

ESG DATA DOWNLOAD

FISCAL YEAR 2020

We are transitioning our annual sustainability report to align with our fiscal year, rather than the calendar year. This 2021 ESG Data Download provides an interim data update to support that transition. FY 2019 represents fiscal year 2019 (June 29 2018 – June 28 2019), FY 2020 represents fiscal year 2020 (June 29 2019 – July 3 2020), and H2 FY 2020 represents the second half of fiscal year 2020 (January 1 2020 – July 3 2020). FY 2019 and FY 2020 data covers periods that were previously covered in our calendar year-based reports, which has been reframed to align with fiscal year reporting periods.

Environment

Energy Consumption Within the Organization ¹	FY 2019	FY 2020	H2 FY 2020	FY 2019	FY 2020	H2 FY 2020
	Gigawatt Hours			Trillion Joules		
Total fuel consumption from nonrenewable sources (gas/oil)	173.3	168.2	86.7	623.7	605.6	312.2
Total fuel consumption from renewable sources	0	0	0	0	0	0
Electricity consumption	1,951.1	1,865.6	915.0	7,024.0	6,716.0	3,293.9
Electricity consumption from renewable sources	139.0	145.1	71.6	500.3	522.4	257.8
Electricity consumption from nonrenewable sources	1,812.1	1,720.5	843.3	6,523.6	6,193.7	3,036.0
Total energy consumption	2,124.4	2,033.8	1,001.7	7,647.7	7,321.6	3,606.1

¹ Data includes the main research, development and manufacturing facilities owned by Western Digital Corporation in FY 2020. These 19 facilities are located in the United States, China, India, Israel, Japan, Malaysia, Philippines, and Thailand. As part of our ongoing integration and portfolio optimization, Western Digital closed facilities during the reporting period. Therefore, the actual location boundary differs slightly from calendar year 2019. Western Digital continues to use the Greenhouse Gas Protocol (GHG Protocol), the most widely used international accounting tool for government and business leaders to understand, quantify and manage greenhouse gas emissions.

Energy Intensity	FY 2019	FY 2020	H2 FY 2020
Energy intensity ratio (kWh/PB) ¹	5,316.3	3,936.6	4,079.6

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.

Electrical Power Savings	FY 2019	FY 2020	H2 FY 2020
Annual electrical power savings due to HDD power efficiency innovations (million kWh)	1,168.12	1,730.37	929.45

Total Direct (Scope 1) GHG Emissions (CO ₂ e-ton)	FY 2019	FY 2020	H2 FY 2020	Conversion Factor
CO ₂ (gas/oil + cleaning)	36,578.0	35,479.7	18,381.7	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	310.2	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	101.7	Multiple factors: 23,500 (lbs/lbs) 10,575 (lbs/lbs) 9,623 (lbs/lbs)
NF ₃ ³	7.3	2.1	0.5	2,898 (lbs/lbs)
CF ₄ ²	890.3	549.0	227.0	Multiple factors: 6,630 (lbs/lbs) 4,774 (lbs/lbs) 4,344 (lbs/lbs)
C ₄ F ₈ ³	8.5	1.6	1.1	6,010 (lbs/lbs)
HFE7100 ⁴	3,792.8	7,156.5	3,080.2	421 (lbs/lbs)
HCFC-22 ⁴	402.8	435.8	175.1	1,760 (lbs/lbs)
R-404A ⁵	45.3	3.9	0.0	3,943 (lbs/lbs)
HCFC-123 ⁴	14.2	14.2	7.1	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	22,293.2	

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

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

Total Indirect (Scope 2) GHG Emissions (CO ₂ e-ton) ¹	FY 2019	FY 2020	H2 FY 2020
CO ₂ e ²	1,022,668.5	958,051.6	471,555.2

¹ All gases CO₂, CH₄, N₂O are included.

² International Energy Association (IEA) emission factors

Other Indirect (Scope 3) GHG Emissions (CO ₂ e-ton) ¹	FY 2019	FY 2020	H2 FY 2020
CO ₂ e ²	37,069.0	27,680.0	7,119.6

¹ At this time, reported Scope 3 emissions include business air travel only, but we are preparing a more thorough Scope 3 inventory for our FY21 report.

