

Sustainability Report FY2025

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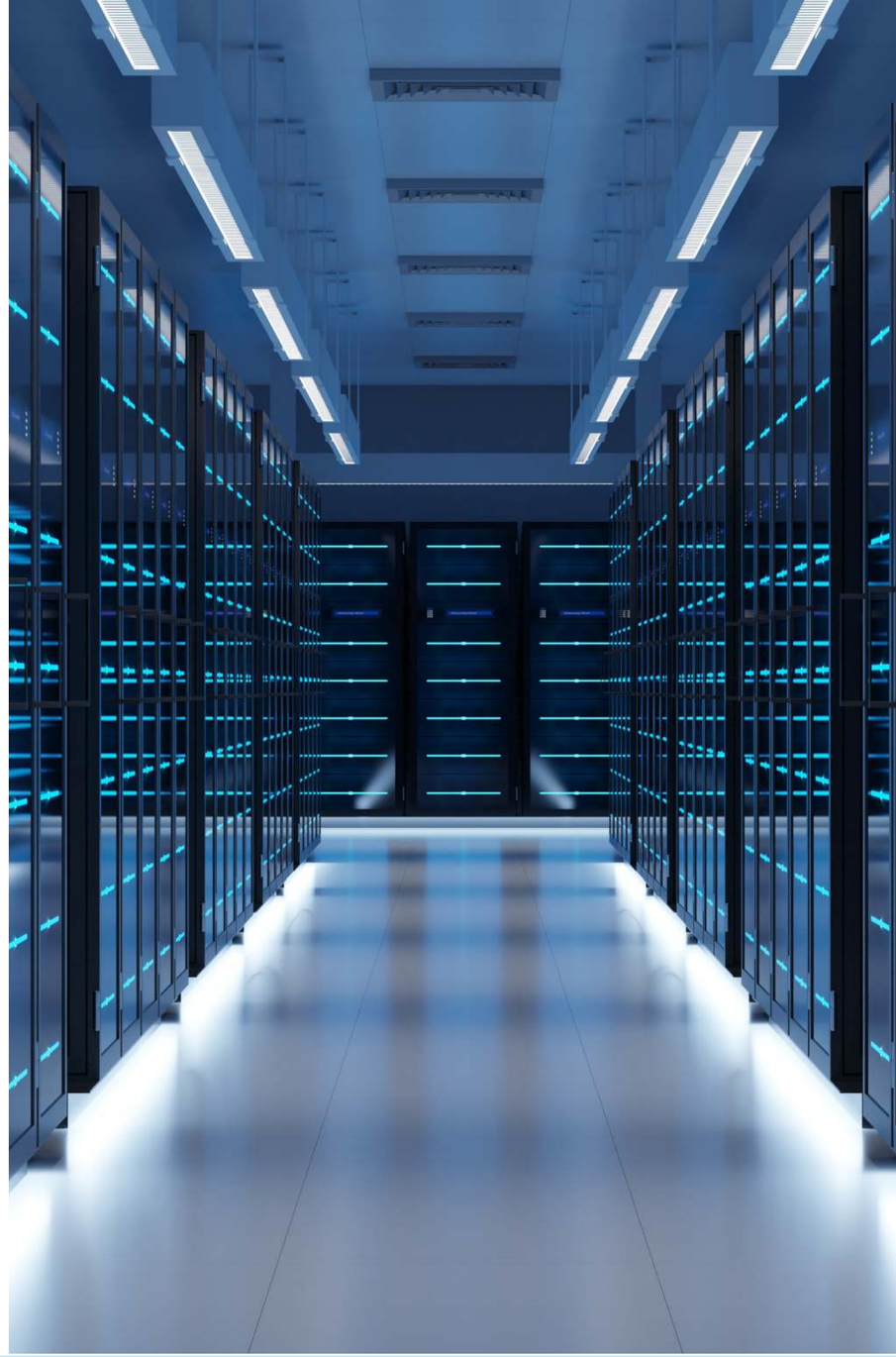
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We believe in leading by example, and remain dedicated to operating responsibly by upholding integrity, accountability, and transparency in everything we do.”

Irving Tan,
Chief Executive Officer, WD

A Letter From Our CEO

Dear Stakeholders,

Over the past year at WD, we have fully focused on HDD technology, and transformed into a company that provides essential infrastructure for the AI-driven data economy. Today, WD is focused on deepening our strategic relationships with our customers and partners, driving even more innovations in product and technology development faster than ever before, sharpening our operational and financial execution, and leaning into our values to cultivate a strong culture shared by all our employees around the world.

With all that we are doing, one thing that has remained constant is our commitment to sustainability. We believe our innovation should be as sustainable as it is scalable, and we are excited to see our efforts deliver results.

To advance our environmental leadership position, we expanded our decarbonization and circularity targets, while continuing to make meaningful progress against our existing goals. This includes our increased purchasing of carbon-free energy, enhanced recycled content in our products and packaging, and a robust goal to reduce emissions from our direct materials sourcing, amplifying our environmental impact throughout our value chain and broader industry ecosystem. In 2025, we achieved CDP (Carbon Disclosure Project) A- Leadership level rating and were named as one of America’s Greenest Companies by *Newsweek*, demonstrating best practice environmental sustainability performance and transparency.

In addition to our longstanding efforts to embed sustainability into our products’ design and manage environmental impacts throughout the life cycle, we spearheaded the Advanced Recovery and Rare Earth Material Capture program in partnership with Microsoft, Critical Materials Recycling, and PedalPoint. This innovative and industry-leading initiative captures rare earths from obsolete hard drives that were historically lost within e-waste or landfills and represents a breakthrough in circularity. We expect its impact to reverberate across our wider industry, giving our customers yet another means by which our technology can help accelerate their own sustainability goals.

We believe in leading by example, and remain dedicated to operating responsibly by upholding integrity, accountability, and transparency in everything we do. This commitment also extends through our supply chain, where we engaged 100% of our in-scope suppliers for the most critical sustainability issues, including decarbonization, human rights, and responsible minerals. And as AI becomes a greater part of our daily experience and product offerings, we implemented an AI Policy that centers on the responsible, ethical, and secure development, deployment, and use of AI. Our commitments are recognized, as well – we are proud to have been named one of the World’s Most Ethical Companies by Ethisphere for the seventh time in 2025.

Looking ahead, we see that the demand for AI, cloud, and data-driven innovation will continue to accelerate, creating massive opportunity for WD. Our storage solutions are powering the AI revolution and laying the foundation for the expansion of cloud computing that is sustainable by design. We are enabling technologies that are more scalable, efficient, and resilient for the future. And we are leading with solutions that unlock the power of data while creating lasting value for our customers, industry, and communities around the world.



Irving Tan,
Chief Executive Officer

Fiscal 2025 Highlights



Environmental Stewardship

Protecting the planet by minimizing our environmental footprint.

66% of carbon-free energy sourced

100 targeted energy-efficient projects completed across our global operations

97% of operational waste diverted from landfills

74% recycled content achieved in our enterprise packaging

90% of rare earth minerals captured from waste through our Advanced Recovery and Rare Earth Material Capture program pilot phase

Expanded our Scope 3 target to reduce direct materials Greenhouse Gas (GHG) emissions by 20% by FY2030 from a FY2024 baseline



Stakeholder Empowerment

Positively influencing our ecosystem by engaging and connecting stakeholders.

Launched a new people strategy to support Workforce of the Future in our Global Operations organization

Introduced new company values

0.08 lost time incident rate (LTIR)

77% of Tier 1 supplier facilities audited in the RBA VAP, or equivalent

100% of in-scope suppliers[1] audited for conflict minerals[2]

100% of in-scope suppliers participated in CDP Climate Change and CDP Water Security questionnaires

67% enterprise-wide participation in volunteering efforts

48K employee volunteer hours

1 million meals distributed across the world



Responsible Business

Upholding integrity, accountability, and transparency in everything we do.

Implemented an Artificial Intelligence (AI) Policy in FY2025

Named one of the World's Most Ethical Companies® in 2025 by Ethisphere, for the seventh year in a row

100% completion rate for our annual online ethics and compliance training for employees

100% of operations assessed for risks related to corruption

88% Board of Director independence

Continued to link progress against our emissions reduction goal into executive compensation metrics, reinforcing accountability and supporting the effective execution of this sustainability priority

1 In-scope supplier is defined as direct material supplier and component part supplier.
2 Conflict minerals are defined as 3TG (tin, tantalum, and tungsten) and gold.

Recognition













- Entered Nasdaq-100
- The #1 Top Performing S&P 500 Stock of CY2025[3]
- Trendsetter in the CPA-Zicklin Index of Corporate Political Disclosure & Accountability
- 2025 Thailand Energy Awards – Creative Energy Award
- GCC Workplace Summit & Awards – Top GCC 2025 in India
- Talentbank Graduates' Choice of Employer – Graduates' Choice Award 2025/2026 in Malaysia

3 According to Barron's, WD was the top performing stock in the benchmark S&P Index in 2025. For more information, please see Barron's, "How WD Become S&P 500's Best Stock in 2025," December 31, 2025.

About This Report

WD's 2025 Sustainability Report covers Fiscal Year 2025 (FY2025), which highlights how we embed sustainability across our operations and value chain, and the impact of our programs and efforts. The scope of our sustainability reporting boundary is based on operational control.

This report has been prepared in alignment with the Global Reporting Initiative (GRI) Standards and is informed by the Sustainability Accounting Standards Board (SASB) Hardware Standard and the SASB Semiconductors Standard, the United Nations Sustainable Development Goals (SDGs) and the Task Force on Climate-Related Financial Disclosures (TCFD). The report content was developed with input from subject matter experts across the business and approved by all relevant executive leadership teams. Our FY2025 GHG emissions inventory and key performance indicators successfully achieved limited assurance.

The activities, performance, and data detailed in this report relate to the worldwide operations of Western Digital Corporation (WD) and its subsidiaries, affiliates, and related entities (the "Company"), unless otherwise stated. The report covers the Company's activities in fiscal year 2025 (FY2025), ending June 27, 2025. For the period of June 29, 2024 to February 21, 2025 this report only covers HDD operations that remained with WD post-Separation.[4] Data and qualitative descriptions that appear in this report apply only to the Company and do not include Sandisk, unless otherwise noted. We have also included relevant examples of impact that occurred in the calendar year 2025 (CY2025) and prior.

Please reference this report's Appendix for additional information and a comprehensive view of data that reflects the outcomes of our sustainability efforts.

4 On February 21, 2025 (the "Separation Date"), we completed the separation of our HDD and Flash business units (the "Separation") to create two independent public companies, with WD focusing on our existing HDD business, and Sandisk Corporation ("Sandisk"), formerly a wholly owned subsidiary of the Company, holding the Flash business. We believe the Separation better positions each business unit to execute innovative technology and product development, capitalize on unique growth opportunities, extend respective leadership positions, operate more efficiently with distinct capital structures, and pursue capital allocation strategies that maximize long-term shareholder value.

Forward-Looking Statements & Other Disclaimers

This FY2025 Sustainability Report (this "Report") contains forward-looking statements within the meaning of federal securities laws, including statements regarding expectations for the impacts of our sustainability initiatives, programs, and business practices, expectations for the achievement of our sustainability-related goals and commitments, and our strategy and product development plans.

These forward-looking statements are based on management's current expectations and are subject to risks and uncertainties that could cause actual results to differ materially from those expressed or implied in the forward-looking statements. These risks and uncertainties include, but are not limited to: adverse global or regional conditions, including new or additional tariffs or trade restrictions; our dependence on a limited number of qualified suppliers; volatility in demand for our products; the impact of business and market conditions, including inflation, increases in interest rates, and an economic recession; the outcome and impact of our completed separation of our HDD and Flash businesses; the impact of competitive products and pricing; our development and introduction of products based on new technologies and expansion into new data storage markets; risks associated with cost-saving initiatives, restructurings, acquisitions, divestitures, mergers, joint ventures, and our strategic relationships; difficulties or delays in manufacturing or other supply chain disruptions; hiring and retention of key employees; our level of debt and other financial obligations; risks associated with shifting social policies in our key operating markets; changes to our relationships with key customers; compromise, damage, or interruption from cybersecurity incidents or other data system security risks; actions by competitors; any decisions to reduce or discontinue paying cash dividends or repurchasing shares of our common stock; our ability to achieve our greenhouse gas emissions reduction and other sustainability goals; the impact of international conflicts; risks associated with compliance with changing legal and regulatory requirements and the outcome of legal proceedings; and other risks and uncertainties listed in our filings with the Securities and Exchange Commission (the "SEC"), including our Annual Report on Form 10-K, filed with the SEC on August 14, 2025, to which your attention is directed. You should not place undue reliance on these forward-looking statements, which speak only as of the date hereof, and we undertake no obligation to update or revise these forward-looking statements to reflect new information or events, except as required by law.

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

The metrics and quantitative data contained in this Report are not based on generally accepted accounting principles and have not been audited. Such data and metrics are subject to measurement uncertainties, resulting from limitations inherent in the nature and the methods used for determining such data. The selection of different but acceptable measurement techniques can result in materially different measurements. The precision of different measurement techniques may also vary. This Report also includes certain information regarding sustainability and corporate impact practices that is obtained from published sources or third parties. The accuracy and completeness of such information is not guaranteed. Although we believe such information is reliable, such information is subject to assumptions, estimates, and other uncertainties, and we have not independently verified this information. We are dependent on such information to evaluate and implement sustainability practices. The standards of measurement and performance for sustainability issues are developing or are based on assumptions, and norms may vary.

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

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Our Approach

We innovate through technology to positively impact the future.









FY2025 Highlights

- Launched a redefined set of company values built for today and the future.
- Continued to provide the data storage technology necessary to power ongoing advancements in AI and cloud computing.
- Drove innovation with our seven global R&D centers and ten manufacturing sites through 4,500+ active patents.

IN THIS SECTION:

Who We Are
Our Products
Our Approach to Sustainability
Materiality
Stakeholder Engagement
Sustainability Oversight

Who We Are

At WD, our vision is to unleash the power and value of data. For decades, we have been at the forefront of storage innovation, which fuels our mission to be the market leader in data storage, delivering solutions for now and the future.

Vision

Unleash the power and value of data.

Mission

Be the market leader in data storage, delivering solutions for now and the future.

Purpose

We provide scalable, sustainable technology for the world's hyperscalers, enterprises, and cloud providers, and deliver cutting-edge innovation designed to power the next generation of AI-driven data workloads. All that we do is powered by our people, who are united in a common purpose of creating meaningful solutions that move the world forward.

Values

Customers: Enabling all customers to succeed

Results: Making progress and achieving goals

Connection: Collaborating as one supportive team

Excellence: Doing our best and doing what's right

Innovation: Inventing in big and small ways

Customers

140+
active countries

65K[5]
active partners

Product Innovation

4,500+
active patents

7+
global R&D centers

Workforce

40K+
employees around the world

300+
PhDs in mechanical engineering, software engineering, and material science

5 Our partners include customers, distributors, resellers, retailers, and e-tailers that help sell WD products globally.

Our Products

The next era of data storage is here. According to International Data Corporation (IDC), the amount of data the world generates is expected to more than triple from FY2024 to FY2029, due in large part to AI and cloud computing.[6] Storage is the foundation of the AI-driven data economy. As AI workloads grow larger and more complex, they need high-capacity, energy-efficient storage systems that help them scale.

WD's hard disk drive (HDD) technology is uniquely equipped to reliably handle the demands of AI systems. Durable and cost-effective HDDs can run 24/7 while enterprises train large AI models and hold up under a wide variety of conditions. Through our network of System Integration and Test (SIT) labs, we work with customers to develop, test, and validate deployments to help ensure WD products are fully qualified for customers' specific workloads.

Innovation and R&D: Powering the AI Revolution

With a deep legacy of innovation and a bold vision for the future, WD is singularly focused on delivering solutions that help our customers stay ahead of the curve. Our dedication to innovation allows us to meet the needs of our broad range of customers effectively, keeping us at the forefront of the growing demand for data storage. We work on cutting-edge technologies across three main technical areas: recording technologies, drive performance, and storage platforms.

WD is deeply committed to driving innovations that truly reimagine the hard drive to meet the requirements for the AI era. Recent developments include the industry-first 40TB UltraSMR ePRMR, high bandwidth drive technology, and dual pivot technology.

Our Product Portfolio

CAPACITY ENTERPRISE

HDDs for cloud, enterprise server, and storage

1TB – 32TB



CLIENT+

HDDs for PC, NAS, connected home, and surveillance

500GB – 26TB



CONTENT SOLUTIONS

External HDD storage solutions for consumers and creative professionals

1TB – 192TB



PLATFORMS

Next-gen data infrastructure for AI data center storage

RapidFlex™
OpenFlex® Data24
Ultrastar® Data102
Ultrastar® Transporter



6 Worldwide IDC Global DataSphere Forecast, 2025–2029, #US53363625 May, 2025.



> The AI revolution has made one thing clear: storage is the foundation of the AI data-driven economy – and HDDs remain its backbone. By delivering the best storage economics at scale, HDDs make the AI era possible."

Ahmed Shihab
Chief Product Officer, WD



Our Approach to Sustainability

At WD, we focus on creating shared value for our business and the world around us, embracing sustainability both as a responsibility to our environment and communities and a competitive advantage for our business.

Our strategy centers around three pillars, underpinned by data, technology, and innovation:

Minimize our environmental footprint to protect and preserve our planet.

Act sustainably and inclusively to empower our stakeholders and influence our ecosystem.

Embrace and embed sustainability in all decision-making.

We believe that anchoring our decisions in sustainable business practices and values strengthens our competitive advantage and drives long-term value for all stakeholders.

Sustainability is fundamental to our long-term success, enabling us to quickly adapt to emerging challenges and grow responsibly. As AI evolves and data demands rise, we see a clear opportunity to lead in sustainable data-storage solutions that unite innovation and accountability. By advancing smarter, more efficient ways to store and manage data, we help shape a future that protects our planet and communities while embracing technological possibility."

Jackie Jung,
Chief Sustainability Officer and Vice President, Global Operations Strategy, WD

Sustainability Drives Business Value



Managing Risks

- Supply chain resilience
- Regulatory compliance
- Customer sentiment
- Investor sentiment

Reducing Costs

- Raw minerals and waste
- Operational efficiencies
- Talent engagement
- Cost of capital

Growing Revenue

- Product and service innovation
- Customer loyalty
- Value-based pricing

How WD Leads on Sustainability

Corporate Targets and Progress

We set ambitious targets, develop concrete action plans, and deliver meaningful progress to ensure accountability.

Transparent Disclosure

We disclose our impacts, actions, progress, and challenges transparently to all stakeholders, aligning with leading frameworks.

Product Differentiation

We offer environmentally responsible products, with minimized embodied emissions and enhanced recycled content.

Recognition and Awards

Our leadership position is validated and recognized by third-party rating agencies, customers, investors, communities, and the public.

Innovation and Partnership

We pioneer and scale innovative sustainability solutions through partnership and collective actions.

Materiality

We periodically conduct sustainability materiality assessments to help focus our strategy on the topics most important to our business. In FY2025, ahead of our February 2025 Separation, we refreshed our materiality assessment to identify our most relevant environmental and social impacts and how these factors drive enterprise value as an HDD business. As part of the process, we worked with a third-party partner to engage business leaders, experts, and investors to identify our most material sustainability topics. The results help inform our sustainability strategy, resource allocation, and reporting priorities by identifying key impacts, risks, and opportunities across these material areas.

Our materiality assessments are informed by leading sustainability frameworks, including the Global Reporting Initiative (GRI), the Sustainability Accounting Standards Board (SASB) industry standards, and the Task Force for Climate-Related Disclosures (TCFD), and are aligned with our enterprise risk management (ERM) approach.

We continuously monitor changes in the regulatory landscape that may impact our sustainability strategy and periodically reassess our material issues in response to changes in our business, the world, and regulatory landscape, to inform and strengthen our sustainability strategy and compliance framework.

Our Material Sustainability Topics:

- Energy and climate mitigation
- Product circularity
- Responsible materials sourcing
- Product quality and safety
- Talent attraction, engagement, and retention
- Inclusion
- Supply chain environmental impacts
- Supply chain labor rights and conditions
- Ethical product use
- Data privacy

Stakeholder Engagement

Our sustainabilty strategy is grounded in ongoing engagement with the stakeholders who are most critical to our success: employees, customers, investors, supply chain partners, and local communities. Through structured feedback channels and direct dialogue, we identify the sustainability topics that matter most to them and integrate those insights into our strategy and reporting.

▶ Learn more in the Stakeholder Empowerment section.

Sustainability Oversight

Our Board of Directors prioritizes strong corporate responsibility as a foundation for the company's long-term success. Across our enterprise, we integrate sustainability to drive performance, deliver excellence to customers, and support innovation at scale.

Our Board receives annual updates on sustainability priorities, progress, and emerging risks to ensure alignment between our sustainability efforts and corporate strategy. Oversight is further supported through three Board committees.

Governance Committee: Assists the Board in overseeing the development and maintenance of corporate responsibility and sustainability policies and programs, including supplier ESG programs, and reviews and recommends responses to shareholder proposals related to corporate responsibility and sustainability matters to the Board. The Committee periodically reviews the Company's policies related to human rights (including our workforce, supply chain, and business partners), environmental and climate topics, and other areas designated by the Board from time to time. It receives regular updates on progress toward sustainability targets, new initiatives, and evolving sustainability trends and priorities.

Audit Committee: Oversees compliance with legal and regulatory requirements, including reviewing and discussing with management the implementation of public disclosure, covered by the Company's corporate responsibility and sustainability programs, as well as management's controls and procedures over the Company's public reporting on such topics. The committee also oversees our ERM process, which incorporates climate-related risk identification, assessment, and management. Risks identified through the ERM are assigned to functional or regional leaders for management and mitigation, depending on the characteristics of the risk. Key enterprise risks are raised to the Audit Committee and Board of Directors. If climate-related issues rise to the level of a key enterprise risk, they will be reviewed as part of this process.

Compensation and Talent Committee: Periodically reviews human capital management policies, programs and initiatives, including those focused on talent attraction, engagement, retention, inclusion, rewards, and other such topics designated by the Board.

Management Oversight: Our Chief Sustainability Officer and Vice President of Global Operations Strategy, who reports to our Executive Vice President and Chief of Global Operations, oversees our global sustainability strategy and leads a Corporate Sustainability team. The team engages with cross-functional departments, including Global Operations, Supply Chain, Quality, Human Resources, Sales and Marketing, Research and Development, Legal, Corporate Strategy, and Ethics and Compliance, to establish relevant working groups and drive enterprise-wide sustainability initiatives. The working groups involve executive leadership of relevant departments to guide strategies and activities. For instance, our Sustainability Council, including executive leadership teams from Supply Chain, Quality, Global Operations, and EHS, leads the execution of our environmental goals.

Sustainability Governance Structure

Board of Directors
Oversees strategic planning and risk management and regularly receives updates about the company's overall sustainability initiatives and performance

Governance Committee
Oversees the development and maintenance of our corporate sustainability policies, practices, and programs, and reviews and recommends responses to shareholder proposals related to these topics

Audit Committee
Oversees legal or regulatory requirements regarding public disclosure and controls and procedures of our corporate responsibility and sustainability programs

Compensation and Talent Committee
Oversees workforce policies and programs, including talent, attraction, engagement, retention, and inclusion

EVP and Chief of Global Operations
Oversees sustainability strategy at the executive leadership level

Chief Sustainability Officer and VP, Global Operations Strategy
Manages the strategy and implementation of sustainability policies, programs, and initiatives

Sustainability Council and Working Groups
Convenes cross-functional leaders to drive sustainability initiatives

Corporate Sustainability Team
Develops and executes sustainability programs, leads data collection and reporting, and partners with internal teams to advance companywide sustainability goals

Environmental Stewardship

Protecting the planet by minimizing our environmental footprint.









FY2025 Highlights

- Expanded our Scope 3 target to include reducing direct materials GHG emissions by 20% by FY2030 from a FY2024 baseline.
- Added a target to increase recycled content within enterprise HDD products and packaging – a further step to reducing embodied carbon in our products.
- Partnered with Microsoft Corporation and others to launch the Advanced Recovery and Rare Earth Material Capture program, which captured 90% of rare earth minerals in processed materials in the pilot phase.
- Reached 66% carbon-free energy, with 5 out of 10 manufacturing sites running on 100% carbon-free energy.

IN THIS SECTION:

Environmental Sustainability Strategy

Product Sustainability

Sustainable Operations

Circularity



Environmental Sustainability Strategy

At WD, environmental sustainability fuels innovation, strengthens our business, and creates competitive advantages. We embed sustainable practices across our operations and product design to deliver value to stakeholders and the planet.

Our Environmental Sustainability strategy is designed to address the material environmental challenges in our industry through two pillars: sustainable operations and sustainable products. This approach spans our global facilities, product portfolio, customer partnerships, and supply chain. By setting and implementing ambitious environmental targets backed by science and data, we deliver concrete progress to our stakeholders.

To drive and advance our environmental efforts, we work collaboratively across our company in the following ways:

- **Our Corporate Sustainability, Facilities, Procurement, and Manufacturing teams** collaborate to set meaningful targets on energy, emissions, water, and waste, and oversee progress. This team sets our company-wide GHG reduction strategy. Each manufacturing site develops site-specific energy conservation projects and initiatives aligned with this framework.

