2021 CDP Disclosure

48%

Supply Chain Resiliency

Why it Matters

Supply chain disruptions pose significant and serious risks to Western Digital and the global nature of our value chain magnifies the consequences of potential threats. We are building a more sustainable, resilient supply chain in order to position our business for success. By implementing analytics-driven procurement processes and widening our supply base by qualifying additional suppliers, we are protecting our business from supply chain disruptions and creating more widespread business opportunities.

Analytics-Driven Predictive Procurement Process

In FY2024, we continued to enhance our supply chain strategies and processes to improve resiliency and balance the focus on social, economic, and environmental factors across Western Digital's supply base.

Our supply chain is large and complex. To create our products, we rely on hundreds of direct (and thousands of indirect) suppliers. To mitigate risks, we developed and deployed unique and exclusive advanced predictive capabilities that enable us to predict and detect probable risk and disruptions. Using suppliers' data such as location, past performance and potential risk factors, we applied artificial intelligence, machine learning and natural language processing capabilities to monitor and consider alternate suppliers, detect potential disruptions, and mitigate risks.

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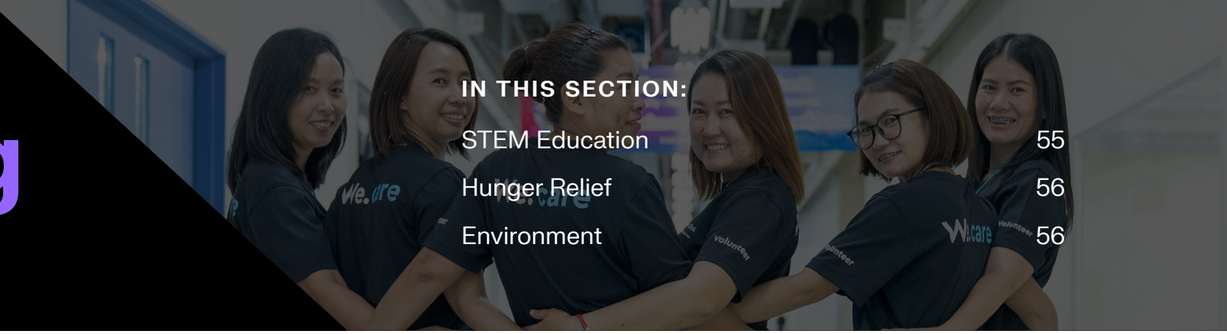
Global Giving and Doing



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Environment 56

Management Approach

GRI 3-3

Creating meaningful change is at the heart of what we do. We establish and support pathways for positive impact in the communities where our employees live and work. Through our Global Giving and Doing initiatives, we focus on three key pillars: STEM Education, Hunger Relief, and the Environment. In FY2024, we reinforced our dedication to these critical areas by partnering with nonprofit organizations and NGOs, providing grants and scholarships, offering paid volunteer time, and funding volunteer-driven projects.

STEM Education

As a technology industry leader, Western Digital prioritizes STEM education. Recognizing the disparities in access to STEM opportunities and education, we are committed to bridging the gap through strategic partnerships with nonprofit organizations and the Western Digital Scholarship program.

Our talented workforce is also a deep source of knowledge. Leveraging their expertise and experience, we serve as mentors, guiding and encouraging youth to foster a passion for learning, career exploration, and preparation for careers in STEM.

FY2024 highlights include:

- **U.S. Western Digital STEM Scholarships:** we awarded $5,000 scholarships to 41 students transferring from a community college to a university in pursuit of a STEM degree.
- **We.care Scholarships:** In recognition of the outstanding dependents of our employees worldwide, we awarded 57 scholarships totaling $194K to support their university studies.
- **Giving Light to Students:** Partnering with Junior Achievement, 386 employees built 700 solar buddies, providing light to communities with limited energy access. This initiative helped students gain more than 5M additional study hours by ensuring they had a reliable light source after sundown. In addition, the environmental impact of the solar buddies contributed to reducing 896 tons of CO2 emissions.
- **Empowering Women in Technology:** Together with QueenB, 22 volunteers in Israel volunteered to expand exposure to the STEM field by teaching afterschool coding classes in Hebrew and Arabic to underrepresented students in their local communities.
- **Volunteer Teaching Program:** Western Digital employees in China have been longstanding volunteers with the Volunteer Teaching Program to support underserved elementary school students. The program has been recognized by local government officials for its community impact.
- **Mathematics Engineering Science Achievement (MESA):** In the U.S., 18 volunteers served as mentors in a 1:1 program to provide guidance and support to first generation and underrepresented college students in the STEM field as they navigate the transition from academia into the workforce.
- **U.S. Backpack Builds:** In partnership with Family Giving Tree, over 400 employees packed 3,324 backpacks that were distributed to students through local nonprofit organizations and under resourced schools.
- **STEM Tours:** In the U.S., Thailand, Philippines, and Israel, we organized student and teacher visits aimed at bridging the gap between classroom learning and real-world applications. Our diverse group of employees shared valuable insights and provided practical guidance, helping students explore a wide range of career opportunities within the technology field. These STEM tours were designed to foster a deeper interest in the STEM field to inspire the next generation of innovators and technology leaders.

Hunger Relief

Acknowledging the link between secure access to food and educational success, Western Digital leadership and employees engage broadly in the critical issue of hunger relief. We are dedicated to addressing immediate food needs locally while also supporting global nonprofit partners, such as Rise Against Hunger, that aim to eradicate hunger on a broader scale.

Our Approach

Western Digital is committed to addressing hunger relief through global and local initiatives that engage employees and foster community impact. Q2 of each fiscal year is dedicated to our annual Global Hunger Relief Campaign that brings employees around the world together to pack meals for food-insecure and disaster-affected communities. Beyond this campaign, employees worldwide also provide localized support to meet the unique needs of their communities. These initiatives reflect the various ways in which we work to reduce food insecurity and support our neighbors in need. A few highlights include:

- **Global Hunger Relief Campaign:** Creating a shared experience through global impact, FY24's Global Hunger Relief Campaign was launched across nine countries and 24 events, engaging 7,000+ volunteers worldwide. More than 1.5 million meals were packed and distributed to food-insecure and disaster-affected communities across the globe. This signature campaign featured both in-person and virtual events to ensure all employees had the opportunity to participate and give back.
- **Mid-Day Meals Program:** In India, all new hires were introduced to Western Digital's give back initiatives through a special New Hire Volunteering program with our long-standing nonprofit partner, Akshaya Patra. The Mid-Day Meals Program aims to increase school enrollment while providing nutritious meals to children from marginalized and impoverished communities. This initiative has led to improved retention rates, higher school participation, and better academic performance. It also supports the health and well-being of children, ensuring they receive the nutrition needed to thrive. Over the course of FY2024, 70 new hire employees participated in the program which also earned volunteer grants for Akshaya Patra.
- **Local Impact Across the Globe:** More than 1,500 employees spent time learning about their role in reducing food waste and directly supporting their neighbors in need. In the U.S., employees in Colorado Springs have an annual tradition of "Bring a Turkey to Work Day" which provided holiday meals to 28 families. In Israel, employees turned the office dining facility into a kitchen producing over 300 hot meals a day for displaced families. In Malaysia and Thailand, employees packed meal kits with their local nonprofit partners for distribution to vulnerable communities

Environment

In concert with minimizing environmental impact through the company's sustainability initiatives, we're maximizing collaborative impact through our philanthropic work. As we strive to be a sustainability leader, this work encompasses all facets of the business and workforce. In addition to the efforts of our employees, we supported non-profit and non-governmental organization (NGO) partners with grants to further their environmental stewardship work including those providing public education on local and global environmental issues and relief efforts in times of natural disaster.

