

Western Digital[®]

FISCAL YEAR 2021

SUSTAINABILITY REPORT



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About this Report

[GRI 102-50, 102-54](#)

We are proud to share Western Digital’s 2021 Sustainability Report covering Fiscal Year 2021, which has been prepared in accordance with 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](#).

To reflect the increasing importance of sustainability to our business, our FY2021 report aligns the reporting period of our annual sustainability reporting with our fiscal year. Western Digital’s FY2021 Sustainability Report builds on the work completed since our last report and further reinforces our commitment to sustainability as an industry leader and global corporate citizen. While this report provides transparency to our stakeholders on our sustainability progress, it also reflects our ongoing efforts to assess the company’s greatest environmental, social and governance (ESG) impacts, risks and opportunities to further enhance our practices in the future.

This report is organized into three parts. The first section, [Our 2021 Story](#), offers significant highlights from FY2021. A [general disclosure](#) section provides a deeper, more technical look at our approach to sustainability and our progress. And a set of [indices](#) provides a comprehensive look at the data that informs 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 sustainability@wdc.com.



David Goeckeler, CEO

Dear Fellow Stakeholders,

The digital transformation has created a more technology-enabled and technology-dependent world than ever before, leaving businesses with a great opportunity and an enormous responsibility. We must balance how we deliver innovation to meet new demands with how we respond to critical issues facing the world today, whether it's our focus on the environment and our people or how we address the challenges related to the COVID-19 pandemic. Customers, employees and investors expect us to act on these topics. When we focus on sustainability, we address stakeholder interests and position our people, communities, the environment and business to thrive.

Laying the Foundation

In recent years, our teams have completed important work to build a foundation for sustainability leadership at Western Digital. We've established data-driven targets and metrics to manage and improve performance and efficiency throughout our operations and supply chain. We know that we must continually adapt to address the issues that impact our business and our world.

Protecting the Environment

Western Digital is a large, global corporation, and our products are used by customers throughout the world, so each improvement we make to reduce environmental impact is multiplied by the

scale of our international footprint. In FY2021, we formally adopted science-based targets that will help us cut Western Digital's emissions by 42 percent by 2030. With data from Life Cycle Assessments, we seek to minimize our products' environmental footprint. And we seek to use resources efficiently and transparently disclose information about our performance.

Supply Chain

The past few years have shined a spotlight on global supply chains, as the supply processes that consumers rely on for everyday products were adversely affected by the pandemic. FY2021 saw the culmination of years of efforts at Western Digital to diversify our supply chain and make it more resilient. We were able to leverage predictive technologies — artificial intelligence, machine learning and natural language processing — to detect potential disruptions and mitigate risks.

Investing in People

We are (and always have been) outspoken about the value of our employees. Our team of innovators is our biggest asset, and the success of our business is fundamentally connected to employee well-being. In FY2021, we continued to partner with the Responsible Business Alliance (RBA) to protect human rights, uphold leading labor practices and reduce risks. We also remain committed to championing diversity, equity and inclusion and investing in the future of our communities.

Integrity and Governance

Customers are more interconnected than ever before, data is being generated at unprecedented speeds and customers' expectations have never been higher. During FY2021, we launched Western Digital's Privacy Portal, where customers can read about our data privacy practices in the midst of a rapidly changing world of data. We also emphasized the importance of high ethical standards to our employees. As global leaders in data infrastructure, we must always maintain stakeholder trust.

Looking Ahead

This report highlights many of the steps we've taken to become a more sustainable business—but there is more work to be done. We believe in the power of data—and the data-driven sustainability metrics we have established will allow us to continue to refine our approach in the future. As we seek to help solve some of the world's biggest challenges, we will continue to weave the value of sustainability into the core of our business.

Thank you for your interest in Western Digital and our FY2021 Sustainability Report.

David Goeckeler, CEO

A woman with long dark hair, wearing a white lab coat, is smiling and working on a piece of industrial equipment. She is adjusting a component on a metal frame. The background shows a factory or laboratory setting with various equipment and a door.

OUR 2021 STORY

Who We Are

GRI 102-2

OUR VISION

Architecting how data enables the world to solve its biggest challenges.

We believe in the promise of data and are committed to architecting the infrastructure to unlock its potential. At Western Digital, when we innovate across our portfolio—from products and devices to data center platforms and infrastructures—we enable the world to solve its biggest challenges.

OUR MISSION

To be recognized as the world’s leading data infrastructure company.

Western Digital is—and always has been—a company of engineers, inventors, makers and innovators. Our responsibility and mission is to enable others to unlock the intrinsic value of data for people, for organizations and for the advancement of society. By coming together, globally, as [One Western Digital](#) to address a market that is far bigger, more sophisticated and more complex than at any other time, we will achieve our mission.

SILICON-TO-SYSTEM INNOVATION AND ENGINEERING



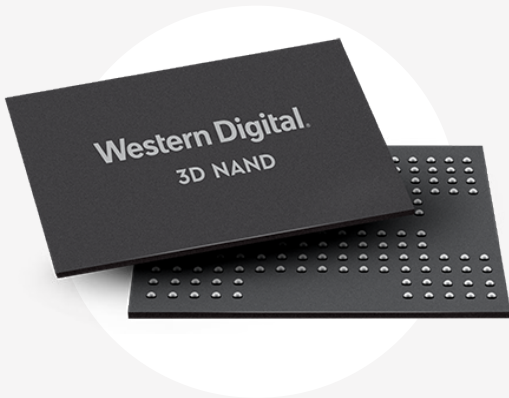
Integrated Storage Platforms



Platforms Innovation
(electrical and mechanical design, firmware and diagnostics)



Device Innovation
(mechanical, packaging, testing, software, firmware and controllers)



Advanced Media, Controller, Head, Firmware/FTL

FY2021 HIGHLIGHTS

Science-Based Targets

We committed to an ambitious set of GHG emissions reduction targets that will reduce our emissions by 42 percent by 2030, putting us on a trajectory to meet or exceed the guidance of the Paris Climate Agreement.

[Read more](#)

Life Cycle Assessments

We completed life cycle assessments of six of our high volume products. This data helps quantify the environmental impacts of our products and will help us create better, more sustainable products in the future.

[Read more](#)

Responsible Business Alliance Supplier Trainings

We rolled out an e-Learning program from the Responsible Business Alliance to educate our suppliers. The program allows us to connect specific suppliers with appropriate e-Learning content, encouraging compliance, sustainable initiatives and reducing risk in our supply chain.

[Read more](#)

COVID-19 Response

To keep our team moving forward in the midst of a global pandemic, we implemented health and safety measures in our facilities, let employees work from home whenever possible, provided emergency leave to those who could not work and provided opportunities for vaccination.

[Read more](#)

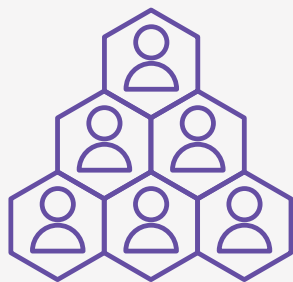
Supply Chain Resiliency

We developed and deployed unique artificial intelligence and machine learning capabilities to predict risks to our supply base. Using these technologies, Western Digital was able to minimize significant risks and disruptions.

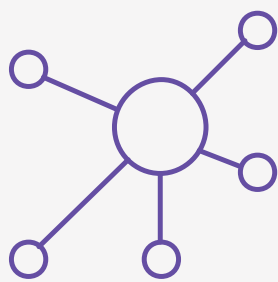
[Read more](#)

Our ESG Approach

We believe that being an industry leader means creating shared value—both for our business and for those around us. Across our global operations, Western Digital’s focus on sustainability helps keep our communities and environment vibrant while supporting our business. We believe that sustainability:



Leads to more efficient and resilient business operations



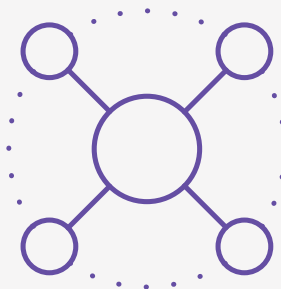
Helps us meet our customers’ efficiency targets



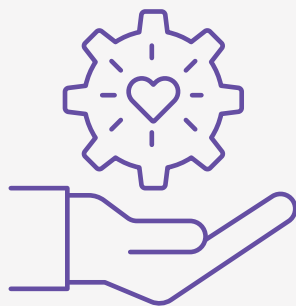
Reduces risks of misconduct and legal liability



Helps increase our investor pool with demonstrable ESG performance



Enhances the reliability of our supply chain



Improves the health, well-being, engagement and productivity of our employees



Our sustainability strategy focuses on issues that are material¹ to our stakeholders and our business. By setting goals and monitoring progress, including science-based targets, we can promote vibrancy and resiliency in the communities where we live and work and promote better business performance.

¹ Materiality, as used in this report, and our materiality assessment process, is different than the definition used in the context of filings with the SEC. Issues deemed material for purposes of this report may not be considered material for SEC reporting purposes.

COVID-19 Response

The COVID-19 pandemic has dramatically accelerated all things digital — from e-commerce to e-learning to online healthcare. Consequently, data infrastructure is being strained in unprecedented ways. As a company that designs and supplies much of the world’s essential data infrastructure, Western Digital has played a vital role in the world’s adaptation to COVID-19. To keep our business moving forward,

our people have risen to meet the ongoing challenges brought about by the pandemic.

To prioritize the health and safety of our employees, we quickly transitioned all possible employees to work from home. When specific responsibilities required team members to work onsite, we adopted leading safety measures to safeguard employee health, including implementing PPE, health screenings and reduced business travel. We provided regular wellness updates and expanded access to

health and wellness resources. And we provided regular, proactive communication to our employees through town halls, weekly videos and other communication channels. We continue to encourage our employees to be vaccinated and have facilitated vaccine drives in many of our global locations, including India, Thailand, Malaysia and the Philippines. We provide paid leave for employees to get vaccinated or for those suffering from effects of COVID-19 (in addition to those who are sick or quarantined due to COVID-19 exposure).

In addition to supporting our employees, we also support the communities in which we operate through cash contributions to organizations providing support during COVID-19.

Our response to COVID-19 remains agile. We continue to review our site protocols, including health and safety screening and continued enhanced cleaning. We continually adapt and implement location and geography-specific measures in response to the latest knowledge and recommendations. And we seek to ensure our products remain available to support the world’s data infrastructure.

Addressing Systemic Racism

We also acknowledge that persistent, systemic racism remains a serious, tragic barrier for many in the United States and beyond. When it comes to racism or discrimination, we do not mince words: racism must end. It erodes human dignity, hampers talented individuals from making valuable contributions in their communities and interferes with the success of societies and institutions. No one should be denied the opportunity to develop their potential because of their race.

At Western Digital, we seek to do our part to promote equity and equality, and to expand opportunities for advancement around the world. Internally, we believe we can achieve the best business outcomes by developing a diverse, inclusive working environment that empowers all of our talented employees to make an impact, together. Externally, we have implemented targeted Giving initiatives to address issues of inequality in regions where we operate.

[➤ Learn more about our diversity and inclusion efforts here.](#)



AWARDS AND RECOGNITIONS

World Economic Forum

Western Digital's Penang and Prachinburi sites have been designated as "Advanced Fourth Industrial Revolution (4IR) Lighthouses" by the World Economic Forum

2021 Best Company for Millennials and Best Company for Diversity

Women's Choice Award recognized Western Digital as a Best Company for Millennials and a Best Company for Diversity (2021)

World's Most Ethical Companies®

Western Digital is recognized as One of the World's Most Ethical Companies by Ethisphere (2021)

2020 Pro Patria Award

2020 Pro Patria Award from the Employer Support of the Guard and Reserve (ESGR), a Department of Defense program

MAALA ESG INDEX 2021: Platinum Plus

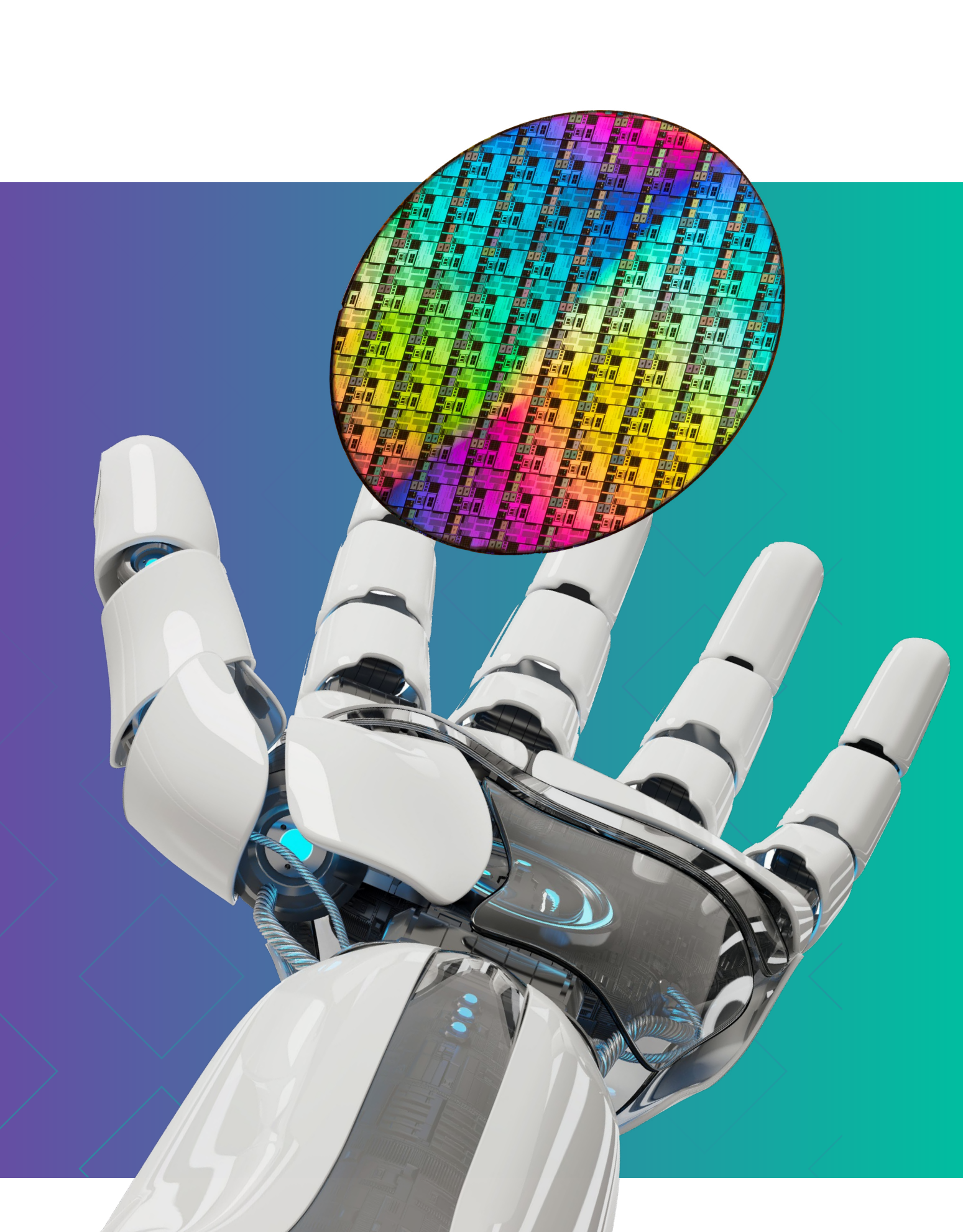
Western Digital achieved the top Platinum Plus rating for corporate social responsibility

One of America's Most Responsible Companies

Newsweek recognized Western Digital as One of America's Most Responsible Companies (2021)

Factory of Choice Award

Western Digital's Shanghai facility received a Responsible Business Alliance Factory of Choice Award



DRIVING PRODUCT INNOVATION

Expectations for [our products](#) are changing. Data at scale is putting new demands on infrastructure and customers are increasingly demanding more sustainable products and solutions. We continue to focus on innovation in order to create the world’s most advanced, sustainable data infrastructure products.

Our Performance

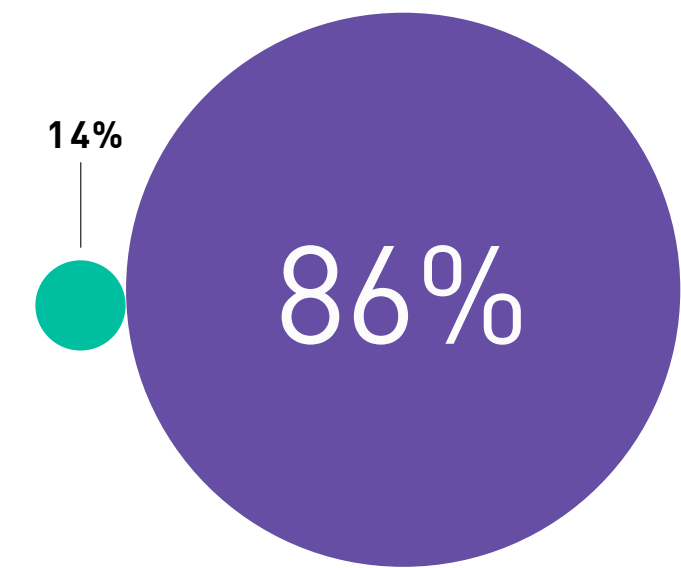
Life Cycle Assessments

Western Digital embraces the importance of data. When it comes to delivering products designed and manufactured with long-term sustainability in mind, we let data lead our efforts.

Life cycle assessment (or LCA) is a methodology for assessing environmental impacts associated with all the stages of a product’s life cycle — from raw material extraction through materials processing, manufacture, distribution, use and end-of-life.

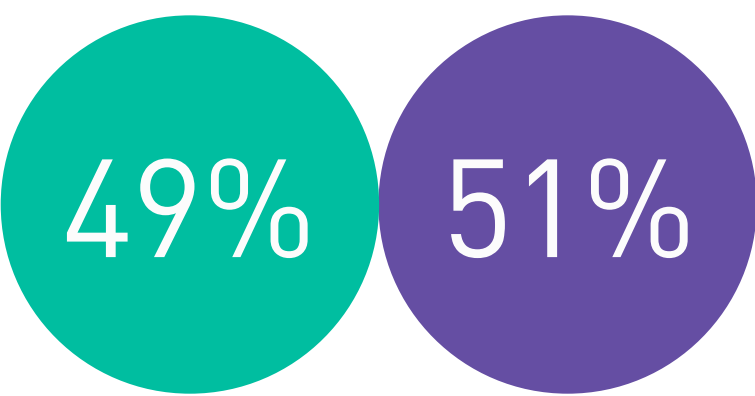
eHDD carbon footprint:

ULTRASTAR DC HC530 HDD:
PHASE-WISE CONTRIBUTION IN
CLIMATE CHANGE IMPACTS



eSSD carbon footprint:

ULTRASTAR DC SN360:
PHASE-WISE CONTRIBUTION IN
CLIMATE CHANGE IMPACTS



■ Manufacturing ■ Use Phase
■ Distribution¹ ■ End-of-Life¹

¹ eHDD and eSSD end-of-life and distribution phase impacts are less than 1%.

In FY2021, we completed ISO-conformant life cycle assessments (LCAs) of six high-volume products to quantify their environmental impacts and we [publicly disclosed](#) summaries of those assessments. These LCAs will serve as a baseline for product impact and will influence future decisions related to design, manufacturing and logistics as we move into a more sustainable future.

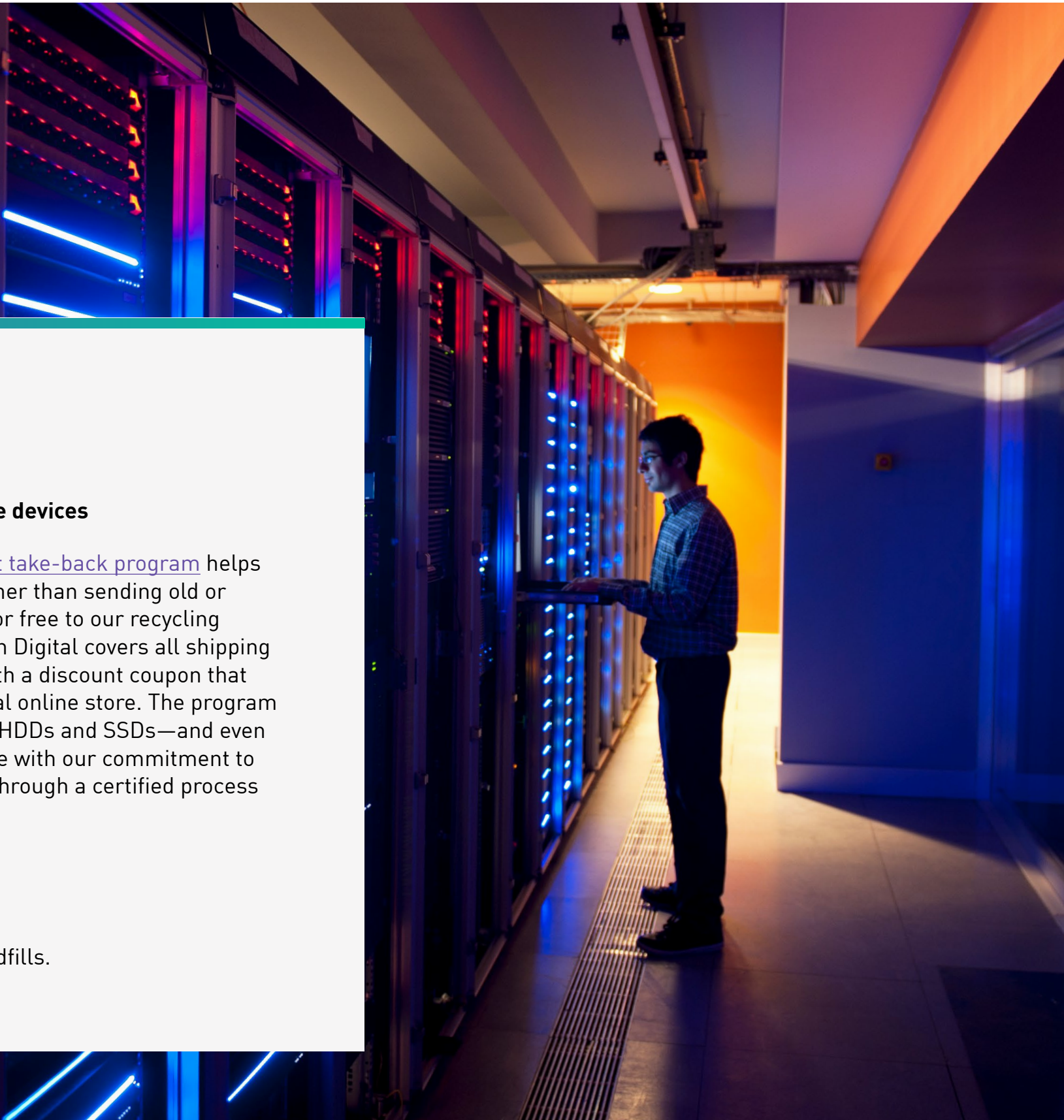
Case Study: Easy Recycle

Making it easier for customers to recycle data storage devices

Launched on Earth Day 2020, our [Easy Recycle product take-back program](#) helps customers easily recycle old data storage devices. Rather than sending old or broken devices to landfills, customers can ship them for free to our recycling partner by dropping them off at any UPS store. Western Digital covers all shipping costs and rewards customers for their participation with a discount coupon that can be used for a future purchase in the Western Digital online store. The program covers all storage devices—both internal and external HDDs and SSDs—and even applies to devices made by other manufacturers. In line with our commitment to data safety and security, all drives are safely recycled through a certified process that protects all customer data.

