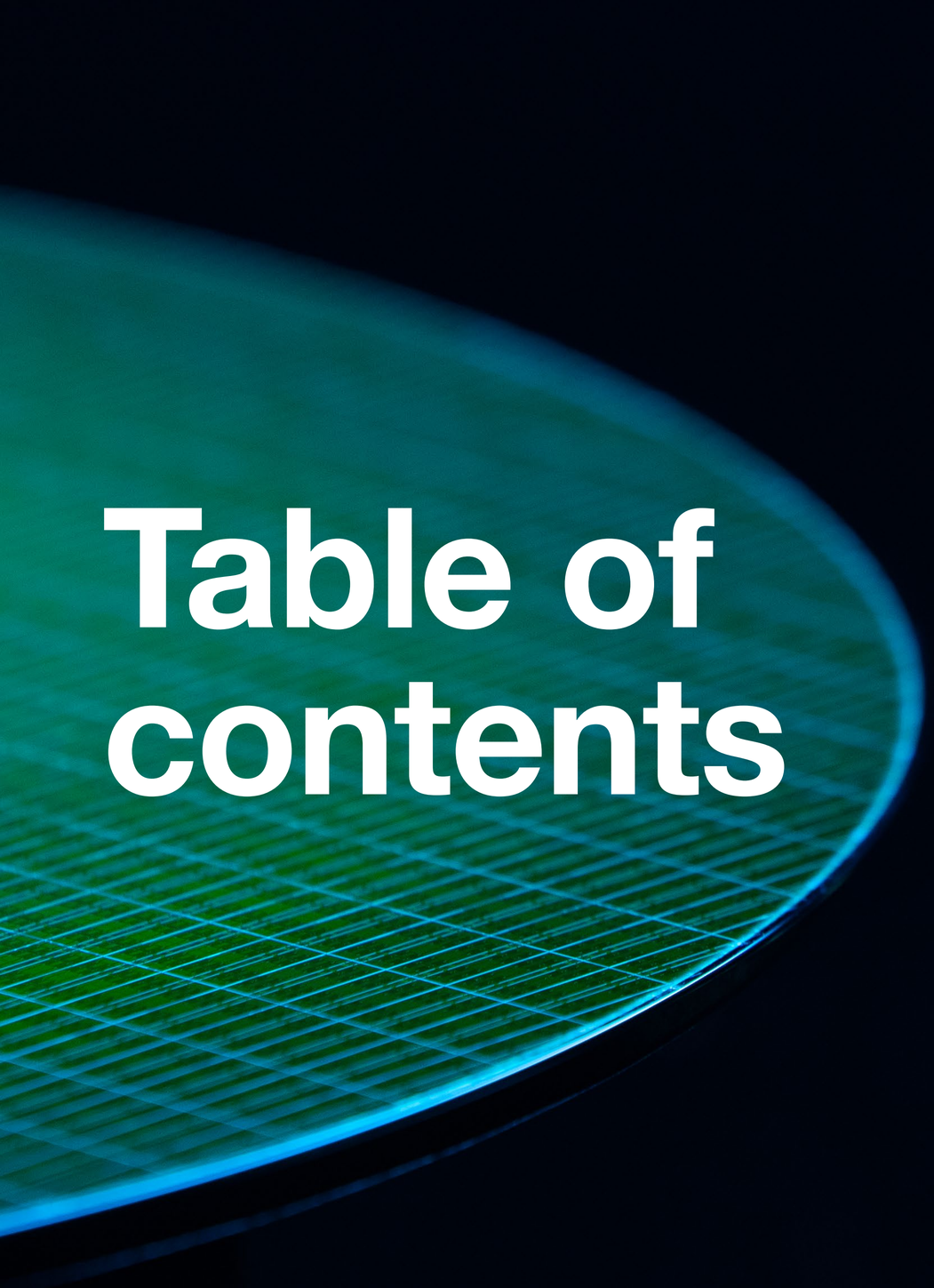
Investing in the future

Sustainability report 2022

Micron – Taiwan A3 Green Fab



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Introduction

Micron – Boise, Idaho

A message from our CEO

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

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

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

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

Environment

- Net zero ambition: We recently announced a target to reach net-zero emissions from our operations and purchased energy by 2050. We aim to use 100% renewable energy in our U.S. operations by the end of 2025 and to reduce greenhouse gas emissions from our global operations by 42% by 2030[1].
- Environmental goals: We are mindful in how we consume energy, conserve water and manage waste. Micron has made significant strides in these areas. Most notably, we increased our waste recycle, reuse and recovery rate to 90%, bringing us closer to our goal of diverting 95% of the waste in our operations by the end of 2030.
- Green construction: We are committed to designing and building new construction to meet or exceed LEED Gold standards. Our newest sites use advanced water-saving technologies and reduce waste.
- Sustainable financing: Micron is a leader in sustainable financing. We exceeded our targets for greenhouse gas emissions intensity, waste diversion and Responsible Business Alliance audit performance, targets that were tied to nearly $3.7 billion in sustainability-linked credit facilities issued in May 2021. We established a green bond framework in October 2021 and issued a $1 billion green bond in November to fund our environmental initiatives.

Social

- Diversity, equality and inclusion (DEI): We made tremendous strides towards our six DEI commitments, which we set in 2020. We have strengthened our culture of inclusion by proudly achieving comprehensive global pay equity for all underrepresented groups. Micron also continues to invest in diverse financial institutions and expand our sourcing from diverse suppliers.
- Community giving: We believe in transforming the communities where our team members live, work, and play. We do this by promoting human potential through STEM education, supporting basic human needs and championing equitable opportunities *for all*. Last year, we met our goal of 60% team member participation in our giving programs, either through donations or volunteerism, and we have raised that goal to 65% for 2022.

Governance

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

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

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

Sanjay

Sanjay Mehrotra
President and CEO, Micron Technology

[1]42% reduction in emissions from 2020 emissions baseline.

About Micron

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

Micron's approximately 45,000 team members live our values: collaboration, customer focus, innovation, people and tenacity. We share a common goal to pursue technology and product innovation and manufacturing excellence for our customers, partners, communities and society. For more than 40 years and with more than 50,000 patents granted (and growing), Micron has nimbly delivered products that have helped transform how the world uses information to enrich life *for all*.

Founded on October 5, 1978

Headquartered in Boise, Idaho, USA

$27.7B
fiscal year 2021 (FY21) annual revenue

127
on the 2022 Fortune 500

50,000+
patents granted and growing

~45,000
team members

4th
largest semiconductor company in the world

Excluding IP/Software revenue

17
countries

11
manufacturing sites

18
customer labs

2021-2022 awards & recognition

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

Sustainability strategy

Micron – Singapore

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.

Micron – Taichung, Taiwan

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 toward 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.

ESG issues in Micron's supply chains, operations and products are overseen by a cross-functional sustainability council made up of Micron senior leaders representing a range of functions. The sustainability council is guided by a dedicated sustainability team that works closely with Micron functions to accomplish the following activities:

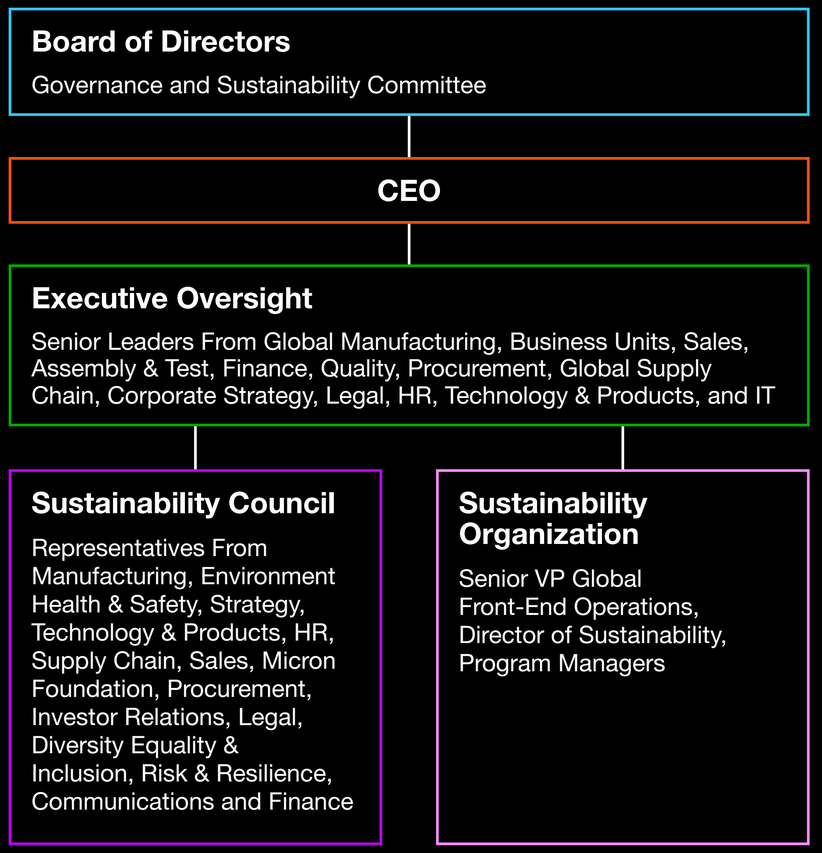
- Identify priority and emerging ESG issues
- Define our strategy to address priority issues
- Integrate sustainability practices and innovation into key areas of the company
- Engage, build relationships and exchange information with key stakeholders

Sustainability is managed throughout the company, with operational teams and councils across the company taking ownership of individual ESG matters, conducting due diligence and engaging with relevant stakeholders. These functions coordinate with the sustainability team and are represented on the sustainability council, with oversight extending to senior executives and, at the highest level, to the Micron board of directors.

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 periodically and the audit committee regularly reviews ESG reporting processes.

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

Sustainability governance structure



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 & risk

Integrating sustainability into our business is strategically important, assisting Micron to 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, helping to increase team member engagement, satisfaction and productivity. 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 ESG programs enhance our relationships with customers, suppliers and investors.

While working to realize these opportunities, we focus on identifying, assessing, quantifying and managing ESG-related risks. Micron's supply chains, operations and markets face a variety of risks including extreme weather events, global pandemics, geopolitical risks, labor unrest, materials availability, regulations related to topics such as 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, environment, health and safety (EHS) and responsible sourcing programs, along with our various risk management organizations. Our enterprise risk management (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 address future events that create uncertainty and respond in an efficient and effective manner. 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. Micron has a network of risk management functions operating across the company, including EHS, IT, business continuity, global quality management, and enterprise risk management (ERM).

Our ERM organization accumulates key risk information from the executive risk committee, comprising 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 2021 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.

Micron – Singapore

Strong ESG programs enhance our relationships with customers, suppliers and investors.

ESG issue prioritization

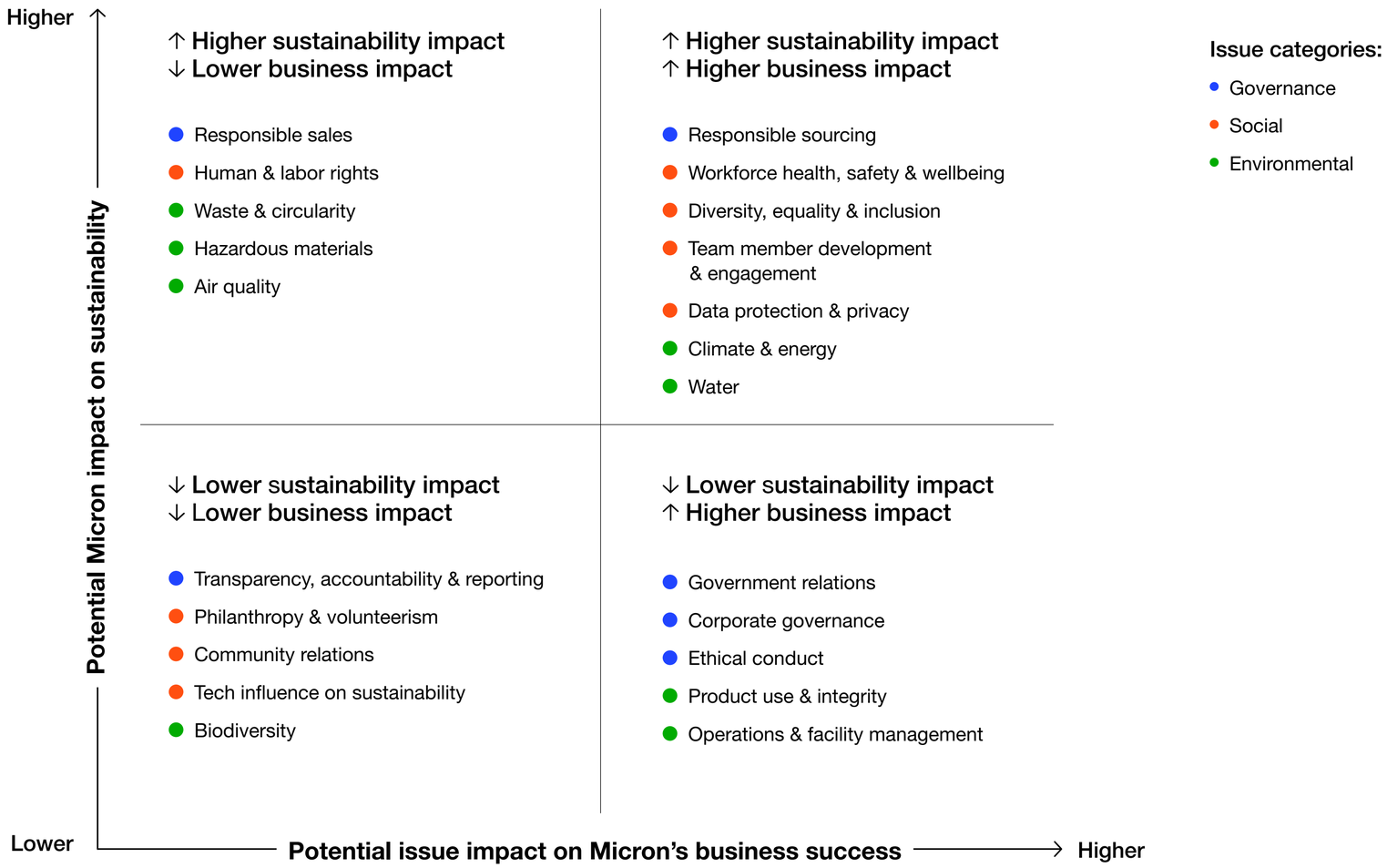
Micron's sustainability team and council periodically review the company's environmental, social and governance priorities to inform our strategy, actions and disclosures.

Micron conducts a full assessment on a three-year cycle and reviews priorities annually to ensure 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 may affect the company's business and have significant impacts. After revising the list of issues, we consider the existing and potential environmental and social impacts that Micron may have on each issue, their likelihood, and extent and level of attribution to Micron, as well as the potential impact on Micron's business. Using this evaluation, issues are placed in a matrix.

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 feedback from key internal and external stakeholders.

2021 ESG issue prioritization



Ethics & integrity

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

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

Micron's General Counsel and Chief Compliance Officer is responsible for overseeing the compliance program. He has a reporting relationship to our board's audit committee, reinforcing the independence of the function. Micron's Vice President, compliance and ethics, has strategic responsibility for the compliance and ethics program.

Integrity Matters: The Micron Code of Business Conduct and Ethics — 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 seven languages and available to the public on our website.

Team members receive annual training and certify that they have read, understood and will comply with the code. In fiscal year 2021 (FY21), 93% of our team members were in compliance 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 bribery in any form. The policy is available to all team members and has been translated into seven 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 a set of Responsible Sourcing links on our sustainability webpage. Micron adheres to — and expects 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 other responsible policies.

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 and third parties to report concerns or ask questions about our policies. Team members 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.

Results of key investigations are anonymized and shared with team members through periodic communications called Integrity Alerts. These alerts discuss real-life issues and corrective actions taken by Micron, demonstrating to team members that speaking up and raising concerns leads to meaningful action. They also provide another method to reinforce proper handling of common integrity questions.

"From governance to compliance, our commitment to integrity is infused in all of our business practices. This discipline is what earns us the trust of Micron's shareholders, regulators, customers, partners and suppliers, and we will continue with a razor-like focus on operating according to the strongest code of ethics."

Rob Beard
Senior vice president, general counsel, corporate secretary and chief compliance officer

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 & risk

Micron supports tax policies — at the U.S. and international levels — 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 reporting 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 implications from new tax legislation and policies and from 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.

Micron – Avezzano, Italy

Sustainability & corporate finance

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

Micron took several strategic steps in 2021 to integrate the company's corporate finance and sustainability initiatives. Complementing our DEI goal to have a percentage of the company's capital investments managed by diverse firms, we tied nearly $5 billion in company financing to our ESG programs through sustainability-linked credit facilities and a green bond offering. Without sacrificing financial flexibility, these efforts support impact while lowering costs to Micron.

