The power of partnership

Micron sustainability
progress summary 2023

Contents

Introduction

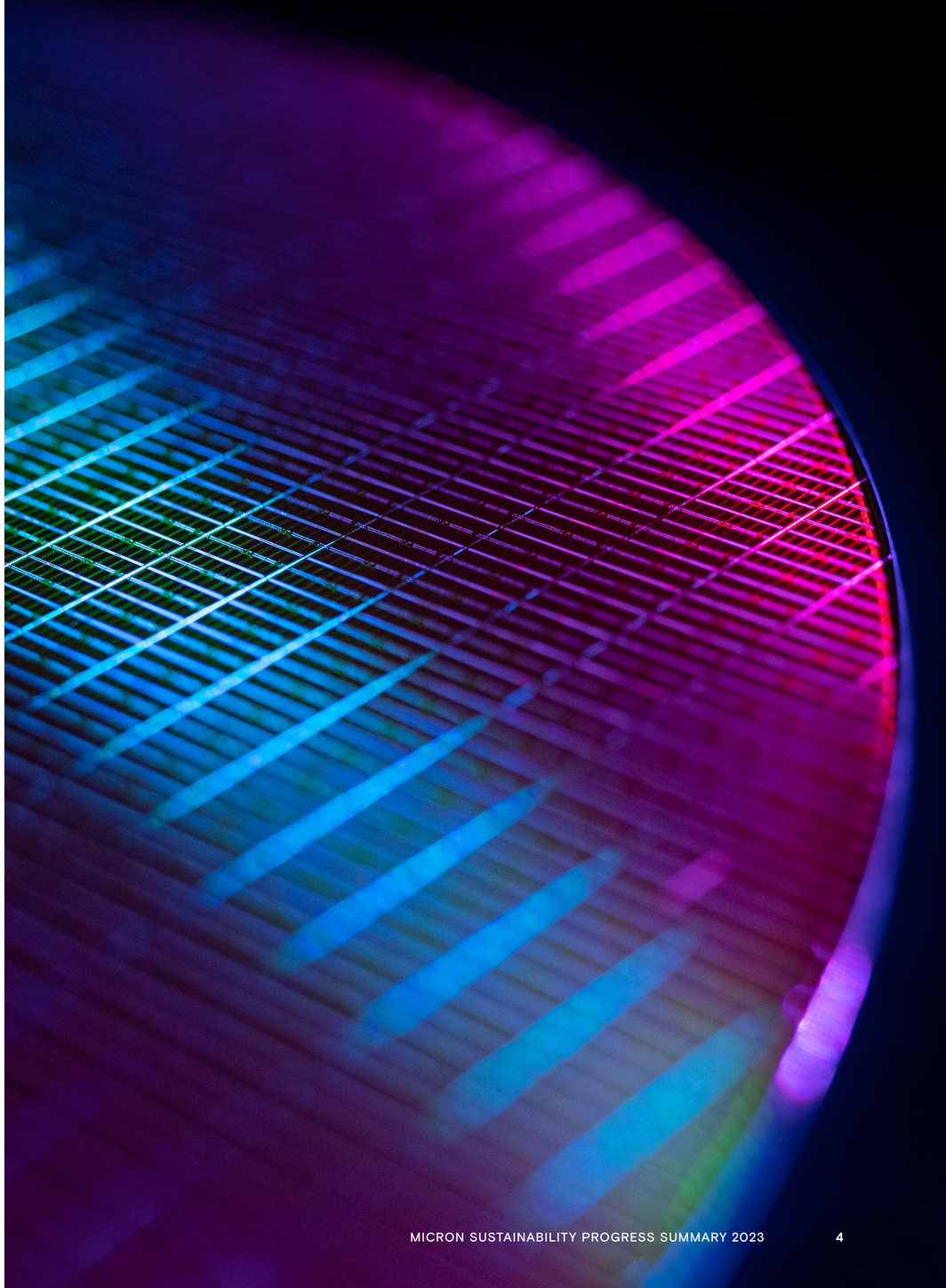
Our sustainability efforts advance our mission to transform how the world uses information to enrich life *for all*.

In 2022, Micron continued to enhance our award-winning environmental, social and governance initiatives with a focus on collaborating internally and expanding our work with others.

Our engagements were wide-ranging and diverse — including working with communities on newly announced facilities, collaborating with industry peers and suppliers to support pathways toward net zero operations, and strengthening ties between our internal research and development (R&D) and manufacturing.

We launched new products to meet customers' focus on energy efficiency, worked closely with providers to advance our renewable energy goals, cooperated on consumer repair and upgrades, and engaged with suppliers and team members to promote safety at our sites.

This progress summary, which accompanies our annual sustainability report, reviews these efforts and demonstrates our desire to be a trusted partner to our people, our customers and our global communities. More details on this work are provided in our full 2023 sustainability report.



