



Investing in the future

Sustainability progress summary 2022

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Introduction

The year in review

In calendar year 2021 (CY21), Micron took bold steps to invest in environmental, social and governance (ESG) initiatives. Our work in ESG incorporates the design and manufacturing of our products, helps us grow our business, supports our people and communities and powers a future that enriches life *for all*.

Our investments in the future were wide-ranging and diverse, including AI tools for safe and efficient manufacturing and partnerships with industry peers and startups to improve our environmental impact. We embedded sustainability into how we finance our growth through the issuance of our first \$1 billion green bond and nearly \$3.7 billion in sustainability linked credit facilities. We made strong progress toward our environmental goals and, in CY22, announced new aspirational commitments and new shorter-term, time-bound targets for emissions and renewable energy. We also reported significant accomplishments toward our six diversity, equality and inclusion commitments and in increasing engagement among team members in our giving programs.

This sustainability report progress summary 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 is provided in the full [“Investing in our Future 2022 Sustainability Report.”](#)



A message from our CEO

The events of the past few years have accelerated the focus on environmental, social and governance (ESG) matters. From the continued attention on health and safety during the pandemic to the increasing frequency of severe weather events and the protests for racial justice, corporations are being called on to take responsibility for their people, their actions and their impact on the world.

Micron is no exception. We continue to see great opportunity for our company – and our employees – to not only define what the world can do with data, but also to define how we can use data to make the world better. We are committed to our vision: transforming how the world uses information to enrich life *for all*.

We continue to believe that strong ESG practices contribute to better risk management and support long-term value creation. We recognize how sustainable product features can support revenue, how better risk management can support a lower cost of capital and how energy efficiency can support lower operating costs. And these are just a few examples.

Looking back on 2021 as well as our work in the first half of 2022, we are proud to report that Micron has made significant progress toward our ESG goals. We have done this across all three areas of ESG, including the following:

Environment

- Net zero ambition: We recently announced a target to reach net-zero emissions from our operations and purchased energy by 2050. We aim to use 100% renewable energy in our U.S. operations by the end of 2025 and to reduce greenhouse gas emissions from our global operations by 42% by 2030¹.

- Environmental goals: We are mindful in how we consume energy, conserve water and manage waste. Micron has made significant strides in these areas. Most notably, we increased our waste recycle, reuse and recovery rate to 90%, bringing us closer to our goal of diverting 95% of the waste in our operations by the end of 2030.
- Green construction: We are committed to designing and building new construction to meet or exceed LEED Gold standards. Our newest sites use advanced water-saving technologies and reduce waste.
- Sustainable financing: Micron is a leader in sustainable financing. We exceeded our targets for greenhouse gas emissions intensity, waste diversion and Responsible Business Alliance audit performance, targets that were tied to nearly \$3.7 billion in sustainability-linked credit facilities issued in May 2021. We established a green bond framework in October 2021 and issued a \$1 billion green bond in November to fund our environmental initiatives.

Social

- Diversity, equality and inclusion (DEI): We made tremendous strides towards our six DEI commitments, which we set in 2020. We have strengthened our culture of inclusion by proudly achieving comprehensive global pay equity for all underrepresented groups. Micron also continues to invest in diverse financial institutions and expand our sourcing from diverse suppliers.
- Community giving: We believe in transforming the communities where our team members live, work, and play. We do this by promoting human potential through STEM education, supporting basic human

needs and championing equitable opportunities *for all*. Last year, we met our goal of 60% team member participation in our giving programs, either through donations or volunteerism, and we have raised that goal to 65% for 2022.

Governance

- Ethics: Micron was named as one of the world's most ethical companies by Ethisphere, underlining our ongoing commitment to integrity.
- Responsible sourcing: We continued to enhance our responsible sourcing programs in 2021, maintaining a strong focus on responsible minerals sourcing and human and labor rights, while expanding our work on supplier diversity and climate performance.

In closing, I am proud of the progress Micron is making and the new targets we are striving toward. Our commitment to sustainable business practices and to our communities will make lasting progress and ensure we are helping build a better world together.

We hope you enjoy reading our report, and we invite you to provide feedback about Micron's sustainability efforts by emailing sustainability@micron.com.



Sanjay Mehrotra

President and CEO, Micron Technology



About Micron

As a global leader in memory and storage solutions, Micron is transforming how the world uses information to enrich life *for all*. 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 experience.

Micron’s approximately 45,000 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 more than 40 years and with more than 50,000 patents granted (and growing), Micron has nimbly delivered products that have helped transform how the world uses information to enrich life *for all*.

Founded on October 5, 1978

Headquartered in Boise, Idaho, USA

\$27.7B

fiscal year 2021 (FY21) annual revenue

127

on the 2022 Fortune 500

50,000+

patents granted and growing

11

manufacturing sites

17

countries

~45,000

team members

4th

largest semiconductor company in the world

excluding IP/software revenue

18

customer labs

Our products

Micron delivers a broad portfolio of memory and storage products



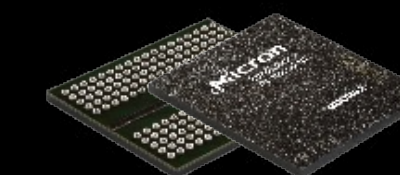
Solid-state drives

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



Compute DRAM

DDR5: enabling the next generation of data-intensive workloads
1 α DRAM: world’s most advanced DRAM process technology