To date, the Easy Recycle program has:

- recycled more than 13,500 drives.
- diverted more than six metric tons of waste from landfills.





MINIMIZING OUR ENVIRONMENTAL IMPACT

Western Digital's long-term success depends on reliable access to raw materials, good relationships with communities and governments, the health of our workforce and innovation to meet or surpass the evolving expectations of our customers. For each of the above considerations, environmental sustainability is essential to the future of our business and our world.

Our Performance

Science-Based Targets

In June 2021, we announced our commitment to set science-based targets for greenhouse gas (GHG) emissions reductions that are in line with what the latest climate science says is needed to prevent the worst impacts of climate change.

In September 2021, the [Science-Based Targets initiative](#) (SBTi) [approved our reduction goals](#). With a focus on reducing operational emissions by 42 percent by 2030, our goals will put us on a trajectory to meet or exceed the guidance in the Paris Climate Agreement. Our targets align with the ambitious SBTi goal to limit global warming to 1.5° C above pre-industrial levels. We have already accelerated our investments in meaningful emissions reductions in order to meet these ambitious targets.

OUR TARGETS ALIGN WITH THE AMBITIOUS SBTi GOAL TO LIMIT GLOBAL WARMING TO 1.5° C ABOVE PRE-INDUSTRIAL LEVELS.

The SBTi represents a partnership between CDP, the United Nations Global Compact, World Resources Institute and the World Wide Fund for Nature. See our latest CDP Climate Change disclosure [here](#).

ENERGY EFFICIENT PRODUCTS

As data becomes an increasingly essential part of life, new demands are being put on data infrastructures. These changes can lead to increases in energy consumption, driving our customers to commit to product energy reductions.

At Western Digital, we work to meet these demands by investing in the engineering required to continuously reduce our HDD and flash-based product energy needs. We strive to reduce the power consumption of our devices and raw materials usage on a per-byte basis and to increase capacity of our devices in a given form factor—which results in better energy and materials management per byte of storage. For example, our focus on improving HDD power efficiency resulted in an estimated 300,000 MWh of product-level power savings from FY2020 to FY2021. Our continued innovation in design enables significant greenhouse gas emission reductions during the customer use phase of our product life cycle.

Case Study:
Thailand

Removing more than 45 tons of waste from our waste stream

In FY2021, our team in Thailand continued efforts to reduce their waste stream with an aggressive waste reduction program. The program’s original goal was to divert 19 tons of waste from landfills. However, our Thailand operations more than doubled their target, removing approximately 45 tons of waste from their waste stream.

45 tons
OF WASTE REMOVED FROM
OUR WASTE STREAM

Case Study:
San Jose

Upgrading recycled water quality at our Great Oaks facility

In FY2021, we made significant improvements to the wastewater treatment plant at our Great Oaks campus in San Jose.

We added a crossflow filtration system to the industrial wastewater treatment plant, which acts as a pre-filter for a downstream Reverse Osmosis (RO) system. The two systems work together to provide the on-site cooling tower with high quality recycled water. Higher quality water resulted in a notable improvement to cooling tower efficiency, to the point that the system now also provides water to on-site boilers and chillers. Better water quality has significantly reduced chlorine demand in the cooling tower and saves an estimated 50,000 cubic meters of water from entering the sanitary sewer per year.

➤ [Learn more about our approach to the Environment.](#)



STRENGTHENING OUR SUPPLY CHAIN

Western Digital has an extensive in-house manufacturing network of more than 40,000 factory employees and hundreds of global production parts suppliers and contract manufacturers. We believe that transparency and accountability leads to more responsible, resilient supply chains, better working conditions and improved environmental performance.

RBA VALIDATED ASSESSMENT PROGRAM SCORE IMPROVEMENT INITIATIVE (e-Learning)

9 suppliers

NUMBER OF SUPPLIERS

158

NUMBER OF COURSES COMPLETED

27

NUMBER OF PARTICIPANTS

84%

% COURSES COMPLETED

188

NUMBER OF ASSIGNED E-LEARNING COURSES

Our Performance

Capacity Building and Training

Since 2007, Western Digital has been a member of the Responsible Business Alliance (RBA). As part of this membership, RBA completes regular audits of our suppliers to identify labor issues and risks to our business.

To engage suppliers found to be in non-conformance during these audits, we adopted RBA's e-Learning program in FY2021. The program allows us to tailor appropriate e-Learning content for specific suppliers or to address the details of specific non-conformance events.

Once suppliers complete the e-Learning curriculum, they are encouraged to come up with the appropriate corrective actions and implement them. To date, adoption and engagement with the RBA e-Learning program has been positive.

SUPPLY CHAIN TRANSPARENCY

Western Digital's Supply Chain

OVERALL SUPPLIER DATABASE

14,445

NUMBER OF SITES/FACILITIES¹

952

NUMBER OF REGIONS¹

80

Top 10 Region List¹

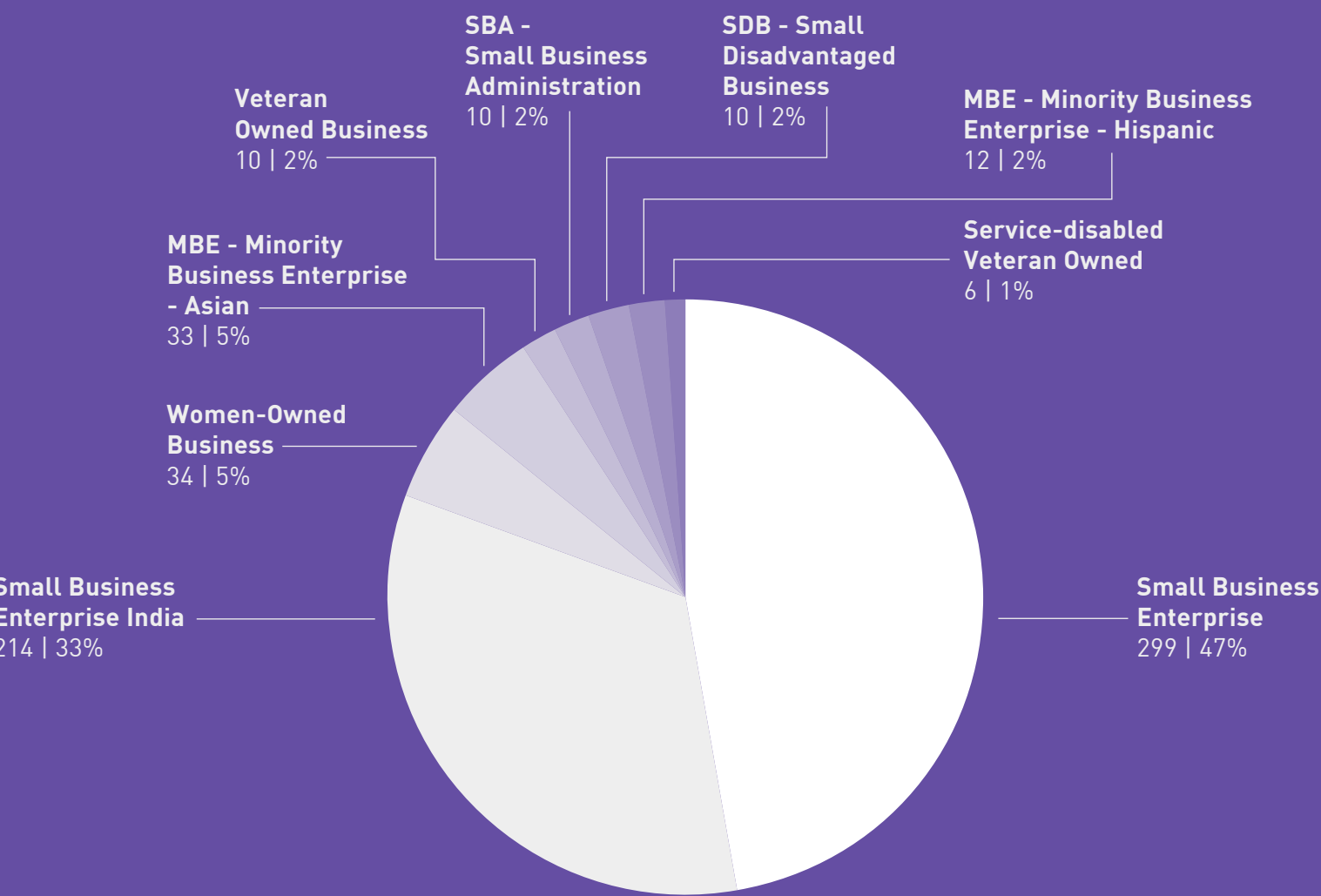
SITES AND FACILITIES



¹ Includes all direct and indirect material suppliers. Based only on location and count of sites/facilities with which we have a direct business relation.

Diversity Category

SUPPLIER CATEGORY	SUPPLIER COUNT	BY PERCENTAGE
Overall supplier database	14,445	100%
Supplier diversity in database	640	4.43%



CATEGORY IN SUPPLIER DIVERSITY	SUPPLIER COUNT
Small Business Enterprise	299
Small Business Enterprise India	214
Women-Owned Business	34
MBE - Minority Business Enterprise - Asian	33
MBE - Minority Business Enterprise - Hispanic	12
SBA - Small Business Administration	10
SDB - Small Disadvantaged Business	10
Veteran Owned Business	10
Service-disabled Veteran Owned	6
GLBT (Gay, Lesbian, Bisexual, Transgender)	3
DVBA - Disabled Veteran Business Enterprise	2
MBE - Minority Business Enterprise - Black	2
JSMS - Japan Small-Mid Size company	2
PWD - People With Disabilities	2
MBE - Minority Business Enterprise - Native American	1
Grand Total	640

[Learn more about our approach to Supply Chain.](#)

INVESTING IN OUR PEOPLE

Western Digital is powered by our people—a worldwide team of engineers, inventors, makers and innovators. We believe we can achieve the best business outcomes by empowering our diverse and talented employees to make an impact, together. We work diligently to foster a working environment where our employees and the employees of our suppliers are treated with respect and dignity and provided with fair and safe working conditions.

Our Performance

Protecting Human Rights

Western Digital is unequivocally committed to human rights. In FY2021, we conducted a global Human Rights Impact Assessment, consistent with the UN Guiding Principles on Business and Human Rights. That detailed assessment, which was performed by an independent third party and included input from both internal and external stakeholders, analyzed potential upstream, operational and downstream human rights impacts of our business. The results of that assessment are helping us allocate resources appropriately to strengthen our ongoing efforts to protect and preserve human rights throughout our operations and business footprint.



SUPPORTING OUR PEOPLE
DURING COVID-19

We continue to proactively protect the health and safety of our employees through a phased return-to-site plan based on local guidance and

global best practices, by encouraging employees to get vaccinated, including through vaccine drives in India, Japan, Malaysia, Philippines and Thailand, and by providing paid leave for employees impacted by COVID-19.

COVID-19 VACCINATIONS



Western Digital
Guiding Principles

- Ensure vaccines are available at no cost to employees
- Educate employees about vaccines
- Assist with access to vaccines
- Provide emergency leave for time off related to vaccine
- Educate employees on when and where to get vaccinated
- Offer easy access to help employees schedule appointments
- Arrange transportation for mass off-site vaccination events when needed



Vaccination
Progress

Western Digital teams have been working with local government, industry networks and hospitals to provide vaccine offerings to employees. As of 11/1/21, we've achieved the following progress:

- In Thailand, 97% of employees and on-site contractors are fully vaccinated.
- 7,774 works in the United States have attested their vaccination status with 90.7% fully vaccinated.z
- More than 97% of employees in Malaysia are fully vaccinated.
- 72% of full-time employees have received at least the first dose in India.
- In Japan, 87.1% of employees are fully vaccinated.
- In the Philippines, 73% of employees have been fully vaccinated, with the combined partial and fully vaccinated at 92%.
- In China, 90.7% of employees have been fully vaccinated, with the combined partial and fully vaccinated at 92.6%.

Case Study: Fujisawa

Utilizing HDD simulation technology to manage COVID-19

At our Hard Drive facility in Fujisawa, Japan we used simulation technology to help control the spread of COVID-19. Simulations of the working environment helped us develop a hood that controls the diffusion of air between workstations, with the objective of protecting the health and safety of employees.

PARTITION

No hood



SIMULATION

Spreading beyond the wall



With hood



Hood controls difussion



> [Learn more about our approach to Workforce, Workplace and Community.](#)

Pay Equity

We believe people should be paid for what they do and how they do it, regardless of their gender, race, or other personal characteristics. To fulfill that commitment, we benchmark pay using technology market data, set pay ranges based on market data and consider factors such as an employee’s role and experience, the location of their job, and their performance. We regularly review our compensation practices, both in terms of our overall workforce and individual employees, to ensure our pay is fair and equitable.

Annually, we review our pay practices to ensure consistency and equitable treatment. We use an independent firm and domain expert to assist in this analysis. The annual review is critical because our workforce changes constantly – in each year, employees are hired, move between roles, receive pay adjustments, and some leave. It is our objective to ensure that no bias finds its way into our system even with these ongoing

changes. This year, our review included 75% of our total global employee population, including employees based in the United States, Israel, Malaysia, Thailand and India.

When we find any discrepancies between actual compensation and our policies, we work quickly to remedy them. Our most recent pay equity review, which we started at the end of fiscal year 2021, identified that women, after accounting for role, experience, location and performance, were paid 99.4 cents for every dollar earned by men. In the United States, we also review pay equity across race/ethnicity groups and found as a result of the latest review, after accounting for role, experience, location and performance, that non-white employees were paid 100.6 cents on every dollar earned by white employees. After identifying these gaps, we made pay adjustments to close all identified gaps. We will continue to review compensation and engage in a range of initiatives aimed at increasing diversity and ensuring equal pay and opportunity for all employees.

WE ARE COMMITTED TO TRANSPARENCY IN THIS PROCESS AND NEXT YEAR WE WILL EXPAND THE PAY EQUITY ANALYSIS TO REVIEW ALL OF OUR MAJOR MARKETS.





GIVING TO OUR WORLD

We can help address the social, environmental and economic challenges that affect our world by investing in the future of our communities. We give back in strategic areas that affect our communities and our business: providing access to enriching STEM education opportunities to underprivileged and underrepresented youth; working to eliminate world hunger and preserving the planet that we all share.

Our strategy is global, but is executed at a local level, leaving room to tailor implementation of strategy to meet the needs of local communities where we live and operate. For example, STEM education in Thailand looks quite different than it does in the United States, so a one-size-fits-all approach to community giving doesn't work. This approach is especially vital in light of the COVID-19 pandemic, which impacted communities in every region where we operated. Flexibility in our approach to Global Giving allowed us to adapt and respond to needs as they arose.

**OUR STRATEGY IS GLOBAL,
BUT IS EXECUTED AT A
LOCAL LEVEL, LEAVING
ROOM TO TAILOR
IMPLEMENTATION OF
STRATEGY TO MEET
THE NEEDS OF LOCAL
COMMUNITIES WHERE WE
LIVE AND OPERATE.**

Case Study: Israel

Western Digital Israel Maala ESG “PlatinumPlus” Award

[Maala’s CSR/ESG Index](#) is an assessment tool that benchmarks the social and environmental responsibility of Israeli companies. One hundred and fifty companies were rated for the 2021 Index, and Western Digital was ranked and measured in comparison to leading high tech companies in Israel. In 2021, we received the highest possible score.

“Mitchashvim”: A Computer for Every Student

More than 200,000 Israeli households with children in the education system did not have computer access at the beginning of the COVID-19 pandemic. Thus, many students could not study from home. Western Digital’s Israel team decided to take action and began to collect local equipment donations. The project developed into a national initiative (“Mitchashvim”), which was embraced by Israel’s President and saw collaboration between the business sector, NGOs, Government and Local Authorities. Western Digital volunteers collected, sorted and upgraded thousands of computers that were delivered to students in need.

FAST FACTS: MITCHASHVIM

MORE THAN

30 collection

HUBS OPERATE THROUGHOUT THE COUNTRY

12 labs

ESTABLISHED

25,000

COMPUTERS COLLECTED

800

VOLUNTEERS PARTICIPATED

10,000

COMPUTERS DONATED TO PUPILS

100 tons

OF ELECTRONIC WASTE DIVERTED FROM LANDFILLS

WE ARE PROUD TO HELP DRIVE SOCIAL CHANGE AND PROMOTE MULTICULTURALISM AND DIVERSITY IN ISRAEL.

Ultra.Code Bootcamp Program

Our Israel team initiated the Ultra.Code Bootcamp to bring talented ultra-Orthodox women into the high tech industry. In collaboration with the Kamatech organization, the Bootcamp has taken place each year since 2018 at Western Digital’s Israeli offices. Participants go through a unique 3-month blended learning program and dozens of program graduates are directly recruited and successfully integrated each year into Western Digital development teams and other tech companies. The program continued even during the pandemic and we expect another successful course to complete in 2022.

We are proud to help drive social change and promote multiculturalism and diversity in Israel.

[➤ Learn more about our approach to Global Giving and Doing.](#)

DOING BUSINESS WITH INTEGRITY



Western Digital's business depends on trust—from our employees, customers, suppliers and shareholders. But trust must be earned—and constantly upheld. Every Western Digital employee must act with integrity in everything we do to protect and maintain our stakeholders' trust, an expectation that is clearly articulated in Western Digital's [Global Code of Conduct](#).

Our Performance

Leading with Integrity

In October 2020, our CEO kicked off the company's annual Compliance Awareness Month with a one-hour global, all-hands event focused on the importance of ethics at Western Digital. Our Chief Compliance Officer joined the executive leaders of Sales, Engineering and Operations in a panel discussion with the CEO. The discussion addressed business integrity, trust and the experiences they've had in driving an ethics culture. The event saw leadership setting a clear tone for all employees on the value and importance of ethics and integrity in our business.

The Ethisphere Institute, a global leader in defining and advancing the standards of ethical business practices, recognized Western Digital for the third consecutive year as one of the World's Most Ethical Companies. This recognition reflects Western Digital's continued commitment to lead with integrity.

PRIVACY CENTER

Complying with privacy regulations and effectively managing privacy risk is fundamental to the well-being of our customers and Western Digital's success. As data continues to grow in impact and importance, the way we protect data and maintain customer privacy has grown more important too. Our customers trust us to protect their personal information, and we don't take their trust lightly.

In FY2021, we launched our [Privacy Center](#), a portal for customers to learn more about our data privacy practices. The site lays out our core privacy principles, explains the policies and practices that we use to protect customer privacy and describes what personal information we use and why.

› [Learn more about our approach to Integrity.](#)

Western Digital®

FISCAL YEAR 2021

GENERAL DISCLOSURES

GENERAL DISCLOSURES

Our Business

Our Company

GRI 102-2

Western Digital creates environments for your data to thrive. As a leader in data infrastructure, we are driving the innovation needed to help customers capture, preserve, access and transform an ever-increasing diversity of data. Everywhere data lives, from advanced data centers to mobile sensors to personal devices, our industry-leading solutions deliver the possibilities of data.

Western Digital's vision is to architect how data enables the world to solve its biggest challenges. We have a passion to innovate and lead the charge in the transformation of data. Creating the right environment where our employees can thrive is key to how we do business. Quality products, exceptional customer service and industry-leading solutions all come from a culture that's inclusive, forward-thinking and bold enough to imagine the possibilities of data.

A Portfolio of Consumer and Business Brands

Western Digital offers an expansive technology and product portfolio spanning platforms and devices for data centers. With purpose-built solutions for every type and use of data, the company's portfolio includes hard disk drives (HDDs), NAND Flash, 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®, SanDisk Professional™, and WD® brands.

Our Operations and Workforce

GRI 102-4, 102-7

Western Digital operates in more than 30 countries, with over a dozen manufacturing and product assembly facilities. From our factories in Thailand to our R&D centers in Israel and our engineering sites in Silicon Valley, we leverage the diversity of more than 65,000 employees around the world to innovate boldly, unlock the power of data and realize better business outcomes.

GENERAL DISCLOSURES

Our Strategy

Building a More Sustainable Future—One Data Point at a Time

Expectations for businesses continue to shift. Customers, investors and business leaders are increasingly demanding that sustainability be woven into the core of business. We know that operating sustainably protects our people, our communities and our planet—and it creates value and opportunities for our company in the long-run. As Western Digital further embeds sustainable business practices into our business strategy, we increasingly look to data and metrics to inform our priorities and initiatives.

We acknowledge that data and metrics are most effective when they are openly disclosed. We embrace transparency with our customers, partners and peers through regular sustainability reporting and other communications in order to advance sustainable business practices and have a more positive impact on the world around us.

Materiality and Stakeholder Engagement

GRI 102-40, 102-42, 102-43, 102-44, 102-46, 102-47, 102-49

Western Digital conducted a materiality¹ assessment in 2019 (informed by GRI's Stakeholder Inclusiveness and Materiality Principles) to identify, assess and prioritize our most important ESG topics. The process helped us understand our most significant impacts, risks and opportunities to better inform our business decision-making.

In 2020, we re-evaluated our materiality assessment to validate our current priority ESG topics and potentially introduce new topics based on updated stakeholder input. For example, we collected new data through additional customer interviews, shareholder outreach, employee surveys and market research. The new data elevated the materiality of several key issues while showing global consistency with results from the previous materiality exercise.