A message from our CEO

More than ever before, the world is recognizing the importance of semiconductors — not only to our economic health and advancement, but to every aspect of modern life, from education to entertainment. Micron's vision is to transform how the world uses information to enrich life *for all*, and the solutions we make are becoming increasingly important as we move into the age of ubiquitous artificial intelligence systems powered by fast data.

In the pages of these reports, you'll see that sustainability is not just central to Micron's vision, mission and values, it is also integral to our long-term strategic plans. We believe we also have a responsibility to help lead sustainability improvements across our industry. None of these goals are possible without strong partnerships. We actively work with industry peers, suppliers and customers worldwide to set new standards for the sustainability of semiconductor production.

Manufacturing semiconductor products is a resource- and power-intensive business, and careful management and planning are required to ensure efficient production. In 2022, Micron announced several critical expansions that will be central to the company's future, including investments in Boise, Idaho, and Clay, New York. Both projects are pivotal to Micron's manufacturing strategy to meet DRAM demand over the decades ahead. With the support of the CHIPS and Science Act, these projects stand to make a significant impact on U.S. semiconductor manufacturing leadership. Each will also demonstrate leadership techniques for energy conservation and sustainability. We are also making significant investments in community and education around these expansions. These investments will help us create sustainable growth and train the workforce we need to drive advanced semiconductor manufacturing.

Our aim with this summary is to provide a detailed accounting of our progress toward our sustainability goals and note specific contributions over the past year. It also shares our vision for sustainable development in the years ahead. Below are a few highlights.

Environment

- Emissions: We expanded our climate initiative goals early last year, working toward targets to reach net zero greenhouse gas emissions in our operations (scope 1) and purchased energy (scope 2) by 2050, with a 2030 milestone to reduce scope 1 emissions from our 2020 baseline by 42%. These complement our goal to achieve 100% renewable energy for existing U.S. operations by the end of 2025.
- Energy, water and waste: We continue to make our operations more efficient and sustainable, with aspirational targets of 100% renewable energy, 100% water conservation, and zero waste to landfill. This summary outlines our participation in alternative energy facilities, as well as water conservation and river restoration projects in our communities.
- Sustainable financing: Micron continues to lead in sustainable financing. We have executed $3.7 billion in credit facilities linked to our sustainability performance and achieved our 2022 performance metrics in connection with this credit. The $1 billion green bond we issued in November 2021 supports Micron's commitments to environmental performance and LEED-certified buildings.

Social

- Equity and representation: We continue to maintain global pay equity for women and people with disabilities globally, as well as across race/ethnicity and veteran status in the U.S. and race/ethnicity for Malays in Singapore. We actively promote a culture of inclusion and focus our educational outreach on bringing more women and underrepresented groups into semiconductor fields.
- Team engagement: We grew participation in employee resource groups to 39% of our workforce, a nearly 50% increase from fiscal year 2021 (FY21). Micron is in a leadership position in this metric.
- Diverse suppliers: Our spend with diverse suppliers is growing. In FY22, we achieved $454 million in spend with diverse suppliers, exceeding our goal of $404 million.
- Diverse financial institutions: In FY22, we achieved our goal to have $500 million in cash investments managed by underrepresented financial firms.

Governance

- Ethics: I personally place a high emphasis on integrity with our team, and we institute regular training so that every team member understands and adheres to our code of conduct and related policies.
- Responsible sourcing: We have a number of programs focusing on responsible minerals sourcing, in addition to supplier diversity, environmental performance and human and labor rights.

Micron continues to make strong progress toward our sustainability, community and governance goals, and I'm proud of the work represented in these pages.

I hope you enjoy reading our 2023 sustainability report and progress summary, and we invite your feedback. You can reach us by emailing sustainability@micron.com.

Sanjay

Sanjay Mehrotra
President and CEO, Micron Technology

About Micron

Micron is a global leader in memory and storage solutions. With a relentless focus on our customers, technology leadership, manufacturing and operational excellence, Micron delivers a rich portfolio of high-performance DRAM, NAND and NOR memory and storage products. Every day, the innovations that our people create fuel the data economy, enabling advances in artificial intelligence (AI) and 5G applications that unleash opportunities — from the data center to the intelligent edge and across the client and mobile user experiences.

Micron's team members live our values: collaboration, customer focus, innovation, people and tenacity. We share a common goal to pursue technology and product innovation and manufacturing excellence for our customers, partners, communities and society. For nearly 45 years and with more than 52,000 patents granted (and growing), Micron has delivered products that have helped transform how the world uses information to enrich life *for all*.