- **Our Design, Product, Quality, and Corporate Sustainability teams** set Design for Sustainability principles and strategies to enable sustainable design, helping customers achieve their sustainability goals. These include power efficiency, material selection, use of recycled content, component circularity, and product end-of-life recovery and product lifecycle standards. Our Sales and Marketing team partners with these teams to embed sustainability into customer-facing processes.

Our Integrated Management System (IMS) supports effective governance and measurement across quality, environmental, health and safety, and business continuity standards. Our IMS Policy includes a commitment to protect the environment and is underpinned by industry-recognized certifications. All WD manufacturing sites maintain ISO 14001:2015 certification. This internationally recognized standard verifies an organization has an effective environmental management system in place and helps organizations minimize environmental impact, comply with regulations, and continuously improve environmental performance through a structured, risk-based approach.

As part of our broader IMS implementation, WD conducts management system audits of our Environmental Management System. All WD sites use IMS procedures for management system audits, controlled at the corporate level through our Central Program Office, which allows us to implement improvements across our numerous sites. We have also implemented robust internal policies to drive progress against our environmental goals, including reducing energy consumption and greenhouse gas emissions and assessing and managing climate risks and opportunities.

▶ Read more about our IMS on our Corporate Responsibility Resource Center webpage.

> **At WD, we embed sustainability in our global operations and products to drive operational excellence, fuel innovation, manage risks, and create lasting value for all stakeholders.”**

Vidyadhara Gubbi,
Chief of Global Operations, WD

Climate Risks and Opportunities

At WD, we recognize the importance of understanding and transparently disclosing climate-related risks and opportunities.

Climate risks are tracked and managed through WD's ERM framework and processes. Natural disasters and climate change-related threats are also considered key parts of our business continuity planning process.

In FY2025, we conducted a climate risk assessment, including a climate scenario analysis, to identify climate-related risks and opportunities most relevant to our business; understand the potential impacts on our strategy, operations, and long-term planning; and quantify impacts when feasible. Through this process, we assessed risks and opportunities across various business units and then validated and refined our findings through stakeholder workshops and consultations with relevant subject matter experts.

Physical Risks

Exposure to acute weather events, such as flooding and storms, and chronic climate events, such as extreme heat, water stress, drought, and precipitation, may damage our physical assets, disrupt operations, distributions, and supply chain, affect worker safety and productivity, increase operational costs, and cause financial loss.

Transition Risks

Reputational Risks: WD's customers, investors, employees, and other stakeholders have strong climate expectations. The lack of, or perceived lack of, responses to mitigate climate change, such as decarbonizing our operations and value chain, may impact our reputation, stakeholder trust, market share, and ability to generate revenue.

Legal and Policy Risks – Carbon Pricing: The global low carbon transition scenario may require implementation of carbon pricing mechanisms. We may need to pay for our own emissions, via carbon taxes or buying allowances in cap-and-trade systems (emissions trading systems, or ETS) for Scope 1 and 2 emissions, raising costs for energy, operations, and production.

Transition Opportunities

In the low carbon economy transition, there may be expectations of increasing demand from consumers and customers for low-carbon, energy-efficient, data storage products, due to the rising energy prices and climate regulations and policies. This may increase demand for WD's environmentally responsible products, including those with minimized embodied emissions, low use phase emissions and energy use intensity, and enhanced recycled content.

Climate Scenario Analysis

We selected two scenarios that align with TCFD recommendations:

1. **A low carbon economy (LCE) scenario (<=1.5°C).** This scenario represents a world that takes ambitious and immediate actions to decarbonize through policy implementation and technology advancement, limiting global temperature rise to 1.5°C above preindustrial levels by 2100. This scenario might cause high transition impacts on businesses but pose limited physical risks from climate hazards.
2. **A high carbon economy (HCE) scenario (>3-4°C).** This scenario represents a world that implements limited global mitigation efforts, leading to temperature rise to 3°C above preindustrial levels by 2100 or more and devastating damage to the planet and society. This scenario might pose high levels of physical climate risk to businesses.

For the LCE scenario, Network for Greening the Financial System (NGFS)'s Net Zero 2050 was considered for the identified climate-related transition risks and opportunities. For the HCE scenario, IPCC's SSP5-RCP8.5 was used to evaluate physical climate impacts, and the NGFS "Current Policies" (>3°C) was used to understand transition risks and opportunities.

Based on the types of risks and opportunities identified as most relevant, we assessed their business impacts under the two scenarios, and when possible, estimated their potential financial impacts on WD. Our assessment shows that climate-related physical risks and transition risks may have high impacts on our business. However, WD's existing risk management and mitigation efforts, business continuity planning, and decarbonization commitments and initiatives position the company to remain resilient in both high carbon and low carbon future scenarios.

- For more detailed information about our climate risk assessment, please review our FY2025 Climate Risk Report.



Our Environmental Targets

In FY2025, following the separation of WD's flash business, we strengthened our sustainability goals. This reflected our renewed focus as a data storage company, while expanding our sustainability commitments deeper into our value chain to drive greater impact.[7]

Energy and Climate Targets

Our previous Science Based Targets initiative (SBTi) approved goals, aligned with the reductions required to limit global warming to 1.5°C, were set in September 2021 and remain in place. These goals are to reduce our absolute Scope 1 and 2 emissions by **42%** by FY2030 from a FY2020 base year and to reduce our Scope 3 GHG emissions from the use of sold products by **50%** per petabyte capacity sold by FY2030, from a FY2020 base year.

To drive decarbonization not only within our own operations, but also in our value chain, we set new goals. We aim to submit these goals to SBTi for validation.

20% Reducing direct materials GHG emissions reduction by 20% by FY2030, from our FY2024 baseline

0 Achieve net zero Scope 1 and 2 GHG emissions by FY2032

100% Operate on 100% carbon-free energy by FY2030

Water and Circularity Targets

Achieve 43% recycled content and 72% recycled content in packaging for enterprise HDDs by FY2030

20% Reduce water withdrawals by 20% by FY2030, from a FY2022 baseline

95% Divert more than 95% of operational waste from landfills by FY2030



7 Baselines are relative to the business operations continuing with WD post-Separation.

To achieve these ambitions, we have developed concrete action plans, implemented proven technologies, and established working groups to drive continued progress. The latest progress highlights are shown in the table below and throughout this section of the report.

	Goal		Actions	Performance
Emissions	**Emissions Scope 1 & 2**	Net zero emissions in Scope 1 and 2 by FY2032	Comprehensive Scope 1 decarbonization strategy and time-phased priorities. Conservation and efficiency actions form a strong foundation. Scope 2 decarbonization, aided by 3.3% conservation actions, on-site solar supports 1% of our energy needs, and continued traction on Renewable Energy (RE) and Carbon-Free Energy (CFE) acquisition.	Achieved 55% absolute reduction in our combined Scope 1 and 2 emissions, relative to our FY2020 baseline. Conservation efforts and Renewable Energy (RE) acquisition across global operations resulted in **improved energy intensity (2.266kWh/PB) and Scope 1 & 2 emissions intensity (0.51 $MTCO_2e$/PB).**
	Emissions - Scope 3 (Direct Materials)	20% direct materials emissions reduction by FY2030 versus FY2024	We are actively working with our key suppliers, covering 90% spend, single/sole sourced, and strategic suppliers, to collect primary data for their product carbon footprint (PCF) to both re-calculate our FY2024 baseline and track ongoing emissions intensity ($kgCO_2e$/unit) and total emissions ($MTCO_2e$) reduction. We have made meaningful progress in supplier engagement and capacity building to enable primary data and work with suppliers on decarbonization plans.	Current re-baselining exercise and progress tracking show that we are well in line with our target.
	Emissions - Scope 3 (Use of Sold Products)	50% emissions reduction during use phase by FY2030 versus FY2020 (per petabyte)	We are reducing our emissions from the use of sold products through a combination of increased storage capacity per drive and innovations in the power consumption and efficiency of our drives. In FY2025, we advanced several product design initiatives aimed at reducing power consumption across our portfolio, supporting both our customers' and our own emissions reduction goals.	Since FY2020, we have realized a reduction in emissions intensity in our Scope 3, Category 11 Use of Sold Products by **31%**, on an emissions per petabyte basis. **4.9 Million MWh cumulative power savings,** resulting from development of more energy efficient products.
Product	**Recycled Content in Products and Packaging**	43% recycled content in product and 72% recycled content in packaging for enterprise HDDs by FY2030 versus FY2024	We are actively working with our key suppliers to increase the minimum recycled content in selected enterprise products. We are also exploring alternatives options to eliminate virgin materials in the packaging of our enterprise products.	Reached **36~38% recycled content in product** and **74% recycled content in packaging** for enterprise HDDs.
Resources	**Renewable Energy**	100% carbon-free energy by FY2030	Continued to focus on long-term power purchase agreements for renewable energy including WD's first long-term renewable energy partnership in Malaysia. In collaboration with sites in Malaysia and others.	As of FY2025, **five** of our sites are running on 100% renewable energy, with additional sites on track to achieve 100% RE by FY2030. We have achieved overall **66% renewable consumption energy**, which translates to **962,048 MWh of total renewable electricity.**
	Water Withdrawals	20% lower water withdrawals by FY2030 versus FY2022	In collaboration with the local municipality's sustainability initiative in Johor, Malaysia, we have supported the development of a water treatment plant that will significantly reduce our water intake and reliance on municipal sources as well as reducing our need for on-site wastewater storage. The project supports both WD's water stewardship efforts and Malaysia's broader conservation efforts.	**18%** reduction in water withdrawals versus FY2022.
	Waste to Landfill From Operations	95% of waste diversion away from landfill by FY2030 Less than 5% waste-to-landfill target by FY2030	We have developed a roadmap to achieve less than 5% waste to landfill by FY2030. We continue to explore technologies, such as pyrolysis, redirection of metal hydroxide waste to cement production, and other methods to increase our waste diversion. Three sites across Thailand and the Philippines have achieved zero waste to landfill and our sites in Great Oaks, California, and Bang Pa-In Thailand, have achieved Zero Waste certifications through Underwriters Laboratories (UL).	Diverted **97%** of waste away from landfill, in line with our target. This high diversion rate translates to **12,204 metric tons in total waste diverted from landfill.**

Sustainable Operations

Vision: We strive to minimize environmental impacts across our global operations through energy, water, and resource-efficient investments that reduce emissions, material use, and operational costs while meeting customer demands.

Emissions Reductions

Scopes 1 and 2 Emissions Reductions

In FY2025, we made meaningful progress towards our emissions targets, reducing Scope 1 and 2 emissions by 55.4% relative to 2020. These results were achieved through robust strategies:

Conservation and Efficiency: Optimizing the energy, chemicals, gases, and fuel needed to manufacture our products – including energy conservation measures, test time reductions, and efficiency improvements.

Technology Utilization: Replacing high-impact chemicals with alternatives that significantly lower global warming potential, which reduces the overall climate footprint of our manufacturing processes. In two of our factories, we have advanced set-point optimization solutions based on real-time facility utilization levels of critical systems, through AI-based analytical approaches.

Renewable and Carbon-Free Energy: Investing in renewable and carbon-free energy by way of on-site solar assets.

Scope 3 Emissions Reductions

Because Scope 3 emissions are our largest emissions, we have taken a strategic and comprehensive approach to reduce relevant emissions through engagement with suppliers, reimagining our manufacturing and logistics processes, and realizing efficiencies in our product design:

Supplier Engagement: In June 2025, WD set a new public goal to reduce GHG emissions from our direct materials suppliers by **20%** by FY2030, compared to FY2024 levels. To achieve this, we are taking the following actions:

- Building shared methods to measure emissions accurately
- Helping suppliers report emissions data at the component level
- Sharing our own emissions tracking and renewable energy practices
- Leveraging agentic AI to streamline supplier product carbon footprint data submissions, making it easier for suppliers to report and reduce their emissions

Logistics: We have implemented structural changes to lower logistics emissions, including:

- Switching from air freight to ocean shipping when possible (ocean creates less emissions)
- Placing suppliers near our factories to reduce shipping distances
- Working with customers to plan ahead, so we can use slower, cleaner shipping methods while still delivering on time

Fuel and Energy-Related Activities (FERA): Through our efforts to reduce Scope 1 and 2 emissions, we have also lowered our upstream emissions by optimizing manufacturing resources and investing in renewable and carbon-free sources and assets.

Product Use Phase Emissions Reduction: To reduce our use-phase emissions, we improved power consumption performance by enhancing drive capacity and overall drive efficiency. As a result of these advancements, we reduced our Scope 3 use-phase emissions per petabyte by 31% in FY2025, compared to our FY2020 baseline.

▶ For more information, please see the Product Sustainability section of this report.

Leveraging Data to Drive Sustainability

Our comprehensive Data Governance and Stewardship program enhances data quality, controls, and management processes. An activity-based comprehensive allocation model delivers product-level resource and emissions intensity. We also continue to automate utility data collection to enhance accuracy and consistency. These data-driven improvements enable us to close information gaps, track progress against emissions targets, and identify new opportunities for reduction – within our operations, products, and across our supply chain.

▶ Visit the data tables in our Appendix for GHG emissions data.

▶ Visit our Corporate Responsibility Resource Center webpage to read our CDP Climate Change disclosure and FY2025 Limited Assurance Statement for additional details on our GHG inventory.



Energy Conservation

Our energy conservation strategy focuses on minimizing consumption at the source – by optimizing facility operations, managing equipment use, and encouraging responsible energy practices. We also invest in technologies and process improvements that drive even greater efficiency and lower emissions over time.

In FY2025, through more than 100 targeted energy efficiency projects across our global operations, we reduced total electricity consumption by 3.3% and abated 5.8% of annual emissions.

FY2025 Highlights



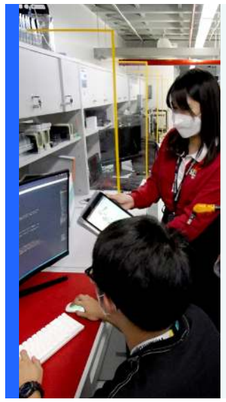
Expanding the use of machine learning and Industrial Internet of Things (IIoT) systems to optimize chiller operations at our Prachinburi, Thailand, site, one of the most energy-intensive parts of our operations.



Developing an intelligent algorithm tailored to specific constraints and loads of the CDA (Compressed Dry Air) of our Prachinburi, Thailand, plant. This algorithm finds the best combination of operating the CDA for optimal energy without sacrificing availability and supply.



Deploying an AI-based energy forecasting model in our Thailand facilities, among our largest energy consumers, to predict and optimize energy usage in real time.



Working with an external vendor to implement an energy-saving mechanism in our Penang, Malaysia, plant. Chillers are one of our main facility energy-consuming equipment. Scaling and biofilms significantly reduce the HVAC efficiency by impeding heat transfer rate between the refrigerant and cooling water side, leading to increased energy consumption. An installed device reduced such adverse scaling and improved efficiency. Apart from that, the need for chemical dispersants and softeners can be eliminated.

▶ Visit the data tables in our Appendix for renewable energy data.

Carbon-Free Energy

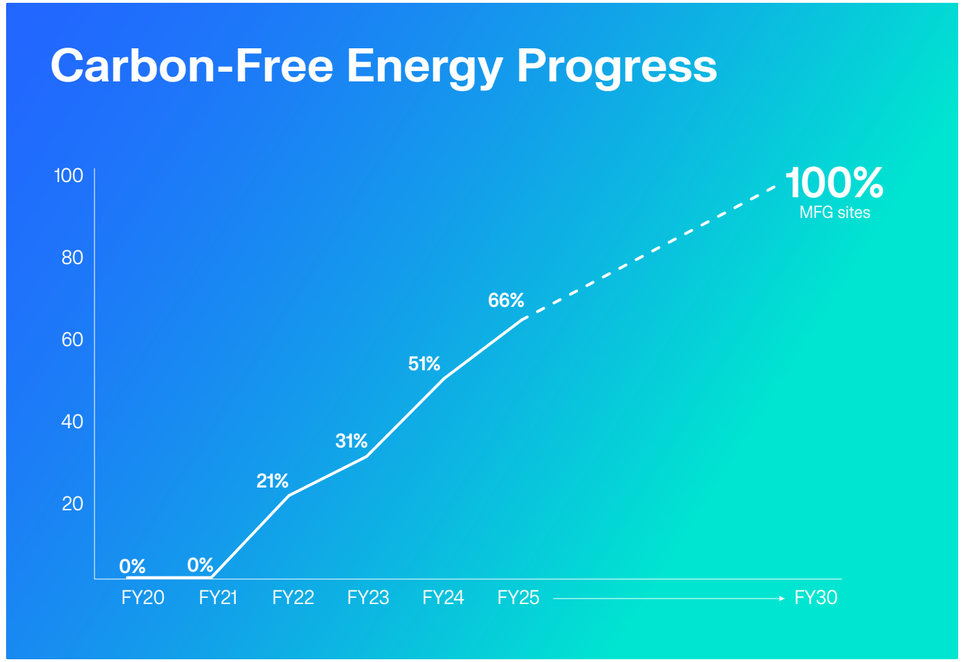
WD is evolving our energy strategy to support our commitment to achieve zero operational emissions. Carbon-free energy – such as renewable and nuclear power – refers to electricity generation that produces no carbon dioxide emissions. Transitioning to carbon-free energy is a pragmatic and forward-looking step that strengthens our climate leadership, supports sustainable and renewable energy development in regions where WD operates, and accelerates progress toward our net zero Scope 1 and 2 emissions goals.

We are making this shift for several reasons. In some of our key operating regions, renewable energy procurement is becoming increasingly complex, requiring a broader set of sustainable energy solutions. At the same time, our customers are advancing toward 24/7 carbon-free energy sourcing and expect their value chains to do the same. Expanding our energy strategy enables us to tailor decarbonization solutions to specific regional and operational contexts while maintaining momentum on emissions reductions.

As we diversify our energy sources, we remain focused on maintaining environmental integrity and upholding human rights. We will continue to apply rigorous due diligence and international best practices to assess carbon-free energy projects, ensuring that our transition supports a sustainable energy future.

In FY2025, we achieved **66%** carbon-free energy. Currently, five out of 10 manufacturing sites run on 100% renewable energy.

WD continues to prioritize long-term renewable energy procurement through power purchase agreements and other clean energy contracts across our operations.



FY2025 Highlights

Working with a subsidiary of a major Malaysian power utility provider to obtain solar energy from a state-of-the-art, purpose-built new facility in Kedah, Malaysia. The facility is projected to begin operations in CY2026 after the 10-year Corporate Green Power Agreement (CGPA), was signed in December 2023, to provide this solar energy to our Penang and Johor sites in Malaysia. This is an ongoing collaboration with the Malaysian government to expand renewable energy infrastructure, as well as contribute to decarbonizing the country's grid.

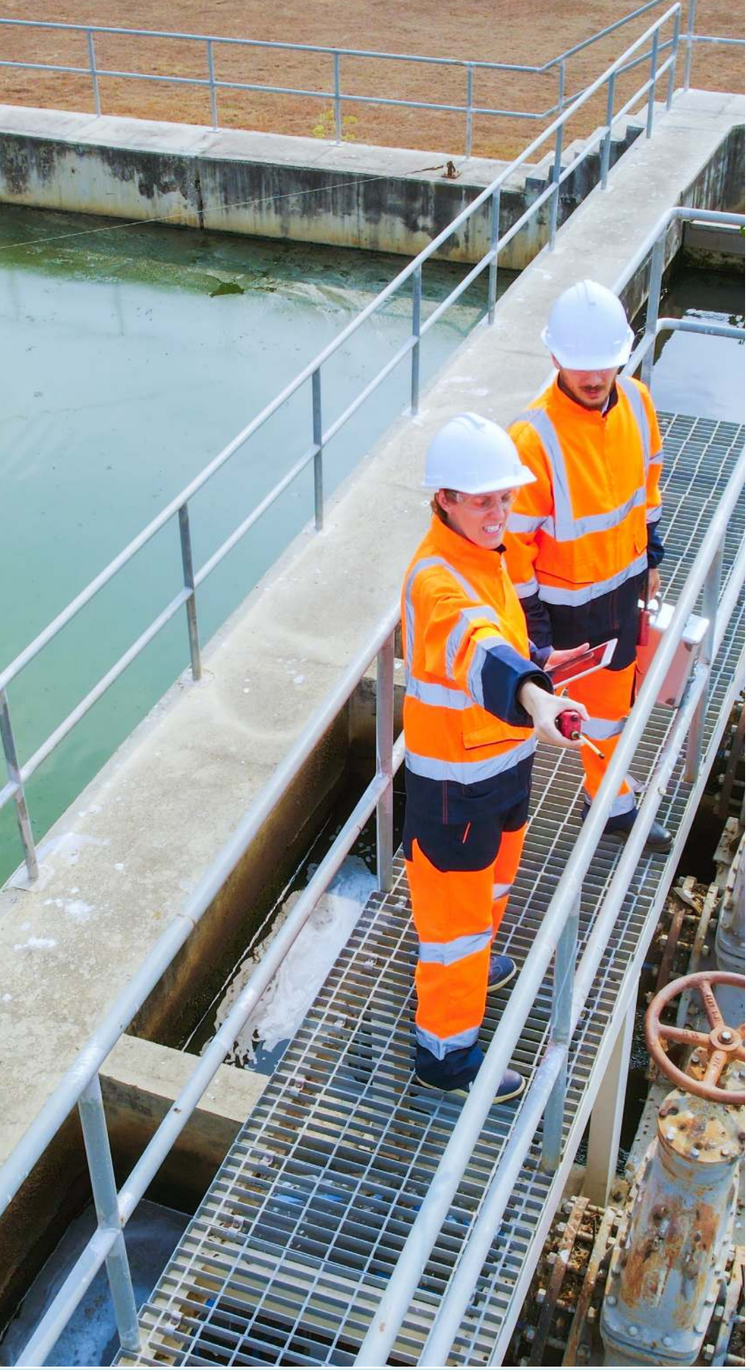
Collaborating with the Sarawak Energy Board (SEB) to operate our Sarawak, Malaysia plant on 100% renewable energy, demonstrating successful business-to-government cooperation.

Continuing participation in Malaysia's Green Electricity Tariff program to procure bundled renewable energy for our sites.

Signing renewable energy agreements that supply solar energy to three Thailand facilities under an eight-year contract. This complements a December 2023 agreement with EGAT Thailand for hydroelectric energy to power our Prachinburi and Bang Pa-in facilities.

Securing a mix of solar and wind power, backed by a government-accredited Green Energy Certificate, to make our Shenzhen, China plant a **100%** renewable energy site.

We are also a Leadership Member in the SEMI Energy Collaborative, which engages a network of corporations, providers, aggregators, and experts, to accelerate the investment in low-carbon energy, together with regional governments and regulators. This collaboration strengthens our renewable energy strategy by sharing best practices across the industry and advancing collective action toward decarbonization.



Water

Water is a critical resource in our manufacturing processes, and we are committed to reducing water withdrawals and optimizing the use of recycled water. Across our sites, we regularly review our operations and assess where improvements can be made. We invest in water reclamation and reuse solutions and continue to expand these efforts throughout our manufacturing footprint.

These initiatives support our FY2030 goal to reduce water withdrawals by 20% from a FY2022 baseline. In FY2025, we continued our traction in aggressive water withdrawal reduction projects. This resulted in us achieving an 18% water withdrawal reduction, versus our FY2022 baseline.

In FY2025, we completed 42 water reduction projects, which reduced water withdrawals by approximately 4%. Highlights of these water optimization initiatives are listed below.



Thailand

We installed a new High Recovery Reverse Osmosis (HRRO) unit at our Prachinburi, Thailand facility. This advanced treatment technology delivers significant efficiency and sustainability benefits compared to traditional systems, while boosting cost savings. The site is now saving more than 58,000 cubic meters (m^3) of water, while reducing costs by nearly $53,000 per year. In FY2025, we also began upgrading our water recycling plant, which is projected to save approximately 48,000m^3 of water each year.



Malaysia and the Philippines

By re-engineering the water treatment process at our Deionized Water plant in Sarawak, Malaysia, we significantly reduced water withdrawals by over 93,000m^3 per year. The innovative in-house engineered approach optimized water consumption and enhanced both process performance and operational efficiency.

In our Penang, Malaysia plant, we increased water recycling by carefully recovering Reverse Osmosis water, reducing annual water withdrawals by more than 43,000m^3. In the Philippines, we continued this innovative approach by using recycled Reverse Osmosis water as make-up water for Cooling Tower operations, saving over 45,000m^3 of water annually.

In Johor, Malaysia, we began a forward-thinking and visionary approach to save water withdrawn. We collaborated with the local municipality to support the development of a wastewater recycling and treatment plant. When construction is complete, effluent wastewater will be recycled, and 4,500m^3 of clean water will be repurchased per day, for use in cooling towers and other operations. Through this innovative public-private partnership, we will own the facility after ten years, significantly reduce our reliance on municipal water sources, and minimize the need for onsite wastewater storage. This advances both WD's water stewardship efforts and the region's broader conservation objectives. This pioneering collaboration positions WD as a leader in industrial water stewardship, demonstrates how innovative partnerships can drive scalable, circular solutions, and will help us reach our FY2030 water reduction goal.



United States

In our U.S. wafer plants, we saved more than 20,000m^3 through a range of initiatives. Key innovations included using larger wafer sizes, recycling boiler blowdown, optimizing deionized water supply based on demand, enhancing tooling software to reduce water during idle periods, and improving Reverse Osmosis water recovery.