¹ Materiality, as used in this report, and our materiality assessment process, is different than the definition used in the context of filings with the SEC. Issues deemed material for purposes of this report may not be considered material for SEC reporting purposes.

This report focuses on the highest-prioritized topics for our company:

- Anti-Corruption
 - Chemicals and Hazardous Substances
 - Climate Change
 - Critical Minerals and Metals
 - Data Privacy and Security
 - Diversity and Inclusion
- Energy and Emissions
 - Global Giving and Doing
 - Health and Safety
 - Human Rights and Labor Practices
 - Labor and Management Relations
 - Life Cycle Impacts
 - Product Quality and Safety
 - Talent Attraction, Engagement and Retention

RELATIVE PRIORITY OF OUR MOST MATERIAL SUSTAINABILITY TOPICS



Increasing importance to Western Digital

Sustainable Development Goals

Fulfilling the 17 UN Sustainable Development Goals (SDGs) by 2030 will require action from businesses like ours. We have identified three SDGs that align directly with our material sustainability priorities and opportunities for impact. To see how our initiatives connect to additional SDGs, view our full SDG index [here](#).

SDG 13

TAKE URGENT ACTION TO COMBAT CLIMATE CHANGE AND ITS IMPACTS

A continued focus on data and efficiency has helped us achieve notable reductions in energy usage and emissions, even as we increase shipments of our products.

Actions taken in FY2021:

- Our ambitious carbon reduction goals have been approved by the Science Based Targets initiative. We have committed to reduce Scope 1 and 2 GHG emissions by 42% by FY2030 and reduce Scope 3 use-phase emissions/petabyte by 50% by FY2030, both from an FY2020 base year.
- Year-over-year progress with product energy intensity improvements and Scope 1 and 2 emissions reductions.
- We completed a TCFD-aligned climate scenario analysis. As a result of the analysis, we identified possible risks and opportunities for our business that relate to climate change. We are reviewing and incorporating those insights into Western Digital’s strategy and

risk management processes as appropriate. [View our TCFD index here](#) to learn more about Western Digital’s climate-related disclosures.

> [Read more about our energy and emissions.](#)

SDG 8

PROMOTE SUSTAINED, INCLUSIVE AND SUSTAINABLE ECONOMIC GROWTH, FULL AND PRODUCTIVE EMPLOYMENT AND DECENT WORK FOR ALL

We work diligently to foster a working environment where Western Digital employees, and employees of our suppliers, are treated with respect and dignity and are provided with fair and safe working conditions.

Actions taken in FY2021:

- We partnered with BSR, a global nonprofit organization, to complete an independent human rights impact assessment (HRIA) of our footprint and business model. Western Digital plans to use the results from this assessment to refine human rights policies, procedures and practices to enhance our protection of human rights and to mitigate potential risks.
- In response to COVID-19, we have adopted leading health and safety practices to prioritize the health and safety of our employees and suppliers. As knowledge and recommendations related to the pandemic evolve, we continually adapt response measures to keep our people safe.

> [Read more about our human rights and labor practices.](#)

SDG 12

ENSURE SUSTAINABLE CONSUMPTION AND PRODUCTION PATTERNS

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 life cycle to adapt to evolving market demands.

Actions taken in FY2021:

- We completed life cycle assessments (LCAs) for six Western Digital products. These LCAs will be used to understand environmental impacts associated with each of our products at different phases of their life cycle and will inform creation of future products.
- Our Easy Recycle program enables customers to safely and easily recycle old data storage devices. To date, the program has recycled more than 13,500 drives and diverted more than six metric tons of waste from landfills.

Read more about our [products’ life cycle](#).

Governance

GRI 102-18, TCFD Governance A

While delivering business results is always a driving focus at Western Digital, we believe how we achieve results is equally important. Western Digital is committed to ethical conduct in our business at every step, everywhere.

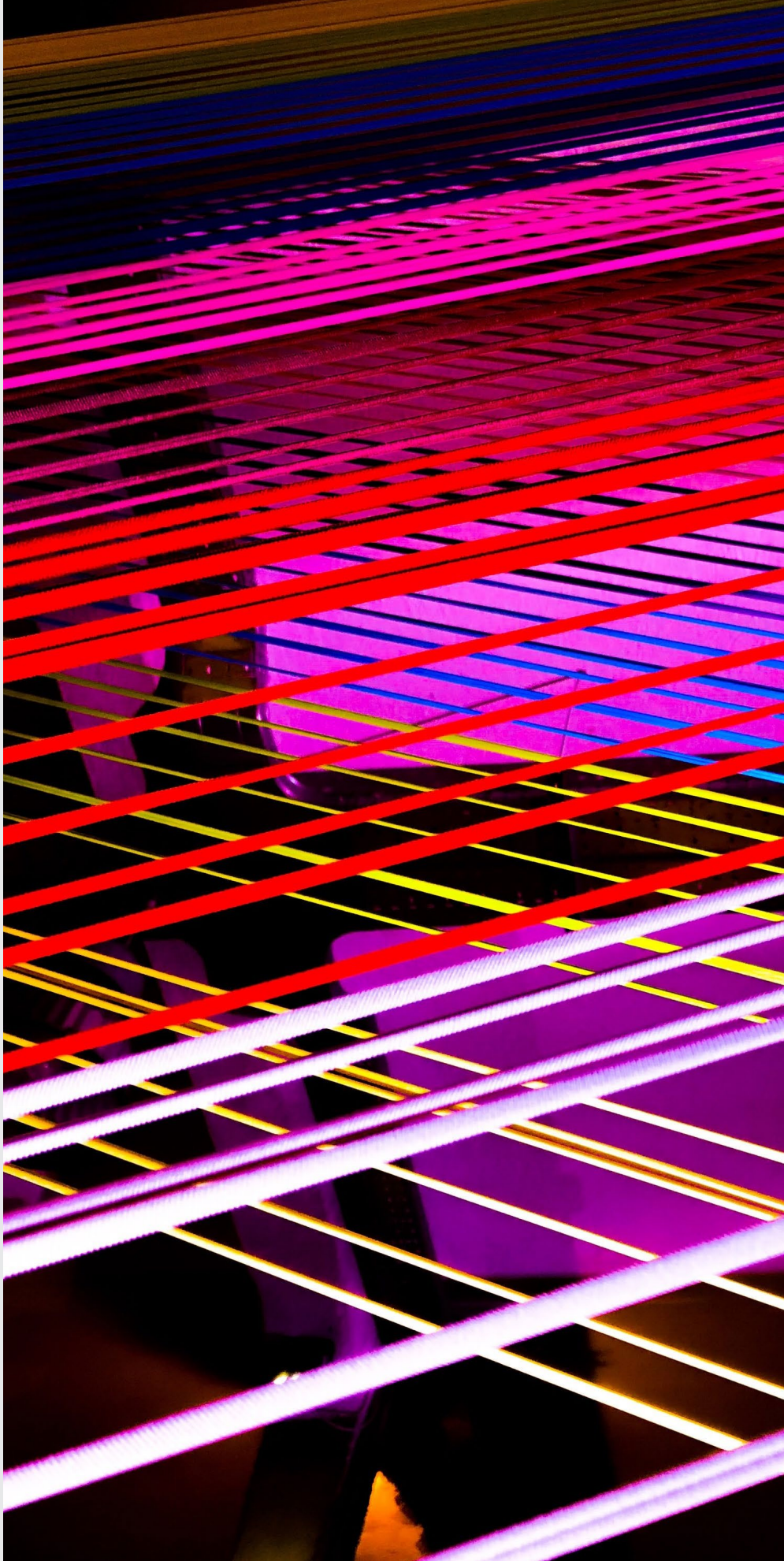
Western Digital’s strong corporate governance demonstrates accountability and a high level of integrity in management practices across the organization. Our Board of Directors has standing Audit, Compensation and Talent and Governance committees; each committee operates in accordance with a written charter. Our Board and its standing committees are responsible for oversight of the company’s strategic planning and risk management, and regularly receive updates about the company’s overall sustainability initiatives and performance.

The Governance Committee is responsible for assisting our Board in overseeing our corporate responsibility and sustainability policies and programs. The committee provides Board-level input on our social, environmental and human rights policies and programs. In addition, the Compensation and Talent Committee periodically reviews our human capital management policies, programs and initiatives, including those focusing on culture, diversity and inclusion. Additionally, our Audit Committee oversees Western Digital’s enterprise risk management process, including assessments and policies and has oversight of the Ethics and Compliance

program too. The Governance Committee receives updates from our sustainability group and management two to three times each year and discusses implementation of new sustainability initiatives.

Our executive leadership team sets and oversees our global sustainability strategy, with our Corporate Sustainability function directing 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, Human Resources, Supply Chain Management, Quality, Sales and Marketing, Operations, Research and Development, Corporate Strategy and Ethics and Compliance.

Our Board comprises a majority of independent directors, including an independent Chair of the Board and a Lead Independent Director. 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. Our Board of Directors recently adopted a provision requiring the Governance Committee to include, and instruct any search firm it engages to include, women and members of underrepresented communities in the pool from which the committee selects director nominees. This provision reflects our Board’s continued commitment to diversity in the boardroom. For more information, please refer to our [2021 Proxy Statement](#) and Corporate Governance Guidelines.



Environment

Energy and Emissions

Why it Matters

GRI 103-1

Climate change is one of the most significant concerns facing our world today. As a global enterprise with operations in several particularly vulnerable regions of the world, Western Digital is especially sensitive to the effects of climate change. We are committed to doing our part to decrease GHG emissions, reduce energy consumption, lower our climate impacts and improve climate resiliency.

Management Approach

GRI 103-2, TC-SC-110a.2

Our Global Operations and Corporate Real Estate (CRE) organizations are responsible for our Energy and Resource Management (ERM) and environmental programs. The Global ERM Program Management Office (PMO) analyzes trends in manufacturing production and associated energy consumption to recommend our corporate-level reduction targets and strategy. Each of our manufacturing sites uses this target as the basis for establishing their energy conservation projects and initiatives. These projects are the basis for our GHG reduction program. Each site provides status reports to the ERM PMO and corporate management team semi-annually.

Additionally, the Global ERM Committee analyzes near-term energy efficiency improvement project performance against targets, meeting semi-annually to report progress and share

best practices. Representatives from each manufacturing site are responsible for identifying and monitoring energy efficiency improvement projects.

INTEGRATED MANAGEMENT SYSTEM

Western Digital uses an Integrated Management System (IMS) to manage corporate quality, environmental, health and safety and business continuity standards. Our IMS continually evolves, helping us more effectively measure and disclose our commitment to protecting the environment, our people and our business sustainability. Our IMS Policy includes our commitment to protect the environment. The IMS Policy is underpinned by industry-recognized environmental certification for all sites on a global multi-site certificate to ISO14001:2015. [Visit our Corporate Responsibility Resource Center](#) webpage for more information on certifications earned through the IMS.

TARGETS AND GOALS

We have committed to reduce our absolute Scope 1 and 2 GHG emissions by 42% by FY2030, from a FY2020 base year, consistent with the goal to limit warming to 1.5°C above pre-industrial levels. We have also committed to reduce Scope 3 GHG emissions from use of sold products 50% per petabyte capacity sold by FY2030 from an FY2020 base year. These targets have been approved by the [Science-Based Targets initiative](#). Western Digital is in this for the long game, and we hope you will join us.

To achieve these goals, we will focus primarily on energy reductions through increased operational efficiencies, adoption of on-site solar and direct

procurement of renewable energy. We are making progress in several areas:

- As of mid-2021, Western Digital's facilities in Northern California run on 100% renewable energy.
- Western Digital is exploring renewable energy options at global sites.
- Western Digital has implemented on-site solar at multiple facilities around the world.
- From FY2020 to FY2021, Western Digital reduced the energy intensity to manufacture its products by more than 43%.
- From FY2020 to FY2021, Western Digital reduced aggregate Scope 1 and market-based Scope 2 emissions by more than 6%.

Additionally, we completed an analysis of our FY2020 Scope 3 Greenhouse Gas 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 response to the [2021 CDP Climate Change Questionnaire](#). We will also complete the analysis of our FY2021 Scope 3 emissions and disclose those results publicly in the 2022 CDP Climate Change Questionnaire.

Furthermore, Western Digital remains focused on energy conservation. In FY2021, we set an aggressive target for energy conservation measures corresponding to >1.5% energy reduction as compared to the prior fiscal year. We exceeded this annual target and completed planned energy conservation measures corresponding to >3.0% energy reduction.

ENERGY RESOURCE MANAGEMENT PROGRAM

We reduce the amount of energy and carbon in our operations through various Energy Resource Management (ERM) Program initiatives. Since 2007, we have saved approximately \$45 million in energy costs by reducing our energy consumption while collecting critically important information and data.

Western Digital’s CRE and Global Operations organization conduct regular assessments with local energy management experts to review current operational processes and identify opportunities for higher energy efficiency. For example, we increased reliance on high-efficiency machines and further promote energy efficiency through cost-neutral, procedural or behavioral changes. Additionally, we completed a renewable energy survey at manufacturing locations globally and leveraged it in order to develop a company GHG reduction strategy.

INTERNAL AUDITS

GRI 103-3

Western Digital conducts IMS audits of our Environmental Management System as part of our broader IMS implementation. All Western Digital sites use IMS procedures for internal self-assessments, controlled at the corporate level through our Central IMS Program Office, which allows us to apply corrections and lessons learned across our numerous sites.

CLIMATE RISK MANAGEMENT AND RESILIENCY

TCFD Governance B, Risk Management A, B and C

At Western Digital, we actively monitor and manage our impact on the environment, as well as the environment’s potential impact on our business. Our executive leadership team reviews and evaluates our enterprise risks each year in conjunction with our Enterprise Risk Management Program. Several risks—including climate-related risks—are assessed as a matter of course. Risks identified during this process are assigned to functional or regional leaders for management and/or mitigation, depending on the characteristics of the risk. Where appropriate, our business continuity team develops a strategy and process to manage the risk across our various sites. The Audit Committee of our Board of Directors reviews the risks identified through the enterprise risk management process, along with our strategy for managing those risks, at least annually, with additional updates provided as needed based on changes in our risk profile.

CLIMATE SCENARIO ANALYSIS

TCFD Strategy C

In 2021, Western Digital partnered with BSR, a global nonprofit that works with its network of over 250 member companies to build a just and sustainable world, to develop three scenarios for 2030 which 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 TCFD expectations.

The scenario analysis process involved the following steps:

- **Understanding Context:** BSR interviewed internal stakeholders to identify key trends that are shaping Western Digital’s future operating context. BSR conducted complementary research on trends (environmental, economic, social, political and technological) relevant to Western Digital’s industry and geography.
- **Scenario Development:** Western Digital leveraged a set of three 2030 scenarios developed by BSR for 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 (from ~1.5°C – ~4°C) for emissions reductions and climate impacts, as shown in Figure 1. Furthermore, third-party climate projections consider a small range of variables, e.g. fuel mix, GDP growth, etc., whereas the scenarios used by Western Digital augmented these with consideration of additional factors such as political developments, emerging technologies and new business.

Strategic Implications: A workshop was conducted with internal Western Digital stakeholders to identify the potential risks and opportunities for each scenario and identify ideas to enhance Western Digital’s resilience and refine its strategy.

Figure 1

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 adaption)	Representative Concentraion Pathway 8.5 Shared Socioeconomic Pathway 3 (high challenges to mitigation and adaption)	Representative Concentration Pathway 2.6 Shared Socioeconomic Pathways 1 (low challenges to mitigation/ adaption)
Physical Climate Impact Models	The World Bank Climate Knowledge Portal	The World Bank Climate Knowledge Portal	The World Bank Climate Knowledge Portal

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.

CLIMATE SCENARIO ANALYSIS
(CONTINUED)

As a result of this process, we identified three areas of our strategy that may incur risks and opportunities across all scenarios. These scenario insights will be reviewed by Western Digital’s Sustainability and Enterprise Risk Management teams and incorporated into Western Digital’s strategy and risk management processes as deemed necessary.

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 Climate Change responses can be found on our [Corporate Responsibility website](#). To view how our disclosures demonstrate alignment with TCFD, view our TCFD Index linked [here](#).

Key Metrics

GRI 102-56

We are proud of our efforts to minimize operational energy use and the resulting emissions. Our GHG emissions inventory is externally verified by Cameron Cole, LLC for FY2021. For the full verification report, please visit the [Corporate Responsibility Resource Center](#) on our corporate website. We also communicate our efforts with external stakeholders through our annual response to CDP’s climate change questionnaire.

TCFD Metrics and Targets A and C

Western Digital commits 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 capacity sold by FY2030 from a FY2020 base year.

The targets covering greenhouse gas emissions from company operations (Scopes 1 and 2) are consistent with reductions required to keep warming to 1.5°C.

ENERGY CONSUMPTION WITHIN THE ORGANIZATION ¹	FY2019	FY2020	FY2021	FY2019	FY2020	FY2021
GIGAWATT HOURS				TRILLION JOULES		
Total fuel consumption from nonrenewable sources (gas/oil)	173.3	168.2	159.6	623.7	605.6	574.6
Total fuel consumption from renewable sources	0.0	0.0	0.0	0.0	0.0	0.0
Total Electricity consumption	1,951.1	1,865.6	1,941.4	7,024.0	6,716.0	6,989.1
Electricity consumption from renewable sources	139.0	145.1	279.9	500.3	522.4	1,007.6
Electricity consumption from nonrenewable sources	1,812.1	1,720.5	1,661.5	6,523.6	6,193.7	5,981.5
TOTAL ENERGY CONSUMPTION	2,124.4	2,033.8	2,101.0	7,647.7	7,321.6	7,563.7

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

ENERGY INTENSITY	FY2019	FY2020	FY2021
Energy intensity ratio (kWh/PB) ¹	5,316.3	3,936.6	2,219.0

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.

TOTAL DIRECT (SCOPE 1) GHG EMISSIONS (CO ₂ e-TON)	FY2019	FY2020	FY2021	CONVERSION FACTOR
CO ₂ (gas/oil + cleaning)	36,578.0	35,479.7	33,558.3	1
CH ₄	0.0	0.0	0.0	N/A
N ₂ O	0.0	0.0	0.0	N/A
HFCs ¹ (HFC-23/HFC-134a)	166.9	335.8	903.6	HFC-23: 3,348 (lbs/lbs) HFC-134a: 1,300 (lbs/lbs)
PFCs	0.0	0.0	0.0	N/A
SF ₆ ²	6,939.1	594.5	2,324.1	Multiple factors: 23,500 (lbs/lbs) 10,575 (lbs/lbs) 9,623 (lbs/lbs)
NF ₃ ³	7.3	2.1	4.7	2,898 (lbs/lbs)
CF ₄ ²	890.3	549.0	409.4	Multiple factors: 6,630 (lbs/lbs) 4,774 (lbs/lbs) 4,344 (lbs/lbs)
C ₄ F ₈ ³	8.5	1.6	3.5	6,010 (lbs/lbs)
HFE7100 ⁴	3,792.8	7,156.5	7,540.1	421.0 (lbs/lbs)
HCFC-22 ⁴	402.8	435.8	93.1	1,760 (lbs/lbs)
R-404A ⁵	45.3	3.9	1,292.5	3,943 (lbs/lbs)
HCFC-123 ⁴	14.2	14.2	14.2	79 (lbs/lbs)
HFE7200 ⁴	0.0	21.4	8.6	57 (lbs/lbs)
R-407C ⁶	128.9	43.1	0.0	1,624 (lbs/lbs)
R-508B ⁷	116.1	5.8	0.0	11,607 (lbs/lbs)
TOTAL SCOPE 1	49,090.3	44,643.4	46,152.0	

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, 100 year number.

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

³ Calculated by Western Digital: the conversion factor is determined by facility based on the international technical review of the abatement process in manufacturing.

⁴ IPCC fifth assessment report, 100 year number.

⁵ Global warming potential (GWP) is calculated based on component gases’ GWPs (44% HFC-125, 4% HFC-134a, 52% HFC 143a)

⁶ GWP is calculated based on component gases’ GWPs (25% HFC-125, 52% HFC-134a, 23% HFC-32)

⁷ GWP is calculated based on component gases’ GWPs (39% HFC-23, 61% PFC-116)

TOTAL INDIRECT (SCOPE 2) GHG EMISSIONS (CO ₂ e-TON) ¹	FY2020	FY2021
CO ₂ e ²	1,000,814.1	929,882.7

¹ Scope 2 market-based emissions; all gases CO₂, CH₄, N₂O are included. Due to the transition to include the Scope 2 market-based, rather than location-based, GHG emissions, our disclosure is limited to the last two fiscal years. Please reference our previous responses to the annual CDP Climate Change Questionnaire, which are published on our [Corporate Responsibility website](#) for historic data prior to FY2020.

² International Energy Association (IEA) emission factors

OTHER INDIRECT (SCOPE 3) GHG EMISSIONS (CO ₂ e-TON) ¹	FY2019	FY2020	FY2021
CO ₂ e ²	37,069.0	27,680.0	762.5

¹ At this time, reported Scope 3 emissions include business air travel only.

² Defra emission factors

Note: Our complete FY20 Scope 3 inventory is disclosed in our 2021 CDP Climate Change response, which is posted on our [Corporate Responsibility website](#). We will also disclose our complete FY21 Scope 3 inventory in the 2022 CDP Climate Change response.

Product Life Cycle Impacts

Why it Matters

GRI 103-1

Adopting circular economy principles is the way of the future. Partnering with our customers at every step, we aim to minimize the environmental impact of our products throughout their life cycle and adapt to evolving market demands.

Management Approach

GRI 103-2

Western Digital’s engineering teams—including Research and Development (R&D), Manufacturing and Quality Management—are responsible for managing our product life cycle impacts. Our R&D team helps ensure product efficiency by design. In collaboration with our Corporate Sustainability function, the Product Environmental Compliance (PEC) team under our Quality Management organization manages Western Digital’s overall life cycle assessment (LCA) process.

DESIGN

Maximizing functional storage produced on a materials-used basis starts with efficient product design. Our product channels and vertical integration allow us to exactly match our storage to product cost and performance needs from stringent original equipment manufacturer (OEM) requirements to consumer products, while maximizing manufacturing efficiency. We strive to reduce the power consumption of our devices and raw materials usage on a per-byte basis and to increase capacity of our storage devices in a given form factor—which results in better energy and materials management per byte of storage.