² Defra emission factors

GHG Emissions Intensity ¹	FY 2019	FY 2020	H2 FY 2020
GHG emissions intensity ratio—HDD (Tons/PB) ²	2.9	1.6	1.7
GHG emissions intensity ratio—SSD (Tons/PB) ²	13.6	6.2	4.7

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

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

SASB Code: TC-HW-410a.4			
End-of-Life Material ¹			FY 2019
	Disposed (metric tons)	Recovered (metric tons)	Percentage Recycled
NMP ²	1,371.10	1,302.54	95%
IPA (material) ³	8.29	8.29	100%
Aerosol cans (material)	0.04	0.00	0%
Batteries ⁴	4.53	3.85	85%
E-waste ⁵	73.55	72.08	98%
Total	1,457.50	1,386.76	95%
			FY 2020
	Disposed (metric tons)	Recovered (metric tons)	Percentage Recycled
NMP ²	1,460.03	1,387.03	95%
IPA (material) ³	12.80	12.80	100%
Aerosol cans (material)	0.03	0.00	0%
Batteries ⁴	5.17	4.39	85%
E-waste ⁵	52.55	51.50	98%
Total	1,530.59	1,455.73	95%
			H2 FY 2020
	Disposed (metric tons)	Recovered (metric tons)	Percentage Recycled
NMP ²	725.46	689.19	95%
IPA (material) ³	4.80	4.80	100%
Aerosol cans (material)	0.00	0.00	N/A
Batteries ⁴	2.68	2.28	85%
E-waste ⁵	24.17	23.69	98%
Total	757.11	719.95	95%

¹ Data 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.

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

³ Sold "as-is" and directly recycled.

⁴ Deconstructed and recyclable materials recovered.

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

SASB Code: TC-HW-410A.1			
	FY 2019	FY 2020	H2 FY 2020
Percentage of products by revenue that contain IEC 62474 declarable substances ¹	100%	100%	100%

¹ Though Western Digital products generally contain IEC 62474 declarable substances, we meet all legal requirements for those substances. The main IEC 62474 declarable substances used in Western Digital products—lead and nickel—are fully compliant with regulations wherever our products are sold.

Water Withdrawal and Recycling	FY 2019	FY 2020	H2 FY 2020
Total volume of water withdrawn (m ³)	20,907,948.6	17,131,552.1	8,477,902.4
Total volume of water recycled and reused (m ³)	4,782,367.2	4,763,493.2	2,390,868.9

Supply Chain

SASB Codes: TC-HW-430A.1, TC-HW-430A.2			
Suppliers Assessed Using RBA Validated Assessment Program	FY 2019	FY 2020	H2 FY 2020
Percentage of all Tier 1 supplier facilities audited in the RBA Validated Assessment Program or equivalent ¹	96%	58%	58% ³
Percentage of high-risk Tier 1 supplier facilities audited in the RBA Validated Assessment Program or equivalent ²	0%	0%	0% ³
Tier 1 suppliers' non-conformance rate with the RBA Validated Assessment Program or equivalent	6%	9%	9%
Tier 1 suppliers' associated corrective action rate for priority non-conformances	100%	91%	91%
Tier 1 suppliers' associated corrective action rate for other non-conformances	93%	76%	76%

¹Total supplier facilities for FY 2019 encompass 80% of direct material spend. Total supplier facilities for FY 2020 and H2 FY 2020 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.

³No new audits were conducted Jan 1 2020 – July 3 2020 due to the COVID-19 pandemic.