China

In FY2025, our plant in China reduced more than 13,000m^3 of water through implementing automated control of deionized water flow to the production floor. These innovations demonstrate our commitment to engineering solutions with sustainability and water conservation in mind, while aligning with local provincial and government priorities for water stewardship.



India

To reduce water use, our Bangalore site installed tap aerators, flow restrictors, and self-powered sensor faucets in washrooms.

- Visit the data tables in our Appendix for water data.
- Visit our Corporate Responsibility Resource Center webpage and read our CDP Climate Change and Water Security disclosure for additional details on our water stewardship efforts.

Waste

We are committed to reducing operational waste through comprehensive programs at our sites, including recycling, composting, reuse, and responsible incineration. In FY2025, we again met our FY2030 goal of diverting 95% of operational waste from landfills, achieving 97% diversion. Waste diversion from landfill is certified by an independent accredited body at our sites in Bang Pa-in, Thailand and Great Oaks, California.

Three of our main manufacturing sites across Thailand and the Philippines are sending zero waste to landfill and our Great Oaks site is Zero Waste certified at the Silver level through Underwriters Laboratories (UL). Waste is a core component of periodic IMS management system audits by our IMS Central Program Office across all sites, with a focus on waste segregation to maximize recycling and minimize landfill disposal. Our locations in Great Oaks and Fremont, California conduct regular waste audits through an independent third party. All major manufacturing locations offer employee training on waste reduction tactics and strategies and employees are regularly informed of waste reduction efforts through communications and events.

We also invest in R&D projects to minimize waste when feasible, including as part of our commitment to reduce hazardous waste in the state of California and as part of our company-wide solid waste minimization program. All sites have implemented recycling programs to reduce landfill waste.

In FY2025, we continued to implement structural waste reassessment and segregation programs. As an example, in Malaysia, we are redirecting metal hydroxide waste to be repurposed as feedstock for cement manufacturing. We also collaborated with waste recycling and repurposing vendors, including repurposing electrostatic discharge aluminum bags and recycling shoe covers and face masks to produce feedstock for raw materials construction.

Our Bangalore, India site advanced a range of sustainability initiatives driven by creative, out-of-the-box ideas. The team introduced reusable glass bottles, compostable bags made from corn starch, coffee mugs produced from rice husks, and paper sourced from renewable plant fiber.

95% of operational waste diverted from landfills, achieving our FY2030 goal





Chemical Management

The manufacturing of storage drives requires responsible use of chemicals. We take a proactive approach to managing chemicals and hazardous substances across our operations and products. We prioritize safe storage, handling, and disposal practices to protect workers, minimize exposure, and drive innovations that reduce chemical risk and enhance workplace safety. Where possible, we seek to reduce the use of hazardous chemicals and substances in our operations and our products.

Our Global Environmental Health and Safety (EHS) Operational Control Requirements Manual establishes corporate-wide standards for chemical management, including chemical authorization prior to purchase, maintenance of safety data sheets, proper storage and labeling, spill prevention, and emergency preparedness. Site-specific procedures ensure compliance and consistent application of these standards across all facilities. Our Integrated Management System (IMS) Policy further reinforces our commitment by including the responsible management of chemicals and hazardous substances across all products and operations.

Our Global EHS and Product Environmental Compliance (PEC) teams oversee chemical and hazardous substance management throughout our operations and product lifecycle. The PEC team ensures compliance with international regulations such as:

- The EU RoHS Directive;
- Registration, Evaluation, Authorization, and Restriction of Chemicals (REACH);
- European Union Waste Electrical and Electronic Equipment (WEEE);
- The EU Packaging and Battery Directives;
- The EU Waste Framework Directive (including the SCIP database); and
- Applicable OEM customer requirements.

The PEC team defines specifications for hazardous substances and International Electrotechnical Commission (IEC) 62474 declarable substances in line with global regulations. While WD products may contain IEC 62474 declarable substances, such as lead and nickel, all are fully compliant with applicable laws in every market where our products are sold.

To ensure product conformity, all suppliers are required to provide a Material Declaration Data Sheet (MDDS), plasma-atomic emission spectrometry laboratory test reports, and an Environmental Declaration of Compliance. We use the Compliance MAP database to manage supplier data and maintain full transparency in product environmental compliance. Compliance is documented through full material declarations, test results, and chain of custody records, and monitored using tools such as C2P and CMAP. Issues are escalated to senior management through a formal root cause analysis process.

The PEC team continuously monitors emerging regulations and customer requirements. In FY2025, we achieved 100% satisfaction on customer requests and successfully passed all environmental audits conducted by major OEM customers.

All of WD operations follow the United Nations Globally Harmonized System of Classification and Labeling of Chemicals to protect manufacturing workers. Employees receive regular training based on this framework.

Since FY2022, WD has been phasing out the Clean Electronics Production Network (CEPN) first-round priority chemicals to protect workers from exposure. By FY2025, we successfully eliminated two CEPN priority cleaning agents, replacing them with safer alternatives.

In FY2025, WD did not incur any significant fines for environmental or ecological noncompliance and met our goal to respond to 100% of customer product environmental inquiries on time.

Addressing PFAs

PFAs are man-made chemicals that remain in the environment for decades and centuries with adverse effects on people and the environment. We continue due diligence efforts across our supply chain to identify, address, and remove PFAs in our products to meet regulatory requirements in Europe, Canada, and the U.S. This includes 38 reported PFAs in our products, three of which currently have a qualified alternative, and 22 of which we are actively working on finding an alternate material. In FY2025, we maintained due diligence with 100% of our suppliers.

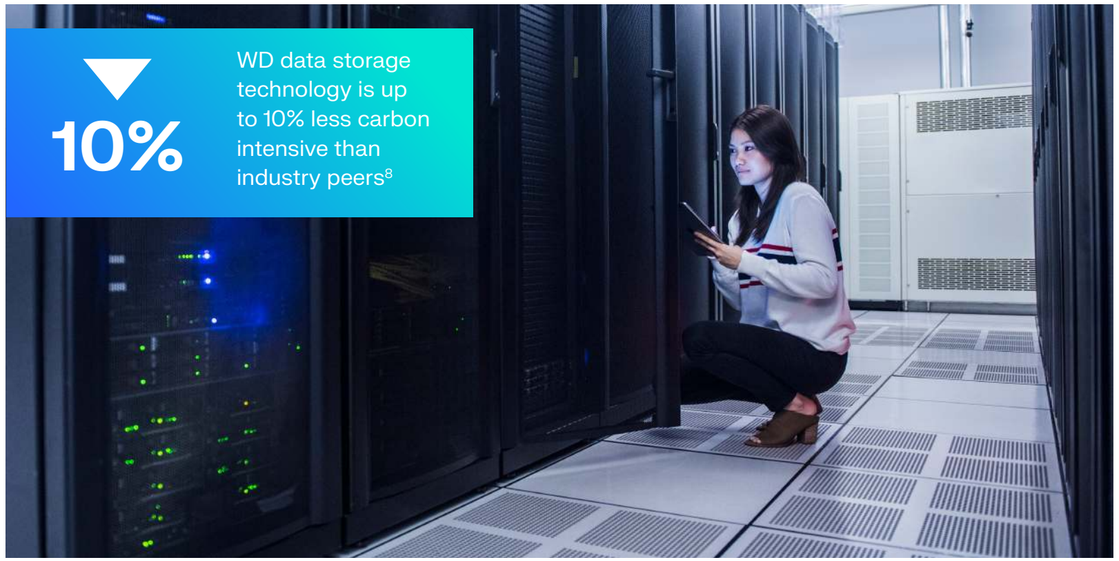
Product Sustainability

Vision: We offer environmentally responsible products with minimized embodied emissions and enhanced recycled content, helping customers achieve their sustainability goals with more efficient, sustainable technology.

Design

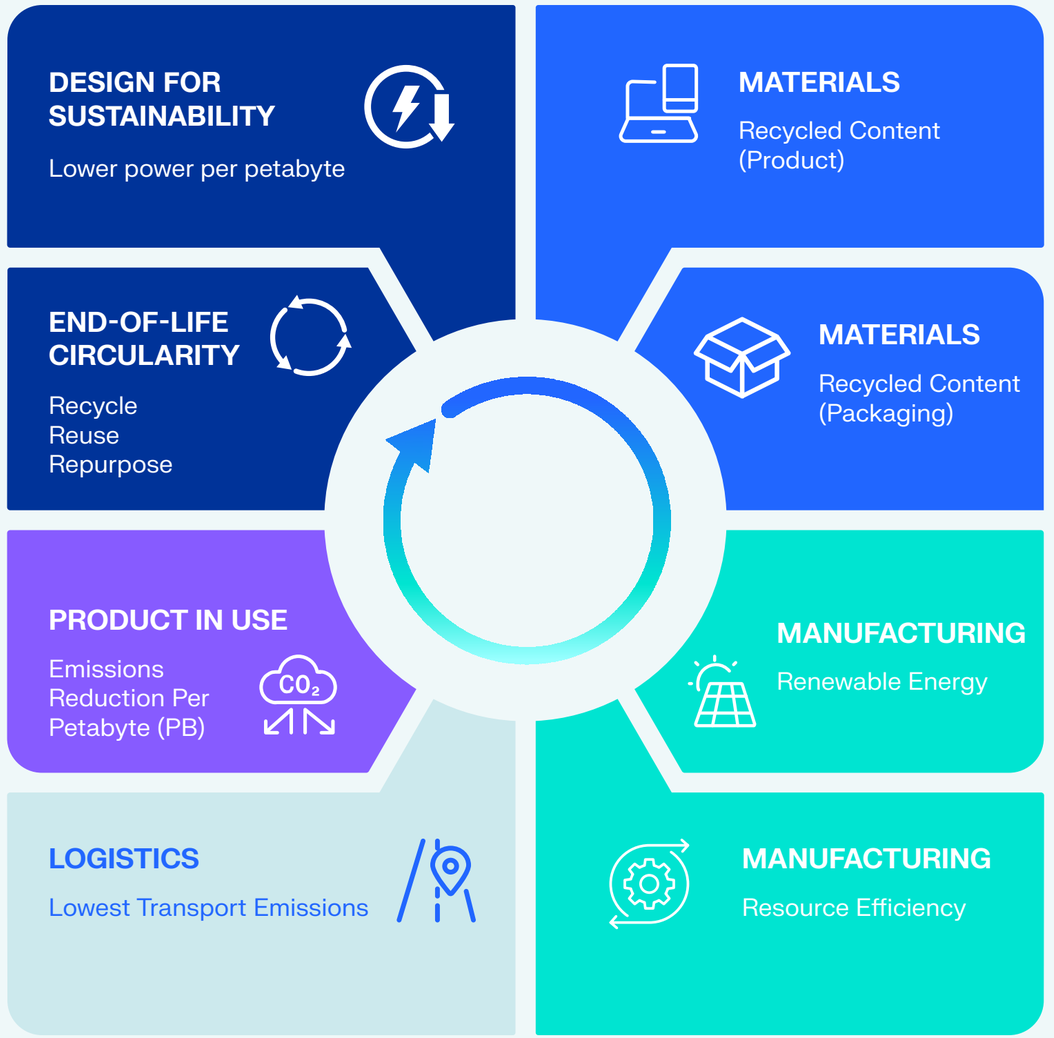
At WD, we embed sustainability in product design from the start. Guided by our Design for Sustainability principles, we consider every stage of the product lifecycle and focus on key areas that deliver the most meaningful benefits – from material selection to power efficiency and test time, use of recycled content, component circularity, and product end-of-life recovery.

Designing for sustainability requires balance and diligence. For instance, incorporating even small amounts of recycled content demands extensive research and testing to ensure functionality and quality remain uncompromised. Similarly, while we aim to reduce packaging material, they play a vital role in protecting our products and ensuring durability, requiring us to explore innovative and lower-impact material alternatives.



8 Based on an internal study comparing sustainability emissions over product lifecycles using publicly available information from industry peers.

Driving Sustainability in the HDD Product Portfolio





"We've evolved from manual, months-long LCAs to real-time carbon intelligence. Now, we have the potential to scale auditable emissions across thousands of products, proactively identify sustainability opportunities, and make strategic decisions faster than ever before."

Sudheer Chunduri,
Product Environmental Compliance & LCAs, WD

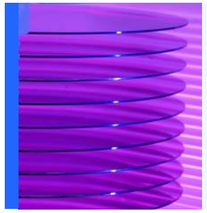
Power Efficiency

As global demand for data storage grows, product-related energy consumption can increase. Among the most significant opportunities for sustainability gains is improving product power efficiency.

Our R&D teams work closely with our Corporate Sustainability function to design each product for efficiency and performance. Since 2017, we have achieved a 64% reduction in raw wattage consumption per terabyte level, on average across our HDD product portfolio with a 12TB enterprise HDD in 2017 relative to a 36TB enterprise HDD in FY2026. Additionally, our focus on HDD technology delivers sustainability benefits, as HDDs can have significantly lower embodied carbon – including upstream and manufacturing emissions – as much as 80% lower than comparable technologies[9].

In FY2025, we invested in several product design initiatives aimed at reducing power consumption across our portfolio or in reducing resource intensity in the manufacturing phase. These efforts support both our own emissions reduction goals and help customers' achieve theirs.

Key Initiatives



Wafer Optimization: Transitioning from six-inch to eight-inch wafers has improved productivity while reducing energy and resource intensity. Larger wafers allow us to produce more devices per cycle, drastically lowering the energy and materials used per unit. At our Great Oaks facility, this change resulted in 33% MWh savings in FY2025.



HDD Testing: Our engineering teams continue to enhance the integrity and energy performance of our HDDs through extensive testing. While larger drive sizes required by market demands can increase test times, we improve testing efficiency to reduce energy intensity per product.



Efficient Storage Solutions: We design storage devices to meet rigorous OEM and consumer performance requirements while minimizing power consumption and raw material use per byte. By increasing storage capacity within a given form factor, we reduce both energy and materials intensity.

Generative Lifecycle Effects and Sustainability Factsheets

In accordance with ISO 14040 and ISO 14044, WD continues to invest in product LCAs to better understand impacts associated with each lifecycle phase. We publish ISO-standard reports for select products. In addition, we created sustainability factsheets, which show customers the cradle-to-gate effects of our decarbonization, circularity, and resource intensity reduction work, viewed from a product lens.

In FY2025, we partnered with an early-stage start-up to build generative LCAs, with the objective of scaling LCAs/PCFs across our products, while significantly increasing efficiency. Early indications are that the solution has reduced LCA processing time from months to seconds per product, which is over 100x faster, enabling scalability across more than 5,600 components within minutes. Additionally, we have real-time analysis and scenario modeling capabilities that allow us to experiment and visualize product changes, and their impacts, as we make them.

Driving Customer Success Through Product Sustainability Factsheets

Our customers increasingly view sustainability as a key factor in their partnerships and appreciate that WD can help them advance their own sustainability goals.

More than **80%** of customer sustainability requests relate to energy use and emissions, often at the SKU level. While we continue to publish selected LCA data online, we saw an opportunity to make this information more accessible and actionable. In FY2025, we began developing dynamic product sustainability fact sheets that summarize key environmental attributes of our products, including power efficiency, recycled material composition, and the water and emissions intensity of manufacturing and logistics.

Recognizing that customer sustainability priorities vary, we customize these fact sheets to highlight the attributes and product ranges most relevant to each customer segment. This makes it easier for our customers to easily access the environmental footprint of our products and integrate them into their own sustainability strategies.

▶ Visit our Corporate Responsibility Resource Center webpage for a selection of LCAs.

9 Internal study of average eHDD 4TB - 26TB products versus internal eSSD products showed HDDs have 10.2 kg CO_2e per terabyte total cradle-to-grave emissions, versus 82.4 kg for SSDs.

Materials

WD works to reduce virgin materials and increase our use of recycled content in our products and packaging.

In FY2025, we announced ambitious recycled content and packaging goals, setting new targets for environmentally responsible product design and packaging innovation.

Achieve a minimum of 43% recycled content by weight for all enterprise HDD products by FY2030

Achieve 72% recycled content by weight in packaging by FY2030

To advance our HDD product goal, we focus on product lines that have the highest impacts, which in FY2025, collectively accounted for 72% of our enterprise HDD Exabyte shipments. As we introduce new product lines, we will continue evolving and refining our strategy to continue to achieve our product recycled content targets in meaningful ways.

During FY2025, we made significant strides for all three top product lines, with the following minimum recycled content for each:

37.5%

Ultrastar® DC HC550, HC560, HC650, HC655, HC665

36.1%

Ultrastar DC HC570, HC580, HC670, HC675, HC676, HC680

35.6%

Ultrastar DC HC590, HC690, HC695

Even small shifts in recycled material usage require extensive research, deep material analysis, and rigorous qualifications to maintain the precision and performance of our components. Our careful, science-driven approach allows us to advance circularity without compromising quality and cost.

Through our packaging design, we aim to deliver a strong first-brand impression and a positive customer experience while meeting the practical requirements of protecting products during shipping and storage. Our holistic, methodical approach helps reduce handling, storage, and transportation costs and lowers the overall environmental impact of our packaging. At the same time, we must address complex technical challenges – such as ensuring moisture and vapor barriers can withstand heavy rainfall and high humidity in tropical regions, while also protecting against unexpected electrostatic discharges through specialized shielding. These requirements often necessitate multi-layered plastic materials that are difficult to recycle.

As we continue to advance our packaging technology, we are actively working to reduce plastic use and develop more sustainable, recyclable alternatives. In FY2025, we are proud to have achieved 74% recycled content in our enterprise HDD packaging.



74% recycled content in our enterprise HDD packaging

Production and End-of-Life

At WD, we reduce environmental impacts across our global operations through energy conservation, carbon-free energy adoption, and resource-efficient practices. We prioritize water stewardship, investing in reuse and reclamation, and reduce operational waste through recycling, reuse, and responsible disposal. Please read the Sustainable Operations section on page 16 for additional details on these initiatives.

We are also committed to designing products with recyclability and responsible end-of-life management in mind. We comply with the WEEE directive, and our products and packaging are labeled with appropriate end-of-life symbols for their respective regions.

In pursuing end-of-life solutions, we address challenges, such as balancing the cost of material recovery with the use of virgin materials, identifying sustainable recovery solutions across a global supply chain, and ensuring data privacy and security.

We have established global minimum standards for handling and disposing of electronic waste (e-waste) from our facilities and offices, aiming to eliminate or minimize environmental impact. Our Global EHS team requires that appropriate due diligence is performed during the selection and onboarding process for all e-waste vendors across our global operations. Vendors must comply fully with all relevant regulatory requirements in their respective countries and localities, including securing and maintaining proper waste handling and disposal permits or licenses as legally mandated. Where possible, we prefer globally recognized certifications, such as R2, e-Stewards, and ISO 14001.

50,000 lbs. of HDDs diverted from landfills for advanced material recycling, achieving a 90% recovery rate, including precious metals and rare earth elements

44,492 devices recycled to date through our Easy Recycle program

▶ For more information, see WD's WEEE Statement, under Product Compliance.

Advanced Recovery of Rare Earth Elements (REE)

With global data generation accelerating, HDD demand is expected to more than triple from FY2024 to FY2029, due in large part to AI and cloud computing.[10] However, rare earth elements (REEs) present structural extraction challenges that create material risks for global supply chains and long-term technology growth. REEs occur at naturally low concentrations, making traditional mining dependent on the processing of large volumes of mined material and requiring complex, energy-intensive processing steps. Furthermore, primary production remains highly concentrated geographically, where more than 85% of REE mining occurs outside the United States, often in regions where extraction is associated with biodiversity loss, water intensive operations, and the generation of radioactive waste.

WD launched a major initiative, to reduce exposure to these systemic risks and provide a consistent supply of recovered HDD materials to scale a more stable, less carbon-intensive supply chain of rare earth materials. In FY2025, WD partnered with Microsoft, Critical Materials Recycling, and PedalPoint Recycling (PP) to establish the Advanced Recovery and Rare Earth Material Capture program in the United States. This leading, closed-loop initiative captures rare earths from destroyed, shredded hard drives at scale, demonstrating a scalable and economically viable model for sustainable materials recovery and marking a breakthrough in circularity. Speaking to the significance of this effort, Chuck Graham, Microsoft CVP for Cloud Sourcing, Supply Chain, Sustainability, and Security, noted, "This pilot program has shown that a sustainable and economically viable end-of-life management for HDDs is achievable."



10 Worldwide IDC Global DataSphere Forecast, 2025–2029, #US53363625. May, 2025.

The advanced recovery system produces measurable performance and climate advantages to enable HDD supply chain resilience and long-term value creation, including:

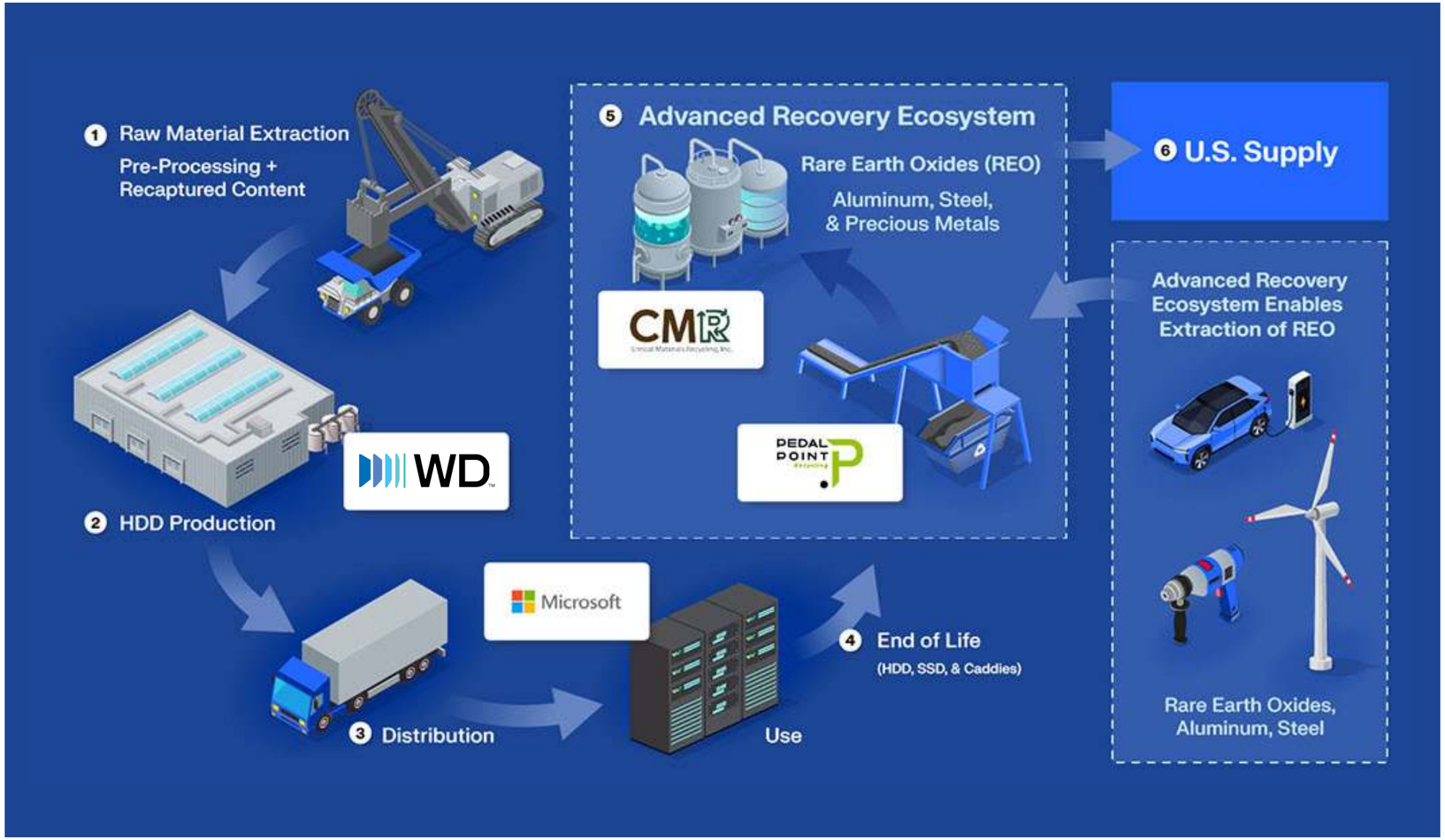
95% Achieved a 95% reduction in climate-changing emissions compared to producing these materials from newly mined sources

80% Recovered 80% of all HDD, SSD, and data center device holder materials – including aluminum, steel, copper, silver, gold, and palladium – while generating significantly fewer emissions than traditional production methods

90% Extracted more than 90% of rare earth elements from end-of-life (EoL) hard drives and produces rare earth oxide of over 99.5% purity

To date, the program has converted approximately 47,000 pounds of end-of-life storage devices into domestically sourced metals, demonstrating commercial viability and enhancing both WD's and our customers' supply chain resilience.

The strategic importance of this initiative has been widely recognized. In FY2025, the program received the Future of Memory and Storage Summit (FMS) Best of Show – Most Innovative Sustainability Technology Award" and the Information Technology Industry Council (ITI) Sustainability Steward Award underscoring WD's leadership in sustainable innovation.



HDDs produced by WD, after completing their useful life in Microsoft data centers, are shredded and then sent to PedalPoint Recycling for sorting. Valuable rare earth minerals are extracted from steel through an acid-free dissolution at CMR and then returned to the U.S. supply chain. This advanced recovery process may inspire other industries to reclaim rare earths from their hardware, further increasing domestic material recovery. In FY2026, our goal is to return these materials back into our supply chain.