High-bandwidth graphics memory

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



Low-power memory and storage

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

3D NAND: world’s first 176-layer NAND in mobile storage



Auto- and industrial-grade solutions

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

Authenta™: flash-based security-as-a-service platform



High-bandwidth in package memory

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

2021-2022 awards & recognitions

- World's Most Ethical Companies (Ethisphere)
- Corporate Equality Index (Human Rights Campaign)
- Management Top 250 — Biggest gain in social responsibility score of listed companies (Drucker Institute)
- Great Place to Work® — All sites certified; Best Workplace lists in China, Germany, Italy, Japan, Singapore, Taiwan (Great Place to Work® Institute)
- World's Best Employers (Forbes)
- Designing the Difference (Global Semiconductor Alliance)
- Dow Jones Sustainability Index North America (S&P Global)
- Best Workplace for Disability Inclusion (Disability Equality Index)
- Platinum EcoVadis sustainability rating
- America's Most Responsible Companies (Newsweek)
- 100 Best U.S. Corporate Citizens (3BL Media)
- Carbon Clean 200 (Corporate Knights and As You Sow)
- 100 Most Sustainable Companies (Barron's)
- National Enterprise Environmental Protection Award (Taiwan EPA)
- Caring and Concerned Employer (Malaysia)

2021 sustainability highlights

Financing & sustainability

- Launched Micron's first green bond totaling \$1 billion
- Tied \$3.7 billion in sustainability linked credit facilities to ESG performance, and exceeded first-year targets
- Exceeded our goal to invest 3% of our cash investments with diverse financial institutions; earmarked \$300 million to be managed by diverse firms

People

- Reduced recordable injury rates for team members and construction workers from CY20
- More than doubled participation in our employee resource groups (ERGs)
- Made Best Workplace lists in China, Germany, Italy, Japan, Singapore and Taiwan
- Developed inclusion ally training led by our ERGs
- Met goal to have 60% of team members participate in employee giving or volunteerism in 2021

Operations & environment

- New A3 fabrication facility in Taiwan certified to LEED Gold and WELL standards
- Installed trash interceptor in Neabsco Creek near our Manassas, Virginia facility, as part of water restoration goal
- Expanded on-site renewable energy installations by 2 megawatts at Micron facilities in Japan and Singapore
- Achieved 90% waste diversion and 53% water conservation in support of environmental goals

Responsible sourcing

- Surpassed goal to double spending with diverse suppliers (\$332 million in FY21)
- Received RBA Factory of Choice designation at two facilities in Taiwan
- Expanded supplier climate engagement through CDP Supply Chain program participation



Sustainable innovation

Accelerating a sustainable innovation ecosystem

By embracing the many transformative benefits our innovative technology has on our customers and communities and by fostering adoption of breakthrough operational practices at Micron and across our industry, we aim to promote an ecosystem of sustainable innovation that expands what's possible for society and our planet.

Improving our operations with smart manufacturing

Manufacturing the latest generation of memory and storage products can involve more than 1,500 steps, and continuing to innovate to meet world demand for more memory and storage adds more complexity to our processes. That's why we use AI tools, smart-controlled systems and predictive maintenance to improve production efficiency and automation. These same systems also enable us to identify and even address issues in manufacturing without human intervention. For example, video analytic technologies evaluate over 1 million images a day to monitor anomalies in our safety practices and manufacturing processes. Facility sensors monitor the energy consumption and performance of our equipment.

As a result of these investments, Micron is emerging as a leader in smart manufacturing. Two of our sites have been designated as [Global Lighthouse locations](#) by the World Economic Forum, joining a network of production facilities "lighting the way" into the Fourth Industrial Revolution.








Investing in our industry

When we accelerate the pace of innovation, we get closer to our vision of enriching life *for all*. Through Micron Ventures, we are enabling visionary innovations. We have invested to date in a range of startups focused on AI, mobility, health care, agriculture and industrial processes relevant to Micron's operations. One of these investments is in Aqua Membranes, a startup that creates 3D-printed spacers to reduce the energy consumption of industrial reverse osmosis systems like those used by semiconductor manufacturers. We are currently piloting this technology at our Boise facility.

In partnership with SEMI, the association representing the electronics manufacturing and design supply chain, Micron Ventures created and launched Startups for Semiconductor Sustainability pitch events to bring startups closer to industry leaders. The inaugural event engaged SEMI member companies, including Micron, with startups developing technologies that could make semiconductor manufacturing more sustainable in terms of energy efficiency, water efficiency and alternative chemistries for wafer processing, materials recycling and waste stream abatement. Out of hundreds of contenders, nine finalists were selected. Micron Ventures will continue to engage with the finalists on potential investments, collaborations and proofs of concept.