Linking credit with sustainability performance

In May 2021, Micron refinanced nearly $3.7 billion in credit facilities, tying the interest rates to specific ESG performance metrics in line with the company's public goals and commitments. At issuance, this transaction positioned Micron as a top-five corporate sustainability-linked credit issuer in the U.S. We are pleased to report that we have achieved these calendar year 2021 (CY21) milestones in connection with our sustainability-linked credit:

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

Launching a green bond

In October 2021, Micron published a green bond framework — aligned with the globally recognized Green Bond Principles — and subsequently issued a $1 billion green bond in November. This issuance was among the largest green bond offerings in the semiconductor industry at the time, and several nationally recognized minority and women-owned firms participated in the issuance process. Resulting funds are being allocated to support the company's public commitments to long-term environmental performance and the construction of Leadership in Energy and Environmental Design (LEED) Gold buildings. We expect to provide allocation details in the company's first green bond report later this year.

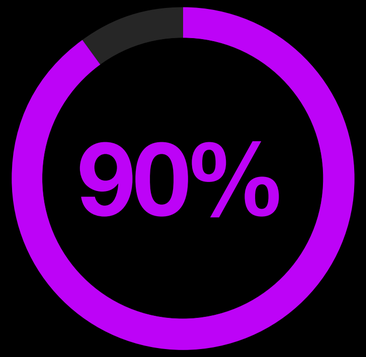
Micron – Singapore

Calendar year 2021 milestones

RBA average facility audit score
(as of Dec. 31, 2021)

193.2 / 200

Waste diversion rate*



** Includes energy recovery*

Greenhouse gas intensity

40%

improvement
(CY21 vs. CY18)

Stakeholder engagement

Micron takes measures to understand our local influence and the effect of our operations, supply chains and products on people, the environment and society.

Stakeholders, both inside and outside the company, drive our business success. To understand how we affect these stakeholders and to inform our decisions, we partner with a range of organizations. Throughout our global operations, we engage with key stakeholders based on their material relationship to our operational success and on our potential to affect them through our operations. This dialogue occurs at the local, subsidiary and corporate levels.

Working with customers

Our customers are increasingly focused on the ESG performance of their suppliers, including Micron. Many customers use sustainability as one of their criteria for evaluating Micron's overall performance as part of the management of their own supply chain and reputation risks. 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.

For these reasons, our 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 regularly discusses our corporate ESG performance with the investment community, and in turn, our ESG disclosures evolve based on investor feedback. We have engaged with SASB to assist these efforts, joining the SASB Standards Advisory Group and issuing a sustainability reporting index aligned with the SASB semiconductor industry standard.

Micron has also forged strategic relationships with lenders on sustainability performance. In addition to closing on the $1 billion green bond in 2021, Micron also announced sustainability-linked credit instruments of nearly $3.7 billion, with rates tied to verified and reported progress for three sustainability-related performance indicators.

Micron – Hiroshima, Japan

Engaging with governments & policymakers

Every day, governments around the world make decisions that influence Micron's strategies, investments, operations, team members and communities. As a global company, we recognize the importance of participating in the political process and providing input on policies important to Micron's business interests and values.

To that end, Micron engages at all levels of government around the world, working closely with officials to promote policies that bring global innovation to our communities and the world in a responsible way. We participate in public policy discussions with officials through education, advocacy campaigns and partnerships with various coalitions, industry groups and trade associations. In doing so, Micron is governed by all applicable laws and regulations that oversee interactions with government officials, as well as by our own high standards of ethical conduct.

Supporting team members, communities & suppliers

Team members, the communities where we live and work and our suppliers are vital to our operations. These stakeholder groups are covered in detail in the People, Communities, and Responsible sourcing sections.

Who we engage	How we engage		What the engagement creates
Team members	▪ Ongoing supervisor interactions ▪ Meetings hosted by senior leaders ▪ Employee engagement surveys ▪ Compliance hotline for reporting concerns	▪ Intranet with global and local content ▪ Employee resource groups ▪ Global town halls	A culture in which all team members contribute to our success
Customers and industry organizations	▪ Regular meetings between customers and sales team executives, account managers and sustainability leaders ▪ Customer requirement documents ▪ Membership in industry organizations	▪ Customer scorecards and performance evaluations related to RBA code compliance, transparency, risk management, environmental and social performance, responsible sourcing and other topics	Understanding of our performance from our customers' perspectives, industry consensus on social and environmental issues and customer trust
Shareholders	▪ Investor relations webpage ▪ Annual shareholder meeting ▪ Quarterly financial calls ▪ Periodic investor presentations ▪ Investor conferences and meetings ▪ Annual report and sustainability report	▪ Issuance of a SASB index and participation in the SASB Standards Advisory Group ▪ Regulatory filings ▪ Press releases ▪ Emails	Transparency and fulfillment of the needs of our shareholders and the investor and analyst communities as they increasingly focus on corporate ESG performance
Suppliers	▪ Compliance hotline for reporting concerns ▪ Supplier performance reviews ▪ Labor practice audits and code of conduct compliance ▪ Supplier portal containing expectations and requirements in conduct and responsible sourcing	▪ RBA membership and committees ▪ Training ▪ Risk profiling and event monitoring of mapped suppliers ▪ Supplier summits	Open dialogue about our expectations with respect to social and environmental criteria
Communities	▪ Grants, programs and volunteers focused on promoting human potential through STEM education, basic human needs and equitable opportunity ▪ Local, regional and national STEM education conversations	▪ STEM outreach through virtual programming and in-person programs when possible ▪ Team member volunteerism and matching gifts globally	Stronger communities, relationships, equitable opportunities and shared value between Micron and organizations around the world, emphasizing the communities where our team members live and work
Policymakers	▪ Direct and indirect lobbying ▪ Political contributions	▪ Involvement in industry and trade associations	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.

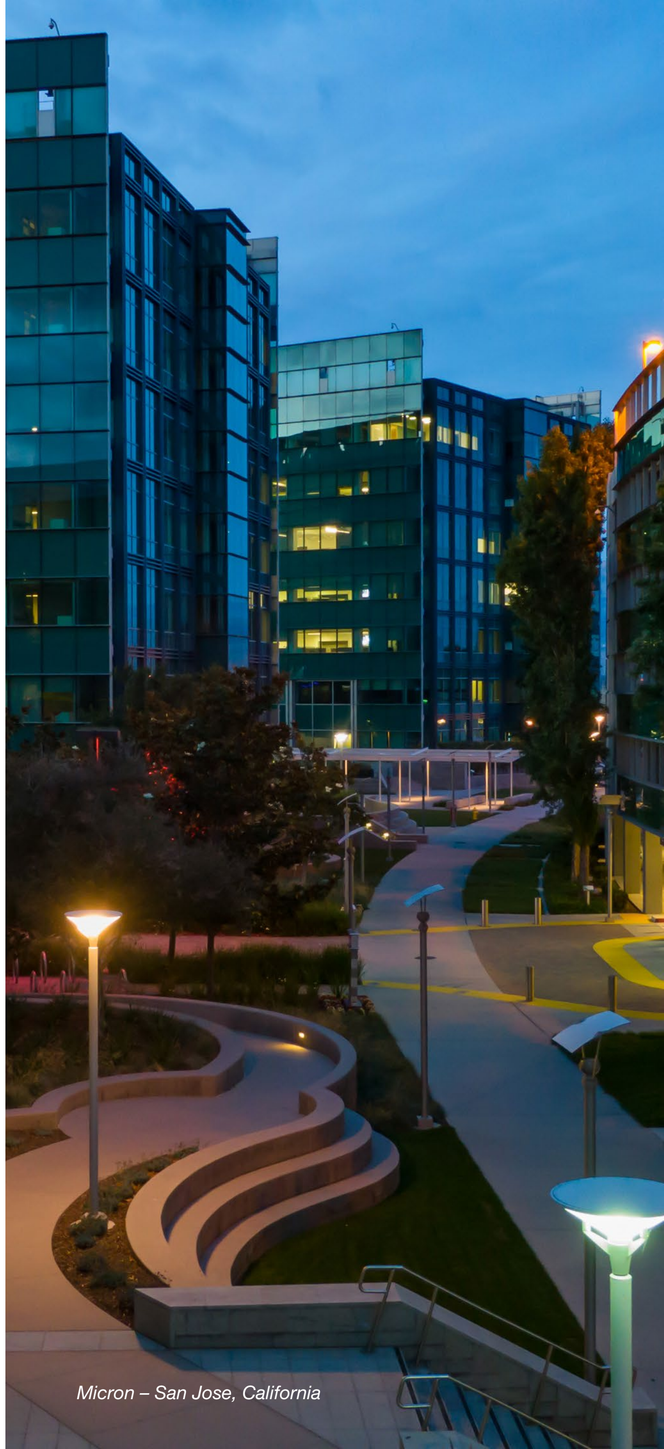
As a responsible citizen in the global marketplace, Micron is committed to adhering to all laws and regulations that relate to export controls and trade compliance. Micron requires its team members and representatives to conduct business with vigilance, implementing mandatory sustainability requirements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

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

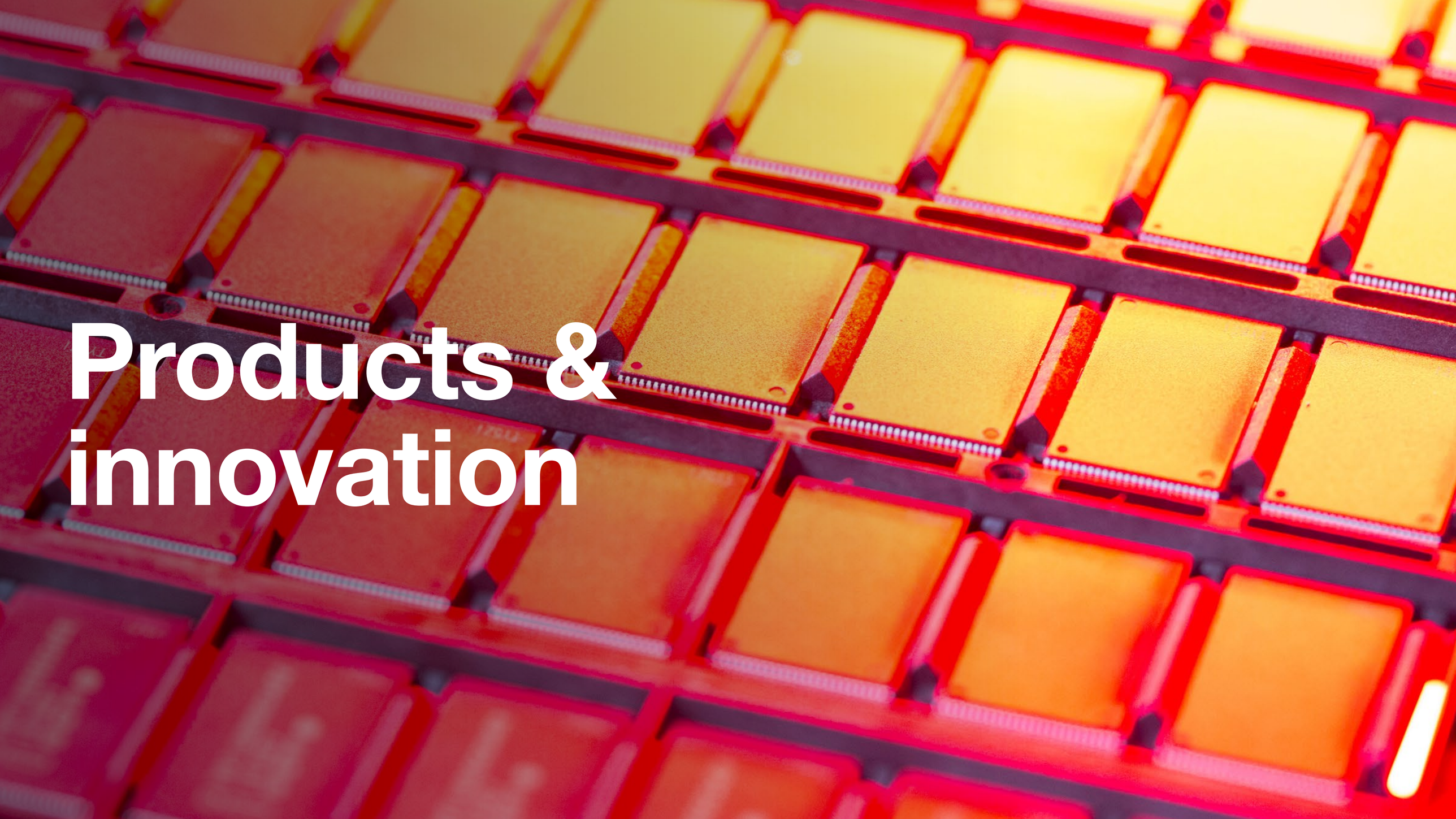
- The commitment and support of our leadership for implementing and executing a robust compliance program
- Tracking of regulatory trends that influence environmental, social and governance goals
- Policies and protocols to ensure team members and management are informed and trained on the latest applicable trade compliance regulations
- Continued awareness of the rapid and dynamic changes in geopolitical situations and corresponding trade policy
- Risk assessments and oversight to consistently evaluate and strengthen our compliance posture
- Internal systems and processes to effectively manage international operations, personnel 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
- Investigations into forced labor in foreign supply chains, and prevention of imports made using forced labor
- Screening of businesses on the U.S. Department of Commerce's Entity List for reasons of human rights abuses in all regions
- 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 fully comply with evolving export control laws resulting 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.



Micron – San Jose, California



Products & 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 memory 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 more than 40 years, we have taken part in every stage of the evolution of these vital technologies.

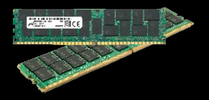
Micron's rapid advancements in memory and storage have expanded the availability and applications for these products and helped unlock innovations that will enhance the future. A new generation of technologies — including AI, 5G networks, precision medicine, the internet of things (IoT), cloud computing and connected and autonomous vehicles - rely 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, autonomous vehicles are becoming virtual data centers on wheels. Technologies like vehicle-to-everything communication and digital radar makes 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 the goal of no breaks in communication. As the world leader in automotive memory, Micron is enabling the rapid pace of development in this emerging industry — and ensuring that our components are safe and secure.

After 30 years supporting the automotive market on the road, Micron solutions are now taking to the skies. Urban air mobility (UAM) innovations are beginning to make autonomous, on-demand and electric flight a reality. Through an investment in and collaboration with Volocopter, a UAM pioneer, Micron is gaining insight into next-generation air taxi products that will depend on our solutions and helping the world push the boundaries of what technology can deliver.

Given the growing demand for Micron's products in a wide variety of applications, we continue to invest in research to offer higher capacity, greater security, faster data transfer rates, lower power consumption, increased energy and material efficiency, and improved reliability. In 2021, we announced plans to invest more than $150 billion globally over the next decade in leading-edge memory manufacturing, research and development, including potential U.S. fab expansion. We will invest in extreme ultraviolet lithography, a process that allows for the production of ever-smaller chip features. We also announced in 2021 our plans to open a new memory design center in Atlanta, Ga., creating up to 500 jobs in this growing technology and talent hub in the southeastern United States.

Micron products at a glance



Compute DRAM

DDR5: enabling the next generation of data-intensive workloads

1α 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

Low-power memory and storage

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

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

Auto- and industrial-grade solutions

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

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

High-bandwidth in package memory

HBM2E: highest-bandwidth solutions for AI training and HPC workloads

High-bandwidth graphics memory

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

Advancement of 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.

Investing in startups

Most successful technology companies began as startups. Small teams nurture big ideas into proven concepts and, eventually, into viable products or services. But due to risk inherent in the process, limited venture capital and other factors, most startups fail. That means many transformative technologies never have the chance to go to market.

With our Micron Ventures organization, we are helping more startups succeed. To date, we have invested $100 million in several startups that show promise in the following categories: the Fourth Industrial Revolution, mobility, health care and agriculture. A few examples include DayTwo, which combines microbiome data with AI to manage chronic metabolic conditions, like diabetes and clinical obesity, through food; Iterative Scopes, which brings cutting-edge precision medicine to the practice of gastroenterology; and Taranis, a crop intelligence platform that protects crops and also combines AI-powered remote sensing technology for soil carbon verification in row crops.

We are also investing in technologies that can improve sustainability in our own operations. Aqua Membranes, a clean tech startup, has invented 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're currently piloting this technology at our Boise facility.