Boise, Idaho

Founded on
October 5, 1978

Headquartered in
Boise, Idaho, USA

$30.8B[1]
FY22 annual revenue

52,000+
patents granted and growing[2]

127
on the 2022 Fortune 500

~48,000
team members[3]

5th
largest semiconductor company in the world[4]
Excluding IP/software revenue

15
customer labs[2]

11
manufacturing sites[2]

17
countries[2]

[1] All monetary references are in U.S. dollars unless otherwise indicated
[2] Micron data as of March 28, 2023
[3] Micron data for FY22
[4] Based on "Market Share Analysis: Semiconductors, Worldwide 2022," Gartner, 2023

TABLE OF CONTENTS ›

"Micron's leadership and strategic vision has been foundational in the buildout of the SEMI Sustainability Initiative. From mentoring of startups in semiconductor sustainability to formulating the Semiconductor Climate Consortium (SCC), Micron has been actively involved and is driving industry-wide awareness and change and securing a better, healthier future for all."

Ajit Manocha
President & CEO, SEMI

"At Lam, we believe we have a shared responsibility with other industry leaders to act with purpose for a better world. Continued collaboration with valued partners like Micron is key to addressing global challenges, such as fighting climate change and accelerating inclusion and diversity."

Tim Archer
President and CEO, Lam Research

"Aqua Membranes is honored to be working with Micron Technology to help them meet their sustainability goals focused on water and energy. Their assistance and support in developing reverse osmosis (RO) systems which run near to theoretical maximum possible efficiency has been invaluable. We are looking forward to many years of collaboration and exceeding our collective sustainability goals!"

Craig Beckman
CEO, Aqua Membranes Inc

"Microsoft sets high standards for our suppliers, and we appreciate Micron's initiative and creative collaboration in support of our sustainability goals."

Chuck Graham
Vice President, Microsoft

"I'm proud of the City of Boise's partnership with Micron, a home-grown company. Together, we are growing our economy, protecting our open spaces and clean water, and supporting a diverse, dynamic workforce that reflects our vibrant community."

Mayor Lauren McLean
City of Boise

"It is great to see Micron invest in making their practices more environmentally sustainable – from cutting down on electricity use and transitioning to renewable sources to enhancing water reuse infrastructure. We look forward to working with Micron to bolster their sustainable manufacturing processes as they expand into New York."

Julie Tighe
President, New York League of Conservation Voters

2022–2023 awards and recognitions[1]

Business and innovation

- Global 500 Strongest and Most Valuable Brands (Brand Finance)
- 250 Best-Managed Companies of 2022 (Wall Street Journal)
- Upstate Power 100 (city and state of New York)
- Top 50 U.S. Patent Assignees (IFI CLAIMS Patent Services)

People and culture

- America's Greatest Workplaces for Diversity (Newsweek)
- Best Companies in Idaho (Zippia)
- World's Top Female-Friendly Companies (Forbes)
- World's Best Employers (Forbes)
- Workplace Equality Excellence High Distinction Award (Central Taiwan Science Park)
- Silver Employer (India Workplace Equality Index)
- Gold Award for Micron Japan's DEI and LGBTQ+ activities (Pride Index Association)
- Great Place to Work — Overall Best Workplace Lists for Asia, Italy, Japan, Singapore and Taiwan, as well as the U.K.'s Best Workplaces for Women and Italy's Best Workplaces for DEI (Great Place to Work Institute)
- Top Corporate Philanthropy Award (Silicon Valley Business Journal)
- Best Places to Work (Disability Equality Index)
- Singapore's 100 Leading Graduate Employers (GradSingapore)
- Top Supporters of HBCU Engineering Schools (Black Engineer)
- Top 20 DivHERsity Champions (JobsForHer)
- 2023 Military Friendly Employers
- Top 100 Bay Area Corporate Philanthropists (The San Francisco Business Times)

Sustainability and operations

- 100 Most Sustainable Companies (Barron's)
- Platinum Award nomination — 11th year (Virginia Water Environment Association)
- Dow Jones Sustainability Index North America (S&P Global)
- Gold sustainability rating (EcoVadis)
- JUST 100 — America's Most JUST Companies (JUST Capital)
- National Enterprise Environmental Protection Silver Award (Taiwan Environmental Protection Administration)
- Top 25 Safest Workplaces in India (KelpHR PoSH)
- Silver Award (WSH Performance)
- Best Workplaces in Manufacturing and Production (Fortune)
- Sustainability Lighthouse for manufacturing in Singapore (World Economic Forum)

[1] *June 2022 through June 2023*

2022 sustainability highlights

- Announced investments in Boise, Idaho, and Clay, New York, with significant environmental and social targets
- Created the role of vice president of environment, health, safety and sustainability, promoting Elizabeth Elroy to oversee these functions
- Released our 1β (1-beta) DRAM technology, which delivers approximately a 15% power efficiency improvement over 1α (1-alpha) memory
- Became a founding member of the Semiconductor Climate Consortium to explore solutions to help reduce greenhouse gas (GHG) emissions across our industry
- Published our first green bond report covering progress against our green bond framework
- Collaborated with suppliers on scope 1 and scope 3 emissions-reduction initiatives
- Recognized the value of collaboration, diversity and the opportunities ahead at our first Supplier Day, attended by 260-plus supplier representatives
- Co-hosted the inaugural SEMI Startups for Semiconductor Sustainability pitch event, which attracted over 70 participants
- Signed multiple agreements to purchase renewable energy
- Invested in technologies to help us become a zero-harm workplace
- Achieved an inclusion index score of 86%, an increase for the third year in a row
- Reached 6.1 million people through grants funded by the Micron Foundation