Our Approach

Each year, our Q4 volunteer efforts focus on environmental stewardship. This takes shape through a variety of activities based on the unique needs of the local environment.

In FY2024, 5,537 of our employees participated in 74 environment-focused volunteer events, which earned $302,250 in volunteer grants for our global partners. Highlights from these events include:

- **World Sea Turtle Day:** 114 employees in Malaysia volunteered at Kerachut Beach planting 100 Merambong saplings to restore and protect turtle nesting grounds. This initiative contributed to the restoration of critical habitats for endangered sea turtles while fostering a healthier marine ecosystem. By preserving the turtle nesting sites, the project supported sustainable tourism, benefiting both local coastal communities and the local environment.

- **Planting Initiative:** In honor of Earth Day 2024, Western Digital proudly served as the platinum sponsor for the 1 Million Trees Planting Initiative organized by the Penang Development Center. A team of 78 volunteers in Malaysia participated in planting trees around Batu Kawan Industrial Park. This initiative was aligned with the Sustainable Development Goals, aiming to make a meaningful environmental impact through large-scale reforestation efforts.
- **Protecting Pollinators and Biodiversity:** In the U.S., we engaged in a year-long partnership with Planet Bee Foundation to raise awareness about the crucial role of bees in sustaining the environment and supporting food supply chains. A total of 451 employees participated in volunteer events where they built native bee houses and learned about the importance of pollinator gardens. These efforts helped to provide essential food and habitats for local pollinators, which are vital to maintaining biodiversity and ensuring food security.
- **Reforestation and Wildlife Conservation**: In partnership with Foundation for Environmental Education for Sustainable Development (FEED), 647 employees volunteered to support reforestation efforts across Thailand, contributing to the country's resilience against the negative impacts of climate change. Volunteers made more than 5,000 seedballs to reforest difficult-to-reach areas in Namtok Kapo Forest Park in Chumphon Province. In Thaplan National Park, volunteers planted 100 bamboo trees to establish a natural barrier and 100 fruit trees to provide a sustainable food source for wildlife. These initiatives were aimed at minimizing human-wildlife conflicts and promoting long-term ecological balance.
- **Global Earth Quarter Campaign:** Western Digital's Earth Quarter takes place annually from April – June. During this quarter, the company dedicates its volunteer and learning initiatives to environmental stewardship to collectively make a meaningful impact in our workplace and the planet. Throughout this period, more than 3,000 employees across the globe participated in 34 volunteer events. In the Philippines, Czech Republic, Malaysia, and Thailand employees created seedballs, planted trees, and mangroves to adapt and reduce the negative the impacts of climate change. In Japan, Malaysia, U.S., and India, employees went into their local communities to restore trails, parks, beaches, and waterways for the benefit of all to enjoy.

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 philanthropy page of our website.

Integrity

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Our Culture of Ethics

Management Approach

GRI 2-23

At Western Digital, we take immense pride in our commitment to ethical business practices and unwavering integrity in everything we do as a company. This commitment is fundamental to our business success by acting ethically and responsibly, we reduce operational risk and help the company operate smoothly, quickly, and lawfully. Additionally, our customers tell us that our culture of integrity is a key differentiator, positioning us for higher sales and greater market share. Our deeply rooted culture of ethics and integrity also help us attract and retain the best talent whose values align to our culture of responsibility.

Our Code of Business Ethics and Global Code of Conduct embody a unifying guide anchored in Western Digital's core values. They explain our ethical and legal obligations to our colleagues, company, business partners, and communities, and provide an ethical and behavioral framework for our decisions. A copy of our **Global Code of Conduct** is available in nine languages and is accessible to Western Digital's workforce, its business partners, and the public at large.

Our global workforce safeguards our company's valuable reputation and conducts business ethically and with integrity, while upholding our codes, charters, policies, and procedures.

Our global Ethics and Compliance Program is overseen by our Chief Compliance Officer. This program operates with significant independence and autonomy by way of a complementary reporting relationship to the Audit Committee of our Board of Directors. It focuses on strategic risk areas identified through periodic enterprise-wide evaluations and assessments. Our ethics and compliance team covers numerous risk areas, including intellectual property, anti-corruption, data privacy, and trade. Regular trainings and compliance initiatives are conducted in order to maintain awareness and engagement around these risk areas.

Annual Training

Western Digital celebrates and amplifies our ethical culture through a unique and effective annual tradition. During this time, we require professional staff and people managers to complete an online training that promotes our multiple avenues for reporting and reiterates our celebrated speak-up culture. The program highlights our broad-based compliance topics and strict prohibition against retaliation as well as other compliance-related topics. Our factory workers also go through an annual training focused on speaking up, accessing reporting channels, and other Global Code of Conduct topics important to their jobs.

Ongoing Instructor-Led Training

Our Ethics and Compliance team trains our workforce directly throughout the year, via targeted instructor-led training based on business requests, risk factors, legal and regulatory requirements, and emerging circumstances. For example, we regularly train people managers on how to promote a "Speak-Up" culture within their teams and other ethics 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, 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 and certify compliance with our Global Code of Conduct, including necessary disclosures.

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 provides numerous avenues to report instances of harassment and discrimination and allows for appropriate action to be taken. Relevant Western Digital employees are required to participate in online harassment and discrimination training to support the policy.

Raising Concerns

GRI 2-26

Employees are encouraged to take what they learn about “Speaking Up” in the annual trainings and ongoing instructor-led trainings to 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. The Ethics Helpline is available 24 hours a day both online at www.ethicshelplinewdc.com in nine languages, and by phone in over 200 languages in all the countries where we do business. 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 manages intake of our Helpline reports, sending 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 enhance controls to minimize the risk of recurrence. Our Chief Compliance Officer regularly updates the Audit Committee on misconduct reports and related remediation.

Anti-Corruption

Management Approach

GRI 3-3

Every day, Western Digital is committed to doing business the right way. We take pride in operating lawfully and operating with business partners who uphold the same integrity. As a member of the Responsible Business Alliance (RBA), our operations comply with the standards described in our Global Code of Conduct and **Supplier Code of Conduct**.

Global Code of Conduct Training	FY2022	FY2023	FY2024
Number of professional and managerial workers[1] assigned online Global Code of Conduct training	22,460	21,905	18,200
Training completion percentage	100%	100%	100%
Number of employees receiving instructor-led training	3,768	6,465	4,500

[1] Includes Western Digital employees and contractors.

Western Digital focuses 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. Compliance with anti-corruption laws is imperative for partnering with Western Digital. We communicate these expectations through close collaboration and open lines of communication to ensure our business partners throughout the supply chain understand our focus. This helps drive compliance efforts and protect our employees, customers, communities, and shareholders. We proactively collaborate with our Sales and Procurement teams, our distributors, and our other business partners to strengthen our operating model, improve transactional visibility, embed anti-corruption controls into our business model, and improve leadership’s visibility.

We seek to create a culture where all resources — people and technology — promote transparent and fair business practices. Our global anti-corruption efforts are initiated in ways that maintain ongoing touchpoints, not about mitigating a single high-risk transaction at one point in time. 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 risk-based audits of internal processes, alongside business partners' inspections and reviews to ensure compliance with relevant laws and regulations, including those on anti-corruption. As a data company, Western Digital incorporates data analytics into the fundamental operations of our compliance program. We benchmark ourselves against industry peers to focus anti-corruption resources on the right issues and locations in a timely fashion, allowing us to 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 anti-corruption tenets, laws, regulations, 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 a 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 regularly evaluate and update our program, including setting an annual plan reported to the Audit Committee of Western Digital’s Board of Directors.