In partnership with SEMI, the industry association representing the electronics manufacturing and design supply chain, Micron Ventures came up with the idea and launched a pitch event called Startups for Semiconductor Sustainability in 2021. SEMI member companies, including Micron and eight of our peers, sought startups that were developing technologies to make semiconductor manufacturing more efficient in three areas:

- Energy efficiency at the tool, manufacturing process and supply chain levels
- Water efficiency, reclamation, reuse and restoration
- Alternative chemistries for wafer processing, materials recycling and waste stream abatement

Semifinalists were selected from a pool of 58 applicants and paired with industry experts as advisors. Ultimately, nine finalists participated in a final industry-wide pitch event, gaining valuable exposure to industry experts and potential funders. Micron Ventures will continue to engage with the finalists on potential investments, collaborations and proofs of concept.

Fostering growth

Incubation @ Micron, an "intrapreneurship" program launched in 2021, encourages team members to contribute to Micron's growth objectives. Interested team members can submit ideas that are adjacent to our core businesses. If their ideas are viable, creators receive capital, resources and mentorship to support them as they work to develop, commercialize and scale their concepts. Currently, we have 24 team-member-submitted ideas in the pipeline, with five ideas in advanced stages. As this program grows, we may add guest speakers, innovation workshops and an internal business plan competition to further cultivate a spirit of intrapreneurship.

Other programs within Incubation @ Micron are our deep learning accelerators (DLAs) and our Authenta™ initiative to enhance IT platform security. Through DLAs, we partner with customers on AI applications that will create the technological capabilities of the future and address environmental and social issues. Micron's Authenta technology provides an extra layer of defense to IoT platforms without adding components. This unique security solution has increased Micron's value as a memory provider for connected devices across industries.

Startups for Semiconductor Sustainability

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

	Finalist	Tech/value prop
Energy	VERDIGRIS	Energy analytics and efficiency recommendations
	ELECTRIC HYDROGEN	On-site hydrogen production from renewables
	TURNTIDE	More efficient electric motors
Water	MEMBRION	New water membrane for metal recapture
	InfiniteCooling	Efficient water capture from cooling towers
	2SWater	Sensor platform to support digital water treatment
Materials	ATONARP	Novel spectroscopy for in-line molecular analysis
	NuMat TECHNOLOGIES	Computational chemistry discovery platform
	IRRADIANT TECHNOLOGIES	Ultrafast 3D assembly of mixed nanomaterials

Energy efficiency

Micron is driving rapid improvements in the power requirements, performance and size of each successive generation of chips, which enhances the value and capability of the electronics used by people around the world.

Advancements in Micron's technology help to meet power efficiency needs in AI and the IoT and for our cloud computing customers and the world at large. Efficiency is both an important customer requirement that results in, for example, improved battery life and reduced heat output and a means of addressing the environmental consequences of increasing computational demands. Data centers alone use about 1% of global electricity, much of which comes from fossil fuel sources contributing to climate change. With the volume of data produced and organized projected to grow significantly in the coming years, product efficiency will continue to play an important role in Micron's efforts to address the influence of technology on the environment.

For example, we are working to make each generation of our memory solutions for data center servers do more with less energy per bit. Transitioning from DDR4 to DDR5 products, which will take place over the next few years, is expected to reduce DRAM power consumption per bit by approximately 14% at introduction, creating efficiencies that will ultimately lower costs for data center customers. Similarly, as the need for greater computing and data-processing capabilities on handheld devices grows, these devices cannot trade energy efficiency for performance. Micron announced the world's most advanced 1α (1-alpha) DRAM process technology in early 2021 and is now shipping LPDDR4X memory chips, fabricated using 1α, to be built into mobile phones. Our 1α mobile DRAM uses an impressive 20% less power than its predecessor, which translates to about an extra hour of battery life in a modern smart phone.

We collaborate with customers to deliver memory and storage products that meet increased expectations for energy efficiency. Micron's system power calculators are online tools that allow customers to estimate memory power use when they make system architecture and design decisions.

Micron's products also enable automation and efficiency across sectors — from industrial applications to transportation and even in our own operations. Our industrial memory solutions, including embedded AI accelerators and local storage, make it possible for industrial IoT edge infrastructure to collect, process and share data that increases energy efficiency and reduces waste.

Micron – Boise, Idaho

Platform & 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 leveraging 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 not only on storage solutions for vast amounts of new data, but also on security for these IoT devices. 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 are vital to enabling safe and efficient connected, autonomous and electric vehicles. As the world leader in automotive memory and storage, Micron is committed to ensuring not just the cybersecurity of our products, but also their functional safety. Functional safety works to overcome the imperfection of electronic systems and inherent failure rate of components. Multiple Micron teams address functional safety, including a dedicated functional safety office staffed with industry safety veterans and experts, 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 2021, Micron announced the industry's first low-power memory qualified for automotive safety applications, the first in a new portfolio of memory and storage products targeted specifically for automotive functional safety. While this work focuses on our automotive business, the extra rigor required to ensure safe processes and practices will ultimately benefit all product lines, enhancing safety and quality across many types of devices.

Micron – Taichung, Taiwan

Operations & environment

As one of the world's largest semiconductor companies, Micron understands that our manufacturing operations affect the environment. We take a proactive approach to environmental stewardship, investing in technologies to mitigate our footprint.

Advanced memory and storage solutions can 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. This process takes place at the nanoscale in a cleanroom environment. Over several months, each wafer goes through hundreds of manufacturing steps during which chemicals and materials are precisely applied to develop the functionality of the chip. Airborne particles, temperature and humidity are tightly controlled to ensure quality as the wafer passes hundreds of times through up to 10 areas, each with a unique set of tools.

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. Scaling our products often requires new manufacturing equipment, materials and processing technologies, increasing process steps and further intensifying our operational footprint. Even the most advanced abatement techniques and methods to prevent fugitive emissions are not yet perfectly efficient. Energy 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. The ongoing need to increase production of semiconductor memory and storage to meet the world's product demand compounds these challenges.

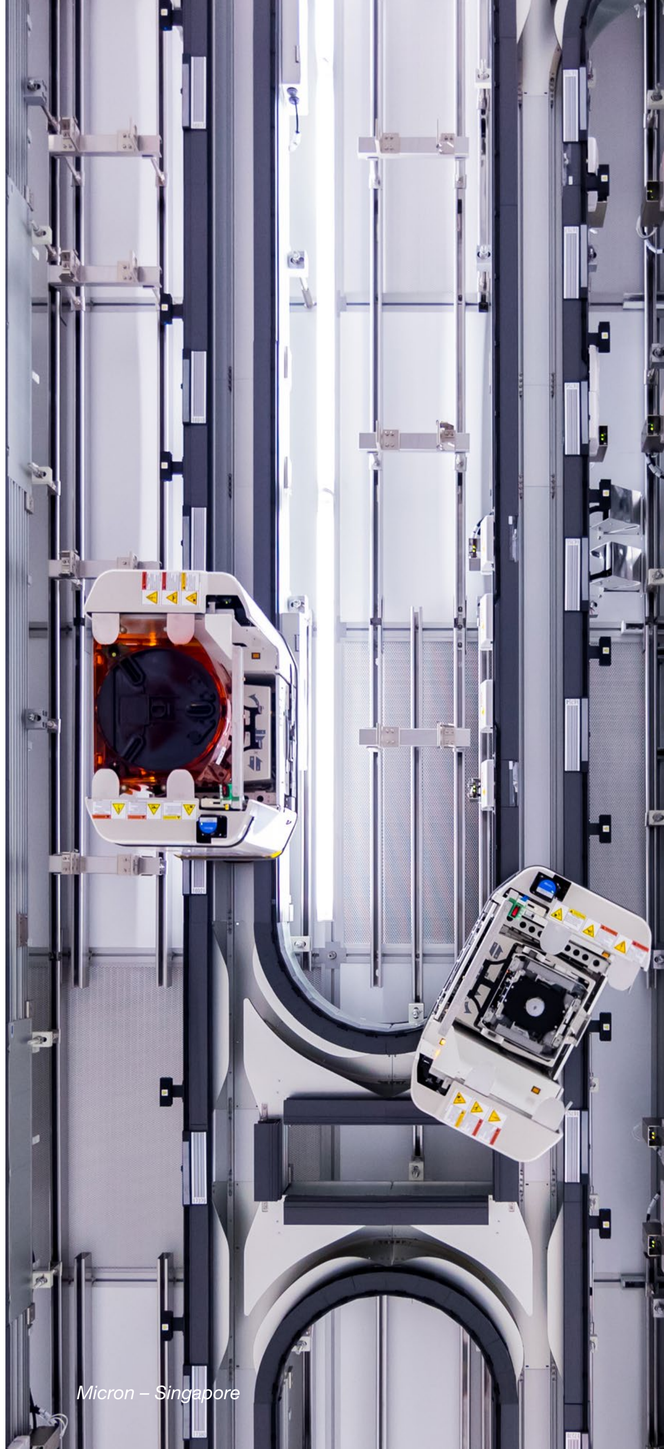
These realities pose steep challenges to reducing our environmental footprint. To make progress and grow sustainably, we must reimagine the way we operate. Micron integrates EHS considerations, including energy, water and waste efficiency; LEED criteria; and other factors into our processes, facility design and construction.

We are also embracing environmentally friendly process design, through which engineers and other team members incorporate sustainability into their daily decision-making, identifying and implementing opportunities as early as possible in the process. Alongside the four pillars our engineers typically balance — yield, quality, cycle time and cost — they now also consider sustainability. Using this approach, the technology development (TD) team is analyzing which fab tools and processes contribute most to Micron's environmental footprint.

Environmentally friendly process design requires the efforts of cross-functional teams, as well as collaboration with suppliers, research institutions, academia and others. For example, our TD team is helping mitigate the adverse effects of tech node scaling by integrating environmental strategies into tool selection and development, process development and material choices. Beyond educating team members on Micron's sustainability goals, the TD team is conducting analyses to determine which fab tools and processes make the greatest contribution to Micron's environmental footprint. These analyses inform strategic improvements on a range of tool and process groups, such as recent energy-efficiency measures implementing high-efficiency vacuum pumps, simplifying flow, improving raw process time and enabling energy conservation on forward-looking designs.

Other teams can practice environmentally friendly process design, too. For instance, operations and manufacturing teams are exploring ways to reduce use of less efficient tools and processes. Our facilities team is evaluating how exhaust air flow affects equipment. Micron's procurement and venture teams are partnering with suppliers and startups to incorporate innovative new ideas into manufacturing processes.

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 $110.8 million since the beginning of FY21 to support advanced water treatment technologies, energy-efficiency improvements, greenhouse gas mitigation measures and other initiatives. This commitment is complemented by Micron's financial arrangements established in CY21 — including $3.7 billion in sustainability-linked credit facilities, tied to annual greenhouse, waste, and RBA metrics — as well as a $1 billion green bond dedicated to funding environmental projects across the company.



Micron – Singapore

Goals & aspirations

Ambitious time-bound targets demonstrate our commitment to reducing greenhouse gas emissions, enhancing energy efficiency and improving waste 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 calendar year 2022 (CY22), we expanded our ambitions, setting new goals for our climate initiatives. We have established new 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 to achieve 2030 scope 1 emissions reductions in line with the Paris Agreement – that's a 42% absolute reduction versus CY20. These goals complement our existing target to achieve 100% renewable energy in the U.S. by the end of CY25, and our recent achievement of 100% renewable energy in Malaysia. They will also ensure that we exceed our original long-term climate target to reduce GHG emissions intensity 75% per unit of production by CY30 versus a CY18 baseline — a goal that we are already well on our way to achieving. Looking ahead, we are evaluating our value chain emissions and opportunities to establish additional targets, including those covering scope 3 emissions.

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 and continues to oversee and revise these goals. We also have specialized teams focused on heat transfer fluids; fluorinated GHGs; energy efficiency and renewables; water and waste; and other innovative approaches to support us in reaching our goals.

Pillar	Goal	Aspiration	Actions	CY21 performance
Emissions	75% reduction in GHG emissions per unit production (intensity) in CY30 from the CY18 baseline* 42% absolute reduction in scope 1 emissions by CY30 from CY20 baseline	Net zero scope 1 and 2 emissions by CY50	Reducing direct emissions through efficient abatement of process GHGs and a transition to low global-warming-potential heat transfer fluid Reducing indirect emissions through design of energy-efficient facilities, smart-controlled systems and transition to renewable electricity where available	40% reduction in GHG emissions per unit of production vs. CY18 5% increase in absolute scope 1 emissions in CY21 compared to CY20 due to production growth and construction
Energy	100% renewable energy in the U.S. in CY25 100% renewable energy in Malaysia in 2022	100% renewable energy globally, where available	Expanding rooftop solar panels in Singapore and Japan by 2 megawatts (MW), which provides over 600,000 megawatt-hours (MWh) of energy Actively securing renewable energy procurement opportunities in multiple parts of the world	85 metric tons of CO_2 equivalent ($MTCO_2e$) of Scope 2 emissions avoided
Water	75% water conservation through reuse, recycling and restoration in CY30	100% water conservation through reuse, recycling and restoration	Enhancing our water reuse and recycle infrastructure, as well as engaging in water restoration projects	53% water conservation through reuse, recycling and restoration
Waste	95% reuse, recycling and recovery, and zero hazardous waste to landfill in CY30**	Zero waste to landfill through waste minimization, reuse, recycling and recovery	Minimizing waste generation, improving waste stream segregation, enhancing waste recovery systems and engaging with alternate waste disposal vendors	90% reuse, recycle and recovery (including energy recovery)

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

Our environmental targets

Emissions

42%
absolute reduction in scope 1 emissions by CY30 from CY20 baseline

Net zero
scope 1 and 2 emissions by CY50

Energy

100%
renewable energy in the United States in CY25

100%
renewable energy in Malaysia in CY22

Water

75%
water conservation in CY30

Waste

95%
reuse, recycling and recovery, and zero hazardous waste to landfill in CY30**

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

Greenhouse gas emissions & energy

While Micron's low-power devices can support sustainability initiatives in customer operations and products, our manufacturing process remains energy- and emissions-intensive.

Electricity consumption, process GHG emissions and heat transfer fluid use account for over 90% of Micron's total scope 1 and 2 emissions. Therefore, we are making progress toward our emissions and energy reduction goals with focused improvements in each of these areas. Our new 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 support the energy needs of several of our facilities. We have also maintained our multiyear goal to achieve at least 10% energy savings (measured in kilowatt-hours saved compared to 2016 baseline energy use) by 2022, reaching 145,000 MWh saved in CY21.

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 working to decrease our GHG emissions from electricity use by investing in energy-efficient equipment and purchasing renewable energy. We continue to optimize compressed dry air (CDA) systems and chillers to improve efficiency. For example, new CDA units at our Boise facility are forecast to significantly reduce energy consumption compared to the prior system. At the production tool level, we are using automation and installing control devices to reduce utility consumption during idle mode. Our expanded cleanroom spaces in Manassas, VA, improves operational efficiency by deploying dual-temperature chillers, high-efficiency compressors and dryers, energy resourceful code economizers and variable frequency drives on all equipment.

We're also expanding our integration of renewable, zero-emissions energy sources, taking into account the availability of affordable renewable energy based on the unique landscapes in each country where we operate. In CY21, Micron expanded the rooftop solar footprint in Singapore and installed new capacity in Japan. The Singapore installation will supply an estimated 2,900 MWh of energy annually — enough to power 700 average Singaporean households for one year. We plan to expand on-site solar installations across regions where feasible, including China and Taiwan in 2022. In addition, Micron's facilities in Malaysia secured contracts early in 2022 to purchase 100% renewable energy through the Green Electricity Tariff program. This makes Malaysia the first region where we can meet our 100% renewable energy aspiration. We also announced early in 2022 our first renewable energy power purchase agreement (PPA), a 40 MW solar project in Idaho that will mitigate a significant amount of the scope 2 emissions from our Boise headquarters. We are working toward PPAs for other sites in the U.S., Singapore and Taiwan and exploring ways to source clean energy in other regions.

Micron is a member of the Clean Energy Buyers Alliance (CEBA), a membership association for large-scale energy buyers, developers, service providers and nongovernmental organizations. Throughout 2021, 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.

Process GHG emissions, such as fluorinated gases, are mainly emitted from our dry etch manufacturing process. Today, few suitable sustainable alternatives exist for these processes. We are collaborating with suppliers to invent new, low-emissions etch chemistries and to abate emissions more efficiently at the tool level. At our Singapore facility, a pilot abatement project has begun its first phase of installations. When deployed, this technology is expected to not only abate emissions but also reduce the use of energy, natural gas and water.