LIFE CYCLE ASSESSMENTS

Western Digital continued our progress with product LCAs, in accordance with ISO 14040 and ISO 14044 to understand impacts associated with each of product life cycle phases. In FY2021, we completed a total of six LCAs for our high volume products and we’ve published summary carbon

footprint data on our [Corporate Responsibility website](#). We are using the LCA data to identify the most significant opportunities to reduce our impacts.

PRODUCT ENERGY EFFICIENCY AND EMISSIONS

Ongoing growth in demand for data storage can lead to increases in product-related energy consumption, driving our customers to commit to product energy reductions. Western Digital works to meet these demands by investing in the engineering required to continuously reduce our HDD and flash-based product energy needs.

We extensively test our HDDs as part of the manufacturing process to confirm integrity and energy performance. To reduce manufacturing energy and minimize capital expenditures for test equipment, we continuously work to improve our testing efficiency and reduce overall test time. While market demands require larger drive sizes, which tend to increase per-product test times, our engineering teams work to keep energy intensity for such tests trending downward. Western Digital realized an estimated over 100 million kWh savings in power required to test our HDDs in FY2021, compared to an FY2020 baseline.

PRODUCT END-OF-LIFE

We are committed to making product recyclability easy. We support the [European Union Waste Electrical and Electronic Equipment \(WEEE\)](#) directive. We label all Western Digital products and/or packaging with the appropriate end-of-life symbols for their respective regions. Additionally, we established global minimum requirements for handling and disposing electronic waste (e-waste) from our own facilities and offices to eliminate or minimize negative environmental impact. For more information, see [Western Digital’s WEEE Statement](#).

PACKAGING

Packaging is an essential part of any product. Aside from providing a positive first brand touchpoint or great out-of-the-box experience for the customer, packaging protects products during shipping and warehousing and (when done right) can dramatically reduce storage, handling and shipping costs.

As a company of innovators, we seek to constantly push boundaries in all aspects of our products—and packaging is no exception. In FY2021, 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.

These multi-year efforts resulted in the following impacts in FY2021:

- Redesigned retail packaging to reduce our annual blister paper usage by over 411,000 kilograms (kg).
- Adopted thinner blister paper in our packaging to save over 236,000 kg of paper per year.
- Replaced a portion of the polyethylene terephthalate (PET) used in our packaging with recycled PET, reducing new PET consumption by over 9,000 kg per year.
- Reengineered trays used in our manufacturing process to reduce our annual use of PET by more than 233,000 kg.

Key Metrics

To underscore our commitment to minimizing the environmental impacts of our products, we track specific metrics that align with our strategic objectives. We are proud to report consistent year-over-year reductions in GHG emissions intensity for both HDD and SSD products since 2016. We also include the SASB Hardware Accounting Standard and SASB Semiconductor Standard metrics related to our product life cycle impacts.

ELECTRICAL POWER SAVINGS	FY2019	FY2020	FY2021
Annual electrical power savings due to HDD power efficiency innovations (million kWh) ¹	1,172.7	1,732.0	2,040.8

¹ The annual electrical power savings for FY2019 and FY2020 have been restated from previously published data due to an update of the supporting data.

GHG EMISSIONS INTENSITY ¹	FY2020	FY2021
GHG emissions intensity ratio—HDD (Tons/PB) ²	1.7	0.9
GHG emissions intensity ratio—SSD (Tons/PB) ²	6.3	2.9

¹ The denominator used to calculate the GHG emissions intensity ratio is shipped memory capacity.
² Includes Scope 1 and Scope 2 market-based GHG emissions and all gases CO₂, CH₄, N₂O, HFCs, PFCs, SF₆ and NF₃. Due to the transition to include the Scope 2 market-based, rather than location-based, GHG emissions in this calculation, our disclosure is limited to the last two fiscal years.

END-OF-LIFE MATERIAL ¹			
FY2019	DISPOSED (METRIC TONS)	RECOVERED (METRIC TONS)	PERCENTAGE RECYCLED
NMP ²	1,371.1	1,302.5	95%
IPA (material) ³	8.3	8.3	100%
Aerosol cans (material)	0.04	0.00	0%
Batteries ⁴	4.5	3.9	85%
E-waste ⁵	73.6	72.1	98%
TOTAL	1,457.5	1,386.8	95%
FY2020	DISPOSED (METRIC TONS)	RECOVERED (METRIC TONS)	PERCENTAGE RECYCLED
NMP ²	1,460.0	1,387.0	95%
IPA (material) ³	12.8	12.8	100%
Aerosol cans (material)	0.03	0.0	0%
Batteries ⁴	5.2	4.4	85%
E-waste ⁵	52.6	51.5	98%
TOTAL	1,530.6	1,455.7	95%
FY2021	DISPOSED (METRIC TONS)	RECOVERED (METRIC TONS)	PERCENTAGE RECYCLED
NMP ²	940.6	893.5	95%
IPA (material) ³	9.6	9.6	100%
Aerosol cans (material)	0.02	0.0	0%
Batteries ⁴	0.8	0.7	85%
E-waste ⁵	19.3	18.9	98%
TOTAL	970.3	922.7	95%

¹Data only includes Great Oaks facility. Materials used in the manufacturing of Western Digital storage products are disposed of according to local regulations in all regions in which Western Digital operates.

²Treated off-site at treatment, storage, and disposal facilities, then sold as product to other vendors.

³Sold “as-is” and directly recycled.

⁴Deconstructed and recyclable materials recovered.

⁵Approximately 93% of e-waste is recycled, primarily for precious metal recovery, and more than 5% of e-waste is refurbished and sold for reuse.

Chemicals and Hazardous Substances

Why it Matters

GRI 103-1

The manufacturing process for storage drives requires the use of chemicals. Our workers may come into contact with chemicals during product manufacturing, so we strive for risk-free worksites and products, innovating to minimize the use of hazardous chemicals as we seek safer alternatives.

Management Approach

GRI 103-2

- Two teams are responsible for managing chemicals and hazardous substances in our operations and products:
- Global Environmental Health and Safety team: Sets 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.

Western Digital’s 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 laboratory test reports and 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.

POLICIES

Western Digital’s IMS Policy describes our commitment to environmental compliance for all of our products and operations, including chemicals and hazardous substances management. For more information on our IMS, please see the Energy and Emissions section of this report.

Additionally, our 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 believe in a proactive approach to managing product chemicals and hazardous substances in our operations and our products.

Our Global Environmental Health and Safety Operational Control Requirements Manual sets the our minimum corporate requirements for chemical management within Western Digital’s

operations. It covers authorization and use of chemicals prior to purchasing, maintenance of chemical Safety Data Sheets, planning and response and spill prevention and mitigation. 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.

Key Metrics

GRI 103-3, 307-1

During FY2021, Western Digital saw 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 the Vice President, Center of Excellence in Corporate Quality, quarterly. We are proud to report we met our FY2021 target to respond to 100% of customer product environmental inquiries on-time.

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

IEC 62474 DECLARABLE SUBSTANCES	FY2019	FY2020	FY2021
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.

GENERAL DISCLOSURES

Supply Chain

Our Approach

GRI 102-9

Our supply chain approach, detailed below, has the overall objective of increased resiliency and accountability, which we believe will lead to better working conditions and, as a result, a more responsible and resilient 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: tantalum, tin, tungsten and gold (3TG), minerals, chemicals and additives, components and packaging 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 of 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 take steps to employ new predictive procurement tools and processes that can enable us to more easily avoid supply chain risk and disruption.

Human Rights and Labor Practices

Why it Matters

GRI 103-1

Respecting and upholding human rights is a foundational aspect of how we do business. We work diligently to ensure that Western Digital employees, and employees of our suppliers, are provided with a working environment where they are treated with respect and dignity and are provided with fair and safe working conditions.

Management Approach

GRI 103-2

Our human rights and labor approach includes policies, due diligence, stakeholder engagement, grievance mechanisms and remedies.

POLICIES

Western Digital has a set of tiered policies regarding human rights. First and foremost, Western Digital’s [Global Human Rights Policy](#) outlines the company’s commitment to respecting human rights, both in its operations and supply chain.

In addition, we set forth expectations for all Western Digital employees in our [Global Code of Conduct](#)—published in 11 languages—on which all employees receive annual training. Human Rights and Labor Practices Country-specific Work Rules and policies and factory-level policies, reinforce our commitment to treat all employees with dignity and respect.

Each factory’s general manager commits to abiding by our Global Code of Conduct, the Responsible Business Alliance’s (RBA) Code of Conduct and country-specific Work Rules. Our company policies adhere to applicable local labor laws and conform to the RBA Code of Conduct. Our collective set of policies help create an environment with strong labor practices where all our manufacturing workers can thrive.

DUE DILIGENCE

Western Digital both proactively and reactively assesses human rights-related risks and potential impacts in connection with our policies, practices and management approach. 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. 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. Over the last two fiscal years, we completed full-scope Validated Assessment Program (VAP) initial audits in our RBA audit factories in China, Malaysia and Thailand, where the audits resulted in Platinum and Gold certificates in Thailand and a Platinum certificate

in China. More detail on our supplier auditing and vetting program can be found below.

We also conduct periodic enterprise-wide risk assessments to specifically cover forced and child labor and consider the types and locations of our operations, among other factors. These assessments help us ensure our practices are aligned with our deep commitment to protect the rights of our workforce and supply-chain workers and create a positive and safe working environment for everyone. This process includes conducting human rights impact assessments (HRIAs) from time to time, consistent with the UN Guiding Principles on Business and Human Rights. For example, in FY2021 we partnered with BSR, a global nonprofit that works with its network of over 250 member companies to build a just and sustainable world, to conduct an assessment. This HRIA was an independent analysis of Western Digital’s potential human rights impacts based on our footprint and business model. The risks identified were consistent with our expectations and with risks common within our industry, including forced labor and health and safety, especially in our supply chain. We are preparing to use the results and recommendations from the assessment to enhance our policies, procedures and practices to mitigate potential risks.

STAKEHOLDER ENGAGEMENT AND COLLABORATION

We proactively engage with internal and external stakeholders as we evaluate our impacts and work to improve the effectiveness of our Human Rights Program:

- 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 and water stewardship.

- Western Digital works closely with several partners to reduce the risk of forced labor. We continue to work closely with our suppliers and the RBA to audit practices to ensure suppliers are at all times following appropriate recruiting practices and that any necessary reimbursements are promptly provided to impacted employees. When we have found issues regarding recruitment fees, we have worked quickly to remediate them. Through our partnership with the RBA, we were made aware of three suppliers with reimbursement fee issues during FY2021. We worked with the RBA and other member companies to see that over USD 523,000 was reimbursed to employees within the supply chain.
- 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 the practices 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, Ethics and Compliance,

Human Resources or Legal or through our global Ethics Helpline. We offer the Helpline to anyone who suspects misconduct, whether employed by Western Digital or not which includes suppliers’ workers and their legitimate representatives.

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 remedial action proportionate to the offense. Such remediation may include conducting an investigation, coordinating and tracking progress against corrective action plans, requiring additional audits (suppliers only) or possible suspension or termination of the relationship.

SUPPLIER VETTING AND AUDITING

[GRI 103-3, 408-1, 409-1, 412-1, 414-2](#)

Western Digital leverages the RBA Code of Conduct, along with our own Global Human Rights Policy, to reduce the risks of human rights abuses and forced or child labor throughout our supply chain. 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. Each year, we send letters to each of our suppliers about our commitment to the RBA Code of Conduct and the U.K. Modern Slavery Act and we require suppliers representing 90% of our cumulative spend plus strategic and single-source suppliers’ facilities to conduct annual self-assessments and biennial RBA VAP audits.

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.

Western Digital also uses the RBA VAP audit as a tool to monitor the sustainability of our suppliers. We tie this requirement to our Supplier Performance Review scorecard and evaluate suppliers according to the performance assessed by the VAP audit. Additionally, Western Digital’s Audit Program follows the VAP protocol for end-product factories. Our Human Resources team conducts periodic audits of our labor brokers/agents.

To engage suppliers found to be in non-conformance by the RBA audit to take corrective actions, we rolled out RBA’s e-Learning program between July 1, and September 15, 2021. After thoroughly analyzing the specific non-conformances of a supplier, we matched each audit non-conformances to the appropriate RBA e-Learning courses. After suppliers completed the learning program, they were encouraged to utilize learnings from the course to come up with the appropriate corrective actions.

LABOR PRACTICES

We recognize that human rights protections vary from country to country and we pay close attention to how our manufacturing workforce may be impacted. We strive to ensure they are treated with dignity and respect and experience fair, respectful and sustainable working conditions.

Western Digital’s manufacturing workforce is predominantly composed of directly-hired employees whom we employ and manage ourselves. This gives us direct control over their working conditions, so we can ensure that they are treated with dignity and respect and experience fair and sustainable working conditions. We work closely and carefully with the 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 collaborate with brokers who strictly uphold our full commitment to fair labor practices. If we become aware of a labor broker who does not meet our high standards, we terminate the relationship with that broker.

Critical Minerals and Metals

Why it Matters

GRI 103-1

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. Long before the adoption of the United States Securities and Exchange Commission’s (SEC) Conflict Minerals

Rule, we began working with our suppliers to verify responsible sourcing of 3TG.

Management Approach

GRI 103-2

Western Digital maintains a cross-functional team of senior staff for our Responsible Minerals Steering Committee, which oversees our Responsible Minerals Program. Our Senior Vice President of Procurement and Supply Chain leads this program, comprised of representatives from Legal, Procurement and Quality Management. 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.

We are committed to supporting responsible sourcing of conflict minerals and their derivatives, cobalt and other minerals from the Democratic Republic of Congo (DRC) region and other Conflict Affected and High-Risk Areas (CAHRAs). Our outlines responsible sourcing practices, which are reviewed regularly. As part of our ongoing commitment to transparency, we added cobalt to our policy and program and we continually endeavor 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.
- Ensure that any 3TG 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.

INDUSTRY PARTNERSHIPS

Western Digital actively participates in 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, a platform to study and research prioritizing minerals in supply chain.
- 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 stay up-to-date 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.

RESPONSIBLE MINERALS RISK MITIGATION PROGRAM

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

Western Digital’s Responsible Minerals Risk Mitigation Program involves a five-step due diligence process aligned with the Organization for Economic Co-operation and Development (OECD) Guidance.

Strong Company Management System

Identify & Assess Supply Chain Risks

Design & Implement Strategy to Respond to Identified Risks

Support Independent Third-Party Audits of Smelter/Refiner Due Diligence

Report Annually on Supply Chain Due Diligence

The CMRT, CRT and Country Risk Map Tool together allow us to map our smelters and suppliers and determine which sourcing practices will be evaluated with RCOI data. 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.
- 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.

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. Cobalt Report Template (CRT): Facilitates the transfer of information through the supply chain regarding cobalt country origin and smelters and refiners used; we require all

in-scope suppliers to complete and submit the CRT.

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.

Conduct Supplier Risk Assessments

We conduct risk assessments based on multiple factors, including smelter or refiner certification status, “red flags” identified and the supplier relationship. Western Digital escalates 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 performed.

EXECUTE RISK MITIGATION ACTIVITIES

We execute appropriate risk mitigation actions to build awareness and capacity to reach our goal of conflict-free sourcing. The table below outlines different actions in order of severity.

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 2020

HIGH RISK¹ (SMELTER STATUS – CONFORMANT)	LOW RISK (SMELTER STATUS – CONFORMANT)	RISK SHIFT²	TOTAL SMELTER
25 conformant smelters	216 conformant smelters	1 smelter	241

¹ Possible Country of Origin from High Risk, Covered Country and / or DRC
² Smelter Status Change other than conformant

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 does not benefit armed groups, please see our [2021 SEC-filed Conflict Minerals Report](#).

Awards And Recognition

GRI 103-3

In the Responsible Sourcing Network’s (RSN) most recent Mining the Disclosure Report (2019), Western Digital ranked first in the HDD manufacturing industry and fourth in the overall computer hardware industry for the third consecutive year. Our overall performance again scored within the “Good (60+)” threshold when compared to all industries. We use this ranking as an indicator for us to maintain and

improve our performance year-over-year. For more information on the RSN, [please visit their website](#). As a supplier ourselves, Western Digital is subject to similar performance assessments from our customers. 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.

SMELTER STATUS BY METALS¹

Western Digital Update as of February 2021

SN

100%

TA

100%

W

100%

AU

97%

Industry update as of February 2021

SN

82%

TA

97%

W

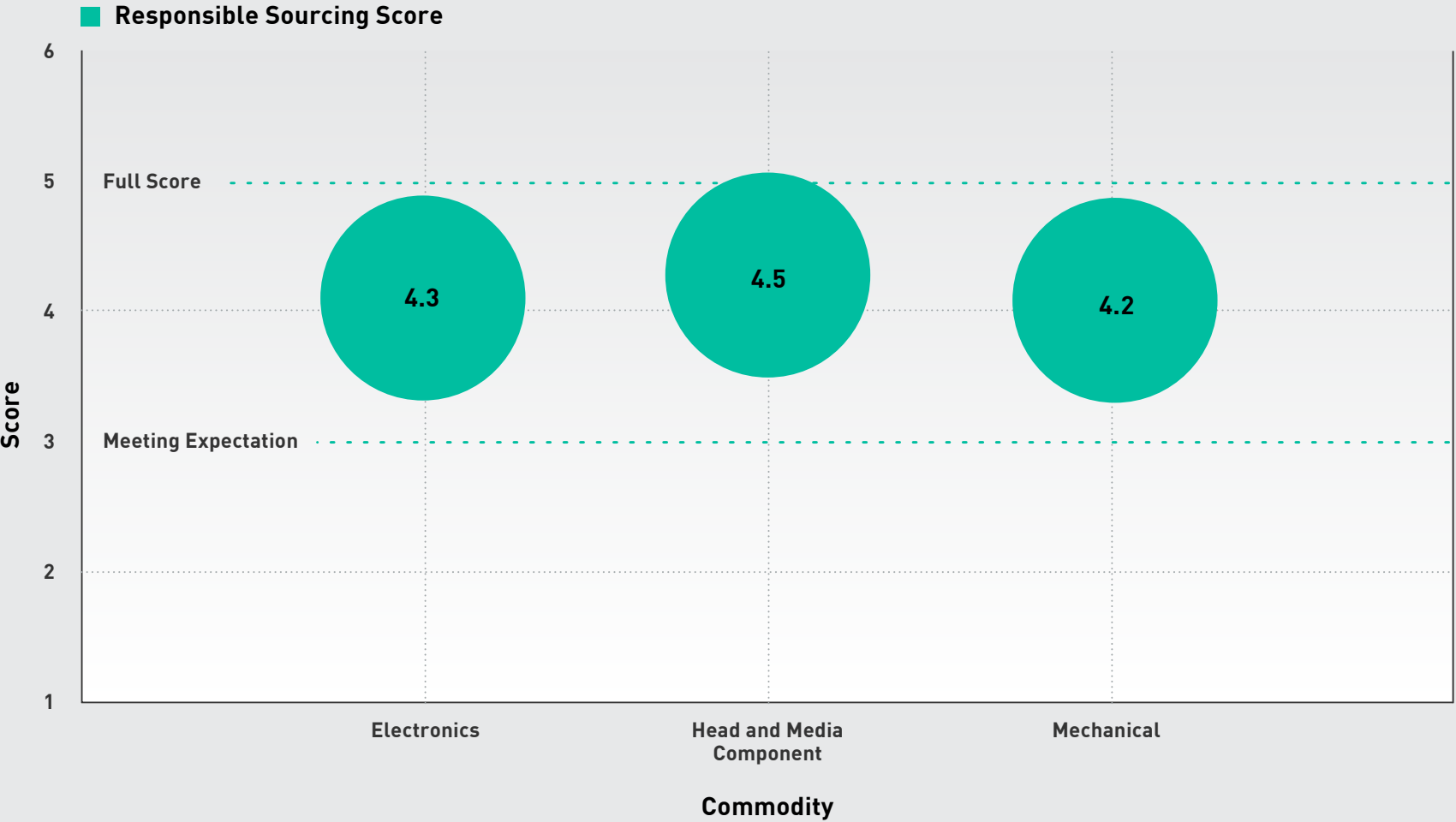
92%

AU

65%

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.

RESPONSIBLE SOURCING SCORE OVERVIEW



Key Metrics

GRI 414-2

In 2020, we audited 100% of our in-scope suppliers for conflict minerals. We identified 4% of those suppliers using smelters of concern. By the end of 2020, 96% of the in-scope suppliers successfully reported sourcing from conformant smelters. The remaining 4% reported the active smelter. Additionally, we directly or indirectly engaged with 48 smelters out of 241 total in our supply chain to participate in a Responsible Mineral Assurance Process (RMAP) Program.

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

SUPPLIERS ASSESSED USING RBA VALIDATED ASSESSMENT PROGRAM	FY2019	FY2020	FY2021
Percentage of all Tier 1 supplier facilities audited in the RBA Validated Assessment Program or equivalent ¹	96%	58%	62%
Percentage of all Tier 1 supplier facilities audited in the RBA Validated Assessment Program or equivalent ²	0%	0%	0%
Tier 1 suppliers' non-conformance rate with the RBA Validated Assessment Program or equivalent	6%	9%	8%
Tier 1 suppliers' associated corrective action rate for priority non-conformances	100%	91%	93%
Tier 1 suppliers' associated corrective action rate for other non-conformances	93%	76%	84%

¹ Total supplier facilities for FY2019 encompass 80% of direct material spend. Total supplier facilities for FY2020 and FY2021 encompass 90% of direct material spend and single/sole source and strategic suppliers included in the previous top 80% spend.

² The RBA Online SAQ identified 0 high risk facilities for Western Digital.

Supply Chain Carbon Disclosure Project (CDP)

Starting in 2020, we engaged with our supply partners to have them participate in reporting CDP (formerly the Carbon Disclosure Project) data. They were encouraged to disclose environmental impact information through CDP's Climate Change and Water Security questionnaires. These disclosures enable our supply partners to measure and understand their environmental impact and take actions to improve performance and build a more sustainable economy. We initially invited 150 in-scope⁹ suppliers to provide responses to both questionnaires, of which 95% and 86% participated for climate and water, respectively. We further expanded the number of in-scope suppliers in 2021.

In April 2021, we provided CDP refresher training for suppliers who reported to CDP and introduction training for first-time reporting suppliers. 111 participants from 66 suppliers attended these trainings. We also held trainings specific to Western Digital's Science-Based Targets in June 2021 to help our supply partners to set their own emission reduction targets. 74 participants from 52 suppliers attended. Recordings of both training sessions mentioned above were made available to supply partners who could not attend the trainings.