GRI 205-1

Anti-Corruption	FY2022	FY2023	FY2024
Percentage of operations assessed for risks related to corruption	100%	100%	100%

Cybersecurity and Data Privacy

Management Approach

GRI 103-2, GRI 103-3, SASB TC-HW-230a.1

Through our ERM process, we determined that the compromise, damage, or interruption of our technology infrastructure, information systems, or products by cybersecurity incidents is a key risk to our company that may have a material negative impact on our business. We have organizational structures, procedural measures, and response plans that define roles and responsibilities related to cybersecurity risk management to help mitigate the potential impact of cybersecurity incidents on our business and protect against cybersecurity threats.

Cybersecurity

Our cybersecurity governance framework includes operational risk-mitigation practices and Board-level cybersecurity risk oversight.

Western Digital's Information Security organization addresses cybersecurity risks with a broad spectrum of technologies, controls, and processes that focus on mitigating these risks. Our cybersecurity strategy is designed to be dynamic and adaptive to combat the rapidly evolving cybersecurity threat landscape and is influenced by commonly leveraged frameworks such as the National Institute of Standard and Technologies – Cyber Security Framework (NIST-CSF). Our program includes but is not limited to, advanced systems and network security protocols, electronic communications protections, vulnerability management programs, least-privilege access controls, third-party risk management procedures, workforce education and training exercises, and compliance programs. Examples of our program initiatives include:

- **Dedicated 24x7 Security Operations Center:** incorporates specialized systems and processes for handling security incidents into its regular work and operates a robust, modern security infrastructure with appropriate security sensors and event monitoring capabilities. Upon detection of a cybersecurity incident, the Security Operations Center determines the severity of the incident in accordance with a pre-established incident severity matrix, initiates the appropriate notification and escalation protocols, and begins triage. Predefined severity tiers serve as a guide to match our response to each incident's determined severity or risk level.
- **Cyber Incident Response Plan:** follows the structure of the Incident Handling Guide published by NIST (SP 800-61r2) and serves as an operational guide for handling cybersecurity incidents at Western Digital. Our Cyber Incident Response Plan provides procedural and strategic guidance that is designed to be flexible enough to apply to a variety of different incidents, but also specific enough to provide guidelines for incident prevention, detection, analysis, escalation and notification, and containment, eradication, and recovery.
- **Periodic third-party assessments:** These experts check our program's effectiveness and orchestrate exercises where multiple business functions and leadership levels must navigate complex incident scenarios to help determine our level of preparedness for various cybersecurity incidents.

We engage with a number of third parties as part of our business operations. Each of these third parties must be cleared through a formal cybersecurity risk assessment process before being allowed to integrate with Western Digital's information systems, access confidential data, or provide electronic services to members of our workforce. Further scrutiny is applied during the post-assessment onboarding process in order to fine-tune access rights to limit privileges to those necessary to enable the related service, resulting in a least-privilege level of access.

Data Privacy

Western Digital respects the personal information customers and employees share with us and takes data privacy seriously, following robust internal data management practices to ensure responsible and secure data protection. We are proud that customers work with us because they trust that their data will be protected.

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:** We have a dedicated team of certified data privacy experts, including a Data Protection Officer and full-time privacy professionals.

Western Digital routinely evaluates our data privacy and security management systems and data security is monitored, measured, and reported to the appropriate leadership. For data privacy, we report to the Audit Committee on privacy regulations and program readiness

Policies

Our policies ensure the privacy of our data infrastructure and customers:

- **Global Confidential Information Policy:** Establishes guidelines for safeguarding confidential information, including personal data.
- **Information Technology Acceptable Use Policy:** Governs how our employees may utilize technology and devices attached to our network
- **Enterprise Cybersecurity 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 on how Western Digital processes personal information while offering customers a mechanism to address privacy questions and exercise their data rights, such as accessing, correcting, or deleting their data
- **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 Privacy Rights Act (CPRA), 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. We also comply with laws that require additional disclosures related to sharing data with third parties. Third parties that process personal information on our behalf commit to appropriate standards through our contracting process.

Western Digital protects sensitive and personal data through additional policies and guidelines, which are regularly reviewed, including:

- Global Code of Conduct
- Patch Management and Malware Prevention Policy
- Privileged Account Policy
- Corporate Password Policy
- Guidelines for Handling Confidential Information
- Guidelines for Handling Business Partner Information
- Guidelines for Secure Document Shredding

Incident Management

Western Digital's Information Technology and Privacy teams collaborate to prevent and respond to incidents. We have a comprehensive Incident Response Plan, which outlines various scenarios — such as a privacy incident — and defines roles and responsibilities for each. 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 the root cause, the scope of the vulnerability, impact, and risk in the reported product(s).
- Develop potential remediation options.
- Conduct third-party security audits on impacted products when appropriate 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.

Key Metrics

GRI 418-1

Western Digital experienced no substantiated complaints concerning breaches of customer privacy.

All-Employee Training and Communications	
Information Security Awareness	Online module training in August 2022
Confidential Information	Online module training in October 2023
Global Privacy Laws	Online module training in October 2023
Confidentiality and Privacy Communications	Rotating program of enterprise-wide communications including blogs, podcasts, executive communications, posters, and infographics

Targeted Training and Communications	
Acceptable Use Policy	APAC Procurement leaders sent reminders to their teams in Fall 2022
Privacy Policy and Laws	Suite of five targeted courses administered on a rotating basis, plus tailored on-demand offerings
Global Confidential Information Policy	Suite of eight courses given to different business areas, plus tailored on-demand offerings

Other (Testing)
Phishing education and simulations

Data Tables

Fiscal Year 2024

Our Environmental, Social, and Governance Data Download provides a data update to reflect our performance over the last three fiscal years.

FY2022 represents fiscal year 2022 (July 3 2021 - July 1, 2022),
FY2023 represents fiscal year 2023 (July 2, 2022 - July 1, 2023),
FY2024 represents fiscal year 2024 (July 1, 2023 - June 28, 2024)

Environment

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

Energy consumption within the organization[1]	FY2022	FY2023	FY2024	FY2022	FY2023	FY2024
	GIGAWATT HOURS			TRILLION JOULES		
Total fuel consumption from nonrenewable sources (gas/oil)	164.7	160.8	159.8	592.7	578.9	575.3
Total fuel consumption from renewable sources	0.0	0.0	0.0	0.0	0.0	0.0
Total Electricity consumption	1,996.2	1,755.4	1,722.5	7,186.2	6,319.4	6,201.0
Electricity consumption from renewable sources	467.9	485.1	750.8	1,684.5	1,746.4	2,702.9
Electricity consumption from nonrenewable sources	1,528.2	1,270.2	971.7	5,501.7	4,572.7	3,498.1
Total energy consumption	**2,160.8**	**1,916.2**	**1,882.3**	**7,778.9**	**6,898.3**	**6,776.3**

[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 GHG emissions.