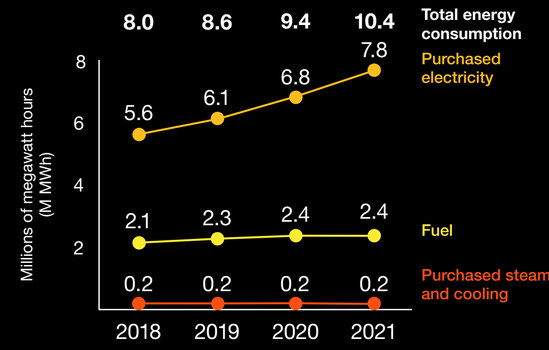
Regarding heat transfer fluids, an important source of Micron's GHG emissions, we are making progress by increasing our chemical use efficiency and switching to alternatives with lower global warming potential.

Progress toward greenhouse gas emissions & energy goals

Total greenhouse gas emissions trend

40% reduction in GHG emissions per unit of production from CY18 as of CY21

Energy consumption



Renewable electricity purchased and generated not depicted

Detailed energy consumption & savings figures can be found in Performance at a glance

Investing in technology

Many opportunities exist for Micron to invest in or co-develop technologies that can reduce energy use and emissions. For example, we are implementing AI tools, smart-controlled systems and predictive maintenance to improve production efficiency and automation. A real-time performance-monitoring platform with video analytics, high-speed cameras, graphic units and deep learning allows us to quickly resolve equipment downtime and address inefficient processes.

We are also investing in startups such as Aqua Membranes, which has developed a reverse osmosis technology that aims to reduce the pressure required for water treatment and therefore energy use. Aqua Membranes' technology is being piloted at our facility in Boise. This first-of-its-kind partnership — in which Micron is closely involved in a startup's research and development process — could serve as a model for other energy- and emissions-saving technologies.

Incorporating sustainability from the ground up

We consider sustainable building attributes such as LEED criteria when we undertake new building design. Many of our newest buildings have achieved LEED Gold status, and we design and build all new construction to meet or exceed that standard. Our new facility in Taiwan is the first Micron facility with its clean room fully designed with Micron's sustainability goals in mind. In 2021, it became our latest building to receive the LEED Gold designation, as well as International WELL Building Institute Certification and certification by EEWH, a green building organization in Taiwan. To earn these certifications, the fab incorporated features such as solar-enabled rooftops that are also designed to harvest rainwater, plants that cover approximately 30% of the campus's outdoor space and water-saving technologies that reuse and recycle 75% of the water consumed at the fab.

Micron – Taiwan A3 Green Fab

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, reducing 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

In 2021, we made progress toward our goal by installing new water reclamation and reverse osmosis systems at multiple manufacturing sites. These drove an increased reuse and recycling rate above 50%. This work supports U.N. Sustainable Development Goal 6, which focuses on clean water and sanitation.

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 process is reclaimed through filtration systems. Processed water passes through carbon and resin media that remove impurities. We then reuse the reclaimed water in other applications such as 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.

Where we obtain water also matters. 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. Our fabs in Taiwan, for example, have been designed to enable the highest water recycling rates in the Micron network, while our Manassas facility received the Virginia Water Environment Association's Platinum Award for five consecutive years of environmental excellence in pollution prevention and conservation.

Community water restoration

Achieving our water restoration goal will require not just operational improvements but also participation in local water restoration projects in the communities where we operate. In 2021, Micron donated $300,000 to the Prince William County, Virginia, Department of Public Works to construct a litter trap, known as a bandalong, on Neabsco Creek. "Bandalong" is an Australian Aboriginal word meaning "junction" or "confluence." It also refers to a floating device installed across a channel of water that collects floating trash from the water's surface.

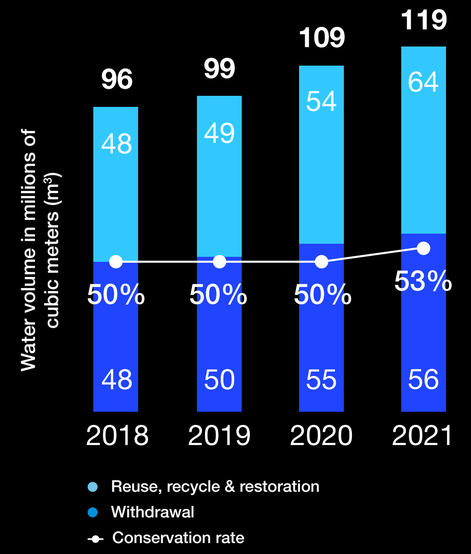
Because it relies on moving water, a bandalong has no moving parts or energy needs. It also has no nets or fencing underneath, reducing the potential to harm fish and wildlife. It is designed to rise and fall with the surface of the water during storms. Prince William County leaders estimate that 70,000 pounds of trash were removed from Neabsco Creek between 2010 and 2020. This new equipment will intercept in-stream trash, improving water quality in the estuary and restoring an expected 9.8 million m^3 of water a year.

We continue to explore additional water restoration opportunities in other parts of the world, including Japan, Singapore, Taiwan, China, Malaysia and other nonmanufacturing locations.

Progress toward water stewardship goal

63
million m^3
water reused, recycled & restored

Water use & recycle



All data is calendar year

Hazardous & restricted substances

Both our manufacturing process and our finished products incorporate substances that have the potential to be hazardous to people and the environment. We prioritize safety to mitigate these risks.

The processes that transform a wafer into hundreds of individual die use chemicals and materials such as acids, bases and solvents for depositing, patterning, selectively removing and cleaning. Micron maintains an active program to continually reduce hazardous chemicals used in manufacturing and evaluate what we can do to mitigate environmental harms stemming from our use of those chemicals. We also work to protect the safety of all team members who interact with chemicals.

Our commitment to safety and reducing potential harm starts with a rigorous review process that ensures only approved chemicals arrive at our facilities. This review prevents banned or restricted chemicals from reaching our operations and facilitates the proper handling, recycling and disposal of chemicals throughout their lifecycles. It also allows us to track and understand our chemical-use profile so that we can implement chemical reduction and elimination initiatives. Over the past year, we have increased our focus on chemical reduction through process improvements and are planning to develop goals around chemistry in operations in the year ahead.

Besides assessing our processes, we must also consider products. The chemicals and materials in our products are regulated in many parts of the world. Our EHS, product compliance and global procurement functions work together to affirm that Micron products and processes meet legal and customer product-compliance requirements and protect the safety of our people and processes. Compliance requirements include the European Union directive on the Restriction of Hazardous Substances (RoHS), the Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH) and other lists of banned or restricted substances.

We closely track substances that might be restricted in the future. In the past decade, there has been a regulatory shift from managing select hazardous chemicals to managing classes of chemicals and their associated hazards. We have responded by designating teams of chemical engineers in the U.S. and Asia dedicated to studying the structural, functional relationship of chemicals and their associated regulatory environments. This research allows us to identify emerging chemicals of concern and work to remove these chemicals from substances and materials before they are listed by customers or regulators. Being proactive in our regulatory monitoring, product compliance, validation and certification processes allows us to deliver new products quickly while maintaining proper restricted substance control and conformance with requirements.

Supplier engagement is also important in managing restricted substances. Micron communicates our chemical-use expectations and restrictions to suppliers biannually while training suppliers to maintain programs on restricted substance control. Supplier programs include regulatory monitoring, chemical hazard assessment and substance inventory monitoring. We focus on helping suppliers with less sophisticated program elements improve their processes so that they can respond to risk assessments and auditing of their restricted substance control processes.

When substances are added to regulatory lists, our procurement team communicates new requirements throughout our supply chain and reminds suppliers of Micron's expectations. In these instances, we provide appropriate documentation and require a prompt response from each supplier regarding its use of any listed substances. We also expect suppliers to monitor the applicable list for potential inclusions in the REACH regulation and other applicable requirements.

When necessary, suppliers must submit information to the Substance of Concern in Products (SCIP) database. Micron also maintains a program to ensure the timely submission of in-scope products to SCIP and other monitoring systems to facilitate the development of circular economies and demonstrate Micron's commitment to conformance.

Micron – Singapore

Waste management

Waste is an inevitable byproduct of our manufacturing process, but we are working to minimize waste production and ensure that materials are put to an appropriate use.

Micron's waste streams include 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 reducing waste production by identifying new segregation methods, collaborating with waste vendors on solutions, optimizing recipes to reduce chemical waste, and working with business partners on reuse and recycling technology.

We recognize that chemicals deployed in our processes can be beneficially reused by other industries. For example, under certain circumstances, isopropyl alcohol and phosphoric acid can be used in cleaning supplies and wastewater treatment, among other uses. Calcium fluoride sludge can be converted into fluorite balls, which are used by steel manufacturers to remove impurities from molten metal. Our fab in Singapore recently contracted with a vendor to perform this conversion.

To meet our goals for dealing with nonhazardous waste, we have implemented a high-efficiency filter press that decreases sludge volume to reduce the amount of waste generated during wastewater treatment. We also reduced the amount of nonhazardous waste going to landfills with an on-site and off-site food waste composting program. We perform due diligence on all new waste vendors to make sure their practices meet applicable legal requirements and safeguard the surrounding environment. If a waste facility passes this evaluation, Micron updates the assessment periodically to ensure consistent and effective management of waste materials over time.

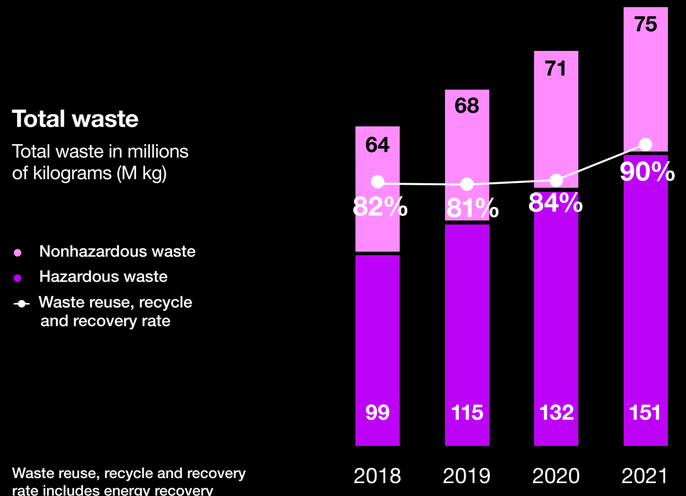
Progress toward waste goal

90%

waste reused, recycled & recovered

Total waste

Total waste in millions of kilograms (M kg)



Waste reuse, recycle and recovery rate includes energy recovery

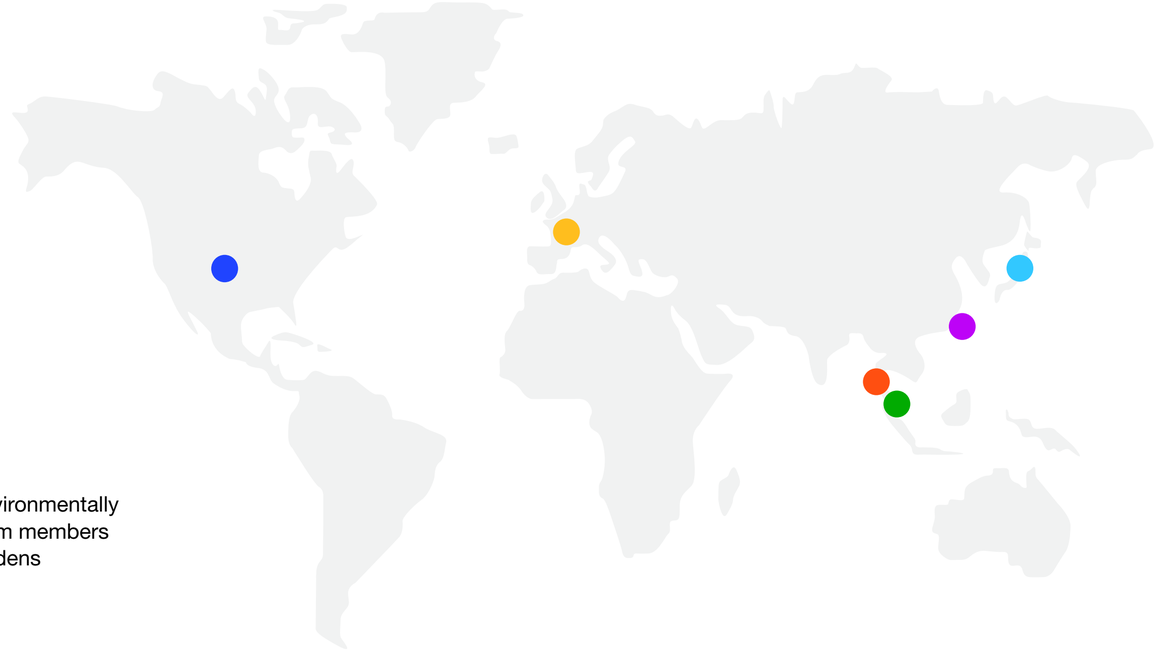
Team member engagement

Micron team members put their passion for the environment into action by taking part in conservation events around the globe.

Designated as Earth Month, April is an annual opportunity for Micron team members to embrace the spirit of sustainability. In 2021, we hosted a speaker series with appearances from Micron's leaders on environmental operations and experts on sustainable living.

Because National Volunteer Week coincides with Earth Month, the Micron sustainability team partnered with the Micron Foundation's Micron Gives program to host a Restore Our Earth donation campaign in 2021, during which team member's donations were matched two to one. Team members, assisted by Micron Foundation matching funds, donated $7.3 million during this period. Beyond making donations, we encouraged team members to volunteer with their families or colleagues and post photos of their experiences to our new sustainability-focused social channel.

Giving back around the world



United States

Team members in Utah partnered with Computers for Kids to collect unneeded electronic devices to be refurbished and shared with people in need. They collected approximately 10 tons of electronic waste in all. In addition, Boise team members spent a day picking up trash around the campus and clearing debris from local mountain trails.

Europe

Team members in Europe launched a communications channel to share environmentally friendly lifestyle tips, and enrolled team members received seeds to plant pollinator gardens

Malaysia

Opening of Micron Forest Park.

Singapore

In 2021, Micron Singapore launched sustainability committees in various internal organizations. These committees helped organize in-office initiatives including a hydroponics program through which team members can grow and harvest their own vegetables and "reverse vending machines" where users can receive rebates for recycling bottles and cans. Team members also raised $126,000 for the Garden City Fund and organized the Star Light volunteering month, in which 15,000 volunteers removed 15 tons of trash from beaches and parks in Singapore and Taiwan.

Taiwan

Micron Taiwan has "adopted" cooperative forestry land in the Dongshi Forest District. To help restore the forest, a group of team members cleared more than a ton of invasive vines, planted saplings and cleaned up the space. Team members also organized a cleanup of the Dajia River, collecting 280 pounds of waste, and gathered more than 1,430 pounds of waste from Da'an Tortoise Shell Ecological Park.

Japan

Team members in Hiroshima organized local cleanup events at Kagamiyama Park, Mount Ryuozan and Bayside Beach Saka, as well as along the Shimanami Kaido trail.


Responsible
sourcing

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

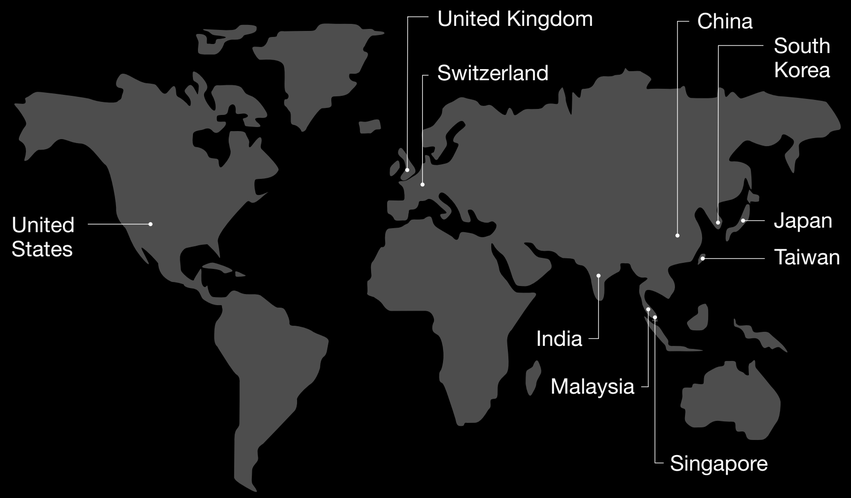
Micron is one link in an intricate technology supply chain that spans the globe. As a producer of the memory and storage solutions used in all modern computing hardware, we have deep experience interacting with supply chain partners as both a supplier and a customer. We work closely with suppliers to 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 a variety of materials, equipment and services that are required to support our operations, from office supplies to highly specialized design components. As supplier geography diversifies, it increases resilience but complicates our ability to ensure that all suppliers adhere to our global standards.

