

# The power of partnership

Micron sustainability report 2023



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# Introduction

# 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 report 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 existing 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 report 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](mailto:sustainability@micron.com).



**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*.



San Jose, California

Founded on  
October 5, 1978

Headquartered in  
Boise, Idaho, USA

**\$30.8B**<sup>1</sup>  
FY22 annual revenue

**52,000+**  
patents granted  
and growing<sup>2</sup>

**127**  
on the 2022 Fortune 500

**~48,000**  
team members<sup>3</sup>

**5th**  
largest semiconductor company in the world<sup>4</sup>  
Excluding IP/software revenue

**15**  
customer labs<sup>2</sup>

**11**  
manufacturing sites<sup>2</sup>

**17**  
countries<sup>2</sup>

<sup>1</sup> All monetary references are in U.S. dollars unless otherwise indicated

<sup>2</sup> Micron data as of March 28, 2023

<sup>3</sup> Micron data for FY22

<sup>4</sup> Based on "Market Share Analysis: Semiconductors, Worldwide 2022," Gartner, 2023

INTRODUCTION

**2022-2023 awards and recognitions<sup>1</sup>**

**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)



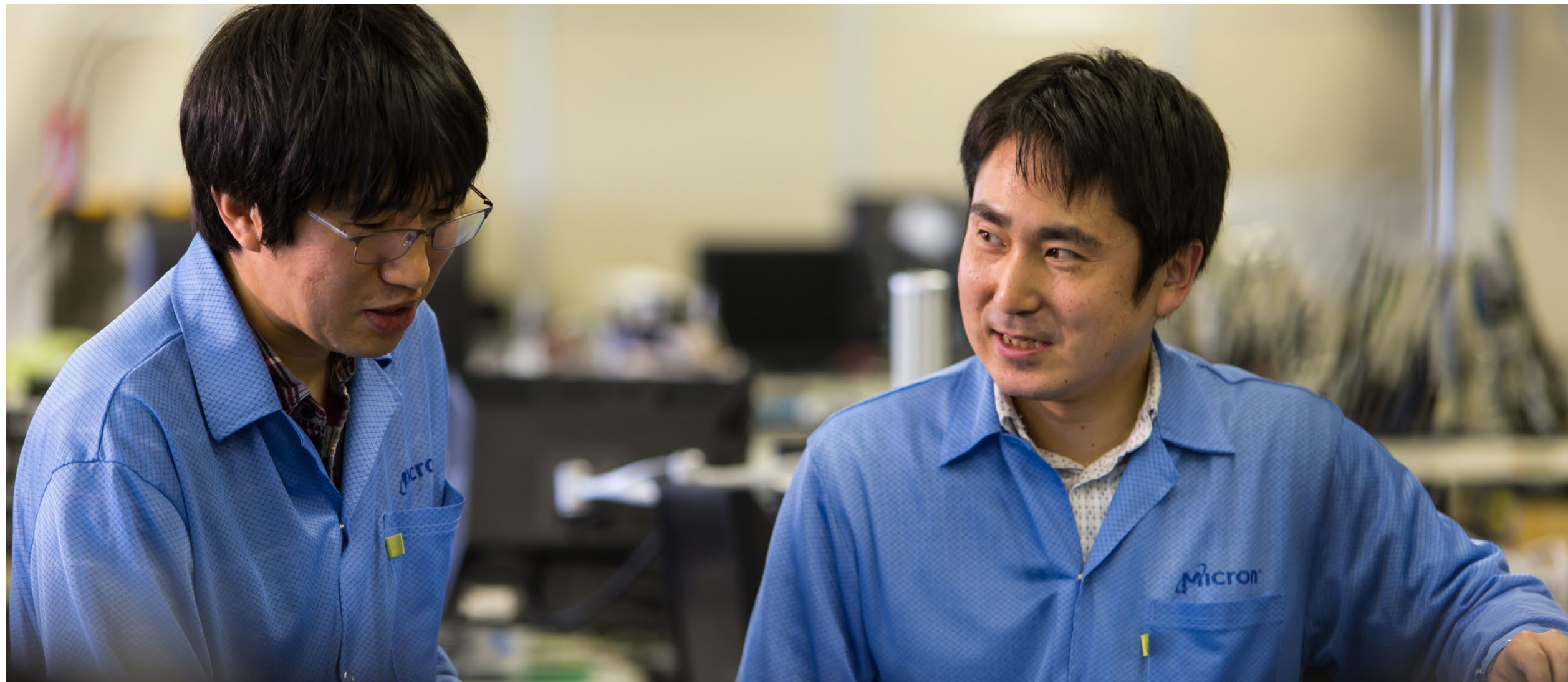
<sup>1</sup> June 2022 through June 2023

# Sustainability strategy

## Micron is committed to enriching life *for all* through technology innovation while staying true to our core philosophy of conducting business with uncompromising integrity.

Sustainability at Micron ties directly to our company's vision, mission and values. We are mindful that our business, operations and sourcing practices affect our team members, our customers, our communities and our planet. We continuously seek to challenge and strengthen our sustainability strategy, which focuses on the environmental, social and governance (ESG) impacts associated with our industry-leading products, our operations and sourcing, and our interactions with team members and communities.

Our sustainability strategy is supported by effective governance management and stakeholder engagement. We focus on initiatives that drive stakeholder value, establishing goals and delivering on them with transparency.



Hashimoto, Japan

## Vision

Transforming how the world uses information to enrich life *for all*

## Mission

Be a global leader in memory and storage solutions

## Values

### People

We care about each other

### Tenacity

Nothing shakes our resolve

### Innovation

We develop solutions that shape the world's future

### Collaboration

We work as one team

### Customer Focus

We win by knowing our customers



# Sustainability governance

Sustainability is essential to our business practices and corporate strategy.

Micron’s commitment to sustainability encourages a proactive approach to mitigating our impact on the environment, bolstering our team members and the communities in which they live, respecting human rights, driving transparency and accountability in our supply chain, and developing innovative products that support a sustainable future.

Sustainability issues in Micron’s supply chains, operations and products are overseen by a cross-functional sustainability council made up of Micron senior leaders who represent a range of functions, with oversight extending to senior executives and, at the highest level, to the Micron board of directors. The sustainability council is guided by a dedicated sustainability team that works closely with Micron functions to accomplish the following activities:

- Identify priority and emerging ESG issues
- Define our strategy to address priority issues
- Integrate sustainability practices and innovation into key areas of the company
- Engage, build relationships and exchange information with key stakeholders

Operational teams and councils across the company take ownership of individual ESG issues that are identified by the council, conducting due diligence and engaging with relevant stakeholders.

Micron’s board of directors — supported by the standing governance and sustainability committee and other committees as needed — oversees and monitors the development and integration of Micron’s sustainability strategy and regularly reviews sustainability performance. Board oversight includes material ESG trends and related long- and short-term effects of Micron’s operations, supply chains and products, as well as the company’s activities and annual public reporting on these topics. The governance and sustainability committee reviews and discusses ESG issues at each regularly scheduled committee meeting, and the audit committee regularly reviews reporting processes.

Micron applies sustainability performance metrics as a component in determining variable compensation for executives and team members throughout the company. These metrics consider progress toward the annual targets for our environmental programs and diversity, equality and inclusion (DEI) initiatives and reflect our intention to hold ourselves accountable to our sustainability commitments at the highest levels.

## Sustainability governance structure

### Board of directors

Governance and sustainability committee

### Chief Executive Officer (CEO)

### Executive oversight

Senior leaders from global manufacturing, business units, sales, assembly and test, finance, quality, procurement, global supply chain, corporate strategy, legal, human resources, technology and products, and information technology

### Sustainability council

Representatives from manufacturing; environmental, health and safety; strategy; technology and products; human resources; supply chain; sales; Micron Gives; procurement; investor relations; legal; diversity equality and inclusion; risk and resilience; communications; finance

### Sustainability organization

VP of environment, health, safety and sustainability, director of sustainability, program managers

### Roles

Oversee sustainability strategy  
 Monitor performance  
 Serve as sustainability champions and experts within their organizations

### Roles

Facilitate corporate sustainability strategy and integration  
 Drive transparency and engagement with key stakeholders

# Opportunity and risk

Integrating sustainability into our business is strategically important, helping Micron both capitalize on opportunities and better manage risks.

Conducting our business with integrity and in a socially responsible manner in the communities where we live and work is consistent with our corporate values. Sustainability is a differentiator when recruiting high-potential employees in a competitive talent market. It also increases team member engagement, satisfaction and productivity. Further, natural resource conservation and waste reduction also make us a more disciplined and efficient operation, which can directly benefit our bottom line. In addition, strong sustainability programs enhance our relationships with customers, suppliers, investors and others.

While working in a socially and environmentally responsible manner, we focus on identifying, assessing, quantifying and managing sustainability-related risks. Micron's supply chains, operations and markets face a variety of risks, including extreme weather events that may be exacerbated by climate change, global pandemics, geopolitical risks, labor unrest, materials availability, a range of regulatory challenges related to climate change or responsible sourcing, customer requirements, product responsibility, and talent attraction and retention.

We seek to better understand and address these risks through collaboration among our sustainability; environmental, health and safety (EHS); and responsible

sourcing programs, along with our various risk management functions. Micron has a network of risk management teams operating across the company, including in our EHS, IT, business continuity, global quality management, enterprise risk management (ERM) and internal audit groups.

Our ERM program, overseen by the Micron board of directors, is a unified approach for understanding risks and making informed business decisions. This program helps us assess events that create uncertainty so that we can respond efficiently and effectively. It also facilitates prompt action to mitigate identified risks and embeds risk management into our culture, improving decision-making in governance, strategy, objective-setting and daily operations. We meet our objectives in this area by providing tools and knowledge, fostering open global communication and monitoring continuously. The internal audit group is independent and reports to the board's audit committee, which has a charter that defines its composition, role and responsibilities.

Our ERM organization accumulates key risk information from the executive risk committee, made up of select company executives, along with risk assessments performed by other teams. These results are regularly presented to the executive risk committee, the audit committee of the board of directors, and Micron's full board of directors for consideration.

More details about Micron's risk assessment and mitigation measures can be found in the company's [2022 proxy statement](#), and more information about the company's risk factors can be found in the "Risk Factors" section of the company's annual or quarterly reports.



# Issue prioritization

Micron’s sustainability team and council periodically review the company’s environmental, social and governance priorities to inform our strategy, actions and disclosures.

Micron conducts a full assessment on a three-year cycle and reviews priorities annually to confirm that the issues of greatest significance to our stakeholders and our business are reflected in company sustainability initiatives, goals and reporting. We completed our most recent assessment in 2021.

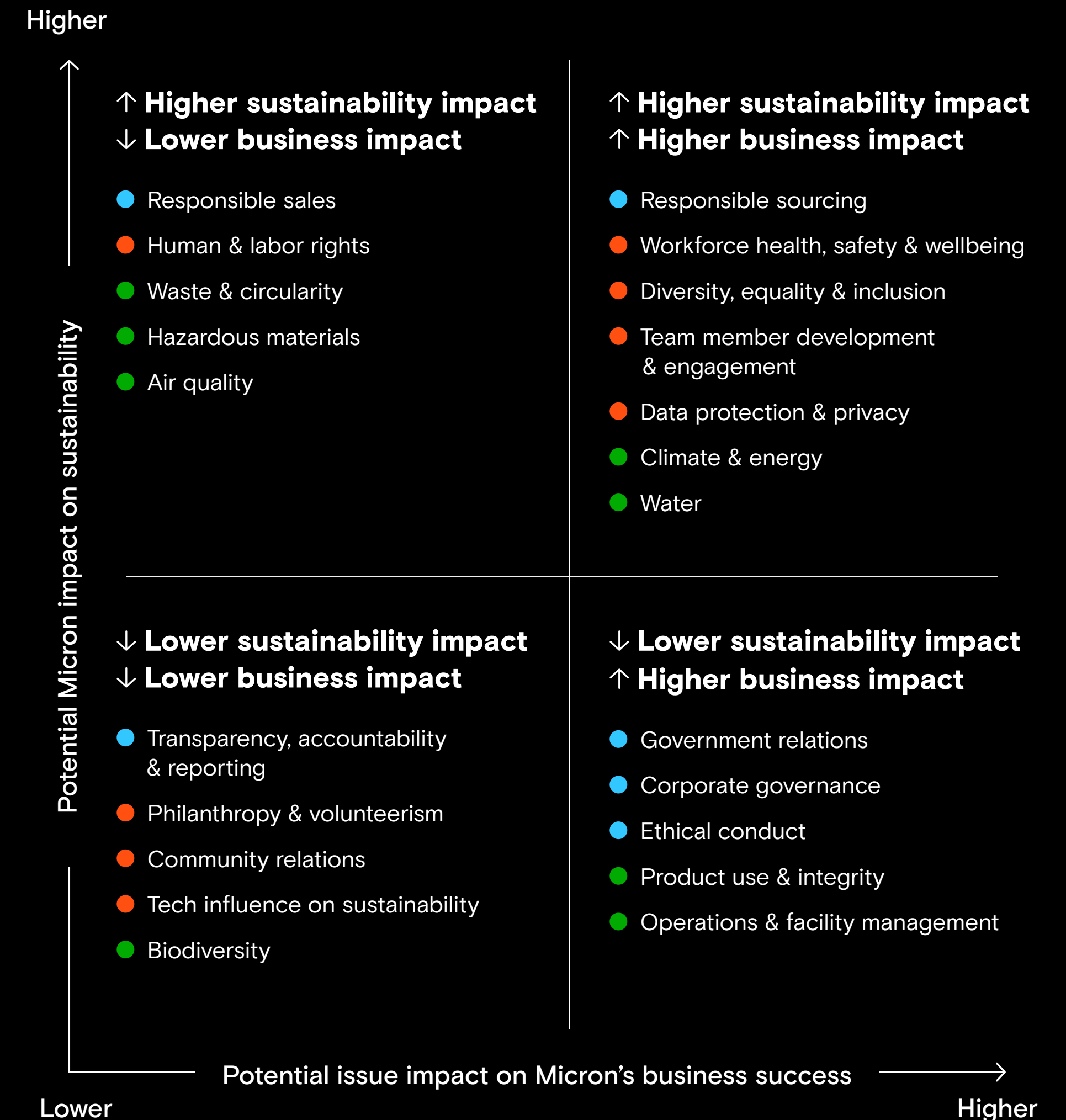
Assessments begin with a review and update of the ESG issues that could significantly affect the company’s business. After revising the list of issues, we consider the existing and potential environmental and social impacts that Micron may have, their likelihood, and extent and level of attribution to Micron. We also think about how those impacts could affect Micron’s business.

Using this evaluation, issues are placed in a prioritization matrix based on their potential to influence Micron’s business success and the company’s potential impact on sustainability of the issue. The most significant issues identified on both axes – the leading priorities for the company’s sustainability programs – are responsible sourcing; workforce health, safety and wellbeing; diversity, equality and inclusion; team member development and engagement; data protection and privacy; climate and energy; and water. Other relevant issues are noted in the prioritization matrix on this page. We have set targets associated with many of these issues, and our progress over the past year against each of these targets is captured in this report.

Key inputs for the 2021 process included targets and indicators used by the United Nations [Sustainable Development Goals](#), the [Sustainability Accounting Standards Board \(SASB\)](#) semiconductor industry and other reporting standards, industry reports and assessments, customer and investor surveys and evaluations, company risk reviews and other internal documents, and direct input and feedback from these and other key internal and external stakeholders.

## Issue prioritization

- Governance
- Social
- Environmental



# Ethics and integrity

Integrity is a foundational principle that underlies Micron’s corporate values and approach to doing business.

Integrity comes ahead of business results, and Micron will not compromise integrity in favor of any business action, result or relations. Our chief executive officer and executive management regularly communicate the critical importance of ethics and integrity to all team members.

Micron’s general counsel is responsible for overseeing the compliance program, as well as compliance with laws and [Integrity Matters: The Micron Code of Business Conduct and Ethics](#). He has a reporting relationship to our board’s audit committee, reinforcing the independence of the function and communicating regularly with all board members. Micron’s vice president of ethics and compliance has strategic responsibility for the compliance and ethics program, as well as for the privacy function, EHS, global trade and labor legal compliance programs. This delegation of duties ensures a holistic and integrated approach to compliance across the enterprise.

The Micron code of conduct — based on our values and approved by the board of directors — summarizes the laws and ethical principles that apply to our work and provides guidance on how to make choices that place integrity before business results. Because this code applies to all directors, officers and team members worldwide, it is published in nine languages and available to the public on our website.

Team members receive regular training and certify that they have read, understand and will comply with the code. In fiscal year 2022 (FY22), 99% of our team

members complied with the business conduct and ethics training and certification requirements.

## Guarding against corruption

In keeping with Micron’s commitment to conduct business with integrity, Micron’s anti-corruption policy prohibits activities that erode public trust such as bribery, corruption or improper payments in any form. The policy is available to all team members and has been translated into our team members’ primary languages.

Micron is a member of the Responsible Business Alliance (RBA), a group of leading companies focused on promoting responsible working conditions, ethical

business practices and environmental stewardship throughout the global supply chain. Micron communicates our ethical requirements to suppliers through our [supplier expectations](#). We also adhere to — and expect our suppliers to implement — the [RBA Code of Conduct](#), which requires participants to adopt a zero-tolerance policy on bribery, corruption, extortion and embezzlement, as well as promoting other responsible policies. Micron also invests in “tone at the top” training for senior leadership, including an entire month of compliance training in Singapore and Malaysia in 2022.



Singapore

“At Micron, we stress that integrity begins with you. Ethics and integrity are foundational for how we approach our business partnerships, teammates and careers.”

**April Oliver**  
Vice President of Ethics and Compliance

### Encouraging people to speak up

Micron promotes a speak-up culture and strictly prohibits retaliation. The audit committee of the board of directors receives regular updates on the compliance and ethics function, key compliance metrics and significant investigations.

We maintain multiple channels for team members, whistleblowers and third parties to report concerns or ask questions about our policies. Team members, whistleblowers and external third parties can use our [compliance helpline](#) to report concerns anonymously (as permitted by applicable law). The helpline is operated by a third party, available 24/7 and accessible in all languages commonly used at Micron. The compliance and ethics team is responsible for responding to and, where appropriate, investigating concerns raised through the helpline.

When our investigations indicate a basis for allegations raised, we work with human resources and management, where permissible under local law, to advise on appropriate corrective action. We then propose process improvements to ensure optimal ethical performance going forward. As part of our standard investigative process, we perform a root cause analysis of each investigation and refer systemic issues to the internal audit group for a deeper dive and to drive implementation of process enhancements.

Micron routinely communicates compliance best practices with team members, shares investigative case studies, and reminds people of their obligation to report any good faith concerns about potential violations of

law or Micron policy — without the fear of retaliation. These communications demonstrate to team members that their acts of speaking up and raising concerns lead to meaningful action.

More than 20,000 team members participated in a 2022 survey that measured six dimensions of Micron's ethical culture. The results show that we improved in four out of five categories measured in 2019 and 2022. (A sixth category on corporate ethics was added in 2023.) We also outperformed industry benchmarks.

### Protecting data privacy

In recognition of evolving consumer and regulatory expectations regarding the privacy of personal data, Micron reorganized its data privacy operations by hiring an experienced privacy director supported by dedicated legal and operational team members. The privacy team focuses on consumer data protection and data privacy rights, with an emphasis on processing transparency as evidenced in the updated [privacy notice](#). The team also addresses data minimization and purpose limitation, advancing the principles of privacy by default and design for Micron products and services globally.



# Tax policy

Micron’s vision and commitment to integrity guide our actions related to taxation.

Meeting our tax obligations, directly and through our affiliated entities, in every country where we operate is one of the ways we fulfill our responsibilities to society.

## Monitoring tax laws and risk

Micron supports tax policies — within and outside the U.S. — that recognize our industry and its place in the global marketplace and that promote growth in a predictable and transparent manner. We are committed to complying fully with all relevant tax laws and regulations, filing all required tax returns and disclosing all relevant facts and circumstances. We employ an appropriately qualified and experienced tax team as an integral part of the broader finance function, and this team reports to our chief financial officer. Our tax team proactively manages, reviews and reports on various direct and indirect local country taxes. These responsibilities include identifying the implications of new tax legislation and policies and of changes in our business.

Given the nature of our business, risks inevitably arise from tax laws that are complex or uncertain. When it’s unclear how a tax law affects transactions or commercial situations, we seek professional advice to ensure the integrity of our tax filing and compliance duties worldwide. In addition, our board of directors’ audit committee receives periodic updates on significant changes in tax legislation that may affect our business, as well as details of relevant tax audits or disputes.

## Interacting with tax authorities

Micron is committed to fostering positive, transparent and respectful relationships with tax authorities in the jurisdictions where we operate. We work collaboratively with tax authorities to address inquiries, and we resolve any differences through timely and transparent discussions or, if necessary, through established channels for dispute resolution.

# Cybersecurity

Data is at the heart of Micron operations, products and services.

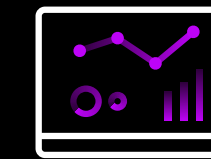
Our goal is to create and maintain trust with our team members, customers, partners and investors by collecting, using, storing and sharing information responsibly. Our [core principles](#) guide how we think about privacy and data security, drive the policies and procedures that we implement, influence our values, and govern our relationship with our team members, customers, partners and the public.

Micron's cybersecurity practices align with the [National Institute of Standards and Technology cybersecurity framework](#) and are outlined in the company's [privacy notice](#), which highlights what types of information are collected and how they are used and shared. The [Micron trust center](#) provides additional information. Micron's global security organization, led by the company's vice president and chief security officer, oversees the company's cybersecurity programs, and governance extends to the security committee of Micron's board of directors, which regularly reviews and oversees our policies and practices to identify and mitigate cybersecurity risks.

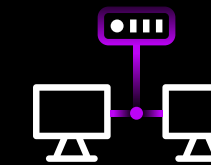


Hyderabad, India

## Micron privacy and data security principles



**Minimize data**



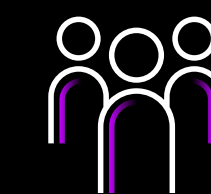
**Be mindful of uses**



**Analyze with purpose**



**Maintain a security focus**



**Create a culture of compliance**



**Be transparent**

# Sustainability and corporate finance

Micron understands that sustainability and business success should go hand in hand. These priorities can be integrated in innovative ways.

Micron has taken several steps to link the company's corporate finance and sustainability initiatives. Without sacrificing financial flexibility, these efforts make a difference while lowering costs to Micron.

## Supporting DEI initiatives

Micron believes our vision to enrich life *for all* includes making intentional investments with diverse-owned financial institutions. These organizations are important for making vital financial services available to more people, which in turn benefits the economies of underrepresented communities. They also contribute to diversity on Wall Street. In FY22, we achieved our goal to have \$500 million in cash investments managed by underrepresented financial firms — companies that are at least 51% minority-owned, managed and controlled.

## Linking finance and sustainability

Micron has executed nearly \$3.7 billion in credit and bank facilities, with interest rates tied to specific sustainability performance metrics since May 2021, in line with the company's public goals and commitments. We are pleased to have achieved these calendar year 2022 (CY22) milestones in connection with our sustainability-linked credit:

- 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 the 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 the company's public commitments to long-term environmental performance and construction of Leadership in Energy and Environmental Design (LEED) Gold buildings, as outlined in our first [green bond report](#) published in November 2022.

## Calendar year 2022 milestones

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

197 / 200

Waste diversion rate<sup>1</sup>

93%

Greenhouse gas intensity

~52% reduction (CY22 vs. CY18)



# Stakeholder engagement

Micron works to understand the impact of our operations, supply chains and products on people, the environment and society.

Internal and external stakeholders play a crucial role in our business success, and we engage with them at the local, subsidiary and corporate levels worldwide. We also collaborate with a variety of organizations to gain insight into how we affect our stakeholders and to inform our decision-making.

## Working with customers

Our customers are increasingly focused on the sustainability performance of their suppliers, including Micron. Many customers include sustainability in their evaluation of Micron's overall performance. In their assessments, they look at transparency, risk management, environmental and social performance, responsible sourcing and related topics. Customers include this information in their supplier performance evaluations and purchasing decisions, alongside quality, delivery, technology and service.

Micron's sales executives, account managers and sustainability leaders work closely with our customers to share information about our sustainability efforts and performance, drive action and build trust.

## Communicating with our investors

Micron discusses sustainability matters with the investment community and continuously improves our ESG disclosures based on investor feedback. To support these efforts, Micron publishes a

sustainability reporting index that aligns with the SASB semiconductor industry standard and participates in its Standards Advisory Group (now integrated into the International Sustainability Standards Board's Technical Reference Group). Micron has also forged strategic relationships with lenders on [sustainability performance](#).

## Engaging with governments and policymakers

Engaging with stakeholders around the world — from community leaders to policymakers and government officials at national and local levels — is important for any global business. In 2022, Micron committed additional resources to grow the government and public affairs function. This investment has enabled us to better support efforts toward a more diverse and resilient global semiconductor manufacturing ecosystem, including through enhanced partnerships with the local governments and communities that contribute to our success.

Micron's team routinely engages with governments at various levels to partner on workforce development, enhance access to renewable energy resources, promote sustainable use of water resources, review compliance with social regulations, and pursue other sustainability efforts. For example, in April 2022 Micron Malaysia announced our enrollment in the Green Electricity Tariff, which facilitates the ability of our sites in Malaysia to source renewable energy and support its further development — an achievement made possible by robust engagement with the Malaysian government. Likewise, in Singapore and Taiwan, our team regularly engages with policymakers and government officials to discuss energy policy, sustainability initiatives, and best practices in sourcing renewable energy.

As Micron presses forward on this important work, we remain committed to our values and high standards of ethical conduct, and our team strives to abide by all applicable laws and regulations that oversee interactions with government officials.

## Supporting team members, communities and suppliers

Team members, the communities where we live and work, and our suppliers are vital to our operations. The many ways we engage with these stakeholder groups are covered in detail in the [People, Communities](#) and [Responsible sourcing](#) sections of this report.



Who we engage	How we engage		What the engagement creates
<b>Team members</b>	<ul style="list-style-type: none"> <li>· Ongoing supervisor interactions</li> <li>· Meetings hosted by senior leaders</li> <li>· Employee engagement surveys</li> <li>· Compliance helpline for reporting concerns</li> </ul>	<ul style="list-style-type: none"> <li>· Intranet with global and local content</li> <li>· Employee resource groups</li> <li>· Global town halls</li> </ul>	A culture in which all team members contribute to our success
<b>Customers and industry organizations</b>	<ul style="list-style-type: none"> <li>· Regular meetings between customers and sales team executives, account managers and sustainability leaders</li> <li>· Customer requirement documents</li> <li>· Membership in industry organizations</li> </ul>	<ul style="list-style-type: none"> <li>· Customer scorecards and performance evaluations related to RBA code compliance, transparency, risk management, environmental and social performance, responsible sourcing and other topics</li> </ul>	Understanding of our performance from our customers' perspectives, industry consensus on social and environmental issues and customer trust
<b>Shareholders</b>	<ul style="list-style-type: none"> <li>· Investor relations webpage</li> <li>· Annual shareholder meeting</li> <li>· Quarterly financial calls</li> <li>· Periodic investor presentations</li> <li>· Investor conferences and meetings</li> <li>· Annual report and sustainability report</li> </ul>	<ul style="list-style-type: none"> <li>· Issuance of a SASB index and participation in the SASB Standards Advisory Group</li> <li>· Regulatory filings</li> <li>· Press releases</li> <li>· Emails</li> </ul>	Transparency and fulfillment of the needs of our shareholders and the investor and analyst communities as they increasingly focus on corporate ESG performance
<b>Suppliers</b>	<ul style="list-style-type: none"> <li>· Compliance helpline for reporting concerns</li> <li>· Supplier performance reviews</li> <li>· Labor practice audits and code of conduct compliance</li> <li>· Supplier portal containing expectations and requirements in conduct and responsible sourcing</li> </ul>	<ul style="list-style-type: none"> <li>· RBA membership and committees</li> <li>· Training</li> <li>· Risk profiling and event monitoring of mapped suppliers</li> <li>· Supplier summits</li> </ul>	Open dialogue about our expectations with respect to social and environmental criteria
<b>Communities</b>	<ul style="list-style-type: none"> <li>· Local, regional and global STEM education conversations</li> <li>· Creation of an engagement committee that includes community members and representatives of local government, community-based organizations, philanthropic organizations, educational institutions, faith-based organizations, tribal organizations, veterans' organizations, and the business community</li> </ul>	<ul style="list-style-type: none"> <li>· Outreach through virtual programming, in-person programs and opportunities for team members to volunteer and donate</li> <li>· Collaboration with communities to understand and promote workforce development, education, access to child care, community assets and organizations, and affordable housing</li> </ul>	Equitable opportunities for underrepresented populations, community support of and increased access to STEM education; creation of a stronger workforce pipeline for our industry
<b>Policymakers</b>	<ul style="list-style-type: none"> <li>· Education and information sharing about the semiconductor industry and memory</li> <li>· Involvement in industry and trade associations</li> </ul>	<ul style="list-style-type: none"> <li>· Advocacy for positions that strengthen Micron and the semiconductor industry as a whole</li> </ul>	Engagement with policymaking that governs and affects our strategies, investments, operations, team members and communities

# Global trade compliance

Micron recognizes a new dimension is gaining global importance in the world of trade: sustainability.

Concerns and regulations stem from sustainability, potentially affecting all aspects of global trade, including the workforce, raw materials, product lifecycles, business partners and suppliers.

As a responsible citizen in the global marketplace, Micron is committed to adhering to all laws and regulations that relate to export controls and trade compliance. Micron requires its team members and representatives to conduct business with vigilance, implementing mandatory sustainability measures into our trade compliance framework. We also mandate compliance with export controls, import controls, customs requirements, economic sanctions and embargoes, and anti-boycott laws and regulations.