Hui-Wen Lee, Chairman of United Integrated Services Co., Ltd. | San Francisco, California

Micron products at a glance

Compute DRAM

DDR5: enabling the next generation of data-intensive workloads

1β DRAM: world's most advanced DRAM process technology

Solid-state drives

SSDs: world's first SSDs based on industry-leading 176-layer 3D NAND with CMOS under array

Broad selection of form factors, interfaces and density options

Low-power memory and storage

LPDDR5: first mass-produced, low-power DRAM for smartphones

3D NAND: world's first 232-layer NAND in mobile storage

Auto- and industrial-grade solutions

UFS 3.1: world's first auto-qualified UFS 3.1 storage

High bandwidth in package memory

HBM2E: highest-bandwidth solutions for AI training and high-performance computing workloads

High-bandwidth graphics memory

GDDR6X: industry's highest-bandwidth memory for graphics and AI inference

Investing in leading-edge memory

Micron's historic investments in leading-edge memory

American manufacturing has been at the heart of the industrial revolutions of the past three centuries, bringing us long-distance railroads, automobiles, the transistor and the internet. Today, the Fourth Industrial Revolution is well underway, characterized by a data-driven economy powered by AI and 5G. This revolution is happening globally — and in the coming years, Micron is bringing cutting-edge innovation back to the United States in a very big way.

Today, only 2% of global memory supply is made in the U.S. — and all of it is manufactured by Micron in our Manassas, Virginia, facility. The CHIPS and Science Act, passed in August 2022, creates unprecedented opportunities for the U.S. to strengthen and expand its technological leadership and bolster America's economic and national security. As a result, companies like Micron can now access grants and tax credits to boost semiconductor research, development and production.

Following passage of the CHIPS and Science Act, we proudly announced our intention to design and manufacture leading-edge memory in the U.S. We plan to invest in a manufacturing fab in our hometown of Boise, Idaho, and in Clay, New York. With these new facilities, we have opportunities to reimagine not only how manufacturing facilities can be designed and built with sustainability in mind, but also how they can foster a robust pipeline of workers and be a force for good.

Boise: Bringing production closer to R&D

We're starting this process by deepening our presence where we already have roots. In the fall of 2022, Micron announced a new fab in Boise, the site of Micron's headquarters and our R&D facility. Co-locating manufacturing and R&D has several strategic benefits for the company. It improves efficiency across both R&D and manufacturing, simplifies technology transfer and reduces time to market for leading-edge products. The facility will use advanced semiconductor manufacturing processes and tools, including extreme ultraviolet lithography, to drive industry leadership across several generations of DRAM.

To support the influx of business and talent expected in Boise as a result of this planned facility, Micron is partnering with the local community to address child care, public transit, housing and infrastructure needs in the area.

Boise, Idaho
Preliminary illustration, subject to change

Central New York: Reinvigorating a manufacturing hub

As our expanded research and high-volume manufacturing facility in Idaho takes shape, we're also setting our sights somewhere new. In Clay, New York, we will build a semiconductor fabrication facility that will once again make the United States a manufacturing leader. Construction on this megafab is expected to start in 2024, with DRAM production beginning in the latter half of the decade. As we plan for this exciting facility, we are engaging with community members to understand how Micron can be a good neighbor and environmental steward through investments in the local and construction workforce, education and infrastructure.

Why central New York?

In determining a location for our newest megafab, Micron went through a rigorous selection process, considering several locations in the U.S. Here are five reasons why central New York is the right fit for us:

Ample space — Our New York fab will ultimately include a campus of several buildings and up to four cleanrooms. We needed a significant amount of contiguous property that is flat enough to build on, and Onondaga County's geography met our needs.

Infrastructure and resources — High-volume manufacturing requires reliable infrastructure and resources. The region's long history of manufacturing and growth incentives means that infrastructure like gas and power facilities — including those for renewable energy, water resources and wastewater treatment — already exist or are readily expandable.

A strong education system and labor market — The fab will create thousands of jobs and require deep technical and engineering expertise. The region's many leading universities and academic institutions, in partnership with Micron, will help inspire and train the talent, including people from underrepresented populations, who may work at Micron for generations to come.