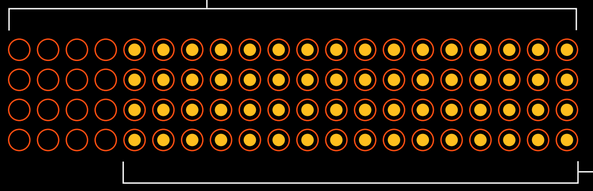
Over the past two years, industries worldwide have been affected by shortages of non-memory components, such as processors. While Micron does not produce processors or other non-memory components, these supply constraints, combined with increasing geopolitical issues impact both suppliers' ability to provide certain products and our end customers' demand for our products. As we navigate these challenges, we will continue to adhere to our responsible sourcing approach.

To drive our approach, Micron has a dedicated and tenacious team that guides our supplier evaluation and approval process and ensures that new and existing suppliers meet our expectations, including those related to social and environmental criteria.

Top 10 supplier locations by Micron spend



8,017
total suppliers



6,821
active suppliers

$17.82B
total cost of goods sold

$332M
spend with diverse suppliers*

41
countries

* 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; partners with best-in-class, third-party risk service providers; and involves a team of highly skilled professionals who seek to go beyond compliance to engage with suppliers and ensure a resilient and sustainable supply chain. Profiling and managing the relative operational risks of each of our strategic suppliers allow us to continuously manufacture and deliver products to our customers while upholding industry and Micron standards relating to sustainability.

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 RBA code of conduct. We evaluate the results of the assessment to generate a risk score. We then require any supplier with a high-risk score or deficiency in a program or process to develop plans to address issues. 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 Micron's sourcing compliance assessment
- 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
- E.U. Registration, Evaluation, Authorisation and Restriction of Chemicals, updated and provided every six months or as any product change requires
- E.U. Restriction of Hazardous Substances, updated and provided every 12 months or as any product change requires
- Greenhouse gas emissions and reduction targets via the 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

The COVID-19 pandemic continues to pose challenges for conducting in-person audits. We conducted 68 supplier audits on-site in FY21. In FY22, we are restructuring our audit program to support a combination of on-site and remote assessments, conducted both by Micron and by third parties. To ensure adequate coverage regardless of travel constraints, Micron requests that suppliers provide transparency through visibility mapping, surveys and passive assessments, which are designed to gather certain information:

- 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

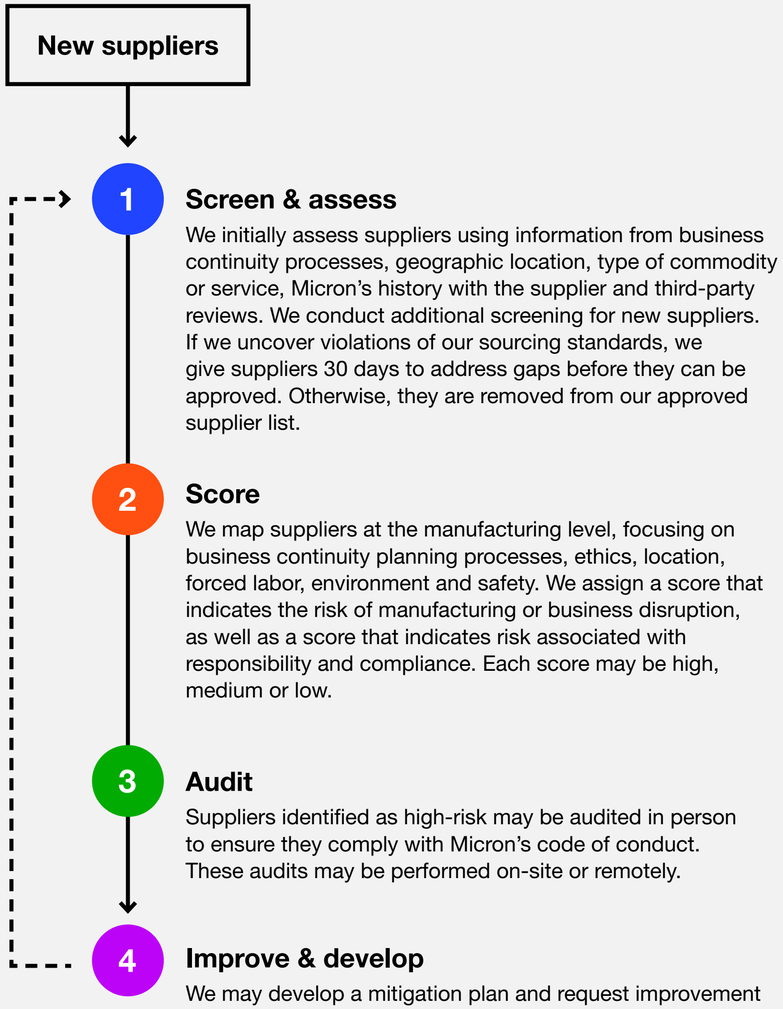
As part of these assessments, Micron uses software to manage supplier inputs and data. This practice improves the coverage, resources and processes used to uphold high expectations for our suppliers. In FY21, Micron assessed over 878 new suppliers, compared to 848 in FY20. As a check on this and other processes, we maintain a compliance helpline for anonymous reporting of violations in our supply chain.

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 4,000 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.

Micron – Singapore

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.



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 minimum validated assessment program (VAP) score of at least 160, no open priority findings concerning cases, have an RBA-certified factory lead and have a forum where workers can provide input to management on working conditions. In 2021, we received this designation for two of our factories in Taiwan.

Human & 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 work to uphold the highest levels of labor ethics. All partners we engage with are expected to abide by Integrity Matters: The Micron Code of Business Conduct and Ethics, which aligns to the RBA code of conduct; 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. Regular supplier risk assessments include evaluation of human rights issues, and we specifically focus on operations in areas more at risk for violation. 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. Many of Micron's suppliers are located in Asia, which has areas that are at higher risk for human rights violations against foreign migrant workers and require additional diligence. For example, workers may have their passports withheld or be charged recruiting or administrative fees before being hired. These fees can amount to more than several months' pay and may require 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.

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. Micron is actively involved, along with other members of the RBA, in eliminating forced labor in our supply chain through training, dialogue with government officials and interviews with foreign migrant workers about their working conditions. To prevent forced labor practices, Micron also works with recruitment agents in the countries of hire to make sure agents follow proper procedures.

We are committed to continuous improvement across our supply chain. In 2021, Micron underwent customer-led training related to forced labor and shared lessons learned from this training with our own suppliers. We also added a new section to our supplier survey designed to assess forced labor risk.

Top supplier audit findings 2021

Findings related to working hours increased in 2021 due to pandemic-related increases in demand. We also uncovered issues related to COVID-19 safety measures and worked closely with suppliers to address these issues. These are the top findings, listed in order of occurrence, from Validated Assessment Program (VAP) audits conducted in 2021:

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

RBA code of conduct

We are an active member of the Responsible Business Alliance (RBA). 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, human resources, EHS, 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 (DRC) 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 of the DRC, 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.

Micron is committed to ensuring 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 that is expanding 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.

Our goal is to source entirely from smelters and refiners validated by third-party audits as conformant to the RMI Responsible Minerals Assurance Process 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 known 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 supply chains.

To help Micron achieve our responsible minerals policy objectives, 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) that discloses 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 within two weeks of any smelter or refiner changes within any part of the supply chain
- Adopting a conflict mineral 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 that our existing suppliers rely on smelters and refiners that are conflict-free, and we only engage 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, 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 impact

Micron has a significant opportunity to partner across our industry to influence the environmental profile 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 risks, 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 high-risk and critical suppliers' programs to improve energy efficiency; reduce greenhouse gases; and control, treat and minimize solid waste, wastewater and air emissions. The RBA audit process used with our suppliers assesses these topics.

We also require key suppliers to report details on their GHG emissions footprint to the CDP by sending Micron their CDP submissions or providing GHG data directly to Micron. In 2021, we began a formal partnership with the CDP supply chain program and requested CDP survey responses from our top strategic suppliers. The findings of this survey will provide a baseline for monitoring suppliers' progress on emissions reduction and other metrics. Our initial survey focused on climate, and we plan to add a water component in 2022.

Beyond encouraging suppliers to disclose their direct carbon footprints, we are working with them to make environmental improvements at Micron sites. In 2020, we piloted a program with a targeted group of capital equipment suppliers to support Micron's energy, emissions, water and waste goals. We now have a tracking system for projects advancing these goals and are establishing timelines and milestones to keep us moving forward. One such wafer fab equipment supplier, Applied Materials, Inc., supports Micron by providing energy and process greenhouse gas (GHG) reduction solutions, analytical tools and evaluations of abatement and alternate process gases.

Micron – Manassas, Virginia

Supplier diversity

Our partnerships with diverse businesses are invaluable to strengthening our supply chain and communities.

Micron's supplier diversity program was established in 2019 to build mutually beneficial partnerships with diverse suppliers, which collectively refers to businesses that are majority owned by women, underrepresented communities, people with disabilities, members of the LGBTQ+ community and veterans. In 2020, as part of our diversity, equality and inclusion (DEI) commitments, we set a goal to double Micron's annual spend with diverse-owned businesses by FY23, using a FY20 baseline. By the end of 2021, Micron exceeded our three-year goal, more than doubling our spend in just one year.

But our progress goes beyond just increasing spending. We aim to increase representation of diverse suppliers across our industry with a four-part strategy:

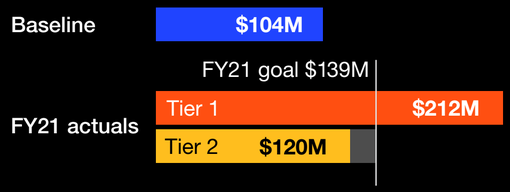
- Direct impact: Micron wants to increase our business with — and grow a competitive pipeline of — tier 1 suppliers. To do this, we analyze our global supplier list to identify diverse suppliers that we are already doing business with and match those suppliers with procurement opportunities. We prioritize the inclusion of diverse suppliers in new sourcing activities and ensure that procurement teams recognize these diverse businesses. More than 20 global procurement team members serve as supplier diversity champions, acting as advocates and leading external engagements in their geographies.
- Indirect impact: To foster opportunities throughout the supply chain ecosystem, we ask our partners to have their own supplier diversity programs in place and make efforts to engage diverse businesses in support of Micron contracts. These expectations are embedded in Micron's supplier responsibility expectations and supplier performance management processes.
- Ecosystem impact: We invest in external partnerships that advance the growth and success of diverse businesses globally. Micron is a corporate member of the National Minority Supplier Development Council, the National Gay and Lesbian Chamber of Commerce, and Disability:IN. We work with WEConnect International, a global network that connects women-owned businesses to qualified corporate buyers around the world, to increase opportunities for women-owned businesses throughout Asia.
- Industry impact: Micron works with industry organizations to drive the inclusion and competitiveness of diverse suppliers in the semiconductor industry. As a corporate member of the SEMI Manufacturing Ownership Diversity work group, we are engaging with our peers to develop best practice standards in supplier diversity and drive adoption across our industry.

As we look ahead, we are committed to building on the momentum we achieved in FY21. We have set aggressive goals for global procurement and across all category areas. We will continue to empower our teams to expand opportunities for diverse businesses, strengthen our partnerships with internal and external organizations to drive change, and build on best practices to advance supplier diversity among our supply base and within the semiconductor industry. When we widen the pool of potential suppliers, we promote development and competition, improve quality and cost, and invite unique perspectives and innovative thinking.

Micron – Manassas, Virginia

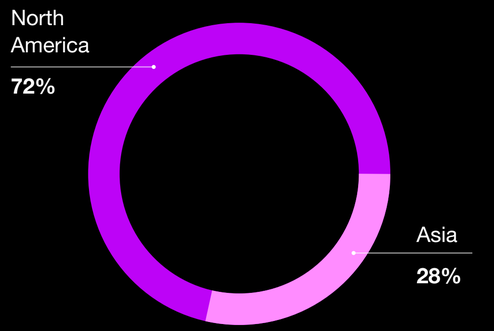
Progress toward supplier diversity goal

Spend with diverse suppliers in FY21* (USD)



Tier 1 diverse spend by region

Invoices paid to diverse suppliers in FY21 (USD)



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

People

Micron – Taichung, Taiwan

Our team members have an innate curiosity that brings out their best and helps them celebrate diverse perspectives. This passion extends beyond our Micron walls and into our communities to enrich life *for all*.

Focusing on our people is essential for success. We strive to maximize each person's potential by supporting them at every stage — from recruitment to onboarding to continued engagement and development. That's why we look beyond our team members' careers to address their total wellbeing, including their physical, mental, and financial health and their social connections.

One of the main ways our team members told us we could enhance their wellbeing was through greater job flexibility — and we listened. As COVID-19 protocols have eased, we've provided flexible work arrangements to team members, including remote, hybrid (remote and on-site), and fully on-site work. Through periodic team member surveys, we gain further insight on how we can maintain their total wellbeing.

To keep our team members engaged in their roles, wherever and however they work, we offer team building and collaboration programs. Our Emergenetics™ program helps our team members understand how they and their colleagues prefer to navigate work and approach unique challenges. We facilitated more than 180 Emergenetics sessions in 2021, and nearly 17,000 team members have created Emergenetics profiles to date. In addition, we launched Micron's first Team Building Playbook in April 2021, which received over 600 views in the first three days.

Micron – Boise, Idaho

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. It 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 numerous ways to develop technical acumen and skills, including continuing education opportunities, a robust mentoring program and numerous internal certifications and trainings. We develop and accelerate our leaders' careers through role-specific learning that supports them in moving to higher-level positions and through a large selection of learner-centric open-enrollment offerings that provide immediate development needs.

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 diverse talent pool. Colleges and universities are an important source of recruits, and we have partnerships with institutions worldwide. In 2021, we enhanced our university recruitment efforts by establishing the New College Group, a suite of outreach tools including newsletters, virtual team-building sessions and welcome events that help us stay close to this candidate population. We also launched Micron Insider, a program through which current Micron team members make themselves available to chat with candidates. 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.

Research shows that a team member's first months in a new job are key to long-term retention. That's why we take a hands-on approach after candidates become part of the Micron team. We enhanced the onboarding process in several ways in 2021, including implementing the Launch Buddies program. Launch buddies are team members who help new hires get their bearings and navigate the Micron culture during their first weeks at work. We are also working to ensure that 30-, 60- and 90-day plans are in place for all new employees to foster a sense of accomplishment and progress early on. Looking ahead, we intend to establish global best practices for onboarding that extend throughout a person's first year on the job.

We have also implemented a tailored set of practices to recruit candidates from diverse backgrounds. This includes building a diverse slate of qualified candidates, ensuring that interview panels themselves are diverse 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 Society of Women Engineers. In addition, we use AI to draft job descriptions to reduce or eliminate the potential for bias, and we remove identifiable information from résumés, minimizing any distractions from personal characteristics to instead focus on individual merit. Micron's legal department uses the Mansfield Rule, which means it seeks to consider at least 50% historically underrepresented lawyers for 70% or more of its high-visibility opportunities, internal promotions, significant leadership roles and outside counsel representation.

Knowing that bias can unconsciously influence hiring decisions, volunteers from our employee resource groups (ERGs) have been trained to participate on interview panels as candidate allies to identify and exclude any bias. The ally listens carefully and challenges assumptions to ensure hiring decisions are made fairly. More than 600 Micron team members were trained to serve in this role in FY21.

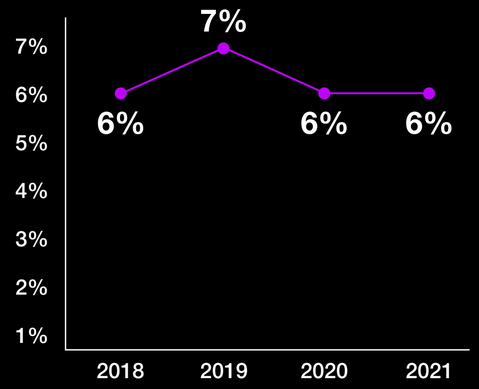
As a result of our diverse recruitment programs, which have been implemented worldwide, underrepresented hires increased 5.4% for new hires and 7.3% for new college graduates from FY20 to FY21. Micron is committed to ensuring the representation of our workforce reflects the global community. Micron's goal is to always hire the best candidate, with no preferential treatment being given to any candidate for any reason.

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 2021, in every eligible region, we were either named a Great Place to Work, made a Best Workplaces list, or both.

7 regions
Great Place to Work

6 regions
Best Workplace List

Voluntary turnover



University Research Alliance of Micron

While experienced engineering professionals tend to be familiar with Micron and its legacy, leaders at Micron India recently noted a lack of awareness about our company on college campuses. To increase awareness of opportunities at Micron and possibilities on the frontiers of memory design, Micron India launched the University Research Alliance of Micron (URAM) in 2020.