To achieve these objectives, Micron's trade compliance program includes the following:

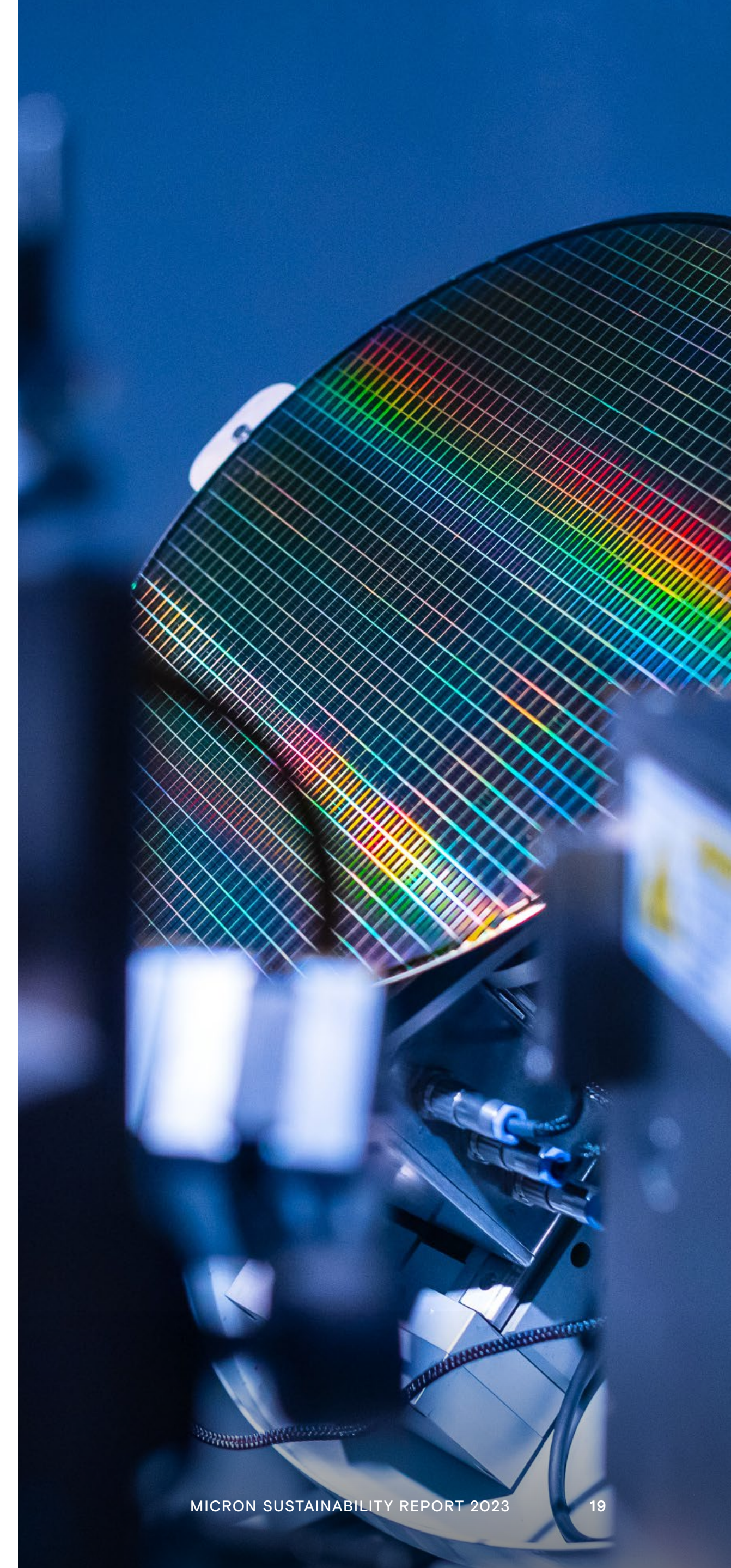
- The commitment and support of our leadership for implementing and executing a robust compliance program
- Tracking of regulatory trends that influence environmental, social and governance goals
- Policies and protocols to ensure team members and management are informed and trained on the latest applicable trade compliance regulations
- Continued awareness of the rapid and dynamic changes in geopolitical situations and corresponding trade policy

- Internal systems and processes to manage international logistics operations and third-party relationships
- Protocols for adequate compliance recordkeeping and reporting
- Internal reporting channels and corrective action plans for suspected violations
- Global free trade agreements, authorized economic operators and export processing zones, the use of which have far-reaching significance for sustainability
- Enhanced due diligence requirements for business partners, with an emphasis on emerging compliance risks and mitigation associated with geopolitical developments affecting global trade
- Investigations into forced labor in foreign supply chains, and prevention of imports made using forced labor
- Screening of businesses on lists identified by various U.S. agencies and other foreign governments to ensure Micron engages in business with legitimate parties and does not engage in prohibited activities. In addition, the company has due diligence processes in place to decrease the risk of diversion and to adhere to the limitations posed by the regulations.
- Associated trade language in suppliers' codes of conduct, training, on-site inspections, self-assessment questionnaires and supplier rankings
- Use of various denied-party screening systems and methods, and vetting of contractors and third parties and associated transactions

Adhering to trade compliance laws and regulations is vital for protecting the safety and security of the countries in which Micron operates and for keeping our

products, technology and software out of the hands of people and organizations that seek to do harm. As a global company, Micron's commitment to trade compliance initiatives ensures seamless support for our major objectives, achievement of our key business strategies and delivery of excellence for our customers.

Our compliance team has responded quickly to comply fully with evolving export control laws that stem from rapid and dynamic changes in geopolitical situations and the resulting shifts in trade policy. Market insights and resulting risk management related to evolving sustainability requirements across our supply chain continue to be a significant element of our overall global trade compliance program.



# Products and innovation

# Micron's solutions are at the heart of countless digital devices, turning data into intelligence with unprecedented speed to enrich life *for all*.

All modern computing hardware depends on shared underlying technology — semiconductor memory and storage — to access and store data. Micron, the only U.S.-based manufacturer of DRAM and one of the world's largest semiconductor manufacturers, delivers a rich portfolio of high-performance DRAM, NAND, NOR, high-bandwidth memory and multichip package solutions, and we work closely with customers to create specialized memory and storage architectures. As a leader in the semiconductor industry for nearly 45 years, we have taken part in every stage of the evolution of these vital technologies.

Micron's rapid advancements in memory and storage have expanded the availability and applications for these products and helped unlock innovations that will enhance the future. A new generation of technologies — including artificial intelligence (AI), 5G networks, precision medicine, the internet of things (IoT), cloud computing, and connected and autonomous vehicles — relies on memory and storage. As these and other innovations enter the mainstream and the need to analyze, access and act on data grows, demand for Micron's products will continue to increase.

For example, to keep up with their data-processing demands, vehicles are becoming virtual data centers on wheels. Technologies like vehicle-to-everything communication and digital radar make it easier for connected and autonomous vehicles to understand and react to their surroundings. But they also demand a constant, reliable flow of data with no breaks in communication. As the world leader in automotive memory, Micron is enabling the rapid pace of development in this emerging industry.

As the technologies that use our solutions become more complex, our manufacturing operations become more complex as well. We must constantly stay one step ahead, investing in research to offer higher capacity, greater security, faster data transfer rates, lower power consumption, increased energy and material efficiency, and improved reliability.

## Micron products at a glance



### Compute DRAM

DDR5: enabling the next generation of data-intensive workloads

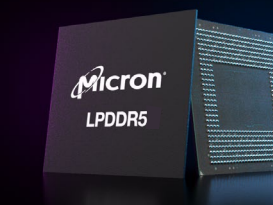
1β DRAM: world's most advanced DRAM process technology



### 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

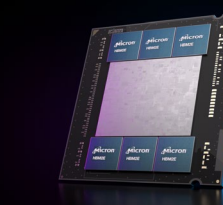
LPDDR5: first mass-produced, low-power DRAM for smartphones

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

# Advancing innovation

As we invest in the future by deepening our existing memory and storage capabilities, we are also exploring new ways to unlock innovation within Micron and across our industry.

Most successful technology companies began as startups. Small teams nurture big ideas into proven concepts and, eventually, into viable products or services. But there is no guarantee a startup will succeed, meaning that many transformative technologies never have the chance to go to market.

With our [Micron Ventures](#) organization, we increase the probability of startups' success. Our ventures team works with university and government partners around the world to connect with innovators, assess proofs of concept and quickly identify technologies best positioned for scale. Since announcing our \$200 million deep tech fund, we have been increasingly focused on technologies that can help decarbonize Micron's own operations. For example, we continue to invest in clean tech startup [Aqua Membranes](#). The Aqua Membranes team has developed 3D-printed technology that can be placed in water filtration systems to optimize flow patterns and reduce energy consumption in industrial applications, including semiconductor manufacturing. We've also invested in [Multiscale Technologies](#), which uses AI to accelerate research and development cycles for new materials and industrial processes. This technology may allow companies like Micron to bring new products into mass production faster and with an eye to more sustainable production.

Micron continues to co-host the [Startups for Semiconductor Sustainability](#) pitch event in partnership with other companies and SEMI, the industry association representing the electronics manufacturing and design supply chain. SEMI member companies, including Micron and eight of our peers, seek startups that are developing technologies to make semiconductor manufacturing more efficient in the areas of energy, water and circularity. Semifinalists are paired with industry experts as advisors to help them think through productization and go-to-market strategies specific to the semiconductor industry. Ultimately, finalists are highlighted at a final industrywide pitch event at SEMICON West, gaining valuable exposure to industry experts and potential funders. Micron Ventures continues to engage with current and past finalists on potential investments, collaborations and proofs of concept.

## Supporting a circular economy

We are supporting a circular economy through repairs and upgrades. 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 individuals 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.



Boise, Idaho

“The decarbonization of industrial processes is by far the most underserved venture capital category relative to its environmental impact. This is a massive opportunity for investors and innovators alike.”

**Andrew Byrnes**  
Director of Venture Capital

# Increasing energy efficiency

Micron is driving rapid improvements in the power requirements, performance and size of each successive generation of chips.

These improvements in turn enhance the value and capability of the electronics used by people around the world.

Advancements in Micron’s technology help to meet power efficiency needs for AI, for the IoT, for our cloud computing customers and for the world at large. Efficiency is an important customer requirement that results in, for example, improved battery life and reduced heat output, and it helps mitigate environmental impacts stemming from increased computational demands. Data centers alone use about **1% of global electricity**, much of which comes from fossil fuel sources that contribute to climate change. And the volume of data produced and organized is projected to grow over the coming years.

Therefore, even small improvements in product power efficiency can yield important changes across the industry in terms of operational expenses, carbon footprint and environmental impact. The **Micron 9400** offers one such improvement, delivering 77% better input/output operations per second per watt than its

predecessor. Product efficiency will continue to play an important role in Micron’s efforts to address the influence of technology on the environment.

In 2022, Micron began shipping qualification samples of our **1β (1-beta) DRAM technology** and achieved mass production readiness of the world’s most advanced DRAM technology node — just over a year after announcing 1α (1-alpha) technology in 2021. Micron’s LPDDR5X DRAM will take advantage of this technology, addressing the growing demand for higher memory performance and lower energy consumption across a wide array of markets enabled by the expansion of 5G, including automotive, mobile, client PCs and networking systems. First-to-market 1β chips deliver approximately a 15% power efficiency improvement over 1α memory and more than a 35% bit density improvement with a 16Gb per die capacity. As energy-intensive use cases like machine-to-machine communications, AI and machine learning develop, high-density, low-power memory fabricated on Micron’s 1β DRAM node enables more energy-efficient flow of data between smart devices, systems and applications. Over the next year, we will be ramping up our portfolio on 1β technology, including our graphics memory solutions, high-bandwidth memory and more.

Other recent breakthroughs include the **Micron 2550 NVMe™ SSD** for use in mainstream laptops and desktops, with low power consumption designed to extend devices’ battery life. By optimizing entry and exit into self-initiated energy-saving states, using

an advanced process node for the controller, and eliminating DRAM via Host Memory Buffer technology, we have achieved sleep power consumption under 2.5 milliwatts, active idle power consumption under 150 milliwatts and active power consumption below 5.5 watts.

Power-efficient technologies are a critical need for businesses, especially those looking to meet sustainability targets and reduce operating expenses. We collaborate with customers to deliver memory and storage products, supporting increased expectations for energy efficiency. Micron’s **system power calculators** are online tools that can help customers estimate memory power use when they make system architecture and design decisions. We also participate in key standards bodies like JEDEC to help define industry standards for computing.

Micron’s products, ranging from embedded AI accelerators to local storage, also enable automation and efficiency across sectors — from industrial applications to transportation. We have adopted **some of these solutions** to improve efficiency in our own operations.



## Enhancing platform and data protection

A steadfast commitment to cybersecurity is one important way that we earn and keep our customers' trust.

Micron faces the unpredictability and threat of cyberattacks by using the [National Institute of Standards and Technology cybersecurity framework](#), making sure our workforce is trained and ready for disruptions. We provide transparency about our privacy practices and help our customers understand the choices they have regarding their privacy rights and personal information.

Specific areas of growing risk and vulnerability are IoT and industrial IoT. What began as a means of machine-to-machine communication has evolved into a complex system of millions of connected devices worldwide, each of which represents a possible attack point within a network. Micron's innovation today focuses on both storage and memory solutions for vast amounts of new data. The threat of enterprise cyberattacks is far-reaching, given the potential vulnerability and proliferation of embedded systems found in everything from automated equipment in factories to automobiles and to smart home devices.

Safety and security are particularly critical in the automotive sector, where driver and pedestrian safety is at stake and where memory and storage solutions need to support safe and efficient connected, autonomous and electric vehicles. As the world leader in automotive memory and storage, Micron is committed to enhancing both the cybersecurity of our products and their functional safety. Functional safety works to address the imperfection of electronic systems and inherent failure rate of components. Several Micron teams address functional safety, including a dedicated functional safety office staffed with industry safety veterans and experts, as well as system architects and applications engineers for collaboration support.

Micron has adopted industry standards for automotive safety, such as the ISO 26262 standard for the functional safety of road vehicles and the ISO 21434 standard pertaining to autonomous vehicle cybersecurity. We require suppliers to perform hardware evaluation reports, conduct our own functional safety analyses and provide collateral to customers so they can perform safety analyses of their own. In 2022, Micron became the first and only company offering memory products certified to [Automotive Safety Integrity Level D](#), which represents the highest level of safety for road vehicles. Our LPDDR5X DRAM provides a significant advantage in reducing risk of a malfunction.





# Operations and environment

**As one of the world's largest semiconductor companies, Micron takes a proactive approach to environmental stewardship, investing in technologies to mitigate our footprint.**

Advanced memory and storage solutions enable technology breakthroughs that benefit people and the planet. Micron develops and builds these solutions at our front-end facilities, known as fabs, in Japan, Singapore, Taiwan and the United States before assembling and testing final products in locations including Malaysia and mainland China.

Semiconductor fabrication takes place at the nanoscale level in a cleanroom environment. Over several months, each wafer goes through hundreds of manufacturing steps during which chemicals and materials are precisely applied or removed to develop the functionality of the chip. Airborne particles, temperature and humidity are tightly controlled to ensure quality throughout the process.

Our manufacturing processes require energy to run specialized equipment and maintain the cleanroom environment, use water to safeguard the cleanliness and quality of the wafer, and involve potentially hazardous chemicals and gases. Manufacturing semiconductor devices generates emissions and other waste that must be abated and safely managed. Scaling our products often requires new manufacturing equipment, materials and processing technologies, increasing process steps that can intensify our operational footprint. Even the most advanced abatement techniques and methods to prevent fugitive emissions are not perfectly efficient. Energy and water resources are limited to those available in island geographies, where many of our operations are located. We are also constrained by available space in our cleanrooms, which requires

careful planning and engineering to optimize the placement of production and abatement equipment. In addition, for certain manufacturing steps, alternative chemistries with lower impact are not available.

These realities pose steep challenges to reducing our environmental footprint. Yet, Micron understands how precious our natural resources are. To make progress and grow sustainably, we must reimagine the way we operate. Micron integrates environmental, health and safety (EHS) considerations, including energy, water and waste efficiency; Leadership in Energy and Environmental Design (LEED) criteria; and other factors into our processes, facility design and construction.



# Micron's approach to operations

In all areas of operational sustainability, we apply a “shift-left” mindset — making improvements and finding ways to reduce our footprint as early as possible in a process.

A cornerstone of Micron's approach to quality is the shift-left principle, a quality concept anchored in anticipation, prevention and early detection of issues or potential vulnerabilities. We apply this principle to our manufacturing to proactively account for environmental sustainability. For example, we focus on improving processes to minimize waste generation before we explore options for reuse or disposal. A shift-left approach often leads to reducing costs, in addition to being more sustainable. Micron's newest fabs — underway in Idaho and New York — provide many opportunities for us to shift left.

Building facilities from the ground up and using advanced equipment and processes honed over years of experience at other locations allow us to keep sustainability in mind. We are also building on our certified ISO 14001:2015 environmental management systems approach, which we use at all our technology development and manufacturing facilities, to embrace more environmentally sustainable design. Through this process, engineers and other team members incorporate sustainability into their daily decision-making, identifying and implementing opportunities as early as possible.

Alongside yield, quality, cycle time and cost, our engineers also consider our sustainability pillars of energy, emissions, water and waste during technology

development and manufacturing phases. Using this approach, the technology development team is analyzing which fab tools and processes contribute most to Micron's environmental footprint. Process design that considers sustainability requires the efforts of cross-functional teams, as well as collaboration with suppliers, research institutions, academia and others. For example, our technology development team is helping mitigate the adverse effects of technology node scaling by integrating environmental strategies into the equipment selection process, flow development, process development and material choices.

In the technology development phase, we work closely with our equipment and material suppliers to reduce energy and water use, incorporate abatement strategies, reduce waste generation and include proper segregation strategies to enable reuse of water. Integration of such shift-left practices in the technology development phase allows manufacturing to improve the sustainability of our operations. As equipment nears the end of its lifecycle, teams identify replacement

options with higher abatement and lower energy use. Also, over the past year, two of our fabs earned their ISO 50001:2018 energy management certificates, which helps fab personnel evaluate their environmental impacts in greater detail.

More projects like these will evolve as Micron continues to invest approximately \$1 billion by 2028 to advance the company's environmental goals. As part of this commitment, Micron has invested approximately \$200 million since the beginning of fiscal year 2021 (FY21) to support advanced water treatment technologies, energy-efficiency improvements, greenhouse gas (GHG) mitigation measures and other initiatives. This commitment is complemented by Micron's financial arrangements established in calendar year 2021 (CY21) — including \$3.7 billion in sustainability-linked credit facilities tied to annual GHG intensity, waste and Responsible Business Alliance metrics — as well as a \$1 billion green bond dedicated to funding environmental projects across the company.



Central New York  
Preliminary illustration, subject to change

Micron has invested approximately \$200 million since the beginning of FY21 to support advanced water treatment technologies, energy-efficiency improvements, greenhouse gas mitigation measures and other initiatives.

# Goals and aspirations

Ambitious time-bound targets demonstrate our commitment to reducing greenhouse gas emissions, adopting renewable energy and improving waste management and water recycling infrastructure at our global facilities.

Micron set our first ambitious long-term environmental goals in 2020. As our programs evolve, we revisit these goals to drive greater performance and address the needs of our stakeholders.

Early in CY22, we expanded our ambitions, setting new goals for our climate initiatives. We are working toward targets to reach net zero GHG emissions in our operations (scope 1) and purchased energy (scope 2) by 2050. As part of these commitments, we are targeting a milestone — a 42% absolute reduction over CY20 — to achieve 2030 scope 1 emission reductions that support objectives of the [Paris Agreement](#). These goals complement our target to achieve 100% renewable energy for existing operations in the U.S. by the end of 2025. They will also contribute to our original long-term climate target to reduce GHG emissions intensity by 75% per unit of production by CY30, compared with a CY18 baseline. We are already well on our way to reaching this goal, having already achieved over a 50% reduction.

We also remain focused on our 2030 water and waste goals and are investing in our environmental programs to advance all our environmental initiatives. A global, cross-functional team developed these goals and continues to oversee and revise them. We also have specialized teams dedicated to heat transfer fluids, fluorinated GHGs, energy efficiency and renewables, water and waste, and other innovative approaches to help us reach our goals.

Pillar	Goal	Aspiration	Actions	CY22 performance <sup>1</sup>
<b>Emissions</b>	<ul style="list-style-type: none"> <li>75% reduction in GHG emissions per unit of production (intensity) in CY30 from the CY18 baseline<sup>2</sup></li> <li>42% absolute reduction in scope 1 emissions by CY30 from the CY20 baseline</li> </ul>	Net zero scope 1 and 2 emissions by CY50	<ul style="list-style-type: none"> <li>Reducing direct emissions through efficient abatement of process GHGs and a transition to low global-warming-potential heat transfer fluid</li> <li>Reducing indirect emissions through design of energy-efficient facilities, smart-controlled systems and transition to renewable electricity where available</li> </ul>	<ul style="list-style-type: none"> <li>52% reduction in GHG emissions per unit of production compared to CY18 baseline</li> <li>6% increase in absolute scope 1 emissions in CY22 compared to CY20 due to production growth and construction</li> </ul>
<b>Energy</b>	<ul style="list-style-type: none"> <li>100% renewable energy in the U.S. in CY25</li> <li>100% renewable energy in Malaysia in CY22</li> </ul>	100% renewable energy globally, where available	Actively procuring renewable energy opportunities in multiple parts of the world	<ul style="list-style-type: none"> <li>Achieved 100% renewable energy in Malaysia</li> <li>Signed first major agreements supporting U.S. renewable energy goal</li> </ul>
<b>Water</b>	75% water conservation through reuse, recycling and restoration in CY30	100% water conservation through reuse, recycling and restoration	<ul style="list-style-type: none"> <li>Enhancing our water reuse and recycle infrastructure</li> <li>Engaging in water restoration projects</li> </ul>	65% water conservation through reuse, recycling and restoration
<b>Waste</b>	95% reuse, recycling and recovery, and zero hazardous waste to landfill in CY30 <sup>3</sup>	Zero waste to landfill through waste minimization, reuse, recycling and recovery	<ul style="list-style-type: none"> <li>Minimizing waste generation</li> <li>Improving waste stream segregation</li> <li>Enhancing waste recovery systems</li> <li>Engaging with alternate waste disposal vendors</li> </ul>	93% reuse, recycle and recovery (including energy recovery)

<sup>1</sup> Micron's environmental performance is measured by calendar year. Environmental goals are targeted for the end of the referenced calendar year.

<sup>2</sup> This is a CY21 goal on which we made progress. The goal has been superseded by our new goal for absolute emissions.

<sup>3</sup> 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 through reuse, recycling and restoration in CY30

### Waste

**95%**

reuse, recycling and recovery, and zero hazardous waste to landfill in CY30, subject to vendor availability

Early in CY22, we set new aspirational commitments to reach net zero GHG emissions in our operations (scope 1) and purchased energy (scope 2) by CY50.

# Greenhouse gas emissions and energy

Micron focuses on development of low-power, more sustainable devices and works to reduce greenhouse gas emissions and energy use.

Electricity consumption, process GHG emissions and heat transfer fluid use account for 93% of Micron’s total scope 1 and 2 emissions. We are making progress toward our emissions- and energy-reduction goals with focused improvements in each of these areas. Our climate goals are intended to support the objectives of the Paris Agreement to limit planetary warming and the United Nations [Sustainable Development Goal 13](#) on climate action. We are proud to source renewable energy to meet the energy needs of several of our facilities.

Our approach to GHG management begins with collecting, analyzing and reporting data specific to these emissions. We report on GHG emissions through [CDP](#) (formerly Carbon Disclosure Project), the primary international organization standardizing corporate and government environmental data reporting on GHG emissions and other environmental criteria.

## Addressing leading sources of emissions

Micron is decreasing our GHG emissions from electricity use by investing in energy-efficient equipment. Examples include smart controls that enable just-in-time and eco-mode operations; shared pumps, chillers and abatement units for auxiliary equipment; and energy recovery and recapture systems that minimize wasted energy.

Process GHG emissions, such as nitrous oxide and fluorinated gases, are mainly emitted from our etching process and the plasma chamber cleaning process. Today, few suitable low-GHG alternatives exist for these processes. We are collaborating with suppliers to invent low-emissions etch chemistries and to abate emissions more efficiently at the tool level. These efforts require close partnership with process tool suppliers, gas suppliers and academia to invent novel chemistries. In processes where complete abatement is impossible, we are exploring gas separation and purification technologies, as well as systems to remove as much residual gas as possible.

Regarding heat transfer fluids, an important source of Micron’s GHG emissions, we are making progress by increasing our chemical use efficiency and transitioning to alternatives with lower global warming potential (GWP). We are continuing to make improvements like new connection hardware between process tools, chillers and other equipment, increasing efficiency even further.

Within each of these areas of emissions reduction, smart manufacturing controls could help us operate with even greater intelligence. These technologies, which Micron may implement in the future, could provide real-time insights into our operating conditions and processes, allowing us to detect losses quickly and make continuous adjustments to reduce emissions.

## Transitioning to renewable energy

Beyond reducing energy use where we can, we have a clear set of initiatives to aid in the use of renewable energy whenever possible, considering the availability of affordable renewable energy based on the unique landscapes in each country where we operate. Our renewable energy strategy includes a combination

of green tariffs, physical and virtual power purchase agreements (PPAs), renewable energy credit (REC) purchase agreements and a 40-megawatt solar project in Idaho that will mitigate a significant amount of the scope 2 emissions from our Boise headquarters.

In CY22, we accomplished the following toward our renewable energy strategy:

- Signing a 15-megawatt corporate solar on-site PPA in Singapore
- Initiating one of our first on-site solar self-investment projects at our manufacturing facility in Hiroshima, Japan
- Signing our first corporate PPA in Taiwan
- Purchasing 100% renewable energy for our facilities in Malaysia through the [Green Electricity Tariff program](#)

Micron is a member of the [Clean Energy Buyers Association](#), an association of large-scale energy buyers, developers, service providers and nongovernmental organizations. Throughout 2022, we also participated in a consortium working group to create and implement a new means of securing a clean energy supply in Japan. The consortium is diverse, with members representing a wide range of industries and energy use profiles. The team is targeting a solution that brings new clean energy to the grid within Japan’s unique energy ecosystem.

## Progress toward greenhouse gas emissions and energy goals

### Emission intensity

52%

reduction in GHG emissions per unit of production compared to CY18 baseline

### Renewable energy

100%

renewable energy in Malaysia in CY22

Detailed greenhouse gas emissions and energy consumption and savings figures can be found in [Performance at a glance](#)

### Incorporating sustainability from the ground up

We consider sustainable building attributes such as LEED criteria when we undertake new building design. Micron is investing green bond funds to support LEED Gold or better certification across 11 facilities in Taiwan, China, Japan, Singapore and the U.S. Our planned new fab in Boise, Idaho, which broke ground in September 2022, is expected to achieve LEED Gold status. The facility will incorporate green infrastructure and sustainable building attributes. We aim to achieve significant improvements in water reuse and recycling, renewable energy, and GHG emissions through the use of efficient technologies. We also plan to seek LEED Gold certification for our new fab in New York.

At our facility in Singapore, smart-controlled systems and predictive maintenance technologies enabled us to increase manufacturing output while reducing resource use intensity. In recognition of this accomplishment, Micron Singapore was named a [sustainability lighthouse](#), the first front-end semiconductor fab in the world to receive the World Economic Forum's sustainability-specific lighthouse designation. This is the third time Micron facilities were named members of the World Economic Forum's [Global Lighthouse Network](#), a community of manufacturers leading the Fourth Industrial Revolution.

### Engaging our supply chain

Micron reports our scope 3 emissions annually through CDP and is in a deeper evaluation of our value chain emissions, including those attributable to the goods, services and capital goods that we purchase.

Micron also 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 accounting approaches, technologies and targets for emissions reduction.

As a member of the [CDP Supply Chain program](#), we engage with [suppliers annually](#) in their GHG emissions-reduction programs and increased the number of suppliers participating in this program in 2022.



# Water

Water is an essential resource for Micron, as well as for every community in which we operate.

As semiconductor manufacturing technologies have become more complex, the industry’s demand for water has grown. Accordingly, managing the amount of water we use and properly treating it are among Micron’s top environmental priorities. We are working toward an aspirational goal of reusing, recycling or restoring 100% of the water used in our operations, with an interim goal of 75% by the end of 2030, even in the face of double-digit annual production growth. This goal has two components:

- Enhancing water reuse and recycle infrastructure in our facilities
- Engaging in water restoration projects that meet current and future demand for water for local ecosystems and communities

Micron’s green bond funds are also being allocated to water management projects, which are expected to save millions of cubic meters of water per year across several Micron sites through efficiency improvements, recycling and reuse.

To understand the significance of our water conservation aspirations, we need to look at how Micron uses water. Ultrapure water is used to clean wafers during our manufacturing process. This water comes from a combination of recycled water from our operations and local, untreated water resources.

The water used in our processes is reclaimed through filtration systems. Process water passes through carbon and resin media that remove impurities. We then reuse the reclaimed water in other applications such as in boilers, cooling towers and pollution abatement equipment, which in turn lowers water consumption.

Wastewater that is not recycled or otherwise reused on-site is treated to comply with local standards and then discharged. Each Micron site has invested in significant water treatment infrastructure so that any wastewater leaving the site meets or exceeds applicable water quality standards. Wastewater treatment methods may vary by site but include membrane filtration, ion-resin adsorption, precipitation, bio-oxidation and neutralization.

Micron carefully considers where and how we source water. Globally, the primary source for water at manufacturing locations is the municipal supply, underscoring the importance of partnering with local water authorities. We consider these relationships within their local context, seeking to understand the implications of different geographies, climates, watersheds and infrastructure. We then use the information we have gathered to determine the best approach to water management at each site.

A water risk assessment using the [World Resources Institute’s Aqueduct](#) tool has helped us better understand local water conditions. This tool notes that only 1% of Micron’s total water withdrawals come from areas of high water stress — specifically our facility in Xi’an, China. Still, many of our locations face potential water stress, and we recognize the importance of being a good partner in managing local water resources.

To help us meet our water restoration goal, Micron participates in conservation projects to address water issues in the communities where we operate, beyond the impact of our own operations. For example, Micron has for many years been a steward of the Nankan and Dongmen rivers in Taoyuan, Taiwan. In 2022, we donated \$5 million for ammonia nitrogen removal and water quality improvement in the two rivers. We also donated nearly \$10 million to help fund a dredging project that will restore storage capacity to the Shihmen Reservoir, the region’s primary water source. In Japan, Micron contributed \$900,000 to apply oyster shells to tidal flats on the coast of Higashi-Hiroshima. The shells help suppress hydrogen sulfide generated in the tidal flat and improve bottom sediment and water quality. These efforts are in addition to Micron’s existing support for river restoration in Idaho and Virginia, which respectively improve an estimated 10.9 and 9.8 million cubic meters of water annually. Not only does our participation in these global efforts clean and conserve water, but they may also promote local biodiversity. These investments are part of the approximately \$1 billion that Micron plans to invest by 2028 to achieve our environmental targets.

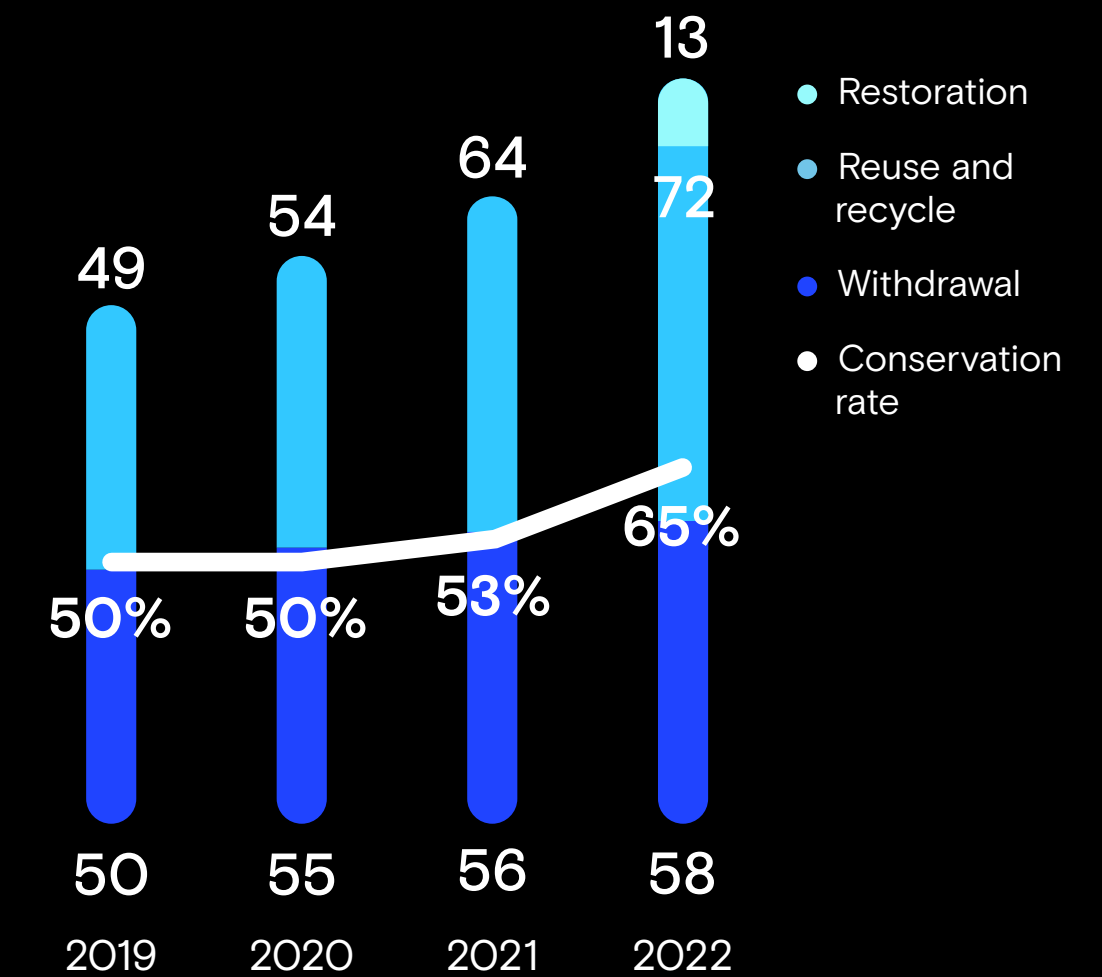
## Progress toward water stewardship goal

**84** million m<sup>3</sup>

**water reused, recycled and restored**

### Water use and recycle

Water volume in millions of cubic meters (m<sup>3</sup>)



All data is calendar year. Detailed water consumption and savings figures can be found in [Performance at a glance](#)

# Hazardous and restricted substances

Micron manufacturing processes and finished products incorporate substances that may be hazardous.