⁹ In-scope suppliers cover top 90% spend, Single/Sole source , Strategic and Logistics suppliers.

SUPPLY CHAIN CDP ENGAGEMENT

Climate Change 2020

IN-SCOPE SUPPLIERS

150

ANNUAL CO₂e SAVINGS
(MILLION METRIC TONS)

51.93

RESPONSE RATE

95%

ANNUAL MONETARY SAVINGS (MILLION USD)

729.14

REPORTING ACTIVE TARGETS

68%

ENGAGING THEIR OWN
SUPPLIERS TO CDP CLIMATE

43%

Water Security 2020

IN-SCOPE SUPPLIERS

150

RESPONSE RATE

86%

REPORTING ACTIVE TARGETS AND GOALS

74%

REPORTING WATER ACCOUNTING

71%

HAVE DOCUMENTED WATER-RELATED POLICY

60%

ENGAGING THEIR OWN SUPPLIERS
TO CDP WATER

23%

Supply Chain Resiliency

Why it Matters

Threats to supply chains pose serious consequences to a company like ours—and the consequences of potential disruptions are heightened by the global nature of our value chain. To position our business for future success, we are working to build more sustainable, resilient supply chains by implementing analytics-driven procurement processes and widening our supply base by qualifying additional suppliers. By taking these steps now, we are working to protect our business from supply chain disruptions and creating more widespread business opportunities.

Analytics Driven Predictive Procurement Process

In FY2021, we redesigned our supply chain approach and process to improve resiliency and balance the focus on social, economic and environmental factors within Western Digital’s supply base. Our supply chain is large and complex. We rely on hundreds of direct (and thousands of indirect) suppliers to create our products.

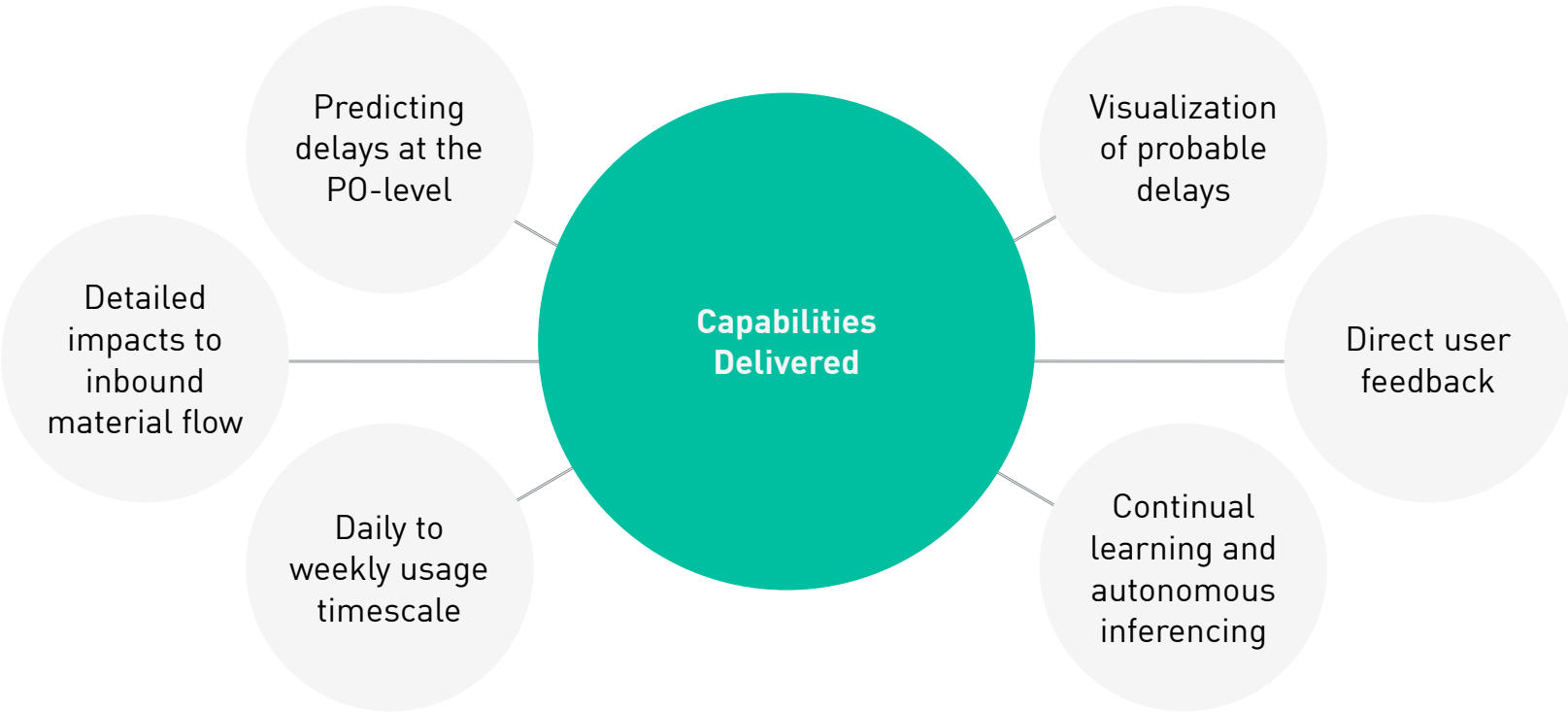
We developed and deployed unique and exclusive advanced predictive capabilities that enable us to predict and detect probable risk and disruptions. Armed with data about suppliers’ and their suppliers’ locations, past performance and potential risk factors, we were able to use artificial intelligence, machine learning and natural language processing capabilities to predict COVID-19 peaks, monitor and consider alternate suppliers, detect potential disruptions and mitigate risks.

RESULTS DELIVERED

Predictive Risk Management

Predictive PO Capability is live in the risk management system, beta testing in progress

Time to react and respond to supply chain disruptions **reduced from 10 days to 1-2 days** on average



PREDICTIVE PEAK

In response to COVID-19 we accelerated the development of the predictive risk model to create predictive peak which was utilized to:

- Predict lockdowns and divert PO’s
- Accelerate qualifications in cases where we had single source suppliers

The model predicted within a few days:

- The lockdown of Jakarta
- Lockdown of Kyoto and Aichi in Japan

PROBLEMS ADDRESSED

- Limited supply chain **visibility and resiliency**
- Delayed disruption **reaction time**
- Inefficient **allocation of inventory**
- Constrained **manufacturing agility**
- Inefficient **production schedules**

GENERAL DISCLOSURES

Workforce, Workplace and Community

Diversity, Equity and Inclusion

Why it Matters

GRI 103-1

At Western Digital, we believe that our employees, more than bits and drives, are absolutely our most valuable resource. It's the people of Western Digital—and their myriad of talent and experiences—that give us our competitive edge.

As we say in our Diversity, Equity and Inclusion (DE&I) Statement, we're convinced that the fusion of various ideas results in greater innovation and better business outcomes. We know we're at our absolute best when we leverage the diversity of our more than 65,000 employees in 30 countries around the world. So, from our factories in Thailand, to our R&D centers in Israel and our engineering sites in Silicon Valley, we are committed to an inclusive environment where every individual can thrive.

These beliefs are anchored in our core value: "We All Belong". This year, our Executive Leadership Team affirmed this core value as an enterprise-wide strategic imperative.

To be sure, we're not there yet. We have more work to do, for example, to promote women into coveted tech and leadership roles. We also have a lot more work to do in recruiting Black and Hispanic/LatinX people to the company, but we're hard at work taking the steps necessary to make progress.

We know becoming a sufficiently diverse and inclusive company is a journey and we're determined to develop a culture in which underrepresented groups, and all the employees of Western Digital, feel they truly belong.

Management Approach

GRI 103-2

Western Digital's Chief People Officer is responsible for the execution of our global diversity, equity and inclusion initiatives and

commitments. She partners closely with our CEO and executive leadership team and reports progress to the Board of Directors. Our Board of Directors has achieved gender parity, with five out of 10 women Directors as of FY2021, and diversity and inclusion has become a priority focus area.

At Western Digital, we apply our efforts globally. The Diversity, Equity and Inclusion team communicates our initiatives to representatives at our international sites and receives updates on regional progress. Additionally, each country-specific employee handbook discusses how Western Digital is working to promote workforce diversity. See our key highlights from 2020-2021:

- Completed unconscious bias and anti-discrimination training for all of our United States people managers and all United States non-factory employees (Feb-June 2021).
- Enabled our Business Resource Groups (BRGs) to increase their business impact and developed a best practices toolkit.
- Developed a University Ambassador Program to cultivate a more diverse talent pipeline.
- Provided training in Inclusive Interviewing and Best Practices in Inclusive recruitment.
- Selected a diversity-focused platform to expand our sourcing channels.
- Expanded our Advancing Women in Leadership program, graduating 64 women from 14 countries.
- Expanded our annual pay equity analysis beyond the United States to include five countries and cover approximately 75% of our total global employee population.

- Embedded inclusive leadership training in the design of our Leader Essentials program for all people managers.
- Developed the foundation for a diversity data dashboard to facilitate future goal setting by business units.
- David Goeckeler signed the CEO Action Pledge in October 2020, affirming our commitment to diversity at the executive level.
- Added Equality as a fourth pillar in our Global Giving and Doing focus areas. Western Digital and our employees donated and volunteered time to organizations working for racial and social equality, such as the NAACP Legal Defense Fund, the Trevor Project, Asian Americans Advancing Justice and the Equal Justice Initiative.
- Published our [2020 EEO-1 data](#).
- Created a "Journey to Racial Understanding" toolkit with resources, tips, and talking points to help develop individual skills in race and equality.

MANAGING BIAS LEARNING

Our organization is committed to unconscious bias training to build an inclusive culture that supports diversity. In 2021 we successfully delivered unconscious bias training to more than 1,500 of our people managers in the United States, equipping them to lead inclusively and building their ability to identify unconscious bias. In addition, we trained 99% of our United States employees in unconscious bias and anti-discrimination. This training is now required of all new hires in the United States.



BUSINESS RESOURCE GROUPS

We expanded Western Digital's employee-based resource groups internationally, with 15 global chapters at sites in India, China, Israel, Thailand, Malaysia, Japan and the Philippines.

Our BRGs not only serve as a platform for employees to build relationships and foster a sense of belonging, they also actively focus on ways to support our business – from recruiting talent, driving awareness, mentoring under-represented youth in our communities, delivering innovative product suggestions. All Western Digital BRGs are open to any employee interested in joining. This year, Global Giving and Doing provided corporate grants to organizations selected by our BRGs to support equality in their communities of interest.

WOMEN'S DEVELOPMENT PROGRAMS

Western Digital is committed to increasing the number of women in technical fields and leadership positions at our organization. We plan to accomplish this by developing from within, as well as recruiting externally to hire more women into leadership roles. In 2021, we expanded our strategic partnerships to include Fairygodboss, AnitaB.org, The Clayman Institute for Gender Research, Lesbians Who Tech, National Center for Women & Information Technology (NCWIT)

and Watermark to increase recruitment efforts of women in tech and non-tech roles and expand development opportunities. Building on our 2019 pilot, we expanded our global Advancing Women in Leadership (AWL) program to a virtual, 11-week program. The program graduated 64 of the company's highest-performing women leaders from 14 countries, helping them enhance their leadership skills—from personal confidence to management and influence—so they're more equipped to rise to the top ranks of leadership within the organization.

Additionally, each participant's leader participates in the program to demonstrate their personal engagement in and accountability for each woman's career development. Western Digital offers our women employees several development opportunities through organizations such as our Women's Impact Network, Women in IT and Women in Head, Analysis and Media Operations. These employee-led organizations highlight challenges for women and advocate for women's advancement and professional development by offering internal and external conference opportunities for learning, networking, coaching and internal leadership experiences. Our Women's Impact Network brought #IAmRemarkable to Western Digital. This program empowers women to bring their unique perspectives into decision-

making. And the voices of women of color were highlighted through an internal blog series called #ShareTheMicNow, which had each of our executive leaders use their blog to share the career journey of a Black or Hispanic woman at the company.

GROWING OUR DIVERSE TALENT PIPELINE

We actively work to increase the diversity of our talent pool, from interns to executive leadership roles. The Diversity, Equity and Inclusion organization partners with our Talent Acquisition (TA) team, Human Resources Business Partners (HRBP) and other centers of excellence on approaches to growing a more diverse candidate pipeline and recruiting the best and brightest globally. The DE&I team has also expanded our strategic partnerships to include: Ascend, DisabilityIN, Fairygodboss, National Center for Women & Information Technology, Jopwell, Work for Warriors, National Society of Black Engineers, National Black MBA Association SF Chapter, Out & Equal and the Society of Hispanic Engineers.

In December 2020, Western Digital identified two vendors to enhance learning and education for our Talent Acquisition (TA) team, HRBPs and Hiring Managers. In FY2022, Heidrick & Struggles will provide Inclusive Recruitment Training to our TA team and HRBPs to identify and implement best practices for inclusive recruitment. Ken Blanchard Companies will provide best practices on inclusive interviewing for a pilot group of hiring managers, with plans to expand after the pilot and process flows have been determined. Both of these sessions are illustrative of our intent to embed diversity best practices throughout the enterprise. In FY2022,

we are also looking to expand our employee referral program with a heightened focus on diversity-focused talent.

IMPLEMENTING OUR ANTI-HARASSMENT AND DISCRIMINATION POLICY

Western Digital's [Global Anti-Harassment and Anti-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 allow for appropriate action to be taken. Relevant Western Digital employees are required to participate in online harassment and discrimination training to support the policy.

Awards and Recognition

GRI 103-3

Women's Choice Award for Best Company for Millennials and Best Company for Diversity

[The Women's Choice Award](#) recognized Western Digital as a Best Company for Millennials in 2019, 2020, and again in 2021 and a Best Company for Diversity in 2021. Our focus on investing and helping millennials and women grow professionally to advance their career while also catering to their lifestyle led to these awards. Women's Choice Award recognizes companies based on a gathering of external data from the general population, analyzing over 300,000 sources of data—including Fortune 300 Companies, Survey Monkey, Working Mothers Best Place to Work reports, Glassdoor, annual reports and press releases.

GENDER REPRESENTATION OF GLOBAL EMPLOYEES ¹			
FY2019	FEMALE	MALE	OTHER ⁶
Management	26.1%	73.8%	0.0%
Technical staff	20.2%	79.8%	0.0%
All other employees	67.3%	32.7%	0.0%
Factory employees ²	69.0%	31.0%	0.0%
Non-factory employees	50.4%	49.5%	0.1%
FY2020	FEMALE	MALE	OTHER ⁶
Management	26.1%	73.8%	0.0%
Technical staff	21.4%	78.5%	0.0%
All other employees	72.6%	31.5%	0.0%
Factory employees ²	70.1%	29.9%	0.0%
Non-factory employees	50.9%	49.0%	0.1%
FY2021	FEMALE	MALE	OTHER ⁶
Management	25.7%	74.3%	0.0%
Technical staff	22.3%	77.7%	0.0%
All other employees	68.3%	31.7%	0.0%
Factory employees ²	69.8%	30.2%	0.0%
Non-factory employees	51.8%	48.2%	0.1%

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.

AGE REPRESENTATION OF GLOBAL EMPLOYEES ¹			
FY2019	UNDER 30	30-50	50+
Management	1.1%	70.4%	28.5%
Technical staff	18.3%	63.3%	18.4%
All other employees	33.1%	61.7%	5.2%
Factory employees ²	35.0%	61.5%	3.5%
Non-factory employees	14.7%	63.9%	21.5%
FY2020	UNDER 30	30-50	50+
Management	1.0%	68.6%	30.4%
Technical staff	21.2%	60.3%	18.6%
All other employees	33.7%	60.9%	5.4%
Factory employees ²	35.4%	60.6%	4.0%
Non-factory employees	15.0%	64.3%	20.7%
FY2021	UNDER 30	30-50	50+
Management	0.9%	66.7%	32.4%
Technical staff	22.1%	58.9%	19.0%
All other employees	32.3%	61.8%	6.0%
Factory employees ²	33.8%	61.5%	4.7%
Non-factory employees	15.2%	64.3%	20.5%

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

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

GRI 405-1, TC-HW-330a.1 (Continued)

RACIAL/ETHNIC GROUP REPRESENTATION OF UNITED STATES EMPLOYEES ¹					
FY2019	ASIAN	BLACK OR AFRICAN AMERICAN	HISPANIC OR LATINO	WHITE	OTHER ²
Management	45.6%	0.9%	4.5%	46.9%	2.1%
Technical staff	57.3%	0.9%	3.2%	37.4%	1.1%
All other employees	53.0%	2.5%	13.3%	27.7%	3.5%
Factory employees ³	59.8%	3.0%	16.6%	15.8%	4.8%
Non-factory employees	47.3%	2.1%	10.6%	37.6%	2.5%
FY2020	ASIAN	BLACK OR AFRICAN AMERICAN	HISPANIC OR LATINO	WHITE	OTHER ²
Management	48.9%	1.0%	4.4%	43.4%	2.3%
Technical staff	58.2%	1.0%	3.3%	36.4%	1.1%
All other employees	56.1%	2.6%	13.1%	24.1%	4.1%
Factory employees ³	64.3%	2.8%	15.1%	13.5%	4.2%
Non-factory employees	47.6%	2.4%	11.0%	35.1%	3.9%
FY2021	ASIAN	BLACK OR AFRICAN AMERICAN	HISPANIC OR LATINO	WHITE	OTHER ²
Management	49.7%	1.1%	4.5%	42.4%	2.3%
Technical staff	58.3%	1.0%	3.4%	35.9%	1.4%
All other employees	56.2%	2.6%	13.1%	23.8%	4.3%
Factory employees ³	62.6%	2.8%	16.2%	13.5%	4.9%
Non-factory employees	48.8%	2.2%	9.6%	35.8%	3.6%

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

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

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

GRI 405-1

BOARD DIVERSITY		FY2019	FY2020	FY2021
By gender	Male	70.0%	50.0%	50.0%
	Female	30.0%	50.0%	50.0%
By age group	Under 30	0%	0%	0%
	30–50	10.0%	12.5%	12.5%
	50+	90.0%	87.5%	87.5%

Employee Attraction, Retention and Engagement

Why it Matters

GRI 103-1

At Western Digital, our employees drive our success and help shape the future. To continue leading the data storage industry, we rely on highly skilled individuals to drive our culture of innovation. We strive to create an environment where employees feel connected and committed to Western Digital’s mission and vision.

Management Approach

GRI 103-2

Our Human Resources function is a strategic part of our company, responsible for creating a strong workforce culture and differentiating Western Digital as an employer of choice. Our business strategy planning process incorporates talent needs and assesses sustainable and scalable workforce strategies.

Our Board of Directors is actively involved in Western Digital’s workforce retention and engagement. Our Compensation and Talent Committee reviews our human capital management programs and initiatives, focusing on our culture, talent development, retention and equity, inclusion and diversity.

INFORMATION ON EMPLOYEES AND OTHER WORKERS ¹				
FY2019		FULL-TIME EMPLOYEES	PART-TIME EMPLOYEES	REGULAR EMPLOYEES
Gender ²	Female	35,264	38	35,302
	Male	26,946	31	26,977
	Other	5	0	5
Region	United States	8,039	36	8,075
	Asia	52,913	7	52,920
	Other	1,263	26	1,289
FY2020		FULL-TIME EMPLOYEES	PART-TIME EMPLOYEES	REGULAR EMPLOYEES
Gender ²	Female	37,948	27	37,975
	Male	27,193	28	27,221
	Other	7	0	7
Region	United States	7,994	29	8,023
	Asia	55,898	11	55,909
	Other	1,256	15	1,271
FY2021		FULL-TIME EMPLOYEES	PART-TIME EMPLOYEES	REGULAR EMPLOYEES
Gender ²	Female	37,955	30	37,985
	Male	27,436	39	27,475
	Other	8	0	8
Region	United States	7,892	34	7,926
	Asia	56,255	22	56,277
	Other	1,252	13	1,265

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.

Attraction and Retention

Western Digital’s Talent Acquisition, Talent Development and Human Resources Business Partner teams collaborate with our business leaders to attract and retain diverse, top talent for all areas of the business. Our global enterprise employment and recruitment brand highlights Western Digital employees to showcase why Western Digital is a great place to grow one’s career. Additionally, our partnerships around the globe continue to be a key strategic initiative for future talent pools, including growing our diverse candidate pipeline. See the [Diversity, Equity and Inclusion](#) section of this report for more information.

GRI 103-3

Turnover rates indicate the health of our workforce culture, and we monitor these metrics carefully in support of our business strategy and execution. We are proud that our worldwide voluntary turnover rate in FY2021 was 9.7%, which was below the industry average of 13.8%.

GRI 401-2

To retain top talent, Western Digital offers eligible employees a competitive and comprehensive compensation package. In each country, Western Digital offers competitive benefits, which typically include the following:

- Life insurance
- Health care
- Disability and invalidity coverage

- Paid time off
- Maternity, paternity and/or parental leave
- Retirement provision
- Stock ownership
- Tuition reimbursement
- Employee Assistance Program

Engagement

In FY2021, we implemented a continuous employee listening platform to collect feedback to better understand and improve the employee experience and identify opportunities to strengthen employee engagement. Our inaugural survey had a 92% employee participation rate and identified key strengths including that employees felt that their work was meaningful, that they felt a sense of belonging at the company and that they were excited about our future.

To promote our culture journey and our 11 global culture attributes, we designated approximately 100 culture advocates representing our employees around the world and 20 culture champions selected by members of our executive leadership team to represent our culture attributes at the leadership level. With the support of our culture advocates and champions, our business leaders and employees have been embracing the attributes and bringing them to life.

PULSE ENGAGEMENT SURVEY RESULTS

Following our work in 2020 in activating our newly launched culture attributes, we launched our inaugural pulse engagement survey in early 2021 across Western Digital. We asked a series of 20 questions, ranging from topics on collaboration, feedback, empowerment, employee satisfaction and culture, to establish an internal baseline on employee sentiment. Within our professional/technical employees we had a response rate of 84%, establishing a baseline engagement score of 74. We saw even greater participation within our factories, reaching a fantastic 95% response rate and establishing a baseline engagement score of 79. In both instances we met and/or exceeded external industry benchmarks.

Leaders are currently focused on at least one opportunity that can positively impact their engagement results. The second Pulse survey was launched in the fall of 2021 and will be used to measure progress and provide accountability.