Our Workforce

Health and Safety	FY 2019		FY 2020		H2 FY 2020	
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	0	0
Employee Lost Time Incident Rate (LTIR) ¹	37	0.05	44	0.07	19	0.064
#/rate of recordable work-related injuries (including fatalities)—employees	79	0.11	78	0.12	39	0.13
Employee Total Recordable Incident Rate (TRIR) ¹	79	0.11	78	0.12	39	0.13
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		59,428,980	
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	7	N/A
Work-related hazards that pose a risk of high-consequence injury, including:	Slip/trip/fall (s/t/f) hazards and repetitive trauma hazards identified through hazard identification and risk assessment. Actions taken to minimize risks include the following:					
i. how these hazards have been determined;	1. Design and evaluate workplace to eliminate s/t/f hazards.					
ii. which of these hazards have caused or contributed to high-consequence injuries during the reporting period;	2. Design and evaluate workplace and stations to eliminate repetitive trauma hazards.					
iii. actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls	3. Create work instructions, and train and communicate with workers to identify and eliminate s/t/f and repetitive trauma hazards.					
	4. Conduct periodic inspection/walk-through to verify that workplace is free from hazards.					
	5. Take corrective and preventive actions to eliminate the hazards.					
Whether the rates have been calculated based on 200,000 or 1,000,000 hours worked	200,000					
Any workers excluded from this disclosure (and why)	0		0		0	
Workers covered by an occupational health and safety management system	100%		100%		100%	

¹Employee LTIR and TRIR are Occupational Safety and Health Administration (OSHA) Standards.

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

Employee Attraction, Retention and Engagement	FY 2019		FY 2020		H2 FY 2020	
Employee Hires	#	Rate ¹	#	Rate ¹	#	Rate ¹
Hires by age group						
• Under 30	5,393	34.1%	9,424	60.4%	3,761	21.7%
• 30–50	2,641	5.9%	4,163	10.0%	1,862	4.5%
• 50+	286	4.4%	288	5.0%	161	2.9%
Hires by gender						
• Male	4,056	14.8%	4,521	17.0%	2,204	8.2%
• Female	4,264	10.7%	9,347	25.7%	3,579	9.5%
Hires by region						
• United States	1,042	12.5%	1,123	14.2%	593	7.5%
• Asia	7,066	12.2%	12,520	23.2%	5,063	9.1%
• Other	212	17.0%	232	18.6%	128	10.4%
Total Employee Hires	8,320	12.4%	13,875	22.0%	5,784	8.9%
Employee Turnover	#	Rate ²	#	Rate ²	#	Rate ²
Voluntary turnover by age group						
• Under 30	2,833	17.9%	2,413	15.5%	1,177	6.8%
• 30–50	3,284	7.3%	2,530	6.1%	1,209	2.9%
• 50+	203	3.2%	183	3.2%	86	1.5%
Involuntary turnover by age group ³						
• Under 30	7,565	47.9%	2,915	18.7%	1,115	6.4%
• 30–50	4,473	9.9%	2,561	6.1%	679	1.6%
• 50+	923	14.3%	429	7.5%	164	2.9%
Voluntary turnover by gender						
• Male	2,613	9.5%	1,995	7.5%	875	3.3%
• Female	3,705	9.3%	3,130	8.6%	1,597	4.2%
Involuntary turnover by gender ³						
• Male	2,983	10.9%	2,289	8.6%	572	2.1%
• Female	9,976	25.0%	3,613	9.9%	1,383	3.7%
Voluntary turnover by region						
• United States	771	9.3%	595	7.5%	205	2.6%
• Asia	5,452	9.4%	4,449	8.3%	2,239	4.0%
• Other	97	7.8%	82	6.6%	28	2.3%
Involuntary turnover by region ³						
• United States	931	11.2%	533	6.8%	259	3.3%
• Asia	11,984	20.7%	5,204	9.7%	1,660	3.0%
• Other	46	3.7%	168	13.5%	39	3.2%
Total Voluntary Employee Turnover	6,320	9.4%	5,126	8.1%	2,472	3.8%
Total Involuntary Employee Turnover³	12,961	19.2%	5,905	9.4%	1,958	3.0%

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 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 total only and not in age, gender, and region breakouts.

³ FY 2019 involuntary turnover rates were significantly impacted by restructuring tied to business divestitures.