We prioritize chemical reduction, alternative chemistries, engineering controls and other safety measures to mitigate these risks.

The processes that transform a wafer into hundreds of individual die use chemicals like acids, bases and solvents to selectively build and break down layers through chemical deposition, patterning, removal and cleaning. Micron maintains an ongoing improvement program to reduce hazardous chemicals used in manufacturing and evaluates what can be done to mitigate environmental impacts that may stem from the use of chemicals. Micron also works to protect the **safety** of all team members who interact with chemicals.

Micron's commitments to enhancing safety and reducing potential harm start with a rigorous review process of chemicals used at our facilities. This review is intended to prevent banned or restricted chemicals from reaching our operations and facilitates the proper handling, use, recycling or disposal of chemicals. It also allows Micron to track and understand our chemical use profile so that we can implement chemical reduction and elimination initiatives.

In addition to manufacturing processes, Micron also assesses product content. The chemicals and materials in our products are regulated in many parts of the world. Micron's global EHS, product compliance,

procurement and legal teams work together to affirm Micron products and processes meet legal and customer product compliance requirements. Regulations include the European Union directive on the Restriction of Hazardous Substances (**RoHS**), the Registration, Evaluation, Authorisation and Restriction of Chemicals (**REACH**), the Stockholm Convention on Persistent Organic Pollutants (**POPs**) and other lists of banned or restricted substances.

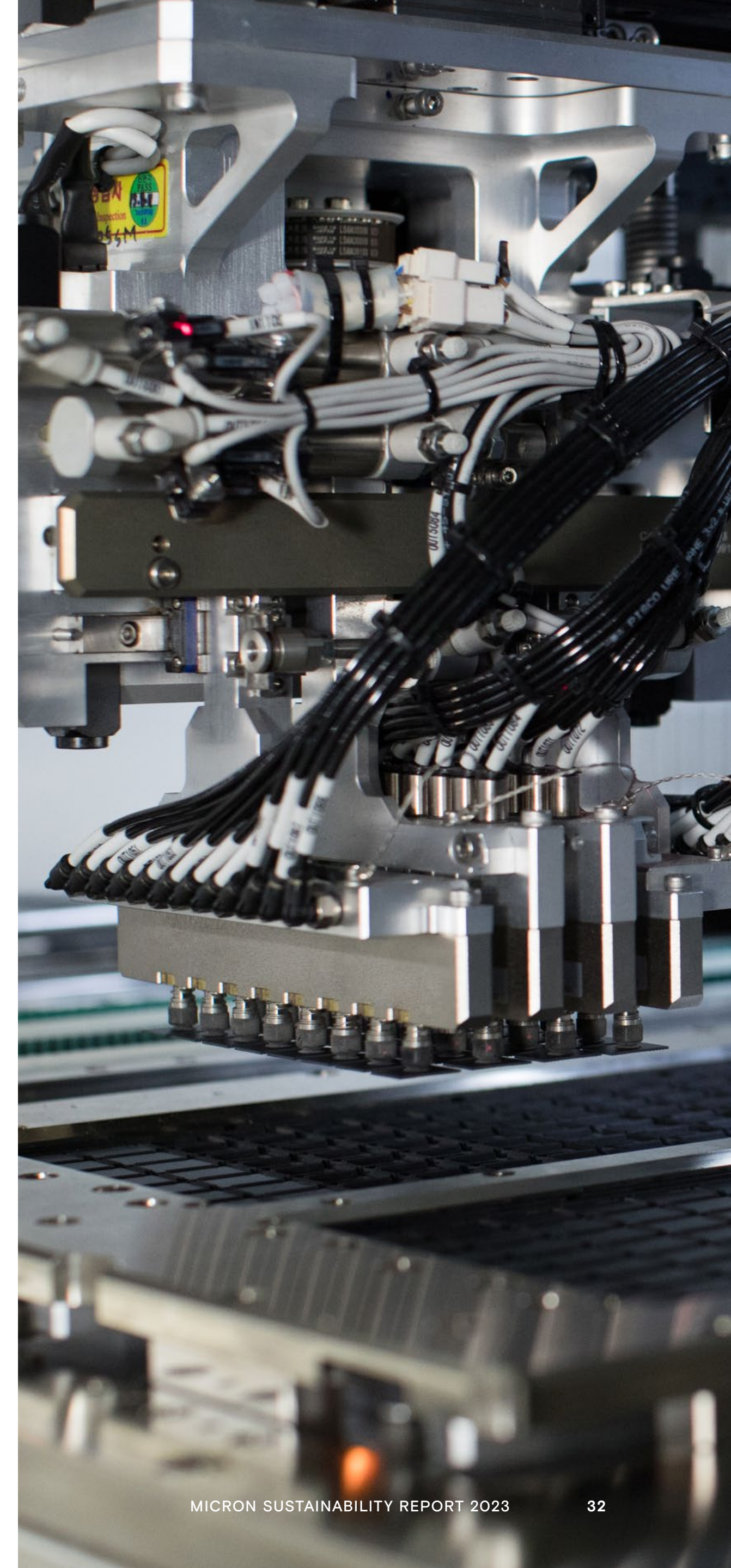
Micron monitors proposed regulatory changes that could affect processes and products. In the past decade, there has been a regulatory shift from managing select chemicals to managing classes of chemicals and their potential hazards. We have established teams of chemical and material scientists, engineers and other subject matter experts in the U.S. and Asia who are dedicated to studying the structural and functional relationships of chemicals and related issues. This analysis aims to identify emerging substances of concern and work to remove affected chemicals and materials before they are restricted by customers or regulators. Being proactive in our regulatory monitoring, product compliance, validation and certification processes allows Micron to deliver innovative products while maintaining restricted substance control and conformance with requirements.

Supplier engagement is critical in managing restricted substances in chemicals and materials. Micron communicates expectations and restrictions to suppliers, including training on restricted substance control and regulatory change. Supplier programs include regulatory monitoring, chemical hazard

assessment and substance inventory monitoring. We focus on helping suppliers improve their processes so that they can respond to risk assessments and audits of their restricted substance controls.

When chemicals are restricted and added to regulatory lists, Micron's procurement team communicates new requirements throughout the supply chain. We provide necessary documentation and training and require a response from each supplier regarding use. Micron also expects suppliers to monitor applicable regulatory standards and requirements for continued compliance.

When necessary, suppliers must submit information to regulatory reporting databases including the EU's **Substances of Concern in Products (SCIP)** database. Micron has processes for submitting information related to in-scope products to SCIP and other monitoring systems. These processes facilitate the development of circular economies and demonstrate Micron's commitment to conformance.





# Waste management

Micron works to minimize waste generation and put materials to an efficient and appropriate use.

Micron’s operations have the potential to generate both hazardous waste, such as solvents and acid waste, and nonhazardous wastes, such as sludge from wastewater treatment, plastic and other general waste. We are committed to decreasing our waste production by optimizing process recipes to reduce chemical waste, implementing alternative chemistries, identifying new segregation methods, and collaborating with vendors on reuse and recycling solutions.

Technologies we’re exploring include a high-efficiency filter press that decreases sludge volume to reduce the amount of waste generated during wastewater treatment, as well as distillation of isopropyl alcohol and ammonia solutions to increase potential reuse off-site. Many chemicals used in our processes can be reused by other industries. For example, under certain circumstances, sulfuric acid can be used in cleaning supplies and wastewater treatment.

Micron also diligently reviews potential vendors before selecting companies to manage materials or dispose of waste generated from our processes. These reviews are part of Micron’s efforts to minimize potential environmental impacts.

## Progress toward waste goal

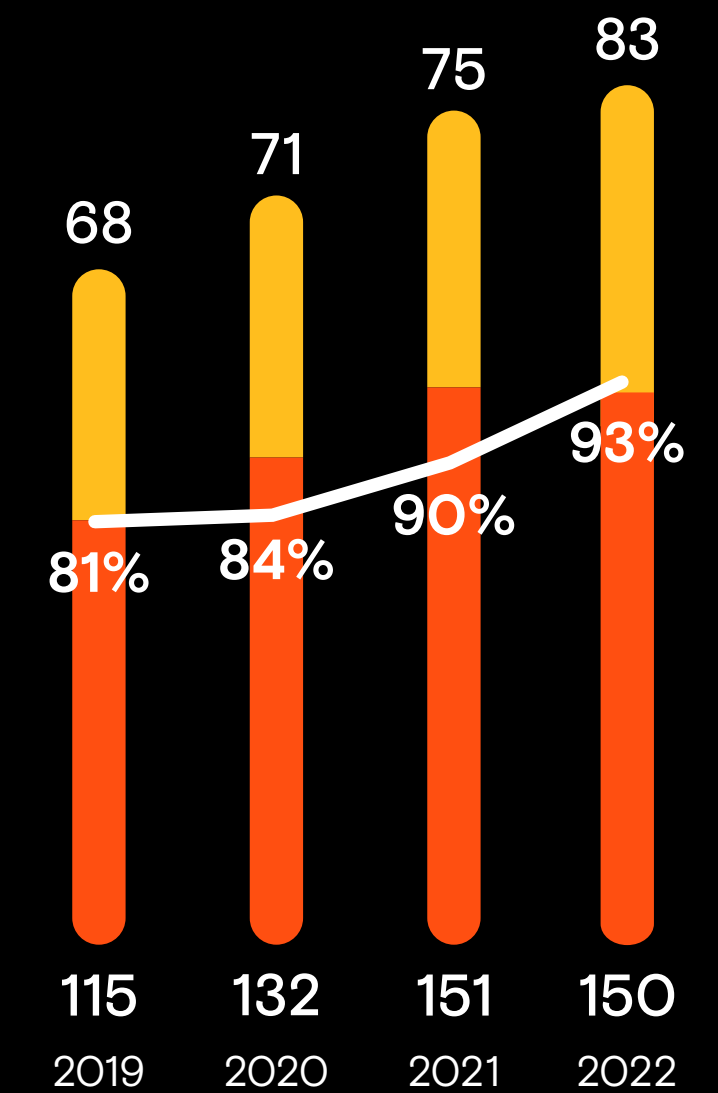
**93%**  
waste reused,  
recycled and recovered



## Total waste

Total waste in millions of kilograms (M kg)

- Nonhazardous waste
- Hazardous waste
- Waste reuse, recycle and recovery rate

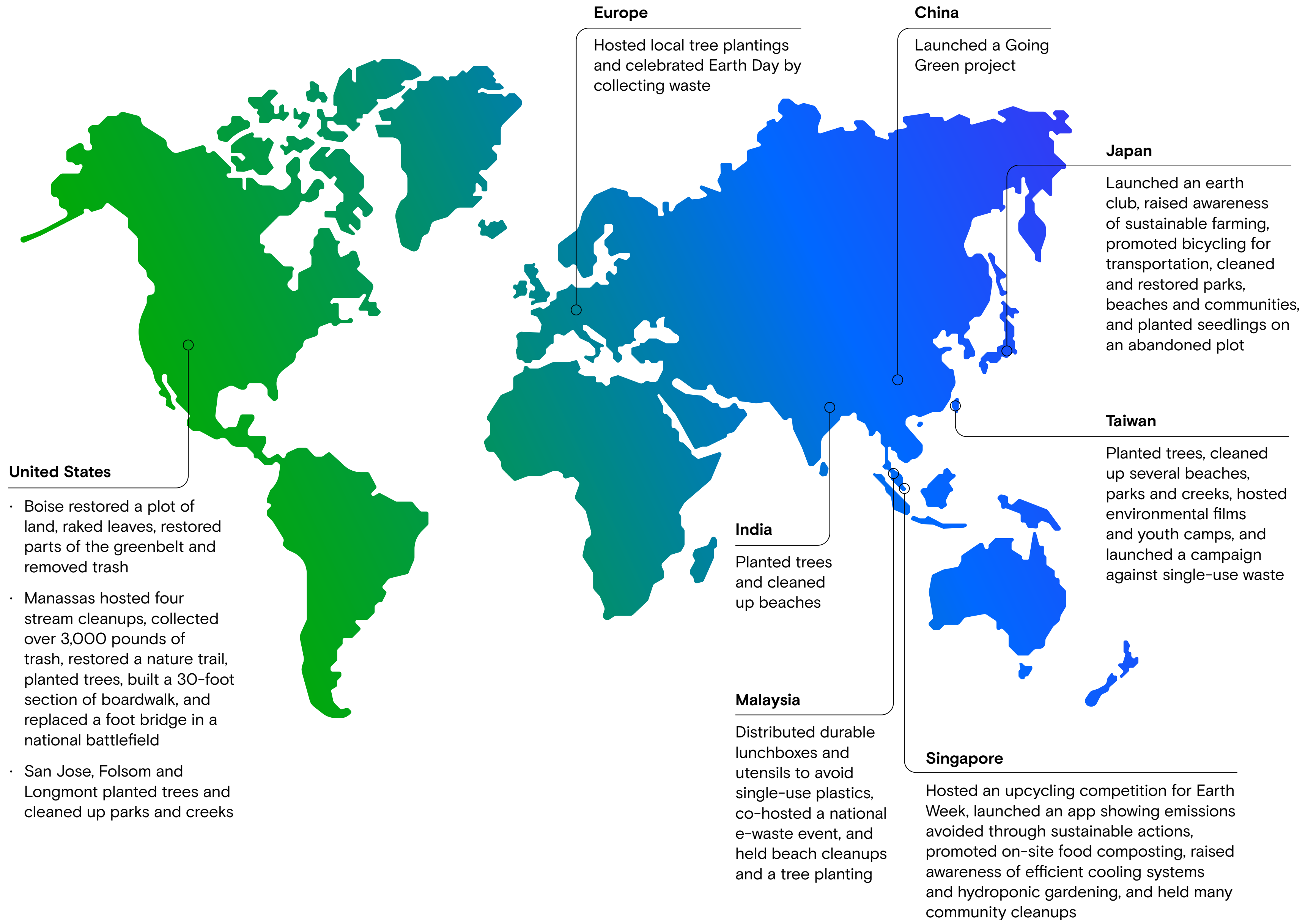


Waste reuse, recycle and recovery rate includes energy recovery

# Volunteers in action

Besides environmental sustainability efforts at our global manufacturing locations, we encourage team members to share their passion of caring for the planet.

In 2022, we launched the Sustainable Actions Hub, a tool available to all team members at Micron, which shares high-quality resources for inspiration, knowledge and action on environmental topics. Our network of site environmental champions organizes events for people to contribute to environmental sustainability throughout the year, as well as during special occasions like Earth Month and Climate Week.



- United States**
- Boise restored a plot of land, raked leaves, restored parts of the greenbelt and removed trash
  - Manassas hosted four stream cleanups, collected over 3,000 pounds of trash, restored a nature trail, planted trees, built a 30-foot section of boardwalk, and replaced a foot bridge in a national battlefield
  - San Jose, Folsom and Longmont planted trees and cleaned up parks and creeks

**Europe**  
Hosted local tree plantings and celebrated Earth Day by collecting waste

**India**  
Planted trees and cleaned up beaches

**Malaysia**  
Distributed durable lunchboxes and utensils to avoid single-use plastics, co-hosted a national e-waste event, and held beach cleanups and a tree planting

**China**  
Launched a Going Green project

**Japan**  
Launched an earth club, raised awareness of sustainable farming, promoted bicycling for transportation, cleaned and restored parks, beaches and communities, and planted seedlings on an abandoned plot

**Taiwan**  
Planted trees, cleaned up several beaches, parks and creeks, hosted environmental films and youth camps, and launched a campaign against single-use waste

**Singapore**  
Hosted an upcycling competition for Earth Week, launched an app showing emissions avoided through sustainable actions, promoted on-site food composting, raised awareness of efficient cooling systems and hydroponic gardening, and held many community cleanups

# Responsible sourcing

## Managing our complex, global and diverse supply chain is a major undertaking — and one we take very seriously.

Micron is one link in an intricate technology supply chain that spans the globe. As a producer of memory and storage solutions used in all modern computing hardware, we have deep experience interacting with supply chain partners as both a supplier and a customer. We work closely with suppliers to assess risk, drive corrective actions and encourage improvement.

We communicate expectations to our tier 1 suppliers — those we source from directly — through our [supplier requirements standard](#). Because we are subject to many of the same auditing protocols as our own suppliers, we are well positioned to set an example of continuous improvement, transparency and collaboration and to drive progress in human rights and environmental stewardship across our industry.

Our supply chain includes procurement of a variety of direct materials including chemicals, gases, manufacturing materials and components, and equipment needed for the manufacturing process, as well as a broad indirect supply chain including energy, construction and other services necessary to run the business. As our supply chain geography diversifies, it increases resilience but complicates our ability to ensure that all suppliers adhere to our global standards.

The last few years have highlighted the need for a resilient supply chain, resilient communities, and a resilient planet. Recognizing our industry’s collective duty to make business decisions that enrich life *for all*, Micron organized our first Supplier Day in 2022. More than 260 representatives from leading suppliers to the memory and storage industry attended the event, which was intended to forge stronger relationships and deeper collaboration with our key partners. The day included remarks from Micron’s executive leadership emphasizing the need for partnering on sustainability efforts, the kickoff of our [supplier scope 3 initiative](#), and the presentation of our supplier diversity award to Lam Research.

### Suppliers at a glance

**\$454M**

annual spend with diverse-owned suppliers<sup>1</sup>

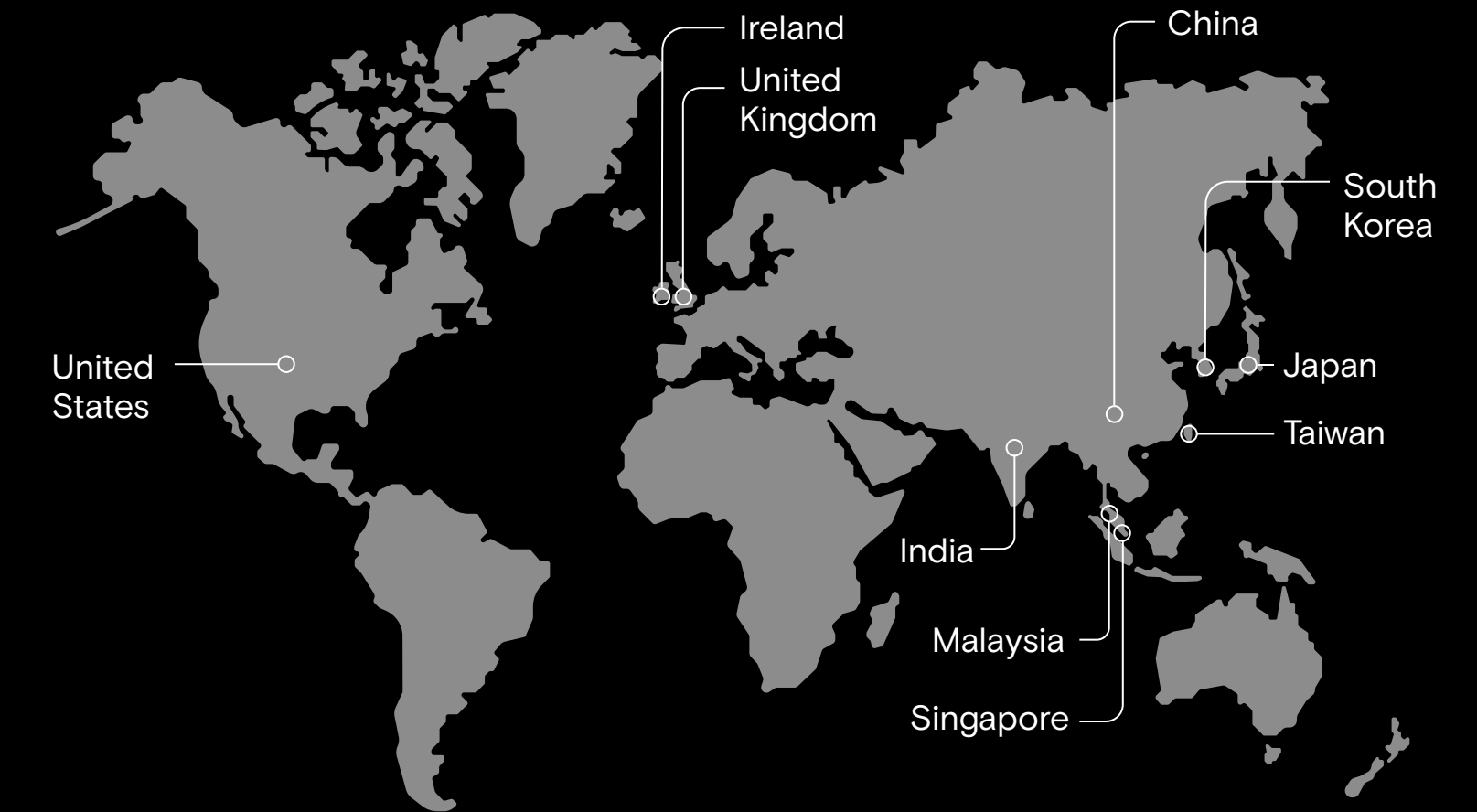
**\$16.8B**

total costs of goods sold

**~40**

locations

### Top 10 supplier locations by spend



**8,000+** total suppliers



**6,000+** utilized suppliers

<sup>1</sup> Data for FY22. Includes suppliers that Micron sources from directly (tier 1), as well as their suppliers (tier 2)

# Supply chain risk assessment

Close engagement with suppliers allows us to get ahead of potential risks. This is especially important as we grow our business, respond to evolving trade requirements and diversify our supply chain.

Micron's [supply chain risk and resilience program](#) includes global processes and partnerships with third-party risk service providers. It also involves a team of highly skilled professionals who seek to go beyond compliance to engage with suppliers and foster a resilient and sustainable supply chain. By profiling our strategic suppliers and managing the relative operational risks of each, we can continuously manufacture and deliver products to our customers while upholding industry and Micron standards relating to sustainability.

## Assessing risk in our supply chain

Micron performs a supplier risk assessment that aligns with our guiding document, [Integrity Matters: The Micron Code of Business Conduct and Ethics](#), and with the [Responsible Business Alliance \(RBA\) Code of Conduct](#). We evaluate the results of the assessment to generate a risk score. We then require any suppliers with high-risk scores or deficiencies in programs or processes to develop plans to address the issues of concern. In addition, we expect applicable suppliers to comply with and report on the following:

- Annual RBA self-assessment questionnaire for a company's headquarters and all facilities, or any other assessment initiated by Micron

- RBA audit or equivalent for any facility identified as high risk
- U.S. Foreign Corrupt Practices Act
- U.K. Bribery Act
- California Transparency in Supply Chains Act of 2010
- U.K. Modern Slavery Act of 2015
- EU Registration, Evaluation, Authorisation and Restriction of Chemicals, updated and provided every six months or as any product change requires
- EU Restriction of Hazardous Substances, updated and provided every 12 months or as any product change requires
- Greenhouse gases and reduction targets via CDP
- Water use and impacts via CDP
- Sustainability/corporate social responsibility or equivalent report
- Micron's [responsible minerals policy](#) and due diligence reporting requirements
- Micron's supplier responsibility and compliance training program
- Micron's supplier diversity initiatives

To obtain adequate coverage regardless of travel constraints, Micron requests that tier 1 suppliers provide transparency through visibility mapping, surveys and passive assessments, which are designed to gather the following information. Micron is also engaged in mapping tier 2+ suppliers in this effort.

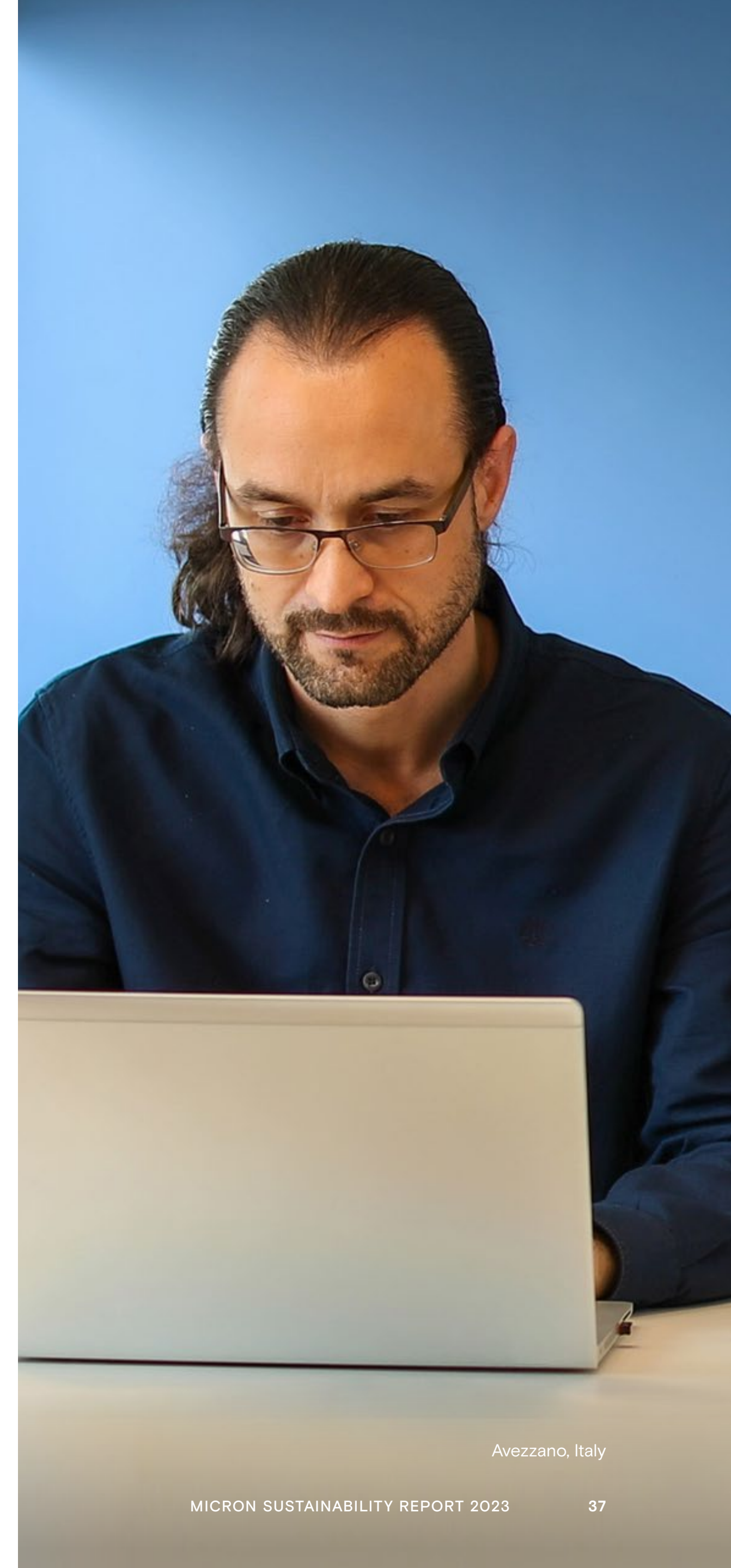
- Data points such as manufacturing locations, emergency contacts, manufacturing recovery time and locations of critical sub-tier suppliers

- Business continuity processes and programs at manufacturing locations
- Responses to event impact notifications associated with Micron's supply chain
- Programs and policies related to ethics, environment, forced labor and safety

As part of these assessments, Micron uses software to manage supplier inputs and data. This practice improves the coverage, resources and processes used to uphold high expectations for our suppliers. As a check on this and other processes, we maintain a [compliance helpline](#) for anonymous reporting of violations in our supply chain.

In fiscal year 2022 (FY22), Micron conducted a combination of on-site and remote assessments, performed both by Micron and by third parties. For that year, Micron assessed all 884 new suppliers, compared to 878 new suppliers added in FY21.

We continue to require training for new suppliers and for those involved in business reviews. This training focuses on responsibilities and expectations for our suppliers, including Micron's code of conduct, RBA requirements and product compliance standards; we also have more tailored training for indirect service and product suppliers. More than 4,400 supplier representatives, including new suppliers and incumbent strategic partners, have participated in this virtual training since FY18. Training is part of our supplier performance management process, with suppliers receiving a score based on their training completion in the sustainability section of their scorecard.



# Managing risk in our supply chain

Micron’s responsible sourcing and resilience group oversees supply chain risk management, which includes environmental, human rights and geopolitical risks. This team continues to mature its mission of enabling a resilient, compliant and sustainable global supply chain, a process that involves screenings, assessments, investigations, risk profiling, development and auditing of new and incumbent suppliers.

A comprehensive suite of tools helps us stay informed of potential supply chain risks, including those related to human rights. For example, we use tools that provide information available about suppliers in public records, continuous monitoring of global events involving or affecting our suppliers, supplier assessments and identification of policy gaps, and tracking of regulations relating to forced labor.

New suppliers



## RBA factory of choice

The RBA bestows the “factory of choice” designation on facilities that strive for excellence in corporate social responsibility. To be eligible, a facility must have a validated assessment program (VAP) audit score of at least 160, no open priority findings concerning cases, an RBA-certified factory lead and a forum where workers can provide input to management on working conditions. We have now received this designation for five of our factories — three in Singapore and two in Taiwan.

# Human and labor rights

Micron works to advance human rights in our own operations and expects our suppliers, contractors and other partners to do the same.

We actively uphold the highest levels of labor ethics. As of September 2022, 99% of team members completed human rights trainings on topics including our code of conduct, human trafficking and harassment. Over 16,000 training hours were logged in FY22 on these subjects.

Micron is actively involved, along with other members of the RBA, in eliminating forced labor in our workforce and supply chain through training, dialogue with government officials and interviews with foreign migrant workers about their working conditions. Every worker at Micron’s manufacturing sites is trained annually on the RBA code of conduct.

All our partners are expected to abide by the [Micron code of conduct](#), which aligns to the RBA code; our [human rights policy](#); and relevant laws, with a particular emphasis on child and forced labor. Our commitment to combatting child and forced labor is made public through our [slavery and human trafficking statement](#).

The RBA considers manufacturing sites, and particularly those in certain parts of Asia, to be at a higher level of risk than other work locations. Therefore, in both our supplier risk assessments and audits of our own operations, we focus on areas more at risk for violation. In FY22, Micron’s board of directors

reviewed our responsible sourcing and human rights efforts. Their review included our [conflict minerals report](#), which outlines our program to source minerals responsibly, and our annual modern slavery and human trafficking statement.

We monitor the following human rights concerns as they relate to our supply chain:

- Working hours
- Fair wages and benefits
- Worker health and safety
- Nondiscrimination and anti-harassment
- Freedom of association

Oversight of human rights begins with anyone who works on a Micron site in any capacity, from security to construction work. It extends to the employees of our suppliers and to anyone hired temporarily by suppliers, who in some parts of the world are foreign migrant workers.