Professional/ Technical

RESPONSE RATE

84%

BENCHMARK 80%

ENGAGEMENT SCORE

74

BENCHMARK 74

RELATIVE STRENGTHS	RELATIVE OPPORTUNITIES
MANAGER I would recommend my manager to others	BARRIERS TO EXECUTION At Western Digital we do a good job removing barriers that slow down our work
PURPOSE The work that I do at Western Digital is meaningful to me	CAREER I have good career opportunities at Western Digital
FEEDBACK My manager provides me with feedback that helps me improve my performance	DECISION MAKING Overall, I am satisfied with how decisions are made at Western Digital

Factory

RESPONSE RATE

95%

BENCHMARK 80%

ENGAGEMENT SCORE

79

BENCHMARK 74

RELATIVE STRENGTHS	RELATIVE OPPORTUNITIES
PURPOSE The work that I do at Western Digital is meaningful to me	EMPOWERMENT I feel empowered to make decisions regarding my work
PROSPECTS I am excited about Western Digital's future	RECOGNITION I feel satisfied with the recognition or praise I receive for my work
BELONGING I feel a sense of belonging at Western Digital	INCLUSIVE LEADERS Leaders at Western Digital value different perspectives

Learning and Development

GRI 404-2

We are on a multi-year journey to deliver a world-class experience for our employees here at Western Digital. By helping employees realize great moments in their careers, we make our company an exceptional place to work. We have built great momentum over the last two years through the One Western Digital Culture Journey, the Leader Essentials Program, an integrated learning platform, the new Career Development approach and suite of tools and the Pulse Engagement Survey. We are committed to continuously gathering insights directly from

our employees and leveraging those insights to evolve our people strategy and investments in development.

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.

GRI 401-1

EMPLOYEE ATTRACTION, RETENTION AND ENGAGEMENT	FY2019		FY2020		FY2021	
EMPLOYEE HIRES	#	RATE ¹	#	RATE ¹	#	RATE ¹
Hires by age group	5,950	27.5%	10,160	55.3%	6,774	36.0%
• Under 30						
• 30–50	2,516	6.3%	3,889	9.8%	2,642	6.6%
• 50+	297	5.2%	300	5.2%	187	3.0%
Hires by gender	4,298	15.5%	4,833	17.9%	3,372	12.3%
• Male						
• Female	4,465	11.2%	9,510	26.0%	6,229	16.4%
Hires by region	1,043	12.5%	1,125	14.0%	734	9.2%
• United States						
• Asia	7,507	13.0%	12,992	23.9%	8,736	15.6%
• Other	213	17.0%	232	18.1%	133	10.5%
Total Employee Hires	8,763	13.0%	14,349	22.5%	9,603	14.7%

EMPLOYEE ATTRACTION, RETENTION AND ENGAGEMENT	FY2019		FY2020		FY2021	
EMPLOYEE TURNOVER	#	RATE ²	#	RATE ²	#	RATE ²
Voluntary turnover by age group	3,101	14.3%	2,755	15.0%	3,766	20.0%
• Under 30						
• 30–50	3,088	7.7%	2,422	6.1%	2,352	5.8%
• 50+	231	4.0%	203	3.5%	237	3.8%
Involuntary turnover by age group ³	7,906	36.6%	3,148	17.1%	1,175	6.2%
• Under 30						
• 30–50	4,195	10.4%	2,390	6.1%	1,523	3.8%
• 50+	959	16.8%	457	7.9%	298	4.8%
Voluntary turnover by gender	2,682	9.7%	2,055	7.6%	2,479	9.1%
• Male						
• Female	3,736	9.4%	3,324	9.1%	3,876	10.2%
Involuntary turnover by gender ³	3,051	11.0%	2,486	9.2%	659	2.4%
• Male						
• Female	10,007	25.1%	3,506	9.6%	2,336	6.2%
Voluntary turnover by region	768	9.2%	592	7.4%	610	7.7%
• United States						
• Asia	5,551	9.6%	4,706	8.7%	5,665	10.1%
• Other	101	8.1%	82	6.4%	80	6.3%
Involuntary turnover by region ³	932	11.1%	535	6.7%	236	3.0%
• United States						
• Asia	12,082	20.8%	5,292	9.7%	2,700	4.8%
• Other	46	3.7%	168	13.1%	60	4.7%
Total Voluntary Employee Turnover	6,420	9.5%	5,380	8.4%	6,355	9.7%
Total Involuntary Employee Turnover ³	13,060	19.3%	5,995	9.4%	2,996	4.6%

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

² Turnover rate is calculated as the total number of separations/terminations (voluntary and involuntary) divided by the average headcount over the time period. Employees without gender or birthdate in the source data are included in the total only and not in age, gender and region breakouts.

³ FY2019 involuntary turnover rates were significantly impacted by restructuring tied to business divestitures.

YOU MATTER PROGRAM

When we equip employees to thrive, we enable our team to reach its fullest potential. Through Western Digital’s You Matter program, we invest in the well-being of our diverse employee population. The program has 4 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 be, stay and become mentally and emotionally fit

Lifestyle

Helping employees create and sustain healthy habits to fuel every-day 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, trainings, classes and campaign events. For example, in FY2021:

- Our employees in several countries had access to an employee assistance program, which provides confidential counseling for support with a wide range of personal issues and concerns at no cost. We are expanding this program to cover all employees globally in FY2022.

- All of our support, professional and management employees had access to on-demand mental health training.
- Pre-COVID-19, 65% of our employees globally had access to on-site gyms. Today, we have moved to virtual classes that are available to 100% of our employees globally.
- 85% of our employees have access to onsite health clinics that provide primary care, immediate care and chronic disease management. Some of our clinics also include behavioral health, laboratory services, specialist services and dental services.
- In September 2020, we hosted 12 webinars to bring awareness to mental health and suicide prevention. These webinars were attended by 1,000+ employees globally.
- In October 2020, we launched a cancer awareness campaign that reached over 1,600 employees globally.

Health and Safety

Why it Matters

GRI 103-1

Health and safety are foundational to Western Digital’s business. 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 believe that safety is everyone’s business and aim to create a culture that supports 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 103-2

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

POLICIES

Western Digital’s IMS Policy addresses Occupational Health and Safety (OHS) in support of our integrated management approach. 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, TC-SC-320a.1

Our certified OHS 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:

- 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.

Western Digital trains our Emergency Response Teams (ERTs) to respond to an incident such as a fire, medical crisis, earthquake and minimize its impact. ERTs assist in developing plans to organize an effective response and minimize injury and damage in the event of an incident. Western Digital’s global recordable and lost time injury and illness incident rates are less than 15% of the U.S industry averages.¹

HEALTH AND SAFETY STANDARDS

All Western Digital factories are certified to the Occupational Health and Safety Management System. In FY2021, all manufacturing sites were included on a new multi-site ISO 45001 certificate. Eight factories have been audited to the ISO45001:2018 standard; five remaining

¹ According to the most recent United States Bureau of Labor Statistics data (2019) for Lost Time Incident Rate and Total Recordable Incident Rate.

factories will complete the transition from the OHS Assessment Series (OHSAS) 18001 standard to the ISO 45001:2018 standard during FY2022. Western Digital also conducts both internal and external audits to evaluate compliance with applicable health and safety laws, regulations and standards.

As part of our transition to ISO 45001, Western Digital formalized the processes related to consultation and participation of workers. Through our global IMS, we establish the general requirements and expectations and sites further define and implement location-appropriate methods for effective engagement with workers on health and safety matters. A common approach is to form safety committees at each worksite, comprised of cross-functional teams that meet regularly to discuss hazards observed in their work areas and implement preventative actions. Safety committee members work with health and safety personnel to keep track of injuries and illnesses, assess their root causes and recommend corrective actions to avoid future recurrences. Committee members also conduct periodic facility inspections and organize safety activities.

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

All employees have a right to stop work when they believe such work could cause injury or ill health and 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. Additionally, employees have multiple avenues through which to report work-related hazards:

- Human Resources business partner
- Manager
- EHS representative
- Safety Good Catch submission
- Western Digital’s Ethics Helpline

Our management team also conducts worksite analysis on a regular basis by:

- Conducting periodic “walk-through” of assigned areas, observing worker behaviors and identifying potential unsafe conditions.
- Conducting periodic, systematic EHS&S assessments and ensuring we correct discrepancies in a timely fashion.

- Ensuring new processes, facilities rearrangements and equipment receive EHS&S 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.

In FY2021, Global EHS focused on improving our health and safety culture by improving EHS knowledge and promoting increased worker participation through safety good catch reporting and ensuring all safety good catches are reviewed and addressed in a timely manner. Another significant focus was on improving root cause analysis to increase identification of undesirable outcomes and implement appropriate corrective actions and improvement plans as needed. By promoting increased worker participation in location safety good catch programs, we identified over 19,000 safety good catches – nearly three times more than the prior year.

Through these and other health and safety program improvements, we achieved a recordable injury and illness incidence rate reduction of 31% compared to the prior year.

GRI 403-7

Western Digital hires contractors and third parties for specific projects or jobs requiring expertise outside our employees’ skills or based on 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. We require employees

to complete rigorous driver certifications before transporting chemicals or waste.

In FY2021, all Western Digital sites were affected by the COVID-19 global pandemic. Global EHS partnered with other functions in Western Digital to review pandemic response guidance from the World Health Organization (WHO), Centers for Disease Prevention and Control (CDC), revelation location occupational and public health agencies and other reliable sources. Western Digital crisis management teams evaluated the pandemic response situation in all our sites globally. Location and geography-specific pandemic response plans are regularly updated and continuously implemented as the pandemic knowledge and response recommendations evolve. Through the dedicated effort from all teams involved, to date there have been no identified work-related COVID-19 infections in any of our sites in the United States in FY2021.

COMMUNICATION AND TRAINING

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 on IMS 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, machine guarding and living conditions.

Health and Wellness

GRI 403-3, 403-6

Western Digital prioritizes the long-term health and wellness of our employees by continuously

improving the quality of our health and wellness services. Our site management, with EHS&S support, performs regular evaluations of the work environment to minimize exposures to chemical, physical, biological hazards and ergonomic stressors.

Western Digital’s manufacturing and development sites in Asia have in-house medical clinics meeting licensing requirements with certified or licensed healthcare professionals where workers can obtain immediate treatment.

If work-related activities cause injuries, our medical professionals engage the local EHS&S team to investigate and correct the root cause and contributing factors. Additionally, we contract with occupational health clinics for sites in the United States that align with our wellness initiatives and ensure employees have convenient access to healthcare. All medical professionals working either in on-site clinics or contracted clinics meet licensing requirements and all medical clinics meet applicable regulatory and accreditation requirements.

KEY METRICS

GRI 103-3

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 , 403-9

HEALTH AND SAFETY	FY2019		FY2020		FY2021	
EMPLOYEES	#	%	#	%	#	%
#/rate of employee fatalities	0	0	0	0	0	0
#/rate of high-consequence work-related injuries (excluding fatalities)—employees	2	0.0029	0	0	4	0.006
Employee Lost Time Incident Rate (LTIR) ¹	37	0.05	49 ²	0.08 ²	29	0.04
#/rate of recordable work-related injuries (including fatalities)—employees	79	0.11	82 ²	0.13 ²	61	0.09
Employee Total Recordable Incident Rate (TRIR) ¹	79	0.11	82 ²	0.13 ²	61	0.09
Main types of work-related injury—employees	Slip/Trip/Fall, Struck/on/by, Machine safety, Material Handling/Ergo					
Total number of hours worked—employees	138,407,687		127,453,523		131,495,058	
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

GRI 403-8 , 403-9 (Continued)

HEALTH AND SAFETY	FY2019		FY2020		FY2021	
#/rate of recordable work-related injuries (including fatalities—non-employee workers	21	N/A	13	N/A	6	N/A
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 and Repetitive Trauma are identified through hazard identification and risk assessment process; incident investigation process; and internal/external audits and inspections. ii. During FY2021, 3 high-consequence injuries were caused by slip/ trip/fall and one was caused by a delivery truck hit a WD worker in a WD parking lot. 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.					
EMPLOYEES	#	%	#	%	#	%
Whether the rates have been calculated based on 200,000 or 1,000,000 hours worked	200,000					
#/rate of employee fatalities	0		0		0	
Workers covered by an occupational health and safety management system	100%		100%		100%	

¹ Employee LTIR and TRIR are Occupational Safety and Health Administration (OSHA) Standards.
² These values are restated for FY2020 due to the status change of a small number of injury cases.

Global Giving and Doing

Our Approach

Our Global Giving and Doing initiatives focus on four core pillars: STEM Education, Hunger Relief, Environmental Preservation and Equality. In FY2021, Western Digital provided 140 grants to nonprofits and non-governmental organizations (NGOs) in support of their work in these imperative cause areas.

COVID-19 prevented employees from gathering in person for most of FY2021, but our employees were as committed as ever to giving back to our communities. 128 company-sponsored virtual volunteer events engaged employees at 28 Western Digital sites around the globe. To augment opportunities for our employees to give back while in-person volunteering was not possible, we offered a number of special matching campaigns in support of our pillars and COVID-19-related relief efforts. These campaigns

resulted in a 46% increase in employee giving and a 110% increase in company matching from FY2019-FY2021.

STEM Education

Our goal is to provide increased access to STEM Education to underrepresented and underprivileged youth on a global scale.

Scholarships

Since 2019, the Western Digital Scholarship Fund has awarded more than \$2.6 million in scholarships to students pursuing their educational aspirations. Our 2020-2021 program awarded scholarships to 256 future scientists, technologists, engineers and mathematicians, as well as the dependents of our talented workforce. We are proud to report these awards went to students in 10 different countries, and 56% of the scholarships were awarded to women.

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 Scholarship Programs page](#) on Western Digital's corporate website.

Mentoring and Building Skills

Western Digital employees collaborate with partners around the globe to serve as mentors to students at every step of their academic journey. In FY2021, more than 200 employees made the significant commitment to mentor a student for a semester or even an entire school year.

Hunger Relief

We focus on alleviating the immediate need for food on a local level and supporting organizations that seek to eradicate hunger through strategic initiatives.

Our Approach

In FY2021, our employees contributed more than 2,100 hours of volunteer time to support hunger relief, and we provided more than \$295,000 in grants to our global hunger relief partners. Our annual Global Hunger Relief campaign was not deterred by COVID-19. We shifted and offered employees the opportunity to continue this tradition virtually. The result of their efforts brought our running total of meals provided to the world through our partners Rise Against Hunger and Latet to more than 9 million.

Environmental Preservation

We support nonprofit and nongovernmental (NGO) partners with an environmental focus, including those that provide public education of local and global environmental issues and supporting relief efforts in times of natural disaster.

Our Approach

In FY2021, we participated in 16 environmentally focused volunteer events. Employees spent 3,006 hours supporting environmental preservation and virtual conservation projects, earning \$145,000 in volunteer grants for our global partners. A few highlights:

- 22,360 trees planted.
- Nearly 3,000 virtual research classifications provided by employees in support of conservation projects on the Zooniverse global research platform.
- Employees from 15 countries challenged themselves to take on eco-friendly habits in the Earth Month Ecochallenge. More than 450 new habits were adopted by our colleagues who participated.
- Nearly 150 colleagues in EMEA learned how pollinator health is a predictor of environmental, social and economic impacts for the planet in partnership with the World Bee Project.
- 200 seed balls were handmade by colleagues at home to help reforest areas left bare by deforestation in Thailand.

Equality

We seek to promote equality around the world through focused Giving initiatives. When all members of society are treated with dignity and respect, individuals, communities and businesses like ours are better positioned to thrive.

Our Approach

In FY2021, we responded to global cries for social justice by adding a fourth pillar to Western Digital’s Global Giving & Doing strategy. Focused on addressing Equality, this new pillar will support marginalized groups across the cultures and geographies that we serve.

As a United States-based company with operations throughout the world, we seek to understand local mores and values, and will put this pillar to work to address issues of inequity within local contexts. For example, during FY2021 the United States experienced a heightened focus on racial justice due to the tragic killings

of George Floyd and others. However, in many regions of the world where we operate, gender equality and disability awareness—not racial justice—were issues that affected local communities most.

During this inaugural year of our new pillar, we acted to advance equality in tangible ways:

- We invested more than \$550,500 in groups and initiatives working to promote equality globally.
- We offered special donation matching opportunities, raising an additional \$27,862 for nonprofits and NGOs addressing the issues most important to our employees.
- We spent time listening to groups of employees around the world to determine how to best extend Western Digital’s deep commitment to Diversity, Equity and Inclusion into the philanthropic support of our communities. We worked closely with our Business Resource Groups (BRGs) and Diversity, Equity and Inclusion team to determine ways to advance Equality within our business and in our Giving and Doing strategies.

GENERAL DISCLOSURES

Integrity

Our Culture of Ethics

GRI 102-16

Our [Global Code of Conduct](#) is a unifying guide anchored in Western Digital’s core values. It explains our ethical and legal obligations to our colleagues, our company, business partners and our communities. A copy of the Code is available in 11 languages and is accessible to Western Digital employees, business partners and the public at large. Additionally, our [Code of Business Ethics](#) sets out a framework for ethical business conduct for our directors, officers and employees. Collectively, our codes, charters, policies and procedures require all of our more than 65,000 employees around the globe to safeguard our company’s valuable reputation and act with ethics and integrity in business dealings.

Our Chief Compliance Officer oversees the global ethics and compliance program. With a secondary reporting relationship to the Audit Committee of our Board of Directors, the program operates with significant independence and autonomy. The program focuses on strategic

risk areas identified through periodic enterprise-wide evaluations and assessments. Our ethics and compliance team covers numerous risk areas including, among others, anti-corruption, fair competition, data privacy and global trade. We regularly conduct trainings and compliance initiatives across these risk areas.

ANNUAL TRAINING

Western Digital has established a unique and effective annual tradition of celebrating and promoting its focus on ethical conduct during a Compliance Awareness Month. During this time, we require professional staff and people managers to complete online training promoting multiple avenues of speaking up and our celebrated speak up culture, highlighting our strict prohibition against retaliation and broad-based compliance topics. For example, in FY2021, our online training covered confidential information, data privacy, software compliance, insider trading, antitrust and anti-corruption. We also train our factory workers each year on speaking up, accessing reporting channels and other Global Code of Conduct topics important to their jobs.

ONGOING TRAINING

The ethics and compliance team trains our employees throughout the year, focusing on targeted risk factors, legal and regulatory changes and requirements, business requests and/or changes in circumstances. For example, we train people managers regularly on how to promote a “Speak Up” culture within their teams and other ethics-related 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, conflicts of interest, antitrust, data privacy, charitable donations, proper handling of reported concerns and protecting confidential information.

CERTIFICATIONS

Under oversight from our Chief Compliance Officer, we require several thousand specially designated employees, including all senior members of management, to complete an annual online questionnaire, certifying compliance with provisions of the Global Code of Conduct and requiring necessary disclosures.

Raising Concerns

GRI 102-17

Western Digital values and promotes a “Speak Up” culture in which any person may report potentially improper conduct without fear of retaliation. Our Ethics Helpline is available to all and is at times used by employees and external parties, including business partners, suppliers and members of our communities.

We promote the Ethics Helpline and strict prohibition against retaliation across all company locations around the world. Our Ethics Helpline is available 24 hours a day online at www.ethicshelplinewdc.com in nine languages, or by phone, in all countries of operation in over 200 languages. Anyone who suspects misconduct, has feedback, or wants to inquire about our ethics and compliance rules and expectations can raise their concern through the Helpline.

GRI 205-1

GLOBAL CODE OF CONDUCT TRAINING	FY2019	FY2020	FY2021
Number of professional and managerial workers ¹ assigned online Global Code of Conduct training	27,888	20,326 ²	20,435 ²
% of training completion by month-end deadline	99.9%	99.8%	99.8%
Number of employees not finished by deadline	27	39	43
Time required to reach 100% training completion (days)	11 days	12 days	4 days
Number of employees receiving instructor-led training	3,521	2,239	5,819

¹ Includes Western Digital employees and contractors.
² Change in assignment methodology; APAC technician population was trained by instructor-led rather than via online training.

A third party administers the Ethics Helpline for intake of reports, then transfers reported concerns to our Global Ethics and Compliance team. Dedicated and well-trained investigations staff work with appropriate internal (or external) resources to investigate concerns, remediate misconduct and help enhance controls to minimize risk of recurrence. The Audit Committee receives regular updates on reports of misconduct and related remediation.

Anti-Corruption

Why it Matters

GRI 103-1

Western Digital is committed to doing business the right way, every day. We pride ourselves on operating lawfully and expect the same of our business partners. As members of the Responsible Business Alliance (RBA), Western Digital complies with and expects its business partners to comply with the standards described in our Global Code of Conduct and Supplier Code of Conduct.

Management Approach

GRI 103-2

Western Digital performs periodic compliance risk assessments, enterprise risk management reviews and where appropriate, risk-based audits of internal processes and business partners to ensure compliance with relevant laws and regulations, including those on anti-corruption.

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 in-person trainings. Western Digital’s management regularly communicates with employees on various anti-corruption tenets, laws, regulations and initiatives.

In addition to our Global Code of Conduct and Supplier Code of Conduct, our policies include, among others, a comprehensive 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 of annual goals reported to Western Digital’s Board of Directors.

GRI 205-1

ANTI-CORRUPTION	FY2019	FY2020	FY2021
Percentage of operations assessed for risks related to corruption	100%	100%	100%

Data Privacy and Security

Why it Matters

GRI 103-1

Western Digital invests in protecting individuals’ privacy by helping to secure and respect personal information that customers and employees share with us. Our customers are comfortable working with us because they trust that their data will be well-protected. We take this responsibility seriously and are committed to following high standards of internal data management practices.

Management Approach

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

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: Our Privacy Steering Committee serves in an advisory capacity to our Data Privacy Program. Committee members are senior management representing a cross section of the organization, whose functions involve privacy responsibilities. We have a dedicated team of certified data privacy experts that manage privacy, including a Data Protection Officer and full-time privacy professionals.

Western Digital routinely evaluates our data privacy and security management systems, measuring and testing them on a regular basis. Data security is monitored, measured and reported to appropriate leadership. For data privacy, we report to the Audit Committee quarterly on privacy regulation updates and our program readiness. The Privacy Steering Committee also receives reports on the evolving landscape of laws, our privacy operating module, assessment data and reports and privacy program activities.