Startups for Semiconductor Sustainability

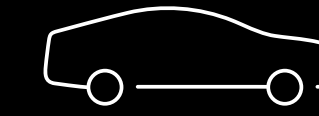
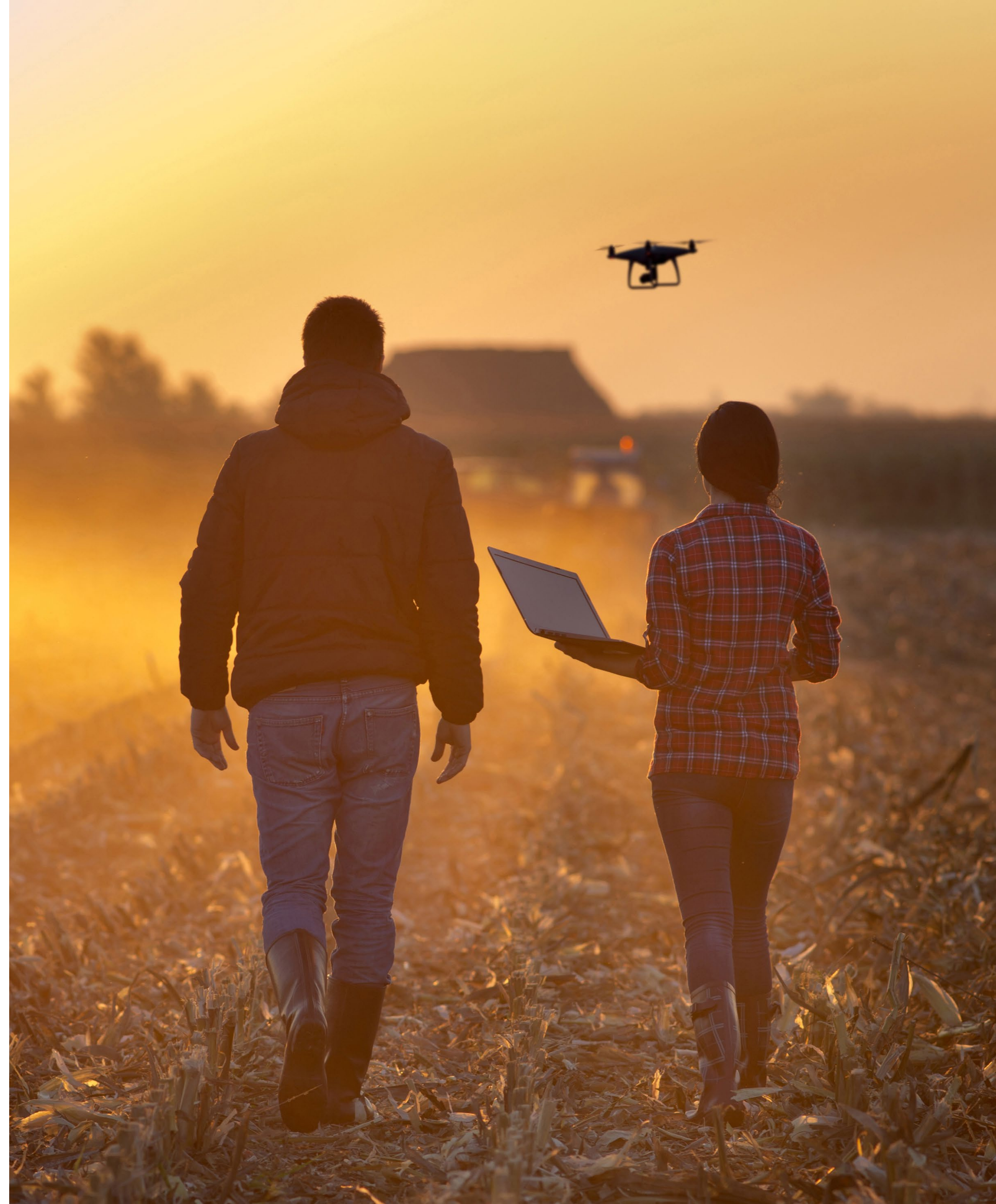
Micron is partnership with peers and startups to identify solutions to come of the biggest industry challenges in energy, water and materials.

	Finalist	Tech/value prop
Energy	 VERDIGRIS	Energy analytics and efficiency recommendations
	 ELECTRIC HYDROGEN	On-site hydrogen production from renewables
	 TURNTIDE	More efficient electric motors
Water	 MEMBRION	New water membrane for metal recapture
	 InfiniteCooling	Efficient water capture from cooling towers
	 i2S Water	Sensor platform to support digital water treatment
Materials	 ATONARP	Novel spectroscopy for in-line molecular analysis
	 NuMat TECHNOLOGIES	Computational chemistry discovery platform
	 IRRADIANT TECHNOLOGIES	Ultrafast 3D assembly of mixed nanomaterials

Innovating to meet demand

By enabling rapid advancements in memory and storage, Micron is helping to unlock innovations that will make a better future possible. A new generation of technologies — including 5G networks and connected and autonomous vehicles (AVs) — rely on memory and storage. As these and other innovations become ubiquitous, we anticipate demand for our products to increase.

We keep sustainability front and center in our design and manufacturing. By optimizing our products to provide higher capacity, better security, faster data transfer rates, enhanced reliability and increased energy and material efficiency, we deliver overall efficiency. For instance, our current LPDDR4X chips use 20% less power than their predecessors. Efficiency is a key customer requirement that results in longer battery life and reduced heat output. It also addresses the environmental impacts associated with increased computational demands and technological innovation. As the need for our memory and storage products grows, efficiency will continue to be important to our efforts to address the effects of technology on the environment.



Connected and autonomous vehicles

AVs are quickly becoming virtual data centers on wheels in terms of their data-processing demands. Micron's automotive memory solutions help ensure that data flows seamlessly so that vehicles and their occupants remain safe and secure.



Platform security

Micron's Authentia™ technology provides an extra layer of security to edge platforms without the need for additional components. This unique solution enables key customers to deliver new edge-to-cloud trust in their environments.



Precision medicine

Precision oncology involves tailoring treatments for individual patients and tumor types. It generates many terabytes of data that are highly complex and time-consuming to process. By increasing processing speed, Micron technology supports the large-scale data analysis needed to shorten the development of effective treatments.

Environment



Deepening our environmental ambitions

Early in calendar year 2022 (CY22), we set new aspirational commitments to reach net zero greenhouse gas (GHG) emissions in our operations (scope 1) and purchased energy (scope 2) by 2050. To accomplish these commitments, we are targeting milestones to achieve 2030 scope 1 emissions reductions in line with the Paris Agreement — a 42% absolute reduction compared to our CY20 baseline. These

commitments build on our existing short-term targets and long-term aspirations for emissions, energy, water and waste. Looking ahead, we are evaluating emissions in our value chain (scope 3) and opportunities to establish targets there.

Achieving our sustainability goals and enhancing our environmental stewardship require us to make progress in all areas. While we can

influence our own operations the most, we can do a lot to further enhance environmental protection in our facilities, in the communities where we operate and among suppliers we use. The following page provides a few highlights that illustrate the many ways Micron is making a difference.