Because of their vulnerable status, foreign migrant workers across industries face a variety of potential risks that require additional due diligence. For example, workers may have their passports withheld or be charged recruiting or administrative fees when they are recruited by suppliers. These fees can amount to more than several months’ pay and may lead workers to take out loans, effectively forcing them to pay to have a job. In addition, most of these workers send the bulk of their earnings back to their home countries to support their families, making the payment of loans and fees especially burdensome.

To reduce the risk of these types of violations against foreign migrant workers in our direct workforce, Micron only engages recruitment agents who comply with RBA code requirements. Our sourcing organization vets the Micron recruitment agents who connect us with workers in both the sourcing and receiving countries, reviews the policies and procedures that workers are subject to and audits the dormitories where workers live.

RBA code requirements limiting forced labor differ from the laws regarding fees, levies and working hours in many countries where we do business. While the variations add complexity, we enforce the more stringent standard if local laws and the RBA code differ.

## Top supplier audit findings 2022

These are the top findings, listed in order of occurrence, from validated assessment program (VAP) audits conducted in 2022:

- Labor
- Health and safety
- Management system
- Environment
- Ethics

## RBA code of conduct

We are an active member of the Responsible Business Alliance. The RBA is composed of leading electronics, retail, automotive and toy companies that have joined together to promote responsible working conditions, ethical business practices and environmental stewardship globally throughout their respective industry supply chains. The RBA plays a critical role in upholding a single set of expectations regarding social and environmental responsibility and provides a single process for demonstrating conformance. Members adhere to a common RBA code of conduct, which addresses supply chain performance expectations for labor, health and safety, environmental practices, ethics and management systems.

Through RBA training materials, monitoring tools and third-party audits, we support the efforts of our suppliers to maintain responsible operations. We also hold suppliers accountable when they fall short of expectations. To comply with the RBA code in our own operations, we have adopted a vigorous management approach that includes training our team members on code requirements and using third-party auditors to verify our actions. Our global RBA oversight team includes representatives from legal, people, environmental, health, safety, and supplier management functions. They monitor key RBA metrics across our manufacturing locations and review periodic reports on Micron’s overall RBA performance.

# Responsible minerals

Like many technology companies, Micron relies on tin, tungsten, tantalum and gold (3TG) in the manufacture of our products.

3TG materials, known as conflict minerals, are abundant in the Democratic Republic of the Congo and surrounding countries, a region that has endured sustained conflict and human rights violations. We recognize that these and other raw materials, which may also originate outside the Democratic Republic of the Congo, are subject to controversy based on social and environmental concerns about how they are obtained. With this in mind, we monitor rare earth elements, metals and materials originating from many regions that are used within our supply chain to understand global risks related to human rights, potential restrictions, availability, pricing and implications to manufacturing processes and products while focusing due diligence efforts on worldwide 3TG minerals. In 2022, we expanded the scope of our responsible minerals program to include cobalt and will begin reporting on our cobalt sourcing in 2023.

Micron is committed to efforts to ensure that minerals used in the manufacture of our products, regardless of originating country, do not directly or indirectly fund violence or human rights abuses. Collaboration among governments, industries and communities is key to achieving this goal. Reflecting this philosophy, Micron is a founding member of the Responsible Minerals Initiative (RMI) of the RBA, a consortium that works across the minerals industry to develop a common approach for addressing conflict mineral supply chains and protocols. This approach has expanded to include other minerals beyond 3TG. The RMI includes a third-

party auditing process, due diligence tools and a public database documenting where each smelter or refiner stands in its conflict-free journey. Micron is also a collaborative member of several RMI working groups and task forces. In 2022, Micron proactively worked to remove Russia-based smelters or refiners from our supply chain due to its invasion of Ukraine, a stance that was later adopted by the RMI.

Our goal is to source entirely from smelters and refiners validated by third-party audits as conformant to the RMI's [Responsible Minerals Assurance Process \(RMAP\)](#) or similar cross-recognized programs from the [Responsible Jewellery Council](#) or London Bullion Market Association ([LBMA](#)). To this end, we seek to align with international best practices on due diligence set forth in the Organisation for Economic Co-operation and Development's [Due Diligence Guidance for Responsible Supply Chains of Minerals From Conflict-Affected and High-Risk Areas](#). We comply with section 1502 of the Dodd-Frank Wall Street Reform and Consumer Protection Act, which requires publicly traded U.S. companies to track, monitor and report annually on conflict minerals in their supply chains.

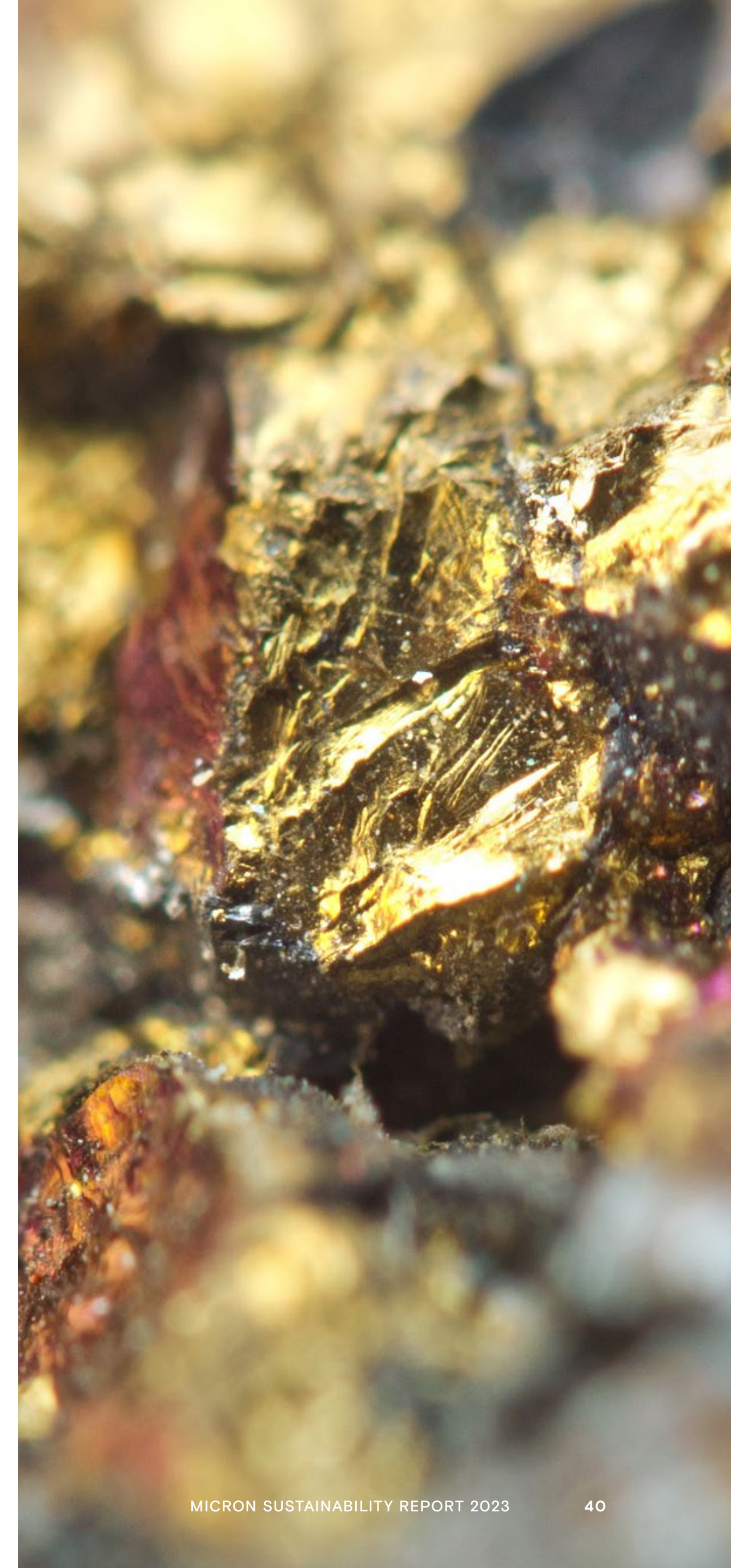
To help Micron achieve the objectives of our responsible minerals policy, we require suppliers to comply with our responsible minerals program by completing these tasks:

- Reading and understanding [Micron's responsible minerals policy](#)
- Providing a complete, updated conflict minerals reporting template (CMRT) and extended minerals reporting template (EMRT) that disclose the source of conflict minerals that may be present in products sold to Micron, including the smelters or refiners from which the conflict minerals originated

- Updating CMRTs and EMRTs within two weeks of any smelter or refiner changes in any part of the supply chain
- Adopting a conflict minerals policy dedicated to achieving a conflict-free supply chain
- Participating in and facilitating audits of facilities, conflict mineral policies, conflict mineral procedures and associated records
- Directing their own suppliers to adopt conflict mineral policies and complete necessary conflict mineral diligence surveys

Micron implements policies and procedures to help ensure our existing suppliers rely on smelters and refiners that are compliant with the RMI's RMAP, and we engage only with new suppliers that make similar commitments. We require suppliers to remove nonconformant smelters within 13 weeks of when they fall out of conformant status with the RMI, but they often resolve issues sooner.

We are committed to transparency and publish an annual [conflict minerals report](#) on our due diligence and progress toward a conflict-free supply chain.





## Supplier environmental engagement

Micron has a significant opportunity to partner across our industry to influence the environmental performance of suppliers.

A limited number of equipment manufacturers supply the technologies used in Micron's fabs and those of our peers. Micron encourages these equipment manufacturers to develop innovations that reduce water and energy use. We also help our suppliers to understand our sustainability efforts and to identify and address sustainability-related issues, including those pertaining to climate change and other environmental issues. In much the same way that we work toward reducing the environmental footprint of our own operations, we survey suppliers' programs to improve energy efficiency; reduce greenhouse gases (GHGs); and reduce or recycle solid waste, wastewater and air emissions. The RBA audit process used with our suppliers assesses these topics.

Beyond encouraging suppliers to disclose and address their direct carbon footprints, we are working with them to make environmental improvements at Micron sites. We recently piloted a program with a targeted group of capital equipment suppliers to support Micron's energy, emissions, water and waste goals. Through this program, we completed 150 projects with suppliers in 2022. These projects included two fab process equipment suppliers working with Micron to introduce more energy-efficient radio frequency generators, saving us an estimated 1.7 million kilowatt hours per year.

We are encouraging suppliers to help us address our scope 3 emissions by focusing on significant project spend to generate substantial reductions in their own scope 1 and 2 footprints. We require key suppliers to report details on their GHG emissions and water footprint to CDP by sending Micron their CDP submissions or providing GHG data directly.



# Supplier diversity

Micron promotes innovation and resilience by embracing inclusive sourcing practices.

Our partnerships with diverse businesses are invaluable to strengthening our supply chain and communities. Over the past four years, we have significantly ramped up our supplier diversity efforts, creating a formal program and achieving multiple targets to engage with diverse-owned businesses.

Our progress goes beyond just increasing spending. We aim to increase representation of diverse suppliers, focusing on four pillars to achieve these results:

**Direct impact:** We understand the collective impact that our sourcing decisions have on our business and communities. In FY22, we continued to invest resources and strengthen our inclusive sourcing practices in end-to-end procurement processes. We improved identification of and access to procurement opportunities and focused on the retention and growth of incumbent diverse businesses. We also prioritized the inclusion of diverse businesses in new sourcing activities to expand our competitive sourcing pool.

**Indirect impact:** As a global leader in the semiconductor industry, we can significantly influence the larger supply chain ecosystem. By asking our partners to have supplier diversity programs in place and work to engage diverse businesses to fulfill Micron contracts, we amplify our influence and foster opportunities at the tier 2<sup>1</sup> level and higher. We hold our partners accountable by embedding these requirements into Micron’s expectations of supplier responsibility and performance management processes.

**Ecosystem impact:** We invest in external partnerships to support diverse businesses’ growth and success through greater access, capacity building, advocacy and training. We are a proud corporate member of the [National Minority Supplier Development Council](#), the [National Gay and Lesbian Chamber of Commerce](#), [WEConnect International](#), [Disability:IN](#), and most recently, the [National Association of Minority Contractors](#).

**Industry impact:** As a corporate member of the [SEMI Manufacturing Ownership Diversity](#) working group, we collaborate with our peers to increase ownership diversity in the semiconductor supply chain by promoting awareness, developing best practice standards and driving adoption.

<sup>1</sup> Tier 1: Diverse businesses from which Micron makes purchases directly. Tier 2: Diverse businesses from which Micron’s tier 1 suppliers make purchases. “tier 2 actuals” are purchases made by tier 1 suppliers that can be tied to a Micron purchase order or contract.

## Diverse spend by year

### FY19

Established a supplier diversity and inclusion program to build mutually beneficial partnerships with businesses that are majority-owned by women, people with disabilities, members of the LGBTQ+ community, veterans and other historically underrepresented communities

### FY20

As part of our [diversity, equality and inclusion \(DEI\) commitments](#), set a goal of doubling our spending with diverse suppliers by FY23

### FY21

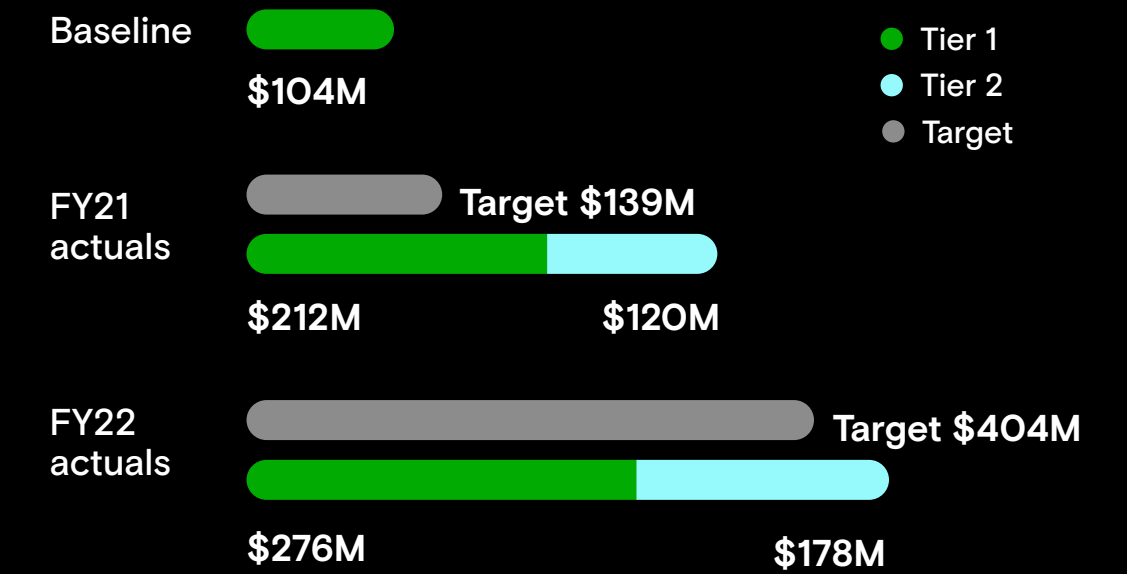
Exceeded the three-year goal set in FY20, more than tripling our spending with diverse suppliers in just one year

### FY22

Set an ambitious target of \$404 million in spending with diverse-owned businesses — and exceeded this target by spending \$454 million

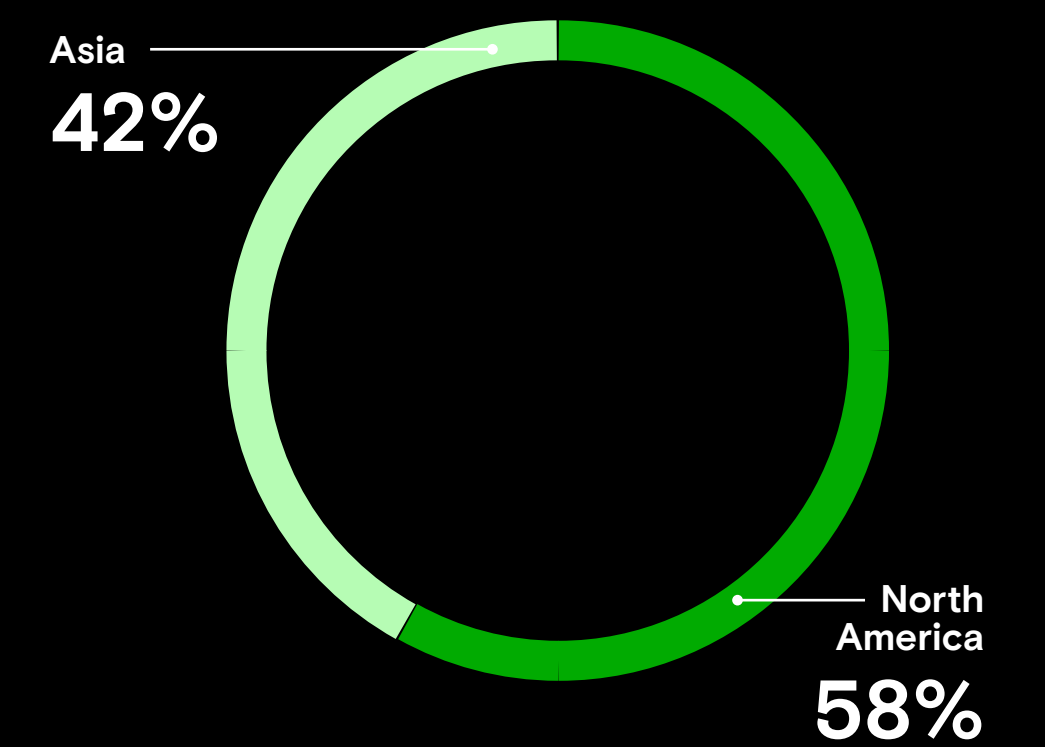
## Progress toward supplier diversity goal

### Spend with diverse suppliers in FY22<sup>2</sup>



### Tier 1 diverse spend by region

Invoices paid to diverse suppliers in FY22



<sup>2</sup> Scope of spend: Tier 1 and tier 2 diverse supplier spend

People

## Together, we redefine what the world can do with data.

For nearly 45 years, Micron has led the industry through memory and storage breakthroughs — all thanks to the collaboration, curiosity and diversity of our team members.

Micron uses powerful people-centered programs to retain and inspire our top-notch team members and to create an environment where our people can thrive. In fact, in 2022, Micron was honored with multiple workplace awards, including making the Forbes World’s Best Employer List and multiple Great Place to Work lists and earning human resource excellence awards and diversity, equality and inclusion (DEI) awards in several locations.

Throughout the year, we’ve continued to develop and introduce new tools while drawing on existing programs to enhance a company culture that values diversity, drives high performance and pushes the envelope on our innovation and creativity. Historically, these activities have led to high talent retention, even at locations with fierce competition and during fluctuating market conditions.

### Embracing flexible ways of working

Decades of experience have taught us that working together in person is often the best way to build relationships, make decisions and innovate. At the same time, the pandemic upended societal norms of how and where work gets done. So in 2022, we introduced flexible work arrangements for team members, including remote, on-site and hybrid (remote and on-site) possibilities.

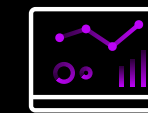
With many team members returning to Micron sites for at least part of their workweek, we are exploring ways to make this time even more meaningful. A new campaign, called Work Well, encourages team members to be intentional about social connection and collaboration during on-site days. We’re adding further value to the in-office experience with **benefits** at certain locations like on-site child care options, meal subsidies and access to transportation and fitness amenities. We hosted global celebrations, called Micron Reunited, to welcome team members back to the sites to reconnect with colleagues and strengthen collaboration through face-to-face interaction.

## These tools and programs cover every aspect of the team member lifecycle



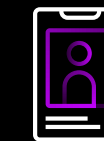
### DEI

Cultivating an inclusive culture and embracing diversity across our global workforce



### Engagement

Using surveys and tools to listen to team members’ experiences and give us the opportunity to address their feedback



### Career development

Enabling team members to grow their professional careers and build specific skills



### Leadership development

Preparing emerging leaders and bolstering existing leaders’ capabilities to enhance team member retention and engagement



### Safety

Training team members on safety culture protocols to build a workplace where everyone returns home safely each day



### Wellbeing

Promoting a culture that prioritizes individual health and wellbeing by taking a holistic approach to team members’ lives



### Rewards

Recognizing team member performance and learning, rewarding those who exemplify Micron’s values, and supporting team members’ progress toward health and wellbeing

# People and leader development

To remain competitive, we need the best and brightest talent on our side.

Micron is committed to developing team members and leaders at all stages of their careers. This process starts with who and how we hire, with a strong focus on diverse candidates, new college graduates and experienced hires from the broader industry. We have placed special emphasis on onboarding and integrating Micron new hires to keep them informed and engaged from their first day. Beyond onboarding, team members also have various ways to develop their technical acumen and business skills, including on-the-job training, continuing education, a robust mentoring program and numerous internal certifications and trainings. We develop and accelerate our leaders' careers through targeted learning that helps them move to higher-level positions or across functions. We also offer a large selection of learner-centric open-enrollment courses that fulfill a variety of development needs, both personally and professionally.

## Creating new talent pathways

We partner with our communities, institutions, governments and associations to expand the pipeline of diverse, highly skilled STEM talent globally and support the growing needs of the semiconductor industry. Our partnerships with K-12 and post-secondary education systems are key to training and inspiring the next generation to consider STEM careers in the semiconductor industry. In addition, our Careers for All campaign includes programs for early-career and mid-career professionals, as well as for people from underrepresented backgrounds.

In partnership with the government of Taiwan, Micron launched the Semicon Academy, which offers advanced degrees in semiconductor engineering at Taiwan's top four universities. Micron's involvement includes providing semiconductor curriculum, funding scholarships, offering mentorship opportunities, sponsoring labs and co-advising student theses.



**Acquiring talent**

Our talent acquisition team works to build a diverse global workforce and uses our reputation as a technology leader and a great place to work to attract a larger and more diverse talent pool. Colleges and universities are an important source of recruits, and we partner with institutions worldwide to find the best candidates. We also recognize nontraditional pathways are increasingly important to attract talent from underrepresented and rural communities.

We are working to educate the global community and the U.S. workforce about the rewards of semiconductor careers. Through our Micron Insider program, prospective employees can talk to team members in similar roles to ask questions and get a clear sense of what to expect from the job. Candidates are also prompted to create profiles on a personal career site where they can learn about other positions to consider across Micron.

In addition, we have implemented a tailored set of practices to recruit candidates from diverse backgrounds. These practices include building a diverse slate of qualified candidates, creating interview panels that reflect diversity and offering referral bonuses for candidates from underrepresented groups. We continue to recruit from historically Black colleges and universities and Hispanic-serving institutions, as well as through organizations such as the National Society of Black Engineers and the Society of Hispanic Professional Engineers.

To eliminate bias in our hiring process, we use artificial intelligence (AI) to draft job descriptions, and we remove identifiable information from résumés, minimizing any distractions from personal characteristics to instead focus on individual merit.

As a result of our diverse recruitment programs, which have been implemented worldwide, more than four in 10 new hires at Micron are from underrepresented groups. This result demonstrates Micron’s commitment to a

diverse workforce that reflects the global community. That said, 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. Micron is proud to be a major employer of veterans. About 17% of new hires in the U.S. in fiscal year 2022 (FY22) were veterans. We use several avenues to support veteran skill development for advanced manufacturing jobs. With the addition of a military skills translator, veterans visiting Micron’s career webpage can apply for jobs that match military skills and experience with job opportunities at Micron. This tool helps veterans translate skills they have earned in service to civilian professional qualifications that match open positions. We are also partnering with Syracuse University’s D’Aniello Institute for Veterans and Military Families to support continued skills development among veterans.

Our commitment to attract more women to STEM careers is represented through our global strategic partnership with the Society of Women Engineers Corporate Partnership Council. Micron proudly serves as the council’s only leading-edge memory manufacturing company. We also partner closely with universities that have programs designed to attract women to STEM careers, such as Nara Women’s University (NWU), Japan’s first national women’s university to establish an engineering department. Our Women’s Mentorship Program connects Micron’s female technical professionals to serve as mentors to young women pursuing technical careers. And our returnship program in India is an excellent example of piloting a program we will implement globally, helping women return to work after a career break. Once at Micron, our women’s employee resource group, mentorships and sponsorship programs build communities of support to help ensure our female team members engage, grow and thrive. We offer programs that support career development, including resources to reskill and upskill and support for certifications, degrees and advanced degrees.

We know that managing the demands of work and life outside work is challenging for working parents, especially mothers. Micron has identified that supporting families with their child care needs is critical to attracting and retaining the best workforce. We currently have invested in a variety of child care support solutions globally and continue to explore and expand our offerings.

Despite our emphasis on expanding the talent pipeline, on rare occasions we have to trim our workforce. In December 2022, Micron announced certain actions in response to the weakened market outlook for calendar year 2023. 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 announced reductions in our global headcount through targeted workforce reductions and voluntary attrition.

As team members transition from the business, we offer assistance programs, including career guidance, résumé writing 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.

**Great Place to Work survey results**

Micron participates in the Great Place to Work® survey, which allows us to identify strengths and areas of opportunity, as well as to benchmark our performance against other companies. In 2022, we were proud to be named to Great Place to Work and Best Workplaces lists around the world.

**Great Place to Work**



regions

**Best Workplace List**



regions

### Engaging team members

At Micron, we use a research-based, people-centric approach to understanding and improving team member engagement. Our Micron Voice program (formerly Engage!) is built on the proven premise that engagement results from three driving factors: meaningfulness, availability and psychological safety. Where many companies only share results with their people leaders, Micron shares the results of its annual survey with all team members. This transparency and accountability led to a 2022 engagement favorability score of 81%, two percentage points higher than in 2021. In 2022, 89% of our team members shared feedback, and we received over 160,000 individual written comments. We see these comments as a rich source of insight into what team members truly care about, and we use advanced machine learning to analyze this robust feedback.

We recognize that listening is only one part of the team member engagement process. We must also act on what we learn. Leaders at Micron are encouraged to facilitate group discussions to identify shared opportunities to improve. Each team then works together to create and implement a meaningful action plan. We acknowledge that sincere follow-through is an essential part of encouraging, growing and reinforcing healthy team member engagement across Micron, and we continue to explore other ways to build our listening culture.

### Promoting professional development

Our people development mission has three parts:

- Build a purposeful learning culture based on industry-leading innovation
- Drive measurable business impact through learning and skilling
- Create leaders for today and tomorrow

Learning starts with a global onboarding program. From there, team members get support for their current roles and for their career aspirations. Education can take many forms, including guided workshops, on-demand training, experiences and programs for developing specific technical or leadership skills. Micron University is a repository that includes all our learning resources, workshops, technical skills and growth opportunities.

In 2022, we launched the iAspire program, a guided, cohort-based experience to empower team members to grow their careers at Micron. This five-week course integrates different career development topics, e-learning, collaborative learning and independent work, along with an opportunity to build a network of cross-functional team members and leaders. We also reached over 16,000 team members through a global learning summit.

We further encourage collaborative learning through mentorship, a key driver of retention. In FY22, we centralized mentoring resources and expanded programs globally. Our mentoring playbook is now available in English, simplified and traditional Chinese, Japanese and Malay. In FY22, more than 1,500 people participated in our mentoring program.

Micron provides opportunities to grow and earn rewards through Reach Performance, our performance management program. This program supports team members by sharing a philosophy, system and process to assess and manage performance, identify potential and encourage growth. Reach Performance establishes clear individual performance expectations, promotes team member development and guides leaders to be better coaches.

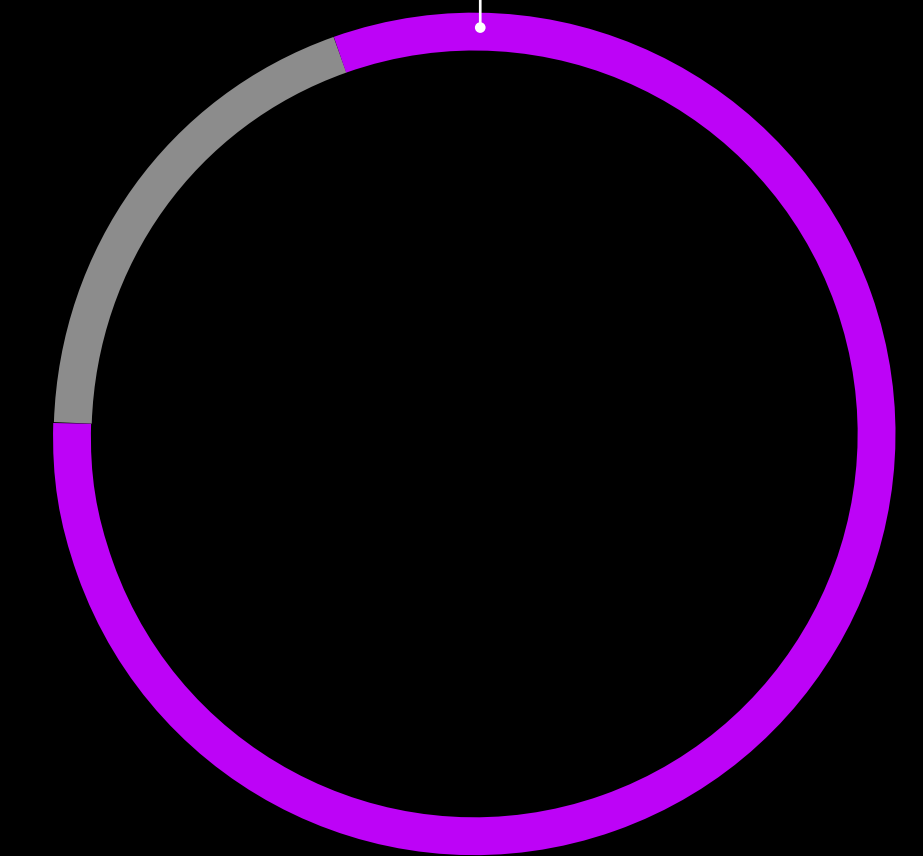


Boise, Idaho

### Engage! survey results

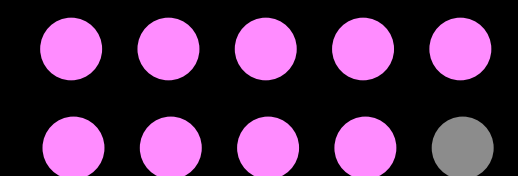
81%

favorability score



89%

response rate



### Sharpening team members' skills

Beyond encouraging team members' development through career planning and coaching, we enable them to learn and refine specific skills through a variety of programs. For example, team members can access the Micron-TLP Technical Journal — an in-house, peer-reviewed archival journal with articles published by members of Micron's Technical Leadership Program — as well as technical seminars. Micron's learning management system allows team members to view courses that have been assigned to them or to search the catalog and self-assign items. They can also request or register for instructor-led learning or access online learning.

To promote Micron's goal of building the workforce of the future, we offer a curated curriculum called the Digital Skills Academy through Micron University. The Digital Skills Academy, now in its third year, includes training on critical technology trends, including AI, cloud computing, data science and digital security. Team members can select a training opportunity by level of expertise, and leaders can identify learning opportunities that are relevant for their team members.

Micron resources are also available to help our team members prepare their educational plans and select programs that further their interests and career development. Micron offers a continuing education program, providing tuition for eligible team members pursuing higher education degrees, and an education assistance program for those seeking additional industry-related courses and certifications.