URAM brings together academic institutions and key faculty experts, advanced research labs, student communities, industry associations, startups and government agencies to further research, education and innovation in memory design. Students can access Micron's labs, international internships and fellowships, and a wide range of learning resources, while faculty and their research groups can use Micron's expertise and infrastructure to collaborate on memory design, storage technologies and systems.

In the second year of the program, several Micron leaders delivered lectures to university students and faculty. We also expanded the program to include scholarships, curated knowledge sessions, open innovation challenges and more advanced research collaborations.

URAM now partners with 20 of India's top engineering colleges and has engaged thousands of students. The program will play a critical role in Micron India's plans to more than double its team member footprint over the next several years, providing vital connections with some of the country's most promising talent.

Micron – Hyderabad, India

Engagement

At Micron, we utilize a research-based, people-centric approach to understanding and improving team member engagement. Our Engage! program is built on the proven premise that engagement results from three driving factors: meaningfulness, availability and psychological safety. We gather team member feedback around these critical indicators in an annual, company-wide survey and then share these collected insights with every team member at Micron. Sharing results openly across the company is a distinguishing and purposeful design feature of our program, as many companies only share results with their people leaders. The transparency and accountability that we promote through broader sharing of insights is an important part of how we demonstrate our value of team member engagement.

In 2021, 88% of our team member base took time to share feedback, including nearly 70,000 individual written comments. We see these comments as a rich source of insight into what team members truly care about, and we employ advanced machine learning analysis to help provide a scalable way to navigate all this written feedback. This analysis provides a roadmap and demonstrates the impact verbatim comments can have on needed change.

We recognize that listening is only one part of the team member engagement process. We must also act on what we learn! Each leader at Micron is encouraged to provide their team members with time to digest team results individually and then to facilitate a group discussion 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 employee engagement across Micron.

Promoting professional development

Micron embraces a growth mindset and provides an environment where our team members continually learn and thrive. Learning starts with a global onboarding program. From there, team members can receive education to support their current roles as well as career aspirations. Education can take many forms, including guided workshops, on-demand training, experiences and programs for developing specific technical or leadership skills. Micron supports this through world-class technology and partners, including a customized, internally developed platform called Micron University.

Micron provides opportunities to grow and be rewarded through Reach Performance, our performance management philosophy. This program supports team members by providing a philosophy, systems and processes to assess performance, understand potential and enable promotions. Reach Performance establishes clear individual performance expectations, supports team member development and enables leaders to be better coaches. It begins with collaboratively setting individual goals, progresses through periodic check-ins and regular feedback and culminates with a calibrated performance review. Along the way, Micron strives to create an inspiring, high-performance culture that empowers team members to do their best.

In 2021, we introduced the Empowered Careers program, a suite of career development and management tools and resources that encourages team members to take ownership of their professional development. This four-month program includes a series of experiences through which team members create career development plans, complete a capstone project and share what they've learned with their peers.

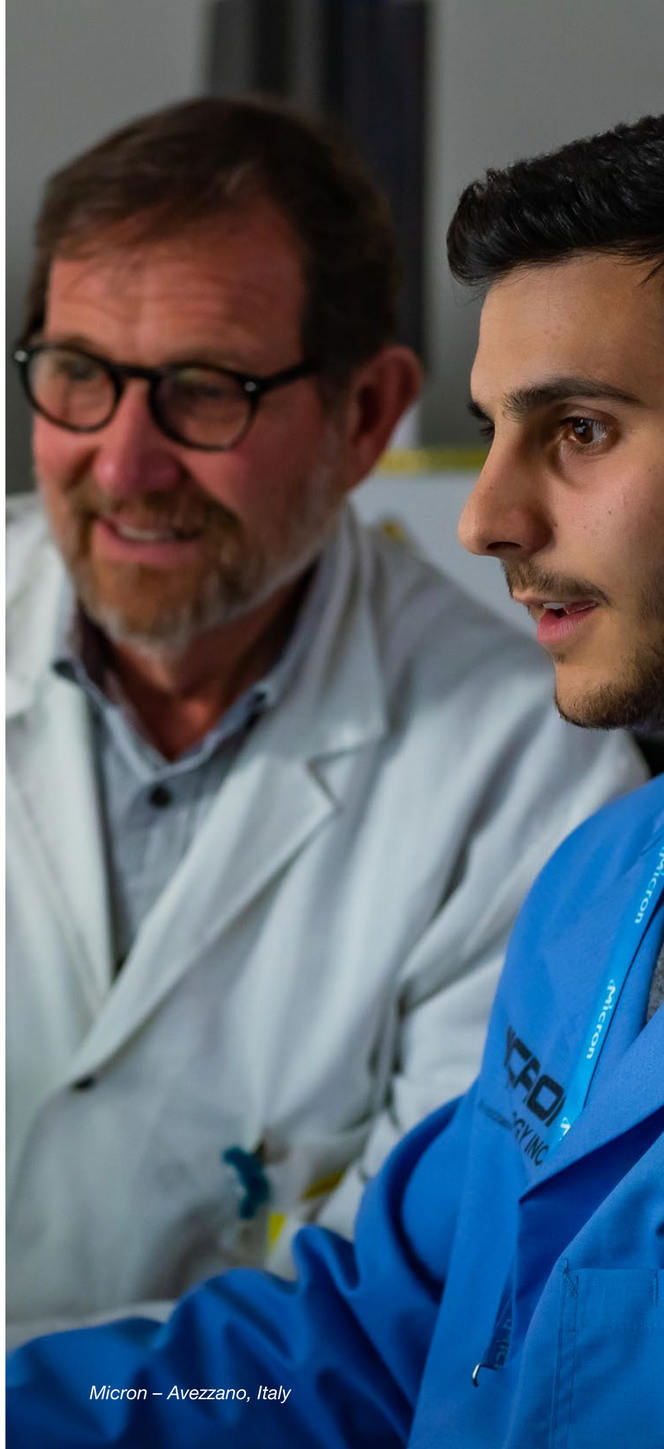
We further encourage collaborative learning through mentorship, a key driver of retention. Mentorship evolved into a formalized program in FY21 as our talent development teams partnered with ERGs and other development groups to centralize mentoring resources and expand programs globally. Our mentoring playbook is now available in English, simplified and traditional Chinese, Japanese and Malay. Mentorship and its resulting connections have become particularly important during the past two years when many team members worked remotely due to the pandemic. So far in CY22 we are tracking a total of 793 program participants.

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 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 enabling the workforce of the future, we offer Micron University and the Digital Skills Academy. The Digital Skills Academy, now in its second 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. A skills advisory board assesses offerings periodically to identify future skill needs and propose solutions for developing them in our workforce.

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. In FY21, we increased this program's budget and automated much of the application process to make it easier for team members to apply.



Micron – Avezzano, Italy

Growing leaders at every level

Leadership is a skill that 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 FY21, we enhanced existing leadership programs and added new programs:

- 360-Degree Assessment: This holistic leadership skill assessment and action plan includes professional coaching to help leaders improve in targeted areas. Over 300 leaders participated in this program in FY21.
- Ignite: Ignite is a five-week program for team members aspiring to leadership roles. Ignite exposes these team members to global people leadership expectations and responsibilities prior to committing to a leadership career path. With over 400 participants in FY21, the Ignite program is important for building the next generation of leaders at Micron.
- Core Management: This 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. In FY21, we added an abbreviated version of the program called Core Maximized, intended for experienced external hires with prior leadership experience.
- Leadership Circuit: Our open enrollment catalogue 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, and 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. New topics in FY21 included holding effective meetings, one-on-ones and "stay" conversations.
- Leadership Amplifier: We piloted this fully virtual program for midlevel leaders in FY21 and will roll the program out globally in FY22.
- Leadership Accelerator: In partnership with Berkeley Executive Education, we are designing a high-potential executive readiness program to build executive bench strength and support newly minted executives.

Leadership programs by the numbers

90 leaders participated in Leadership Amplifier

300 leaders received 360-degree assessments

400 aspiring leaders participated in Ignite

2,000 leaders completed Core Management

5,000 team members accessed Leadership Circuit offerings

Wellbeing & benefits

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, organization and workplace levels. Over the past year, we have shifted the terms we use to describe our own work and offerings from "wellness" to "wellbeing," with the belief that "wellbeing" better captures the broad scope of factors — physical, mental, social, career and financial — that affect how an individual functions at and away from work. In FY21, we introduced these five wellbeing pillars.

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 work no 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. We also offer flexible work arrangements and compressed work weeks 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. It encompasses our on-site programs, fitness centers and wellness spaces, as well as online programs, our global employee assistance program and Micron Connection program. As we broaden our view of wellbeing, we are providing training for leaders and individual contributors on the definitions and importance of each wellbeing pillar. Specific programs and resources are available, although they vary by region:

- Virgin Pulse, available through Micron's wellbeing portal, provides employees with fitness trackers. It combines gamification, social connection and behavioral health education to encourage team members to form healthy habits.
- 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.
- Micron Connection is an online community that encourages team members to connect through clubs, volunteering and other opportunities.
- Team member advocates are available to speak to colleagues about work, personal and family concerns. Advocates are trained to help team members find resources and solutions. We expanded the team member advocacy program globally in FY21.
- Short-term counseling sessions and group listening sessions guide team members in managing their stress, particularly around emotionally challenging topics such as the pandemic and racial injustice around the world.
- 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 ERGs. To date, we have connect groups that focus on parenting LGBTQ+ children, caring for elderly or disabled family members, dealing with the loss of a spouse, among other topics.

Micron – Manassas, Virginia

In FY21, we introduced five 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.

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

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.

Offering employee benefits

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 most of the markets where we operate. They can enroll in the program twice a year and contribute up to 15% of their salary. In FY2021, 69% of our team members opted to participate in this program.

These highlights of our comprehensive benefits package are designed to support the wellbeing of our team members:

- Medical coverage and insurance, including telehealth options
- Paid time off and holidays, including floating holidays
- Family and bereavement leave
- Military differential pay to offset the difference in pay for eligible team members who are performing voluntary or involuntary service in the U.S. uniformed services
- Professional development opportunities and financial assistance for team members seeking to advance their education in a traditional university setting
- Extensive employee assistance and wellness programs to support healthy lifestyles
- Adoption benefits, fertility benefits, and health care coverage for team members and their spouses or domestic partners
- Backup child care and elder care

In FY21, we added a concierge service — Included Health — to better connect U.S. team members and their families to culturally competent health providers, local community and social resources, and financial partners who understand the unique needs of the LGBTQ+ community. This resource makes health care more accessible for people seeking information, emotional assistance and treatment about personal matters such as gender confirmation surgery and mental health support for LGBTQ+ issues. 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.

Micron – Muar, Malaysia

Diversity, equality & inclusion

"For all" describes not just who we serve but also how we operate.

Our strong commitment to diversity, equality and inclusion (DEI) for all forms a foundation for how we operate our business, connect with our global team members and engage with the communities where we live and work. This commitment also requires bold actions and sustained follow-through.

In FY20, we set six bold commitments, each with an executive sponsor, to advance DEI globally and at all levels of the company. We are proud that, by the end of FY21, we had met or exceeded four of our goals and were on our way to achieving all six:

- We achieved comprehensive global pay equity for all underrepresented groups. This goal included eliminating any statistically significant differences in total compensation (including base pay, cash bonuses and stock rewards) for team members in the U.S. who are veterans, Black and Hispanic/Latino, as well as globally for women and team members with disabilities.
- We exceeded our goal to invest 3% of our cash investments with diverse financial institutions. Micron earmarked $300 million in FY21 to be managed by diverse firms and to support impact investment initiatives and strategies. That amount has been increased to $500 million for FY22, with services expanded to share repurchases.
- We increased our annual spend with diverse suppliers to $332 million — up more than 100% from FY20. Learn more in the Responsible Sourcing section.
- We strengthened our culture of inclusion, with 99.9% of global team members completing one or more inclusion ally trainings. Micron's team member engagement survey includes two questions that assess Micron's culture on behaviors that support inclusion – this inclusion index score was 85%, up seven points from FY20.

Beyond these goals, we made measurable progress in other ways. We publicly disclosed our U.S. Equal Employment Opportunity (EEO-1) Component 1 diversity data and EEO-1 Component 2 pay data for the first time. And we added DEI goals as a component of our short-term incentive pay plan for all of our team members and executives, tying team member and executive compensation to our overall DEI goals and commitments. Our hope is that, by taking strong and transparent steps like these, we will encourage others in our industry to follow. 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 2021 DEI report.

● on track ■ needs attention

Our commitments	Executive owner	Status	FY21 key achievement	FY22 focus
1 Increase representation of underrepresented groups	**Scott DeBoer** Executive vice president of technology and products	■	Representation remained flat for U.S. race/ethnicity in FY21, but underrepresented hires increased 5.4% for new hires and 7.3% for new college graduates. Representation increased 2.5% for female vice presidents.	Continue to focus on inclusive hiring
2 Drive equitable pay and inclusive benefits	**Sumit Sadana** Executive vice president and chief business officer	●	We achieved comprehensive global pay equity in total employee compensation across base pay, cash bonuses and stock awards for all team members.	Explore other ways to keep our benefits inclusive
3 Strengthen our culture of inclusion	**April Arnzen** Senior vice president and chief people officer	●	99.9% of global team members completed one or more inclusion ally training sessions. We achieved an inclusion index score of 85%, up seven points from FY20.	Retain and advance team members from underrepresented groups
4 Advocate for racial and LGBTQ+ equality	**Courtney Geduldig** Corporate vice president of government and public affairs	■	We defined five key areas of focus for our Social Justice Council, seeking equality in the following areas: ▪ Economics ▪ Education and the workplace ▪ Technology ▪ Civic ▪ Environment and health We also provided $2.9 million to support racial and LGBTQ+ causes. The Micron PAC committed to donating $100,000 over the next three years to PACs supporting diverse congressional candidates. We provided DEI training to local police and municipal employees in Lehi, Utah, and Manassas, Virginia.	Transition the Social Justice Council to an advisory board
5 Engage with diverse financial institutions for cash management	**Greg Routin** Vice president and treasurer	●	We exceeded our goal to invest 3% of our cash investments with diverse financial institutions.	Increase cash investments to $500 million in FY22
6 Increase representation and spend with diverse suppliers	**Ben Tessone** Corporate vice president and chief procurement officer	●	We increased our annual spend with diverse suppliers to $332 million[1] — up from $104 million in FY20. ▪ $212 million in tier 1 spend[2] ▪ $120 million in tier 2 spend[3]	Increase and advance opportunities for diverse suppliers

[1] Scope of spend: Tier 1 and tier 2 diverse supplier spend.
[2] Micron purchases with diverse tier 1 suppliers ("tier 1").
[3] Micron's supplier spend with diverse suppliers that is directly tied to a Micron purchase order or contract where Micron has operational influence or control ("tier 2").

Creating allies across Micron

Creating an inclusive culture belongs to all of us, not just to members of underrepresented groups. Allies play an important role in encouraging everyone to feel welcome, and we worked throughout FY21 to help every Micron team member understand the importance of true, active allyship.

We invested in ally training and set a goal for all team members to complete the training by the end of FY21. Team members could choose from nine versions of inclusion ally training offered by our ERGs (our 10th and newest ERG, the Asian American and Pacific Islander Network, formed after ally training was created). The training encourages team members to listen to stories from members of underrepresented groups and learn how to advocate for people in those communities.

We also provided an ally/bystander intervention guide to all team members. The guide teaches team members what to do if they witness unprofessional conduct or microaggressions in the workplace. It offers scenarios for discussion and outlines appropriate intervention techniques, including when to interrupt and when it may be safer to avoid direct intervention and get help.

Micron deepened the conversation around allyship by participating in the 2021 Day of Understanding, an event created by CEO Action for Diversity & Inclusion. This year's theme, "Inclusion Allyship: Creating Space for All," came to life through events around the world, including presentations, small-group discussions and conversations with Micron leaders about their personal allyship journeys.

To maintain this momentum throughout the year, we recognize Global Inclusion Ally Award winners each quarter. In FY21, 26 team members received this honor with a callout by our executives during town hall meetings.

Increasing diverse representation

We are proud to have increased representation of women on our team at all levels and around the world in FY21. Notably, our sites in India, Malaysia and Taiwan now exceed semiconductor industry benchmarks for representation of women. We will continue to develop and support Micron's female leadership pipeline by nurturing team members early in their leadership journey.

In late FY21, the company launched our Elevate program, designed for female midlevel leaders at Micron. Fifty female leaders from around the world (20 in the U.S. and Europe and 30 in Asia) are participating. This group-based program enables participants to network with each other, share tools and best practices, and identify their leadership styles.