Gender Representation of Global Employees	FY 2019			FY 2020			H2 FY 2020		
	Female	Male	N/A	Female	Male	N/A	Female	Male	N/A
Management	25.9%	74.1%	0.1%	25.8%	73.8%	0.0%	26.4%	73.6%	0.0%
Technical staff	20.2%	79.8%	0.0%	20.3%	79.1%	0.0%	21.3%	78.7%	0.0%
All other employees	69.6%	30.3%	0.0%	63.0%	31.8%	0.0%	68.7%	31.3%	0.0%
Factory employees ¹	83.0%	17.0%	0.0%	74.4%	18.4%	0.0%	81.6%	18.4%	0.0%
Non-factory employees	33.0%	67.0%	0.0%	31.8%	66.7%	0.0%	33.4%	66.5%	0.0%

¹ 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	FY 2019			FY 2020			H2 FY 2020		
	Under 30	30–50	50+	Under 30	30–50	50+	Under 30	30–50	50+
Management	0.4%	66.7%	32.9%	0.6%	70.0%	29.4%	0.7%	70.3%	29.0%
Technical staff	10.9%	69.0%	20.1%	16.4%	65.1%	18.5%	18.1%	63.6%	18.3%
All other employees	28.0%	66.6%	5.4%	28.8%	66.0%	5.2%	31.0%	64.0%	5.0%
Factory employees ¹	33.0%	64.3%	2.7%	33.1%	64.3%	2.7%	35.4%	62.1%	2.5%
Non-factory employees	14.2%	73.0%	12.7%	17.8%	70.4%	11.8%	19.1%	69.2%	11.7%

¹ 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.

Racial/Ethnic Group Representation of U.S. Employees	FY 2019				
	Asian	Black or African American	Hispanic or Latino	White	Other ¹
Management	44.6%	0.8%	4.6%	47.9%	2.2%
Technical staff	56.9%	0.9%	3.1%	37.8%	1.3%
All other employees	52.5%	2.4%	13.1%	28.3%	3.7%
Factory employees ²	68.4%	3.4%	16.4%	7.0%	4.9%
Non-factory employees	47.9%	2.2%	12.1%	34.5%	3.3%

	FY 2020				
	Asian	Black or African American	Hispanic or Latino	White	Other ¹
Management	47.3%	1.0%	4.5%	45.1%	2.1%
Technical staff	57.8%	0.9%	3.3%	37.0%	1.1%
All other employees	54.6%	2.6%	13.1%	26.1%	3.5%
Factory employees ²	68.6%	3.3%	16.9%	6.5%	4.7%
Non-factory employees	50.1%	2.4%	11.9%	32.5%	3.1%

	H2 FY 2020				
	Asian	Black or African American	Hispanic or Latino	White	Other ¹
Management	48.5%	0.9%	4.4%	44.2%	2.1%
Technical staff	58.1%	1.0%	3.3%	36.7%	1.0%
All other employees	55.7%	2.5%	13.2%	24.6%	3.9%
Factory employees ²	68.7%	3.0%	16.4%	6.5%	5.5%
Non-factory employees	51.1%	2.4%	12.1%	31.2%	3.3%

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

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.

Information on Employees and Other Workers					FY 2019 ¹
		Temporary Employees	Full-Time Employees	Part-Time Employees	Regular Employees
Gender	Female	N/A	35,314	35	35,349
	Male	N/A	26,720	31	26,751
Region	United States	N/A	8,166	34	8,200
	Asia	N/A	52,611	7	52,618
	Other	N/A	1,266	25	1,291
					FY 2020 ²
		Temporary Employees	Full-Time Employees	Part-Time Employees	Regular Employees
Gender	Female	N/A	38,206	33	38,239
	Male	N/A	27,554	30	27,584
Region	United States	N/A	8,252	29	8,281
	Asia	N/A	56,261	13	56,274
	Other	N/A	1,260	21	1,281
					H2 FY 2020 ²
		Temporary Employees	Full-Time Employees	Part-Time Employees	Regular Employees
Gender	Female	N/A	38,206	33	38,239
	Male	N/A	27,554	30	27,584
Region	United States	N/A	8,252	29	8,281
	Asia	N/A	56,261	13	56,274
	Other	N/A	1,260	21	1,281

¹ Data from Western Digital's 7/1/2019 headcount report

² Data from Western Digital's 6/30/2020 headcount report

Governance and Ethics

Global Code of Conduct Training	FY 2019	FY 2020	H2 FY 2020
Number of professional and managerial employees assigned online Global Code of Conduct training	27,888	20,326 ¹	N/A ²
% of training completion by month-end deadline	99.9%	99.8%	N/A ²
Number of employees not finished by deadline	27	39	N/A ²
Time required to reach 100% training completion (days)	11 days	12 days	N/A ²
Number of employees receiving in-person training	3,521	2,239	491

¹ Change in assignment methodology; APAC technician population was trained by instructor-led rather than via online training.