### Growing leaders at every level

Leadership skills can always be developed and refined. Micron prepares emerging leaders and helps existing leaders succeed through programs designed to build their leadership capabilities during key points in their careers. In FY22, these were our leadership programs:

- **Leadership coaching:** Micron's holistic approach to professional leadership coaching includes a 360 assessment to align leaders' skills with Micron's desired leadership attributes, an approach that helps leaders identify targeted areas for growth. Two hundred mid-level and senior leaders took advantage of a Micron leadership 360 assessment and either two or 12 coaching sessions conducted by an external International Coaching Federation (ICF)-certified coach. These opportunities enhanced their leadership capabilities and drove their development goals for 2022.
- **Ignite:** A five-week program, Ignite exposes team members aspiring to leadership roles to global people leadership expectations and responsibilities prior to their committing to a leadership career path.
- **Core management:** The program is a mandatory learning experience for new managers at Micron. It focuses on managerial and performance fundamentals and covers Micron's leadership philosophy, behaviors and styles.

- **Leadership circuit:** Our open-enrollment catalog of short courses on 13 leadership topics continues to be one of our most popular programs. Focus areas include communication, decision-making, emotional intelligence, growth mindset, coaching and storytelling. The program now has new courses on creating a culture of appreciation, promoting wellbeing and identifying common team dysfunctions.
- **Leadership flash:** This series of microlearning documents captures best practices and application guidance on 22 key principles of leadership.
- **Leadership amplifier:** We rolled out this fully virtual program globally in FY22 to emerging or experienced mid-level leaders to develop various capabilities such as culture, values, growth mindset, resilience and wellbeing.
- **Leadership accelerator:** In FY22, Micron successfully deployed this program for high-potential global leaders to build executive bench strength and support newly appointed executives.

### Learning by the numbers

1.5K

mentorship pairs

7.5K

leadership and high-performer training offerings

16K

team members reached through the global learning summit

26K

global learning offerings

2.9M

training hours



# Wellbeing and rewards

We aim to help team members thrive inside and outside the workplace by embracing all facets of wellbeing.

Micron’s global wellbeing team aims to create and promote a culture of health and wellbeing and to support that culture at the individual, group, organizational and workplace levels. Our programs aim to capture the broad scope of factors — physical, mental, social, career and financial — that affect how people function at and away from work.

We encourage our team members to seek balance between their work and home lives. Micron follows Responsible Business Alliance (RBA) standards on working hours, which state that employees in all functions should not work more than 60 hours a week (typical in some international manufacturing environments), except in emergency or unusual situations, with at least one day off every seven days, and all overtime must be voluntary. We also offer flexible work arrangements and compressed workweeks for manufacturing team members so they can manage work and life.

## Encouraging wellbeing

Our team member wellness program offers resources across our five pillars of wellbeing (physical, mental, social, career and financial). It encompasses our on-site and near-site amenities available at many Micron sites, such as fitness centers, wellness spaces and health clinics. Our offerings also include online resources such as our global employee assistance program and Micron

Connect program. As we broaden our view of wellbeing, we are working to affirm that the offerings in each of our five pillars are intentional and regionally relevant.

While specific programs and resources vary by region, here are a few of our offerings:

- Virgin Pulse is available through Micron’s wellbeing portal. It combines gamification, social connection and behavioral health education to encourage team members to form healthy habits, reduce stress and reinforce mindfulness solutions through [RethinkCare](#).
- Team member advocates are available to speak to colleagues about work, personal and family concerns. Advocates help team members find resources and solutions. They are regularly trained on topics such as mental health support and Micron’s gender transition guidelines.
- Short-term counseling sessions and group listening sessions guide team members in managing their stress.
- Micron Connect is an online community that encourages team members to connect through clubs, volunteering and other opportunities. In FY22, we streamlined the application process for new groups to make it even easier for team members to collaborate.
- Part of a peer-support program, Connect groups bring together team members with a similar shared experience. These groups are aligned with the missions of specific employee resource groups. To date, we have Connect groups that focus on many topics including parenting LGBTQ+ children, caring for elderly or disabled family members, and dealing with the loss of a spouse.

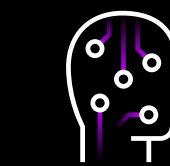
- Two new world-class child care centers — one already open in Malaysia and one planned for Boise — plus other locally relevant child care solutions make life easier for Micron’s working parents.
- The [GuidanceResources](#) program provides Micron team members and their family members with confidential support, resources and information for personal and work-life issues, including financial and legal advice and a financial wellbeing tool called [WellthSource](#).
- Money management and other financial education tools, offered in partnership with our benefits team, help team members take advantage of offerings like our employee stock purchase plan.
- Food service is an important component of our on-site work environment. The Eat Well program is a meal plan benefit that globally provides consistent and quality food services across the company. Under the Eat Well program, all team members working at Micron sites receive discounted meals.

## Wellbeing pillars



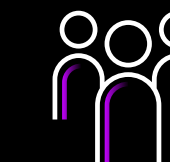
### Physical

Lifestyle choices and behaviors around preventive health exams, sleep, diet, physical activity, hygiene, safety and relaxation that enhance functioning



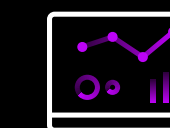
### Mental

A state in which team members can realize their potential, cope with the normal stresses of life, work productively and fruitfully, and engage



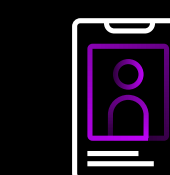
### Social

Meaningful relationships with peers, supervisors and the organization that foster a sense of belonging and community



### Financial

A state in which team members can fully meet current and ongoing financial obligations, feel secure in their financial future and make choices that allow them to enjoy life



### Career

Team members’ feelings about their job today, career growth prospects for tomorrow and achievement of life goals

### Compensating team members fairly

Our total compensation strategy includes base salary, annual bonuses and equity awards. We also offer a discounted stock purchase program, allowing team members to purchase Micron stock at a 15% discount in all the markets where we operate. They can enroll in the program twice a year and contribute up to 15% of their salaries, subject to a maximum contribution cap. In FY22, 69% of our team members opted to participate in this program. In FY22, we conducted a thorough benchmarking of our Total Rewards programs — including short-term incentive frequency, long-term incentive vesting and flexible benefit offerings — and enhanced our Total Rewards statements. These activities led us to implement a quarterly vesting schedule after the first year of equity awards so team members could receive their awards earlier, which increases the value of their portfolios faster.

These highlights show how our comprehensive benefits package is designed to support the wellbeing of our team members:

- Our academic advancement program provides financial assistance to eligible team members pursuing higher academic degrees or professional certifications/qualifications that will enhance their careers at Micron.
- Business discounts are offered to team members for consumer products such as technology and health/wellness, as well as for experiences such as theme parks and travel.
- Reimbursement for public transportation to and/or from work is available to team members in certain regions.
- Paid time off and paid holidays allow team members to enjoy personal pursuits as well as cultural and regional celebrations.

- Medical insurance, adoption benefits and fertility benefits are available to team members in certain regions. These offerings may include multiple coverage-level options as well as coverage for spouses/domestic partners. Coverage for LGBTQ services are also provided in countries where applicable and legally allowed.
- Family and bereavement leave gives team members the time to care for family members and arrange important family matters.
- Maternity leave, paternity leave, and child care leave are available to team members based on country legislative requirements and market practice.
- Military differential pay offsets the difference in pay for eligible team members who are performing voluntary or involuntary service in the U.S. uniformed forces.

We offer a concierge service 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. Knowing that many other opportunities exist at the intersection of wellbeing and inclusion, we are exploring similar benefits and site amenities for our team members around the world.

In addition, we introduced a paid family leave benefit in 2022 for U.S. team members. This benefit allows team members to take up to 12 weeks of paid leave to care for family members with medical conditions. Our leave programs for expectant parents rolled under this broader leave benefit.

In 2022, we added a flexible benefits offering in India, giving team members more choice in selecting the benefits coverage that is most meaningful for them and their family members. We have taken our U.S. medical plans to the next level using AI and machine learning. Digital tools scan thousands of medical claims to help identify patterns that could indicate potential chronic conditions. For example, the **Galleri** cancer early detection test uses algorithms to look for DNA markers found in more than 50 types of cancer, allowing for cancer detection about two stages earlier than when symptoms generally appear. This screening is available for U.S. team members over age 50 (or team members over 35 with health history indicators). We expanded our HMO plan to more team members across the U.S., adding coverage in Colorado and Georgia.



# Diversity, equality and inclusion

Micron’s people are the heart of our innovation, and each of us plays a role in our diversity, equality and inclusion journey.

From our front-line employees to our CEO executive staff, our entire team contributes to creating an inclusive culture and increasing diverse representation.<sup>1</sup> To that end, Micron has **six DEI commitments** that serve as the roadmap of our DEI work internally, within our industry and in the community at large.

We are proud of these achievements over the past year:

- Increasing representation of underrepresented groups to the current rate of 36% of our global workforce. This is a slight increase over FY21. Women now make up 31% of our workforce and an increased percentage of vice presidents, senior leaders, leaders and technical positions. However, we did not achieve our entry-level targets for underrepresented groups, and our new college graduate hiring from underrepresented groups was down 3.8% from FY21.
- Maintaining global pay equity for women and people with disabilities globally and in the U.S. for race/ethnicity and veterans. We are also proud that, in FY22, we added 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. This change formalizes the work we’ve been doing for the last several years and accelerates our efforts to advance women within Micron, STEM and the semiconductor industry.
- Continuing to grow our fixed income investments managed by diverse financial institutions and our engagement with diverse suppliers. In FY23, we are growing investments managed by diverse financial institutions to \$750 million, compared to \$500 million in FY22. We also continue to source with intention through our inclusive procurement practices, having tripled our spend with diverse suppliers since we first made this commitment.

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.

Beyond these achievements, we made measurable progress in other ways. We continued publicly disclosing our U.S. Equal Employment Opportunity (EEO-1) Component 1 diversity data and EEO-1 Component 2 pay data. Further data and details about these accomplishments and our global efforts to foster a diverse and inclusive workplace *for all* can be found in our **2022 DEI report**.

## Increasing our female inventors

As an innovation company, Micron is proud to have achieved more than 52,000 lifetime patents in our 44-year history. And we’re equally proud of our commitment to increasing our number of female inventors. More than 22% of the original patent applications Micron filed in FY22 named a woman as an inventor. That’s 182

female team members named as inventors on those applications — an increase of 10% over FY21.

## Committing to the Mansfield Rule

Micron’s legal department is proud to have achieved Mansfield Rule certification, following an intensive two-year process that began in 2020 when the legal department joined the Mansfield Rule: Legal Department Edition 2.0 program. The program provides in-house legal departments a standard for measuring DEI efforts. To earn certification, Micron’s legal department had to consider at least 50% historically underrepresented lawyers for 70% or more of the department’s significant leadership roles and activities, including its hiring opportunities, high-visibility opportunities, internal promotions, written and transparent job responsibilities and processes for advancement, and outside counsel representation during the two-year period.

## Growing our U.S. veteran representation

We acknowledge and value the experience of veterans, and this community is a focus of our hiring strategies and partnerships. Veterans play an important role through our Veterans Employee Resource Group and in identifying veteran-owned diverse suppliers. For four consecutive years, our veteran representation has increased, and veterans now represent nearly 9% of our U.S. workforce. In FY22, veterans represented more than 17% of our U.S. new hires, excluding interns.

# 86%

## Inclusion index score

## Female representation



# 31%

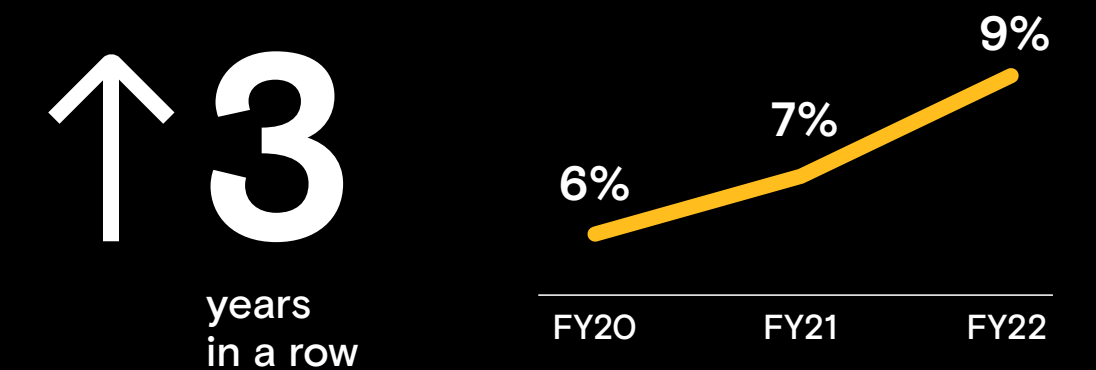
female representation at Micron

(↑ 4 years in a row)

# 50%

of women in the board of directors

## US veterans representation



<sup>1</sup> 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.

### Supporting Black engineering professionals

In 2022, Micron received the 25th Annual Golden Torch Award from the National Society of Black Engineers for the category of Corporate-Education Partnership. This award recognizes organizations that demonstrate outstanding contributions to community educational programs that improve access to quality education, employment and technology for African Americans. Also in 2022, we were recognized by the engineering deans of historically Black colleges and universities as a top supporter of their engineering programs.

### Empowering employee resource groups

In FY22, employee resource group (ERG) participation increased by 47%, with 39% of team members participating in at least one. These groups are our ambassadors of inclusion. Groups volunteer and deliver hands-on STEM education to K-12 classrooms and college campuses and bring insightful and strategic programs and conversations to support inclusive learning for Micron team members. Members are eligible for paid time to work on ERG-related activities.

In 2022, we recognized ERG leaders for their invaluable contributions to providing social and meaningful connections for our team members. All leaders who had served in their roles for at least six months were awarded a discretionary equity grant for the countless hours of time spent planning, organizing and executing programs, events and experiences for our team members.

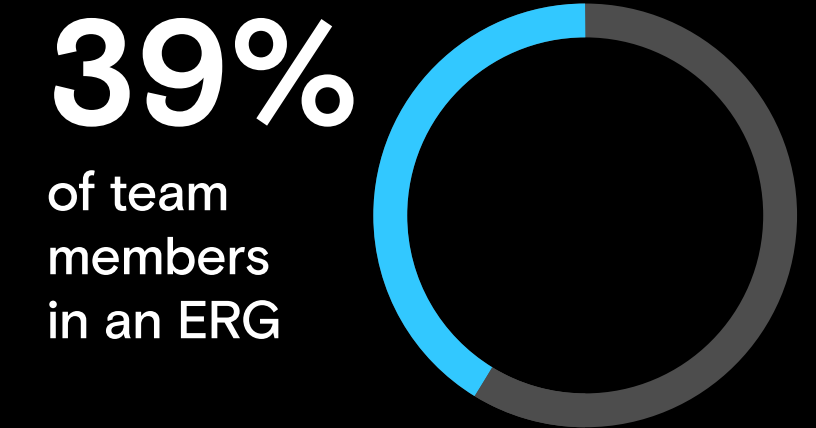
### Advocating for LGBTQ+ rights

Micron partnered with the Human Rights Campaign in 2022 on multiple initiatives, including sponsoring the annual HRC dinner in Atlanta, joining over 200 major U.S. companies in opposing anti-LGBTQ+ state legislation and signing a letter in favor of the Respect for Marriage Act. In addition, Micron facilitated a team member letter-writing campaign to support the act, which ultimately was signed into law in December 2022. In Taiwan, Micron is partnering with other organizations to launch an LGBTQ+ index, similar to those in India, Japan and the U.S., to assess an organization's commitment to creating an inclusive workplace for the LGBTQ+ community. Micron also flew flags — including the Pride and transgender flags, the Black Employee Network flag and the Capable ERG flag — at many of our global locations to demonstrate our commitment to diverse communities.

### Micron ERGs in action

**\$505K**

total amount Micron Foundation granted ERG-selected charities through the ERG grants challenge in FY22



**10**  
ERGs worldwide

**82**  
ERG chapters worldwide

**25+**  
touch points  
Number of times our CEO engages with ERGs around the world each year

# Safety

Safety has always been a Micron priority.

Now, we are making it a value so integral to our culture that it becomes second nature — not only among our team members but also for everyone who works at a Micron site.

To measure our success, we have identified five levels of safety engagement. Our organization has made significant progress in our journey and is working toward the fourth level of our safety maturity scale, “value,” with the intention of achieving this milestone in 2023.

Our safety culture begins with leaders who set expectations of safe behavior with their teams. All leaders in manufacturing are required to participate in regular area safety assessments where they walk through their work environments looking for potentially unsafe conditions and behaviors. They begin meetings with “safety minutes” and participate in behavioral safety assessments during which they observe their teams at work and share constructive feedback, including correcting unsafe behaviors. We dive into identified unsafe behaviors to determine the training, programs, systems and cultural elements within Micron that may have caused the unsafe behavior, and then we work to make improvements. These practices drive leadership to own the behavior of their team members. When issues are identified through an area safety walk or a behavioral assessment, we track corrections and timely closeouts. We also track team members’ and leaders’ completion of all required safety training.

Micron’s cultural emphasis on safety is coupled with strong management and technical programs, processes and procedures. Micron’s manufacturing locations are certified according to ISO 45001:2018 safety and occupational health management systems, setting

the foundation for an effective and auditable safety program. The following safety responsibilities are multilayered and involve all team members:

### Health and safety committees

- Exist at every manufacturing site and comprise both management and nonmanagement team members
- Promote overall operations and communications regarding safety
- Implement messaging to reinforce safety programs, recognize safe behaviors and highlight engagement activities
- Align our environmental, health and safety (EHS) management system and associated guidance with the latest ISO 45001:2018 certifications
- Participate in third-party audits through the RBA’s validated assessment program

### Managers and supervisors

- Lead, implement and maintain safe, secure and compliant work areas

### All team members and contractors

- Help identify, eliminate and control EHS hazards and risks
- Follow all EHS policies, procedures and applicable legal requirements, including those contained in Micron’s EHS policy and [Integrity Matters: The Micron Code of Business Conduct and Ethics](#)

### Keeping people safe at work

Micron’s comprehensive safety program, Live Safe, builds a common understanding of safety culture and risk through structured training for team members, managers and leaders. These efforts focus on building

awareness and capacities that eliminate risk and create confidence. Our safety culture has two components that are critical to preventing harm:

- Actively caring for one another
- Showing 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 throughout each day. These practices make safety and health actionable for everyone. Our Live Safe handbook details relevant topics and guidelines that we expect team members to consider in their work.

We conduct an annual survey to measure team members’ perceptions of Live Safe. In 2022, 82% of employees participated in the survey. We use the results to improve communications about our safety culture, particularly as more people return to Micron sites post COVID-19 and become reacquainted with the principles of the Live Safe program.

As Live Safe continues to evolve, we are making sure it encompasses our entire workforce, including vendors who work alongside our team members 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 take this mindset back to their own organizations, spreading a culture of safety even further.

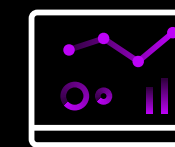
# 5 levels of safety engagement



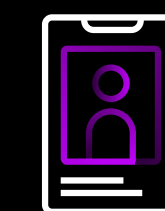
Instinctual



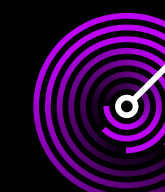
Value



Priority



Compliance



No interest

### Focusing on root causes of injuries

Creating a culture of safety is not enough. Micron has been working toward a goal of zero repeat injuries. This goal means that, if an incident occurs on a Micron site, leaders take action to prevent a similar incident from occurring in the Micron network. We made progress on this front in FY22 by creating criteria to classify repeat events, improving our focus on root cause analysis and countermeasures, incorporating lessons learned into our global EHS standards and using building information modeling to identify potentially unsafe conditions in our facilities during the design phase of a project.

We are expanding our emphasis from zero repeat to zero harm, a goal that will depend on emerging technologies to further reduce risk. Our zero harm program includes using checklists for contractor evaluation, leveraging technology to identify hazards, capturing video to identify ergonomic risks and using electronic permit-to-work and access controls for high-risk areas. Access control systems use biometric controls and geofencing to prevent workers from entering unauthorized areas or coming too close to obstructions, such as overhead power lines or storage locations for hazardous substances.

Other emerging technologies we are using include virtual reality (VR), which can help bring training content for high-hazard activities to life in a way that written content often cannot. We have introduced VR training modules on doing energized electrical tasks and working at heights at our facility in Malaysia, and we expect to expand this training to other locations.

### Promoting safe use of chemicals in manufacturing

Micron is an industry leader in processes that promote the responsible use of chemicals, gases and byproducts that are part of manufacturing. We focus on protecting our team members by identifying chemical hazards through a rigorous approval process, potentially eliminating or substituting these substances with materials of lower risk, implementing engineering controls, and providing information about hazards to team members through training. Micron has an active industrial hygiene/occupational health program that monitors potential exposures to workplace hazards, including chemicals. As part of this program, we regularly sample the air to monitor compliance with exposure levels. We conduct regular medical evaluations to assess where potential exposures exist and update safety programs. As a last line of defense, we have personal protective equipment available for our team members.

A global team — coordinating with leadership, equipment engineering, and facilities at each manufacturing and technology development site — provides training, assesses risk, mitigates hazards and responds to incidents related to hazardous chemicals and gases. These teams follow a risk-based program developed by the [Center for Chemical Process Safety](#). It is built on 20 elements that are essential to a successful process safety strategy. To discover and mitigate any safety concerns on fab workstations and facilities systems, teams primarily use a risk assessment tool known as

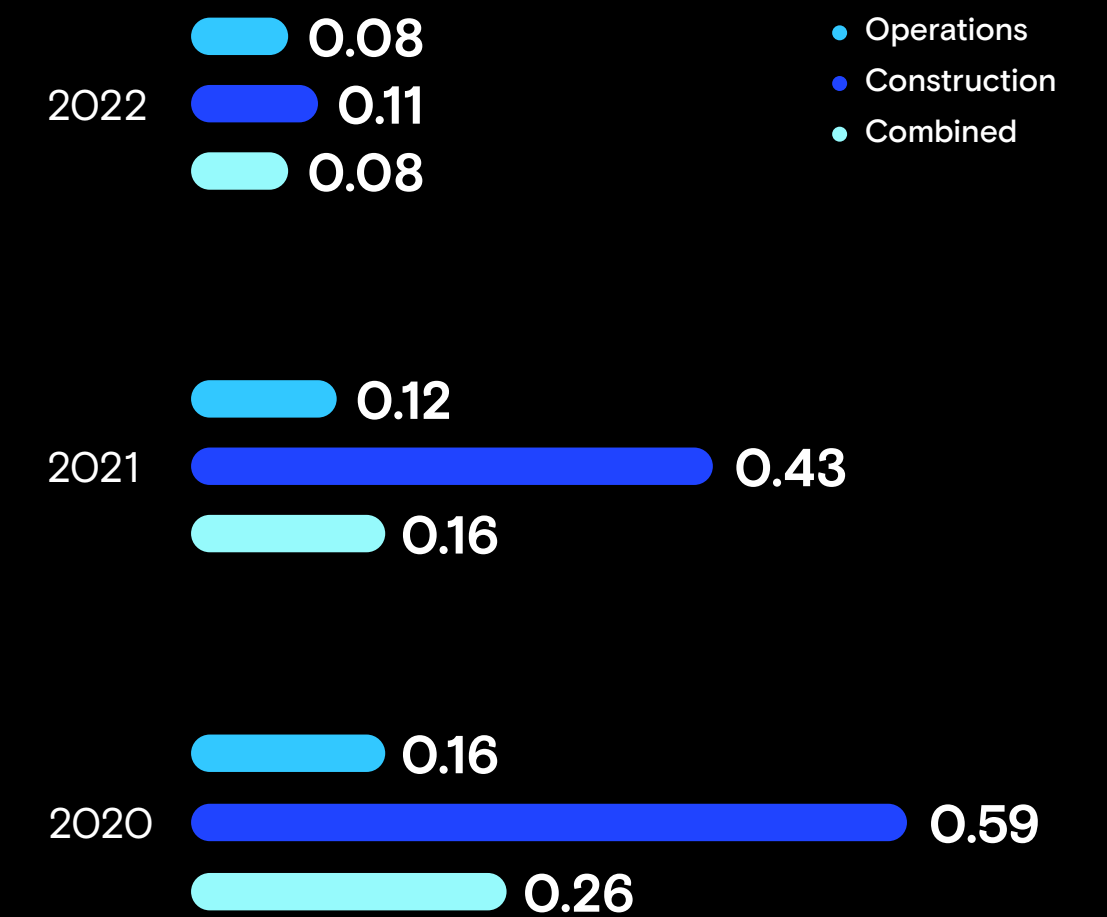
a hazard and operability study (HAZOP). Worldwide, Micron team members have completed more than 2,000 HAZOPs since 2013. In 2022, we aligned our practices for chemical handling across facilities. This process helps align safety standards, protocols and expectations at every location.

Beyond protecting the people who make our products, Micron works to mitigate harm to the environment and comply with regulations everywhere we operate. We take a long-term approach to eliminating the use of high-hazard materials, working across our industry to develop alternatives with lower risk. Although these are not regulatory requirements for Micron in some countries, we view our efforts as a best practice that positions Micron as an industry leader to ensure the safety of our team members and their communities.

### Remaining safe during COVID-19

We are grateful for our team members' dedication to and focus on safety throughout the duration of the COVID-19 pandemic. In early 2023, we transitioned our formal oversight of COVID-19 safety from an emergency program to a management program. Going forward, we expect that exposures will be handled alongside other routine risks. At the same time, we have maintained the pillars of our COVID-19 response program and will implement them again if needed.

### Recordable injury rate



Rates are based on 200,000 hours worked. Micron began reporting injury rates for construction contractors in 2020.

# 468,000

training hours on EHS topics in FY22 for team members

100% of workers at manufacturing locations are covered by our occupational health and safety management system<sup>1</sup>

<sup>1</sup> Management systems at all of Micron's manufacturing sites cover employees and nonemployee workers. Approximately 82% of Micron team members are assigned to manufacturing locations.

# Communities

## Since 1999, the Micron Foundation has supported the communities where we live, learn, work and play.

Our philanthropic efforts, both those of the Micron Foundation and those of Micron Technology, come together under the Micron Gives program. This platform enables team members to donate time and money to the causes they choose. We continue to invest in future generations of innovators and educators by developing and funding programs to promote STEM education, with a focus on creating equitable opportunities for underrepresented groups and people in underserved communities. Along with our team members, Micron Gives also invests in communities through charitable causes that address community members' basic needs.

Through our programs and grant work, we fund efforts worldwide to drive social impact, demonstrating our belief in "thinking globally and acting locally." In 2022, we focused on increasing access to STEM education and careers, enriching our communities, and 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](#).

### STEM education and careers

We create opportunities and reduce access gaps to STEM education and careers through philanthropy and outreach programs like Chip Camp, Girls Going Tech and the Micron Academies for Inclusive Leadership. These programs, which begin in elementary school and continue into higher education and careers, develop pathways for long-term success.

We also support education through professional development for faculty, staff and leaders and through investments in academic facilities and research to create opportunities at the post-secondary level.

### Community enrichment

We identify and help organizations that are working to advance social equity, including those that break down systemic and historical barriers for vulnerable populations. We continue to 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 around the globe.

### Culture of giving

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



Syracuse, New York

### Giving by the numbers

**6.1M**

total lives reached

**\$12.8M**

giving total

**\$3.5M**

matching gifts

**\$8.2M**

grants

**\$1.1M**

program-related investments



# Appendix

# GRI Index

**Statement of use** Micron Technology, Inc., has reported the information cited in this GRI content index for the period of Sept. 3, 2021, through Sept. 1, 2022, with reference to the GRI Universal Standards.