▶ Read more in our blog, "Giving HDD Rare Earth Elements New Life."

Circularity

At WD, we view ourselves as a catalyst for the circular economy, helping extend the lifecycle of resources while creating lasting value for our business, customers, and the planet. By embracing circularity, we optimize efficiencies, build resilience, and enable growth, while reducing environmental impact. Our circular business models focus on reusing resources and reintroducing them into the market.

Key Initiatives

Globally

- Increasing recycled content in our products and packaging, a critical step toward transitioning from linear to circular models. In FY2025, we achieved a minimum of **35-37%** recycled content by weight in our enterprise HDD products, advancing toward our FY2030 goal of **43%**. Read more on page 27.
- Increasing recycled content by weight in our enterprise HDD packaging to **74%** in FY2025. Read more on page 27.
- Reclaiming and refurbishing used HDDs from customers for resale and replacement. In FY2025, we remanufactured **over 205,000 HDDs** to OEM specifications for resale with full warranties, avoiding **more than 10,000** metric tons of CO_2 emissions. Additionally, we tested and recertified **over 170,000** HDDs as certified replacements. Read more on page 26.
- From within our own operations, we reclaimed more than **5,800 HDDs** from our labs and **more than 2,600 HDDs** from manufacturing, remanufacturing them to OEM specifications for resale with full warranties. Additionally, we used **more than 2,000 HDDs** from these process streams as certified replacements.
- Pursuing rare earth element recycling initiatives capable of processing both shredded and whole drives. Read more on page 28.

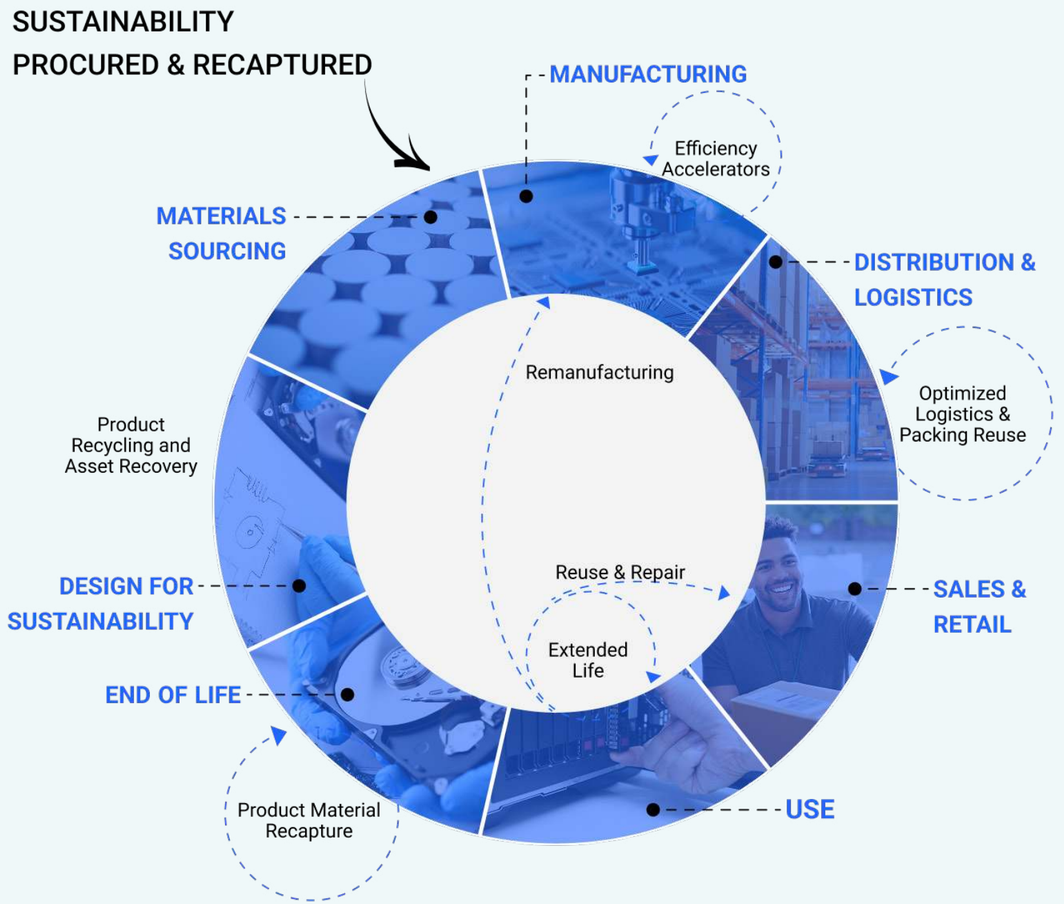
In the U.S.

- Partnered with Microsoft, Critical Materials Recycling (CMR), and PedalPoint Recycling to launch the Advanced Recovery and Rare Earth Material Capture program. Read more on page 28.

Across Asia

- Recovering components for OEM suppliers, including nearly **30 tons** of baseplate material returned for production of new baseplates.
- Achieving **6% recycled content** in Voice Coil Motor (VCM) magnets, a critical HDD component containing rare earth materials.

The Circular Economy



Stakeholder Empowerment

Positively influencing our ecosystem by engaging and connecting stakeholders.

FY2025 Highlights

- Launched a new people strategy to support Workforce of the Future in our Global Operations organization
- Verified 100% of our in-scope suppliers were audited for conflict minerals
- Achieved a record-breaking 67% enterprise-wide participation in our volunteering efforts in FY2025

WD works to empower stakeholders across our value chain, from our workforce to customers and supply chain partners to communities. We operate in a highly complex technology sector and we rely on these stakeholders to fuel our business success and create long-term impact.

IN THIS SECTION:

Our Workforce

Customer Enablement

Supply Chain

Community Impact











Our Workforce

Vision: We foster a high-performance culture where our workforce and human resources practices accelerate innovation, collaboration, and excellence. Our employees drive innovation to help us realize excellence and deliver results.

Our Approach

As AI, cloud computing, and other technological advancements drive demand for WD's technology, we recognize the immense opportunity to build a future-ready workforce. Our approach focuses on cultivating a team that combines multi-generational and global perspectives with deep industry knowledge and new skills necessary for advanced performance.

To realize this vision, we introduced a redefined set of company values in FY2025 that embody our culture and guide us to achieve our mission. Employees provided key feedback in their creation, telling us what inspires them, what challenges them, and what makes WD a company worth showing up for. Our teams demonstrated why we place such extraordinary importance on their voices and points of view – because their talents, passions, and insights are key to our success.

WD Company Values

Customers
Enabling all customers to succeed.

Results
Making progress and achieving goals.

Connection
Collaborating as one supporting team.

Excellence
Doing your best and doing what's right.

Innovation
Inventing in big and small ways.

At WD, we believe culture is the ultimate differentiator. We are operating in a world that moves fast and expects technology to move even faster. To succeed, we need more than great products or bold ideas. We need a culture that aligns us, inspires us, and helps us innovate with intention. That's the power of culture, and it's our greatest competitive advantage."

Katie Watson,
Chief Human Resources Officer, WD



“AI’s success hinges not just on data and technology, but on how well it enhances human work. We need to move employees to higher value work and remove toil. That’s how we maximize AI’s value and build a future-ready business.”

Sesh Tirumala,
Chief Information Officer, WD

Read more about AI Governance on page 59.

Human Capital Management Strategy

Our commitment to creating an innovative, inclusive, and high-performance culture is at the center of our human capital management strategy. In FY2025, we developed Workforce of the Future, a comprehensive talent strategy supporting our Global Operations team that attracts and develops engaged, productive, and future-ready talent. This approach is defined by four key pillars:

Attract early-career talent by developing vibrant programs and partnering with universities and trade schools.

Read more on page 34.

Develop mid-career talent by identifying critical skills, prioritizing emerging technologies, delivering effective upskilling, and designing a curriculum that aligns with industry best practice.

Read more on page 35.

Preserve Knowledge held by late-career employees by identifying critical technical expertise and developing plans to document, digitize, and transfer it to the next generation of talent.

Shape the Future of Work through strategic workforce planning and by equipping our global team with the cognitive, technology, and critical soft skills, such as resilience, agility, and self-awareness, that drive long-term success.

This framework enables us to build a culture of growth and development, foster engagement and connection, and ultimately equip our organization with a highly skilled, adaptable workforce able to navigate ongoing changes in our industry and beyond.

SPOTLIGHT



Embracing AI to Empower Our People

No conversation about the future of work is complete without acknowledging the enormous role that AI is expected to play, not just in our technological capabilities but in the duties our people carry out every day. As an organization that values innovation, we are committed to providing our employees with AI-powered tools that streamline workflows and boost productivity, and to helping our teams build the necessary skills to use these tools to their full potential.

We have piloted select use cases for potential opportunities to deliver value using generative and agentic AI across supply chain planning, engineering modernization, and our employee experience.

WD strives to conduct these rollouts of AI tools in ways that place employee experience at the core of our approach. We view AI, not as a replacement for human employees, but as a complementary asset that increases productivity and efficiency to create value.

Talent Attraction

Our vision to build a future-ready workforce begins with our efforts to source, hire, onboard, and retain high-caliber talent.

We work closely with leaders across the organization to identify the skills we need for business success, forging partnerships with universities, nonprofits, trade schools, and other organizations to find the most qualified candidates, and empower our talent acquisition teams with AI-powered tools that help make their searches as precise and efficient as possible. In September 2025, we launched a **corporate innovation hub with the University of Wisconsin-Madison.** The partnership includes student internships and recruiting initiatives, and allows us to work together to accelerate research, innovation, and workforce development across multiple fields of science and technology.

We also welcome talent from a wide variety of backgrounds, reflecting our commitment to a workplace where all employees can thrive and contribute to our long-term success. For example, we are proud of our efforts to hire Veterans of the U.S. Armed Forces, with many of them filling IT roles.

Supporting Early Career Talent

A key focus of our Workforce for the Future strategy is to attract top-performing talent at the start of their careers, harnessing their fresh perspectives. Our global internship program for undergraduate and graduate-level students is a key part of our university recruiting program and helps us develop a pipeline of early career talent. Interns and emerging talent take part in our Early Career program, which provides opportunities to engage with executive leadership through networking and focused discussions, learn about WD's work culture from peer advisors and mentors, engage socially, and grow their technical and emotional skills to advance in their careers. We also offer rotational programs for early talent in functional areas, including Finance, Sales and Marketing, Human Resources, Operations Rotational Engineering, and more.

In September 2025, we launched our **BEST program** (Belonging, Enabling, Solutioning, Thriving). This two-year initiative provides a clearly defined development track for early career talent to hone their technical and professional skills through dedicated mentorship from experienced leaders, on-the-job training, specialized educational content, and opportunities to spearhead projects. Together, these initiatives contributed to our inclusion on the 2025 Forbes World's Best Employers list.







THRIVE Innovation Day

As part of our first THRIVE Innovation Day, we recognized three early career employees through WD's Innovation Talent Awards. The event recognized the winners of the first THRIVE employee ideas contest and celebrated broader employee achievement across the business.

For more on THRIVE, see page 38.



Payton Albert

Senior Mechanical Design Engineer at WD and winner of the Irvine Innovation Talent Award



Denise Chee

Software Development Engineer and winner of the Sustainability Innovation Talent Award



Andreas Thiele Hendricks

Hardware Development Engineer at WD and winner of the Great Oaks Innovation Talent Award

Learning and Development

At WD, we believe success is not just about keeping pace with change. It is about anticipating new developments, responding proactively, and staying well ahead of the curve.

Our commitment to continuous learning allows us to remain on the cutting edge of our industry, as do our efforts to upskill our employees, preserve the knowledge of our most experienced career veterans, and effectively guide our organization through a rapidly evolving industry landscape.

Driving Skills and Capability Building

We use every tool at our disposal to build a workforce that is eager to learn and quick to adapt.

Career Explorer: Career Explorer is WD's central learning and development platform, designed to upskill and develop our workforce in their current roles while preparing them for future career opportunities within the company. Our enterprise learning platform provides our employees with continuous development opportunities across technical, professional, and leadership skills to support a capable and future-ready workforce.[11]

Tech Talent Academy: In FY2025, we expanded our efforts to upskill our employees with the launch of our Tech Talent Academy. This program gives teams around the world immediate access to opportunities for skill development and career growth, connecting them with the more than 400 courses available on our new, standardized learning management system, Career Explorer.

These courses span a broad range of topics relevant to our business, including operational skills, analytics, and multiple emerging technologies that play an increasingly prominent role in our industry. Each platform contains educational content on how employees can use various AI tools to streamline workflows and enhance productivity. With content updated frequently by Human Resources and other functional learning teams, Tech Talent Academy also includes curated courses that are customized based on need and location.

Talent Management: Programs like Tech Talent Academy complement additional avenues of professional development, including quarterly check-in meetings and annual performance reviews. We also introduced a new self-reflection tool in FY2025, further amplifying employee voices in conversations about their career growth. In FY2025, 98% of our technical and professional employees had a performance designation conversation with their managers.

Expanding Mentorship and Training

We provide education and training opportunities across the company, at both the site and function level. For example, in July 2025, our Global Operations organization launched a mentorship program designed for employees to grow their technical skills, particularly as they related to HDD assembly and backend test operations. The program pairs mid-career employees with a more senior leader for six months of one-on-one coaching and operates on the 70-20-10 development model: 70% on-the-job learning, 20% exposure to more experienced professionals, and 10% formal training. This first iteration of the program engaged approximately 100 colleagues in Thailand, Malaysia, Japan, China, and the U.S.

WD was one of the first companies in California to introduce a manufacturing apprenticeship program. This paid, full-time opportunity gives apprentices the chance to learn from seasoned professionals and gain experience with semiconductor technology, while taking related academic courses and earning college credit at a local community college. Our first cohort graduated in May 2025. Graduates went on to earn various manufacturing certifications and/or their associate degrees in engineering and find employment at WD or in our broader industry. Our second cohort is due to complete their program in FY2026.

Developing Our Managers

We believe that engaged, effective managers are critical drivers of employee performance. In FY2025, over 1,600 of our managers participated across five Manager Monthly Learning Series sessions. The sessions were designed to help leaders grow in a variety of areas including people leadership skills, influencing others, engaging in meaningful development conversations and more.



Before WD, I worked as a health screener. I'm not naturally a computer-savvy person, but this program has taught me a lot of technical skills. Now, I'm on the road to becoming a process engineer. The coursework and mentorship really sets you up for success."

Jean Ty-Villamore,
2025 Advanced Manufacturing Apprentice

14.6 average training hours per full-time employee in FY2025

11 Career Explorer is currently available to all Indirect Labor employees across WD, with portions of the platform accessible to Direct Labor employees. We are committed to expanding access to all WD employees in the coming fiscal years, ensuring comprehensive learning and development opportunities for our entire workforce.

Employee Engagement and Inclusion

We strive to create an environment where all employees can do their best work. This process starts with elevating employee voices and creating the infrastructure for those voices to be heard.

Our tools include an annual Pulse engagement survey for all employees, one for our factory population and one for our non-factory employees. Additionally, following our company Separation in FY2025, our Executive Leadership Team (ELT) members and many other leaders embarked on visiting global sites and meeting with thousands of employees across the company, to provide an in-person forum for them to share their ideas, priorities, concerns, and questions.

We also strive to cultivate an inclusive environment where every individual feels valued, respected, and appreciated, thereby enabling them to contribute effectively to the organization and excel in their roles. Our initiatives celebrate our diverse workforce and elevate all perspectives.

- Please see our 2024 U.S. Equal Employment Opportunity Report (EEO-1), which reflects the company's U.S. workforce data.

Pay Gap Analysis

We conduct pay gap analysis periodically to examine how similarly situated employees of different genders are paid globally and, in the U.S., we also perform pay gap analysis across different demographic groups. When discrepancies arise, we take action to ensure that we are paying individuals performing similar work equitably. Our most recent review was completed in FY24. It covered 100% of our global population and determined that women were paid 99.2 cents for every dollar earned by men. In the U.S., we found that employees across all demographic groups were generally paid consistently and aligned with our goal of pay equity and non-discrimination. In addition to our commitment to pay equity, we are also committed to periodically reviewing our pay to ensure that we are paying a living wage.

96% of our factory employees participated in our annual Pulse engagement survey

89% of our non-factory employees participated in our annual Pulse engagement survey

SPOTLIGHT

THRIVE: Engaging Employees to Spark Innovation

We believe that our employees' talents, passions, and expertise hold the keys to the future of our business. In FY2025, we launched THRIVE (Think boldly, Harness creativity, Reimagine new possibilities, Ideate without fear, Voice your ideas, and Execute your ideas), a competitive employee engagement program designed to capture our colleagues' innovative and transformative ideas.

THRIVE is an enterprise-wide innovation challenge that asks WD employees all over the world to submit their ideas under a specific category, including Process & Operations, Digital Transformation, Sustainability & Sustain-innovation, New Technologies, and Horizon 2 and 3, WD's product-adjacent and exploratory technology strategies. A panel of subject matter experts reviews each proposal and selects the winners, based on which project will create the most value at the business level, with a pledge to help bring those ideas to life.

In September 2025, we hosted our first ever THRIVE Innovation Week, celebrating the more than **2,700 ideas** submitted by employees globally, including across the U.S. and the Asia-Pacific region. The events included WD leaders, guest speakers, and external partners, and formally recognized the winners from each category, as well as Grand Winner, KianWooi Tei, for his project, "Digital QC – Multi-Agentic AI Digital Worker."







Employee Resource Groups

As one of our key values, fostering connection between our employees is critical to building our culture of innovation and a sense of belonging among those who work with us. Our seven employee-led Employee Resource Groups, which are open to all employees who want join, help to create and nurture these connections. These groups drive employee engagement, belonging, and culture, providing opportunities throughout the year for networking, idea sharing, and community building.

Notable Events From FY2025

- **We.WIN** celebrated International Women's Day with a global, virtual event, featuring Katie Watson, Chief Human Resources Officer and B. Scott Davis, Chief Sales and Marketing Officer and We.WIN Executive Sponsor, to shine a light on the contributions of women. More than 500 employees from around the world engaged in the event that featured the timely 2025 International Women's Day theme, Accelerate Action.
- **We.Unidos** celebrated Hispanic Heritage Month 2025 by hosting a Fireside Chat with Los Tigres Del Norte at the Milpitas Campus. The ERG also offered employees culturally themed digital assets to share their Hispanic pride and featured member spotlights that highlighted and amplified the personal stories and experiences of our Hispanic employees.
- **We.Salute** provided employees with an opportunity to give back in recognition of Veteran's Day. In partnership with Swords to Plowshares, a nonprofit that's been supporting Veteran's in the San Francisco Bay area since 1974. Employees packed 1,000 hygiene kits for the nonprofit to distribute as part of their year-end outreach efforts.
- **We.Fuel** hosted National Intern Day dedicated to engaging and recognizing our talented interns. The event featured interactive games, treats, and an atmosphere built to foster connection among early career talent.

We.CAN
Celebrating Abilities Network

We.WIN
Women's Impact Network

We.Elevate
Black Professionals Network

We.Unidos
Hispanic and Latin Network

We.Equal
LGBTQ+ and Allies Network

We.Fuel
Future Leaders Network

We.Salute
Military Family Network

Benefits and Rewards

We believe the key to driving progress through innovation is by holistically supporting our employees. Specific benefit offerings vary from country to country, as they are designed to meet the diverse needs of our global workforce. However, we generally provide benefits that support employees' physical, mental, and financial well-being, including: medical coverage (including dental and vision plans), health savings accounts, retirement savings, an employee stock purchase plan, life insurance, disability coverage, an employee assistance program (EAP), legal and ID theft protection, caregiving benefits for all life stages, children's behavioral health support, an education reimbursement program, pet insurance, paid time off,[12] parental leave,[13] and more.

Total Rewards

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

Employee Health & Safety

Health and safety are foundational to WD's operations.

WD 's Integrated Management System (IMS) Policy addresses Environmental Management System (EMS) and Occupational Health and Safety Management System (OHSMS) in support of our IMS. We require all employees to adhere to WD'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. Our EHS team reports into the Corporate Real Estate and Workplace group, which is part of our broader Finance function. This structure helps align our EHS initiatives with our broader workplace strategies.

22% reduction in lost time incident rate (LTIR) in FY2025

Occupational Health & Safety

Our OHS Management System is part of our company-wide IMS and applies to all operations, employees, and anyone acting on our behalf, including contractors. Each site's OHS Management Program identifies job-specific and task-specific training to employees and plays a crucial role in promoting understanding among employees about the hazards to which they may be exposed and how to prevent harm. The program also helps us disseminate timely safety training and facilitates timely responses when workers notify management about conditions that appear unsafe.

In FY2025, we achieved a 22% reduction in lost time incident rate (LTIR) versus FY2024. Following a work area risk assessment that analyzed the most impactful incidents, we launched a "Slip, Trip, and Fall" employee awareness campaign and made a series of improvements that made our physical environment less conducive to slips and trips. Since 2021, WD has been phasing out the Clean Electronics Production Network (CEPN) first-round priority chemicals to protect workers from exposure. We have successfully eliminated the use of two CEPN priority cleaning agents in Malaysia and Thailand, replacing them with safer alternatives. This multi-year project is scheduled for completion in FY2026.

Emergency Response

WD trains our Emergency Response Teams (ERTs) to respond effectively to emergencies, such as fires, medical crises, and large chemical spills, aiming to minimize their impact. ERTs also help develop plans to promote a well-organized response, reducing the risk of injury and damage. Each location has its own local team with site- and geography-specific emergency response plans, updated regularly in accordance with local and regional laws, regulations, and policies. In FY2025, we expanded the membership of our ERT, particularly our medical emergency response team, and provided more advanced training for first aid response.



12 WD offers U.S.-based exempt and non-exempt employees paid time off, per our Time Away from Work policy. Exempt employee are offered flexible PTO and non-exempt employees accrue vacation based on years of service. All eligible employees receive a lump sum grant of 80 hours of paid sick leave. WD also provides 11 paid holidays for regular, full-time employees.

13 WD provides U.S.-based, regular, full-time employees with eight weeks of paid parental leave following the birth, adoption, or foster care placement of a child. In addition to the new birth parent, the spouse or domestic partner is also eligible for this benefit. This program is a complement to our current paid disability benefit for new birth mothers.



Health & Safety Standards

WD maintains an integrated EHS management system, aligned with ISO 45001 (Occupational Health & Safety) and ISO 14001 (Environment). Our global health and safety standards, along with our management systems, consistently meet and often exceed national and industry-specific guidelines, while allowing each site to adapt and implement location-specific strategies to effectively meet these requirements. Common practices across sites include forming safety committees, developing comprehensive policies and procedures, and utilizing risk assessments and incident reporting systems.

All manufacturing sites undergo scheduled management system audits and management reviews by our IMS Central Program Office at a minimum once a year and maintain certifications through accredited external bodies.

Beyond health and safety, our Integrated Management System (IMS) links ISO 9001 (Quality Management System), ISO 22301 (Business Continuity Management System), and the Responsible Business Alliance (RBA) code under one governance structure. This approach reduces duplication in audit cycles and management reviews and provides a unified view of risk across all standards.

Hazard Mitigation

To identify and address hazards, the team at each facility conducts hazard identification and risk assessments and implements control measures to eliminate or reduce risks to an acceptable level. Higher-risk sites go beyond this initial level of assessment, further assessing equipment, tools, chemicals, and processes as needed.

Each hazard is scored on its level of severity, likelihood, and existing control measures to calculate a composite risk rating. We prioritize higher-rated risks and immediately seek to mitigate them to a lower level. All WD manufacturing processes have a standard Emergency Power Off (EPO) or Emergency Machine Off (EMO) switch, if an employee identifies an on-site hazard that can cause imminent danger.

Employees can report work-related hazards to their supervisor, members of their site's EHS team, WD's Ethics Helpline, their local human resources business partner, or as a submission to the Safety Good Catch program. This program centralizes employees' global safety concerns into one digital platform, allowing for more rapid responses, streamlined trend analysis, and efficient tracking of outcomes and actions taken.

Site management teams also conduct worksite analysis on a regular basis, through periodic walk-throughs, EHS assessments, internal and external IMS audits, accident and "near miss" investigations, and EHS reviews of all new processes or equipment. Results and trends of hazard identification and risk control in the management review process are included, in addition to the worksite analysis.

Identification

- Safety Good Catch program
- Walk-through
- EHS assessments
- Internal and external IMS audits
- Accident and near-miss investigations

Assess

level of severity

+

likelihood

+

existing control measures

= **risk rating**

Control & Mitigation

Apply the hierarchy of controls:

- Elimination
- Substitution
- Engineering controls
- Administrative controls
- Personal protective equipment

Training and Awareness

WD communicates with employees on general health and safety policies, procedures, and instructions through multiple avenues, from in-person and web-based training to newsletters and posts on the company's intranet. We also run an annual safety campaign in June, which, in FY2025, focused on the Safety Good Catch program for our global employee base. In addition, we successfully completed our first-ever safety climate survey in FY2025, collecting feedback from more than 18,000 employees and contractors at all manufacturing plants and one R&D site.