² Global Code of Conduct training occurs annually in October.

Anti-Corruption	FY 2019	FY 2020	H2 FY 2020
Percentage of operations assessed for risks related to corruption	100% ¹	100% ²	0% ³

¹ Western Digital conducted a global compliance risk assessment that included an evaluation of the anti-corruption risks in FY 2019. This covered 100% of the Western Digital's operations throughout the world.

² In FY 2020, Western Digital completed its global compliance risk assessment with the majority of work being done in FY 2019. In addition, it conducted an anti-corruption risk assessment of its government sales.

³ Western Digital did not conduct a formal risk assessment in H2 FY 2020 for anti-corruption, but it has continued to use data and its ongoing management to assess emerging risks of the business in the anti-corruption space.

Board Diversity	FY 2019	FY 2020	H2 FY 2020
By gender			
• Male	70%	50%	50%
• Female	30%	50%	50%
By age group			
• Under 30	0%	0%	0%
• 30-50	10%	12.5%	12.5%
• 50+	90%	87.5%	87.5%

SASB Code	Activity Metric	Unit	FY 2019	FY 2020	H2 FY 2020
TC-HW-000.A	Number of units produced by product category				
	• Communications Equipment				
	• Components				
	• Computer Hardware				
	• Computer Peripherals				
	• Computer Storage				
	• Consumer Electronics				
	• Other Hardware				
	• Printing & Imaging				
	• Transaction Management Systems				
TC-HW-000.B	Area of manufacturing facilities	Square feet (ft ²)	7,584,687	7,599,703	7,599,703
TC-HW-000.C	Percentage of production from owned facilities	Percentage (%) ¹	65%	66%	67%

¹Includes Computer Storage Units

REFERENCE INDICES

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 2020, page 7	
102-3	Location of headquarters	San Jose, California	
102-4	Location of operations	2020 Annual Report form 10-K, page 30	
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	2020 Annual Report form 10-K, pages 4, 11, 30, 34	
102-8	Information on employees and other workers	Sustainability Report 2020, page 42; ESG Data Download	
102-9	Supply chain	Sustainability Report 2020, page 26	
102-10	Significant changes to the organization and its supply chain	We had no significant changes to our organization or our supply chain in FY 2020.	
102-11	Precautionary Principle or approach	Western Digital does not currently address the Precautionary Principle.	
102-12	External initiatives	Responsible Minerals Initiative	
102-13	Membership of associations	The Responsible Business Alliance	
Strategy			
102-14	Statement from senior decision-maker	Sustainability Report 2020, page 4	
GRI Standard	Disclosure Description	Report Location or Direct Answer	Omissions
Ethics and Integrity			
102-16	Values, principles, standards, and norms of behavior	Sustainability Report 2020, page 57	
102-17	Mechanisms for advice and concerns about ethics	Sustainability Report 2020, page 57	
Governance			
102-18	Governance structure	Sustainability Report 2020, page 10	