GRI 302-3

Energy Intensity	FY2022	FY2023	FY2024
Energy intensity ratio (kWh/PB)[1]	3,350.1	3,829.3	3,416.9

[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	FY2022	FY2023	FY2024
Annual electrical power savings due to HDD power efficiency innovations (million kWh)	2,954.8	3,627.9	4,060.1

[1] The annual electrical power savings for FY2022 and FY2023 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_2e-ton)	FY2022	FY2023	FY2024	Conversion Factor
CO_2 (gas/oil + cleaning)	34,485.0	36,447.8	36,525.8	1.0
CH_4	0.0	0.0	0.7	N/A
N_2O	0.0	0.0	0.0	N/A
HFCs[1] (HFC-23, HFC-32, HFC134a)	4,438.0	1,206.4	4,199.6	HFC-23: Multiple factors: 12,400 (lbs/lbs) 3,047 (lbs/lbs) HFC-32: 677 (lbs/lbs) HFC-134a: 1,300 (lbs/lbs)
HFC-43-10[2]	N/A	88,496.9	83,878.1	1,650 (lbs/lbs)
PFC-1100[3]	N/A	N/A	531.8	3,223 (lbs/lbs)
SF_6[4]	270.0	629.0	546.4	Multiple factors: 23,500 (lbs/lbs) 10,575 (lbs/lbs) 9,623 (lbs/lbs)
NF_3[5]	0.2	1.2	0.0	2,898 (lbs/lbs)
CF4[4]	58.0	107.2	790.9	Multiple factors: 6,630 (lbs/lbs) 4,774 (lbs/lbs) 4,344 (lbs/lbs)
C4F8[5]	7.4	8.0	17.7	6,010 (lbs/lbs)
C2H4[6]	N/A	N/A	0.5	3.7 (lbs/lbs)
$CF3CH_2OH$[6]	N/A	N/A	0.1	20 (lbs/lbs)
CH2Cl2[6]	N/A	N/A	0.2	9 (lbs/lbs)
CHCl3[6]	N/A	N/A	0.6	16 (lbs/lbs)
FC-3283[7]	N/A	N/A	27.1	8,693 (lbs/lbs)
HFE7100[8]	8,214.6	11,529.4	13,758.6	421 (lbs/lbs)
HFE7200[8]	8.6	14.8	289.3	57 (lbs/lbs)
HFO-1336mzz-Z[9]	N/A	N/A	13.9	2.08 (lbs/lbs)
HCFC-22[8]	156.8	620.2	1,389.4	1,760 (lbs/lbs)
HCFC-122[8]	10.6	0.0	0.0	59 (lbs/lbs)
HCFC-123[8]	42.8	141.2	139.2	79 (lbs/lbs)
R-404A[10]	1,535.9	12.4	242.6	3,943 (lbs/lbs)
R-407C[11]	0.0	206.3	286.2	1,624 (lbs/lbs)
R-410A[12]	82.9	559.4	1,375.0	1,923 (lbs/lbs)
R-452A	N/A	N/A	11.7	1,945 (lbs/lbs)
R-508B[13]	0.0	0.0	20.3	11,607 (lbs/lbs)
R-514A	0.0	2.1	0.0	2,000 (lbs/lbs)
Total Scope 1	**49,310.7**	**139,982.3**	**144,045.7**	

[1] The conversion factor for HFC-23 is calculated by Western Digital. It is determined by 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) 5th Assessment Report (RAP), 100-year number.

[2] Western Digital has updated its Scope 1 inventory and is reporting emissions for HFC-43-10 beginning in FY2023.

[3] Calculated based on internal and external assessment

[4] Some facilities use the IPCC 5th RAP, 100-year number, and others use conversion factors determined by facility based on the international technical review of the abatement process in manufacturing.

[5] Calculated by Western Digital: the conversion factor is determined by facility based on the international technical review of the abatement process in manufacturing

[6] IPCC 5th RAP, 100-year number

[7] Provided by manufacturer

[8] IPCC 5th RAP, 100-year number.

[9] Provided by manufacturer

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

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

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

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

GRI 305-2

Total Indirect (Scope 2) GHG Emissions (CO_2e-ton)[1]	FY2022	FY2023	FY2024
CO_2e[2]	841,669.2	683,977.1	521,365.6

[1] Scope 2 market-based emissions; all gases CO_2, CH_4, and N_2O are included.

[2] International Energy Association (IEA) emission factors

GRI 305-4

GHG Emissions Intensity[1]	FY2022	FY2023	FY2024
GHG emissions intensity ratio — HDD (Tons/PB)[2]	1.2	1.4	1.0
GHG emissions intensity ratio — SSD (Tons/PB)[2]	2.2	2.5	2.0

[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 CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, and NF_3.

GRI 305-3

Other Indirect (Scope 3) GHG Emissions (CO_2e-ton)[1]	FY2022	FY2023	FY2024
Category 1: Purchased goods and services	1,782,209	1,322,831	1,047,407
Category 2: Capital goods	318,115	38,689	66,370
Category 3: FERA (Fuel & energy related activities)	209,200	180,640	173,568
Category 4: Upstream transportation and distribution	555,664	193,767	271,187
Category 5: Waste generated in operations:	563	1,585	622
Category 6: Business travel	2,889	6,807	14,065
Category 7: Employee commuting	47,996	18,491	16,788
Category 8: Upstream leased assets	10,066	6,113	6,872
Category 9: Downstream transportation & distribution:	49,639	542	380
Category 10: Processing of sold products	N/A	N/A	N/A
Category 11: Use of sold products	6,603,594	4,314,614	5,195,707
Category 12: End-of-life treatment of sold products	3,483	2,851	2,604
Category 13: Downstream leased assets	N/A	N/A	N/A
Category 14: Franchises	N/A	N/A	N/A
Category 15: Investments	1,209,273	1,252,907	1,305,437
Total Scope 3	**10,792,691**	**7,339,838**	**7,532,445**

[1] US EPA EEIO factors

[2] US EPA EEIO and BEIS 2023 factors

[3] US EPA emission factors

[4] US EPA WARM (version 16)

[5] DEFRA factors

[6] IPCC AR6

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

Waste[1] Metric Tons	FY2022	FY2023	FY2024
HAZARDOUS WASTE			
Hazardous Waste Diverted	7,119.4	2,496.6	4,250.4
Hazardous Waste Disposed	4,598.3	4,394.5	2,463.9
Total Hazardous Waste	11,730.7	6,891.4	6,714.3
NON-HAZARDOUS WASTE			
Non-Hazardous Waste Diverted	8,355.3	9,848.2	8,808.9
Non-Hazardous Waste Disposed	2,915.5	3,391.4	2,195.0
Total Non-Hazardous Waste	11,784.9	13,285.2	11,003.9
Total Waste Generated	**23,515.6**	**20,176.6**	**17,718.2**
Waste Reuse/Recycle/Recover Rate	**65.8%**	**61.2%**	**73.7%**

[1] Hazardous waste is defined in accordance with applicable jurisdictional legal or regulatory frameworks where the waste was generated.

SASB TC-HW-410a.4

End-of-Life Material[1]	FY2024[2]
Number of devices recycled (cumulative total)	38,187
Total end-of life material recovered (metric tons, cumulative total)	16.0

[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	FY2022	FY2023	FY2024
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	FY2022	FY2023	FY2024
Total volume of water withdrawn (m^3)	18,035,001.8	14,208,676.5	13,948,080
Total volume of water recycled and reused (m^3)	3,622,920.6	4,908,833.0	5,848,194
Total volume water consumed (m^3)	6,939,399.8	5,479,914.3	5,222,265

Supply Chain

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

Suppliers Assessed Using RBA Validated Assessment Program[1]	FY2022	FY2023	FY2024
Number of in-scope Tier 1 suppliers	138	138	138
Number of in-scope supplier facilities (Tier 1 + Sub-Tier)	390	410	408
Percentage of all Tier 1 supplier facilities audited in the RBA Validated Assessment Program or equivalent[2]	64%	67%	71%
Percentage of high-risk Tier 1 supplier facilities audited in the RBA Validated Assessment Program or equivalent	0%	0%	100%
Tier 1 suppliers' non-conformance rate with the RBA Validated Assessment Program or equivalent	7%	7%	8%
Tier 1 suppliers' associated corrective action rate for priority non-conformances	97%	91%	90%
Tier 1 suppliers' associated corrective action rate for other non-conformances[3]	85%	85%	81%

[1] Percentages are based on facility count.