We also communicate with employees regularly on the topics of emergency preparedness, injury or illness prevention, industrial hygiene, physically demanding work, wellness, ergonomics, machine guarding, and living conditions. These communications occur during new hire training, through ongoing task-specific training, and via regular site communications, which vary by site and the work being performed. This approach aligns with WD 's broader efforts to cultivate engagement with employees, communicate regularly, and commit to continuous improvement.

Health and Wellness

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

At manufacturing sites in Asia, WD operates on-site medical clinics, staffed by certified and licensed healthcare professionals, in accordance with local regulatory requirements, ensuring employees have access to timely medical care. In the event of work-related injuries or musculoskeletal concerns, medical teams collaborate with local EHS personnel to investigate incidents, assess contributing factors, and support appropriate corrective actions. All medical facilities comply with applicable regulatory and accreditation standards.

Ergonomic risks are addressed through a combination of workplace assessments, employee education, and collaboration between EHS and on-site medical teams. These efforts aim to reduce the risk of musculoskeletal disorders and support safe and sustainable work practices.

Supporting employees' mental health is an integral component of WD's approach to health and wellness. In addition, the Employee Assistance Program is available to eligible employees and members of their family or household, providing confidential support and direct access to licensed network therapists.





Sustainability in the supply chain is not achieved in isolation. Our sustainability journey depends on working hand-in-hand with our supply partners. By aligning our actions with industry standards and global sustainability goals, we create a resilient value chain that delivers positive impact and long-term competitive advantage for WD.”

Patrick Woo
Director, Responsible Sourcing, WD

Our Supply Chain

Vision: At WD, we work to operate a predictable, agile, resilient, and cost-effective integrated supply chain, to enable revenue and margin while continuously exceeding customer expectations. Supply chain sustainability and responsibility are a core part of this mission. We build resilient partnerships through collaboration, training, and transparency that elevate standards across our global supply chain, where innovation, ethics, and environmental stewardship create shared value and advance a more sustainable future together.

Our Approach

Supply Chain Resilience

Supply chain disruptions pose significant risks in today’s interconnected global economy. To strengthen resilience and adaptability, we are advancing analytics-driven procurement processes and broadening our supplier base by qualifying additional partners. These steps not only reduce risk but also create new opportunities for sustainable growth across our network.

In FY2025, we continued enhancing our strategies and processes to balance social, economic, and environmental considerations across WD’s supply base. Through advanced predictive procurement tools, powered by AI, machine learning, and natural language processing, we proactively identify and mitigate risks – from supplier performance challenges to potential disruptions. By integrating data-driven insights, such as location, past performance and potential risk factors, we are building a smarter, more responsive, and more sustainable supply chain.

Supply Chain Transparency

7,000+ total active suppliers

9,000+ sites/facilities

63 regions

Human Rights and Labor Practices

We are dedicated to providing a safe, healthy, and inclusive workplace for our employees and expect our suppliers to demonstrate the same commitment to human rights, fair labor practices, and worker well-being across their operations.

Human rights protections vary from country-to-country, and we consider how our manufacturing workforce may be impacted locally while striving to implement practices and initiatives that ensure human rights are respected and upheld universally. Our human rights and labor approach includes policies and training, due diligence, grievance mechanisms, and remedies. WD's Responsible Sourcing Management team, under the Global Procurement function, is responsible for continuously monitoring potential human rights violations in our supply chain.

We disclose our supply chain practices, in accordance with the UK Modern Slavery Act of 2015 and the California Transparency in Supply Chain Act. For more information, see our FY2025 Statement Against Modern Slavery and Human Trafficking.

Policies and Training

We require that our suppliers adhere to ethical business practices, traceability of materials, and compliance with global regulations and industry frameworks, such as the Responsible Business Alliance (RBA) Code of Conduct.

We use policies to reduce the risks of human rights abuse and child labor in our supply chain and to establish strong labor practices. Our company policies adhere to applicable local labor laws and conform to the RBA Code of Conduct. WD's Global Human Rights Policy details our commitment to respecting human rights throughout our operations and supply chain. We articulate expectations for all WD employees in our Global Code of Conduct and our Supplier Code of Conduct defines expectations for our suppliers. We expect them to additionally communicate these expectations downstream and monitor compliance. Country-specific work rules and enterprise-level policies on human rights and labor practices reinforce our commitment to create working environments where employees are treated with dignity and respect.

At each of our factories, the general manager is responsible for adhering to the goals of our Global Code of Conduct, country-specific Work Rules, and our Supplier Code of Conduct. This aligns with the most recent RBA Code of Conduct version 8.0, together with trade compliance requirements and supply chain mapping and transparency.

Our on-site manufacturing teams receive mandatory training on the RBA Code of Conduct through the RBA's e-Learning program, including human rights and labor issues. The program includes employees who are directly involved in manufacturing activities as well as those in other critical functions at these sites, including procurement, human resources, and employee health and safety.

Due Diligence

WD assesses human rights-related risks and potential impacts in both owned and supplier facilities. We conduct human rights due diligence and impact assessments at regular intervals and whenever appropriate, based on circumstances or reports.

Suppliers considered in scope of our responsible supply chain program include our top 90% spend, single/sole source, and strategic suppliers in our direct materials category. The RBA requires independent, third-party of factories generating finished goods biennially, and we have extended these requirements to our component facilities. These thorough reviews help us maintain high standards for protecting our employees and the WD supply chain.

Periodically, we conduct risk assessments focused on forced and child labor, which also consider the nature and locations of our operations . These assessments help ensure our work aligns with our fundamental commitment to protecting the rights of our workforce and supply-chain workers, while creating a positive and safe working environment for all.



Grievance Mechanisms and Remedies

Grievances from our supply chain workforce – including suppliers' workers and their representatives – may also be raised through independent third parties, such as the Responsible Business Alliance (RBA), labor advocates, or non governmental organizations. These concerns are routed to WD's Responsible Sourcing Management team, which oversees the review and resolution process. When WD becomes aware of potential human rights abuses or other violations of our policies, we take remediation actions proportionate to the severity of the issue. These actions may include conducting internal investigations, coordinating and monitoring corrective action plans resulting from RBA audit reports, and requiring follow up or additional audits for suppliers, to ensure that identified issues are effectively addressed.

Additionally, our Global Ethics Helpline is available to anyone who wishes to report suspected misconduct, for our WD employees and our suppliers' workers and their representatives, ensuring that those throughout our supply chain have a safe, confidential avenue to speak up.

Supplier Vetting and Audit Reporting

We use a third party to prescreen suppliers before onboarding, assessing them for human rights and sustainability practices. Then, during the onboarding process, we conduct a Labor and Human Rights assessment to identify potential risks and proactively place controls where necessary to mitigate risks. In FY2025, we increased the efficiency of this process by directly linking to and leveraging data from the RBA database.

Each year we ask our highest-volume and highest-risk suppliers to reiterate in writing their commitment to human rights protections and ethical practices, such as anti-competitive practices, anti-bribery, and anti-corruption, and confirm their adherence to our Supplier Code of Conduct, Responsible Minerals Policy, and Global Human Rights Policy, as well as the RBA Code of Conduct.

Through our Audit Program, we require suppliers that represent 90% of our cumulative spend, plus strategic and single-source suppliers' facilities, complete annual self-assessments and conduct unannounced third-party audits following the RBA VAP protocol every two years. These audits may include Tier 2 component suppliers. Our process includes conducting investigations per RBA requirements, approving necessary reimbursement plans, and repaying any affected workers. During FY2025, we were made aware of supplier recruitment fee issues, which we successfully reimbursed, per RBA standards.

WD reviews RBA audit report findings and follows standard procedures outlined in the VAP manual to assure suppliers' timely correction of any non-conformance issues found. This includes assigning e-learning to help close knowledge gaps. We closely follow up with suppliers where non-conformance findings were reported and reassess training scores. Since its launch in FY2022, the RBA e-Learning program has helped build our suppliers' capabilities and VAP audit results show improvement after suppliers completed e-Learning courses.

Our unique Specialty Validated Assessment Program (SVAP) identifies the risk of forced labor. Benefits of this RBA-approved program include providing leading processes for detecting and mitigating forced labor conditions within our supply chain; and participating in due diligence through a credible, proven program trusted by regulators, customers, and investors.

At our Malaysia site, we collaborate closely with Onsite Service Providers, who source employees and conduct regular audits to help ensure fair labor practices are upheld.



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

Suppliers Assessed Using RBA Validated Assessment Program[14]	FY2022	FY2023	FY2024	FY2025
Number of in-scope Tier 1 suppliers	138	138	138	97
Number of in-scope supplier facilities (Tier 1 + Sub-Tier)	390	410	408	321
Percentage of all Tier 1 supplier facilities audited in the RBA Validated Assessment Program or equivalent[15]	64%	67%	71%	77%
Tier 1 suppliers' non-conformance rate with the RBA Validated Assessment Program or equivalent	7%	7%	8%	6%
Tier 1 suppliers' associated corrective action rate for priority non-conformances	97%	91%	90%	97%
Tier 1 suppliers' associated corrective action rate for other non-conformances[16]	85%	85%	81%	79%

14 Percentages are based on facility count.
15 Total supplier facilities for FY2022-FY2023 encompass 90% of direct material spend and single/sole source and strategic suppliers.
16 "Other Non-Conformance" refers to major and minor findings.



100% In-scope suppliers response rate for both 3TG and cobalt

Responsible Minerals and Metals

WD relies on a variety of raw and subsidiary materials – including tin, tantalum, tungsten, and gold (referred to as "3TG" or "conflict minerals") – as key inputs to our finished products. We indirectly source 3TG from mines, smelters, or refiners and, in most cases, are several steps removed from these market participants in the supply chain, making transparency a challenge.

We are committed to responsible sourcing of conflict minerals and their derivatives from the Democratic Republic of Congo (DRC) region and other Conflict-Affected and High-Risk Areas (CAHRAs).

Responsible Minerals Risk Mitigation Program and Activities

WD's Responsible Minerals Risk Mitigation Program includes a five-step due diligence process, aligned with Organization for Economic Co-operation and Development (OECD) Guidance.

1 Establish strong company management systems

2 Identify and assess supply chain risks

3 Respond to and manage risks

4 Audit the due diligence practices of smelters

5 Report publicly on supply chain due diligence

Step 1: Establish strong company management systems

WD maintains a cross-functional team of senior staff for our Responsible Minerals Steering Committee, which oversees our Responsible Minerals Program. Our head of Procurement leads this program, and the Committee is composed of representatives from Legal, Procurement, and Quality Management System. The team reports to senior leadership on a regular basis and reports the findings of our compliance efforts to the Audit Committee of the Board of Directors.

Our Responsible Minerals Policy outlines supplier expectations and is reviewed annually. The Policy, which has included cobalt since 2021, includes expectations to responsibly supply 3TG and cobalt that are "DRC-conformant" to WD – including that 3TG and cobalt supplied to WD 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 sourcing 3TG, including cobalt, from the DRC region and other CAHRAs; and requiring their own suppliers to adopt similar policies.

Step 2: Identify and assess supply chain risks

To identify risks in our supply chain, we use three main resources from the RBA's Responsible Minerals Initiative (RMI). First, we require all in-scope suppliers to submit a Conflict Minerals Reporting Template (CMRT), which provides mineral country of origin and smelters and refiners used. We also require all in-scope suppliers to submit an Extended Minerals Reporting Template (EMRT), which provides cobalt country of origin and smelters and refiners used.

We review the CMRT and EMRT, based on our due diligence procedure. We then review the smelters or refiners reported by our suppliers and assess the quality of their responses, incorporating the information into smelter risk analysis. The smelters identified were assessed against the country-of-origin information, published by the RMI.

Step 3: Respond to and manage risks

After assessing our risks, we review risk profiles to proactively mitigate potential risks and inform procurement of high-risk suppliers, developing action plans as needed.

WD conducts risk assessments based on many factors, including smelter or refiner assessment status, “red flags” identified based on CMRTs and EMRTs, reasonable country of origin inquiry, and due diligence assessments. We escalate suppliers in higher-risk categories, in accordance with our risk mitigation procedures. We use a formal tracking mechanism to track the supplier risk assessment and the risk mitigation activities we perform.

The table below outlines different risk mitigation actions in order of severity. WD is subject to performance assessments from our customers related to our sourcing practices. Multiple customers have consistently acknowledged our excellent performance, citing numerous key indicators such as energy efficiency, emissions reduction, conflict-free smelters, voluntary sustainability reporting, and RBA audit compliance.

We also work 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.

Risk Mitigation Reference	Request or Inquiry Condition	Intended Effect
1	Inquiry related to Critical Minerals	To align WD’s Responsible Minerals Policy and expectations
2	Follow up and 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 WD'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



Step 4: Audit the due diligence practices of smelters

In FY2025, we verified that 100% of our in-scope suppliers were audited by RBA-approved, third-party assessors for conflict minerals. We established that 1% of these smelters are smelters of concern. We directly and indirectly engaged with seven smelters in our supply chain to participate in Responsible Minerals Assurance Process (RMAP) Program to maintain their recognized status.

Conflict Minerals Risks in CY2024

103	**High Risk**[17] Smelter Status Conformant
121	**Low Risk** Smelter Status Conformant
7	**Medium Risk** Smelter Status Conformant
2	**Medium Risk** Smelter Status Active
233	**Total** Smelters

3TG Smelter Status

231	Conformant[18]
2	Active[19]
0	Non-Conformant[20]
233	Total

Cobalt Smelter Status

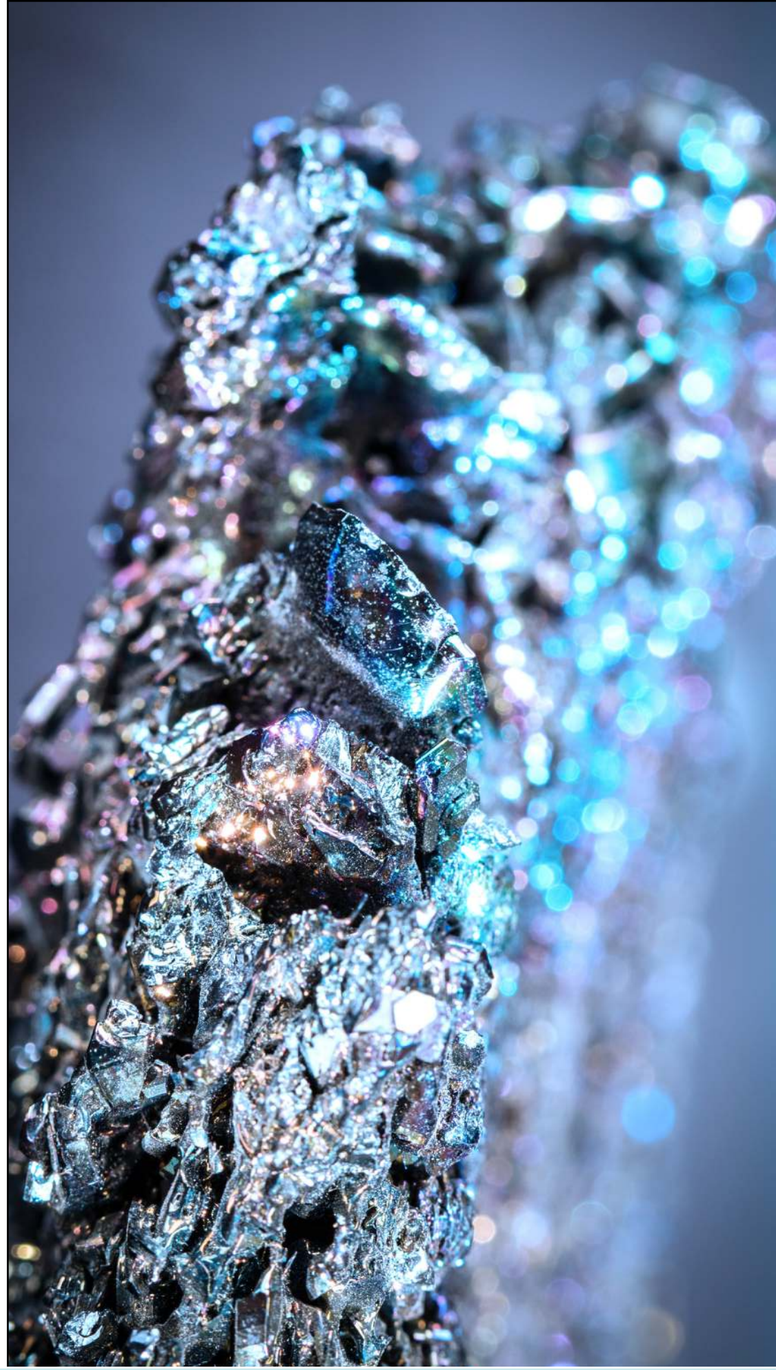
50	Conformant[18]
5	Active[19]
16	Due Diligence in Progres[21]

Step 5: Report publicly on supply chain due diligence

In addition to the information provided in this Sustainability Report, more detailed information on our Responsible Minerals Program measures, including commitments and steps taken to mitigate the risk that the 3TG in our products benefits armed groups, can be found in our 2024 SEC-filed Conflict Minerals Report.

Smelter Status by Metals[21]

	WD Update as of December 2024	Industry Update as of December 2024
Tin (SN)	99%	75%
Tantalum (TA)	100%	92%
Tungsten (W)	100%	65%
Gold (AU)	99%	55%



17 Possible country of origin from high risk, covered country and/or DRC.
18 Smelter audited per third-party-recognized system.
19 Smelter engaged in third-party audit program, but not yet conformant.
20 Does not conform to the Responsible Minerals Initiative's Responsible Minerals Assurance Process or cross-recognized program.
21 Smelters in various conditions.
22 This chart compares the conformance status of the smelters in WD's supply chain to the broader industry smelter conformance status by metal type.

Supplier Engagement and Collaboration

Our supply chain partners are essential stakeholders, and continuous engagement with them is critical to our success. We approach supplier engagement through collaboration, capability building, and long-term value creation – focusing on shared growth rather than transactional compliance.

By fostering accountability and partnership, we work together to reduce risks, enhance resilience, and drive continuous improvement in product quality, ethical practices, and supply chain transparency.

Since 2017, we have actively participated in the Responsible Labor Initiative (RLI), collaborating with peers to advance cross-industry standards for healthy and sustainable working conditions. Through the RLI, we exchange best practices and leverage shared resources to strengthen both our own and our suppliers' labor practices.

In addition, since 2010, we have worked alongside other major electronics companies to host supply chain capacity-building seminars and workshops addressing key topics, such as responsible recruitment, elimination of fees in hiring practices, and energy efficiency management. We also invest directly in supplier capacity building through initiatives, such as annual CDP training (see page 50); RBA eLearning modules to strengthen suppliers' understanding of VAP audit requirements (see page 49); and information-sharing on RMI practices.

We value a diverse supplier base in our supply chain because it brings together varying backgrounds and expertise, driving innovation, and improving processes.





92% Response rate to supplier survey to reidentify critical minerals and metals in WD's products

Responsible Minerals Collaboration

WD is an active member of the RBA's Responsible Mineral Initiative (RMI), which equips companies with tools, resources, and best practices for responsible mineral sourcing. Through our engagement, we aim to strengthen transparency, traceability, and ethical practices across our global supply chain.

As part of our commitment, we:

- Collaborate regularly with customers, suppliers, and industry working groups – including the Due Diligence Practices Team, Smelter Engagement Team, RMI Plenary Call, and RMI Material Insight User Group – to share best practices and advance responsible sourcing methodology and training.
- Leverage RMI's data and tools, such as the Country Risk Map, Reasonable Country of Origin Inquiry data, smelter database, and Risk Readiness Assessment to inform and enhance our due diligence process.
- Conduct ongoing monitoring of smelter status changes, industry trends, and emerging risks to maintain responsible sourcing standards.
- Use RMI's e-Learning Academy to train employees and suppliers in responsible minerals practices.

To expand our understanding of materials beyond 3TG and cobalt, we conducted an internal study with a cross-functional team to assess additional metals used in our products. In FY2025, we surveyed suppliers to reidentify critical minerals and metals in WD's products, achieving a 92% response rate. The results identified aluminum, copper, nickel, silicon, and neodymium as key materials requiring continued due diligence and responsible sourcing oversight.

Supplier Scorecard

We conduct a supplier performance review at least every six months that focuses on five metrics that are key to the products and services provided to the company – Cost, Resilience, Innovation, Sustainability and Performance (CRISP).

The sustainability component includes consideration of product environmental compliance, climate change, supplier's facility responsible business conduct implementation and responsible minerals program.

Our supplier scorecard has transformed the way we assess and manage our complex global supply chain. By integrating digitization and advanced data analytics, the scorecard tracks key performance metrics across commodity groups, delivering real-time insights into supplier performance, trends, and opportunities for improvement. Both our employees and suppliers use these insights to drive smarter, data-informed decisions. To deepen engagement and strengthen collaboration, we host joint training sessions with suppliers to help them interpret scorecard results and apply the data to enhance performance and sustainability outcomes.

The scorecard has helped move our approach beyond basic compliance toward a focus on collaboration, innovation, and continuous performance improvement. By empowering teams and suppliers to think boldly, harness creativity, and reimagine new solutions, we continue to drive progress and strengthen resilience across our value chain.

Supply Chain Environmental Stewardship

Achieving meaningful sustainability outcomes requires strong partnerships and shared responsibility across the entire supply chain. By embedding sustainability principles into sourcing decisions and demonstrating the tangible benefits of sustainability to our suppliers, we drive long-term value creation, strengthen resilience, reduce risks, generate operational efficiencies, and foster a more responsible and adaptable supply chain.

We work collaboratively with suppliers to uphold standards for environmental stewardship. Together, we co-develop initiatives that address critical priorities, such as carbon reduction, energy efficiency, waste minimization, resource efficiency, and circular economy principles. This collaborative approach aligns our goals and creates shared ownership of results, contributing to not only environmental and social impact but also to innovation, competitiveness, and enduring partnerships.

We invest in supplier capability building by providing guidance, training, and tools that enable suppliers to meet and exceed sustainability requirements. Through workshops, assessments, and knowledge-sharing platforms, we support continuous improvement and empower suppliers to integrate sustainability into their business models.

We monitor the sustainability performance of our suppliers by using the RBA VAP audit and tying the requirements to our Supplier Performance Review scorecard.

Product-Level Emissions and Science-Based Targets

To drive decarbonization at scale, we actively encourage suppliers to set science-based targets. In FY2025, WD joined the CDP Science-Based Targets Campaign to help incentivize the world's highest-impact companies to set SBTs and accelerate decarbonization.

We prioritize engagement efforts with the suppliers that represent the top 92% of spending per commodity category. We focus on Scope 1 and 2 emissions attributed to the components supplied to WD and provide a calculation methodology for guidance. In FY2025, WD shifted from a focus on direct materials emissions to product-level emissions with the goal of more effectively monitoring the true impact of the products provided by our supply partners.

Our Supplier Performance Review criteria include setting SBTs, Science-Based Target Initiatives (SBTI) validation completion, and a minimum percentage of product-level emission reduction per year.

Emissions Reporting and Science-Based Targets Campaign

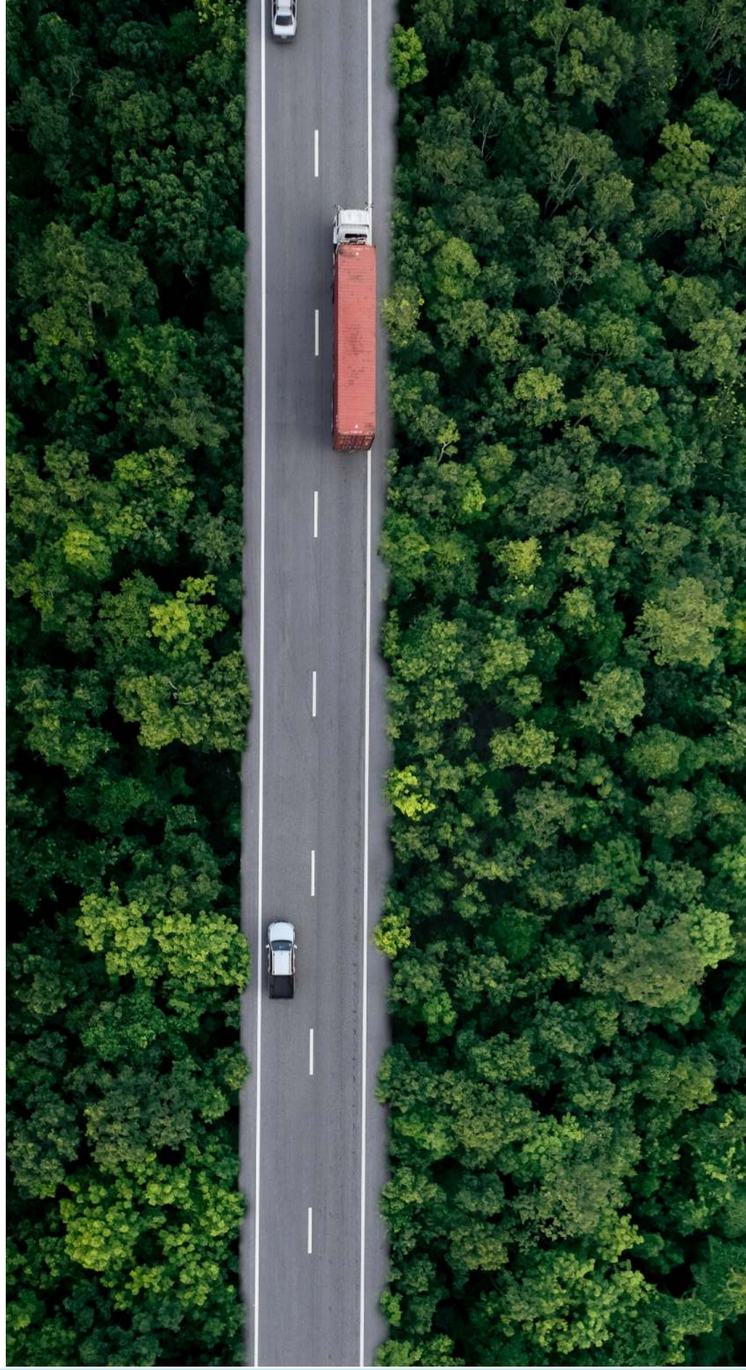
89% of in-scope suppliers reported Scope 1 GHG emissions

82% of in-scope suppliers reported Scope 2 GHG emissions (location-based)

58% of the suppliers who responded completed third-party verification of their Scope 1 and 2 GHG emissions

39% of the suppliers who responded have set Science-Based Targets (SBTs)

53% of the suppliers with SBTs had them approved by the Science-based Targets Initiative (SBTi)



Supporting and Educating Suppliers With CDP

Since FY2020, we have asked our supply chain partners to disclose climate and water-related information to CDP annually, a global platform for environmental data disclosure. These submissions help us and our supply partners measure and understand environmental impact across the value chain and take action to build a more sustainable supply chain. We provide CDP training for prior and first-time supplier respondents on an annual basis, to help ensure suppliers are up-to-date and aware of content and any changes to the CDP questionnaires, as well as the priority areas for WD. We also record the training and make it available to suppliers who cannot attend the meeting.