Pillar	Goal	Aspiration	Actions	CY21 performance
Emissions	75% reduction in GHG emissions per unit production (intensity) in CY30 from the CY18 baseline* 42% absolute reduction in scope 1 emissions by CY30 from 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 a transition to renewable electricity where available	40% reduction in GHG emissions per unit of production vs. CY18 5% increase in absolute scope 1 emissions in CY21 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	Expanding rooftop solar panels in Singapore and Japan by 2 megawatts (MW), which provides over 600,000 megawatt-hours (MWh) of energy Actively securing renewable energy procurement opportunities in multiple parts of the world	85 metric tons of CO2 equivalent (MTCO2e) of scope 2 emissions avoided
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, as well as engaging in water restoration projects	53% water conservation through reuse, recycling and restoration
Waste	95% reuse, recycling and recovery, and zero hazardous waste to landfill in CY30**	Zero waste to landfill through reduction, reuse, recycling and recovery	Enhancing waste recovery systems, improving waste stream segregation, and engaging with alternate waste disposal vendors	90% reuse, recycle and recovery (including energy recovery)

Note: Micron's environmental performance is measured by calendar year. Environmental goals are targeted for the end of the referenced calendar year.
 *This is a CY21 goal against which we made progress. The goal has been superseded by our new goal for absolute emissions.
 **Subject to vendor availability

Our environmental targets

Emissions

42%

absolute reduction in scope 1 emissions by CY30 from CY20 baseline

Net zero

scope 1 and 2 emissions by CY50

Energy

100%

renewable energy in the United States in CY25

100%

renewable energy in Malaysia in CY22

Water

75%

water conservation in CY30

Waste

95%

reuse, recycling and recovery, and zero hazardous waste to landfill in CY30**

Early in calendar year 2022 (CY22), we set new aspirational commitments to reach net zero greenhouse gas (GHG) emissions in our operations (scope 1) and purchased energy (scope 2) by 2050.

Designing green buildings

We consider sustainable building attributes, such as Leadership in Energy and Environmental Design (LEED) criteria, as part of new facility construction. Many of our newest buildings have achieved LEED Gold status, and we are designing and building new construction to meet or exceed those standards wherever possible. In 2021, our A3 fabrication facility in Taiwan became Micron's latest building to receive the LEED Gold designation, as well as International WELL Building Institute Certification and certification by the EEWB, a green building organization in Taiwan. To earn these certifications, the fab incorporated features such as solar-enabled rooftops that are designed to harvest rainwater, plants that cover approximately 30% of the campus's outdoor space and water-saving technologies that reuse and recycle 75% of the fab's water consumption.

Micron's efforts to improve our environmental performance and foster team member wellbeing include nonmanufacturing sites such as offices and design centers. For example, Micron is designing two new nonmanufacturing sites in India to LEED and WELL standards. At other sites globally, we're making improvements and adding features like charging ports for electric vehicles, equipment that improves indoor air quality, designated spaces for rest and fitness, and more.

Restoring community water

Micron aspires to conserve water by engaging in water restoration projects in the communities where we operate. In 2021, Micron donated \$300,000 to the Prince William County Department of Public Works to construct a floating litter trap, known as a bandalong, on Neabsco Creek, close to our Manassas, Virginia, site. Bandalongs have no moving parts or energy needs and are designed to avoid harm to fish and other wildlife. Prince William County leaders estimate that 70,000 pounds of trash were removed from Neabsco Creek between 2010 and 2020. This new equipment will intercept in-stream trash, improving water quality in the estuary and restoring an expected 9.8 million cubic meters (m³) of water a year.

Engaging suppliers

In much the same way that we work to reduce resource use in our own operations, we are expanding work with many of our suppliers to improve energy efficiency; reduce greenhouse gas emissions; and control, treat and minimize solid waste, wastewater and air emissions. In 2021, we began a formal partnership with the CDP supply chain program and requested CDP survey responses from our top strategic suppliers. The findings of this survey will provide a baseline against which we can monitor suppliers' progress on emissions reduction and other metrics. Our initial survey focused on climate, and we plan to add a water component in 2022.



Micron – Manassas, Virginia

Financing



Leading in green financing

Micron took concrete steps in 2021 to build sustainability into how we finance our future growth. By tying our credit facilities to key environmental targets and issuing our first green bond, Micron is demonstrating our deep commitment to environmental, social and governance (ESG) issues.

In setting our first specific, aggressive, long-term and time-bound public environmental goals in CY21, we also announced our intention to spend approximately \$1 billion by 2028 to implement the environmental programs needed to achieve these goals. That commitment led us to consider additional links between sustainability and corporate finance, and we soon identified an opportunity to incorporate ESG values directly into our capital structure. Working together with our sustainability, operations and facilities teams, Micron's finance team launched two efforts in CY21 that tie our corporate financing to our sustainability goals.

Linking credit with sustainability performance

We announced the first of these efforts in May 2021, when we closed nearly \$3.7 billion of sustainability-linked credit facilities, including a five-year, \$2.5 billion revolving credit facility and \$1.2 billion term loan. At issuance, the transaction positioned Micron as a top-five