Manufacturing roots — New York has a long history of semiconductor development and manufacturing. We look forward to expanding this legacy to the memory sector, as well as collaborating with existing organizations, such as the Albany Nanotech Complex and U.S. Air Force Research Laboratory, on R&D initiatives.

State and local incentives — After passage of the federal CHIPS and Science Act, New York passed a Green CHIPS bill to attract semiconductor manufacturing to the state while promoting environmental sustainability. This legislation supports hiring and capital investment and aligns with Micron's sustainability goals and strategy for the site. New York's Empire State Development has offered Micron a package of performance-based incentives of up to $5.5 billion.

Central New York
Preliminary illustration, subject to change

Driving progress through products and partnerships

Micron's innovation and industry engagement

Our business has always been on the leading edge of innovation. For decades, advancements in memory and storage have unlocked progress in computing and the countless industries that rely on it. Today, we're sparking progress not just in data-processing speeds, but also in the sustainability improvements necessary to address climate change. Take a look.

Improving the environmental profile of our products

In 2022, Micron began shipping qualification samples of our 1β DRAM technology and achieved mass production readiness of the world's most advanced DRAM technology node. This innovation will be in Micron's first-to-market LPDDR5X DRAM and delivers approximately a 15% power efficiency improvement over 1α memory. Micron was also first to market with 232-layer NAND. This technology reduces data center infrastructure requirements and is more energy efficient than previous generations and comparable hard disk drives. As energy-intensive applications like AI and machine learning become more commonplace, these products will help offset their effects.

Engaging in the industry

Micron joined more than 60 other companies as founding members of the Semiconductor Climate Consortium, a group that focuses on reducing GHG emissions across our industry. We will work with other partners to align on approaches, technologies and targets for emissions reduction. We also became a founding member of the Circular Drive Initiative, a partnership of companies collaborating to reduce e-waste by enabling, driving and promoting the secure reuse of storage hardware.

Investing in startups

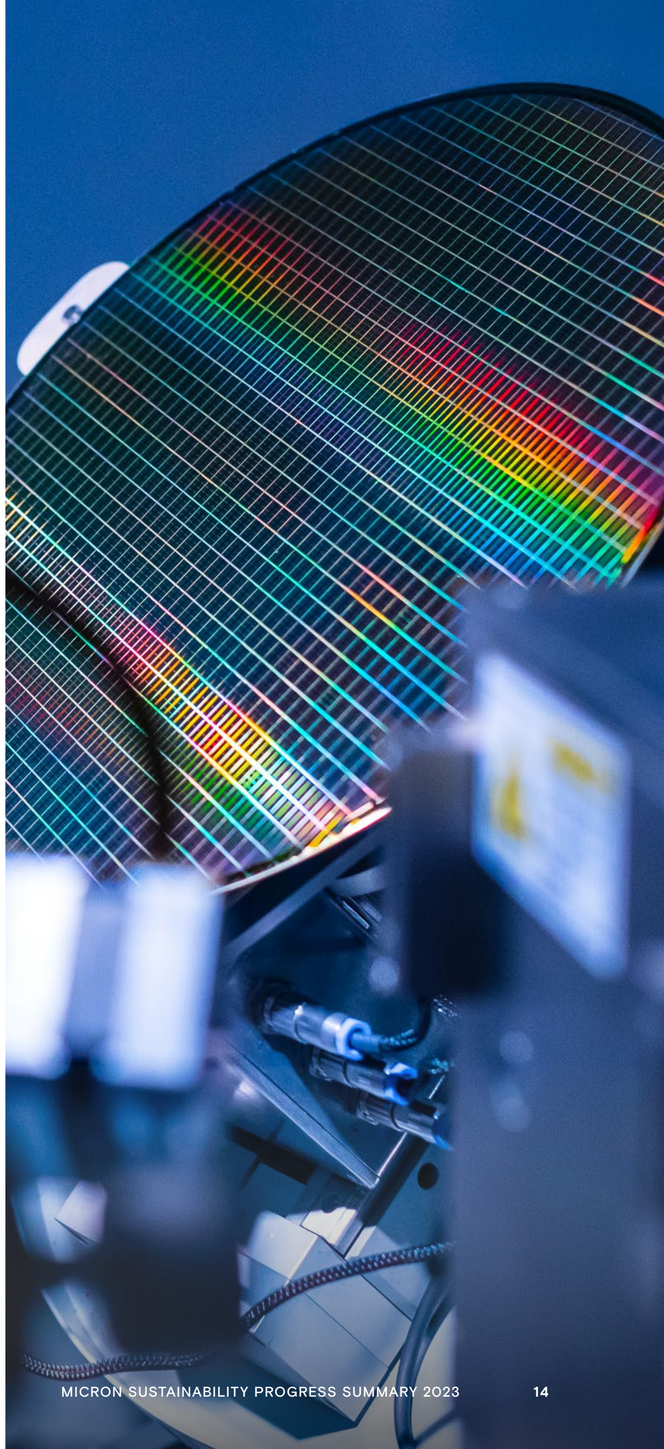
Micron co-hosts the Startups for Semiconductor Sustainability pitch event in partnership with eight of our industry peers and SEMI, the industry association representing the electronics manufacturing and design supply chain. During this annual event, SEMI member companies seek startups that are developing technologies to make semiconductor manufacturing more efficient in the areas of energy, water and circularity. Micron Ventures continues to engage with current and past finalists on potential investments, collaborations and proofs of concept.

