

The Western Digital 401(k) Plan is a tax-effective way to help you save for your future. Here's how it works: You contribute a percentage of your salary to the plan through convenient payroll deductions. The money you contribute, plus any money the company contributes to your accounts, is invested according to the investment selections you make based on your goals and needs. These dollars grow through compounding and reinvesting of your savings and any earnings over a long period of time.

Here are other key features the plan offers you:

Eligibility	You are automatically eligible to participate upon becoming a full-time or part-time regular or fixed-term employee.
Your Contributions	You may contribute to the plan in several ways -- either pre-tax, Roth, or after-tax contributions -- potentially up to 95% of your pay up to the annual IRS limits (for 2022, 85% pre-tax + Roth up to \$20,500 if under age 50 and up to \$27,000 if age 50 or older & 10% after-tax up to \$30,500).
Auto-Enrollment	<p>If you do not actively enroll within 30 days after your hire date, you will be automatically enrolled in the Western Digital 401(k) Plan at 6% of your pre-tax pay. Your contributions will be invested in the Capital Group American Funds Retirement Fund with the target date closest to the year you turn 65.</p> <p>Important:</p> <p>If you have already made contributions to or maxed out on your contributions for the year with your previous employer, you will need to adjust or zero out your auto-enrollment pre-tax contribution rate of 6%. The IRS limits include all contributions made to any 401(k) plans during the year. (If you exceed any of the limits, you will need to contact Empower Retirement to request a refund of the excess contributions before April 15 of next year.)</p> <p>To opt out of the 401(k) plan, please contact Empower Retirement at the number or website below before the end of the 30-day window. If you decide to participate in the plan later, you may make contribution changes to your account at any time.</p>
Matching Contributions	<p>Western Digital matches 50% of your pre-tax and/or Roth combined contributions, up to the first 6% of compensation, (subject to an IRS limit of \$9,150 for 2022).</p> <p>The company also provides an annual True-Up matching contribution in case you did not receive the maximum company match because you may have varied your contribution amount from paycheck to paycheck, or reached the annual IRS contribution limit before the end of the year. The True-Up matching contribution is calculated and posted to your account after the end of the plan year. You must be actively employed as of the last day of the plan year in order to be eligible for this contribution.</p>
Vesting	You are automatically 100% vested in your contributions (pre-tax, Roth, and after-tax) made to your account. The company's matching contributions are immediately vested once you receive them, meaning you own the company match immediately after receiving them.
Loans	<ul style="list-style-type: none"> • Minimum loan--\$1,000; maximum loan--50% of your account balance or \$50,000, whichever is less. • Maximum loan term is 5 years (10 years for primary residence loan.) • You may have one outstanding loan at one time.
Rollovers	<p>You may roll over money into the plan from another qualified employer plan or IRA. You select the investments for your rollover account.</p> <p>If you leave employment with Western Digital and your balance is over \$5,000, you may roll over your account to another qualified plan which accepts rollovers or to an IRA without penalty or income taxes.</p>
More Information	Call the Empower Retirement at 1-888-401-5932 (4001K-WDC) or access your account at WesternDigital401k.com .

This is a brief summary of your plan's key features. If a discrepancy exists between this summary and the Plan document, the Plan document governs.