We have also led the way on diversifying our board of directors, achieving both 50% female representation and more than 60% diversity for race and gender. Our newest board member, Linnie Haynesworth, is also our first African American board member. With her appointment in February 2021, Micron surpassed the U.S. Nasdaq Stock Market LLC's Board Diversity Rule before it went into effect.

Despite these advancements in our leadership team, racial and ethnic diversity across our global teams held steady throughout the year.

Growing our ERGs

Team member voices are essential to our culture of inclusion. Our ERGs are behind much of our progress over the past year. With the creation of the Asian American and Pacific Islander Network (AAPIN), we now have 10 ERGs, providing community for team members who identify as Asian American and Pacific Islander, Black, Hispanic/Latino, women, young professionals, people with disabilities, tenured and experienced, veterans, multicultural or LGBTQ+, or allies to any of these groups. ERGs bring team members together and ensure they feel supported and empowered to stand up for equality — both within Micron and in their communities.

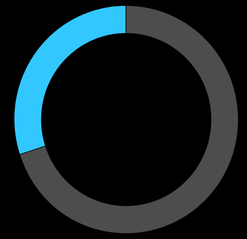
Given the ERGs' influence, Micron decided to better align the role of the ERGs with corporate goals, contributions to Micron's business and professional development. Micron partnered with Robert Rodriguez, who has a doctorate in Organization Development and is the founder and president of DRR Advisors, to implement an industry-standard ERG operating model, the 4C Model. ERG leaders used the model to build more intentional, actionable objectives around culture, career, community and commerce into their ERG business plans. These 4Cs are all areas where ERGs can significantly influence Micron.

In FY21, Micron held the first annual ERG leadership summit. This two-day virtual event was attended by nearly 500 ERG leaders and executive sponsors around the world. Leaders learned about implementation of the 4C Model, and how their work with ERGs can support Micron, develop their leadership skills and grow their careers.

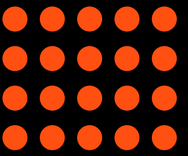
We also organized an ERG grants challenge through which the Micron Foundation awarded up to $50,000 to charities selected by each ERG. Learn more about Micron's charitable giving in the Communities section.

By the numbers

30%
of Micron team members were ERG members in FY21

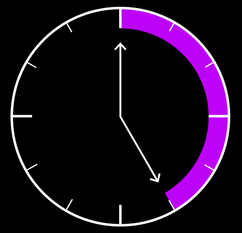


108% increase in ERG membership since FY20



20
new ERG chapters added

5
paid hours a month per member for ERG activities



$500,000
granted by the Micron Foundation for ERG-selected charities

Fostering external partnerships

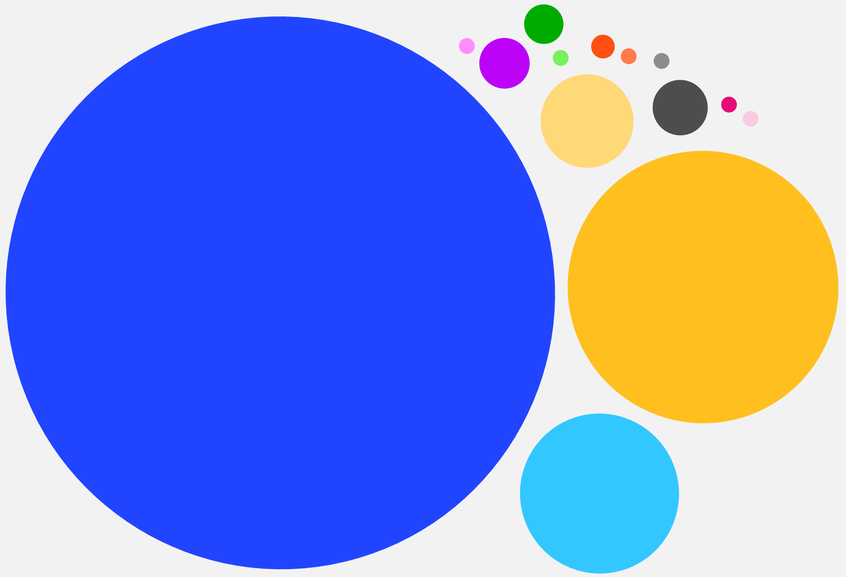
One of Micron's DEI commitments is to advocate for racial and LGBTQ+ equality beyond our business. We created a social justice council to explore how our people, philanthropy and policies can work together to drive change worldwide. Council members from around the globe will decide the best way to use Micron's people and resources. To do so, the council focuses on five key areas:

- Economic equality
- Education and workplace equality
- Technology equality
- Civic equality
- Environmental and health equality

In FY22, we plan to transition the social justice council to an advisory board, but it will continue its important work, including establishing global commitments, advocating for criminal justice reform and supporting diverse U.S. congressional candidates.

We also entered strategic partnerships to create a more inclusive workplace *for all*. For example, we joined the Alliance for Global Inclusion to tackle diversity issues in the semiconductor industry. We joined the Valuable 500, a coalition of more than 500 national and multinational corporations committed to unlocking the social and economic value of people with disabilities. We also became a corporate partner of Disability:IN, joining nearly 300 companies that work toward disability inclusion and equality. And we officially joined Out & Equal, an organization advocating for greater workplace equality for people in the LGBTQ+ community.

U.S. intersectionality FY21



White
Men: 52.9% Women: 10.1%

Asian
Men: 17.2% Women: 5.9%

Hispanic/latino
Men: 3.2% Women: 0.9%

Black
Men: 2.5% Women: 0.7%

2+ races
Men: 1.6% Women: 0.4%

Unknown
Men: 3.5% Women: 0.6%

Other underrepresented races/ethnicities
Men: 0.4% Women: 0.1%

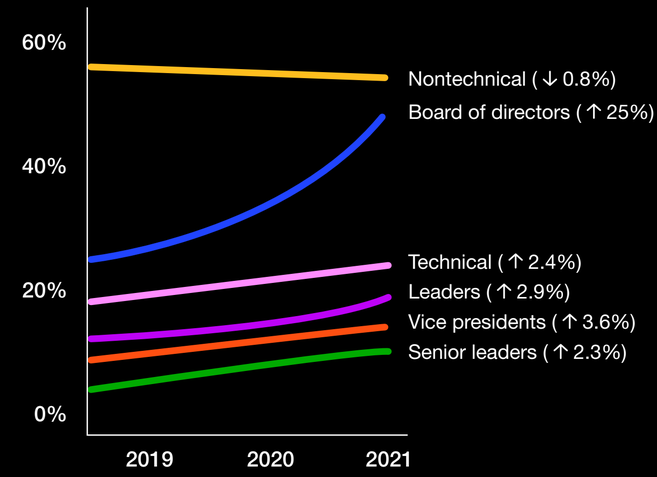
Global percentage of women

Overall

from 2019 to 2021

↑1.7%

By group*



Percentage point change between 2019-2021

** FY21 data definitions were changed to better align to Micron's global job structure. Find the updated definitions in the DEI report data dictionary. Unknown by group excluded because variance is not statistically relevant.*

Safety

At Micron, safety is already a priority. We are working to evolve it into a value so embedded in our corporate culture that it becomes second nature.

Micron's approach to safety can be summarized in two words: Live Safe. Live Safe is also the name of our comprehensive safety program, which completed its first full year in CY21. Live Safe is about every team member going home safe every day. The program aims to build a common baseline of 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 through a shared safety culture. Our safety culture has two components that are critical to the prevention of harm:

- Actively caring for one another
- Willingness to coach and be coached

We expect team members at all levels of the organization to engage with safety-related topics by participating in safety training and campaigns and by considering safety before beginning work each day. This makes 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.

Our cultural process for safety (Live Safe) is coupled with strong management and technical programs, processes and procedures. Micron's manufacturing locations are certified to ISO 45001:2018 safety and occupational health management systems, setting a foundation for an effective and auditable safety program. The following safety responsibilities are multilayered and involve all team members:

Health & safety committees

At every manufacturing site and comprising both management and nonmanagement team members

- Promote overall operations and communications regarding safety
- Ensure messaging reinforces safety programs, recognizes safe behaviors and highlights engagement activities
- Align our environmental, health and safety (EHS) management system and associated guidance with the latest ISO 45001 certifications
- Participate in third-party audits through the RBA's Validated Assessment Program

Managers & supervisors

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

All team members & contractors

- Help identify, eliminate and control EHS hazards and risks
- Follow all EHS policies, procedures and applicable legal requirements, including those contained in Integrity Matters: The Micron Code of Business Conduct and Ethics

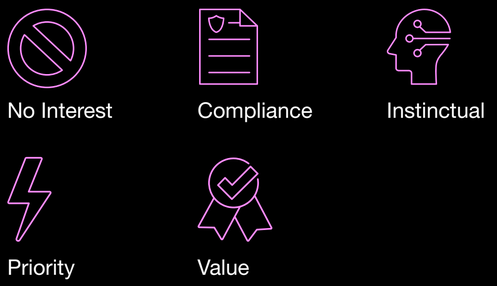
Focusing on safety

As a result of the Live Safe program and associated initiatives, Micron achieved an important safety goal at the end of CY21: zero serious injuries or fatalities. These types of injuries may be associated with the nine critical risks that Micron has identified and managed. We also saw a reduction in recordable injury rates for both construction and operations.

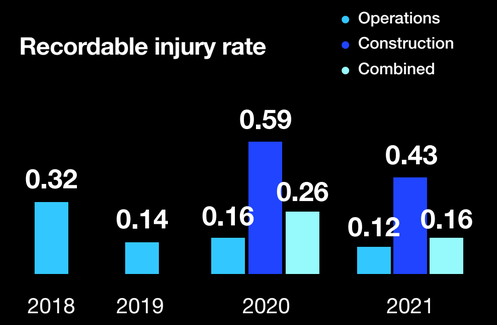
There is room to improve our performance even further. We have set a new goal to drive zero repeat injuries, which means that if an incident occurs on a Micron site, leaders must take action to help prevent a similar incident from occurring in the Micron network. Ultimately, we aim to transition from zero repeat to zero harm, a goal that will depend on emerging technologies to further reduce risk.

Achieving zero harm will require evolving safety from a priority to a value so integral to our corporate culture that it becomes instinctual. To measure our success, we have identified five levels of safety engagement in the Live Safe program. Our organization is at the "priority" level of safety maturity, and we plan to be at the "value" level by 2023. Site maturity assessments and surveys will aid in identifying areas for continuous improvement, and we will be proactive in developing and adopting technology and best-in-class methods to ensure we are mitigating risk before it leads to an incident.

Five levels of safety engagement



Recordable injury rate



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

313,597

training hours on EHS topics in FY21 for Team Members

100% of workers at manufacturing locations are covered by Occupational Health & Safety Management System*

*Management systems at all of Micron's manufacturing sites cover employees and nonemployee workers. Approximately 84% of Micron team members are assigned to manufacturing locations.

Evolving our programs

All leaders in manufacturing participate in regular area safety assessments where they walk through their work environments looking for potentially unsafe conditions and behaviors. They also participate in behavioral safety assessments during which they observe their teams at work and share constructive feedback, including correcting unsafe behaviors. When issues are identified through an area safety walk or a behavioral assessment, we track corrections and timely closeouts. We also track that team members complete all required safety training.

An ongoing mindset across multiple Micron functions is to “shift left” — to anticipate, prevent and detect issues or potential vulnerabilities as early as possible. Regarding safety, this means implementing best practices not just among our own team members but also among our suppliers whose employees help make up our extended workforce. We have tightened controls around our vendor selection and vendor contract requirements and begun to onboard select strategic suppliers to the Live Safe program. Soon, we will expand the scope of our Live Safe metrics to include suppliers and vendors, and leaders conducting safety audits will be expected to involve suppliers where possible. When more people are focused on safety, the safer each of us will be.

While behavior and culture change are critical components of our approach, technology will play an important role as we work to improve on already world-class safety performance. Micron is exploring several emerging technologies to help us assess, develop and ensure safe behaviors in our facilities. For example, safety professionals rely heavily on checklists, training and memory to carry out effective inspections. With countless details to track, they may occasionally overlook pertinent details. Augmented reality can help overcome this challenge. By wearing a headset not much larger than a pair of safety glasses, auditors can look for unsafe conditions while seeing important details projected virtually in their field of view. We are also investigating the use of augmented reality solutions to train team members at construction sites.

Controlling access to hazardous work environments is another way to prevent injuries from occurring. To improve and enhance our controls, we are piloting an access control system at a site in Malaysia. This system would 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.

Workplace safety inspections typically occupy about 12.5% of an evaluator’s time each week. But even during an inspection, these people cannot possibly have eyes on all areas at all times. Another technology we are exploring involves CCTVs equipped with artificial intelligence strategically located throughout work sites. This technology would allow for 24/7 monitoring, which would not only detect more potentially unsafe conditions but also generate a wealth of data to help us better understand safety trends. In addition to detecting unsafe acts and conditions, CCTVs could enable us to see beyond barriers. When equipped with infrared and thermal detection, these devices can identify incipient fires or overheated surfaces and address these issues with automatic and human interaction.

Each of these technologies holds great promise to save time and resources — and, most importantly, to keep Micron team members safe.

Micron – Muar, Malaysia

Ensuring safe use of chemicals in manufacturing

Micron is an industry leader in 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. As appropriate, we provide team members with personal protective equipment, conduct regular medical checks, and monitor for concentrations of hazardous substances.

Micron has implemented a risk-based approach of analyzing and controlling hazards for the lifecycle of hazardous chemicals and gases. 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.

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 over 1,300 HAZOPs since 2013.

The global process safety and hazard review team is now improving a database of safety-critical information for all the gases and chemicals used at Micron. Through partnerships with process and equipment engineering teams, our efforts continue to reduce overall risk for our manufacturing and technology development sites.

Beyond protecting the people who make our products from hazardous substances, Micron works to mitigate adverse effects on 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 this as a best practice that positions Micron as an industry leader to ensure the safety of our team members and their communities.

Maintaining a safe & healthy workplace during COVID-19

Throughout CY21, Micron's comprehensive emergency preparedness plan continued to provide the framework for our response. This plan, which is adjusted in real time, outlines risk-based categories that can be applied uniformly to mitigate risk and keep workers safe at our sites worldwide. In CY21, we adjusted the risk levels included in the plan to account for virus surges in many communities. While the plan provides technical internal guidance, the Micron COVID-19 Playbook serves as a source of information on protocols and Micron's evolving pandemic response for team members, customers and suppliers.

Given that many team members in our manufacturing facilities perform work that cannot be done remotely, we utilized safety protocols including safe distancing, cleaning and mask wearing in our facilities. We also upgraded air handling systems and installed bipolar ionization technology at sites worldwide that effectively removes the coronavirus from a building's air flow.

All U.S. employees, plus all U.S. contractors who must work inside our buildings to conduct their jobs, must be vaccinated against COVID-19 (with appropriate medical and religious exemptions). Micron has provided incentives and support to encourage vaccinations for team members and their families worldwide, including organizing vaccination clinics in the U.S., Malaysia, India, Japan and Taiwan, and offering in-home vaccinations for team members in India. While working on-site, all Micron workers around the globe, including suppliers and contractors, must take weekly COVID-19 tests — with kits provided by Micron — and isolate according to our protocols if they test positive. If team members contract or are exposed to COVID-19 at work, we provide paid leave during their quarantine period, as well as paid leave for team members experiencing vaccination-related side effects.

Micron – Boise, Idaho

Communities

Micron – Taiwan

Micron Gives promotes human potential through programs that deliver STEM education, basic human needs and equitable opportunities *for all*.

Since 1999, the Micron Foundation has supported the communities where we live, learn, work and play. Over the past several years, we have aligned all philanthropic efforts under the Micron Gives program, which enables team members to donate time and money to the causes they choose. It also invests in future generations of innovators and educators by developing and funding programs to promote science, technology, engineering and mathematics (STEM) education, with a focus on creating equitable opportunities for underrepresented groups and people in underserved communities. Alongside our team members, Micron Gives also invests in communities through charitable causes that address basic human needs.

In 2021, Micron built on our tremendous 2020 momentum and leaned into new ways of responding to the COVID-19 pandemic and systemic racial inequalities. Our giving for 2021 totaled $13 million and reached 4.9 million lives. The largest portion of the Micron Foundation's funding, $4.25 million, provided education grants to partners helping underrepresented and underserved students find pathways to STEM careers.

We continued to deliver many of our K-12 programs virtually due to the pandemic. What began out of necessity has evolved into a benefit and enabled us to reach more students than ever, many in communities where such offerings have been harder to find. Whether we were hosting hands-on science activities, giving students the chance to explore careers in our industry or offering diversity and opportunity grants to global universities, these investments will provide opportunities for all for years to come.