**GRI 1 used** GRI 1: Foundation 2021

GRI Standard	Disclosure	Location/Response
<b>Disclosures</b>		
GRI 2: General Disclosures 2021		
<b>The organization and its reporting</b>		
2-1	Organizational details	Micron Technology, Inc., Boise, Idaho, USA
2-2	Entities included in the organization's sustainability reporting	<a href="#">2022 10-K</a> , p. 59
2-3	Reporting period, frequency and contact point	Annually This report covers Micron's performance in fiscal year 2022 (Sept. 3, 2021, through Sept. 1, 2022) unless otherwise stated. <a href="mailto:sustainability@micron.com">sustainability@micron.com</a>
2-4	Restatements of information	Any restatements are footnoted, where applicable.
2-5	External assurance	Independent limited level assurance statement is available at <a href="https://micron.com/sustainability">micron.com/sustainability</a>
<b>Activities and workers</b>		
2-6	Activities, value chain and other business relationships	<a href="#">2022 10-K</a> , pp. 2-3, pp. 7-18
2-7	Employees	<a href="#">2022 10-K</a> , p. 15 Performance at a glance   <a href="#">Diversity, equality and inclusion</a>
<b>Governance</b>		
2-9	Governance structure and composition	<a href="#">2022 Proxy Statement</a> , Board Diversity Matrix, p. 13   Board Structure, pp. 18-21   Director Biographies, pp. 6-10   Summary of Skills and Experience of Director Nominees, p. 5
2-10	Nomination and selection of the highest governance body	<a href="#">2022 Proxy Statement</a> , Director Nominations and Board Refreshment Diversity, pp. 11-12
2-11	Chair of the highest governance body	<a href="#">2022 Proxy Statement</a> , Board Leadership Structure, p. 19

GRI Standard	Disclosure	Location/Response
2-12	Role of the highest governance body in overseeing the management of impacts	<a href="#">2022 Proxy Statement</a> , Sustainability, pp. 15-16
2-13	Delegation of responsibility for managing impacts	<a href="#">2022 Proxy Statement</a> , Sustainability, pp. 15-16
2-14	Role of the highest governance body in sustainability reporting	<a href="#">2022 Proxy Statement</a> , Sustainability, pp. 15-16
2-15	Conflicts of interest	<a href="#">2022 Proxy Statement</a> , Board Processes and Policies, p. 18   <a href="#">Certain Relationships and Related Transactions</a> , p. 21 <a href="#">Integrity Matters: The Micron Code of Business Conduct and Ethics</a> , Conflicts of Interest, p. 18
2-16	Communication of critical concerns	<a href="#">2022 Proxy Statement</a> , Shareholder Engagement, p. 13   <a href="#">Executive Sessions and Communications with the Board of Directors</a> , p. 21
2-17	Collective knowledge of the highest governance body	<a href="#">2022 Proxy Statement</a> , Sustainability, pp. 15-16 <a href="#">About Company Leadership</a>
2-18	Evaluation of the performance of the highest governance body	<a href="#">2022 Proxy Statement</a> , Board Processes and Policies, p. 18
2-19	Remuneration policies	<a href="#">2022 Proxy Statement</a> , Executive Compensation pp. 22-51
2-20	Process to determine remuneration	<a href="#">2022 Proxy Statement</a> , Compensation Process, p. 35
2-21	Annual total compensation ratio	<a href="#">2022 Proxy Statement</a> , Chief Executive Officer Pay Ratio, p. 57
<b>Strategy, policies and practices</b>		
2-22	Statement on sustainable development strategy	<a href="#">A message from our CEO</a>
2-23	Policy commitments	<a href="#">Integrity Matters: The Micron Code of Business Conduct and Ethics</a> <a href="#">Global Environment, Health and Safety Policy</a> <a href="#">Supplier Responsibility</a> <a href="#">RBA Code of Conduct</a> <a href="#">Human Rights Policy</a> <a href="#">Micron Supplier Requirements Standard</a> <a href="#">Responsible Minerals Policy</a> <a href="#">Modern Slavery and Human Trafficking Statement</a> <a href="#">Privacy Notice</a> <a href="#">Privacy and Data Security Principles</a>

GRI Standard	Disclosure	Location/Response
2-24	Embedding policy commitments	<p><a href="#">Integrity Matters: The Micron Code of Business Conduct and Ethics</a></p> <ul style="list-style-type: none"> <li>• Sustainability strategy   <a href="#">Ethics and integrity</a>   <a href="#">Stakeholder engagement</a></li> <li>• Responsible sourcing   <a href="#">Supply chain risk assessment</a>   <a href="#">Human and labor rights</a></li> </ul> <p><a href="#">Global Environment, Health and Safety Policy</a></p> <ul style="list-style-type: none"> <li>• <a href="#">Operations and environment</a></li> <li>• People   <a href="#">Safety</a></li> <li>• Responsible sourcing   <a href="#">Supply chain risk assessment</a>   <a href="#">Human and labor rights</a>   <a href="#">Supplier environmental impact</a></li> </ul> <p><a href="#">RBA Code of Conduct</a></p> <ul style="list-style-type: none"> <li>• Sustainability strategy   <a href="#">Ethics and integrity</a>   <a href="#">Stakeholder engagement</a></li> <li>• Responsible sourcing   <a href="#">Supply chain risk assessment</a>   <a href="#">Managing risk in our supply chain</a>   <a href="#">Human and labor rights</a></li> </ul> <p><a href="#">Human Rights Policy</a></p> <ul style="list-style-type: none"> <li>• Sustainability strategy   <a href="#">Ethics and integrity</a>   <a href="#">Global trade compliance</a></li> <li>• Responsible sourcing   <a href="#">Human and labor rights</a>   <a href="#">Supply chain risk assessment</a>   <a href="#">Responsible minerals</a></li> <li>• People   <a href="#">People and leader development</a>   <a href="#">Wellbeing and rewards</a>   <a href="#">Diversity, equality and inclusion</a>   <a href="#">Safety</a></li> </ul> <p><a href="#">Supplier Responsibility, Micron Supplier Requirements Standard, Modern Slavery and Human Trafficking Statement</a></p> <ul style="list-style-type: none"> <li>• <a href="#">Responsible sourcing</a></li> </ul> <p><a href="#">Responsible Minerals Policy</a></p> <ul style="list-style-type: none"> <li>• Responsible sourcing   <a href="#">Responsible minerals</a></li> </ul> <p><a href="#">Privacy and Data Security Principles, Privacy Notice</a></p> <ul style="list-style-type: none"> <li>• Sustainability strategy   <a href="#">Ethics and integrity</a>   <a href="#">Cybersecurity</a></li> <li>• Products and innovation   <a href="#">Enhancing platform and data protection</a></li> </ul>
2-25	Processes to remediate negative impacts	<p>When potential issues implicating violations of our code of conduct are shared via our helpline or other channels, such as reporting directly to a supervisor, our compliance and ethics and employee relations teams follow a documented investigation process and, when possible and appropriate, remediate negative impacts. When issues are reported involving our suppliers, our compliance and ethics team works with our global supply chain team to investigate and complete corrective actions to address identified issues. The investigation and remediation of other negative impacts beyond these two scenarios are considered by our cross-functional investigations team made up of members of our compliance and ethics, employee relations, cybersecurity, and litigation teams.</p> <p><a href="#">Integrity Matters: The Micron Code of Business Conduct and Ethics</a></p> <p><a href="#">Supplier Responsibility</a></p> <p><a href="#">Micron Supplier Requirement Standards</a></p> <p>Sustainability strategy   <a href="#">Ethics and integrity</a></p>
2-26	Mechanisms for seeking advice and raising concerns	<p><a href="#">Micron's Commitment to Integrity and a Speak Up Culture</a></p> <p>Email: <a href="mailto:mcompliance_ethics@micron.com">mcompliance_ethics@micron.com</a></p> <p>Sustainability strategy   <a href="#">Ethics and integrity</a></p>

GRI Standard	Disclosure	Location/Response
2-27	Compliance with laws and regulations	In CY22 Micron received no significant health or safety fines (greater than \$25,000) and one notice of violation; no significant environmental fines (greater than \$25,000) and one notice of violation. <a href="#">2022 10-K</a> , Contingencies, pp. 71-74 <a href="#">GRI 206-1</a>
2-28	Membership associations	Specific charters and principles are covered in the relevant section of the sustainability report by topic.
<b>Stakeholder engagement</b>		
2-29	Approach to stakeholder engagement	Sustainability strategy   <a href="#">Stakeholder engagement</a>
2-30	Collective bargaining agreements	In FY22, 7% of Micron’s team members were covered by collective bargaining agreements.
<b>Material topics</b>		
<b>GRI 3: Material Topics 2021</b>		
3-1	Process to determine material topics	Sustainability strategy   <a href="#">Issue prioritization</a>
3-2	List of material topics	Sustainability strategy   <a href="#">Issue prioritization</a>
<b>GRI 200: Economic</b>		
<b>GRI 201: Economic Performance</b>		
3-3	Management of material topic	<a href="#">2022 10-K</a> , Overview and Sales, Markets, and Products, pp. 7-12   Risk Factors pp. 22-39
201-1	Direct economic value generated and distributed	<a href="#">2022 10-K</a> , Index to Consolidated Financial Statements, pp. 54-58
201-2	Financial implications and other risks and opportunities due to climate change	<a href="#">2022 10-K</a> , Resources, p. 14   Risk Factors, pp. 22-39   Risks Related to Laws and Regulations, pp. 35-37 <a href="#">2022 CDP climate change disclosure</a> , Sections C2.2a, C2.3, C2.4
201-3	Defined benefit plan obligations and other retirement plans	<a href="#">2022 10-K</a> , Employee Benefit Plans, p. 79
201-4	Financial assistance received from government	<a href="#">2022 10-K</a> , Tax Credit, pp. 81-83   Liquidity and Capital Resources, pp. 47-49
<b>GRI 205: Anti-corruption</b>		
3-3	Management of material topic	Sustainability Strategy   <a href="#">Ethics and integrity</a> <a href="#">Integrity Matters: The Micron Code of Business Conduct and Ethics</a> , pp. 31-32 <a href="#">Supplier Responsibility</a> <a href="#">Micron Supplier Requirements Standard</a> , pp. 2-3

GRI Standard	Disclosure	Location/Response
205-1	Operations assessed for risks related to corruption	<p>A critical component of Micron's compliance program is appropriate identification and assessment of corruption risk. Micron's processes for assessing risks of corruption are privileged and confidential, but the compliance and ethics team, in the ordinary course of business, regularly assesses the following operations for corruption risk and works with these functions to identify and remediate gaps:</p> <ul style="list-style-type: none"> <li>• Sales</li> <li>• Marketing</li> <li>• Procurement</li> <li>• Financial controls</li> </ul>
205-2	Communication and training about anti-corruption policies and procedures	<p>Communication and trainings are delivered via:</p> <ul style="list-style-type: none"> <li>• Training modules covering global anti-corruption</li> <li>• Integrity Alerts covering key corruption risk topics</li> <li>• Compliance month activities — deliver in-person “tone at the top” trainings to managers and senior executives</li> </ul> <p>Sustainability strategy   <a href="#">Ethics and integrity</a>  <a href="#">Integrity Matters: The Micron Code of Business Conduct and Ethics</a>, pp. 31-32  <a href="#">Supplier Responsibility</a>  <a href="#">Micron Supplier Requirement Standards</a>, pp. 2-3</p>
205-3	Confirmed incidents of corruption and actions taken	<p>Micron treats the requested information as privileged and confidential. However, Micron has processes in place to investigate allegations and concerns of corruption and, if substantiated, issue corrective actions.</p>
<b>GRI 206: Anti-competitive Behavior</b>		
3-3	Management of material topic	<p>Sustainability strategy   <a href="#">Ethics and integrity</a>  <a href="#">Integrity Matters: The Micron Code of Business Conduct and Ethics</a>, pp. 24-26</p>
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	<p>In FY22, Micron incurred no monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations.  <a href="#">2022 10-K</a>   Anti-Trust Matters, pp. 73-74</p>
<b>GRI 207: Tax</b>		
3-3	Management of material topic	<p>Sustainability strategy   <a href="#">Tax policy</a>  <a href="#">2022 10-K</a>   Tax Credit, pp. 81-83   Operating Expenses and Other, pp. 46-47</p>
207-1	Approach to tax	Sustainability strategy   <a href="#">Tax policy</a>
207-2	Tax governance, control, and risk management	Sustainability strategy   <a href="#">Tax policy</a>
207-3	Stakeholder engagement and management of concerns related to tax	Sustainability strategy   <a href="#">Tax policy</a>

GRI Standard	Disclosure	Location/Response
<b>GRI 300: Environmental</b>		
<b>GRI 302: Energy</b>		
3-3	Management of material topic	<a href="#">ISO 14001:2015 Environmental Management System</a> <a href="#">ISO 50001:2018 Energy Management System</a> <a href="#">2022 CDP climate change disclosure</a> Products and innovation   <a href="#">Increasing energy efficiency</a> Operations and environment   <a href="#">Micron's approach to operations</a>   <a href="#">Goals and aspirations</a>   <a href="#">Greenhouse gas emissions and energy</a>
302-1	Energy consumption within the organization	Operations and environment   <a href="#">Greenhouse gas emissions and energy</a> Performance at a glance   <a href="#">Energy</a> <a href="#">2022 CDP climate change disclosure</a> , Section C8.2
302-2	Energy consumption outside of the organization	<a href="#">2022 CDP climate change disclosure</a> , Section C8.2
302-4	Reduction of energy consumption	Operations and environment   <a href="#">Greenhouse gas emissions and energy</a> Performance at a glance   <a href="#">Energy</a>
302-5	Reductions in energy requirements of products and services	Products and innovation   <a href="#">Increasing energy efficiency</a>
<b>GRI 303: Water and Effluents</b>		
3-3	Management of material topic	<a href="#">ISO 14001:2015 Environmental Management System</a> <a href="#">2022 CDP water security disclosure</a> Operations and environment   <a href="#">Micron's approach to operations</a>   <a href="#">Goals and aspirations</a>   <a href="#">Water</a>
303-1	Interactions with water as a shared resource	Operations and environment   <a href="#">Water</a> <a href="#">2022 CDP water security disclosure</a>
303-2	Management of water discharge-related impacts	Operations and environment   <a href="#">Water</a> <a href="#">2022 CDP water security disclosure</a>
303-3	Water withdrawal	Performance at a glance   <a href="#">Water management</a> <a href="#">2022 CDP water security disclosure</a> , W1.2
303-4	Water discharge	Performance at a glance   <a href="#">Water management</a> <a href="#">2022 CDP water security disclosure</a> , W1.2
303-5	Water consumption	Performance at a glance   <a href="#">Water management</a> <a href="#">2022 CDP water security disclosure</a> , W1.2

GRI Standard	Disclosure	Location/Response
<b>GRI 305: Emissions</b>		
3-3	Management of material topic	ISO 14001:2015 Environmental Management System 2022 CDP climate change disclosure Operations and environment   <a href="#">Micron's approach to operations</a>   <a href="#">Goals and aspirations</a>   <a href="#">Greenhouse gas emissions and energy</a>
305-1	Direct (Scope 1) GHG emissions	Performance at a glance   <a href="#">Greenhouse gas emissions 2022 CDP climate change disclosure</a> , Section C6.1
305-2	Energy indirect (Scope 2) GHG emissions	Performance at a glance   <a href="#">Greenhouse gas emissions 2022 CDP climate change disclosure</a> , Section C6.3
305-3	Other indirect (Scope 3) GHG emissions	<a href="#">2022 CDP climate change disclosure</a> , Section C6.5
305-4	GHG emissions intensity	<a href="#">2022 CDP climate change disclosure</a> , Section C4.1b
305-5	Reduction of GHG emissions	Operations and environment   <a href="#">Greenhouse gas emissions and energy</a> Performance at a glance   <a href="#">Greenhouse gas emissions 2022 CDP climate change disclosure</a> , Section C4
<b>GRI 306: Waste</b>		
3-3	Management of material topic	ISO 14001:2015 Environmental Management System Operations and environment   <a href="#">Micron's approach to operations</a>   <a href="#">Goals and aspirations</a>   <a href="#">Hazardous and restricted substances</a>   <a href="#">Waste management</a>
306-1	Waste generation and significant waste-related impacts	Operations and environment   <a href="#">Hazardous and restricted substances</a>   <a href="#">Waste management</a>
306-2	Management of significant waste-related impacts	Operations and environment   <a href="#">Hazardous and restricted substances</a>   <a href="#">Waste management</a>
306-3	Waste generated	Performance at a glance   <a href="#">Waste management</a>
306-4	Waste diverted from disposal	Performance at a glance   <a href="#">Waste management</a>
306-5	Waste directed to disposal	Performance at a glance   <a href="#">Waste management</a>



GRI Standard	Disclosure	Location/Response
<b>GRI 308: Supplier Environmental Assessment</b>		
3-3	Management of material topic	<a href="#">Integrity Matters: The Micron Code of Business Conduct and Ethics</a> <a href="#">Global Environment, Health and Safety Policy</a> <a href="#">Supplier Responsibility</a> <a href="#">RBA Code of Conduct</a> <a href="#">Micron Supplier Requirements Standard</a> <a href="#">Responsible sourcing</a>   <a href="#">Supplier environmental impact</a>
308-1	New suppliers that were screened using environmental criteria	In FY22, 100% of all 884 new suppliers were screened for environmental criteria during our onboarding process.
308-2	Negative environmental impacts in the supply chain and actions taken	Of the suppliers assessed in FY22, none were identified to have environmental-related findings that required improvement plans. No suppliers were found to meet criteria for termination as a result of noncompliance with environmental issues.
<b>GRI 400: Social</b>		
<b>GRI 401: Employment</b>		
3-3	Management of material topic	<a href="#">Integrity Matters: The Micron Code of Business Conduct and Ethics</a> , pp. 5-8 <a href="#">Equal Employment Opportunity</a> <a href="#">RBA Code of Conduct</a> <a href="#">Human Rights Policy</a> <a href="#">People</a>
401-1	New employee hires and employee turnover	<a href="#">People</a>   <a href="#">People and leader development</a>   <a href="#">Acquiring talent</a> <a href="#">Performance at a glance</a>   <a href="#">Turnover</a>
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<a href="#">People</a>   <a href="#">Wellbeing and rewards</a> <a href="#">Benefits Handbook</a> <a href="#">U.S. Compensation and Benefits</a> <a href="#">Micron's Candidate Website</a>
401-3	Parental leave	<a href="#">People</a>   <a href="#">Wellbeing and rewards</a>

GRI Standard	Disclosure	Location/Response
<b>GRI 403: Occupational Health and Safety</b>		
3-3	Management of material topic	<a href="#">Global Environmental Health &amp; Safety Policy</a> <a href="#">ISO 45001:2018 Occupational Health and Safety Management System</a> <a href="#">CNS 45001:2018 Taiwan Occupational Health and Safety Management System</a> People   <a href="#">Safety</a>
403-1	Occupational health and safety management system	People   <a href="#">Safety</a>
403-2	Hazard identification, risk assessment, and incident investigation	People   <a href="#">Safety</a>
403-3	Occupational health services	People   <a href="#">Safety</a>
403-4	Worker participation, consultation, and communication on occupational health and safety	People   <a href="#">Safety</a>
403-5	Worker training on occupational health and safety	People   <a href="#">Safety</a> As of September 2022, 99.7% of team members had completed at least one form of occupational health and safety training. Over 468,000 health and safety training hours were logged in calendar 2022.
403-6	Promotion of worker health	People   <a href="#">Safety</a>
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	People   <a href="#">Safety</a>
403-8	Workers covered by an occupational health and safety management system	Management systems at all of Micron’s manufacturing sites cover 100% of employees and nonemployee workers. Approximately 82% of Micron team members were assigned to manufacturing locations in FY22.
403-9	Work-related injuries	Performance at a glance   <a href="#">Health and safety</a>
403-10	Work-related ill health	Performance at a glance   <a href="#">Health and safety</a>
<b>GRI 404: Training and Education</b>		
3-3	Management of material topic	People   <a href="#">People and leader development</a>
404-1	Average hours of training per year per employee	Performance at a glance   <a href="#">Professional development</a>
404-2	Programs for upgrading employee skills and transition assistance programs	Micron provides global transitional assistance programs for team members affected by a reduction in workforce. Transitional assistance includes career guidance, résumé writing and access to career opportunities, both regionally and globally.
404-3	Percentage of employees receiving regular performance and career development reviews	People   <a href="#">People and leader development</a> In FY22, 100% of eligible employees received a performance review. Eligible employees were those with at least three months of performance in the fiscal year, not including contractors, union workers, and fixed-term employees.

GRI Standard	Disclosure	Location/Response
<b>GRI 405: Diversity and Equal Opportunity</b>		
3-3	Management of material topic	People   <a href="#">Diversity, equality and inclusion</a> <a href="#">2022 DEI Report</a> <a href="#">Equal Employment Opportunity</a>
405-1	Diversity of governance bodies and employees	Performance at a glance   <a href="#">Diversity, equality and inclusion</a> <a href="#">2022 DEI Report</a> , pp. 38, 61
405-2	Ratio of basic salary and remuneration of women to men	People   <a href="#">Diversity, equality and inclusion</a> <a href="#">2022 DEI Report</a> , pp. 38, 61
<b>GRI 406: Non-discrimination</b>		
3-3	Management of material topic	People   <a href="#">Diversity, equality and inclusion</a> <a href="#">Integrity Matters: The Micron Code of Business Conduct and Ethics</a> , p. 6 <a href="#">2022 DEI Report</a>
406-1	Incidents of discrimination and corrective actions taken	Micron reports internally on allegations, including discrimination. We provide this report to the chief people officer and general counsel monthly and to the CEO and the board of directors' audit committee quarterly. Allegations of discrimination reported through the people organization, compliance or other channels are fully investigated and documented, and appropriate actions are taken.
<b>GRI 407: Freedom of Association and Collective Bargaining</b>		
3-3	Management of material topic	Responsible sourcing   <a href="#">Human and labor rights</a> <a href="#">Integrity Matters: The Micron Code of Business Conduct and Ethics</a> , p. 8 <a href="#">Human Rights Policy</a>
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Micron monitors human rights concerns in our supply chain, including freedom of association. Responsible sourcing   <a href="#">Human and labor rights</a> <a href="#">Integrity Matters: The Micron Code of Business Conduct and Ethics</a> , p. 8 <a href="#">Human Rights Policy</a> <a href="#">Micron Supplier Requirement Standards</a> , p. 3

GRI Standard	Disclosure	Location/Response
<b>GRI 408: Child Labor</b>		
3-3	Management of material topic	<p>Sustainability strategy   <a href="#">Ethics and integrity</a>                      Responsible sourcing   <a href="#">Human and labor rights</a>  <a href="#">Integrity Matters: The Micron Code of Business Conduct and Ethics</a>, p. 8  <a href="#">Human Rights Policy</a>  <a href="#">RBA Code of Conduct</a>  <a href="#">Supplier Responsibility</a>  <a href="#">Micron Supplier Requirements Standard</a>  <a href="#">Modern Slavery and Human Trafficking Statement</a></p>
408-1	Operations and suppliers at significant risk for incidents of child labor	<p>Responsible sourcing   <a href="#">Human and labor rights</a>  <a href="#">Integrity Matters: The Micron Code of Business Conduct and Ethics</a> and <a href="#">Human Rights Policy</a> explicitly prohibit child labor or the exploitation of children, and our <a href="#">Combating Modern Slavery and Human Trafficking Statement</a> notes locations assessed to have higher risk of such human rights concerns. In addition, our suppliers must follow RBA standards on labor, health, safety, the environment, ethics and management systems, regardless of local law or custom.</p>
<b>GRI 409: Forced or Compulsory Labor</b>		
3-3	Management of material topic	<p>Sustainability strategy   <a href="#">Ethics and integrity</a>                      Responsible sourcing   <a href="#">Human and labor rights</a>  <a href="#">Integrity Matters: The Micron Code of Business Conduct and Ethics</a>, p. 8  <a href="#">Human Rights Policy</a>  <a href="#">RBA Code of Conduct</a>  <a href="#">Supplier Responsibility</a>  <a href="#">Micron Supplier Requirements Standard</a>  <a href="#">Modern Slavery and Human Trafficking Statement</a></p>
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	<p>Responsible sourcing   <a href="#">Human and labor rights</a>                      As stated in the <a href="#">Integrity Matters: The Micron Code of Business Conduct and Ethics</a> and <a href="#">Human Rights Policy</a> Micron forbids the use of forced labor, bonded (including debt bondage) labor, indentured labor, involuntary or exploitative prison labor, slavery or trafficking in our own operations or in those of our supply chain. Our commitment to these concerns is made public through our <a href="#">Combating Modern Slavery and Human Trafficking Statement</a>, which notes locations assessed to have higher risk of such concerns. In addition, our suppliers are expected to follow RBA standards on labor, health, safety, the environment, ethics and management systems, regardless of local law or custom.</p>

GRI Standard	Disclosure	Location/Response
<b>GRI 413: Local Communities</b>		
3-3	Management of material topic	Sustainability strategy   <a href="#">Stakeholder engagement Communities</a> <a href="#">2023 Progress Summary</a> , Investing in leading-edge memory
413-1	Operations with local community engagement, impact assessments, and development programs	Sustainability strategy   <a href="#">Stakeholder engagement Communities</a> <a href="#">2023 Progress Summary</a> , Investing in leading-edge memory
<b>GRI 414: Supplier Social Assessment</b>		
3-3	Management of material topic	<a href="#">Integrity Matters: The Micron Code of Business Conduct and Ethics</a> , p. 8 <a href="#">Human Rights Policy</a> <a href="#">Responsible sourcing</a>
414-1	New suppliers that were screened using social criteria	In FY22, 100% of all 884 new suppliers were screened for safety and labor management criteria during our onboarding process.
414-2	Negative social impacts in the supply chain and actions taken	Of the suppliers assessed in FY22, 2% were identified to have labor-related findings, and of these, the majority have committed to action plans. No suppliers were found to meet criteria for termination because of noncompliance with social issues.
<b>GRI 416: Customer Health and Safety</b>		
3-3	Management of material topic	Operations and environment   <a href="#">Hazardous and restricted substances</a>
416-1	Assessment of the health and safety impacts of product and service categories	Operations and environment   <a href="#">Hazardous and restricted substances</a> Micron assesses the health and safety impacts and potential for improvement of all product categories.
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	<a href="#">2022 10-K</a> , pp. 71-74

GRI Standard	Disclosure	Location/Response
<b>GRI 417: Marketing and Labeling</b>		
3-3	Management of material topic	<a href="#">Sustainability strategy</a> <a href="#">Ethics and integrity</a>
417-1	Requirements for product and service information and labeling	Ethics and integrity prompt Micron to embed environmental and regulatory compliance into the product design process, aligning our products to requirements in several different jurisdictions. Suppliers are required to comply with Micron’s environmental product compliance specifications, which contain a list of banned and restricted substances. Solid-state drive products bear multiple safety/emissions/substance marks: CE-EU EMI/RoHS, FCC – US EMI, VCCI – Japan EMI, BSMI – Taiwan EMI/RoHS, ICES – Canada EMI, RCM – AUS/NZ EMI, KC – Korea EMI, Morocco – EMI, UKCA – UK EMI/RoHS, Ukraine – EMI/RoHS/Safety, UL – US/Canada Safety, TUV – Germany Safety, India – Safety (portable SSDs), China RoHS. Halogen-free text may be included where applicable. Where the WEEE symbol is displayed, WEEE obligations apply to the company placing product on the EU market. Module product labels bear the UKCA – UK EMI RoHS and CE-EU EMI/RoHS mark. RoHS and low halogen compliance are documented within the part number.
417-2	Incidents of non-compliance concerning product and service information and labeling	<a href="#">2022 10-K</a> , pp. 71-74
417-3	Incidents of non-compliance concerning marketing communications	<a href="#">2022 10-K</a> , pp. 71-74
<b>GRI 418: Customer Privacy</b>		
3-3	Management of material topic	<a href="#">Privacy Notice</a> <a href="#">Privacy and Data Security Principles</a> Products and innovation   <a href="#">Enhancing platform and data protection</a>
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	In FY22, Micron had no breaches of customer personal data and received no substantiated complaints from customers, outside parties or regulatory bodies concerning breaches of customer privacy and losses of customer data. Sustainability strategy   <a href="#">Cybersecurity</a>

# SASB Index

The Sustainability Accounting Standards Board (SASB) Standards guide the disclosure of sustainability information by companies to their investors. The SASB Standards were consolidated into and are under the oversight of the International Sustainability Standards Board, established by the IFRS Foundation, in 2022. The table below references where relevant disclosures can be found that align with the SASB Semiconductors Standard.

Topic	Accounting Metric	Code	Disclosure	Location of Disclosure and Related Context
<b>Greenhouse Gas Emissions</b>	1. Gross global scope 1 emissions 2. Amount of total emissions from perfluorinated compounds	TC-SC-110a.1	1. CY22 gross global scope 1 emissions: 3,478,449 metric tons CO <sub>2</sub> -e 2. Details of Micron's emissions from perfluorinated compounds are reported in our annual CDP disclosures.	Operations and environment   <a href="#">Greenhouse gas emissions and energy</a> Performance at a glance   <a href="#">Greenhouse gas emissions 2022 CDP climate change disclosure</a> , Sections C6.1, C7.1
	Discussion of long-term and short-term strategy or plan to manage scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	TC-SC-110a.2	We discuss our goals, aspirations, tactics and challenges in our environmental operations chapter and throughout the CDP climate change disclosure. We set a 42% absolute reduction in scope 1 emissions by CY30 from the CY20 baseline. In CY22 we saw a 6% increase in absolute scope 1 emissions compared to CY20 due to production growth and construction.	Operations and environment   <a href="#">Micron's approach to operations</a>   <a href="#">Goals and aspirations</a>   <a href="#">Greenhouse gas emissions and energy</a> <a href="#">2022 CDP climate change disclosure</a>
<b>Energy Management in Manufacturing</b>	1. Total energy consumed 2. Percentage grid electricity 3. Percentage renewable	TC-SC-130a.1	1. CY22 total energy consumed: 11,140,042 MWh 2. CY22 percentage grid electricity: 77% 3. CY22 percentage renewable: 1.8%	Operations and environment   <a href="#">Greenhouse gas emissions and energy</a> Performance at a glance   <a href="#">Energy</a> <a href="#">2022 CDP climate change disclosure</a> , Section C8
<b>Water Management</b>	1. Total water withdrawn 2. Total water consumed, percentage of each in regions with high or extremely high baseline water stress	TC-SC-140a.1	1. CY22 total water withdrawn: 58,336 thousand cubic meters 2. Total water consumed: 14,590 thousand cubic meters The water risk assessment completed using the <a href="#">World Resources Institute's Aqueduct</a> tool noted that only 1% of Micron's total water withdrawals come from areas of high water stress — specifically our facility in Xi'an, China. Still, many of our locations face potential water stress, and we recognize the importance of being a good partner in managing local water resources.	Operations and environment   Introduction   <a href="#">Goals and aspirations</a>   <a href="#">Water</a> Performance at a glance   <a href="#">Water management</a> <a href="#">2022 CDP water security disclosure</a> , Section W1.2b
<b>Waste Management</b>	1. Amount of hazardous waste from manufacturing 2. Percentage recycled	TC-SC-150a.1	1. CY22 hazardous waste: 150,286 metric tons 2. CY22 waste reuse, recycle and recovery rate (including energy recovery): 93%	Operations and environment   <a href="#">Waste management</a> Performance at a glance   <a href="#">Waste management</a>

Topic	Accounting Metric	Code	Disclosure	Location of Disclosure and Related Context
<b>Employee Health &amp; Safety</b>	Description of efforts to assess, monitor, and reduce exposure of employees to human health hazards	TC-SC-320a.2	Micron’s manufacturing locations are certified according to ISO 45001:2018 safety and occupational health management systems, setting the foundation for an effective and auditable safety program. The <a href="#">Safety</a> section discusses our health and safety efforts.	People   <a href="#">Safety</a> Performance at a glance   <a href="#">Health and safety</a> <a href="#">2022 10-K</a> , p. 16
	Total amount of monetary losses as a result of legal proceedings associated with employee health and safety violations	TC-SC-330a.1	In CY22, Micron was notified of one health and safety violation with no resulting fines.	People   <a href="#">Safety</a>
<b>Recruiting &amp; Managing a Global &amp; Skilled Workforce</b>	Percentage of employees that are (1) foreign nationals and (2) located offshore	TC-SC-330a.1	<p>Foreign nationals: 6%</p> <p>Located offshore: 79%</p> <p>Micron’s global business model provides opportunities for team members to complete assignments in different countries.</p> <p>Micron is committed to protecting workers per <a href="#">Integrity Matters: The Micron Code of Business Conduct and Ethics</a>. Our code provides guidelines on how to act with integrity and make the right choices. It summarizes the laws and ethical principles that apply to our work, including industry standards like the <a href="#">Responsible Business Alliance (RBA) code of conduct</a>. We are strongly committed to respecting and protecting human rights wherever we operate. To that end, we follow all applicable laws relating to working hours and wages. Micron does not retain employees’ identity or immigration original documents, such as government-issued identification, passports or work permits, unless such holdings are required by law. To protect human rights beyond our direct operations, Micron further requires our suppliers and contractors to adopt the same or similar standards.</p> <p>In addition to the defined SASB metrics, Micron recognizes the importance of managing workforce recruitment, education, training, engagement and turnover as elements of recruiting and managing a global and skilled workforce (elements also mentioned in the SASB semiconductors standard), as well as diversity, equality and inclusion in the workforce. We report extensively on these in our sustainability report and elsewhere.</p>	<p><a href="#">2022 10-K</a>, Human Capital, p. 14</p> <p>People   <a href="#">People and leader development</a></p> <p>People   Diversity, equality and inclusion</p> <p>Performance at a glance   <a href="#">Global workforce</a></p> <p>Performance at a glance   <a href="#">Diversity, equality and inclusion</a></p> <p>Performance at a glance   <a href="#">Turnover</a>   <a href="#">Professional development</a></p> <p><a href="#">Micron 2022 Diversity, Equality &amp; Inclusion Report</a>, pp. 12, 23</p>



Topic	Accounting Metric	Code	Disclosure	Location of Disclosure and Related Context
<b>Product Lifecycle Management</b>	Percentage of products by revenue that contain IEC 62474 declarable substances	TC-SC-410a.2	While we do not believe a single percentage by revenue is an effective measure of performance and do not use this specific metric as a key performance indicator, our approach to declarable substances contained in products can be found in the <a href="#">Hazardous and restricted substances</a> section of this report.	Operations and environment   <a href="#">Hazardous and restricted substances</a>
	Processor energy efficiency at a system-level for: (1) servers, (2) desktops, and (3) laptops	TC-SC-440a.1	While this specific standard disclosure is not a relevant metric for Micron given the breadth of the company's product portfolio and manufacture of memory and storage (rather than processors), Micron recognizes the importance of product energy efficiency. Our approach to product energy efficiency is discussed in the <a href="#">Increasing energy efficiency</a> section of this report.	Products and innovation   <a href="#">Increasing energy efficiency 2022 10-K</a> , Sales, Markets, and Products, p. 8-11
<b>Materials Sourcing</b>	Description of the management of risks associated with the use of critical materials	TC-SC-440a.1	Constrained supply of rare earth elements, minerals, and metals may restrict our ability to manufacture certain of our products. With this in mind, we monitor rare earth elements, metals and materials originating from many regions that are used within our supply chain to understand global risks related to human rights, potential restrictions, availability, pricing and implications to manufacturing processes and products. <a href="#">The Responsible minerals</a> section of our report and other documents provide additional detail about our management approach.	Responsible sourcing   <a href="#">Responsible minerals 2022 10-K</a> , pp. 13-14, 27-28, 35-36 <a href="#">Conflict Minerals Disclosure</a> <a href="#">Responsible Minerals Policy</a> <a href="#">Supplier Responsibility</a> <a href="#">Micron Supplier Requirements Standard</a> , pp. 3-4, 15-16
<b>Intellectual Property Protection &amp; Competitive Behavior</b>	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	TC-SC-520a.1	In FY22, Micron incurred no monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations.	<a href="#">2022 10-K</a> , Anti-Trust Matters, pp. 34, 73-74 GRI index   <a href="#">GRI 206-1</a>