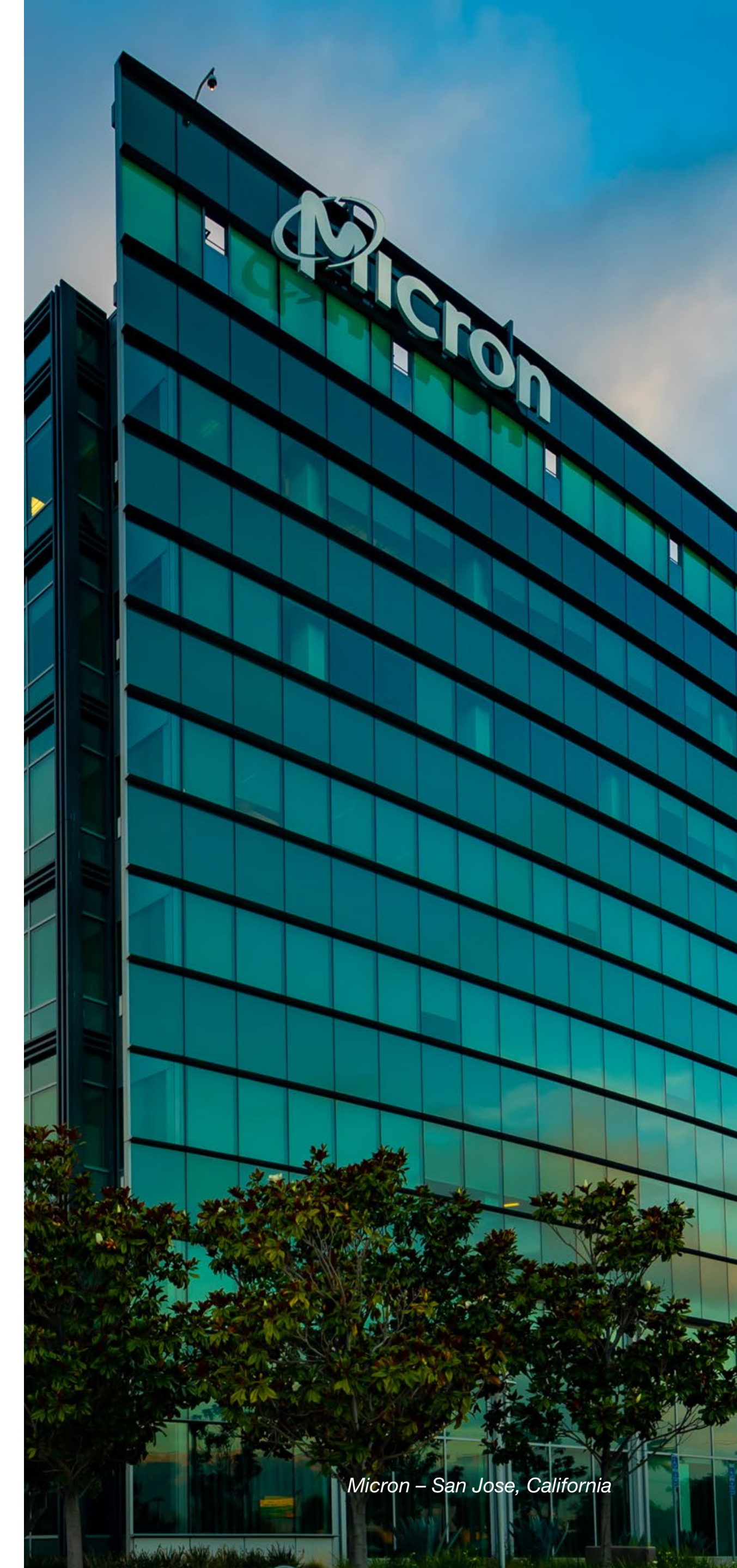
corporate sustainability-linked credit issuer in the U.S. Both facilities provide favorable sustainability-linked pricing adjustment mechanisms tied to Micron's RBA audit performance, waste diversion and greenhouse gas emissions intensity. We met CY21 thresholds, with performance as follows:

- CY21 RBA average facility audit score: 193.2 of possible 200, as of Dec. 31, 2021
- CY21 waste diversion rate: 90%
- Greenhouse gas intensity: 40% improvement (CY21 vs. CY18)

Launching a green bond

We announced the second effort in November 2021, when we closed a \$1 billion green bond. At issuance, this was among the largest green bond offerings in the semiconductor industry. Through the sustainable aspects of the note, we believe that Micron was able to achieve better pricing than would have been possible in a more conventional issue. The green bond directly supports environmental projects across Micron that will reduce our carbon footprint and make our facilities more efficient. To determine projects to fund through the bond, we established a public green bond framework. Supported by a second-party opinion from

Sustainalytics, the world's largest second-party opinion verifier of such frameworks, Micron's framework helps categorize and prioritize projects that we can fund with the bond. Categories broadly include renewable energy installations, green building construction, energy-efficient infrastructure, sustainable water and wastewater management, pollution prevention and control, and circular economy-adapted product and processes.



Micron – San Jose, California

Evolving our approach to sustainability

Greg Routin, Micron's vice president and treasurer, answers a few questions about why Micron has pursued sustainable credit and green financing.

How do Micron's green financing programs relate to each other?

Micron's commitment to invest \$1 billion on green capital expenditures by 2028 came at an opportune time for Micron. We were already looking to refinance and restructure key elements of our capital structure, and we had several planned capital investments to make, such as obtaining LEED certification for our new fab in Taiwan. I'm proud of how we worked together with the sustainability team, as well as with our facilities and operations groups, to pull all these programs together and embed sustainability metrics into how we finance Micron's growth.

Why is green financing important?