Exploring opportunities for our operations

When we reduce the effects of our own operations, we reduce our customers' indirect impacts as well. Micron Ventures is working closely with deep tech startups on concepts that can help decarbonize Micron's operations. For example, we have invested in Aqua Membranes, whose water filtration technology can reduce energy consumption in industrial applications, and in Multiscale Technologies, which accelerates the research and development cycle for new materials.

Embracing a circular economy

In addition to our membership in the Circular Drive Initiative, Micron's Crucial brand launched a collaboration with iFixit in 2022 to provide upgrade kits and replacement guides featuring Crucial SSDs. This joint effort makes it easier for people to repair and upgrade their computers and other electronic devices instead of prematurely retiring them. This capability increases their working life and supports a circular economy, reducing e-waste, greenhouse gas emissions and resource use.



Leading by example

Sustainability in Micron operations

In line with the Paris Agreement and the latest climate science, Micron is working toward emissions reduction and renewable energy targets — with net zero GHG emissions in our operations (scope 1) and purchased energy (scope 2) by 2050 as our ultimate aspiration. We also remain focused on our 2030 goals for water and waste. Teams across Micron oversee our work toward these goals, as well as our work on heat transfer fluids, fluorinated GHGs, energy efficiency and renewable energy.

Focusing on the climate

We're making progress on our energy and emissions commitments by concentrating on the areas where our influence is greatest. For example, our manufacturing process remains energy- and emissions-intensive. We are exploring and, where feasible, deploying the following mitigations for these impacts:

Process GHG emissions

- Collaborating with suppliers to invent low-emissions dry etch chemistries and to abate emissions more efficiently at the tool level
- Deploying gas separation and purification technologies and removing as much residual gas as possible

Heat transfer fluids

- Increasing chemical use efficiency of heat transfer fluids
- Transitioning to heat transfer fluids with lower global-warming potential (GWP)
- Engaging with suppliers on the development of lower- or even zero-GWP heat transfer fluids

Efficient equipment

- Installing new connection hardware between process tools, chillers and other equipment to increase operational efficiency
- Investing in smart manufacturing controls that can provide real-time insights into the operating conditions within our process chambers and abatement units
- Leveraging energy recovery and recapture systems to increase energy efficiency
- Using shared pumps, chillers and abatement units for auxiliary equipment

The suppliers who make the capital equipment we use and the chemicals and other resources we source play an outsized role in Micron's emissions-reduction progress. We continue to work with many suppliers on scope 1 efforts and now have a tracking system for projects that are advancing our sustainability goals. For example, two fab process-equipment suppliers worked with Micron to introduce more energy-efficient radio frequency generators, saving us an estimated 1.7 million kilowatt hours per year.

In addition, we are encouraging suppliers to help us address our scope 3 emissions by focusing on their own scope 1 and 2 footprints. We are engaging with suppliers to identify emissions-reduction projects such as manufacturing equipment upgrades, efficiency improvements and renewable energy purchases, especially for suppliers that are expanding to meet Micron demand.

Pillar	Goal	Aspiration	Actions	CY22 performance[1]
Emissions	· 75% reduction in GHG emissions per unit of production (intensity) in CY30 from the CY18 baseline[2] · 42% absolute reduction in scope 1 emissions by CY30 from the CY20 baseline	Net zero scope 1 and 2 emissions by CY50	· Reducing direct emissions through efficient abatement of process GHGs and a transition to low global-warming-potential heat transfer fluid · Reducing indirect emissions through design of energy-efficient facilities, smart-controlled systems and transition to renewable electricity where available	· 52% reduction in GHG emissions per unit of production compared to CY18 baseline · 6% increase in absolute scope 1 emissions in CY22 compared to CY20 due to production growth and construction
Energy	· 100% renewable energy in the U.S. in CY25 · 100% renewable energy in Malaysia in CY22	100% renewable energy globally, where available	· Actively securing renewable energy procurement opportunities in multiple parts of the world	· Achieved 100% renewable energy in Malaysia · Signed first major agreements supporting U.S. renewable energy goal
Water	75% water conservation through reuse, recycling and restoration in CY30	100% water conservation through reuse, recycling and restoration	· Enhancing our water reuse and recycle infrastructure · Engaging in water restoration projects	65% water conservation through reuse, recycling and restoration
Waste	95% reuse, recycling and recovery, and zero hazardous waste to landfill in CY30[3]	Zero waste to landfill through waste minimization, reuse, recycling and recovery	· Minimizing waste generation · Improving waste stream segregation · Enhancing waste recovery systems · Engaging with alternate waste disposal vendors	93% reuse, recycle and recovery (including energy recovery)