During FY2025 CDP training with suppliers, we specifically focused on the need for a more granular level of data disclosure - product level emissions. Focusing on a more accurate approach to carbon accounting will help us progress towards our Scope 3 reduction target and target reduction initiatives. While suppliers must disclose this data, we also encourage suppliers to respond to the full CDP questionnaire.

Supply Chain CDP Engagement

Climate Change 2025

Participants attending the WD 2025 CDP Training

120

Suppliers attending the WD 2025 CDP Training

52

In-scope suppliers invited to provide responses to the CDP Climate Change questionnaire

140+

Annual monetary savings reported by suppliers (in USD)

$1,089M+

Engaged their own suppliers in CDP Climate Change questionnaire

71%

Suppliers reporting active emissions reduction targets

80%

Suppliers participating in CDP Climate Change questionnaire

100%

Annual CO_2e savings reported by suppliers (in million metric tons)

28.82MMT

Water Security 2025

In-scope suppliers invited to provide responses to CDP Water Security

130+

Suppliers participating in CDP Water Security

100%

Have documented water-related policy

83%

Suppliers reporting active water targets

53%

Suppliers reporting water accounting

71%

Suppliers engaging their own suppliers in CDP Water Security disclosure

43%

Customer Enablement

Vision: We foster a customer-first culture through collaboration, which enables our customers to succeed and thrive. Our reliable, cost-effective technology helps customers build secure digital foundations while adopting AI and cloud tools that boost performance and competitiveness. Strong alignment with our customers' sustainability goals builds trust and deepens relationships, enabling customers to achieve their sustainability goals.

Enhancing Our Customers' Business Performance

Our broad portfolio unlocks the power and value of data by delivering efficient, dependable storage solutions for today and the future. Demand for data storage is projected to increase dramatically in the years ahead, and our reliable, cost-effective technology enables customers to both lay a secure digital foundation for their daily operations and adopt new tools, like AI and cloud computing, that can take their businesses to the next level.

Our dedication to innovation, product quality, operational excellence, and high trust and dependability means our customers can count on us to provide cutting-edge, scalable solutions. We partner closely with them to reduce total cost of ownership, provide visibility into the product lifecycle, foster collaborative relationships, and support the capacity and performance necessary to become a business of choice.

Accelerating Our Customers' Sustainability and Responsibility

We believe that sustainability gives us an edge in delivering value to our customers. Our progress against our ambitious sustainability goals – both in our products and in our operations – results in efficiency and cost savings throughout our value chain. Our goals align with our customers' climate targets and help facilitate their Scope 3 decarbonization plans. We also provide comprehensive Life Cycle Inventory (LCI) data and additional disclosures to enable our customers to fully and effectively map their supply chains and measure their impacts.

Additionally, our commitments to operate with integrity and address issues related to business ethics, human rights, labor rights, conflict minerals, and sourcing practices help customers make progress toward their own goals within their supply chain. Our proven record of transparency on these and other issues enhances trust with our customers and stakeholders while also opening new opportunities for growth and long-term resilience in a sustainability-driven market.

▶ For more information on how our sustainability strategy empowers our customers, visit page 15.

Our Broad Spectrum

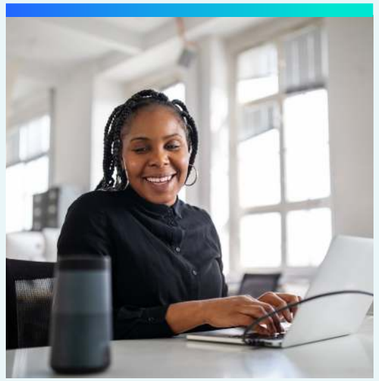
Hyperscalers



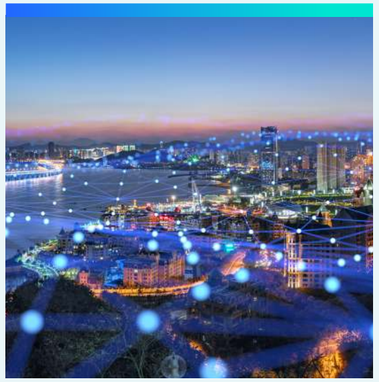
Private Cloud/ServerOEM



Channel/Consumer



New Growth Markets





Community Impact

Vision: We empower communities worldwide to thrive through education, environmental stewardship, and food security, investing in the innovators and changemakers who will shape tomorrow and the communities in which we operate.













“Amid significant organizational change, our employees have continued to lead with heart – volunteering their time, energy, and talents to make a difference. Their resilience and generosity continue to exemplify WD’s values across the globe.”

Milissa Hull
Director, Global Giving & Doing, WD

FY2025 Highlights

26,921
Unique Volunteers

67%
Total Volunteer Participation in FY2025

Approximately **3.3K**
Backpacks and School Supplies Donated to Students

Approximately **1M**
Meals Packed and Shared Globally

48,223
Volunteer Hours

224
Volunteer Events

Approximately **$2.5M**
Funded Grants

165
Nonprofits Supported

$507.5K
Scholarships Awarded to

122
Students

STEM Education

STEM education is the cornerstone of innovation, driving advancements in fields, such as artificial intelligence and advanced hardware design, that shape the future of technology. As a technology industry leader, WD is committed to expanding access to STEM education.

Financial and other barriers often limit students' ability to pursue higher education and careers in STEM. To help bridge this gap, we partner with nonprofit organizations empowering under-resourced students, provide strategic grants, and award merit-based financial support through the WD Scholarship Program, to help cultivate the next generation of innovators.

Alongside our programs, WD employees play a vital role in this effort. By sharing their expertise and serving as mentors, they inspire and guide emerging talent to explore, prepare for, and succeed in their academic and professional journeys.

$297,500 in STEM scholarships to 60 students across the U.S.

WD STEM Scholarship Program

Our STEM scholarship program supports U.S.-based students transferring from a community college to a four-year university in pursuit of a STEM degree. In FY2025, we awarded **$297,500** in scholarships to 60 students across the U.S.





A two worded "thank you" could never capture the depth of my gratitude for your generosity in supporting my academic journey. From the bottom of my heart, I am eternally grateful for this opportunity which lights the way for me to achieve my dream of earning a bachelor's degree at UC Merced in Computer Science & Engineering this Fall 2025.

"As an older returning, first-generation college student, this scholarship provides the financial stability to focus on my studies, school involvement, and professional growth. This will give me the freedom to explore opportunities such as mentoring others and forming lasting bonds with my peers.

Thank you for making a grand impact on my journey."

Lizet Herrera,
WD Scholarship Program Recipient

STEM Education Highlights From Around the Globe



STEM Kit Builds (U.S.)

Teams in the U.S. assembled 2,400 STEM activity kits for students based in Northern California with Science is Elementary, an organization dedicated to providing high quality science experiences that inspire curiosity and foster creativity in preschool and elementary school students through hands-on learning.



Fostering Inclusion in STEM Education (Japan)

More than 300 employees joined an educational session with Learning for All to learn how the organization supports children and families through safe after-school programs, meal distribution, and home counseling initiatives that promote inclusion and opportunity in education.



Penang International Science Fair (Malaysia)

Continuing our long-standing support of the Penang International Science Fair, volunteers led exhibits and other hands-on activities, such as the MakerFest, to spark curiosity and excitement in STEM across the next generation of innovators in Malaysia.



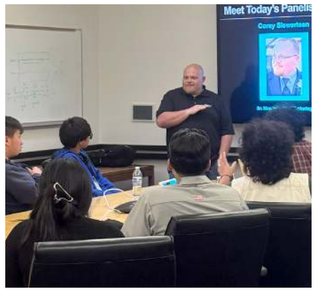
Robotics Apprenticeship With Envisioneers (U.S.)

Led by a dedicated team of volunteers, employees designed and taught a 10-week after-school robotics class for under-resourced middle school students in San Jose, California. The program strengthened students' technical skills, social-emotional learning, and awareness of future STEM career pathways.



STEM Workshops for Students (India)

In a workshop designed to ignite curiosity, volunteers engaged 9th-12th graders from local government schools to explore the world of storage technology. Titled "Introduction to the Storage Domain & HDD Teardown," the workshop gave students the opportunity to dismantle hard drives, examine their inner workings, and experience firsthand how innovation comes to life.



Silicon Valley Career Technical Education Visit (U.S.)

WD welcomed Mechatronics Engineering students from Silicon Valley Career Technical Education to our San Jose headquarters for presentations, facility tours, and Q&A sessions with senior engineers and manufacturing leaders – offering a glimpse into varying STEM careers at WD.



Environment

In addition to minimizing our own environmental impact through operational sustainability initiatives, WD is committed to making a broader impact through our philanthropic initiatives. Our employees dedicate their time and skills to volunteering with environmental causes, supported by volunteer and strategic grants that advance our partner's mission. Together, these efforts reflect our shared commitment to protecting the planet.

Highlights From Our FY2025 Activities



Earth Quarter Campaign (Global)

Every year, from April through June, WD's Earth Quarter focuses our collective efforts on environmental stewardship through meaningful volunteer and learning activities. In FY2025, more than **2,600** employees worldwide participated in eco-friendly initiatives from waterway and urban cleanups to reforestation and garden workdays. These efforts help to protect and rejuvenate our natural surroundings while also strengthening our connections among employees and the communities where we live and work.



Strengthening Sparrow Habitats (India)

In India, **53** employees rolled up their sleeves, with Concern India Foundation, to build homes for one of nature's smallest residents, the sparrow. These birds play a vital role in maintaining ecological balance, yet their habitats are increasingly threatened by unsustainable development. The newly built homes will be installed in a designated sparrow sanctuary, contributing to the preservation of local biodiversity.



Reforestation (Philippines)

At Mount Purro Nature Reserve in Antipolo, volunteers planted trees to support reforestation efforts and strengthen local ecosystems. Beyond the immediate impact of their work, participants gained valuable hands-on learning about conservation, sustainable living, and the importance of protecting unique ecosystems that will continue to inspire future actions.



Cleaning Lad Phrao Canal (Thailand)

As part of our ongoing partnership with TerraCycle Foundation, WD employees led a clean-up effort to remove more than **2,500 kg** of trash from the Lad Phrao canal; directly tackling plastic pollution while gaining practical insights into recycling, sustainable waste management, and the broader environmental impact of human activity.



Leave No Trace Training (Global)

More than **230** employees around the globe participated in a learning session with our nonprofit partner Leave No Trace; deepening their understanding of how individual actions affect our environment. Through the organization's seven guiding principles, participants gained practical strategies to reduce their environmental impact that will contribute to the preservation of natural spaces and ensure that future generations can enjoy nature as we do today.



Hunger Relief

Recognizing the vital connection between food security in supporting educational outcomes, WD advances hunger relief efforts around the globe through grant making, meal packing, and donation drives to help uplift communities in need. These initiatives not only help to meet the immediate needs in local communities but strengthen the work of our global nonprofit partners dedicated to addressing the root causes of hunger; ensuring more communities have consistent access to nutritious meals and the opportunity for a brighter future.



Global Hunger Relief Campaign

Each year, our employees across the globe unite to pack meals for food-insecure and disaster-affected communities; demonstrating the power of collective action one meal at a time. In FY2025, more than **6,750** volunteers packed over **one million** meals that were distributed across the world in the countries where we operate, extending as far as Timor Leste. Through our longstanding collaboration with nonprofit partners, every employee's contribution helped to deliver meaningful meals to vulnerable communities across the globe.

Localized Community Support

Beyond the annual global campaign, our employees engage in initiatives tailored to the specific needs of their communities throughout the year.



Philippines: Leading the charge, more than **3,500** volunteers packed **190,000** of the one million meals during the Global Hunger Relief campaign, with Rise Against Hunger, demonstrating the power of collective action in addressing hunger locally and globally. In addition, to support vulnerable families severely impacted by Typhoon Enteng, employees partnered with AHA Learning Center to share handog tulong, or gift of care, providing grocery packages to households of students supported through partner schools.



U.S.: Employees across the U.S. made a meaningful difference for families throughout the year in combatting food insecurity. During the holidays, our Colorado Springs office hosted their annual Take a Turkey to Work Day, with Care and Share Food Bank for Southern Colorado; helping families lessen their financial burden with a full holiday meal. At Bracken's Kitchen, in Orange County, volunteers prepared rescued food to reduce food waste while feeding their local community. In Northern California and Arizona, employees supported Second Harvest Food Bank of Silicon Valley and AZCEND Food Bank by sorting and packaging meals for families, ensuring that more people have access to nutritious food.

Through these global and local initiatives, WD employees play an active role in reducing food insecurity and strengthening the communities where we live and work.

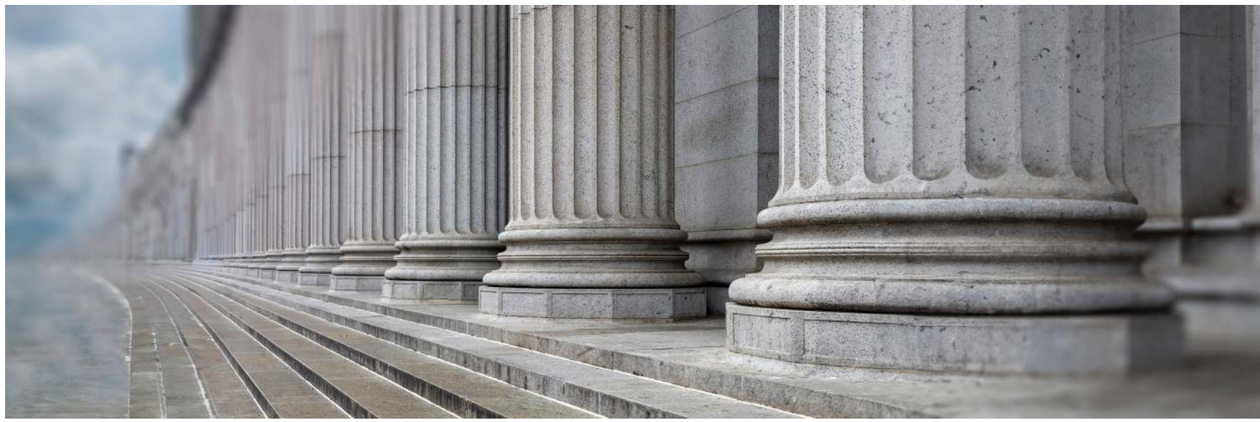
Responsible Business

Upholding integrity, accountability, and transparency in everything we do.









FY2025 Highlights

- For the seventh time, WD was named one the World's Most Ethical Companies® in 2025 by Ethisphere
- Implemented an Artificial Intelligence (AI) Policy
- 100% completion rate for our annual online ethics and compliance training for employees

We believe in doing business the right way, the ethical way. By establishing good governance, fostering a culture of ethics, and promoting data security and privacy, we build trust with our stakeholders in a way which unlocks innovation and business value.

IN THIS SECTION:

Governance

Our Culture of Ethics

Data Security and Privacy

Governance

Vision: We build trust through principled leadership, embedding accountability, integrity, and sustainability into every decision to drive long-term value for all stakeholders.

Corporate Governance

Board Overview

WD's Board of Directors is responsible for overseeing the company's strategic planning and risk management to help ensure strong governance and long-term organizational success. Our enterprise risk management (ERM) process supports this oversight by identifying, assessing, and monitoring material short- and long-term risks and providing consistent reporting to the Board and its committees.

The Board has adopted Corporate Governance Guidelines to help ensure it exercises its responsibilities effectively.

Our Board brings a broad range of qualifications, relevant skills, and diverse professional experiences that strengthen oversight and support our long-term business strategy. The Board is led by an independent Chair, and seven of our eight directors are independent, with the eighth being our CEO. Directors are elected annually by a simple majority of stockholder votes. As WD's strategic direction continues to evolve, we remain committed to ongoing Board refreshment to reflect a diversity of expertise and perspectives.

- For more information, please see our 2025 Proxy Statement, Key Director Criteria.

Board and Management Roles and Responsibilities

Our Board and its committees oversee the company's risk management process and our management team reports all material risk exposures to the Audit Committee and the full Board and is responsible for managing those risks.

Board Oversight of Risk

Audit Committee

- Oversees enterprise risk management, internal audit, and internal controls, including the work of the chief audit executive
- Oversees key risk areas, including financial reporting, accounting, internal controls, fraud, legal and regulatory compliance, cybersecurity, capital structure, and such other topics as may be designated by the Board from time to time
- Oversees tax, transfer pricing, and broader business risks

- For more information, please see our Audit Committee Charter.

Compensation and Talent Committee

- Oversees compensation programs, policies, and practices, including executive compensation policy, incentive compensation plans, equity-based plans,
- Oversees human capital management programs, policies and practices, such as talent attraction, engagement, retention, inclusion, CEO succession planning and senior leadership development, and other topics as may designated by the Board from time to time

- For more information, please see our Compensation and Talent Committee Charter.

Governance Committee

Oversees Board-related risks by evaluating Board and committee composition, Board leadership structure, and corporate governance policies and practices and managing director succession planning

- For more information, please see our Governance Committee Charter.
- For more information, please refer to our 2025 Proxy Statement.

Risk Management

At WD, our management team manages risk and communicates key risk exposures with our Board of Directors. Our enterprise risk management (ERM) process is designed to facilitate the identification, assessment, management, reporting, and monitoring of material risks our company may face over the short-term and long-term, and assures regular communication with our Board of Directors and its committees regarding these risks. Key risks are raised by management to the Audit Committee and the full Board. At least annually, our VP of Internal Audit, who serves as our Chief Audit Executive, reports to our Board on enterprise risk assessment, providing updates on status of mitigation efforts and residual risk trends. Our Board consults with members of management to help monitor trends, identify potential threats, and assess our company's risk environment.

Our VP of Internal Audit oversees the internal audit function, which provides independent assurance on the effectiveness of our risk management, internal controls, and compliance processes.

Executive Compensation

Our executive compensation strategy is rooted in our core philosophy: attracting and retaining premier talent while closely aligning pay with performance. We maintain a compensation framework that supports both our immediate priorities and long-term objectives, with a clear focus on driving shareholder value. In FY2025, we continued to link progress against our emissions reduction goal into executive compensation metrics, reinforcing accountability and supporting the effective execution of this sustainability priority. For more information, please refer to our 2025 Proxy Statement.

AI Governance

WD is committed to responsible, ethical, and secure development, deployment, and usage of AI. Our enterprise Artificial Intelligence (AI) policy provides clear requirements and expectations to effectively manage and mitigate AI-related risks. Company AI strategy and operational oversight is led by our Chief Information Officer (CIO), in partnership with the Chief Legal Officer and the collective senior executive leadership team.

A cross-functional AI governance team reviews AI use cases as they are identified, to promote appropriate security controls and alignment with the AI policy. We offer employee education on responsible AI through our annual employee cybersecurity training, in addition to online courses and in-person forums.

Global Public Policy

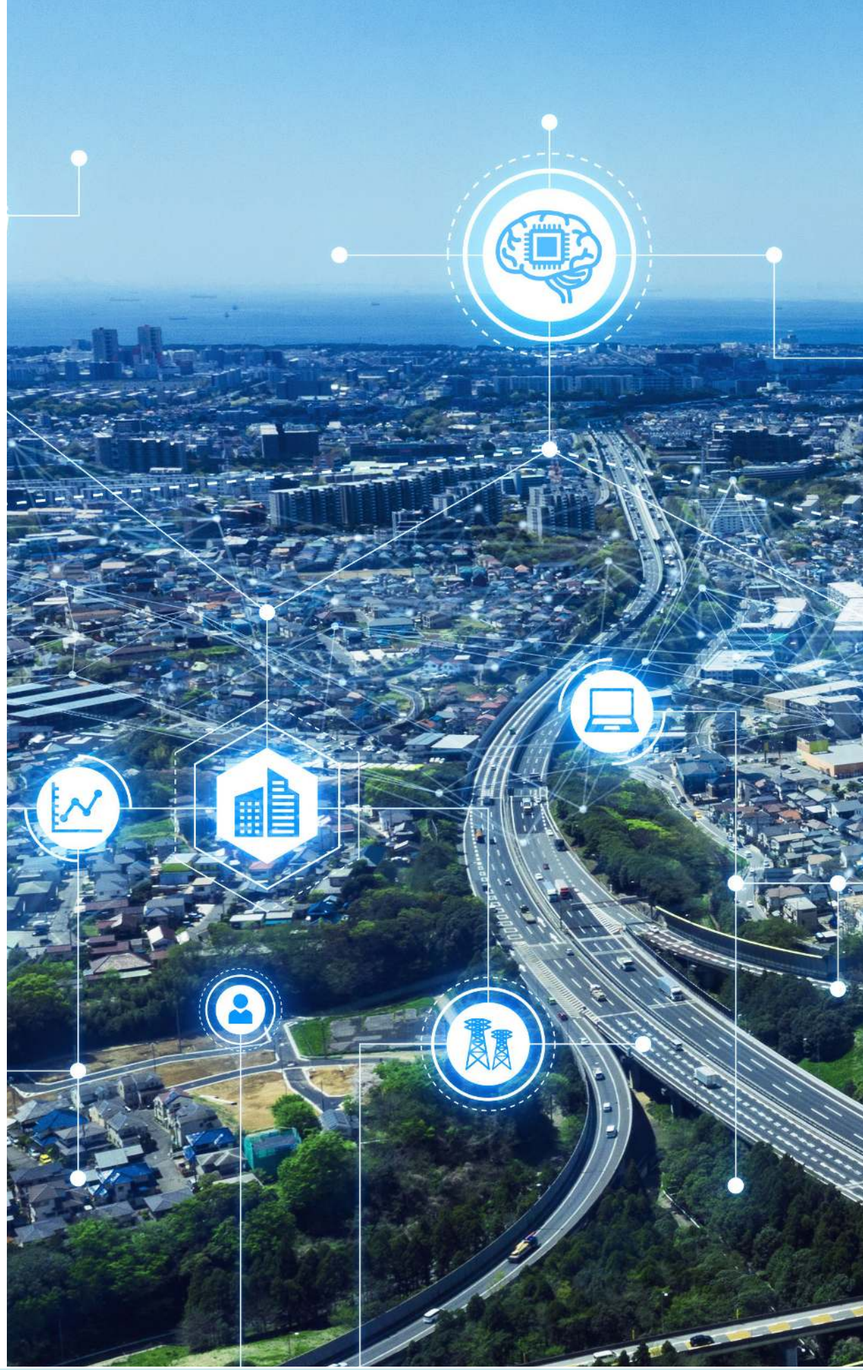
Our commitment to trust and transparency extends to our participation in legislative, regulatory, and public policy affairs – which we believe should be guided by the best interests of the company. The private political preferences of executives are not considered when formulating our strategy. The Board of Directors' Governance Committee reviews and approves our political and lobbying strategy, activities, and expenditures, including payments to trade associations, on an annual basis. The Governance Committee also approves in advance the use of corporate funds or resources for political donations.

WD discloses all federal lobbying activities with Congress pursuant to the Lobbying Disclosure Act of 1955. For these disclosures, please see the United States Senate Lobby Disclosure Act website.

As a testament to our public policy transparency efforts, WD scored highly in the 2025 CPA-Zicklin Index of Corporate Political Disclosure and Accountability, an annual benchmark that evaluates how transparently and responsibly major U.S. public companies disclose and manage their political spending and influence activities. We earned a 97.1 score, earning the Trendsetter category for the second consecutive year.

97.1

2025 CPA-Zicklin Index of Corporate Political Disclosure and Accountability score





Our Culture of Ethics

Vision: We earn trust through unwavering integrity, making ethics the foundation for attracting talent, winning customers, and driving sustainable growth.

Approach:

Our Code of Business Ethics and Global Code of Conduct serve as unifying guides anchored in WD's core values. They outline our ethical and legal obligations to colleagues, business partners, and communities, providing a framework for responsible decision-making. The Global Code of Conduct is available in five languages for our business partners and the public, and in seven languages for our workforce.