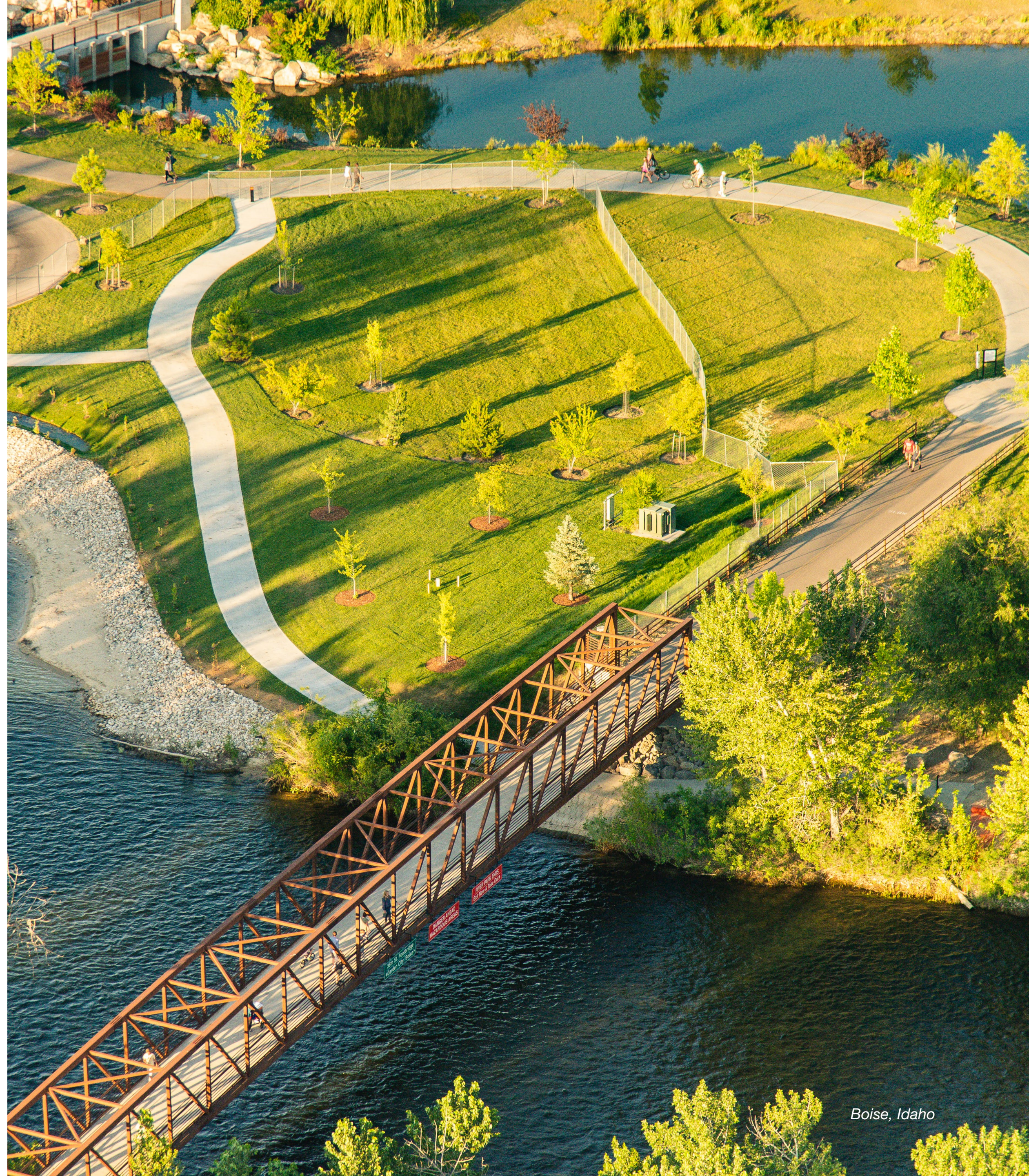
Historically, when it comes to financing, companies have focused primarily on maximizing share value. Increasingly, though, capital markets and the investor community expect companies to broaden their duty and be better stewards of their investments. Even the top three rating agencies now incorporate sustainability and ESG metrics into their evaluations. Our team members care too, and we hear their feedback during interviews, from inquiries about 401(k) options and other venues.

As well, the broader ecosystem of customers, suppliers, and fixed income and equity investors pay close attention to our work in ESG. Building ESG metrics into how we finance our growth offers tangible proof points of our commitment to the environment; diversity, equality and inclusion; and other goals focused on enriching life *for all*.

What has Micron learned by taking these actions?

When we initially started looking at how to incorporate sustainability metrics into our financing, we did not realize the amount of effort that would be required to refine annual milestones toward longer-term goals. The time-based targets we've laid out are aggressive, and so are the key performance indicators set within our revolving credit facility. Our goals are specific and set clear expectations with our stakeholders. These arrangements have expanded engagement with our financial partners, while creating the potential for financial benefits that would not be possible with traditional financing.

Even more gratifying is seeing the broader influence of our actions. Bringing in four underrepresented firms to participate in the bond issuance ties to our DEI commitment to engage with underrepresented groups for cash management and other finance activities. All these efforts are part of the many steps Micron is taking to make meaningful change in the communities where we live and work.



Engaging with diverse institutions to support finance activities

Four diverse financial institutions assisted in handling \$2 billion debt issuance in November 2021, of which \$1B was green bonds to support sustainability projects. Those firms were high-performing diverse investment firms: women-owned R. Seelaus & Co., Black- and women-owned Siebert Williams Shank, disabled veteran-owned Academy Securities, and Hispanic-owned Ramirez and Co.

In addition to adding diverse firms to our capital markets line up, we also used diverse firms to help manage our cash investment portfolio. In this capacity, not only did we get excellent service and comparable yields on investments, our association with these firms helped create change in historically underserved communities.

One of these firms, R. Seelaus & Co., deployed \$50 million to government backed investments that support homeownership in diverse communities. This enables more people from underrepresented groups to become homeowners. The firm used the fees from managing the cash to implement an analyst training program for young women of color. In FY22, Micron increased cash investments managed by diverse firms to \$500 million.

In addition, and in connection with the Board of Directors authorization to repurchase up to \$10 billion of outstanding common stock, Micron mandated Black-, women- and disabled veteran-owned financial institutions on several share repurchase rotations.

“Micron is driving impact by investing with a women-owned firm,” explained R. Seelaus & Co. CEO Annie Seelaus. “So many large investors start by saying, ‘You’re too small.’ The entire universe of women- and minority-owned asset managers is not ‘too small’... We’re never going to get bigger if companies like Micron don’t say, ‘But that’s OK; we’re going to support you.’ Micron helped us break that vicious chicken-and-egg cycle I thought we would never get out of — which is amazing and drives impact, in and of itself.”

“

The entire universe of women- and minority-owned asset managers is not ‘too small’... We’re never going to get bigger if companies like Micron don’t say, ‘But that’s OK; we’re going to support you.’”

Annie Seelaus
Chief executive officer of
R. Seelaus & Co., Inc.