[2] Total supplier facilities for FY2022 - FY2024 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	FY2023	FY2024
Number of Sub-Tier suppliers	69	77	78
Number of Sub-Tier supplier facilities	115	127	131
Percentage of all Sub-Tier supplier facilities audited in the RBA Validated Assessment Program or equivalent[2]	61%	61%	69%
Percentage of high-risk Sub-Tier supplier facilities audited in the RBA Validated Assessment Program or equivalent	0%	0%	100%
Sub-Tier suppliers' non-conformance rate with the RBA Validated Assessment Program or equivalent	5%	6%	6%
Sub-Tier suppliers' associated corrective action rate for priority non-conformances	100%	100%	78%
Sub-Tier suppliers' associated corrective action rate for other non-conformances[3]	97%	98%	92%

[1] Percentages are based on facility count.

[2] Total supplier facilities for FY2022 - FY2024 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 and 403-9

Health and Safety	FY2022		FY2023		FY2024	
EMPLOYEES						
#/rate of employee fatalities	0	0	0	0	0	0
#/rate of high-consequence work-related injuries (excluding fatalities)—employees	2	0.003%	2	0.004%	1	0.002%
Employee Lost Time Incident Rate (LTIR)[1]	28	0.04%	44	0.08%	46	0.10%
#/rate of recordable work-related injuries (including fatalities)—employees	57	0.09%	65	0.12%	65[1,2]	0.14%
Employee Total Recordable Incident Rate (TRIR)[1]	57	0.09%	65	0.12%	65[1,2]	0.14%
Main types of work-related injury — employees	Slip/Trip/Fall, Struck/on/by, Machine safety, Material Handling/Ergo					
Total number of hours worked — employees	**130,436,905**		**106,636,800**		**91,351,040**	
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	10	N/A	0	N/A	1	N/A[3]
EMPLOYEES						
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[2]	100%		100%		100%	

[1] From FY2023, employee LTIR and TRIR are included injuries from commuting incident organized by Western Digitial according to GRI403 standard (Disclosure 403-9 Work-related injuries).

[2] In FY24, there were 10 cases involving commuting incidents.

[3] Western Digital currently does not track main types of work-related injury or total number of hours worked for non-employee workers.

[4] Occupational health and safety management system covers all manufacturing locations.

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.

GRI 401-1

Employee Attraction, Retention and Engagement		FY2022		FY2023		FY2024	
EMPLOYEE HIRES		**#**	**RATE[1]**	**#**	**RATE[1]**	**#**	**RATE[1]**
Hires by age group	Under 30	7,497	44.9%	1,542	11.4%	2,704	26.0%
	30–50	3,661	8.9%	844	2.2%	1,238	3.6%
	50+	265	3.7%	113	1.6%	130	1.9%
Hires by gender	Male	5,210	18.8%	1,579	6.0%	1,873	7.8%
	Female	6,213	16.7%	920	2.8%	2,199	7.9%
Hires by region	United States	1,147	14.6%	559	1.2%	430	6.5%
	Asia	10,064	18.0%	1,851	3.7%	3,575	8.1%
	Other	212	16.5%	89	7.0%	67	5.9%
Total Employee Hires		**11,423**	**17.6%**	**2,499**	**4.2%**	**4,072**	**7.8%**
EMPLOYEE TURNOVER		**#**	**RATE[2]**	**#**	**RATE[2]**	**#**	**RATE[2]**
Voluntary turnover by age group	Under 30	5,207	31.2%	3,803	28.2%	1,909	18.3%
	30–50	3,839	9.3%	3,524	9.2%	2,505	7.2%
	50+	402	5.6%	448	6.2%	197	2.8%
Involuntary turnover by age group	Under 30	1,383	8.3%	774	5.7%	404	3.9%
	30–50	1,213	2.9%	4,021	10.5%	1,353	3.9%
	50+	293	4.1%	1,297	18.1%	556	8.0%
Voluntary turnover by gender	Male	3,847	13.8%	3,168	12.0%	1,922	8.0%
	Female	5,599	15.0%	4,607	14.1%	2,689	9.6%
Involuntary turnover by gender	Male	810	2.9%	1,849	7.0%	1,377	5.7%
	Female	2,078	5.6%	4,242	13.0%	936	3.3%
	Other	—	—	1	—	—	—

Employee Attraction, Retention and Engagement		FY2022		FY2023		FY2024	
EMPLOYEE TURNOVER		**#**	**RATE[2]**	**#**	**RATE[2]**	**#**	**RATE[2]**
Voluntary turnover by region	United States	1,177	15.0%	833	11.3%	441	6.6%
	Asia	8,145	14.6%	6,851	13.6%	4,091	9.3%
	Other	126	9.8%	91	7.2%	79	7.0%
Involuntary turnover by region	United States	262	3.3%	517	7.0%	671	10.1%
	Asia	2,589	4.6%	5,477	10.9%	1,488	3.4%
	Other	38	3.0%	98	7.8%	154	13.7%
Total Voluntary Employee Turnover		**9,448**	**14.5%**	**7,775**	**13.2%**	**4,611**	**8.9%**
Total Involuntary Employee Turnover		**2,889**	**4.4%**	**6,092**	**10.3%**	**2,313**	**4.5%**

[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]

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%
FY2023	**FEMALE**	**MALE**	**OTHER**
Management	26.0%	74.0%	0.0%
Technical staff	23.4%	76.6%	0.0%
All other employees	64.5%	35.5%	0.0%
Factory employees[2]	66.1%	33.9%	0.0%
Non-factory employees	51.5%	48.5%	0.0%
FY2024	**FEMALE**	**MALE**	**OTHER**
Executive management[3]	19.6%	80.4%	0.0%
Non-executive Management	26.0%	74.0%	0.0%
Technical staff	24.1%	75.9%	0.0%
All other employees	64.6%	35.4%	0.0%
Factory employees2	66.5%	33.5%	0.0%
Non-factory employees	49.9%	50.1%	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.

[3] Executive management is Vice President level and above.

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

Age Representation of Global Employees[1]

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%
FY2023	**UNDER 30**	**30–50**	**50+**
Management	0.9%	64.6%	34.6%
Technical staff	22.7%	58.2%	19.1%
All other employees	24.7%	67.7%	7.6%
Factory employees[2]	25.9%	68.5%	5.6%
Non-factory employees	14.9%	61.1%	24.0%
FY2024	**UNDER 30**	**30–50**	**50+**
Executive management[3]	0.0%	22.2%	77.8%
Non-executive management	0.7%	62.5%	36.8%
Technical staff	22.1%	58.4%	19.5%
All other employees	23.0%	68.2%	8.8%
Factory employees2	24.4%	69.1%	6.5%
Non-factory employees	12.5%	60.9%	26.6%

[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.

[3] Executive management is Vice President level and above.