Our global workforce safeguards WD's reputation by conducting business ethically and in accordance with our codes, charters, policies, and procedures.

Our global Ethics and Compliance Program is overseen by the Chief Compliance Officer, who reports to the Audit Committee of our Board of Directors at least quarterly and to the full Board annually. The program operates with independence and autonomy, with discussions throughout the year with the Chair of the Audit Committee, as needed. The program focuses on strategic risk areas, identified through periodic enterprise-wide evaluations and assessments, including intellectual property, anti-corruption, data privacy, and trade. Ongoing training and compliance initiatives help ensure employees remain aware of and engaged with these critical risk areas.

There were no substantiated instances of non-compliance regarding corruption, bribery, discrimination, conflicts of interest, money laundering, or insider trading identified during the reporting period.

At WD, our commitment to ethics and integrity is at the heart of everything we do. By embedding ethical accountability and compliance across all operations, we protect our reputation, build stakeholder trust, and support the long-term success and sustainability of our company."

Joe Santosuosso
Chief Compliance Officer, WD

2025 WORLD'S MOST ETHICAL COMPANIES® ETHISPHERE 7-TIME HONOREE ™

For the seventh time, WD was recognized as one of the World's Most Ethical Companies® in 2025 by Ethisphere, a global leader in defining and advancing the standards of ethical business practices.

Training

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

Professional staff and people managers are required to complete an online training that highlights reporting channels, reinforces our speak-up culture, and covers broad compliance topics, including our strict prohibition against retaliation. Factory employees receive annual training tailored to their roles, focusing on speaking up, accessing reporting channels, and other key aspects of the Global Code of Conduct.

Our Ethics and Compliance team also organizes ad hoc, instructor-led training and cross-functional working committees, based on business needs, risk factors, legal requirements, and emerging issues. These sessions cover topics such as anti-bribery and anti-corruption, privacy, and trade compliance.

Certifications

The Chief Compliance Officer oversees annual compliance certification from thousands of specially designated employees, including senior management. Participants complete an annual online questionnaire and certify adherence to the Global Code of Conduct, including required disclosures.

Anti-Harassment and Discrimination

WD's Global Anti-Harassment and Discrimination Policy explicitly prohibits harassment in the workplace by any employee, customer, vendor, supplier, business partner, or third party. Relevant WD employees are required to participate in online harassment and discrimination training to support the policy. The policy provides numerous reporting channels to help ensure appropriate action is taken. By consolidating human resources, ethics, and compliance policies into a single U.S. Employee Handbook in FY2025, we streamlined access to critical information, promoted consistency, and reinforced accountability and transparency.

Raising Concerns

Employees are encouraged to apply what they learn in our annual "Speaking Up" training and ongoing instructor-led training to report potential misconduct without fear of retaliation. The public Ethics Helpline (the "Helpline") provides a trusted channel for our workforce, business partners, suppliers, and community members to raise concerns or seek guidance on our ethics and compliance standards.

The Helpline is actively promoted globally and available 24/7 online or by phone in multiple languages. A third-party provider manages all reports and forwards them to the Global Ethics and Compliance team for review. Our trained investigators work with relevant internal and external partners to assess concerns, remediate misconduct, and strengthen controls to minimize the risk of recurrence. The Chief Compliance Officer regularly reports findings and corrective actions to the Audit Committee, ensuring transparency and accountability.

100% completion rate for annual online ethics and compliance training



Anti-Corruption

At WD, we are committed to conducting business lawfully, ethically, and with integrity. As a member of the Responsible Business Alliance (RBA), we outline expectations for our employees, suppliers, and partners through our Global Code of Conduct, Supplier Code of Conduct, Global Anti-Corruption Policy, Charitable Donations of Company Funds and Assets Policy, and Global Business Courtesies Policy. These resources provide clear guidance on ethical business practices and compliance obligations.

Our comprehensive, enterprise-wide **anti-bribery and corruption program** applies to all employees, contractors, and business partners. It includes robust policies, procedures, and internal controls, supported by training during onboarding, annual refreshers, and targeted online and in-person sessions, to reinforce awareness of anti-corruption standards and legal requirements.

We maintain compliance with applicable global anti-corruption laws by vetting business partners, training key stakeholders, and issuing regular communications. Periodic compliance risk assessments, enterprise risk management reviews, and risk-based audits of internal processes – combined with partner inspections and reviews – help ensure ongoing compliance with relevant laws and regulations.

Compliance with anti-corruption laws is a prerequisite for doing business with WD. We collaborate closely with Sales, Procurement, distributors, and business partners to embed controls, increase transparency, and strengthen leadership visibility across transactions and geographies. Our approach emphasizes continuous engagement and proactive prevention, rather than solely addressing individual high-risk transactions.

We foster a culture that supports fair, transparent, and responsible business practices. This culture begins with the tone set by our Board of Directors and executive leadership and extends throughout our global workforce and supply chain. Management regularly communicates anti-corruption expectations, laws, regulations, and policies to employees, contractors, and business partners.

As a data-driven company, we leverage analytics to benchmark compliance performance, allocate resources where risks are highest, and measure program effectiveness. Annual reporting to the Audit Committee ensures oversight and accountability as we evolve our approach in line with global best practices.

100% of operations assessed for risks related to corruption



Data Security and Privacy

Vision: We protect data at every level, through resilient systems, collaborative teams, and a trained workforce, making trust our competitive advantage.

Cybersecurity

Our cybersecurity governance framework includes operational risk-mitigation practices and Board-level cybersecurity risk oversight. WD's Information Security organization addresses cybersecurity risks with a broad spectrum of technologies, controls, and processes that focus on mitigating these risks.

Our cybersecurity strategy is designed to be dynamic and adaptive, to combat the rapidly evolving cybersecurity threat landscape and is influenced by commonly leveraged frameworks, such as the National Institute of Standard and Technologies–Cyber Security Framework (NIST–CSF). Our program includes, but is not limited to, advanced systems and network security protocols, electronic communications protections, vulnerability management programs, least-privilege access controls, third-party risk management procedures, workforce education and training exercises, and compliance programs.



Dedicated 24/7 Security Operations Center

Incorporates specialized systems and processes for handling security incidents into its regular work and operates a robust, modern security infrastructure with appropriate security sensors and event monitoring capabilities. Upon detection of a cybersecurity incident, the Security Operations Center determines the severity of the incident, in accordance with a pre-established incident severity matrix, initiates the appropriate notification and escalation protocols, and begins triage. Predefined severity tiers serve as a guide to match our response to each incident's determined severity or risk level.



Cyber Incident Response Plan

Follows the structure of the "Incident Handling Guide," published by NIST (SP 800-61r2), and serves as an operational guide for handling cybersecurity incidents at WD. Our Cyber Incident Response plan provides procedural and strategic guidance that is designed to be flexible enough to apply to a variety of different incidents, but also specific enough to provide guidelines for incident prevention, detection, analysis, escalation and notification, and containment, eradication, and recovery.



Periodic Third-party Assessments

These external experts check our program's effectiveness and orchestrate exercises where multiple business functions and leadership levels must navigate complex incident scenarios, to help determine our level of preparedness for various cybersecurity incidents.

Examples of Our Program Initiatives

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

WD routinely evaluates our cybersecurity management systems, and cybersecurity is monitored, measured, and reported to the appropriate leadership. Groups that help manage cybersecurity 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.

WD also protects sensitive and personal data through additional policies and guidelines, which are regularly reviewed, including our Global Code of Conduct, Patch Management and Malware Prevention Policy, Privileged Account Policy, Corporate Password Policy, Guidelines for Handling Confidential Information, Guidelines for Handling Business Partner Information, and Guidelines for Secure Document Shredding.

Some of Our Information Security Policies'

- **Information Technology Acceptable Use Policy:** Governs how our employees may utilize technology and devices attached to our network.
- **Enterprise Cybersecurity Policy:** Provides guidance to employees and IT personnel on protecting our infrastructure from cyberattacks, including a comprehensive incident response plan.



Product Security

WD creates products that protect customer data through enterprise-grade security processes that span product design, manufacturing, deployment, and end-of-life, enabling customers to trust their critical information remains confidential, available, and protected against evolving cyber threats. By integrating security into the development and manufacturing processes, we ensure data stored in our devices is protected with a high-quality implementation of industry-standard encryption protocols and overall data access control. This includes proactively conducting third-party audits to prevent impacts. We design our products with security in mind, and work to develop features that help ensure the product is protected from unauthorized intrusion and that user data can be protected from unauthorized access.

The emergence of quantum computing, which threatens many conventional encryption methods, means we must continuously innovate to meet the moment. In FY2025, we enhanced our product security program by preparing to adopt quantum-safe NIST algorithms and CNSA 2.0 readiness measures, to protect against advanced quantum computers by amending new post-quantum cryptographic algorithms. This initiative, coordinated across internal teams and suppliers, involves new hardware, firmware development, secure key management through tamper-resistant hardware security modules to enhance data protection and help ensure our products remain resilient in the post-quantum era.

In addition to our efforts to create secure products, our Product Security Incident Response Team (PSIRT) manages product security incident response. We maintain a public website to provide information and transparency to our customers and direct security researchers or others who seek to responsibly disclose vulnerabilities to our PSIRT@wdc.com reporting address. In FY2025, we streamlined our PSIRT platform to allow for more focused reporting.

Following initial reporting, we follow a coordinated process to identify, mitigate, and, ultimately, disclose potential issues, as detailed below.

Vulnerability Submission Acknowledgment

- Create and forward cases to the appropriate engineering team for validation and acceptance.
- Respond to researchers (within three business days).
- Communicate within a responsible disclosure window to resolve the vulnerability (~90 days).

Identification and Plan of Action

- Identify the root cause, the scope of the vulnerability, impact, and risk in the reported product(s).
- Develop potential remediation options.

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.

Data Privacy

WD respects the personal information customers and employees share with us and follows robust internal data management practices to ensure responsible and secure data protection.

We maintain a dedicated team of certified data privacy experts, including a Data Protection Officer and full-time privacy professionals, and we regularly report to the Audit Committee of our Board of Directors on privacy regulations and program readiness.

Policies

Our internal policies detail our company-wide rules for protecting personal information of all forms.

Global Confidential Information Policy: Establishes guidelines for safeguarding confidential information, including personal data.

Online Privacy Statement: Provides clear terms on how WD processes personal information while offering customers a mechanism to address privacy questions and exercise their data rights, such as accessing, correcting, or deleting their data.

Global Privacy Policy: Describes roles, requirements, and processes to employees for handling personal and sensitive information.

Our Global Privacy Policy incorporates privacy laws throughout the world, including requirements of the EU General Data Protection Regulation (GDPR), the California Privacy Rights Act (CPRA), and other applicable privacy laws. Our policy makes clear WD's commitment to collect, use, and share personal information is based on consent or other legitimate legal mechanism.

Our Privacy Statement, available on the footer of our website and our larger Privacy Center, notifies customers how we use their personal data. We also comply with laws that require additional disclosures related to sharing data with third parties. Third parties that process personal information on our behalf commit to appropriate standards through our contracting process. In FY2025, WD experienced no substantiated complaints concerning breaches of customer privacy.

We also have data processing agreements with, and conduct privacy impact assessments of, all supply chain partners that handle personal data, including an initial assessment at the point of onboarding that is customized according to the type of personal information the vendor will manage. If data is deemed to be high risk, such as financial or health-related employee information, we carry out more detailed assessments. We also periodically review existing supply chain partners for data privacy risks and collaborate to mitigate potential risks reported by the vendor.



Appendix

Fiscal Year 2025 Data and Metrics

Environment

GRI 302-1

Energy consumption within the organization[1]	FY2025	
	Gigawatt Hours	Trillion Joules
Total fuel consumption from nonrenewable sources (gas/oil)	149.4	537.8
Total fuel consumption from renewable sources	0.0	0.0
Total electricity consumption	1,449.7	5,218.9
Electricity consumption from renewable sources	962.0	3,463.2
Electricity consumption from nonrenewable sources	487.6	1,755.4
Total energy consumption	1,599.1	5,756.8

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

GRI 302-3

Energy Intensity	FY2025
Energy intensity ratio (kWh/PB)[1]	2,266.1

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

GRI 302-5

Electrical Power Savings	FY2025
Annual electrical power savings due to HDD power efficiency innovations (million kWh)	4,926.0

GRI 305-1

Total Direct (Scope 1) GHG Emissions (CO_2e-ton)	FY2025	Conversion Factor (kg CO_2e / kg gas)[1]
Fuel consumption	30,703.2	Various
Carbon dioxide (CO_2) - direct use	4,256.4	1.0
CH_4	0.4	28.0
SF_6	471.3	23,302.0
NF_3	1.5	1,500.0
PFC	1,393.7	C2F6: 10,000 C4F8:[2] Multiple factors - 8,750; 13,250 CF4:[3] 7,380 PFC1100:[4] 3,223
HFC	62,421.1	CHF3: 12,400 HFC-134a: 1,530 HFC-32: 677 HFC-43-10: 1,650 Maxcool: 1,700 HFO-1336mzz-Z:[5] 2.08 R-404a:[6] 3,952 R-407C:[7] 1,743.8 R-410a:[8] 1,922.5 R-514A: 2 R134a: 1,530
HFE	7,648.4	HFE-7100: 460 HFE-7200: 60.7
HCFC	1,009.6	HCFC-123: 90 HCFC-22: 1,960 R123: 90.5 R22: 1,960
C_2H_4	0.6	3.6; 2.7
C_3H_8O	11.8	2.2
CH_2Cl_2	0.1	16.7
$CHCl_3$	0.2	22.5
Total Scope 1	**107,918.3**	

1 Unless otherwise specified, WD uses the IPCC fifth assessment report (AR5), 100-year number.
2 Calculated by WD: The conversion factor is determined by facility based on the international technical review of the abatement process in manufacturing.
3 Some facilities use the IPCC fifth assessment report, 100-year number, and others use conversion factors determined by facility based on the international technical review of the abatement process in manufacturing.
4 Calculated based on internal and external assessment..
5 Provided by manufacturer.
6 Global warming potential (GWP) is calculated based on component gases' GWPs (44% HFC-125, 4% HFC-134a, 52% HFC 143a).
7 GWP is calculated based on component gases' GWPs (25% HFC-125, 52% HFC-134a, 23% HFC-32).
8 GWP is calculated based on component gases' GWPs (50% HFC-32 , 50% HFC-125).

GRI 305-2

Total Indirect (Scope 2) GHG Emissions (CO_2e-ton)[1]	FY2025
Market-based emissions	250,268.0
Location-based emissions	685,720.0

1 All gases CO_2, CH_4, N_2O are included.
2 International Energy Association (IEA) emission factors.

GRI 305-3

Other Indirect (Scope 3) GHG Emissions (CO_2e-ton)	FY2025
Category 1: Purchased goods and services[1]	878,255
Category 2: Capital goods[1]	27,045
Category 3: FERA (fuel- & energy related activities)[2]	134,898
Category 4: Upstream transportation and distribution[3]	200,828
Category 5: Waste generated in operations[4]	3,352
Category 6: Business travel[5]	26,723
Category 7: Employee commuting[4]	19,152
Category 8: Upstream leased assets[1]	846
Category 9: Downstream transportation & distribution[3]	3,240
Category 10: Processing of sold products	N/A
Category 11: Use of sold products[6]	6,095,736
Category 12: End-of-life treatment of sold products[4]	2,306
Category 13: Downstream leased assets	N/A
Category 14: Franchises	N/A
Category 15: Investments[7]	N/A
Total Scope 3	**7,392,380**

1 U.S. EPA EEIO factors: Supply Chain Factors Dataset v1.3.
2 U.S. EPA EEIO and BEIS 2023 factors.
3 GLEC-aligned methodology, accounting for payload factor, distance class (short versus long-haul), and load factor.
4 U.S. EPA GHG Emission Factors Hub 2025.
5 UK BEIS factors, including radiative forcing and well-to-tank impacts; includes employee air and rail travel, and lodging.
6 IPCC AR6 electricity emissions factors.
7 After the separation of WD and Sandisk in February 2025, WD does not maintain any joint ventures (JVs) in which we have operational or financial control, or a stake that contributes to our Scope 3 footprint.

GRI 305-4

GHG Emissions Intensity[1]	FY2025
Scope 1 and 2 emissions intensity (tonnes CO_2e/PB)	0.51

1 Emissions include Scope 1 and market-based Scope 2 GHG emissions. The denominator used to calculate the GHG emissions intensity ratio is shipped data storage capacity in petabytes (PB).

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

Waste Management Metric Tons	FY2025
Hazardous waste[1]	
Hazardous waste diverted[2]	5,895
Hazardous waste disposed[3]	3,185
Total hazardous waste	9,081
Non-hazardous waste	
Non-hazardous waste diverted[2]	6,308
Non-hazardous waste disposed[3]	1,699
Total non-hazardous waste	8,007
Total waste generated	**17,087**
Total reuse/recycle/recover rate	**71.4%**

1 Hazardous waste is defined in accordance with applicable jurisdictional legal or regulatory frameworks where the waste was generated.
2 Diversion may include reuse, recycling, or other operations wherein products, components of products, or materials that have become waste are prepared to fulfill a purpose in place of new products, components, or materials that would otherwise have been used for that purpose.
3 Disposal may include incineration (with or without energy recovery), landfilling, or any operation which is not diversion, even where the operation is as a secondary consequence the recovery of energy.

Waste Management Metric Tons	FY2025
Waste sent to landfill	572
Waste diverted from landfill	16,515
Total waste generated	17,087
Landfill diversion rate	96.7%

SASB TC-HW-410A.4

End-of-Life Material[1]	As of FYE2025[2]
Number of devices recycled (cumulative total)	44,492
Total end-of life material recovered (metric tons, cumulative total)	18.6

1 Represents material recovered through WD's Easy Recycle Program. Recovery partner holds an e-Steward certification.
2 Results are cumulative from the program's inception in April 2020 through the end of the specified fiscal year.

SASB TC-HW-410A.1
SASB TC-SC-410A.1

IEC 62474 Declarable Substances	FY2025
Percentage of products by revenue that contain IEC 62474 declarable substances[1]	100%

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

GRI 303-3, 303-5
SASB TC-SC-140A.1

Water Withdrawal, Recycling, and Consumption	FY2025
Total volume of water withdrawn (m^3)	13,062,680
Total volume of water recycled and reused (m^3)	3,658,848
Total volume water consumed (m^3)	4,394,197

Supply Chain

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

Suppliers Assessed Using RBA Validated Assessment Program[1]	FY2025
Number of in-scope Tier 1 suppliers	97
Number of in-scope supplier facilities (Tier 1 + Sub-Tier)	321
Percentage of all Tier 1 supplier facilities audited in the RBA Validated Assessment Program or equivalent[2]	77%
Percentage of high-risk Tier 1 supplier facilities to be audited in the RBA Validated Assessment Program or equivalent[4]	100%
Tier 1 suppliers' non-conformance rate with the RBA Validated Assessment Program or equivalent	6%
Tier 1 suppliers' associated corrective action rate for priority non-conformances	97%
Tier 1 suppliers' associated corrective action rate for other non-conformances[3]	79%

1 Percentages are based on facility count.
2 Total supplier facilities for FY2025 encompass 90% of direct material spend and single/sole source and strategic suppliers.
3 "Other non-conformance" refers to major and minor findings.
4 In FY2026, WD implemented a remediation plan and the supplier is progressing toward RBA VAP certification.

Sub-Tier Suppliers Assessed Using RBA Validated Assessment Program[1]	FY2025
Number of Sub-Tier suppliers	69
Number of Sub-Tier supplier facilities	110
Percentage of all Sub-Tier supplier facilities audited in the RBA Validated Assessment Program or equivalent[2]	70%
Percentage of high-risk Sub-Tier supplier facilities audited in the RBA Validated Assessment Program or equivalent	0%
Sub-Tier suppliers' non-conformance rate with the RBA Validated Assessment Program or equivalent	4%
Sub-Tier suppliers' associated corrective action rate for priority non-conformances	100%
Sub-Tier suppliers' associated corrective action rate for other non-conformances[3]	100%

1 Percentages are based on facility count.
2 Total supplier facilities for FY2025 encompass 90% of direct material spend and single/sole source and strategic suppliers.
3 "Other non-conformance" refers to major and minor findings.

Smelter Status	CY2024	
Status	**3TG**	**Cobalt**
Conformant[1]	231	50
Active[2]	2	5
Non-Conformant[3]	0	0
Due Diligence in Progress[4]	0	16
Total	233	71

1 Smelter audited per third-party-recognized program.
2 Smelter engaged in third-party audit program but not yet conformant.
3 Does not conform to the Responsible Minerals Initiative's Responsible Minerals Assurance Process or cross-recognized program.
4 Smelters in various conditions.

Responsible Mineral Sourcing: In-Scope Supplier Response Rate	CY2024
3TG	100%
Cobalt	100%

Summary of Conflict Minerals Risks	CY2024		
	Conformant	Active	Various conditions
High Risk[1]	103		
Medium Risk	7	2	
Low Risk	121		
Risk yet to be determined			
TOTAL	233		

1 Possible country of origin from High Risk, covered country and/or DRC.

Smelter Status by Metals[1]		
	WD update, as of December 2024	Industry update, as of December 2024
Tin (Sn)	99%	75%
Tantalum (Ta)	100%	92%
Tungsten (W)	100%	65%
Gold (Au)	99%	55%

1 This table compares the conformance status of the smelters in WD's supply chain to the broader industry smelter conformance status by metal type.

Supply Chain CDP Engagement	CDP 2024 FY 2025
Climate Change	
In-scope suppliers	142
Response rate	100%
Water Security	
In-scope suppliers	132
Response rate	100%
Supply Chain CDP Engagement Results	
Climate Change	
Reporting active targets	80%
Annual CO_2e savings (million metric tons) verified + non-verified S1-2	29.02
Annual CO_2e savings (million metric tons) verified S1-2	28.82
Annual CO_2e savings (million metric tons) non-verified S1-2	0.2
Percentage with verified S1-2	58%
Annual monetary savings (million USD) verified + non-verified S1-2	1093
Annual monetary savings (million USD) verified S1-2	1089.89
Annual monetary savings (million USD) non verified S1-2	3.18
Engaging their own suppliers to respond to the CDP Climate Change questionnaire	71%
Water Security	
Reporting active targets and goals	53%
Reporting water accounting	71%
Have documented water-related policy	83%
Engaging their own suppliers to respond to the CDP Water Security questionnaire	43%

Workforce

GRI 403-8, 403-9

Health and Safety		FY2025
Employees	**#**	**Rate**
#/rate of employee fatalities	0	0
#/rate of high-consequence work-related injuries (excluding fatalities) – employees	2	0.005%
Employee Lost Time Incident Rate (LTIR)[1]	30	0.08%
#/rate of recordable work-related injuries (including fatalities) – employees	51[1, 2]	0.13%
Employee Total Recordable Incident Rate (TRIR)[1]	51[1, 2]	0.13%
Main types of work-related injury – employees	Slip/trip/fall, struck by object, caught in between objects, and ergonomics related	
Total number of hours worked – employees	76,133,920	
Non-Employee Workers	**#**	**Rate**
#/rate of non-employee worker fatalities	0	0%
#/rate of high-consequence work-related injuries (excluding fatalities) – non-employee workers	0	0%
#/rate of recordable work-related injuries (including fatalities) – non-employee workers	0	N/A [3]
Other Information		
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 machinery, slip/trip/fall, struck on/by, ergonomics and repetitive trauma are identified through hazard identification and risk assessment process; incident investigation process; and internal/external audits and inspections. ii. Struck on working surface, fall to same level. iii. Actions taken to minimize risks include the following: 1. Design and evaluate workplace to eliminate hazards. 2. Design and evaluate workplace and stations to eliminate repetitive trauma hazards. 3. Create operating procedures and work instructions, provide control measures to different hazards 4. Train and communicate workers to understand and identify hazards and follow control measures to control hazards. 5. Conduct periodic inspection/walk-through, to monitor the workplace and verify that it is free from hazards. 6. Take corrective and preventive actions to eliminate the hazards.	
Whether the rates have been calculated based on 200,000 or 1,000,000 hours worked	200,000	
Any workers excluded from this disclosure (and why)	0	
Workers covered by an occupational health and safety management system	100%	

1 Employee LTIR and TRIR include injuries from commuting incidents organized by WD, according to GRI403 standard (Disclosure 403-9 Work-Related Injuries).
2 In FY2025, there were three cases involving commuting incidents.
3 WD currently does not track main types of work-related injury or total number of hours worked for non-employee workers.
4 Occupational health and safety management system covers all manufacturing locations.
5 Total hours worked is based on headcount calculation (40 hours per full-time employee, per week)

GRI 401-1

Employee Attraction, Retention, and Engagement		FY2025	
Employee Hires		**#**	**Rate[1]**
Hires by age group	Under 30	4,262	57.8%
	30-50	2,636	9.8%
	50+	199	3.4%
Hires by gender	Male	2,130	13.2%
	Female	4,967	20.6%
Hires by region	United States	651	14.2%
	Asia	6,381	18.0%
	Other	65	48.9%
Total employee hires		7,097	17.6%
Employee Turnover		**#**	**Rate[2]**
Voluntary turnover by age group	Under 30	2,331	31.6%
	30-50	3,916	14.5%
	50+	312	5.3%
Involuntary turnover by age group	Under 30	665	9.0%
	30-50	356	1.3%
	50+	79	1.3%
Voluntary turnover by gender	Male	3,009	18.7%
	Female	3,550	14.7%
Involuntary turnover by gender	Male	152	0.9%
	Female	948	3.9%
Voluntary turnover by region	United States	508	11.1%
	Asia	5,972	16.8%
	Other	79	59.4%
Involuntary turnover by region	United States	63	1.4%
	Asia	1,016	2.9%
	Other	21	15.8%
Total Voluntary Employee Turnover		**6,559**	**16.3%**
Total Involuntary Employee Turnover		**1,100**	**2.7%**

1 Hire rate is calculated as the total number of hires, divided by the average headcount, over the time period.
2 Turnover rate is calculated as the total number of separations/terminations (voluntary and involuntary), divided by the average headcount over the time period.