People

Supporting our people & communities

Prioritizing health, safety & wellbeing

As the COVID-19 pandemic persisted worldwide, Micron remained fully committed to prioritizing the health, safety and wellbeing of our people. A comprehensive set of pandemic management protocols guides internal teams in responding to global virus surges in local communities. We also developed and evolved the [Micron COVID-19 playbook](#) to keep team members, customers and suppliers informed about our response to the evolving pandemic.

To further ensure the safety of our communities, we made the decision in 2021 that all U.S. team members, plus all U.S. contractors who must work inside our buildings to conduct their jobs, must be vaccinated against COVID-19 (offering appropriate medical and religious exemptions). We have provided incentives and support to encourage vaccination for team members and their families worldwide, and we have offered protective programs, including vaccination clinics, weekly COVID-19 testing for on-site team members, and paid leave for team members quarantining due to virus exposure or vaccine-related side effects.

Micron's approach to the pandemic mirrors our everyday approach to safety: Live Safe. This is also the name of our comprehensive safety program that completed its first full year in fiscal year 2021. The Live Safe program establishes a safety culture based on two components: team members actively caring for each other and sharing a willingness to coach and be coached. We expect team members at all levels of the organization to engage with safety-related topics by participating in safety training and campaigns and by considering safety before beginning

work each day. In calendar year 2021, we expanded training and engagement requirements for construction contractors, which resulted in improved safety metrics.

In addition to keeping our team members safe, we also strive to keep them well. This year, we shifted our focus to promote a culture of health and wellbeing, capturing a scope of factors — physical, mental, social, career and financial — that affect how team members function at and away from work. These pillars organize how we deliver resources to team members, encompassing both on-site programs, such as fitness centers and wellness spaces, and online programs, such as our global assistance program and our Micron Connection community.

Wellbeing also drives Micron's flexible work arrangements, which give team members in eligible roles options to work on-site, remotely or hybrid on-site/off-site. This helps team members achieve a healthy work/life balance.

Inclusive benefits for all

In fiscal year 2021, we added a concierge service — Included Health — to better connect U.S. team members and their families to culturally competent health providers, local community and social resources, and financial partners who understand the unique needs of the LGBTQ+ community. This resource makes health care more accessible for people seeking information, emotional assistance and treatment about personal matters such as gender confirmation surgery and mental health support for LGBTQ+ issues.



Advancing our diversity, equality & inclusion commitments

In 2020, we set six bold commitments for diversity, equality and inclusion (DEI) that are now embedded in our business. We assigned accountability for their strategy and execution to members of our executive team and engaged our team members around the world to work toward meeting them. We're proud to have achieved the following progress on our six DEI commitments in 2021:

- Delivering comprehensive global pay equity
- Exceeding our goals in engaging with diverse financial institutions for cash management and increasing representation with diverse suppliers
- Growing our culture of inclusion
- Increasing representation of women on our team at all levels and around the world
- Leading the way on board diversity

We have documented our progress in our latest DEI report released in December 2021. There's more work to do, though, which is why we're deepening our focus on these same commitments in fiscal year 2022.

Our commitments	Executive owner	Status	FY21 key achievement	FY22 focus
1 Increase representation of underrepresented groups	Scott DeBoer Executive vice president of technology and products	■	Representation remained flat for U.S. race/ethnicity in FY21, but underrepresented hires increased 5.4% for new hires and 7.3% for new college graduates. Representation increased 2.5% for female vice presidents.	Continue to focus on inclusive hiring
2 Drive equitable pay and inclusive benefits	Sumit Sadana Executive vice president and chief business officer	●	We achieved comprehensive global pay equity in total employee compensation across base pay, cash bonuses and stock awards for all team members.	Explore other ways to keep our benefits inclusive
3 Strengthen our culture of inclusion	April Arnzen Senior vice president and chief people officer	●	99.9% of global team members completed one or more inclusion ally training sessions. We achieved an inclusion index score of 85%, up seven points from FY20.	Retain and advance team members from underrepresented groups
4 Advocate for racial and LGBTQ+ equality	Courtney Geduldig Corporate vice president of government and public affairs	■	We defined five key areas of focus for our Social Justice Council, seeking equality in the following areas: <ul style="list-style-type: none"> ▪ Economics ▪ Education and the workplace ▪ Technology ▪ Civic ▪ Environment and health We also provided \$2.9 million to support racial and LGBTQ+ causes. The Micron PAC committed to donating \$100,000 over the next three years to PACs supporting diverse congressional candidates. We provided DEI training to local police and municipal employees in Lehi, Utah, and Manassas, Virginia.	Transition the Social Justice Council to an advisory board
5 Engage with diverse financial institutions for cash management	Greg Routin Vice president and treasurer	●	We exceeded our goal to invest 3% of our cash investments with diverse financial institutions.	Increase cash investments to \$500 million in FY22
6 Increase representation and spend with diverse suppliers	Ben Tessone Corporate vice president and chief procurement officer	●	We increased our annual spend with diverse suppliers to \$332 million ¹ — up from \$104 million in FY20. <ul style="list-style-type: none"> ▪ \$212 million in tier 1 spend² ▪ \$120 million in tier 2 spend³ 	Increase and advance opportunities for diverse suppliers

● on track ■ needs attention

¹ Scope of spend: Tier 1 and tier 2 diverse supplier spend.

² Micron purchases with diverse tier 1 suppliers ("tier 1").

³ Micron's supplier spend with diverse suppliers that is directly tied to a Micron purchase order or contract where Micron has operational influence or control ("tier 2").