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

Racial/Ethnic Group Representation of United States Employees[1]

FY2022	ASIAN	BLACK OR AFRICAN AMERICAN	HISPANIC OR LATINO	WHITE	OTHER[2]
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%
FY2023	**ASIAN**	**BLACK OR AFRICAN AMERICAN**	**HISPANIC OR LATINO**	**WHITE**	**OTHER[2]**
Management	52.7%	1.3%	4.6%	38.5%	2.9%
Technical staff	58.8%	1.1%	4.0%	34.2%	1.9%
All other employees	56.9%	2.4%	13.4%	21.6%	5.7%
Factory employees[3]	64.1%	2.8%	16.5%	10.1%	6.6%
Non-factory employees	50.3%	2.1%	10.6%	32.1%	5.0%
FY2024	**ASIAN**	**BLACK OR AFRICAN AMERICAN**	**HISPANIC OR LATINO**	**WHITE**	**OTHER[2]**
Executive management[4]	37.7%	0.0%	4.1%	54.9%	3.3%
Non-executive management	53.2%	1.5%	4.5%	37.9%	2.8%
Technical staff	58.6%	1.0%	3.9%	34.2%	2.3%
All other employees	58.5%	2.3%	13.2%	20.4%	5.6%
Factory employees[3]	68.2%	2.6%	15.1%	8.1%	6.0%
Non-factory employees	51.6%	2.0%	11.9%	29.2%	5.3%

[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.

[4] Executive management is Vice President level and above.

GRI 102-8

Information on Employees and Other Workers[1]

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
FY2023		**FULL-TIME EMPLOYEES**	**PART-TIME EMPLOYEES**	**REGULAR EMPLOYEES**
Gender[2]	Female	28,615	29	28,644
	Male	24,642	40	24,682
	Other	2	0	2
Region	United States	6,971	20	6,991
	Asia	45,091	34	45,125
	Other	1,197	15	1,212
FY2024		**FULL-TIME EMPLOYEES**	**PART-TIME EMPLOYEES**	**REGULAR EMPLOYEES**
Gender[2]	Female	27,264	25	27,289
	Male	23,264	48	23,312
	Other	2	0	2
Region	United States	6,328	22	6,350
	Asia	43,171	37	43,208
	Other	1,031	14	1,045

[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	FY2022	FY2023	FY2024
Number of professional and managerial workers[1] assigned online Global Code of Conduct training	22,460	21,905	18,200
Training completion percentage	100%	100%	100%
Number of employees receiving instructor-led training	3,768	6,465	4,500

[1] Includes Western Digital employees and contractors.

GRI 405-1

Board Diversity		FY2022	FY2023	FY2024
By Gender	Male	55.6%	66.7%	66.7%
	Female	44.4%	33.3%	33.3%
By Age	Under 30	0.0%	0%	0%
	30–50	0.0%	11.1%	11.1%
	50+	100.0%	88.9%	88.9%

GRI 205-1

Anti-Corruption	FY2022	FY2023	FY2024
Percentage of operations assessed for risks related to corruption	100%	100%	100%

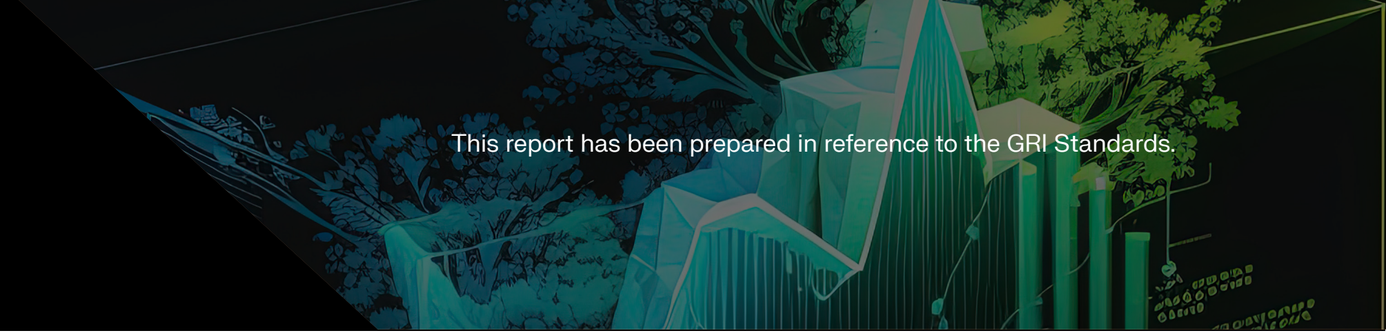
SASB TC-HW-000.A, TC-SC-000.A, TC-HW-000.B, TC-HW-000.C, TC-SC-000.B

Activity Metrics	Unit	FY2022	FY2023	FY2024
Number of units produced by product category • Communications Equipment • Components • Computer Hardware • Computer Peripherals • Computer Storage • Consumer Electronics • Other Hardware • Printing & Imaging • Transaction Management Systems	Number (in millions)[1]	685.8	557.5	644.6
Area of manufacturing facilities	Square feet (ft²)	8,693,339	9,398,733	13,066,623^2
Percentage of production from owned facilities	Percentage (%)[1]	70%	72%	76%

[1] Includes computer storage units.

[2] Methodology has been updated for FY2024.

GRI Index



This report has been prepared in reference to the GRI Standards.

GRI Standard	Disclosure Description	Report Location or Direct Answer	Omissions
GRI 1: FOUNDATION 2021			
N/A	Publish a GRI content index	This document represents the Company's content index.	
N/A	Requirement 8: Provide a statement of use	Sustainability Report FY2024, page 2	
GRI 2: GENERAL DISCLOSURES 2021			
2-1	Organizational details	**Legal Name:** Western Digital Corporation **Ownership and legal form:** Publicly traded company under NASDAQ: WDC **Location of Headquarters:** San Jose, California **Location of Operations:** 2024 Annual Report on Form 10-K	
2-2	Entities included in the organization's Sustainability Reporting	2024 Annual Report on Form 10-K	
2-3	Reporting period, frequency and contact point	This report covers Western Digital's Fiscal Year 2024 reporting period from July 1, 2023 - June 28, 2024. Western Digital prepares and publishes the Sustainability Report for every fiscal year, which is the same period as its annual financial reporting. The contact point is sustainability@wdc.com.	
2-4	Restatements of information	Historical information for fiscal year 2022 and fiscal year 2023 is included in this report. No restatements of historical data have been made.	
2-5	External assurance	Sustainability Report FY2024, page 30 Our FY2024 data is currently undergoing limited assurance. This Report will be updated when the assurance process is complete.	
2-6	Activities, value chain, and other business relationships	**Sectors served:** Western Digital Corporate Website — Solutions — Industries **Value chain:** • **Activities, products, services, markets served:** Sustainability Report FY2024, page 23; 2024 Annual Report on Form 10-K • **Supply chain:** Sustainability Report FY2024, page 45 • **Entities downstream from the organization and their activities:** 2024 Annual Report on Form 10-K	