POLICIES

Our policies reflect our commitment to help ensure the privacy of our data infrastructure and customers:

- Global Confidential Information Policy: Outlines rules for protecting sensitive information generally, including personal information.
- Information Technology Acceptable Use Policy: Governs how our employees may utilize technology and devices attached to our network.
- Enterprise Cyber Security Policy: Provides guidance to employees and IT personnel on protecting our infrastructure from cyber-attacks, including a comprehensive incident response plan.
- Privacy Statement: Provides clear terms for how Western Digital collects, uses and protects personal information and provides customers with a mechanism to raise privacy concerns and exercise any data subject rights such as the right to access, correct or delete personal information.
- Global Privacy Policy: Describes roles, requirements and best practices to employees for handling personal and sensitive information.

We design our policies to comply with privacy laws throughout the world, including requirements of the EU General Data Protection Regulation (GDPR), the California Consumer Privacy Act (CCPA) and other applicable privacy laws. These policies make 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 and we are committed to following laws that may require additional disclosures related to sharing data with third parties. Third parties that process personal information on our behalf commit to appropriate laws and standards through our contracting process.

We review our data privacy and security policies regularly. In 2021, we updated our Privacy Statement. We are committed to notifying our customers of material changes to our Privacy Statement and we did so with email notifications to our customers in 2021. Beyond the data privacy and security policies discussed above, Western Digital protects sensitive and/ or personal data through additional policies and guidelines:

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

RISK ASSESSMENT AND SYSTEM TESTING

Western Digital conducts regular risk assessments and testing of our systems and procedures. In 2021 we are conducting a company-wide compliance risk assessment (including privacy) and a tabletop exercise to test

the company’s response to a potential privacy incident. The goals of these activities are to identify opportunities for improving security and privacy strategy, systems and efficiency.

INCIDENT MANAGEMENT

Western Digital’s information technology and privacy teams partner to avoid and respond to incidents. With a comprehensive Incident Response Plan, we have defined roles and responsibilities for numerous possible scenarios, such as a privacy incident. 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 root cause, scope of the vulnerability, impact and risk in reported product(s).
- Develop potential remediation options.

- Conduct third-party security audits when appropriate on impacted products 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

Leading solutions deliver the possibilities of data.

Key Metrics

GRI 418-1

Western Digital experienced zero reportable security incidents of personal data during the reporting period.

ALL-EMPLOYEE TRAINING AND COMMUNICATIONS	
Confidential Information	Online module training in October 2020
2020 Data Privacy Communications	Enterprise-wide emails and intranet communications including blogs, executive communications, videos, infographics and digital posters
Acceptable Use Policy	Online training and certification completed in 2021
TARGETED TRAINING AND COMMUNICATIONS	
Privacy Policy and Laws	Targeted training to the Human Resources team in 2021
Global Confidential Information Policy	Suite of eight courses given to different parts of the business, as well as individually tailored courses developed and delivered on-demand
OTHER (TESTING)	
<ul style="list-style-type: none">• Tabletop simulations for training of the incident response plan• Vulnerability scans• Phishing education and simulations	

ESG DATA DOWNLOAD

Fiscal Year 2021

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

FY2019 represents fiscal year 2019 (June 30 2018 - June 28 2019), FY2020 represents fiscal year 2020 (June 29 2019 - July 3 2020), and FY2021 represents the fiscal year 2021 (July 4 2020 - July 2 2021).

Environment

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

ENERGY CONSUMPTION WITHIN THE ORGANIZATION¹	FY2019	FY2020	FY2021	FY2019	FY2020	FY2021
GIGAWATT HOURS				TRILLION JOULES		
Total fuel consumption from nonrenewable sources (gas/oil)	173.3	168.2	159.6	623.7	605.6	574.6
Total fuel consumption from renewable sources	0.0	0.0	0.0	0.0	0.0	0.0
Total Electricity consumption	1,951.1	1,865.6	1,941.4	7,024.0	6,716.0	6,989.1
Electricity consumption from renewable sources	139.0	145.1	279.9	500.3	522.4	1,007.6
Electricity consumption from nonrenewable sources	1,812.1	1,720.5	1,661.5	6,523.6	6,193.7	5,981.5
TOTAL ENERGY CONSUMPTION	2,124.4	2,033.8	2,101.0	7,647.7	7,321.6	7,563.7

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

GRI 302-3

ENERGY INTENSITY	FY2019	FY2020	FY2021
Energy intensity ratio (kWh/PB)¹	5,316.3	3,936.6	2,219.0

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	FY2019	FY2020	FY2021
Annual electrical power savings due to HDD power efficiency innovations (million kWh)	1,172.7¹	1,732.0¹	2,040.8

¹ The annual electrical power savings for FY2019 and FY2020 have been restated from previously published data due to an update of the supporting data.

GRI 303-1, 303-3, TC-SC-140a.1

WATER WITHDRAWAL, RECYCLING, AND CONSUMPTION	FY2019	FY2020	FY2021
Total volume of water withdrawn (m³)	20,907,948.6	17,131,552.1	17,771,953.3
Total volume of water recycled and reused (m³)	4,782,367.2	4,763,493.2	4,799,151.9
Total volume water consumed (m³)	10,922,394.7	6,482,220.0	7,231,373.7

GRI 305-1, TC-SC-110a.1

TOTAL DIRECT (SCOPE 1) GHG EMISSIONS (CO ₂ e-TON)	FY2019	FY2020	FY2021	CONVERSION FACTOR
CO ₂ (gas/oil + cleaning)	36,578.0	35,479.7	33,558.3	1
CH ₄	0.0	0.0	0.0	N/A
N ₂ O	0.0	0.0	0.0	N/A
HFCs ¹ (HFC-23/HFC-134a)	166.9	335.8	903.6	HFC-23: 3,348 (lbs/lbs) HFC-134a: 1,300 (lbs/lbs)
PFCs	0.0	0.0	0.0	N/A
SF ₆ ²	6,939.1	594.5	2,324.1	Multiple factors: 23,500 (lbs/lbs) 10,575 (lbs/lbs) 9,623 (lbs/lbs)
NF ₃ ³	7.3	2.1	4.7	2,898 (lbs/lbs)
CF ₄ ²	890.3	549.0	409.4	Multiple factors: 6,630 (lbs/lbs) 4,774 (lbs/lbs) 4,344 (lbs/lbs)
C ₄ F ₈ ³	8.5	1.6	3.5	6,010 (lbs/lbs)
HFE7100 ⁴	3,792.8	7,156.5	7,540.1	421.0 (lbs/lbs)
HCFC-22 ⁴	402.8	435.8	93.1	1,760 (lbs/lbs)
R-404A ⁵	45.3	3.9	1,292.5	3,943 (lbs/lbs)
HCFC-123 ⁴	14.2	14.2	14.2	79 (lbs/lbs)
HFE7200 ⁴	0.0	21.4	8.6	57 (lbs/lbs)
R-407C ⁶	128.9	43.1	0.0	1,624 (lbs/lbs)
R-508B ⁷	116.1	5.8	0.0	11,607 (lbs/lbs)
TOTAL SCOPE 1	49,090.3	44,643.4	46,152.0	

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, 100 year number.

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

³ Calculated by Western Digital: the conversion factor is determined by facility based on the international technical review of the abatement process in manufacturing.

⁴ IPCC fifth assessment report, 100 year number.

⁵ Global warming potential (GWP) is calculated based on component gases’ GWPs (44% HFC-125, 4% HFC-134a, 52% HFC 143a)

⁶ GWP is calculated based on component gases’ GWPs (25% HFC-125, 52% HFC-134a, 23% HFC-32)

⁷ GWP is calculated based on component gases’ GWPs (39% HFC-23, 61% PFC-116)

GRI 305-2

TOTAL INDIRECT (SCOPE 2) GHG EMISSIONS (CO ₂ e-TON) ¹	FY2020	FY2021
CO ₂ e ²	1,000,814.1	929,882.7

¹ Scope 2 market-based emissions; all gases CO₂, CH₄, N₂O are included. Due to the transition to include the Scope 2 market-based, rather than location-based, GHG emissions, our disclosure is limited to the last two fiscal years. Please reference our previous responses to the annual CDP Climate Change Questionnaire, which are published on our [Corporate Responsibility website](#) for historic data prior to FY2020.

² International Energy Association (IEA) emission factors

GRI 305-3

OTHER INDIRECT (SCOPE 3) GHG EMISSIONS (CO ₂ e-TON) ¹	FY2019	FY2020	FY2021
CO ₂ e ²	37,069.0	27,680.0	762.5 ³

¹ At this time, the Scope 3 emissions stated here include business air travel only.

² Defra emission factors
Note: Our complete FY 2020 Scope 3 inventory is disclosed in our 2021 CDP Climate Change response, which is posted on our [Corporate Responsibility website](#). We will also disclose our complete FY 2021 Scope 3 inventory in our 2022 CDP Climate Change response.

GRI 305-4

GHG EMISSIONS INTENSITY ¹	FY2020	FY2021
GHG emissions intensity ratio—HDD (Tons/PB) ²	1.7	0.9
GHG emissions intensity ratio—SSD (Tons/PB) ²	6.3	2.9

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

² Includes Scope 1 and Scope 2 market-based GHG emissions and all gases CO₂, CH₄, N₂O, HFCs, PFCs, SF₆ and NF₃. Due to the transition to include the Scope 2 market-based, rather than location-based, GHG emissions in this calculation, our disclosure is limited to the last two fiscal years.

END-OF-LIFE MATERIAL ¹			
FY2019	DISPOSED (METRIC TONS)	RECOVERED (METRIC TONS)	PERCENTAGE RECYCLED
NMP ²	1,371.1	1,302.5	95%
IPA (material) ³	8.3	8.3	100%
Aerosol cans (material)	0.04	0.0	0%
Batteries ⁴	4.5	3.9	85%
E-waste ⁵	73.6	72.1	98%
TOTAL	1,457.5	1,386.8	95%
FY2020	DISPOSED (METRIC TONS)	RECOVERED (METRIC TONS)	PERCENTAGE RECYCLED
NMP ²	1,460.0	1,387.0	95%
IPA (material) ³	12.8	12.8	100%
Aerosol cans (material)	0.03	0.00	0%
Batteries ⁴	5.2	4.4	85%
E-waste ⁵	52.6	51.5	98%
TOTAL	1,530.6	1,455.7	95%
FY2021	DISPOSED (METRIC TONS)	RECOVERED (METRIC TONS)	PERCENTAGE RECYCLED
NMP ²	940.6	893.5	95%
IPA (material) ³	9.6	9.6	100%
Aerosol cans (material)	0.02	0.0	0%
Batteries ⁴	0.8	0.7	85%
E-waste ⁵	19.3	18.9	98%
TOTAL	970.3	922.7	95%

¹Data only includes Great Oaks facility. Materials used in the manufacturing of Western Digital storage products are disposed of according to local regulations in all regions in which Western Digital operates.

²Treated off-site at treatment, storage, and disposal facilities, then sold as product to other vendors.

³Sold “as-is” and directly recycled.

⁴Deconstructed and recyclable materials recovered.

⁵Approximately 93% of e-waste is recycled, primarily for precious metal recovery, and more than 5% of e-waste is refurbished and sold for reuse.

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

IEC 62474 DECLARABLE SUBSTANCES	FY2019	FY2020	FY2021
Percentage of products by revenue that contain IEC 62474 declarable substances ¹	100%	100%	100%

¹Though 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.

Supply Chain

TC-HW-430A.1, TC-HW-430A.2

SUPPLIERS ASSESSED USING RBA VALIDATED ASSESSMENT PROGRAM	FY2019	FY2020	FY2021
Percentage of all Tier 1 supplier facilities audited in the RBA Validated Assessment Program or equivalent ¹	96%	58%	62%
Percentage of high-risk Tier 1 supplier facilities audited in the RBA Validated Assessment Program or equivalent ²	0%	0%	0%
Tier 1 suppliers’ non-conformance rate with the RBA Validated Assessment Program or equivalent	6%	9%	8%
Tier 1 suppliers’ associated corrective action rate for priority non-conformances	100%	91%	93%
Tier 1 suppliers’ associated corrective action rate for other non-conformances	93%	76%	84%

¹Total supplier facilities for FY2019 encompass 80% of direct material spend. Total supplier facilities for FY2020 and FY2021 encompass 90% of direct material spend and single/sole source and strategic suppliers included in the previous top 80% spend.

²The RBA Online SAQ identified 0 high risk facilities for Western Digital.

Our Workforce

GRI 403-8, 403-9

v						
HEALTH AND SAFETY		FY2019		FY2020		FY2021
EMPLOYEES	#	%	#	%	#	%
#/rate of employee fatalities	0	0	0	0	0	0
#/rate of high-consequence work-related injuries (excluding fatalities)—employees	2	0.0029	0	0	4	0.006
Employee Lost Time Incident Rate (LTIR) ¹	37	0.05	49 ²	0.08 ²	29	0.04
#/rate of recordable work-related injuries (including fatalities)—employees	79	0.11	82 ²	0.13 ²	61	0.09
Employee Total Recordable Incident Rate (TRIR) ¹	79	0.11	82 ²	0.13 ²	61	0.09
Main types of work-related injury —employees	Slip/Trip/Fall, Struck/on/by, Machine safety, Material Handling/Ergo					
TOTAL NUMBER OF HOURS WORKED—EMPLOYEES	138,407,687		127,453,523		131,495,058	
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	21	N/A	13	N/A	6	N/A

HEALTH AND SAFETY		FY2019		FY2020		FY2021	
NON-EMPLOYEE WORKERS		#	%	#	%	#	%
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 and Repetitive Trauma are identified through hazard identification and risk assessment process; incident investigation process; and internal/external audits and inspections. ii. During FY2021, 3 high-consequence injuries were caused by slip/trip/fall and one was caused by a delivery truck hit a WD worker in a WD parking lot. iii. Actions taken to minimize risks include the following: 1. Design and evaluate workplace to eliminate hazards. 2. Design and evaluate workplace and stations to eliminate repetitive trauma hazards. 3. Create operating procedures and work instructions, provide control measures to different hazards 4. Train and communicate workers to understand and identify hazards and follow control measures to control hazards. 5. Conduct periodic inspection/walk-through to monitor the workplace and verify that it is free from hazards. 6. Take corrective and preventive actions to eliminate the hazards.”					
Whether the rates have been calculated based on 200,000 or 1,000,000 hours worked		200,000					
Any workers excluded from this disclosure (and why)		0		0		0	
Workers covered by an occupational health and safety management system		100%		100%		100%	

¹ Employee LTIR and TRIR are Occupational Safety and Health Administration (OSHA) Standards.
² This value is restated for FY2020 due to the status change of a small number of injury cases.
Note: Western Digital currently does not track main types of work-related injury or total number of hours worked for non-employee workers.

GRI 401-1

EMPLOYEE ATTRACTION, RETENTION AND ENGAGEMENT	FY2019		FY2020		FY2021	
EMPLOYEE HIRES	#	RATE ¹	#	RATE ¹	#	RATE ¹
Hires by age group	5,950	27.5%	10,160	55.3%	6,774	36.0%
• Under 30	2,516	6.3%	3,889	9.8%	2,642	6.6%
• 30–50	297	5.2%	300	5.2%	187	3.0%
• 50+						
Hires by gender	4,298	15.5%	4,833	17.9%	3,372	12.3%
• Male	4,465	11.2%	9,510	26.0%	6,229	16.4%
• Female						
Hires by region	1,043	12.5%	1,125	14.0%	734	9.2%
• United States	7,507	13.0%	12,992	23.9%	8,736	15.6%
• Asia	213	17.0%	232	18.1%	133	10.5%
• Other						
Total Employee Hires	8,763	13.0%	14,349	22.5%	9,603	14.7%

EMPLOYEE ATTRACTION, RETENTION AND ENGAGEMENT	FY2019		FY2020		FY2021	
EMPLOYEE TURNOVER	#	RATE ²	#	RATE ²	#	RATE ²
Voluntary turnover by age group	3,101	14.3%	2,755	15.0%	3,766	20.0%
• Under 30	3,088	7.7%	2,422	6.1%	2,352	5.8%
• 30–50	231	4.0%	203	3.5%	237	3.8%
• 50+						
Involuntary turnover by age group ³	7,906	36.6%	3,148	17.1%	1,175	6.2%
• Under 30	4,195	10.4%	2,390	6.1%	1,523	3.8%
• 30–50	959	16.8%	457	7.9%	298	4.8%
• 50+						
Voluntary turnover by gender	2,682	9.7%	2,055	7.6%	2,479	9.1%
• Male	3,736	9.4%	3,324	9.1%	3,876	10.2%
• Female						
Involuntary turnover by gender ³	3,051	11.0%	2,486	9.2%	659	2.4%
• Male	10,007	25.1%	3,506	9.6%	2,336	6.2%
• Female						
Voluntary turnover by region	768	9.2%	592	7.4%	610	7.7%
• United States	5,551	9.6%	4,706	8.7%	5,665	10.1%
• Asia	101	8.1%	82	6.4%	80	6.3%
• Other						
Involuntary turnover by region ³	932	11.1%	535	6.7%	236	3.0%
• United States	12,082	20.8%	5,292	9.7%	2,700	4.8%
• Asia	46	3.7%	168	13.1%	60	4.7%
• Other						
Total Voluntary Employee Turnover	6,420	9.5%	5,380	8.4%	6,355	9.7%
Total Involuntary Employee Turnover ³	13,060	19.3%	5,995	9.4%	2,996	4.6%

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

² Turnover rate is calculated as the total number of separations/terminations (voluntary and involuntary) divided by the average headcount over the time period. Employees without gender or birthdate in the source data are included in the total only and not in age, gender and region breakouts.

³ FY2019 involuntary turnover rates were significantly impacted by restructuring tied to business divestitures.

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

AGE REPRESENTATION OF GLOBAL EMPLOYEES ¹			
FY2019	UNDER 30	30-50	50+
Management	1.1%	70.4%	28.5%
Technical staff	18.3%	63.3%	18.4%
All other employees	33.1%	61.7%	5.2%
Factory employees ²	35.0%	61.5%	3.5%
Non-factory employees	14.7%	63.9%	21.5%
FY2020	UNDER 30	30-50	50+
Management	1.0%	68.6%	30.4%
Technical staff	21.2%	60.3%	18.6%
All other employees	33.7%	60.9%	5.4%
Factory employees ²	35.4%	60.6%	4.0%
Non-factory employees	15.0%	64.3%	20.7%
FY2021	UNDER 30	30-50	50+
Management	0.9%	66.7%	32.4%
Technical staff	22.1%	58.9%	19.0%
All other employees	32.3%	61.8%	6.0%
Factory employees ²	33.8%	61.5%	4.7%
Non-factory employees	15.2%	64.3%	20.5%

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.

GENDER REPRESENTATION OF GLOBAL EMPLOYEES ¹			
FY2019	FEMALE	MALE	OTHER
Management	26.1%	73.8%	0.0%
Technical staff	20.2%	79.8%	0.0%
All other employees	67.3%	32.7%	0.0%
Factory employees ²	69.0%	31.0%	0.0%
Non-factory employees	50.4%	49.5%	0.1%
FY2020	FEMALE	MALE	OTHER
Management	26.1%	73.8%	0.0%
Technical staff	21.4%	78.5%	0.0%
All other employees	72.6%	31.5%	0.0%
Factory employees ²	70.1%	29.9%	0.0%
Non-factory employees	50.9%	49.0%	0.1%
FY2021	FEMALE	MALE	OTHER
Management	25.7%	74.3%	0.0%
Technical staff	22.3%	77.7%	0.0%
All other employees	68.3%	31.7%	0.0%
Factory employees ²	69.8%	30.2%	0.0%
Non-factory employees	51.8%	48.2%	0.1%

¹ Data is based on the headcount at the end of the indicated fiscal year. Gender data is based on self-identification.
² For purposes of this report, “factory employees” are those working in our factory setting that directly work on product assembly; all remaining employees are considered professional or managerial.

GRI 102-8

INFORMATION ON EMPLOYEES AND OTHER WORKERS ¹				
FY2019		FULL-TIME EMPLOYEES	PART-TIME EMPLOYEES	REGULAR EMPLOYEES
Gender ²	Female	35,264	38	35,302
	Male	26,946	31	26,977
	Other	5	0	5
Region	United States	8,039	36	8,075
	Asia	52,913	7	52,920
	Other	1,263	26	1,289
FY2020				
Gender ²	Female	37,948	27	37,975
	Male	27,193	28	27,221
	Other	7	0	7
Region	United States	7,994	29	8,023
	Asia	55,898	11	55,909
	Other	1,256	15	1,271
FY2021				
Gender ²	Female	37,955	30	37,985
	Male	27,436	39	27,475
	Other	8	0	8
Region	United States	7,892	34	7,926
	Asia	56,255	22	56,277
	Other	1,252	13	1,265

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.

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

RACIAL/ETHNIC GROUP REPRESENTATION OF UNITED STATES EMPLOYEES ¹					
FY2019	ASIAN	BLACK OR AFRICAN AMERICAN	HISPANIC OR LATINO	WHITE	OTHER ²
Management	45.6%	0.9%	4.5%	46.9%	2.1%
Technical staff	57.3%	0.9%	3.2%	37.4%	1.1%
All other employees	53.0%	2.5%	13.3%	27.7%	3.5%
Factory employees ³	59.8%	3.0%	16.6%	15.8%	4.8%
Non-factory employees	47.3%	2.1%	10.6%	37.6%	2.5%
FY2020	ASIAN	BLACK OR AFRICAN AMERICAN	HISPANIC OR LATINO	WHITE	OTHER ²
Management	48.9%	1.0%	4.4%	43.4%	2.3%
Technical staff	58.2%	1.0%	3.3%	36.4%	1.1%
All other employees	56.1%	2.6%	13.1%	24.1%	4.1%
Factory employees ³	64.3%	2.8%	15.1%	13.5%	4.2%
Non-factory employees	47.6%	2.4%	11.0%	35.1%	3.9%
FY2021	ASIAN	BLACK OR AFRICAN AMERICAN	HISPANIC OR LATINO	WHITE	OTHER ²
Management	49.7%	1.1%	4.5%	42.4%	2.3%
Technical staff	58.3%	1.0%	3.4%	35.9%	1.4%
All other employees	56.2%	2.6%	13.1%	23.8%	4.3%
Factory employees ³	62.6%	2.8%	16.2%	13.5%	4.9%
Non-factory employees	48.8%	2.2%	9.6%	35.8%	3.6%

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.”