Engaging our team members in giving

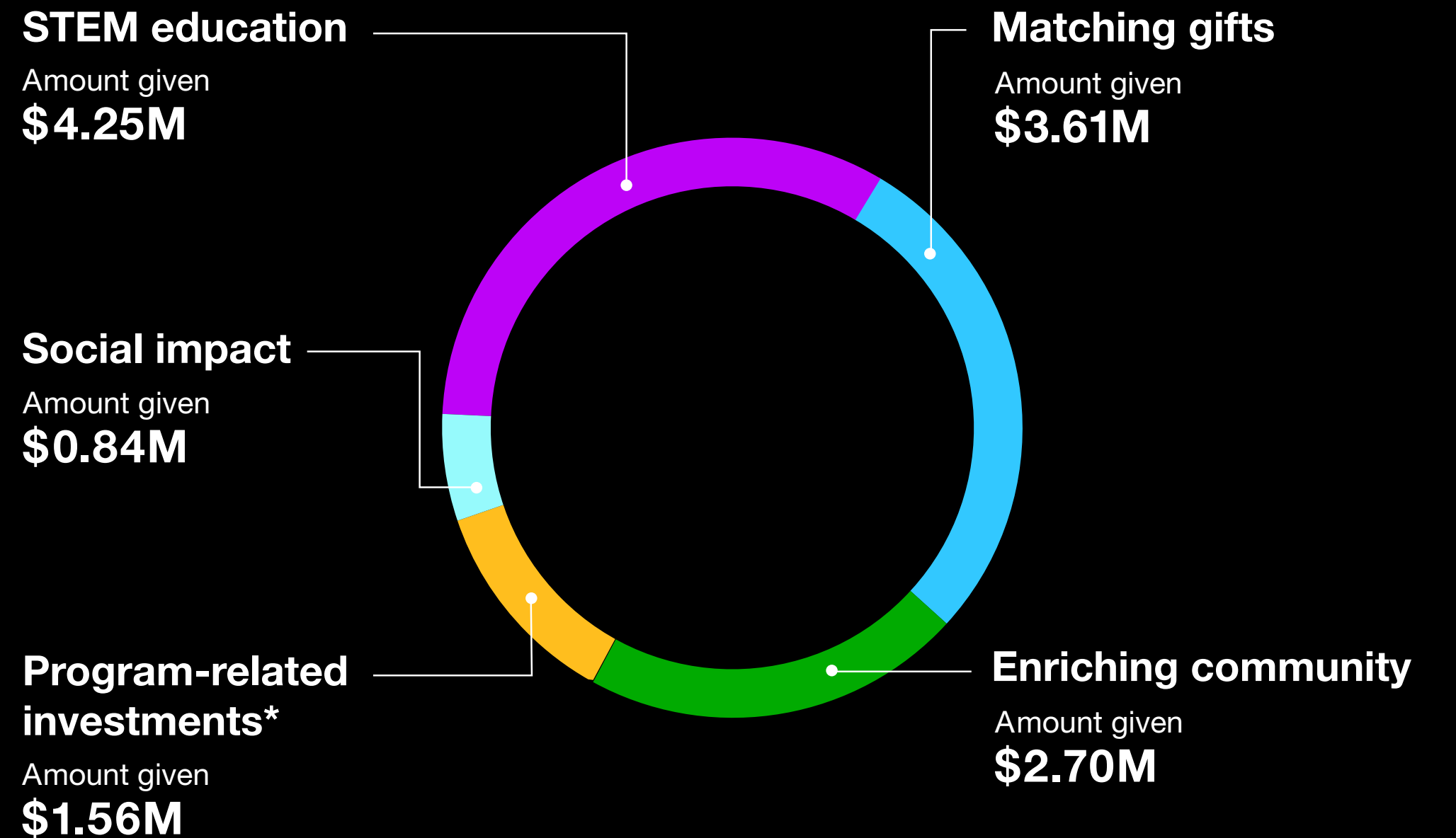
In 2021, the Micron Foundation built on the tremendous momentum of 2020 and leaned into new ways of responding thoughtfully and compassionately in the communities where we live, work and play. Our giving totaled \$13 million in 2021 and reached nearly 5 million lives.

The largest portion of the Micron Foundation’s funding, \$4.25 million, provided education grants to partners and helped more than 3.5 million underrepresented and underserved students find pathways to careers in science, technology, engineering and math (STEM). Our own K-12 programs benefited more than 42,000 students, and our premier program for entering eighth- and ninth-grade students, Chip Camp, was delivered online and reached more than 400 students across the United States, double the attendance over the first virtual sessions in 2020 and in-person camps held before the pandemic. In calendar year 2022, we announced that we are expanding these camps to offer them in person in Atlanta, Georgia, and Norfolk, Virginia.

The Micron Foundation strengthened its support for social justice and equality in 2021, standing behind important initiatives to combat hate against Asian Americans and Pacific Islanders along with antisemitism in many of the communities in which we are located. And we amplified the voice of our team members by launching new diversity grants in collaboration with our 10 employee resource groups (ERGs).

Our team members continued to shine in their commitment to our culture of giving. We reached our goal of having 60% of our team members participate in giving programs, either through volunteerism or donations. Volunteers contributed 271,942 hours in 2021 — a cumulative 31 years. Team members also donated \$3.7 million to causes around the world, which, when combined with Micron Foundation matching funds, resulted in more than \$7.3 million in total donations.

Giving by program area



\$13M
supported

4.9M
lives impacted

24
countries

*In addition to giving pillars, \$1.56M in program-related investments are included in our total contributions for the year. Learn more at micron.com/gives



2022 sustainability progress summary

Forward-looking statements

This summary contains forward-looking statements regarding our sustainability plans, goals, and 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. Please refer to the documents we file with the U.S. Securities and Exchange Commission, specifically our most recent Form 10-K and 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. These certain factors can be found at [micron.com/certain factors](https://micron.com/certain-factors). 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 after the date of this summary to conform these statements to actual results.

For a detailed discussion of our performance and progress, see our comprehensive [“Investing in the Future: Sustainability Report 2022.”](#)

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

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micron.com/sustainability