GRI Standard	Disclosure Description	Report Location or Direct Answer	Omissions
2-6 (cont.)	Activities, value chain, and other business relationships	**Other relevant business relationships:** 2024 Annual Report on Form 10-K **Significant changes in the above compared to last FY:** We had no significant changes to our organization, organization's sector, value chain, or other relevant business relationships in FY2024.	
2-7	Employees	Sustainability Report FY2024, page 35; Data Tables	
2-9	Governance structure and composition	Sustainability Report FY2024, page 25	
2-14	Role of the highest governance body in Sustainability Reporting	The Governance Committee of the Board of Directors reviews and approves the reported information, including the organization's material topics, before publication.	
2-21	Annual total compensation ratio	**Ratio:** 1,649:1 **Title:** CEO **Contextual information:** • Employees included in calculation: includes all regular, part-time, supplemental, and temporary employees w/o exclusions. • Part-time employees: For hourly employees, base wages were calculated based on reasonable estimate of hours worked in FY23 X the employee's hourly wage. All permanent employees who did not work full FY were annualized. • Compensation included: Total target cash (incl. base salary or base wages, target cash incentives, and stock awards).	
2-26	Mechanisms for seeking advice and raising concerns	Sustainability Report FY2024, page 59	
2-28	Membership associations	The Responsible Business Alliance	
2-29	Approach to stakeholder engagement	Sustainability Report FY2024, page 23	
2-30	Collective bargaining agreements	For employees that are not covered by a collective bargaining agreement, their working conditions and terms of employment are based on our Global Human Rights Policy and Global Code of Conduct, the RBA Code of Conduct, and applicable local labor laws. Our standards are based on internally recognized human rights and related standards as outlined in the UN International Bill of Human Rights (including the UN Universal Declaration on Human Rights), the ILO Declaration on Fundamental Principles and Rights at Work, the UN Guiding Principles on Business and Human Rights, and the OECD Guidelines for Multinational Enterprises. Where local law conflicts with the aforementioned standards, Western Digital will comply with local requirements.	
GRI 3: MATERIAL TOPICS 2021			
3-1	Process to determine material topics	Sustainability Report FY2024, page 23	
3-2	List of material topics	Sustainability Report FY2024, page 23 The list of material topics in this report is aligned with our materiality analysis conducted in FY2022. In FY2024, Western Digital conducted a double impact materiality assessment aligned with the Global Reporting Initiative (GRI), Task Force on Climate-related Financial Disclosure (TCFD), and the European Union's Corporate Sustainability Reporting Directive (CSRD). Findings from our FY2024 double impact materiality assessment will be used to inform future reports.	
3-3	Management of material topics	Western Digital does not currently address the Precautionary Principle.	

GRI Standard	Disclosure Description	Report Location or Direct Answer	Omissions
ECONOMIC TOPICS			
Anti-Corruption			
3-3	Management of material topics	Sustainability Report FY2024, page 59	
205-1	Operations assessed for risks related to corruption	Sustainability Report FY2024, page 59; Data Tables	
ENVIRONMENTAL TOPICS			
Energy			
3-3	Management of material topics	Sustainability Report FY2024, page 26	
302-1	Energy consumption within the organization	Data Tables	
302-3	Energy intensity	Data Tables	
302-5	Reductions in energy requirements of products and services	Data Tables	
Water			
3-3	Management of material topics	Not Applicable	Water was not identified as a material topic for Western Digital
303-3	Water withdrawal	Data Tables	
303-5	Water consumption	Data Tables	
Emissions			
3-3	Management of material topics	Sustainability Report FY2024, page 26	
1.2	Whether offsets were used	No offsets were used	
305-1	Direct (Scope 1) GHG emissions	Data Tables	
305-2	Energy indirect (Scope 2) GHG emissions	Data Tables	
305-3	Other indirect (Scope 3) GHG emissions	Data Tables	
305-4	GHG emissions intensity	Data Tables	
Waste			
3-3	Management of material topics	Not Applicable	Waste was not identified as a material topic for Western Digital
306-3	Waste generated	Data Tables	
306-4	Waste diverted from disposal	Data Tables	
306-5	Waste directed to disposal	Data Tables	
SUPPLIER ENVIRONMENTAL ASSESSMENT			
3-3	Management of material topics	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	
308-2	Negative environmental impacts in the supply chain and actions taken	Number of suppliers assessed for environmental impacts: FY2024: 190 suppliers responded to the 2023 CDP Climate Change Questionnaire; 173 suppliers responded to the 2023 Water Security Questionnaire.[1] Sustainability Report FY2024, page 52	Unavailable Information: • Number of suppliers as having significant actual and potential negative environmental impacts • Percentage of suppliers identified as having significant actual and potential negative environmental impacts and improvements were agreed upon as a result of assessment

[1] 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 2022 data is referenced to represent fiscal year 2023 data.

GRI Standard	Disclosure Description	Report Location or Direct Answer	Omissions
SOCIAL TOPICS			
Employment			
3-3	Management of material topics	Sustainability Report FY2024, page 35	
401-1	New employee hires and employee turnover	Data Tables	
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Sustainability Report FY2024, page 40	
Occupational Health and Safety			
3-3	Management of material topics	Sustainability Report FY2024, page 41	
403-1	Occupational health and safety management system	Sustainability Report FY2024, page 41	
403-2	Hazard identification, risk assessment, and incident investigation	Sustainability Report FY2024, page 42	
403-3	Occupational health services	Sustainability Report FY2024, page 43	
403-4	Worker participation, consultation, and communication on occupational health and safety	Sustainability Report FY2024, page 44	
403-5	Worker training on occupational health and safety	Sustainability Report FY2024, page 43	
403-6	Promotion of worker health	Sustainability Report FY2024, page 43	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Sustainability Report FY2024, page 43	
403-8	Workers covered by an occupational health and safety management system	Data Tables	
403-9	Work-related injuries	Data Tables	
Training and Education			
3-3	Management of material topics	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	Sustainability Report FY2024, page 39	
404-3	Percentage of employees receiving regular performance and career development reviews	Sustainability Report FY2024, page 40	
Diversity and Equal Opportunity			
3-3	Management of material topics	Sustainability Report FY2024, page 35	
405-1	Diversity of governance bodies and employees	Data Tables	

GRI Standard	Disclosure Description	Report Location or Direct Answer	Omissions
Child Labor			
3-3	Management of material topics	Sustainability Report FY2024, page 45	
408-1	Operations and suppliers at significant risk for incidents of child labor	Sustainability Report FY2024, page 46	
Forced or Compulsory Labor			
3-3	Management of material topics	Sustainability Report FY2024, page 45	
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Sustainability Report FY2024, page 46	
Human Rights Assessment			
3-3	Management of material topics	Sustainability Report FY2024, page 45	
412-1	Operations that have been subject to human rights reviews or impact assessments	Sustainability Report FY2024, page 46	

GRI Standard	Disclosure Description	Report Location or Direct Answer	Omissions
Supplier Social Assessment			
3-3	Management of material topics	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	Sustainability Report FY2024, page 46	
Customer Privacy			
3-3	Management of material topics	Sustainability Report FY2024, page 60	
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Sustainability Report FY2024, page 61	

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 • Communications Equipment • Components • Computer Hardware • Computer Peripherals • Computer Storage • Consumer Electronics • Other Hardware • Printing & Imaging • Transaction Management Systems	Data Tables
TC-HW-000.B	Area of manufacturing facilities	Data Tables
TC-HW-000.C	Percentage of production from owned facilities	Data Tables
ACCOUNTING METRICS		
TC-HW-230a.1	Description of approach to identifying and addressing data security risks in products	Sustainability Report FY2024, page 60
TC-HW-330a.1	Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management, (c) technical employees and (c) all other employees	Data Tables
TC-HW-410a.1	Percentage of products by revenue that contain IEC 62474 declarable substances	Data Tables
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, certified to an energy efficiency certification	For similar reasons as explained in SASB TC-HW-410a.2, the vast majority of our products are not eligible for common energy efficiency certifications. Several previously eligible products were 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	Data Tables
TC-HW-430a.1 & TC-HW-430a.2	Suppliers Assessed Using RBA Validated Assessment Program (VAP)	Sustainability Report FY2024, page 47; Data Tables
TC-HW-440a.1	Description of the management of risks associated with the use of critical materials	Sustainability Report FY2024, page 47