Stakeholder Engagement			
102-40	List of stakeholder groups	Sustainability Report 2020, page 9	
102-41	Percentage of total employees covered by collective bargaining agreements	2020 Annual Report form 10-K, page 11	
102-42	Identifying and selecting stakeholders	Sustainability Report 2020, page 9	
102-43	Approach to stakeholder engagement	Sustainability Report 2020, page 9	
102-44	Key topics and concerns raised	Sustainability Report 2020, page 9	
Reporting practices			
102-45	Entities included in the consolidated financial statements	2020 Annual Report Form 10-K, Exhibit 21	
102-46	Defining report content and topic Boundaries	Sustainability Report 2020, page 9	
102-47	List of material topics	Sustainability Report 2020, page 9	
102-48	Restatements of information	Historical information for fiscal year 2019 and fiscal year 2020 is included in this report. A portion of the data includes information previously reported for calendar year reporting periods that has been reframed to align with fiscal year reporting periods. Additionally, SASB TC-HW-000.A and TC-HW-000.C data has been restated to include additional computer storage units that were not previously included.	
102-49	Changes in reporting	Western Digital has published this report to transition to a fiscal year reporting period from the previous calendar year reporting period. The material topics and topic boundaries are consistent with the previous 2020 ESG Data Download.	
102-50	Reporting period	Fiscal Year 2020	
102-51	Date of most recent report	August 2020	
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 2020, page 8	
102-55	GRI content index	This document represents the Company's content index	
102-56	External Assurance	Sustainability Report 2020, page 13; Verification Statement FY 2020	

GRI Standard	Disclosure Description	Report Location or Direct Answer	Omissions
Economic Topics			
Anti-Corruption			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundaries	Sustainability Report 2020, pages 9, 59; Boundary – internal, all operations; external, supply chain, contract manufacturers	
	103-2 The management approach and its components	Sustainability Report 2020, page 59	
	103-3 Evaluation of the management approach	Sustainability Report 2020, page 59	
205-1	Operations assessed for risks related to corruption	Sustainability Report 2020, page 59; ESG Data Download	
Environmental Topics			
Energy			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundaries	Sustainability Report 2020, pages 9, 13; Boundary – internal, all operations; external, supply chain, contract manufacturers	
	103-2 The management approach and its components	Sustainability Report 2020, page 13	
	103-3 Evaluation of the management approach	Sustainability Report 2020, page 13	
302-1	Energy consumption within the organization	Sustainability Report 2020, page 13; ESG Data Download	
302-3	Energy intensity	Sustainability Report 2020, page 13; ESG Data Download	
302-5	Reductions in energy requirements of products and services	Sustainability Report 2020, page 20; 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 2020, pages 9, 13; Boundary – internal, all operations; external, supply chain, contract manufacturers	
	103-2 The management approach and its components	Sustainability Report 2020, page 13	
	103-3 Evaluation of the management approach	Sustainability Report 2020, page 13	
1.2	Whether offsets were used	No offsets were used	
305-1	Direct (Scope 1) GHG emissions	Sustainability Report 2020, page 13; ESG Data Download	
305-2	Energy indirect (Scope 2) GHG emissions	Sustainability Report 2020, page 13; ESG Data Download	
305-3	Other indirect (Scope 3) GHG emissions	ESG Data Download	
305-4	GHG emissions intensity	Sustainability Report 2020, page 20; 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
307-1	Non-compliance with environmental laws and regulations	Sustainability Report 2020, page 24	

GRI Standard	Disclosure Description	Report Location or Direct Answer	Omissions
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
308-2	Negative environmental impacts in the supply chain and actions taken	<p>Due to the RBA Survey 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 2019 data is referenced to represent fiscal year 2020 data.</p> <p>Number of suppliers assessed for environmental impacts: FY 2019: 65, FY 2020: 70</p> <p>Number of supplies as having significant actual and potential negative environmental impacts: FY 2019: 0, FY 2020: 0</p>	<p>Unavailable Information:</p> <ul style="list-style-type: none"> ■ 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 with which relationships were terminated as a result of assessment <p>Only data collection has occurred. No assessment or outreach has been conducted yet</p>

GRI Standard	Disclosure Description	Report Location or Direct Answer	Omissions
Social Topics			
Employment			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundaries	Sustainability Report 2020, pages 9, 42; Boundary – internal, all operations	
	103-2 The management approach and its components	Sustainability Report 2020, page 42	
	103-3 Evaluation of the management approach	Sustainability Report 2020, page 42	
401-1	New employee hires and employee turnover	Sustainability Report 2020, page 42; ESG Data Download	
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Sustainability Report 2020, page 42	
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 2020, page 42	
404-3	Percentage of employees receiving regular performance and career development reviews	Sustainability Report 2020, page 42	