Governance and Ethics

GRI 205-1

GLOBAL CODE OF CONDUCT TRAINING	FY2019	FY2020	FY2021
Number of professional and managerial workers ¹ assigned online Global Code of Conduct training	27,888	20,326 ²	20,435 ²
% of training completion by month-end deadline	99.9%	99.8%	99.8%
Number of employees not finished by deadline	27	39	43
Time required to reach 100% training completion (days)	11 days	12 days	4 days
Number of employees receiving instructor-led training	3,521	2,239	5,819

¹ Includes Western Digital employees and contractors.
² Change in assignment methodology; APAC technician population was trained by instructor-led rather than via online training.

GRI 205-1

ANTI-CORRUPTION	FY2019	FY2020	FY2021
Percentage of operations assessed for risks related to corruption	100%	100%	100%

GRI 405-1

BOARD DIVERSITY		FY2019	FY2020	FY2021
By gender	Male	70.0%	50.0%	50.0%
	Female	30.0%	50.0%	50.0%
By age group	Under 30	0%	0%	0%
	30-50	10.0%	12.5%	12.5%
	50+	90.0%	87.5%	87.5%

Activity Metrics

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

ACTIVITY METRIC	UNIT	FY 2019	FY 2020	FY 2021
Number of units produced by product category <ul style="list-style-type: none">• Communications Equipment• Components• Computer Hardware• Computer Peripherals• Computer Storage• Consumer Electronics• Other Hardware• Printing & Imaging• Transaction Management Systems	Number (#) ¹	790,844,227	740,648,479	669,839,821
Area of manufacturing facilities	Square feet [ft²]	7,584,687	7,599,703	8,751,512
Percentage of production from owned facilities	Percentage [%] ¹	65%	66%	78%

¹ Includes computer storage units.

GRI Index

GRI STANDARD	DISCLOSURE DESCRIPTION	REPORT LOCATION OR DIRECT ANSWER	OMISSIONS
GENERAL DISCLOSURES			
Organizational profile			
102-1	Name of the organization	Western Digital	
102-2	Activities, brands, products, and services	Sustainability Report FY2021, page 23	
102-3	Location of headquarters	San Jose, California	
102-4	Location of operations	2021 Annual Report on Form 10-K	
102-5	Ownership and legal form	Publicly traded company under NASDAQ: WDC	
102-6	Markets Served	Western Digital Corporate Website – Solutions – Industries	
102-7	Scale of the organization	2021 Annual Report on Form 10-K, pages 4, 27, 34	

GRI STANDARD	DISCLOSURE DESCRIPTION	REPORT LOCATION OR DIRECT ANSWER	OMISSIONS
102-8	Information on employees and other workers	Sustainability Report FY2021, page 44 ; ESG Data Download	
102-9	Supply chain	Sustainability Report FY2021, page 32	
102-10	Significant changes to the organization and its supply chain	We had no significant changes to our organization or our supply chain in FY2021.	
102-11	Precautionary Principle or approach	Western Digital does not currently address the Precautionary Principle.	
102-12	External initiatives	Responsible Minerals Initiative Responsible Labor Initiative	
102-13	Membership of associations	The Responsible Business Alliance	
ETHICS AND INTEGRITY			
102-16	Values, principles, standards, and norms of behavior	Sustainability Report FY2021, page 51	
102-17	Mechanisms for advice and concerns about ethics	Sustainability Report FY2021, page 52	
GOVERNANCE			
102-18	Governance structure	Sustainability Report FY2021, page 25	
STAKEHOLDER ENGAGEMENT			
102-40	List of stakeholder groups	Sustainability Report FY2021, page 23	
102-41	Percentage of total employees covered by collective bargaining agreements	While the substantial majority of our employees are not party to a collective bargaining agreement, a portion of our employees in Japan, China, and Malaysia are subject to collective bargaining agreements.	

GRI STANDARD	DISCLOSURE DESCRIPTION	REPORT LOCATION OR DIRECT ANSWER	OMISSIONS
102-42	Identifying and selecting stakeholders	Sustainability Report FY2021, page 23	
102-43	Approach to stakeholder engagement	Sustainability Report FY2021, page 23	
102-44	Key topics and concerns raised	Sustainability Report FY2021, page 23	
REPORTING PRACTICES			
102-45	Entities included in the consolidated financial statements	2021 Annual Report on Form 10-K	
102-46	Defining report content and topic Boundaries	Sustainability Report FY2021, page 1	
102-47	List of material topics	Sustainability Report FY2021, page 24	
102-48	Restatements of information	Historical information for fiscal year 2019 and fiscal year 2020 is included in this report. Additionally, the following information has been restated: - GRI 305-2; Scope 2 GHG Emissions FY2020; the data previously disclosed represented our Scope 2 location-based emissions whereas this report lists the Scope 2 market-based emissions - GRI 302-5; Electrical Power Savings FY2019 and FY2020; due to an update of the supporting data - GRI 305-4 GHG Emissions Intensity FY2020; due to the inclusion of Scope 2 market-based emissions rather than location-based - GRI 401-1 and 405-1; Employee Hires and Turnover and Diversity of Employees FY2019 and FY2020; due to updated methodology	

GRI STANDARD	DISCLOSURE DESCRIPTION	REPORT LOCATION OR DIRECT ANSWER	OMISSIONS
102-49	Changes in reporting	Materiality and Stakeholder Engagement	
102-50	Reporting period	Fiscal Year 2021	
102-51	Date of most recent report	March 2021	
102-52	Reporting cycle	Annual	
102-53	Contact point for questions about the report	sustainability@wdc.com	
102-54	Claims or reporting in accordance with GRI Standards	Sustainability Report FY2021, page 1	
102-55	GRI content index	This document represents the Company's content index	
102-56	External Assurance	Sustainability Report FY2021, page 28; Verification Statement FY2021	
ECONOMIC TOPICS			
Anti-Corruption			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundaries	Sustainability Report FY2021, page 52; Boundary – internal, all operations; external, supply chain, contract manufacturers	
Management Approach 2016	103-2 The management approach and its components	Sustainability Report FY2021, page 52	
	103-3 Evaluation of the management approach	Sustainability Report FY2021, page 52	
205-1	Operations assessed for risks related to corruption	Sustainability Report FY2021, page 52; ESG Data Download	

GRI STANDARD	DISCLOSURE DESCRIPTION	REPORT LOCATION OR DIRECT ANSWER	OMISSIONS
ENVIRONMENTAL TOPICS			
Energy			
GRI 103: Management Approach 2016	103–1 Explanation of the material topic and its Boundaries	Sustainability Report FY2021, page 26; Boundary – internal, all operations; external, supply chain, contract manufacturers	
	103–2 The management approach and its components	Sustainability Report FY2021, page 26	
	103–3 Evaluation of the management approach	Sustainability Report FY2021, page 26	
302–1	Energy consumption within the organization	ESG Data Download	
302–3	Energy intensity	ESG Data Download	
302–5	Reductions in energy requirements of products and services	ESG Data Download	
Water			
GRI 103: Management Approach 2016	103–1 Explanation of the material topic and its Boundaries	Not Applicable	Water was not identified as a material topic for Western Digital
	103–2 The management approach and its components	Not Applicable	Water was not identified as a material topic for Western Digital
	103–3 Evaluation of the management approach	Not Applicable	Water was not identified as a material topic for Western Digital
303–1	Water withdrawal by source	ESG Data Download	
303–3	Water recycled and reused	ESG Data Download	

GRI STANDARD	DISCLOSURE DESCRIPTION	REPORT LOCATION OR DIRECT ANSWER	OMISSIONS
Emissions			
GRI 103: Management Approach 2016	103–1 Explanation of the material topic and its Boundaries	Sustainability Report FY2021, page 26; Boundary – internal, all operations; external, supply chain, contract manufacturers	
	103–2 The management approach and its components	Sustainability Report FY2021, page 26	
	103–3 Evaluation of the management approach	Sustainability Report FY2021, page 26	
1.2	Whether offsets were used	No offsets were used	
305–1	Direct (Scope 1) GHG emissions	ESG Data Download	
305–2	Energy indirect (Scope 2) GHG emissions	ESG Data Download	
305–3	Other indirect (Scope 3) GHG emissions	ESG Data Download	
305–4	GHG emissions intensity	ESG Data Download	
ENVIRONMENTAL COMPLIANCE			
GRI 103: Management Approach 2016	103–1 Explanation of the material topic and its Boundaries	Not Applicable	Environmental Compliance was not identified as a material topic for Western Digital
	103–2 The management approach and its components	Not Applicable	Environmental Compliance was not identified as a material topic for Western Digital
	103–3 Evaluation of the management approach	Not Applicable	Environmental Compliance was not identified as a material topic for Western Digital

GRI STANDARD	DISCLOSURE DESCRIPTION	REPORT LOCATION OR DIRECT ANSWER	OMISSIONS
307–1	Non-compliance with environmental laws and regulations	Sustainability Report FY2021, page 32	
SUPPLIER ENVIRONMENTAL ASSESSMENT			
GRI 103: Management Approach 2016	103–1 Explanation of the material topic and its Boundaries	Not Applicable	Supplier Environmental Assessment was not identified as a material topic for Western Digital
	103–2 The management approach and its components	Not Applicable	Supplier Environmental Assessment was not identified as a material topic for Western Digital
	103–3 Evaluation of the management approach	Not Applicable	Supplier Environmental Assessment was not identified as a material topic for Western Digital
308–1	Percentage of new suppliers that were screened using environmental data	100% of new direct materials and production part suppliers as part of the supplier onboarding process	

GRI STANDARD	DISCLOSURE DESCRIPTION	REPORT LOCATION OR DIRECT ANSWER	OMISSIONS
308–2	Negative environmental impacts in the supply chain and actions taken	Number of suppliers assessed for environmental impacts: FY2021: 142 suppliers responded to the 2020 CDP Climate Change Questionnaire ¹ ; 129 suppliers responded to the 2020 CDP Water Security Questionnaire ¹ Sustainability Report FY2021, page 37	Unavailable Information: <ul style="list-style-type: none">• 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• Percentage of suppliers identified as having significant actual and potential negative environmental impacts and improvements were agreed upon as a result of assessment

SOCIAL TOPICS			
Employment			
GRI 103: Management Approach 2016	103–1 Explanation of the material topic and its Boundaries	Sustainability Report FY2021, page 40; Boundary – internal, all operations	
	103–2 The management approach and its components	Sustainability Report FY2021, page 40	
	103–3 Evaluation of the management approach	Sustainability Report FY2021, page 40	

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 a calendar year completed. For example, calendar year 2020 data is referenced to represent fiscal year 2021 data.

GRI STANDARD	DISCLOSURE DESCRIPTION	REPORT LOCATION OR DIRECT ANSWER	OMISSIONS
401–1	New employee hires and employee turnover	ESG Data Download	
401–2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Sustainability Report FY2021, page 44	
Training and Education			
GRI 103: Management Approach 2016	103–1 Explanation of the material topic and its Boundaries	Not Applicable	Training and Education was not identified as a material topic for Western Digital
	103–2 The management approach and its components	Not Applicable	Training and Education was not identified as a material topic for Western Digital
	103–3 Evaluation of the management approach	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 FY2021, page 46	
404–3	Percentage of employees receiving regular performance and career development reviews	Sustainability Report FY2021, page 46	

GRI STANDARD	DISCLOSURE DESCRIPTION	REPORT LOCATION OR DIRECT ANSWER	OMISSIONS
Occupational Health and Safety			
GRI 103: Management Approach 2018	103–1 Explanation of the material topic and its Boundaries	Sustainability Report FY2021, page 47; Boundary – internal, all operations; external, supply chain, contract manufacturers	
	103–2 The management approach and its components	Sustainability Report FFY2021, page 47	
	103–3 Evaluation of the management approach	Sustainability Report FY2021, page 47	
	403–1 Occupational health and safety management system	Sustainability Report FY2021, page 47	
	403–2 Hazard identification, risk assessment, and incident investigation	Sustainability Report FY2021, page 48	
	403–3 Occupational health services	Sustainability Report FY2021, page 49	
	403–4 Worker participation, consultation, and communication on occupational health and safety	Sustainability Report FY2021, page 48	
	403–5 Worker training on occupational health and safety	Sustainability Report FY2021, page 47	
	403–6 Promotion of worker health	Sustainability Report FY2021, page 49	
	403–7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Sustainability Report FY2021, page 48	

GRI STANDARD	DISCLOSURE DESCRIPTION	REPORT LOCATION OR DIRECT ANSWER	OMISSIONS
403–8	403–8 Workers covered by an occupational health and safety management system	ESG Data Download	
403–9	403–9 Work-related injuries	ESG Data Download	
Diversity and Equal Opportunity			
GRI 103: Management Approach 2016	103–1 Explanation of the material topic and its Boundaries	Sustainability Report FY2021, page 40; Boundary – internal, all operations	
	103–2 The management approach and its components	Sustainability Report FY2021, page 40	
	103–3 Evaluation of the management approach	Sustainability Report FY2021, page 40	
405–1	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity.	ESG Data Download	
Child Labor			
GRI 103: Management Approach 2016	103–1 Explanation of the material topic and its Boundaries	Sustainability Report FY2021, page 32; Boundary – internal, all operations; external, supply chain, contract manufacturers, communities of operation	
	103–2 The management approach and its components	Sustainability Report FY2021, page 32	
	103–3 Evaluation of the management approach	Sustainability Report FY2021, page 32	

GRI STANDARD	DISCLOSURE DESCRIPTION	REPORT LOCATION OR DIRECT ANSWER	OMISSIONS
408–1	Operations and suppliers at significant risk for incidents of child labor	Sustainability Report FY2021, page 33	
Forced or Compulsory Labor			
GRI 103: Management Approach 2016	103–1 Explanation of the material topic and its Boundaries	Sustainability Report FY2021, page 32; Boundary – internal, all operations; external, supply chain, contract manufacturers, communities of operation	
	103–2 The management approach and its components	Sustainability Report FY2021, page 32	
	103–3 Evaluation of the management approach	Sustainability Report FY2021, page 32	
409–1	Operations and suppliers at significant risk for incidents of compulsory labor	Sustainability Report FY2021, page 33	
Human Rights Assessment			
GRI 103: Management Approach 2016	103–1 Explanation of the material topic and its Boundaries	Sustainability Report FY2021, page 32; Boundary – internal, all operations; external, supply chain, contract manufacturers, communities of operation	
	103–2 The management approach and its components	Sustainability Report FY2021, page 32	
	103–3 Evaluation of the management approach	Sustainability Report FY2021, page 32	
412–1	Operations subject to human rights reviews or human rights impact assessments	Sustainability Report FY2021, page 33	

GRI STANDARD	DISCLOSURE DESCRIPTION	REPORT LOCATION OR DIRECT ANSWER	OMISSIONS
Supplier Social Assessment			
GRI 103: Management Approach 2016	103–1 Explanation of the material topic and its Boundaries	Not Applicable	Supplier Social Assessment was not identified as a material topic for Western Digital
	103–2 The management approach and its components	Not Applicable	Supplier Social Assessment was not identified as a material topic for Western Digital
	103–3 Evaluation of the management approach	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 FY2021, page 33	
Customer Privacy			
GRI 103: Management Approach 2016	103–1 Explanation of the material topic and its Boundaries	Sustainability Report FY2021, page 53; Boundary – internal, all operations; external, supply chain, contract manufacturers, customers, consumers	
	103–2 The management approach and its components	Sustainability Report FY2021, page 53	
	103–3 Evaluation of the management approach	Sustainability Report FY2021, page 53	
418–1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Sustainability Report FY2021, page 54	

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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	ESG Data Download
	<div><div><ul style="list-style-type: none">• Communications Equipment• Components• Computer Hardware• Computer Peripherals• Computer Storage</div><div><ul style="list-style-type: none">• Consumer Electronics• Other Hardware• Printing & Imaging• Transaction Management Systems</div></div>	
TC-HW-000.B	Area of manufacturing facilities (Square feet (ft²))	ESG Data Download
TC-HW-000.C	Percentage of production from owned facilities	ESG Data Download

SASB CODE	METRIC	REPORT LOCATION OR DIRECT ANSWER
Accounting Metrics		
TC-HW-230a.1	Description of approach to identifying and addressing data security risks in products	Sustainability Report FY2021, page 53
TC-HW-330a.1	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	ESG Data Download
TC-HW-410a.1	Percentage of products by revenue that contain IEC 62474 declarable substances	ESG Data Download
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, meeting ENERGY STAR® criteria	For similar reasons as explained in SASB TC-HW-410a.2, the vast majority of our products are not eligible for ENERGY STAR certification. Several previously eligible products have recently been 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	ESG Data Download
TC-HW-430a.1 & TC-HW-430a.2	Suppliers Assessed Using RBA Validated Assessment Program (VAP)	Sustainability Report FY2021, page 32 ; ESG Data Download
TC-HW-440a.1	Description of the management of risks associated with the use of critical materials	Sustainability Report FY2021, page 34

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SASB Semiconductors Standard Index

SASB CODE	METRIC	REPORT LOCATION OR DIRECT ANSWER
Activity Metrics		
TC-SC-000.A	Total production	ESG Data Download
TC-SC-000.B	Percentage of production from owned facilities	ESG Data Download
Accounting Metrics		
TC-SC-110a.1	(1) Gross global Scope 1 emissions and (2) amount of total emissions from perfluorinated compounds	ESG Data Download
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 FY2021, page 26
TC-SC-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	ESG Data Download

SASB CODE	METRIC	REPORT LOCATION OR DIRECT ANSWER
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	ESG Data Download Percentage of water withdrawn and consumed from regions with high or extremely high baseline water stress ¹ : 21% of total FY2021 water withdrawal 13% of total FY2021 water consumption
TC-SC-150a.1	Amount of hazardous waste from manufacturing, percentage recycled	ESG Data Download
TC-SC-320a.1	Description of efforts to assess, monitor, and reduce exposure of employees to human health hazards	Sustainability Report FY2021, page 47
TC-SC-320a.2	Total amount of monetary losses as a result of legal proceedings associated with employee health and safety violations	FY2021: \$1,200 ²
TC-SC-330a.1	Percentage of employees that are (1) foreign nationals and (2) located offshore	Western Digital does not disclose the percentage of employees who are foreign nationals or located offshore. However, we disclose a breakdown of our workforce by region. See the ESG Data Download for more information.
TC-SC-410a.1	Percentage of products by revenue that contain IEC 62474 declarable substances	ESG Data Download
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 FY2021, page 34
TC-SC-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	FY2021: \$0

¹Western Digital applied the results of the WRI Aqueduct Water Risk Atlas version 3.0 for this assessment.
²Includes the monetary losses as a result of a fine associated with employee health and safety that was settled during the reporting period.

INDICES

TCFD Index

Western Digital has considered the recommendations from the Task Force on Climate-related Disclosures. This Index demonstrates the alignment between Western Digital’s disclosures and the TCFD recommendations and indicates where relevant information can be referenced.

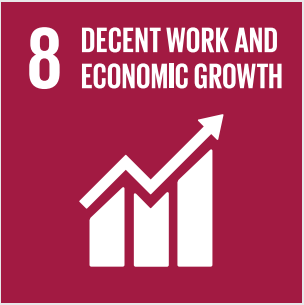



TOPIC	TCFD RECOMMENDED DISCLOSURE	DISCLOSURE REFERENCE
Activity Metrics		
Governance	a) Describe the board’s oversight of climate-related risks and opportunities.	Western Digital’s 2021 CDP Climate Change Response (Section C1.1b) Sustainability Report FY2021, page 25
	b) Describe management’s role in assessing and managing climate-related risks and opportunities.	Western Digital’s 2021 CDP Climate Change Response (Sections C1.2 and C1.2a) Sustainability Report FY2021, 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 2021 CDP Climate Change Response (Sections C2.1a, C2.3, C2.3a, C2.4 and C2.4a)
	b) Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning.	Western Digital’s 2021 CDP Climate Change Response (Sections C2.3a, C2.4a, C3.1, C3.2a, C3.3, C3.4 and C3.4a)
	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 2021 CDP Climate Change Response (Sections C3.2 and C3.2a) Sustainability Report FY2021, page 27

TOPIC	TCFD RECOMMENDED DISCLOSURE	DISCLOSURE REFERENCE
Risk Management	a) Describe the organization’s processes for identifying and assessing climate-related risks.	Western Digital’s 2021 CDP Climate Change Response (Sections C2.1, C2.2 and C2.2a) Sustainability Report FY2021, page 27
	b) Describe the organization’s processes for managing climate-related risks.	Western Digital’s 2021 CDP Climate Change Response (Sections C2.1 and C2.2) Sustainability Report FY2021, 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 2021 CDP Climate Change Response (Sections C2.1 and C2.2) Sustainability Report FY2021, 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 2021 CDP Climate Change Response (Sections C4.2, C4.2a, C4.2b and C9.1) Sustainability Report FY2021, page 28
	b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	Western Digital’s 2021 CDP Climate Change Response (Sections C6.1, C6.3 and 6.5) ESG Data Download
	c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	Western Digital’s 2021 CDP Climate Change Response (Sections C4.1, C4.1a, C4.1b, C4.2, C4.2a and C4.2b) Sustainability Report FY2021, page 28

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UN SDG Index

UN SDG	SDG GOAL DESCRIPTION	DISCLOSURE REFERENCE
	Ensure healthy lives and promote well-being for all at all ages	Sustainability Report FY2021, page 40
	Achieve gender equality and empower all women and girls	Sustainability Report FY2021, page 40
	Ensure availability and sustainable management of water and sanitation for all	Sustainability Report FY2021, page 26
	Ensure access to affordable, reliable, sustainable and modern energy for all	Sustainability Report FY2021, page 26

UN SDG	SDG GOAL DESCRIPTION	DISCLOSURE REFERENCE
	Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	Sustainability Report FY2021, pages 32 and 40
	Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation	Sustainability Report FY2021, page 26
	Ensure sustainable consumption and production patterns	Sustainability Report FY2021, page 26
	Take urgent action to combat climate change and its impacts	Sustainability Report FY2021, page 26

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The 2021 Sustainability Report contains forward-looking statements, which are based on our current expectations and are subject to risks and uncertainties that could cause actual results to differ materially from those expressed in these forward-looking statements. Risks and uncertainties that could cause actual results to differ include: the COVID-19 pandemic; the regulatory environment; supply chain disruptions; business conditions; litigation and other legal proceedings; and other risks and uncertainties set forth in our reports filed with the Securities and Exchange Commission, 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 these forward-looking statements to reflect subsequent events or circumstances. Additionally, this update contains metrics that have not been prepared in accordance with United States generally accepted accounting principles ("GAAP") and have not been audited. These metrics are not an alternative for metrics prepared in accordance with GAAP and may be different from non- GAAP metrics used by other companies.