

BENEFITS At-A-Glance — India

March 31, 2017—March 30, 2018



Introduction

Western Digital takes pride in offering our employees a competitive benefit program as part of the total compensation package.

This document provides highlights of Western Digital's Benefit Plans. Because it is only a brief summary of the plan's provisions, it cannot be considered a legal document, and if any differences are found between this document and the formal plan documents, the formal plan document will prevail.

Summary plan descriptions, which contain more detailed information about the plan's benefits, limitations and exclusions, are available from the regional HR Team.

General Information

Western Digital's Benefit Plan Year runs from March 31st through March 30th. Eligibility begins the first day of employment for most benefits, unless noted otherwise. Eligible employees are between 18 to 60 years of age and must be full time employees actively at work.

Employees are covered under three insurance plans:

1. Group Medical Insurance
2. Group Term Life Insurance
3. Group Personal Accident Insurance

Group Medical Insurance

Eligible employees can enroll dependents in the Group Medical Insurance by completing the enrollment form available at Vipul's Online Employee Portal¹ within 30 days from the date of joining.

When your family status changes due to marriage, birth or adoption of a child, please log in to Vipul's Online Employee Portal¹ and enroll dependents within 30 days from the date of marriage, date of birth or adoption of child.

If you fail to enroll within the defined timelines, the enrollment can be done only at the next renewal.

Eligible Dependents Are:

- Spouse
- Children (for the first 2 living children)
- Parents

Western Digital offers a company-paid medical plan with the following parameters:

Benefits / Extensions	Coverage
Standard hospitalization	Yes
TPA Service	Yes
Pre-existing diseases	Yes
Waiver on 1 st , 2 nd & 4 th year exclusion	Yes
Waiver on 1 st 30 days exclusion	Yes
Maternity benefits	Maternity benefits are covered within the family floater sum insured (SI) up to below maximum amount: <ul style="list-style-type: none"> • Normal delivery: INR 70,000 • C-section: INR 85,000 Maximum of 2 children (those who already have two or more living children will not be eligible for this benefit)
Waiver of 9 month waiting for maternity	Yes
Baby cover day 1	Yes
Pre- & Post-natal expenses	Yes (within maternity limit)
Room Rent Capping (Room rent + Boarding and Nursing charges)	Restricted to Single Pvt A/c, no cap on ICU. Proportional deductions will apply in case the insured opts for a higher room rent than eligibility
Pre-Post hospitalization Expenses	Yes (Not applicable for Maternity)
Ambulance services	Yes (Covered at 1% of the SI for emergencies only)
Health-Check	INR 6,000 per family per year
Major Diagnostic test	INR 10,000 per family per year

Voluntary Top-Up Cover

Western Digital offers a voluntary (employee-paid) Top-Up Cover at five different coverage levels. Employees may opt for additional coverage above the Base Sum Insured of INR 5,00,000 (maternity coverage is excluded). Employees can opt for the top up plan during the policy renewal period. New hires will get a one month window to opt for the top up cover.

Top-Up Sum Insured	Annual Premium (excluding taxes)
INR 100,000	INR 2,250
INR 200,000	INR 3,600
INR 300,000	INR 5,400
INR 400,000	INR 7,200
INR 500,000	INR 9,000

¹L-HGST Bangalore: <http://www.vipulmedcorp.com/wdc/L-virident>
L-HGST Pune: <http://www.vipulmedcorp.com/wdc/L-hgst>
L- WD: <http://www.vipulmedcorp.com/wdc>
L-SD: <http://www.vipulmedcorp.com/wdc/Lsandisk>

Group Term Life Insurance

Western Digital provides Basic life Insurance of 3 times your annual salary (i.e. basic salary plus guaranteed allowances). Amounts over INR 3.15 million require underwriting approval.

Critical Illness Insurance

Western Digital provides Critical Illness Insurance of the lesser of Basic Life Cover or INR 10,00,000. Terminal illness coverage is also provided of the lower of Basic Life Cover or INR 25,00,000.

Group Personal Accident Policy

Western Digital provides employees coverage from personal accidents. The policy includes:

1. Accidental Death & Dismemberment Insurance of 3 times your annual salary (i.e. basic salary plus guaranteed allowances)
2. Permanent Total Disability
3. Permanent Partial Disability
4. Weekly compensation due to Temporary Total Disability

DRIVE Wellness Program

Western Digital feels strongly about the overall well-being of our employees. In addition to our medical insurance, employees in Bangalore have access to an onsite gym facility which is equipped with state of the art infrastructure, while wellness reimbursement is provided to all other employees. We also offer an Employee Assistance Program which includes Work Life Coaching.

Employee Stock Purchase Plan (ESPP)

The ESPP allows eligible employees to contribute 1-10% of eligible compensation toward the purchase of the Company's common stock at a discount through convenient payroll deduction. Offering periods begin twice per year (June 1st and December 1st) with Open Enrollment periods held in May and November. Each Offering Period is generally up to 24-months with purchases occurring every six months. Participants can purchase Company common stock at a 5% discount based on the lesser of the applicable enrollment price or the closing price on the respective date.

Time Off

Holidays

Western Digital provides 12 standard holidays each year.

Vacation and Other Leaves

Leave Type	All Employees (Except Maharashtra)	Maharashtra Employees
Privilege Leave	15 days	21 days
Casual Leave	6 days	6 days
Sick Leave	12 days	6 days
Marriage Leave	5 days	5 days
Bereavement Leave	5 days	5 days
Paternity Leave	5 days	5 days
Maternity Leave	26 weeks	26 weeks
Miscarriage Leave	6 weeks	6 weeks
Study Leave*	18 months unpaid leave	18 months unpaid leave

*Minimum 1 year of service to be eligible for Study Leave. Leave approved at the sole discretion of the company.

Perquisites

Western Digital offers employees the following benefits:

Benefits	Amount
Education Reimbursement*	INR 50,000 per year
Wellness Reimbursement**	INR 20,000 per year
Birthday Gift	INR 1,000
Newborn Gift	INR 5,000

*Education reimbursement relevant to study related to profession.

**Not applicable for Bangalore employees where employees have access to onsite gym facility.

Birthday Gift and Newborn Gift are added to the payroll in the month of the birthday or the month when the new born is added as a dependent to the Insurance policy.

Rental Deposit Scheme

Western Digital provides employees an interest free loan in lieu of Rental Deposit paid for their home. Employees can avail this scheme once in five years. The loan amount is capped at two times the employees monthly salary or INR 450000, whichever is lower.

The amount is deducted from payroll in equal monthly installments.