# TCFD Index

Disclosure Focus Areas	Recommended Disclosure	Summary Response	Reference: Detailed Information
<b>Governance</b>			
<b>Disclose the organization’s governance around climate-related risks and opportunities.</b>	<p>A. Describe the board’s oversight of climate-related risks and opportunities.</p> <p>B. Describe management’s role in assessing and managing climate-related risks and opportunities.</p>	<p>Our board considers sustainability issues including climate change to be an integral part of its business oversight and our corporate strategy, and monitors the development and integration of this strategy, regularly reviewing performance.</p> <p>Sustainability issues including climate change are reviewed by a cross-functional sustainability council made up of Micron senior leaders representing a range of functions. Micron has also deployed an environmental sustainability operations team focused on managing our scope 1 and 2 emissions among other environmental issues, as well as a scope 3 management group.</p>	<p>Sustainability strategy   <a href="#">Sustainability governance Operations and environment</a></p> <p><a href="#">2022 Proxy Statement</a>, Sustainability, pp. 15–16   Risk Assessment and Mitigation, pp. 16–17   Fiscal 2022 Executive Compensation, pp. 36–45</p> <p><a href="#">Governance and Sustainability Committee</a>, Sections 1.05 and 4.12</p> <p><a href="#">2022 CDP climate change disclosure</a>, Sections C1.1a, C1.1b, C1.2, C1.2a, C1.3, C1.3a</p>
<b>Strategy</b>			
<b>Disclose the actual and potential impacts of climate-related risks and opportunities on the organization’s businesses, strategy and financial planning.</b>	<p>A. Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.</p> <p>B. Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning.</p> <p>C. Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.</p>	<p>Climate change may pose physical risks to our manufacturing facilities or our suppliers’ facilities, and we are subject to a variety of laws, regulations, or industry standards, including with respect to climate change, that may have a material adverse effect on our business. New considerations related to climate change and the potential resulting environmental impact may result in new laws, regulations, or industry standards that may affect us, our suppliers, and our customers.</p>	<p><a href="#">2022 10-K</a>, Supply Chain, Materials, and Third-Party Service Providers, p. 13–14   Environmental Compliance, p. 17   Trade Regulations, p. 17, Item 1A   Risk Factors, pp. 27–28, 30, 36–37</p> <p>Sustainability strategy   <a href="#">Opportunity and risk</a></p> <p>Products and innovation   <a href="#">Increasing energy efficiency Operations and environment</a></p> <p><a href="#">2022 CDP climate change disclosure</a>, Sections C2., C3.2</p>

Disclosure Focus Areas	Recommended Disclosure	Summary Response	Reference: Detailed Information
<b>Risk Management</b>			
<p><b>Disclose how the organization identifies, assesses and manages climate-related risks.</b></p>	<p>A. Describe the organization’s processes for identifying and assessing climate-related risks.                      B. Describe the organization’s processes for managing climate-related risks.                      C. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization’s overall risk management.</p>	<p>We designed our enterprise risk management program to clearly identify risk management roles and responsibilities, bring together senior management to discuss risk, promote visibility and constructive dialogue, and facilitate risk response and mitigation strategies, including with regard to climate risks.</p>	<p><a href="#">2022 Proxy Statement</a>, Risk assessment and mitigation, pp. 16-17                      Sustainability strategy   <a href="#">Opportunity and risk</a>                      Sustainability strategy   <a href="#">Issue prioritization</a>  <a href="#">Operations and environment</a>  <a href="#">Responsible sourcing</a>  <a href="#">2022 CDP climate change disclosure</a>, Sections C2.2, C2.2a</p>
<b>Metrics and Targets</b>			
<p><b>Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.</b></p>	<p>A. Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.                      B. Disclose scope 1, scope 2, and, if appropriate, scope 3 greenhouse gas (GHG) emissions, and the related risks.                      C. Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.</p>	<p>Micron monitors numerous metrics to measure progress toward achieving our environmental targets including reduction of emissions intensity, scope 1 and 2 emissions, overall energy consumption, renewable energy use, and supplier performance in support of climate targets.</p>	<p>Operations and environment   <a href="#">Goals and aspirations</a>   <a href="#">Greenhouse gas emissions and energy</a>                      Products and innovation   <a href="#">Increasing energy efficiency</a>                      Responsible sourcing   <a href="#">Supplier environmental impact</a>  <a href="#">2022 CDP climate change disclosure</a>, Sections C6., C7., C8.</p>

# Performance at a glance

## Environment

### Energy

Metric	Unit	2019	2020	2021	2022
<b>Energy consumption</b>					
Purchased nonrenewable electricity	MWh	6,103,208	6,832,439	7,784,153	8,342,669
Purchased renewable electricity	MWh	0	0	556	200,141
Renewable electricity generated on-site	MWh	45	26	86	223
Purchased steam	MWh	81,541	84,806	88,731	87,345
Purchased cooling	MWh	112,593	115,191	113,317	108,524
Fuel	MWh	2,265,111	2,366,055	2,431,468	2,401,140
Total energy consumption	MWh	8,562,498	9,398,517	10,418,310	11,140,042
Grid electricity consumed	%	71%	73%	75%	77%
<b>Energy savings</b>					
Energy savings	MWh	53,981	157,054	145,000	216,000

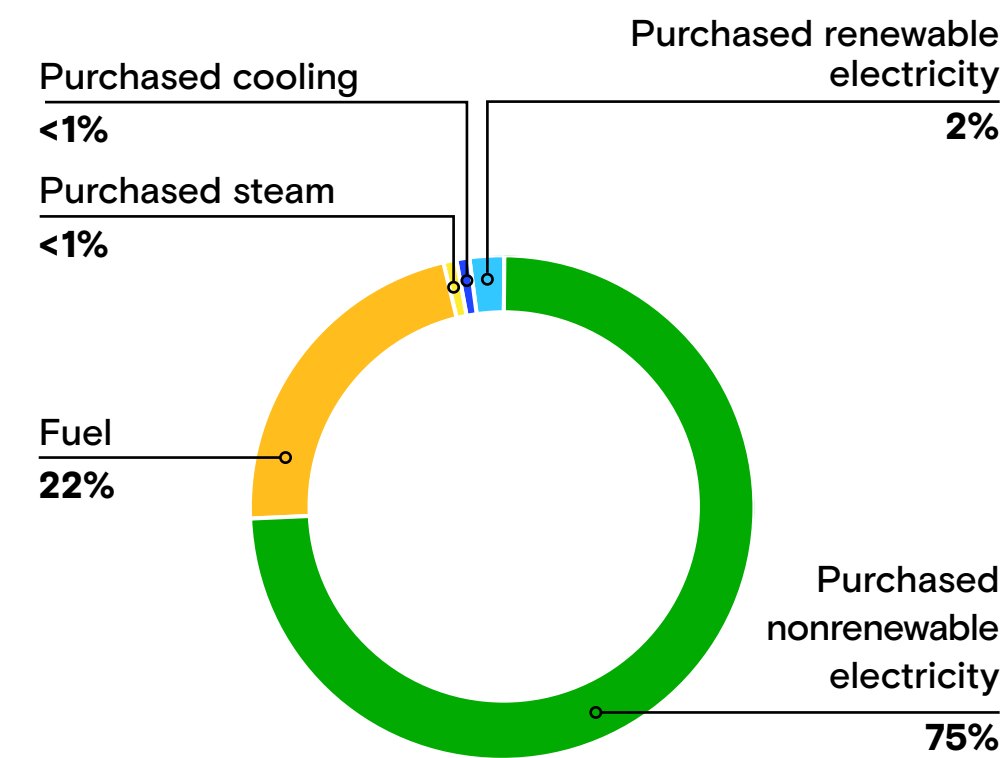
Energy data is calendar year

Energy consumptions and savings in megawatt hours (MWh)

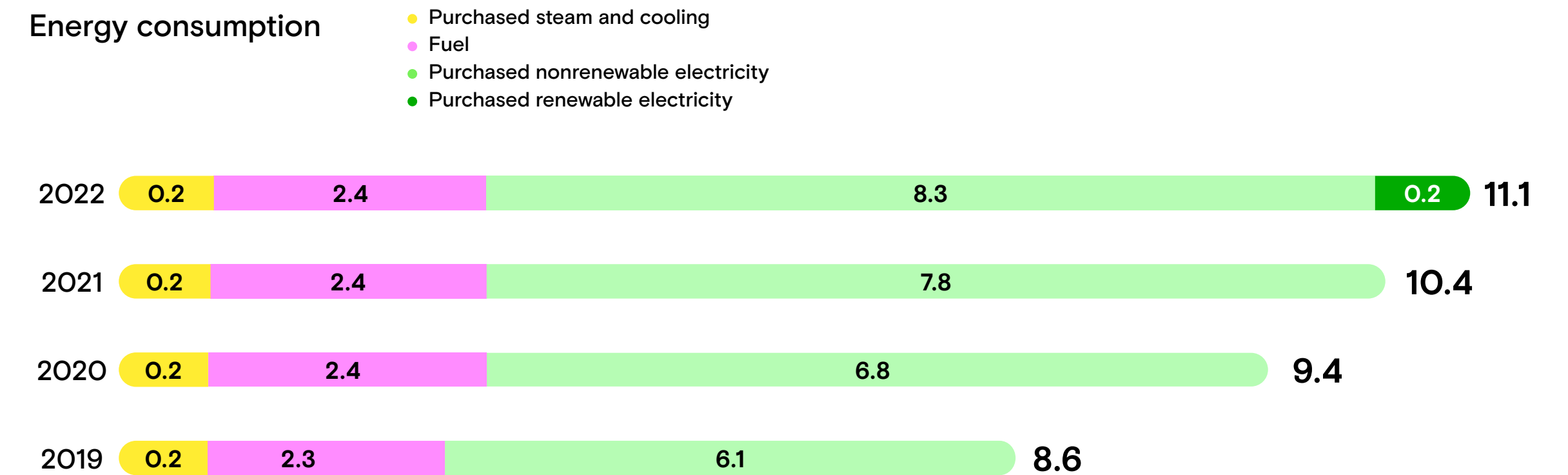
Information is collected and reported to CDP annually

Data assumptions and calculations are consistent with the Greenhouse Gas Protocol and IPCC Guidelines for National Greenhouse Gas Inventories, 2006

### Energy breakdown by source



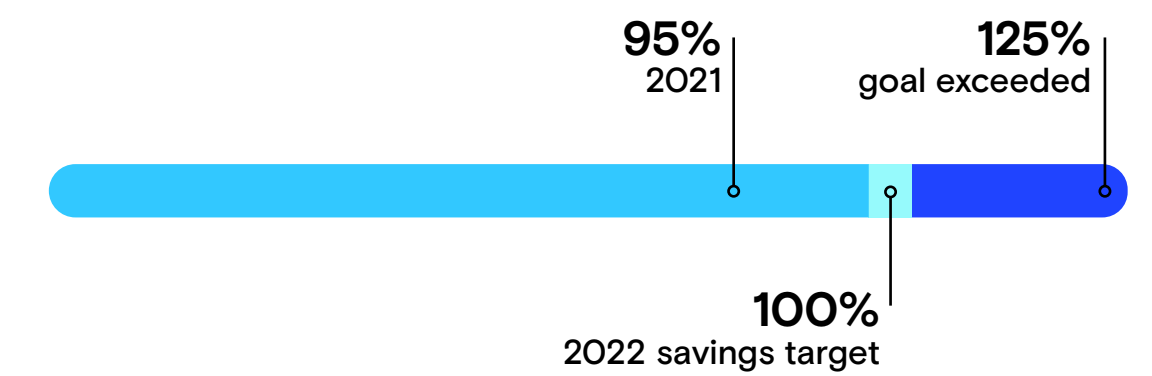
### Energy consumption



Energy consumption in millions of megawatt hours (M MWh)

Renewable electricity purchased and generated prior to CY22 is not depicted

### Progress toward CY22 energy savings goal



## Greenhouse gas (GHG) emissions

	Unit	2019	2020	2021	2022
<b>Scope 1 (operations) – by geography</b>					
Singapore	MTCO <sub>2</sub> -e	1,130,430	1,331,705	1,532,652	1,791,764
Japan	MTCO <sub>2</sub> -e	1,054,666	1,046,491	999,019	844,172
United States	MTCO <sub>2</sub> -e	560,248	483,568	454,040	322,848
Taiwan	MTCO <sub>2</sub> -e	405,697	373,039	418,223	460,513
China	MTCO <sub>2</sub> -e	41,844	46,011	54,324	49,621
Malaysia	MTCO <sub>2</sub> -e	1,658	1,073	1,226	9,532
<b>Scope 1 (operations) – by source</b>					
Process GHGs	MTCO <sub>2</sub> -e	2,076,740	2,284,713	2,477,358	2,557,642
Heat transfer fluid	MTCO <sub>2</sub> -e	634,075	486,488	455,538	405,177
Fuel combustion	MTCO <sub>2</sub> -e	459,561	480,015	493,123	486,830
Refrigerant	MTCO <sub>2</sub> -e	14,965	21,436	24,889	20,853
Solvent combustion	MTCO <sub>2</sub> -e	8,491	8,816	8,090	7,419
Mobile sources	MTCO <sub>2</sub> -e	711	418	485	528
<b>GHG emissions</b>					
Emissions from operations (Scope 1)	MTCO <sub>2</sub> -e	3,194,543	3,281,887	3,459,483	3,478,449
Emissions from purchased energy (Scope 2, market-based)	MTCO <sub>2</sub> -e	3,502,772	3,859,402	3,961,500	4,132,206
<b>Total GHG</b>	<b>MTCO<sub>2</sub>-e</b>	<b>6,697,315</b>	<b>7,141,289</b>	<b>7,420,983</b>	<b>7,610,655</b>

Emissions for calendar year in metric ton CO<sub>2</sub>-equivalents

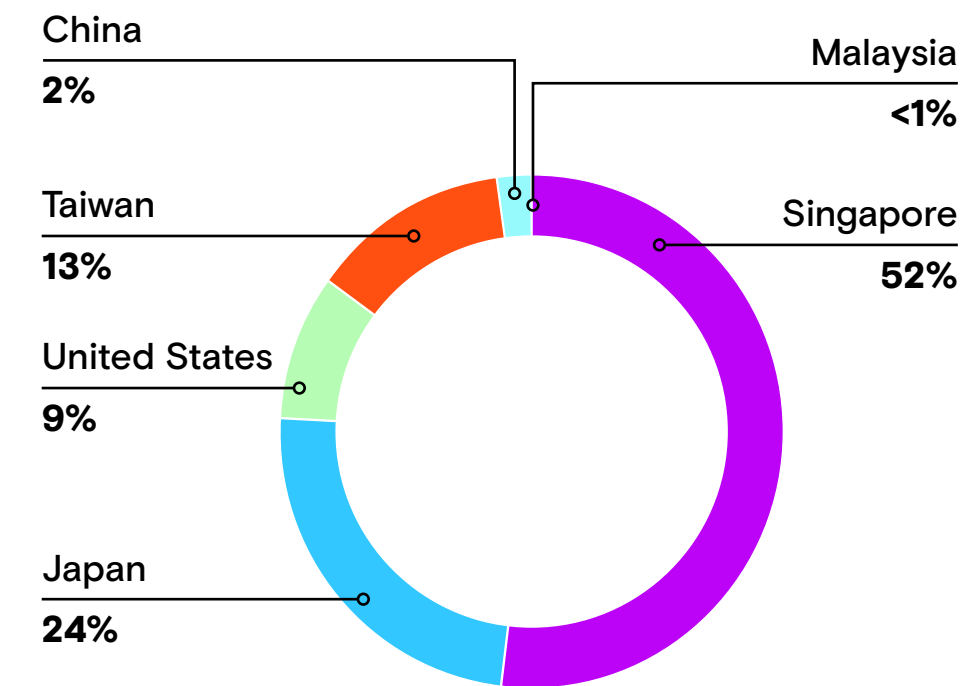
Information is collected and reported to CDP annually

Data assumptions and calculations are consistent with the Greenhouse Gas Protocol and IPCC Guidelines for National Greenhouse Gas Inventories, 2006

Scope 2 includes market based

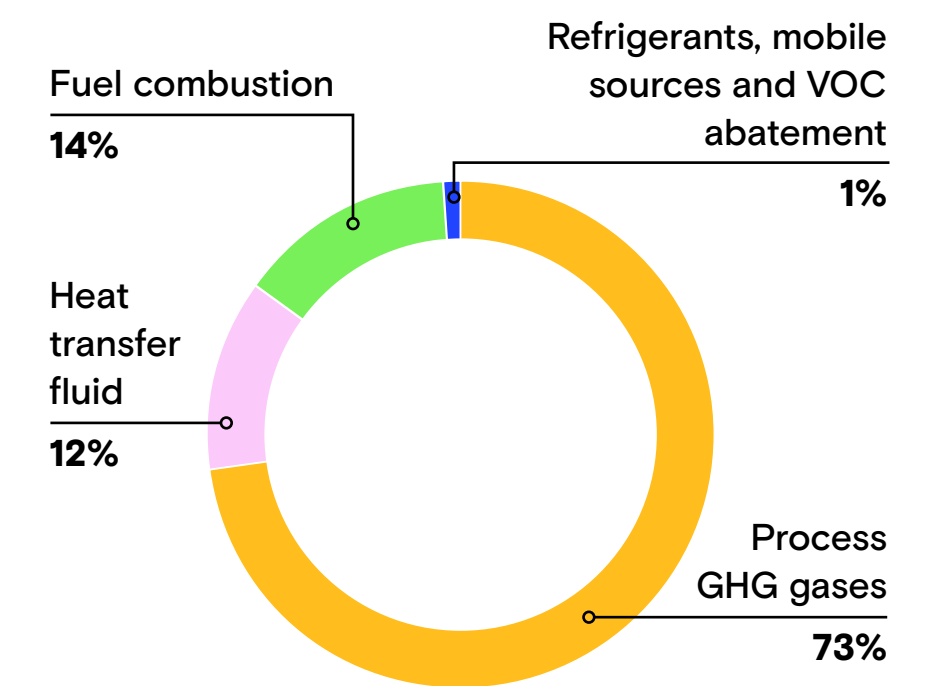
### Emissions from operations (scope 1)

By geography



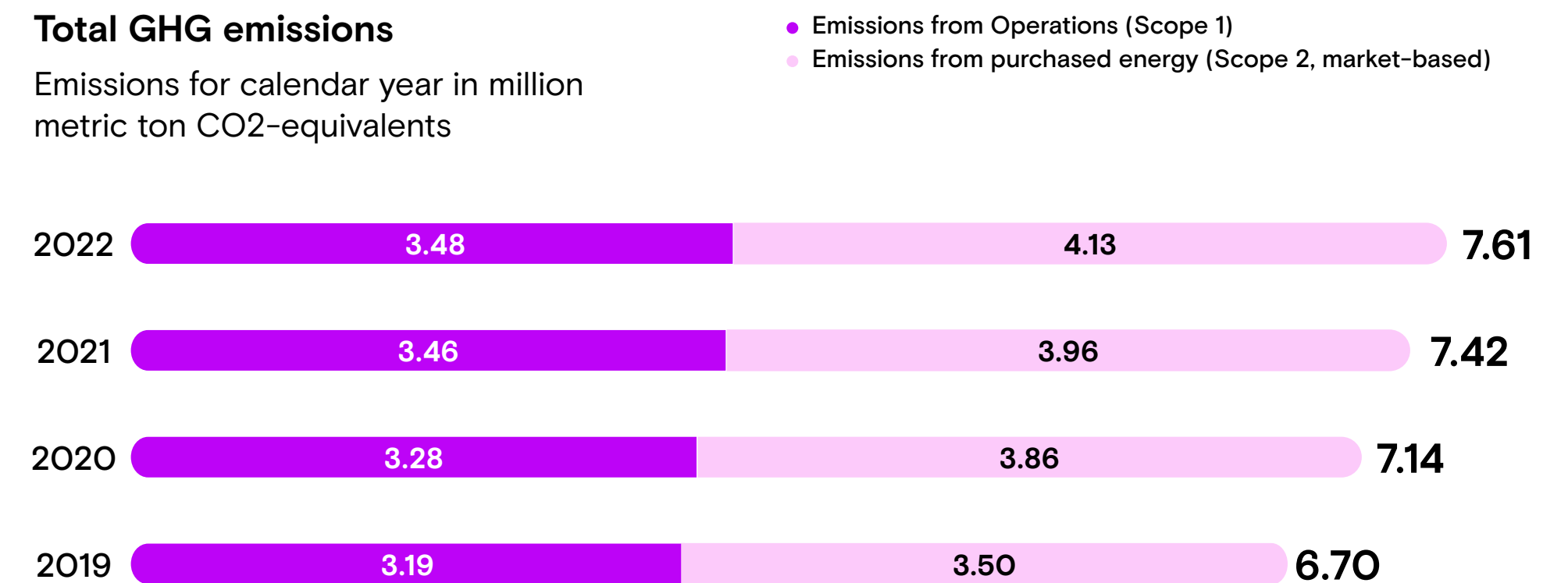
### Emissions from operations (scope 1)

By source



### Total GHG emissions

Emissions for calendar year in million metric ton CO<sub>2</sub>-equivalents



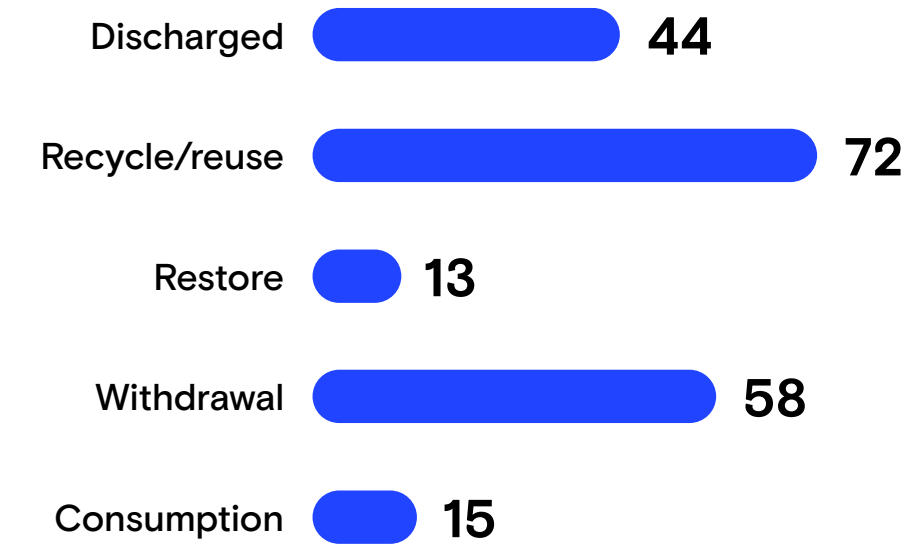
## Water management

	Unit	2019	2020	2021	2022
<b>Water withdrawal by source</b>					
Surface water	Thousand m <sup>3</sup>	249	1,166	994	1,395
Groundwater	Thousand m <sup>3</sup>	8,229	7,581	6,548	4,574
Municipal water	Thousand m <sup>3</sup>	41,561	46,445	48,353	52,355
Rainwater	Thousand m <sup>3</sup>	3.2	3.6	8.3	12.2
Total volume of water withdrawn	Thousand m <sup>3</sup>	50,042	55,195	55,904	58,336
From regions with high or extremely high baseline water stress	Percent	1%	1%	1%	1%
<b>Water reuse, recycle &amp; restoration</b>					
Water reuse & recycle	Thousand m <sup>3</sup>	49,392	54,212	63,554	71,501
Water restoration	Thousand m <sup>3</sup>	-	-	-	12,889
Water reuse, recycle & restoration	Thousand m <sup>3</sup>	49,392	54,212	63,554	84,390
Water reuse, recycle & restoration rate	Percent	50%	50%	53%	65%
<b>Water discharge by destination</b>					
Surface water	Thousand m <sup>3</sup>	6,013	6,382	5,626	5,365
Third-party POTW	Thousand m <sup>3</sup>	32,844	36,044	37,050	38,382
Total discharged	Thousand m <sup>3</sup>	38,857	42,426	42,676	43,747
<b>Water consumed</b>					
Total water consumed	Thousand m <sup>3</sup>	11,185	12,770	13,228	14,590

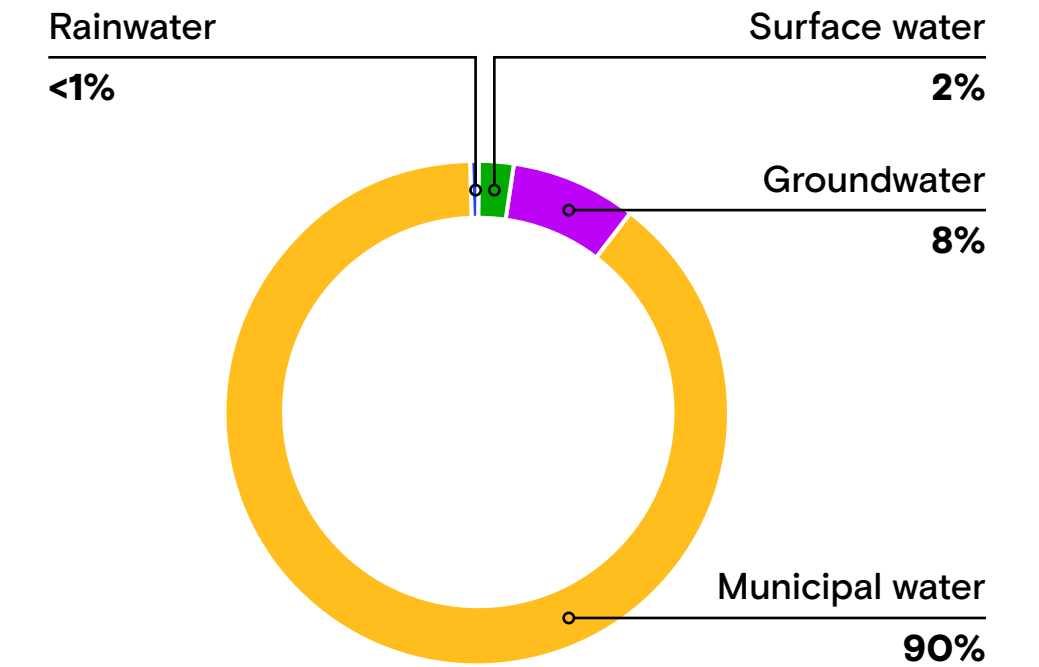
Water data is calendar year  
 POTW: Publicly Owned Treatment Works  
 m<sup>3</sup>: cubic meters

### Water mass balance

Water volume in million m<sup>3</sup>

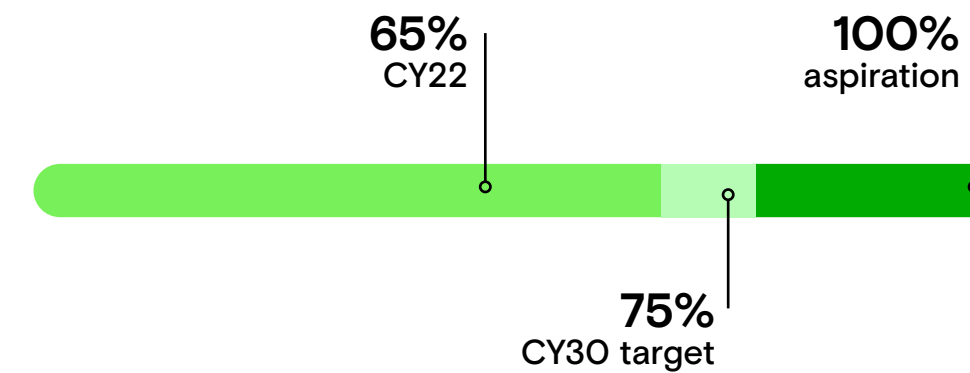


### Water withdrawal by source



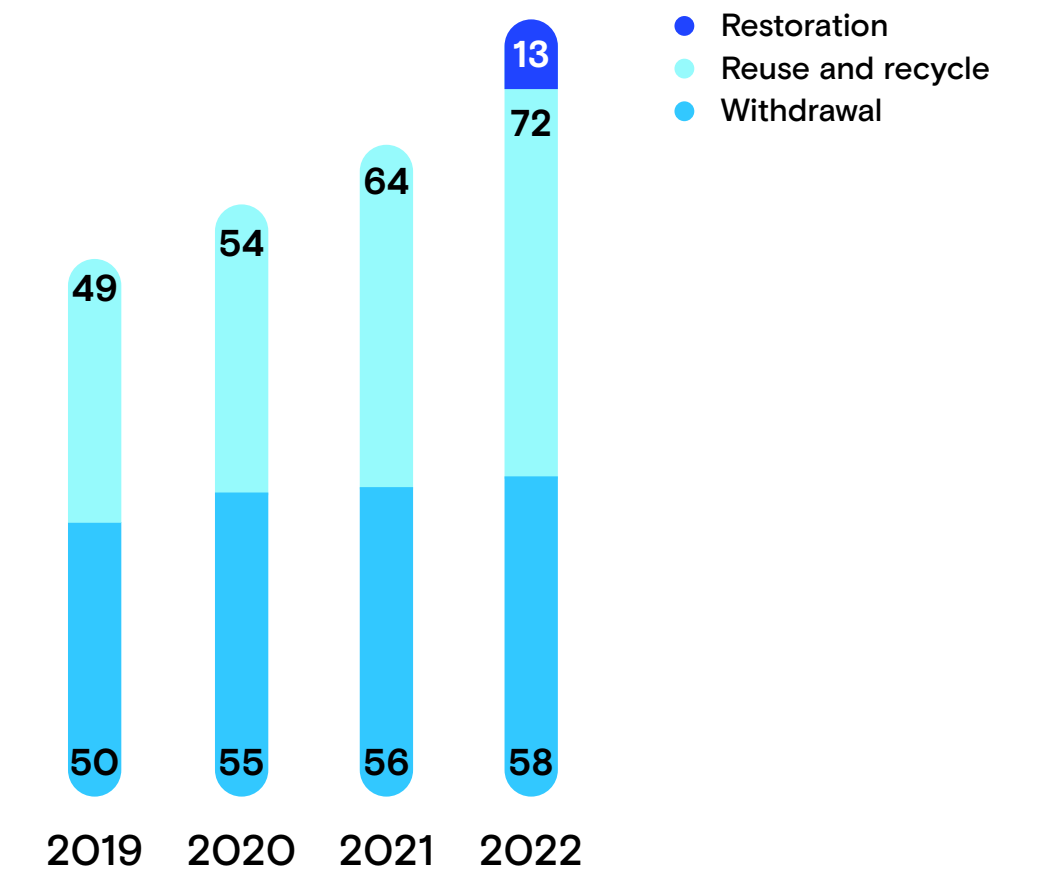
### Water progress toward target

Water conservation through reuse, recycling and restoration



### Water use & recycle

Water volume in million m<sup>3</sup>



## Waste management

	Unit	2019	2020	2021	2022
<b>Waste generated</b>					
Hazardous waste	Metric ton	115,289	131,740	151,085	150,286
Nonhazardous waste	Metric ton	68,066	70,547	75,496	83,426
Total waste	Metric ton	183,355	202,287	226,581	233,712
<b>Waste diverted</b>					
Hazardous waste diverted	Metric ton	92,100	103,562	120,334	117,799
Nonhazardous waste diverted	Metric ton	44,316	46,431	54,441	67,308
Total waste diverted	Metric ton	136,417	149,992	174,775	185,106
<b>Waste directed to disposal</b>					
Hazardous waste disposed	Metric ton	23,189	28,179	30,750	32,488
Nonhazardous waste disposed	Metric ton	23,750	24,116	21,056	16,118
Total waste disposed	Metric ton	46,939	52,294	51,806	48,606
Waste reuse/recycle/recovery rate	Percent	81%	84%	90%	93%