GRI 405-1
SASB TC-HW-330A.1

Gender Representation of Global Employees[1]	FY2025		
	Female	Male	Other
Management	29.0%	71.0%	0.0%
Executive management[2]	23.0%	77.0%	0.0%
Non-executive management	29.2%	70.8%	0.0%
Technical staff	25.0%	75.0%	0.02%
All other employees	68.5%	31.5%	0.0%
Factory employees[3]	70.2%	29.8%	0.0%
Non-factory employees	49.6%	50.4%	0.0%

1 Data is based on the headcount at the end of the indicated fiscal year. Gender data is based on self-identification.
2 Executive management is Vice President level and above.
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
SASB TC-HW-330A.1

Age Representation of Global Employees[1]	FY2025		
	Under 30	30-50	50+
Management	0.4%	51.5%	48.1%
Executive management[3]	0.0%	14.9%	85.1%
Non-executive management	0.5%	52.9%	46.6%
Technical staff	16.4%	56.1%	27.5%
All other employees	21.9%	67.7%	10.4%
Factory employees[2]	22.9%	68.6%	8.5%
Non-factory employees	11.3%	56.9%	31.8%

1 Data is based on the headcount at the end of the indicated fiscal year.
2 For purposes of this report, "factory employees" are those working in our factory setting that directly work on product assembly; all remaining employees are considered professional or managerial.
3 Executive management is Vice President level and above.

GRI 405-1
SASB TC-HW-330A.1

Racial/Ethnic Group Representation of U.S. Employees[1]	FY2025				
	Asian	Black or African American	Hispanic or Latino	White	Other[2]
Management	45.7%	1.8%	5.3%	42.3%	4.9%
Executive management[3]	28.6%	0.0%	5.7%	60.0%	5.7%
Non-executive management	47.4%	2.0%	5.3%	40.5%	4.9%
Technical staff	52.3%	1.0%	3.9%	38.9%	3.8%
All other employees	59.4%	2.4%	13.8%	18.3%	6.1%
Factory employees[4]	67.3%	2.4%	14.8%	9.7%	5.8%
Non-factory employees	51.0%	2.4%	12.8%	27.4%	6.4%

1 Data is based on the headcount at the end of the indicated fiscal year.
2 Other includes the following classifications: Native American or Alaska Native, Native Hawaiian or Pacific Islander, and "Two or More Races."
3 Executive management is Vice President level and above.
4 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]		FY2025		
		Full-Time Employees	Part-Time Employees	Regular Employees
Gender[2]	Female	24,388	12	24,400
	Male	15,543	43	15,586
	Other	1	0	1
Region	United States	4,616	24	4,640
	Asia	35,205	27	35,232
	Other	111	4	115

1 Data is based on WD's non-contingent headcount at the end of the indicated fiscal year.
2 Gender data is based on self-identification.

Governance and Ethics

GRI 205-1

Global Code of Conduct Training	FY2025
Number of professional and managerial workers[1] assigned online Global Code of Conduct training	18,651
Training completion percentage	100%
Number of employees receiving instructor-led training	532

1 Includes WD employees and contractors.

GRI 205-1

Anti-Corruption	FY2025
Percentage of operations assessed for risks related to corruption	100%

GRI 405-1

Board Diversity	FY2025
By gender	
Male	62.5%
Female	37.5%
By age group	
Under 30	0.0%
30-50	0.0%
50+	100.0%

	Activity Metric	Unit	FY2025
SASB TC-HW-000.A, SASB TC-SC-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	Number (in millions)[1]	52,640,342.0
SASB TFC-HW-000.B	Area of manufacturing facilities	Square feet (ft^2)	8,668,934
SASB TC-HW-000.C, SASB TC-SC-000.B	Percentage of production from owned facilities	Percentage (%)[1]	100%

1 Includes computer storage units.

Fiscal Year 2025 Content Index

This Content Index serves as a guide to how our organization aligns with key corporate responsibility reporting frameworks. By aligning our disclosures with the GRI: Core option, SASB Hardware Standard, SASB Semiconductors Standard, the United Nations SDGs, and the TCFD, we aim to provide stakeholders with accessible and meaningful insights into our sustainability performance.

GRI Index

GRI Standard	Disclosure Name Individual requirements ('a', 'b', 'c', etc.) are not listed here	Report Location or Direct Answer	Omissions
GRI 1: Foundation 2021			
N/A	Publish a GRI content index	This document represents the Company's content index.	
N/A	Provide a statement of use	WD has prepared this report with reference to the GRI Standards.	
GRI 2: General Disclosures 2021			
2-1	Organizational details	**Legal Name:** Western Digital Corporation **Ownership and legal form:** Publicly traded company under NASDAQ: WDC **Location of Headquarters:** San Jose, California **Location of Operations:** 2025 Annual Report on Form 10-K	
2-2	Entities included in the organization's Sustainability Reporting	2025 Annual Report on Form 10-K	
2-3	Reporting period, frequency and contact point	This report covers WD's Fiscal Year 2025 reporting period from June 29, 2024-June 27, 2025. WD prepares and publishes the Sustainability Report for every fiscal year, which is the same period as its annual financial reporting.	
2-4	Restatements of information	No restatements of historical data have been made.	
2-5	External assurance	Limited Assurance Statement FY2025	

GRI Standard	Disclosure Name Individual requirements ('a', 'b', 'c', etc.) are not listed here	Report Location or Direct Answer	Omissions
2-6	Activities, value chain, and other business relationships	**Sectors Served** WD Corporate Website - Solutions - Industries **Value Chain** ● **Activities, products, services, markets served:** Sustainability Report FY2025, page 9-10; 2025 Annual Report on Form 10-K, page 4-21 ● **Supply chain:** Sustainability Report FY2025, page 41-50 ● **Entities downstream from the organization and their activities:** 2025 Annual Report on Form 10-K, page 4-10 **Other Relevant Business Relationships** 2025 Annual Report on Form 10-K **Significant Changes in the Above Compared to Last Fiscal Year** On February 21, 2025, we completed the Separation of our HDD and Flash business units to create two independent public companies, with WD focusing on our existing HDD business and Sandisk Corporation ("Sandisk"), formerly a wholly-owned subsidiary of the Company, holding the Flash business.	
2-7	Employees	Sustainability Report FY2025, page 32-40; Data and Metrics	
2-9	Governance structure and composition	Sustainability Report FY2025, page 58	
2-14	Role of the highest governance body in Sustainability Reporting	The Governance Committee of the Board of Directors reviews and approves the reported information, including the organization's material topics, before publication.	
2-21	Annual total compensation ratio	**Ratio:** 1,321:1 **Title:** CEO **Contextual Information** ● **Employees included in calculation:** includes all regular, part-time, supplemental, and temporary employees without exclusions. ● **Part-time employees:** For hourly employees, base wages were calculated based on reasonable estimate of hours worked in the Fiscal Year, multiplied by the employee's hourly wage. All permanent employees who did not work during the full Fiscal Year were annualized. ● **Compensation included:** Total target cash (including base salary or base wages, target cash incentives). FY2025 Proxy Statement, page 70	
2-26	Mechanisms for seeking advice and raising concerns	Sustainability Report FY2025, page 61	
2-28	Membership associations	The Responsible Business Alliance	
2-29	Approach to stakeholder engagement	Sustainability Report FY2025, page 31-65	

GRI Standard	Disclosure Name Individual requirements ('a', 'b', 'c', etc.) are not listed here	Report Location or Direct Answer	Omissions
2-30	Collective bargaining agreements	For employees who are not covered by a collective bargaining agreement, their working conditions and terms of employment are based on our Global Human Rights Policy and Global Code of Conduct, the RBA Code of Conduct, and applicable local labor laws. Our standards are based on internally recognized human rights and related standards, as outlined in the UN International Bill of Human Rights (including the UN Universal Declaration on Human Rights), the International Labor Organization's (ILO) Declaration on Fundamental Principles and Rights at Work, the UN Guiding Principles on Business and Human Rights, and the Organization for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises. Where local law conflicts with the aforementioned standards, WD will comply with local requirements.	
GRI 3: Material Topics 2021			
3-1	Process to determine material topics	Sustainability Report FY2025, page 12	
3-2	List of material topics	Sustainability Report FY2025, page 12 The list of material topics in this report is aligned with our materiality analysis conducted in FY2025. WD conducted a double impact materiality assessment, aligned with the Global Reporting Initiative (GRI), The Sustainability Accounting Standards Board (SASB) industry standards, the Task Force for Climate-Related Disclosures (TCFD), and our enterprise risk management (ERM) approach.	
3-3	Management of material topics	WD does not currently address the Precautionary Principle.	
ECONOMIC TOPICS			
Anti-Corruption			
3-3	Management of material topics	Sustainability Report FY2025, page 62	
205-1	Operations assessed for risks related to corruption	Sustainability Report FY2025, page 62; Data and Metrics	
ENVIRONMENTAL TOPICS			
Energy			
3-3	Management of material topics	Sustainability Report FY2025, page 14-21	
302-1	Energy consumption within the organization	Data and Metrics	
302-3	Energy intensity	Data and Metrics	
302-5	Reductions in energy requirements of products and services	Data and Metrics	

GRI Standard	Disclosure Name Individual requirements ('a', 'b', 'c', etc.) are not listed here	Report Location or Direct Answer	Omissions
Water			
3-3	Management of material topics	Sustainability Report FY2025, page 22	
303-3	Water withdrawal	Data and Metrics	
303-5	Water consumption	Data and Metrics	
Emissions			
3-3	Management of material topics	Sustainability Report FY2025, page 14-21	
1.2	Whether offsets were used	No offsets were used	
305-1	Direct (Scope 1) GHG emissions	Data and Metrics	
305-2	Energy indirect (Scope 2) GHG emissions	Data and Metrics	
305-3	Other indirect (Scope 3) GHG emissions	Data and Metrics	
305-4	GHG emissions intensity	Data and Metrics	
Waste			
3-3	Management of material topics	Sustainability Report FY2025, page 23	
306-3	Waste generated	Data and Metrics	
306-4	Waste diverted from disposal	Data and Metrics	
306-5	Waste directed to disposal	Data and Metrics	
Supplier Environmental Assessment			
3-3	Management of material topics	Sustainability Report FY2025, page 41-50	
308-1	New suppliers that were screened using environmental criteria	100% of new direct materials and production part suppliers as part of the supplier onboarding process	
308-2	Negative environmental impacts in the supply chain and actions taken	Number of suppliers assessed for environmental impacts: **FY2025**[1] 190 suppliers responded to the 2024 CDP Climate Change Questionnaire 173 suppliers responded to the 2024 Water Security Questionnaire Sustainability Report FY2025, page 50 Due to the CDP disclosure timeline, and for the purposes of this report, calendar year data will be reported to represent fiscal year data. The data will also be reported for the fiscal year in which the calendar year completed. For example, calendar year FY2022 data is referenced to represent fiscal year 2023 data.	Unavailable Information: ● Number of suppliers as having significant actual and potential negative environmental impacts. ● Percentage of suppliers identified as having significant actual and potential negative environmental impacts and improvements were agreed upon as a result of assessment.

GRI Standard	Disclosure Name Individual requirements ('a', 'b', 'c', etc.) are not listed here	Report Location or Direct Answer	Omissions
SOCIAL TOPICS			
Employment			
3-3	Management of material topics	Sustainability Report FY2025, page 32-40	
401-1	New employee hires and employee turnover	Data and Metrics	
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Sustainability Report FY2025, page 38	
Occupational Health and Safety			
3-3	Management of material topics	Sustainability Report FY2025, page 38-40	
403-1	Occupational health and safety management system	Sustainability Report FY2025, page 38	
403-2	Hazard identification, risk assessment, and incident investigation	Sustainability Report FY2025, page 39-40	
403-3	Occupational health services	Sustainability Report FY2025, page 39-40	
403-4	Worker participation, consultation, and communication on occupational health and safety	Sustainability Report FY2025, page 39-40	
403-5	Worker training on occupational health and safety	Sustainability Report FY2025, page 39-40	
403-6	Promotion of worker health	Sustainability Report FY2025, page 39-40	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Sustainability Report FY2025, page 39-40	
403-8	Workers covered by an occupational health and safety management system	Data and Metrics	
403-9	Work-related injuries	Data and Metrics	
Training and Education			
3-3	Management of material topics	Sustainability Report FY2025, page 33-35	
404-1	Average hours of training per employee	Sustainability Report FY2025, page 35	
404-2	Programs for upgrading employee skills and transition assistance programs	Sustainability Report FY2025, page 33-36	
404-3	Percentage of employees receiving regular performance and career development reviews	Sustainability Report FY2025, page 35	

GRI Standard	Disclosure Name Individual requirements ('a', 'b', 'c', etc.) are not listed here	Report Location or Direct Answer	Omissions
Diversity and Equal Opportunity			
3-3	Management of material topics	Sustainability Report FY2025, page 36-37	
405-1	Diversity of governance bodies and employees	Data and Metrics	
Child Labor			
3-3	Management of material topics	Sustainability Report FY2025, page 42	
408-1	Operations and suppliers at significant risk for incidents of child labor	Sustainability Report FY2025, page 43	
Forced or Compulsory Labor			
3-3	Management of material topics	Sustainability Report FY2025, page 42	
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Sustainability Report FY2025, page 43	
Human Rights Assessment			
3-3	Management of material topics	Sustainability Report FY2025, page 42	
412-1	Operations that have been subject to human rights reviews or impact assessments	Sustainability Report FY2025, page 43	
Supplier Social Assessment			
3-3	Management of material topics	Sustainability Report FY2025, page 42	
414-2	Negative social impacts in the supply chain and actions taken	Sustainability Report FY2025, page 43	
Customer Privacy			
3-3	Management of material topics	Sustainability Report FY2025, page 63-65	
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Sustainability Report FY2025, page 65	

SASB Hardware Standard Index

SASB Code	Metric	Report Location or Direct Answer
Activity Metrics		
TC-HW-000.A	Number of units produced by product category: ● Communications ● Equipment ● Components ● Consumer Electronics ● Other Hardware ● Printing & Imaging ● Transaction Management Systems ● Computer Hardware ● Computer Peripherals ● Computer Storage	Data and Metrics
TC-HW-000.B	Area of manufacturing facilities	Data and Metrics
TC-HW-000.C	Percentage of production from owned facilities	Data and Metrics
Accounting Metrics		
TC-HW-230a.1	Description of approach to identifying and addressing data security risks in products	Sustainability Report FY2025, page 64-65
TC-HW-330a.1	Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management, (c) technical employees and (d) all other employees	Data and Metrics
TC-HW-410a.1	Percentage of products by revenue that contain IEC 62474 declarable substances	Data and Metrics
TC-HW-410a.2	Percentage of eligible products, by revenue, meeting the requirements for EPEAT registration or equivalent	The vast majority of WD'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 WD products were eligible for qualification. The EPEAT eligible products we currently sell do meet many other environmental and regulatory requirements, including EU Ecodesign, which overlap with many EPEAT requirements.
TC-HW-410a.3	Percentage of eligible products, by revenue, certified to an energy efficiency certification	For similar reasons as explained in SASB TC-HW-410a.2, the vast majority of our products are not eligible for common energy efficiency certifications. Several previously eligible products were sold to other companies (e.g., IntelliFlash and ActiveScale).
TC-HW-410a.4	Weight of end-of-life products and e-waste recovered; percentage recycled	Data and Metrics
TC-HW-430a.1 & TC-HW-430a.2	Suppliers Assessed Using RBA Validated Assessment Program (VAP)	Sustainability Report FY2025, page 43; Data and Metrics
TC-HW-440a.1	Description of the management of risks associated with the use of critical materials	Sustainability Report FY2025, page 44-46

SASB Semiconductor Standard Index

SASB Code	Metric	Report Location or Direct Answer
Activity Metrics		
TC-SC-000.A	Total production	Data and Metrics
TC-SC-000.B	Percentage of production from owned facilities	Data and Metrics
Accounting Metrics		
TC-SC-110a.1	(1) Gross global Scope 1 emissions and (2) amount of total emissions from perfluorinated compounds	Data and Metrics
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 FY2025, page 14-19
TC-SC-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Data and Metrics
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	1. Data and Metrics 2. Percentage of water withdrawn and consumed from regions with high or extremely high baseline water stress: 18.2% of total FY2025 water withdrawal 24.7% of total FY2025 water consumption
TC-SC-150a.1	Amount of hazardous waste from manufacturing, percentage recycled	Data and Metrics
TC-SC-320a.1	Description of efforts to assess, monitor, and reduce exposure of workforce to human health hazards	Sustainability Report FY2025, page 38-40
TC-SC-320a.2	Total amount of monetary losses as a result of legal proceedings associated with employee health and safety violations	FY2025: $0
TC-SC-330a.1	Percentage of employees that require a work visa	WD does not disclose the percentage of employees who require work visas. However, we disclose a breakdown of our workforce by region. See the Data and Metrics section for more information.
TC-SC-410a.1	Percentage of products by revenue that contain IEC 62474 declarable substances	Data and Metrics
TC-SC-410a.2	Processor energy efficiency at a system-level for: (1) servers, (2) desktops, and (3) laptops	WD 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 FY2025, page 44-46
TC-SC-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	FY2025: $0

TCFD Index

Topic	TCFD Recommended Disclosure	Disclosure Reference
Governance	a) Describe the Board's oversight of climate-related risks and opportunities.	WD 2025 CDP Disclosure (Sections 4.1.1; 4.1.2.1-4.1.2.7) Sustainability Report FY2025, page 13
Governance	b) Describe management's role in assessing and managing climate-related risks and opportunities.	WD 2025 CDP Disclosure (Sections 4.3; 4.3.1.1-4.3.1.6) Sustainability Report FY2025, page 13, 15-16
Strategy	a) Describe the climate-related risks and opportunities the organization has identifiedover the short, medium, and long term.	WD 2025 CDP Disclosure (Sections 2.1; 2.2.1; 2.2.2.9; 3.1.3) Sustainability Report FY2025, page 16
Strategy	b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	WD 2025 CDP Disclosure (Sections 2.4.1-2.4.7; 5.1.2) Sustainability Report FY2025, page 16
Strategy	c) Describe the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	WD 2025 CDP Disclosure (Sections 5.1.1; 5.1.1.6; 5.1.2.3) Sustainability Report FY2025, page 16
Risk Management	a) Describe the organization's processes for identifying and assessing climate-related risks.	WD 2025 CDP Disclosure (Sections 2.2.1; 2.2.2.1-2.2.2.14) Sustainability Report FY2025, page 16
Risk Management	b) Describe the organization's processes for managing climate-related risks.	WD 2025 CDP Disclosure (Sections 2.2.2.10; 3.5.4) Sustainability Report FY2025, page 16
Risk Management	c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	WD 2025 CDP Disclosure (Sections 2.2.2.10; 4.1.2.7) Sustainability Report FY2025, page 16
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.	WD 2025 CDP Disclosure (Sections 7.2; 7.45) Sustainability Report FY2025, page 14-23
Metrics and Targets	b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	WD 2025 CDP Disclosure (Sections 7.6; 7.7; 7.8) Data and Metrics
Metrics and Targets	c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	WD 2025 CDP Disclosure (Sections 7.53.1; 7.53.2; 7.54.3; 7.55.1-7.55.3) Sustainability Report FY2025, page 17-18

United Nations SDG Index

United Nations SDG		WD Actions
	**Target 2.1:** By FY2030, end hunger and ensure access by all people, in particular the poor and people in vulnerable situations, including infants, to safe, nutritious, and sufficient food all year round.	• Packed and distributed more than one million meals globally through Rise Against Hunger and Latet . • Delivered groceries to 100 households in the Philippines following Typhoon Enteng. Donated frozen turkeys to families in need through Care and Share Food Bank for Southern Colorado. ▶ Visit our Hunger Relief section on page 56.
	**Target 4.4:** Substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs, and entrepreneurship.	• Awarded more than $500,000 to students across the globe through the WD STEM Scholarship Program. • Supported the 2024 Penang International Science Fair in Malaysia. • Hosted a hands-on storage technology workshop for high school students in India. ▶ Visit our STEM Education section on page 53-54.
	**Target 6.3:** By FY2030, improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse globally.	• In Johor, Malaysia we collaborated with the local municipality to support the development of a wastewater recycling and treatment plant. • When construction is complete, effluent wastewater will be recycled, and 4,500m^3 of clean water will be repurchased per day for use in cooling towers and other operations. ▶ Visit our water quality section on page 22.
	Target 6.4: By FY2030, substantially increase water-use efficiency across all sectors and ensure sustainable withdrawals and supply of freshwater to address water scarcity and substantially reduce the number of people suffering from water scarcity.	• 2030 goal to reduce water withdrawals by 20% versus FY2022 baseline. • Completed 23 water reduction projects, including water optimization initiatives in Thailand, Malaysia, the Philippines, the U.S., China, and India. ▶ Visit our water efficiency section on page 22.
	**Target 8.5:** By FY2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.	• Conducted global pay gap analysis across genders and pay gap analysis across various demographic groups in the U.S. • Maintained seven ERGs, open to all employees. • Provided competitive benefits packages, learning and development initiatives, and comprehensive employee wellness programs. ▶ Visit Our Workforce section on page 32-40.
	Target 8.8: Protect labor rights and promote safe and secure working environments for all workers.	• Launched holistic new people strategy, Workforce of the Future. • Operated leading OHS and EHS programs, driving a 22% reduction in LTIR in FY2025. • Publicized our Safety Good Catch program during our annual June safety campaign. ▶ Visit Our Workforce section on page 32-40.

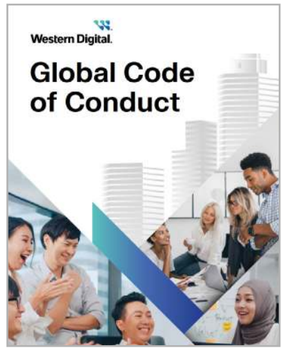
United Nations SDG		WD Actions
	Target 12.2: Achieve the sustainable management and efficient use of natural resources.	• Announced new climate targets around renewable energy, recycled content in products and packaging, and direct materials emissions. • Progressed against existing targets on Scope 1, 2, and 3 emissions, water withdrawals, and waste diversion. • Increased recycled content in our enterprise HDD products to 36-38% by weight and enterprise HDD packaging to 74% by weight. • Partnered with Microsoft, CMR, and PedalPoint Recycling to launch the Advanced Recovery and Rare Earth Material Capture Program in the U.S. ▶ Visit our Environmental Targets section on page 17-18.
	**Target 12.5:** Substantially reduce waste generation through prevention, reduction, recycling and reuse.	• Diverted 97% of waste from landfill in FY2025. • Achieved zero waste to landfill at three main manufacturing sites. ▶ Visit our Waste section on page 23.
	Target 12.7: Promote public procurement practices that are sustainable.	• Hosted supply chain capacity-building seminars and workshops on key sustainability topics. • Monitored suppliers' sustainability performance through the RBA VAP audit and tying the requirement to supplier scorecards. • Joined the CDP Science-Based Target Campaign to encourage suppliers to set SBTs. ▶ Visit our Supply Chain Management section on page 41-50.
	**Target 13.3:** Improve education, awareness-raising, and human and institutional capacity on climate change mitigation, adaptation, impact reduction, and early warning	• Engaged employee volunteers through three-month Earth Quarter Campaign. • Reached 230 employees in virtual session with Leave No Trace. • Organized climate volunteering initiatives across global sites. ▶ Visit our Environmental Philanthropy section on page 55.
	**Target 16.5:** Substantially reduce corruption and bribery in all their forms.	• Seven of our eight Board directors are considered independent. • Achieved 100% completion rate for annual ethics and compliance training (voluntary for employees). ▶ Visit our Governance section on page 58-62.

Sustainability–Related Policies and Documents

WD is committed to numerous policies that promote responsible business operations, many of which are listed below. For additional policies and information, view our Corporate Responsibility Resource Center.



Integrated Management (IMS) Policy



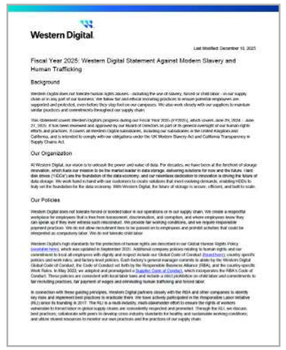
Global Code of Conduct



Supplier Code of Conduct



Global Human Rights Policy



WD Statement Against Modern Slavery and Human Trafficking



Responsible Minerals Policy



Independent Limited Assurance Statement



CY2024 Conflict Minerals Report



Global Anti-Harassment and Discrimination Policy



Privacy Statement



Privacy Center



2025 CDP Climate Change and Water Security Disclosure



Science Based Targets Certificate


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