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 2020, pages 9, 46; Boundary – internal, all operations; external, supply chain, contract manufacturers	
	103-2 The management approach and its components	Sustainability Report 2020, page 46	
	103-3 Evaluation of the management approach	Sustainability Report 2020, page 46	
	403-1 Occupational health and safety management system	Sustainability Report 2020, page 46	
	403-2 Hazard identification, risk assessment, and incident investigation	Sustainability Report 2020, page 46	
	403-3 Occupational health services	Sustainability Report 2020, page 46	
	403-4 Worker participation, consultation, and communication on occupational health and safety	Sustainability Report 2020, page 46	
	403-5 Worker training on occupational health and safety	Sustainability Report 2020, page 46	
	403-6 Promotion of worker health	Sustainability Report 2020, page 46	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Sustainability Report 2020, page 46	
403-8	403-8 Workers covered by an occupational health and safety management system	Sustainability Report 2020, page 46; ESG Data Download	
403-9	403-9 Work-related injuries	Sustainability Report 2020, page 46; ESG Data Download	
Diversity and Equal Opportunity			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundaries	Sustainability Report 2020, pages 9, 37; Boundary – internal, all operations	
	103-2 The management approach and its components	Sustainability Report 2020, page 37	
	103-3 Evaluation of the management approach	Sustainability Report 2020, page 37	
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.	Sustainability Report 2020, page 37; ESG Data Download	

GRI Standard	Disclosure Description	Report Location or Direct Answer	Omissions
Child Labor			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundaries	Sustainability Report 2020, pages 9, 28; Boundary – internal, all operations; external, supply chain, contract manufacturers, communities of operation	
	103-2 The management approach and its components	Sustainability Report 2020, page 28	
	103-3 Evaluation of the management approach	Sustainability Report 2020, page 28	
408-1	Operations and suppliers at significant risk for incidents of child labor	Sustainability Report 2020, page 28	
Forced or Compulsory Labor			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundaries	Sustainability Report 2020, pages 9, 28; Boundary – internal, all operations; external, supply chain, contract manufacturers, communities of operation	
	103-2 The management approach and its components	Sustainability Report 2020, page 28	
	103-3 Evaluation of the management approach	Sustainability Report 2020, page 28	
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Sustainability Report 2020, page 28	
Human Rights Assessment			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundaries	Sustainability Report 2020, pages 9, 28; Boundary – internal, all operations; external, supply chain, contract manufacturers, communities of operation	
	103-2 The management approach and its components	Sustainability Report 2020, page 28	
	103-3 Evaluation of the management approach	Sustainability Report 2020, page 28	
412-1	Operations subject to human rights reviews or human rights impact assessments	Sustainability Report 2020, page 28	Western Digital conducts RBA VAP audits, which encompasses potential violations of human rights abuses

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 2020, pages 28, 32	
Customer Privacy			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundaries	Sustainability Report 2020, pages 9, 60 ; Boundary – internal, all operations; external, supply chain, contract manufacturers, customers, consumers	
	103-2 The management approach and its components	Sustainability Report 2020, page 60	
	103-3 Evaluation of the management approach	Sustainability Report 2020, page 60	
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Sustainability Report 2020, page 60	

SASB Index

SASB Code	Metric	Report Location or Direct Answer
Activity Metrics		
TC-HW-000.A	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 	ESG Data Download
TC-HW-000.B	Area of manufacturing facilities (Square feet (ft ²))	ESG Data Download
TC-HW-000.C	Percentage of production from owned facilities	ESG Data Download
Accounting Metrics		
TC-HW-230a.1	Description of approach to identifying and addressing data security risks in products	Sustainability Report 2020, page 60
TC-HW-330a.1	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	Sustainability Report 2020, page 37; ESG Data Download
TC-HW-410a.1	Percentage of products by revenue that contain IEC 62474 declarable substances	Sustainability Report 2020, page 24; 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	Sustainability Report 2020, page 20; ESG Data Download
TC-HW-430a.1 & TC-HW-430a.2	Suppliers Assessed Using RBA Validated Assessment Program (VAP)	Sustainability Report 2020, page 28; ESG Data Download
TC-HW-440a.1	Description of the management of risks associated with the use of critical materials	Sustainability Report 2020, page 32