Waste data is calendar year

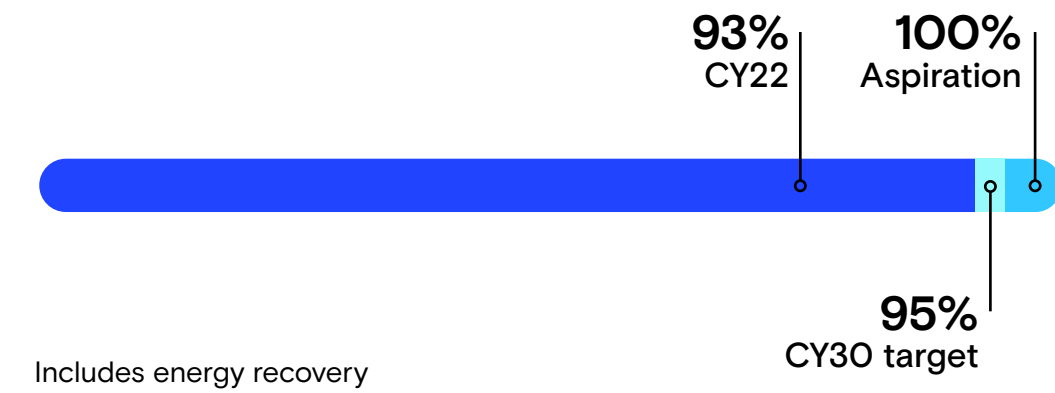
Waste directed to disposal includes energy recovery, incineration, landfill and other treatment

Waste reuse/recycle/recovery percent includes energy recovery

Waste diverted excludes energy recovery

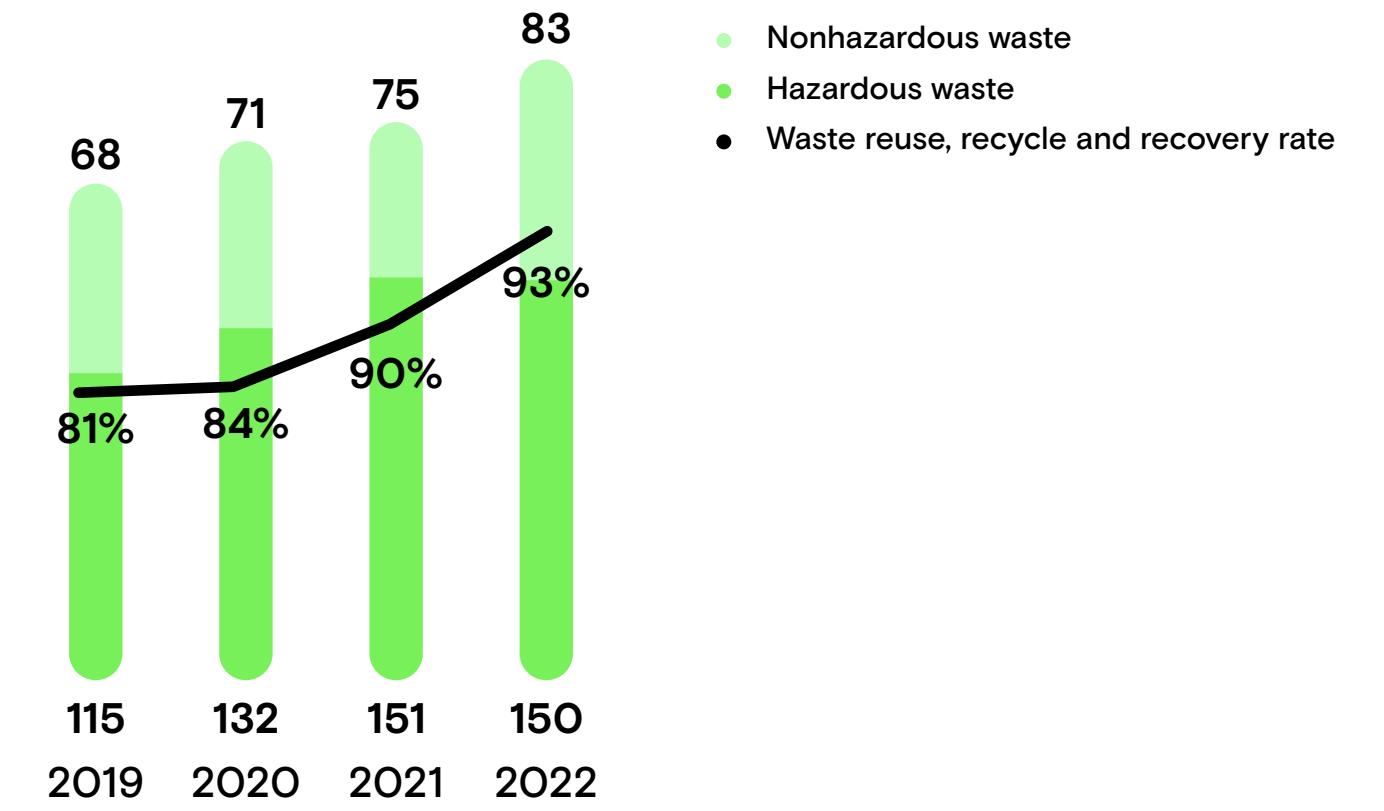
### Waste progress toward target

Reuse, recycling and recovery

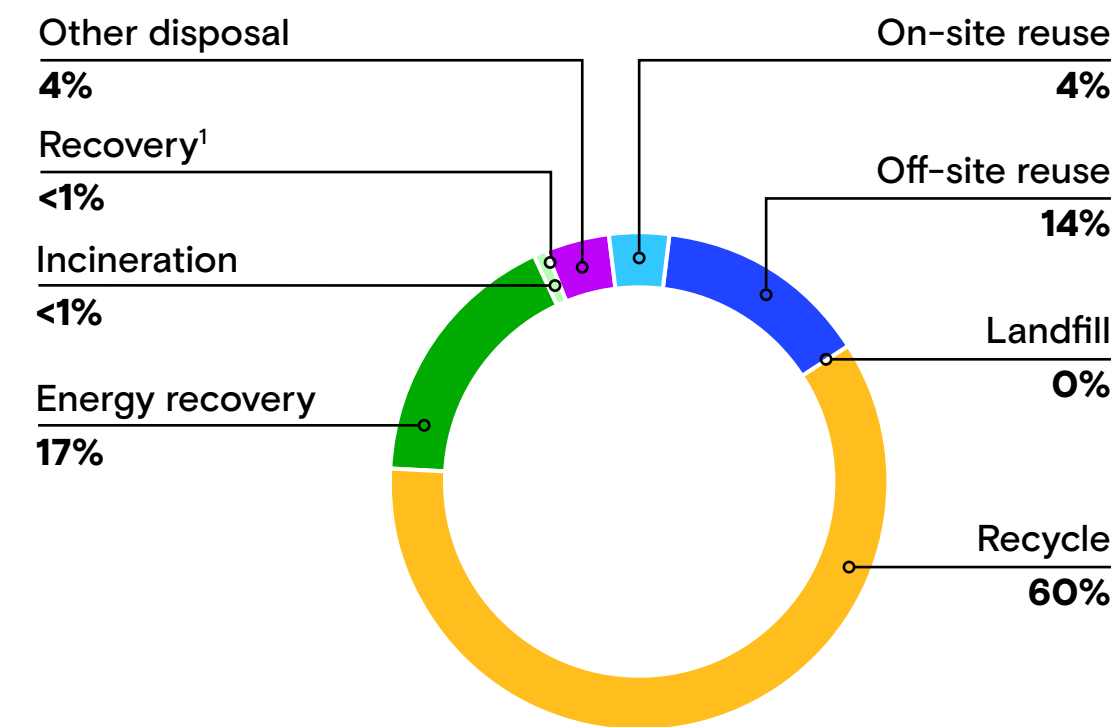


### Total waste

Total waste in thousands of metric tons

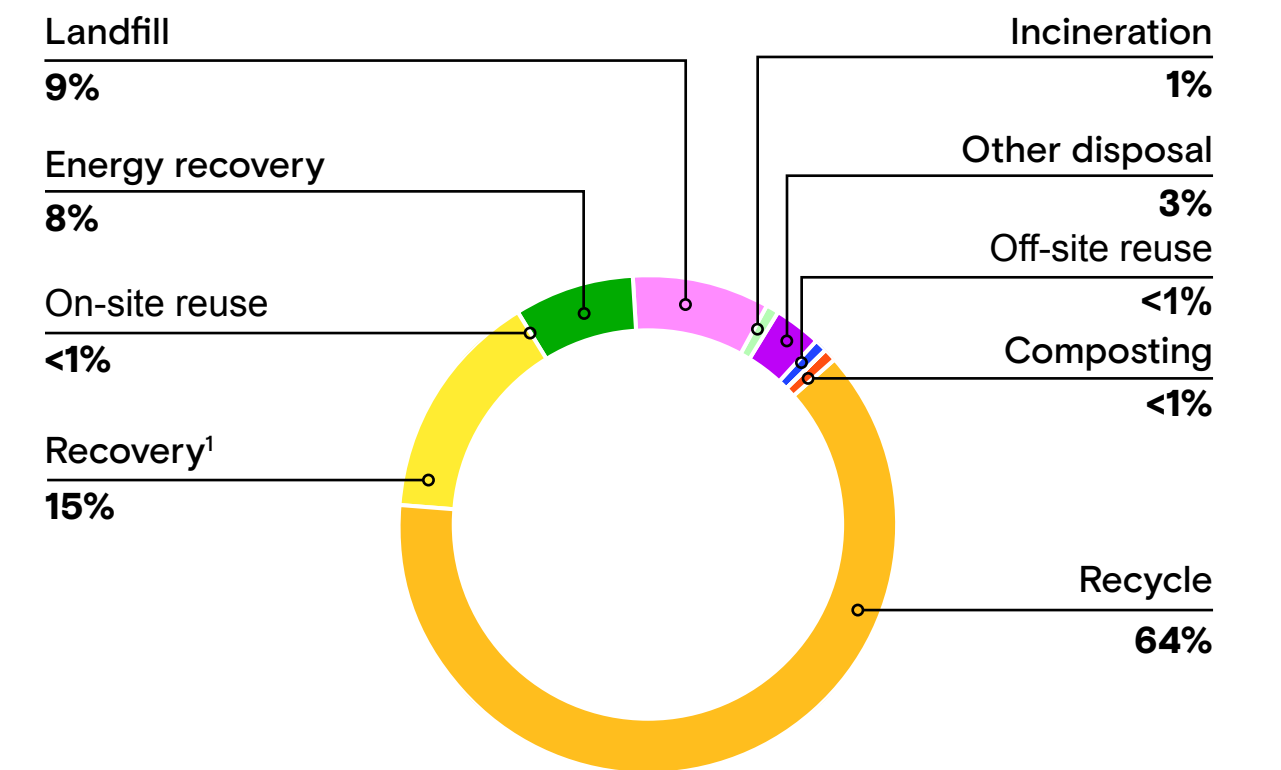


### Hazardous waste breakdown



<sup>1</sup>Recovery excludes energy recovery

### Nonhazardous waste breakdown



<sup>1</sup>Recovery excludes energy recovery

## Responsible sourcing

### Responsible Business Alliance Validated Assessment Program

Average site audit score	
Site audit scores valid as of	Dec. 31, 2022
No. of sites in scope	11
Average RBA audit score (out of 200)	197

Micron manufacturing sites undergo RBA audits approximately every two years. Most recent audit for each site as of Dec. 31, 2022, is included

## People

## Diversity, equality and inclusion

### Gender representation

	FY19		FY20		FY21		FY22	
	Female	Male	Female	Male	Female	Male	Female	Male
Board of directors	25%	75%	38%	63%	50%	50%	50%	50%
<b>By roles</b>								
Management & executives	13%	87%	14%	86%	17%	83%	18%	82%
Technical & engineering	21%	79%	21%	79%	23%	77%	24%	76%
Nontechnical	62%	38%	60%	40%	56%	44%	55%	46%
<b>Global team members</b>								
Total headcount by gender	29%	71%	29%	71%	30%	70%	31%	69%

### Global workforce

	FY19	FY20	FY21	FY22
Global headcount	37,000	40,000	43,000	48,000
<b>By region</b>				
Europe	2%	2%	2%	2%
Americas	26%	27%	24%	21%
Asia	72%	71%	74%	78%



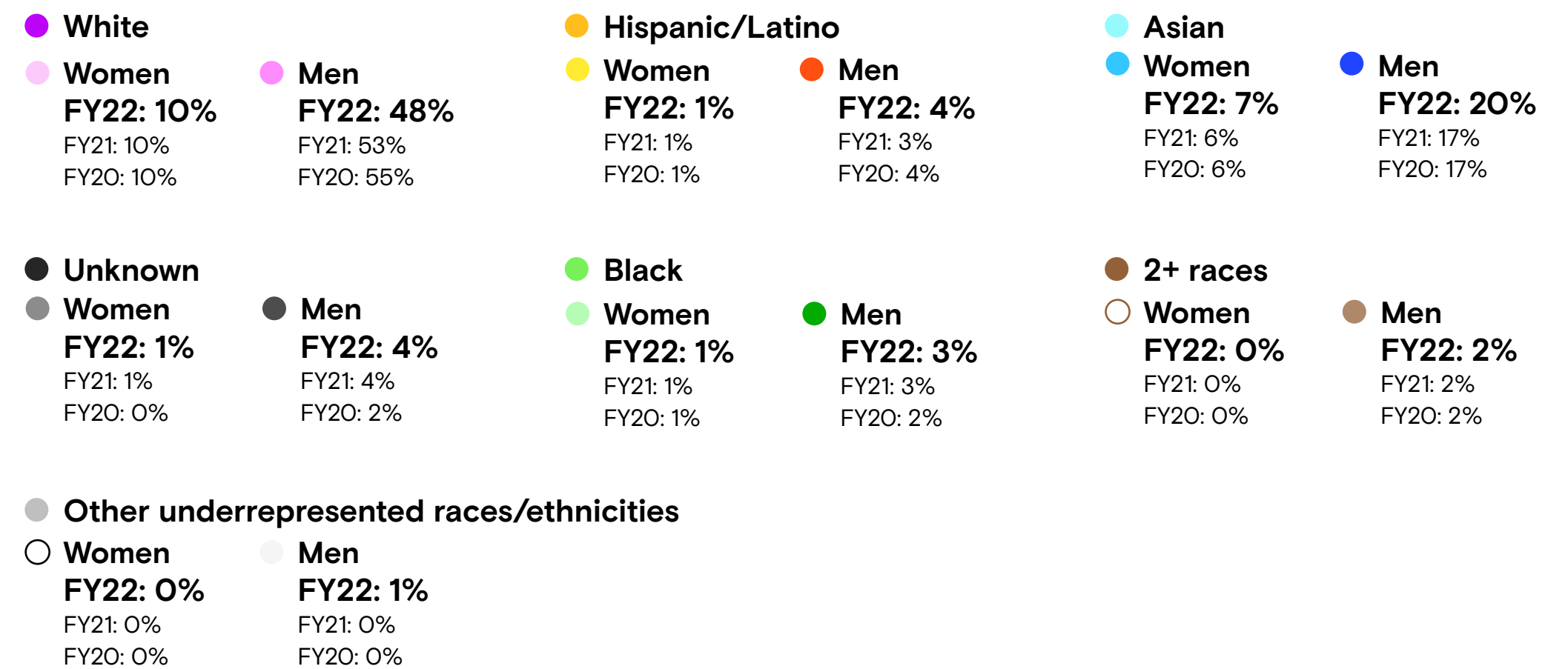
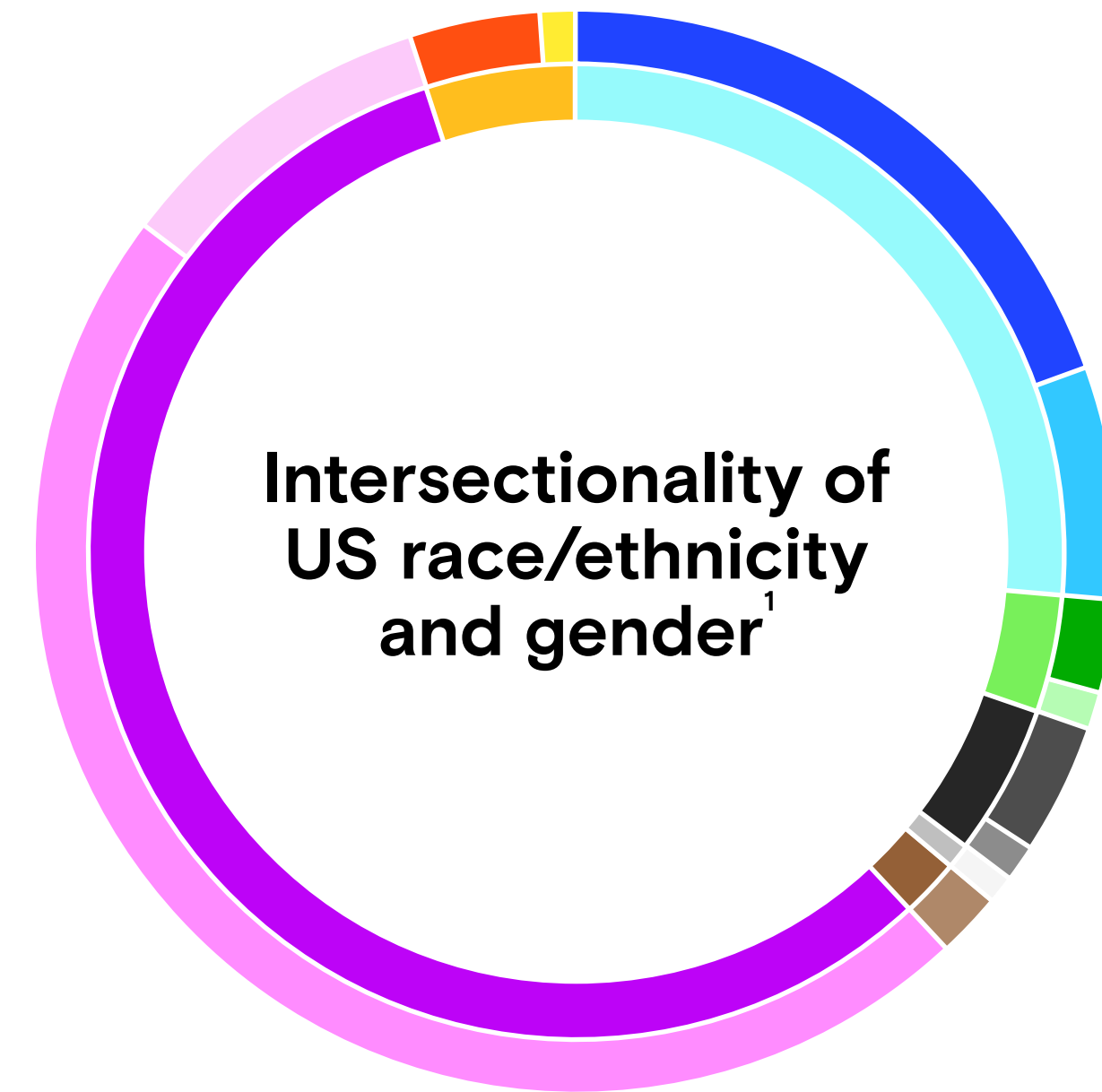
## Diversity, equality and inclusion

### Race and ethnicity

Board of directors	FY19	FY20	FY21	FY22
Black	0%	0%	13%	13%
Hispanic/Latino	0%	0%	0%	0%
Asian	13%	13%	13%	13%
2 or more	0%	0%	0%	0%
Other underrepresented	0%	0%	0%	0%
White	88%	88%	75%	75%

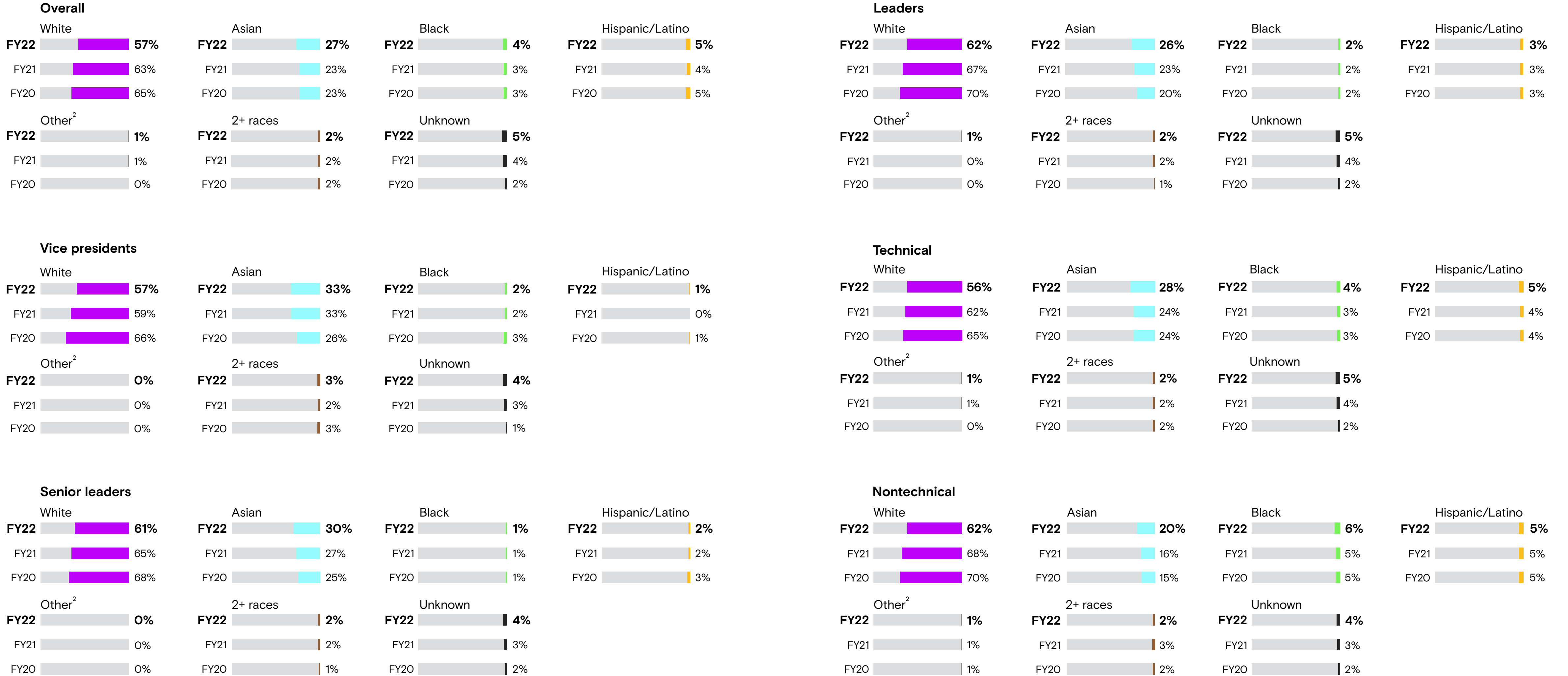
### US race and ethnicity

US overall	FY19	FY20	FY21	FY22
Black	3%	3%	3%	4%
Hispanic/Latino	4%	5%	4%	5%
Asian	23%	23%	23%	27%
2 or more	2%	2%	2%	2%
Other underrepresented	<1%	<1%	1%	1%
White	67%	67%	63%	57%
Unknown	0%	0%	4%	5%



<sup>1</sup> Find data definitions in the [Micron 2022 DEI Report](#) data dictionary. Percentages may not total 100 due to rounding.

# US race/ethnicity by group<sup>1</sup>



<sup>1</sup>Find data definitions in the [Micron 2022 DEI Report](#) data dictionary. Percentages may not total 100 due to rounding.

<sup>2</sup> Other underrepresented races/ethnicities.

## Health and safety

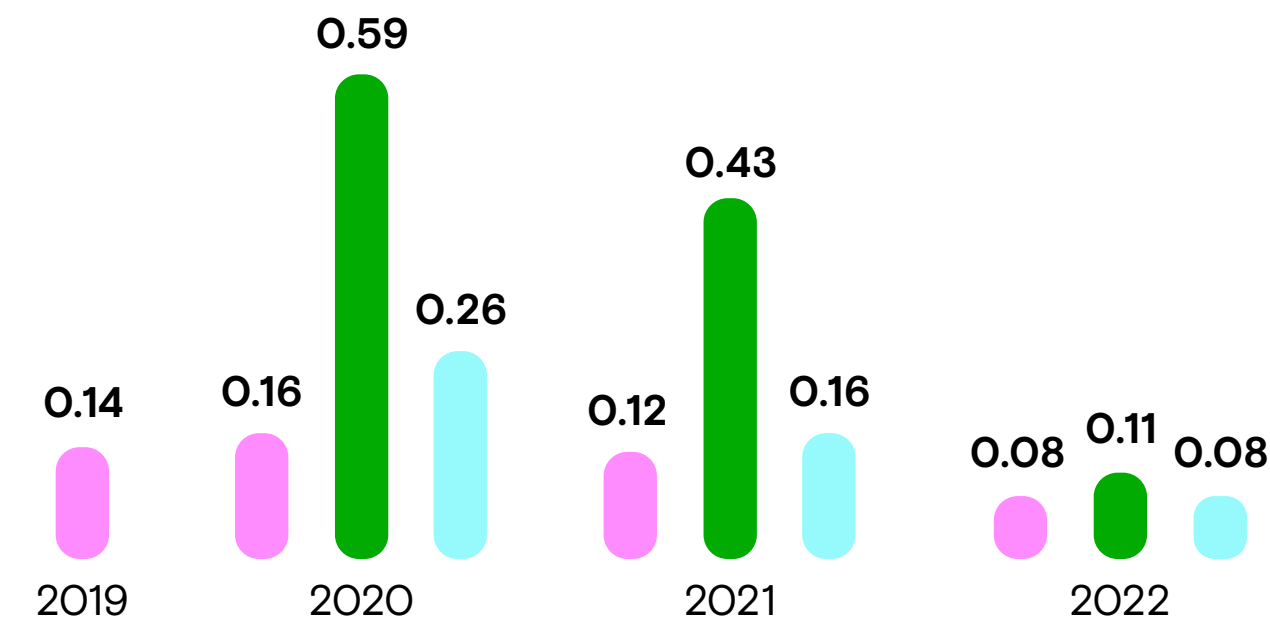
Health and safety		CY22
<b>Management system</b>		
Workers covered by an occupational health and safety management system		100%
<b>Incidents</b>		
<b>Operations (team members)</b>	<b>Count</b>	<b>Rate</b>
Fatalities	0	0
High-consequence injuries	1	0
Total hours worked	179,331,732	—
Recordable injuries	72	0.08
<b>Construction (contractors)</b>	<b>Count</b>	<b>Rate</b>
Fatalities	0	0
High-consequence injuries	1	0
Total hours worked	7,523,239	—
Recordable injuries	4	0.11
<b>Safety violations</b>	<b>Count</b>	<b>US\$</b>
Total amount of monetary losses as a result of legal proceedings associated with employee health and safety violations	1	None

Recordable injury rates are based on 200,000 hours worked

Data for calendar year 2022

Data for manufacturing and technology development sites only

### Recordable injury rate



- Operations recordable injury rate
- Construction recordable injury rate
- Combined recordable injury rate

Recordable injury rates are based on 200,000 hours worked

Starting in 2020, Micron is including the Contractor OSHA Recordable Rate

## Turnover

Voluntary turnover	FY19	FY20	FY21	FY22
<b>Voluntary turnover by gender</b>				
Female	8%	7%	7%	9%
Male	6%	5%	6%	9%
<b>Voluntary turnover by region</b>				
Europe	2%	2%	2%	5%
Asia	8%	6%	6%	9%
Americas	6%	5%	6%	9%
<b>Total voluntary turnover</b>				
Total voluntary turnover	7%	6%	6%	9%

Voluntary turnover percentage for Micron team members (excludes interns and contractors)

Headcount and turnover data corresponds to fiscal year

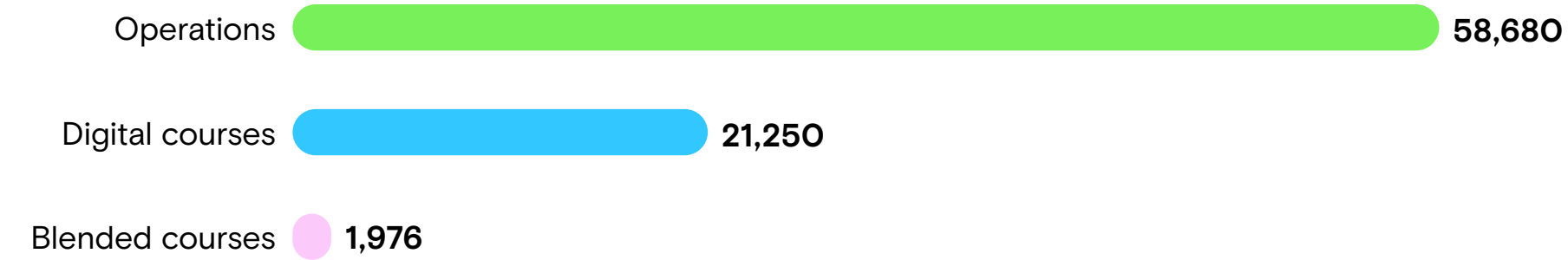
## Professional development

	FY19	FY20	FY21	FY22
Total training hours	2,021,762	1,697,907	2,672,204	2,946,701
Average training hour per team member	54.1	43.1	62.0	61.2
Average professional development investment per FTE	\$343	\$368	\$354	\$418

Professional development metrics include on-demand, virtual and instructor-led trainings available through our internal platforms and exclude on-the-job training and external conferences and seminars.

Average amount spent on training and development per FTE refers to the total amount spent on training and development in the last fiscal year divided by the total number of FTEs.

## Internal professional development opportunities by instruction method



Operations includes on-the-job training. On-the-job training provides the knowledge, skills, and competencies required for employees to accomplish specific tasks within the workplace. It represents a set of processes that happen within a specific organizational context and involve assimilating and acquiring integrated clusters of values, skills, knowledge, and feelings that lead to fundamental changes in behaviors of a worker or teams.

## Community impact

Giving	CY22
Total giving	\$12.8M
<b>Giving by type</b>	
Matching gifts	\$3.5M
Grants	\$8.2M
Program-related investments	\$1.1M

## Community impact





Published in June 2023, this report covers the sustainability performance of Micron Technology, Inc., in fiscal year 2022 (Sept. 3, 2021, through Sept. 1, 2022), unless otherwise stated, and includes all of Micron's controlled entities. This 2023 sustainability report has been prepared with reference to the Global Reporting Initiative (GRI) Standards. GRI is the most widely accepted global standard for sustainability reporting and allows companies to measure, evaluate and communicate corporate sustainability information in a consistent and comparable manner. We are also reporting to the Sustainability Accounting Standards Board (SASB) semiconductor standard and provide an index aligned with the Task Force on Climate-Related Financial Disclosures (TCFD) framework.

Accompanying this report is our [2023 sustainability progress summary](#), which contains selected highlights from the past year.

#### **Forward-looking statements**

This report 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.

#### **About Micron Technology, Inc.**

We are an industry leader in innovative memory and storage solutions transforming how the world uses information to enrich life *for all*. With a relentless focus on our customers, technology leadership, and manufacturing and operational excellence, Micron delivers a rich portfolio of high-performance DRAM, NAND and NOR memory and storage products through our Micron® and Crucial® brands. Every day, the innovations that our people create fuel the data economy, enabling advances in artificial intelligence and 5G applications that unleash opportunities — from the data center to the intelligent edge and across the client and mobile user experience. To learn more about Micron Technology, Inc. (Nasdaq: MU), visit [micron.com](https://micron.com).

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[\*\*micron.com/sustainability\*\*](https://micron.com/sustainability)