[1] Micron's environmental performance is measured by calendar year (CY). Environmental goals are targeted for the end of the referenced calendar year.
[2] This is a CY21 goal on which we made progress. The goal has been superseded by our new goal for absolute emissions.
[3] Subject to vendor availability

Making progress on renewable energy

Our renewable energy strategy includes a combination of tools, such as power purchase agreements (PPAs), virtual PPAs, and on-site renewable energy installations. Given the scale of Micron's renewable energy needs, our primary focus is on establishing off-site and virtual PPAs.

2022 was a banner year for renewable energy, as we accomplished the following:

- 3 PPAs signed — Boise, Singapore and Taiwan
- 100% renewable energy purchased — Malaysia
- On-site solar self-investment project initiated — Hiroshima, Japan
- 100% renewable energy targeted — new fabs in Boise and New York

2023 is off to an excellent start, with signed agreements accounting for the majority of our target to achieve 100% renewable energy in the U.S. by the end of 2025.

Shining a beacon on sustainability

At our facility in Singapore, smart-controlled systems and predictive maintenance technologies were important factors in enabling us to increase manufacturing output by approximately 270% between 2018 and 2021, while significantly reducing resources per gigabyte produced. In recognition of this accomplishment, the World Economic Forum named our facility in Singapore a sustainability lighthouse — the first front-end semiconductor fab in the world to receive this designation. This is Micron's third facility to receive Global Lighthouse Network status, which recognizes businesses that take an innovative approach to sustainable manufacturing.

Progress on green financing

Micron has executed nearly $3.7 billion in sustainability-linked credit facilities since May 2021, with interest rates tied to specific environmental, social and governance performance metrics aligned with the company's public goals and commitments. We are pleased to report that we have achieved these 2022 milestones in connection with these facilities:

- Responsible Business Alliance (RBA) average facility audit score: 197 of a possible 200, as of Dec. 31, 2022
- Waste diversion rate: 93%
- Greenhouse gas intensity: 52% reduction in GHG emissions per unit of production compared to CY18 baseline

Micron's $1 billion green bond, issued in November 2021, continues to align with our green bond framework and the globally recognized Green Bond Principles. Proceeds from the green bond are supporting our environmental commitments and construction of LEED Gold buildings, as outlined in our first green bond report.

Calendar year 2022 milestones

RBA average facility audit score (as of Dec. 31, 2022)

197/200

Waste diversion rate[1]

93%

Greenhouse gas intensity

↓52% reduction (CY22 vs. CY18)

[1] *Includes energy recovery*

Caring for ourselves and each other

Micron’s focus on people and communities

We work diligently to create a workplace where team members can grow personally and professionally and stay healthy, safe and well. As we have navigated the challenges of the past several years, our people organization has focused on listening to team members, responding to their needs and adapting nimbly to the changing nature of work.

Embracing flexible ways of working

In 2022, Micron introduced flexible work arrangements for team members, including fully remote, hybrid (remote and on-site) and fully on-site work. With many team members returning to Micron sites for at least part of their workweek, we are exploring ways to make this time even more meaningful. A new campaign, called Work Well, encourages team members to be intentional about social connection and collaboration during on-site days. We’re adding further value to the in-office experience with benefits at certain locations like on-site child care options, meal subsidies and access to transportation amenities. A global celebration, which we called Micron Reunited, welcomed team members back to our sites and recognized those who had remained on-site the past three years due to their job roles.

Evolving team member benefits

In FY22, Micron added a flexible benefits offering in India, giving team members more choice in selecting the benefits coverage that was most meaningful for them and their family members. In addition, we added a range of wellbeing-focused offerings in certain regions, including stress reduction and mindfulness tools; expanded our team member advocate program; and opened a new child care center in Malaysia.

Keeping everyone safe at our sites

Micron’s comprehensive safety program, Live Safe, continues to evolve. A recent priority has been making sure that it encompasses our entire workforce, including vendors who work alongside our team members daily at Micron sites. Over the past year, we’ve held individual meetings with strategic suppliers to raise awareness of the Live Safe program, conducted supplier training and a survey, and organized our inaugural Supplier Safety Day. We’re hopeful that, as suppliers internalize Micron’s safety practices, they will take this mindset back to their own organizations, spreading a culture of safety even further.

Weathering workforce reductions

In December 2022, Micron announced certain actions in response to the weakened market outlook for CY23. These actions include further cutting FY23 and FY24 capital expenditures over prior plans, significantly reducing expenses through FY23 and suspending share buybacks. At that time, Micron also confirmed we were reducing our global headcount over the course of CY23 through targeted workforce reductions and voluntary attrition.