SASB Semiconductors Standard Index

SASB Code	Metric	Report Location or Direct Answer
ACTIVITY METRICS		
TC-SC-000.A	Total production	Data Tables
TC-SC-000.B	Percentage of production from owned facilities	Data Tables
ACCOUNTING METRICS		
TC-SC-110a.1	(1) Gross global Scope 1 emissions and (2) amount of total emissions from perfluorinated compounds	Data Tables
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	Sustainability Report FY2024, page 26
TC-SC-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Data Tables
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	Data Tables Percentage of water withdrawn and consumed from regions with high or extremely high baseline water stress[1]: 22.2% of total FY2024 water withdrawal 23.2% of total FY2024 water consumption
TC-SC-150a.1	Amount of hazardous waste from manufacturing, percentage recycled	Data Tables

SASB Code	Metric	Report Location or Direct Answer
TC-SC-320a.1	Description of efforts to assess, monitor, and reduce exposure of employees to human health hazards	Sustainability Report FY2024, page 41
TC-SC-320a.2	Total amount of monetary losses as a result of legal proceedings associated with employee health and safety violations	FY2024: $0
TC-SC-330a.1	Percentage of employees that require a work visa	Western Digital does not disclose the percentage of employees who require a work visa. However, we disclose a breakdown of our workforce by region. See the Data Tables for more information.
TC-SC-410a.1	Percentage of products by revenue that contain IEC 62474 declarable substances	Data Tables
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	Sustainability Report FY2024, page 49
TC-SC-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	FY2024: $0

[1] Western Digital applied the results of the WRI Aqueduct Water Risk Atlas version 3.0 for this assessment.

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.	Western Digital's 2023 CDP Climate Change Response (Section C1.1b) Sustainability Report FY2024, page 25
	b) Describe management's role in assessing and managing climate-related risks and opportunities.	Western Digital's 2023 CDP Climate Change Response (Sections C1.2, C1.2a) Sustainability Report FY2024, page 27
Strategy	a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	Western Digital's 2023 CDP Climate Change Response (Sections C2.1a, C2.3, C2.3a, C2.4, C2.4a)
	b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	Western Digital's 2023 CDP Climate Change Response (Sections C2.3a, C2.4a, C3.1, C3.2a, C3.2b, C3.3, C3.4)
	c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	Western Digital's 2023 CDP Climate Change Response (Sections C3.2, C3.2a, C3.2b) Sustainability Report FY2023, page 28
Risk Management	a) Describe the organization's processes for identifying and assessing climate-related risks.	Western Digital's 2023 CDP Climate Change Response (Sections C2.1, C2.2, C2.2a) Sustainability Report FY2024, page 27
	b) Describe the organization's processes for managing climate-related risks.	Western Digital's 2023 CDP Climate Change Response (Sections C2.1, C2.2) Sustainability Report FY2024, page 27
	c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	Western Digital's 2023 CDP Climate Change Response (Sections C2.1, C2.2) Sustainability Report FY2024, page 27
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.	Western Digital's 2023 CDP Climate Change Response (Sections C4.2, C4.2a, C4.2b, C9.1) Sustainability Report FY2024, page 29
	b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	Western Digital's 2023 CDP Climate Change Response (Sections C6.1, C6.3, C6.5, C6.5a) Data Tables
	c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	Western Digital's 2023 CDP Climate Change Response (Sections C4.1, C4.1a, C4.1b, C4.2, C4.2a, C4.2b) Sustainability Report FY2024, page 29

UN SDG Index

UN SDG	SDG Goal Description	Disclosure Reference
3 GOOD HEALTH AND WELL-BEING	Ensure healthy lives and promote well-being for all at all ages	Sustainability Report FY2024, page 41
5 GENDER EQUALITY	Achieve gender equality and empower all women and girls	Sustainability Report FY2024, page 35
6 CLEAN WATER AND SANITATION	Ensure availability and sustainable management of water and sanitation for all	Sustainability Report FY2024, page 26
7 AFFORDABLE AND CLEAN ENERGY	Ensure access to affordable, reliable, sustainable and modern energy for all	Sustainability Report FY2024, page 26

UN SDG	SDG Goal Description	Disclosure Reference
8 DECENT WORK AND ECONOMIC GROWTH	Promote sustained, inclusive, and sustainable economic growth, full and productive employment and decent work for all	Sustainability Report FY2024, pages 35 and 45
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	Build resilient infrastructure, promote inclusive and sustainable industrialization, and foster innovation	Sustainability Report FY2024, page 26
12 RESPONSIBLE CONSUMPTION AND PRODUCTION	Ensure sustainable consumption and production patterns	Sustainability Report FY2024, page 26
13 CLIMATE ACTION	Take urgent action to combat climate change and its impacts	Sustainability Report FY2024, page 26

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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, SanDisk®, SanDisk Professional, and WD® brands. www.westerndigital.com

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Forward-Looking Statements & Other Disclaimers:
This 2024 Sustainability Report (this "Report") contains forward-looking statements within the meaning of federal securities laws, including statements regarding expectations for the impacts of our sustainability initiatives, programs and business practices, expectations for the achievement of our sustainability-related goals and commitments, and expectations regarding the separation of our company into two independent companies. 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. These risks and uncertainties include, but are not limited to: volatility in global economic conditions; operational, financial and legal challenges and difficulties inherent in implementing a separation of the company's HDD and flash businesses; inflation, increase in interest rates and economic recession; future responses to and effects of public health crises; the impact of business and market conditions; the outcome and impact of our announced separation transaction, 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; compromise, damage or interruption from cybersecurity incidents or other data system security risks; actions by competitors; our ability to achieve our GHG emissions reduction and other ESG goals; the impact of international conflicts; 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 Annual Report on Form 10-K filed with the SEC on August 20, 2024, 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.

Furthermore, certain statements in this Report, particularly pertaining to our ESG performance, goals and initiatives, are subject to additional risks and uncertainties, including regarding: gathering and verification of information and related methodological considerations; our ability to implement various initiatives under expected timeframes, cost, and complexity; our dependency on third-parties to provide certain information and to comply with applicable laws and policies; our reference to various ESG reporting standards and frameworks (including standards for the measurement of underlying data), which continue to evolve; and other unforeseen events or conditions. These factors, as well as others, may cause results to differ materially and adversely from those expressed in any of our forward-looking statements.

The metrics and quantitative data contained in this Report are not based on generally accepted accounting principles and have not been audited. Such data and metrics are subject to measurement uncertainties resulting from limitations inherent in the nature and the methods used for determining such data. The selection of different but acceptable measurement techniques can result in materially different measurements. The precision of different measurement techniques may also vary.

This Report also includes certain information regarding sustainability and corporate impact practices that is obtained from published sources or third parties. The accuracy and completeness of such information are not guaranteed. Although we believe such information is reliable, such information is subject to assumptions, estimates and other uncertainties, and we have not independently verified this information. We are dependent on such information to evaluate and implement sustainability practices. The standards of measurement and performance for sustainability issues are developing or are based on assumptions, and norms may vary.

The inclusion of information and data in this Report is not an indication that such information or data or the subject matter of such information or data is material to our company for purposes of applicable securities laws. The principles used to determine whether to include information or data in this Report do not correspond to the principles of materiality contained in federal securities laws, the concept of materiality used to determine whether disclosures are required to be made in filings with the SEC or otherwise disclosed, or principles applicable to the inclusion of information in financial statements.