As team members transition from the company, we offer career guidance, résumé writing services and access to career opportunities, both regionally and globally. For those who are indirectly affected, we also provide support, services and additional development opportunities, including preparing our managers to lead through uncertainty. We continue striving to make Micron a great place to work by focusing on career development, wellness, leadership and social connection.

Boise, Idaho

Advancing diversity, equality and inclusion

Micron views diversity[1] as a strength, one that drives innovation and creativity. So, diversity is embedded in the way we do business.

To that end, Micron has identified six diversity, equality and inclusion (DEI) commitments that serve as the roadmap of our DEI work internally, within our industry and in the community at large.

Our progress is documented in our latest annual DEI report, released in March 2023. While we are proud of our progress, we know our work isn't done, and we must continue our commitment and resolve in FY23.

We are proud of these achievements toward our six DEI commitments over the past year:

- Increasing representation of historically underrepresented groups to the current rate of 36% of our global workforce
- Maintaining global pay equity and adding Singapore Malay as a race/ethnicity category outside the U.S.
- Strengthening our culture of inclusion, which is represented by our inclusion index score increasing for the third year in a row to 86%
- Growing participation in employee resource groups to 39% of our workforce, up 47% from FY21
- Expanding our advocacy commitment by including gender in addition to LGBTQ+ and racial equality
- Continuing to grow our fixed income investments managed by diverse financial institutions and our engagement with diverse suppliers

[1] As part of Micron's commitment to diversity, Micron does not discriminate against any employee, applicant for employment, supplier, client, or customer because of race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, genetic information or any other trait protected by law. In addition, Micron is fully committed to taking affirmative action to ensure that Micron treats all persons without regard to their race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, genetic information or any other trait protected by law. Micron will never compromise on our goal to hire only the best candidate for a given position, with no preferential treatment given to any candidate for any reason.

Thinking globally and acting locally

Micron's charitable programs

Since 1999, the Micron Foundation has supported the communities where we live, learn, work and play. Now, our philanthropic efforts come together under the Micron Gives program, which enables team members to donate time and money to the causes they choose. We also invest in charitable organizations that address the needs of our communities.

Through our programs and grant work, we fund efforts worldwide to create lasting social impact. We provide equitable opportunities for underrepresented populations, enrich our communities and increase access to STEM education while activating a culture of giving for our team members.

Read more about our accomplishments over the past year in the Micron Gives 2022 year-end summary.

Increasing access to STEM education and careers

Philanthropy and outreach programs like Chip Camp, Girls Going Tech and the Micron Academies for Inclusive Leadership increase access to STEM education and careers. We also support education through professional development for faculty, staff and community leaders and through investments in academic facilities and research.

Enriching our communities

We identify and help organizations working to advance social equity, including those that break down systemic and historical barriers for vulnerable populations. We address needs such as housing, child care and food security throughout the communities where we operate. And globally, we support relief efforts in response to natural disasters and humanitarian crises.

Activating a culture of giving

We inspire team members to give back to their communities. Through our team member giving and volunteering programs, we provide dollar-for-dollar matching of donations and paid time off for volunteering so team members can help causes close to their hearts. Together, we can make an even bigger difference.

Giving by the numbers

$12.8M
total giving

$8.2M
grants

$3.5M
Micron match

$1.1M
program expenses/support

6.1M
total lives reached

2023 sustainability progress summary

Forward-looking statements

This summary contains forward-looking statements that involve a number of risks and uncertainties. Such forward-looking statements may be identified by words such as “goal,” “commitment,” “anticipate,” “expect,” “intend,” “pledge,” “committed,” “plans,” “opportunities,” “future,” “believe,” “target,” “on track,” “estimate,” “continue,” “likely,” “may,” “will,” “would,” “should,” “could,” and variations of such words and similar expressions. However, the absence of these words or similar expressions does not mean that a statement is not forward-looking. Specific forward-looking statements include, but are not limited to, statements such as those related to our sustainability plans, goals, commitments and related matters. These forward-looking statements are subject to a number of risks and uncertainties that could cause actual results to differ materially. Refer to the documents we file with the U.S. Securities and Exchange Commission, specifically our most recent annual report on Form 10-K and quarterly report on Form 10-Q. These documents contain and identify important factors that could cause our actual results to differ materially from those contained in these forward-looking statements. Although we believe that the expectations reflected in the forward-looking statements are reasonable, we cannot guarantee future results, levels of activity, performance or achievements. We are under no duty to update any of the forward-looking statements to conform these statements to actual results.

For a detailed discussion of our performance and progress, see our comprehensive 2023 sustainability report.

To learn more about Micron Technology, Inc. (Nasdaq: MU), visit micron.com.

micron.com/sustainability