We also strengthened our support for social impact and equality, standing behind important initiatives to combat antisemitism and hate against Asian Americans and Pacific Islanders. To extend our influence and amplify the voice of our team members, we launched new diversity grants in collaboration with Micron ERGs.

The Micron Foundation continued to support urgent needs in our site locations around the world, responding to ongoing challenges associated with pandemic surges and natural disasters to provide access to care and basic human needs such as food, housing and supplies.

Thinking globally & impacting locally in 2021

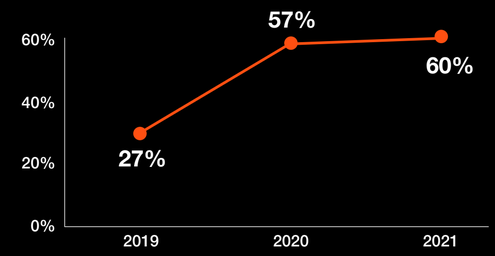
4,900,000
total lives reached

271,971
volunteer hours

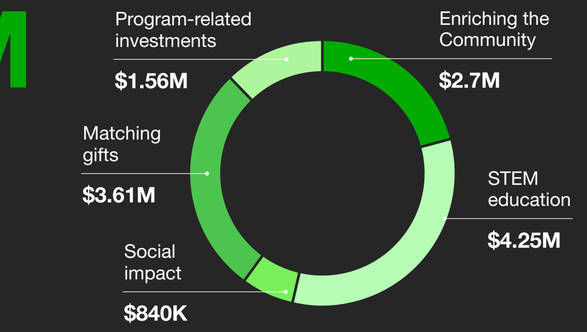
2,168
causes supported

Team member participation rate

60%



$13M
total giving



$7.3M
cultivate giving program

Learn more at micron.com/gives

Appendix

GRI index

GRI standard	Disclosure	Location
General disclosures		
	Organizational profile	
	102-1 Name of the organization	Micron Technology, Inc.
	102-2 Activities, brands, products and services	Sustainability strategy / About Micron Micron 2021 Form 10-K (pp. 3-9)
	102-3 Location of headquarters	Boise, Idaho, USA
	102-4 Location of operations	Locations
	102-5 Ownership and legal form	Micron 2021 Form 10-K (cover)
	102-6 Markets served	Sustainability strategy / About Micron Micron 2021 Form 10-K (pp. 3-9)
GRI 102: general disclosures 2016	**102-7** Scale of the organization	Sustainability strategy / About Micron
	102-8 Information on employees and other workers	Performance at a glance | Diversity, equality & inclusion
	102-9 Supply chain	Reposible sourcing / Micron 2021 Form 10-K (pp. 10-11) / Sourcing Responsibly Responsible Minerals Policy / Conflict Minerals Report
	102-10 Significant changes to the organization and its supply chain	Micron 2021 Form 10-K (pp. 3-5)
	102-11 Precautionary principle or approach	The risk and resilience program does not use the term “precautionary principle,” but Micron does recognize it is our responsibility to prevent harm from our actions. Micron’s enterprise risk management system puts controls in place when we know our actions have the potential to harm. As Micron reviews and creates new corporate policies, the “precautionary principle” term may be used.
	102-12 External initiatives	Specific charters / Principles are covered in the relevant section of sustainability report by topic
	102-13 Membership of associations	Sustainability strategy | Stakeholder engagement / Responsible sourcing
	Strategy	
	102-14 Statement from senior decision-maker	Introduction | A message from our CEO

GRI standard	Disclosure	Location
General disclosures		
GRI 102: general disclosures 2016	**Ethics and integrity**	
	102-16 Values, principles, standards and norms of behavior	Sustainability strategy | Ethics & integrity Micron Code of Business Conduct and Ethics / Supplier Requirements Standard Compliance and Ethics
	102-17 Mechanisms for advice and concerns about ethics	Sustainability strategy | Ethics & integrity / Micron Code of Business Conduct and Ethics (p. 3) Compliance and Ethics / Compliance Helpline
	Governance	
	102-18 Governance structure	Sustainability strategy | Sustainability governance / Corporate Governance / Micron 2021 Proxy (pp. 18-21)
	102-19 Delegating authority	Sustainability strategy | Sustainability governance / Micron 2021 Proxy (pp. 15)
	102-20 Executive-level responsibility for economic, environmental and social topics	Sustainability strategy | Sustainability governance
	102-21 Consulting stakeholders on economic, environmental and social topics	Micron 2021 Proxy (pp. 13-14)
	102-22 Composition of the highest governance body and its committees	Micron 2021 Proxy (pp. 18-21)
	102-23 Chair of the highest governance body	Micron 2021 Proxy (p. 18)
	102-24 Nominating and selecting the highest governance body	Micron 2021 Proxy (p. 11)
	102-25 Conflicts of interest	Micron 2021 Proxy (p. 21) / Micron Code of Business Conduct and Ethics (p. 18)
	102-26 Role of highest governance body in setting purpose, values and strategy	Micron 2021 Proxy (pp. 13-16)
	102-27 Collective knowledge of highest governance body	Micron 2021 Proxy (pp. 5-10)
	102-28 Evaluating the highest governance body's performance	Micron 2021 Proxy (p. 18)
	102-29 Identifying and managing economic, environmental and social impacts	Micron 2021 Proxy (pp. 13-16)
	102-30 Effectiveness of risk management processes	Micron 2021 Proxy (pp. 16-17)

GRI standard	Disclosure	Location
General disclosures		
GRI 102: general disclosures 2016	**Governance**	
	102-31 Review of economic, environmental, and social topics	Micron 2021 Proxy (pp. 13-16)
	102-32 Highest governance body's role in sustainability reporting	Micron 2021 Proxy (p. 16)
	102-33 Communicating critical concerns	Micron 2021 Proxy (p. 21) / Corporate Governance
	102-34 Nature and total number of critical concerns	Micron 2021 Proxy (p. 13)
	102-35 Remuneration policies	Micron 2021 Proxy (pp. 25-61)
	102-36 Process for determining remuneration	Micron 2021 Proxy (pp. 25-61)
	102-37 Stakeholders' involvement in remuneration	Micron 2021 Proxy (pp. 25-26)
	102-38 Annual total compensation ratio	Micron 2021 Proxy (p. 57)
	102-39 Percentage increase in annual total compensation ratio	Micron 2021 Proxy (p. 57), Micron 2020 Proxy (p. 53)
	102-40 List of stakeholder groups	Sustainability strategy | Stakeholder engagement
	102-41 Collective bargaining agreements	In FY21, 8% of Micron's team members were covered by collective bargaining agreements
	102-42 Identifying and selecting stakeholders	Sustainability strategy | Stakeholder engagement
	102-43 Approach to stakeholder engagement	Sustainability strategy | Stakeholder engagement
	102-44 Key topics and concerns raised	Sustainability strategy | ESG issue prioritization
	Reporting practice	
	102-45 Entities included in the consolidated financial statements	Micron 2021 Form 10-K, p. 53, Exhibit 21.1
	102-46 Defining report content and topic boundaries	Sustainability strategy | ESG issue prioritization Our report content is informed by our ESG issue prioritization, the GRI and SASB Standards.
	102-47 List of material topics	Sustainability strategy | ESG issue prioritization
	102-48 Restatements of information	Any restatements are footnoted, where applicable.

GRI standard	Disclosure	Location
General disclosures		
GRI 102: general disclosures 2016	**Reporting practice**	
	102-49 Changes in reporting	There were no significant changes from prior reporting periods
	102-50 Reporting period	This report covers Micron's sustainability performance in fiscal year 2021 (September 3, 2020, through Sept. 2, 2021) unless otherwise stated
	102-51 Date of most recent report	Our previous sustainability report was issued in April 2021
	102-52 Reporting cycle	Annual
	102-53 Contact point for questions regarding the report	Sustainability@micron.com / Director of sustainability
	102-54 Claims of reporting in accordance with the GRI Standards	Sustainability strategy | About this report Our 2021 sustainability report has been prepared in accordance with Global Reporting Initiative (GRI) Standards: core option
	102-55 GRI content index	Appendix | GRI content index
	102-56 External assurance	Independent limited level assurance statement
Material topics: 200 series economic topics		
GRI 103: management approach 2016 **GRI 201: economic performance 2016**	**Economic performance**	
	103-1 Explanation of the material topic and its boundary **103-2** The management approach and its components **103-3** Evaluation of the management approach	Micron 2021 Form 10-K (pp. 39-46) / Communities
	201-1 Direct economic value generated and distributed	Micron 2021 Form 10-K (pp. 48-52) / Micron Gives Year-End Summary / Micron Gives / Communities
GRI 103: management approach 2016 **GRI 205: anti-corruption 2016**	**Anti-corruption**	
	103-1 Explanation of the material topic and its boundary **103-2** The management approach and its components **103-3** Evaluation of the management approach	Sustainability strategy | Ethics & integrity / Micron Code of Business Conduct and Ethics (pp. 31-32) Supplier Requirements Standard / Supplier Responsibility
	205-1 Operations assessed for risks related to corruption	Micron's processes for assessing risks of corruption are proprietary
	205-2 Communication and training about anti-corruption policies and procedures	Sustainability strategy | Ethics & integrity Micron Code of Business Conduct and Ethics (pp. 31-32) Supplier Responsibility / Supplier Requirements Standard

GRI standard	Disclosure	Location
Material topics: 200 series economic topics		
	Anti-corruption	
GRI 205: anti-corruption 2016	**205-3** Confirmed incidents of corruption and actions taken	Micron treats the requested information as privileged and confidential. However, Micron has processes in place to investigate allegations and suspicions of corruption and, if substantiated, issue corrective actions.
	Anti-competitive behavior	
GRI 103: management approach 2016 **GRI 206: anti-competitive behavior 2016**	**103-1** Explanation of the material topic and its boundary **103-2** The management approach and its components **103-3** Evaluation of the management approach	Sustainability strategy | Ethics & integrity Micron Code of Business Conduct and Ethics (pp. 24-26)
	206-1 Legal actions for anti-competitive behavior, anti-trust and monopoly practices	Micron 2021 Form 10-K (pp. 29-31 and 66-68) In FY21, Micron incurred no monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations.
	GRI 207: tax	
GRI 103: management approach 2016	**103-1** Explanation of the material topic and its boundary **103-2** The management approach and its components **103-3** Evaluation of the management approach	Sustainability strategy | Tax policy Micron 2021 Form 10-K (pp. 42, 45, 75-77)
GRI 207: tax 2019	**207-1** Approach to tax	Sustainability strategy | Tax policy
	207-2 Tax governance, control and risk management	Sustainability strategy | Tax policy
	207-3 Stakeholder engagement and management of concerns related to tax	Sustainability strategy | Tax policy
Material topics: 300 series environmental topics		
	Energy	
GRI 103: management approach 2016	**103-1** Explanation of the material topic and its boundary **103-2** The management approach and its components **103-3** Evaluation of the management approach	Products & innovation | Energy efficiency Operations & environment | Introduction Operations & environment | Goals & asprirations Operations & environment | Greenhouse gas emissions & energy Micron 2021 CDP Climate Change Disclosure
GRI 302: energy 2016	**302-1** Energy consumption within the organization	Operations & environment | Greenhouse gas emissions & energy Performance at a glance | Energy Micron 2021 CDP Climate Change Disclosure (section C8.2a)

GRI standard	Disclosure	Location
Material topics: 300 series environmental topics		
	Energy	
GRI 302: energy 2016	**302-4** Reduction of energy consumption	Operations & environment | Energy & GHG emissions Performance at a glance | Energy
	302-5 Reductions in energy requirements of products and services	Products & innovation | Energy efficiency
	Water and effluents	
GRI 103: management approach 2016	**103-1** Explanation of the material topic and its boundary **103-2** The management approach and its components **103-3** Evaluation of the management approach	Operations & environment | Introduction / Operations & environment | Goals & aspirations Operations & environment | Water Micron 2021 CDP Water Security Disclosure
GRI 303: water and effluents 2018	**303-1** Interactions with water as a shared resource	Operations & environment | Water Micron 2021 CDP Water Security Disclosure
	303-2 Management of water discharge-related impacts	Operations & environment | Water Micron 2021 CDP Water Security Disclosure
	303-3 Water withdrawal	Performance at a glance | Water management
	303-4 Water discharge	Performance at a glance | Water management
	303-5 Water consumption	Performance at a glance | Water management
	Emissions	
GRI 103: management approach 2016	**103-1** Explanation of the material topic and its boundary **103-2** The management approach and its components **103-3** Evaluation of the management approach	Operations & environment | Introduction Operations & environment | Goals & aspirations Operations & environment | Greenhouse gas emissions & energy Micron 2021 CDP Climate Change Disclosure
GRI 305: emissions 2016	**305-1** Direct (scope 1) GHG emissions	Performance at a glance | Greenhouse gas emissions Micron 2021 CDP Climate Change Disclosure
	305-2 Energy indirect (scope 2) GHG emissions	Performance at a glance | Greenhouse gas emissions Micron 2021 CDP Climate Change Disclosure
	305-3 Other indirect (scope 3) GHG emissions	Micron 2021 CDP Climate Change Disclosure (for CY20)

GRI standard	Disclosure	Location
Material topics: 300 series environmental topics		
	Emissions	
GRI 305: emissions 2016	**305-4** GHG emissions intensity	Operations & environment | Greenhouse gas emissions & energy
	305-5 Reduction of GHG emissions	Operations & environment | Greenhouse gas emissions & energy Performance at a glance | Greenhouse gas emissions
	Waste	
GRI 103: management approach 2016	**103-1** Explanation of the material topic and its boundary **103-2** The management approach and its components **103-3** Evaluation of the management approach	Operations & environment | Introduction Operations & environment | Goals & aspirations Operations & environment | Hazardous substance & waste Operations & environment | Waste management
GRI 306: waste 2020	**306-1** Waste generation and significant waste-related impacts	Operations & environment | Hazardous & restricted substances Operations & environment | Waste management
	306-2 Management of significant waste-related impacts	Operations & environment | Hazardous & restricted substances Operations & environment | Waste management
	306-3 Waste generated	Performance at a glance | Waste management
	306-4 Waste diverted from disposal	Operations & environment | Waste management Performance at a glance | Waste management
	306-5 Waste directed to disposal	Performance at a glance | Waste management

GRI standard	Disclosure	Location
Material topics: 300 series environmental topics		
	Environmental compliance	
GRI 103: management approach 2016	**103-1** Explanation of the material topic and its boundary **103-2** The management approach and its components **103-3** Evaluation of the management approach	Operations & environment Global Environmental, Health and Safety Policy Environmental Management Systems
GRI 307: environmental compliance 201	**307-1** Non-compliance with environmental laws and regulations	Micron received $157,101.00 in significant fines (greater than $25,000) and 3 notices of violation in CY2021.
	Supplier environmental assessment	
GRI 103: management approach 2016	**103-1** Explanation of the material topic and its boundary **103-2** The management approach and its components **103-3** Evaluation of the management approach	Responsible sourcing Responsible sourcing | Supplier environmental impact Supplier Expectations Micron Code of Business Conduct and Ethics Global Environmental, Health and Safety Policy
GRI 308: supplier environmental assessment 2016	**308-1** New suppliers that were screened using environmental criteria	In FY21, 100% of all 878 new suppliers were screened for environmental criteria during our onboarding process. Responsible sourcing Supplier Expectations Code of Business Conduct and Ethics Global Environmental, Health and Safety Policy
	308-2 Negative environmental impacts in the supply chain and actions taken	Of the suppliers assessed in FY21, 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. Responsible sourcing
Material topics: 400 series social topics		
	Employment	
GRI 103: management approach 2016	**103-1** Explanation of the material topic and its boundary **103-2** The management approach and its components **103-3** Evaluation of the management approach	People
GRI 401: employment 2016	**401-1** New employee hires and employee turnover	People | Acquiring talent Performance at a glance | Turnover Micron considers new hire information to be confidential and therefore does not publicly disclose it.

GRI standard	Disclosure	Location
Material topics: 400 series social topics		
	Employment	
GRI 401: employment 2016	**401-2** Benefits provided to full-time employees that are not provided to temporary or part-time employees	Candidate
	Occupational health and safety	
GRI 103: management approach 2016	**103-1** Explanation of the material topic and its boundary **103-2** The management approach and its components **103-3** Evaluation of the management approach	People | Safety Global Environmental, Health and Safety Policy Health and safety management systems
GRI 403: occupational health and safety 201	**403-1** Occupational health and safety management system	People | Safety
	403-2 Hazard identification, risk assessment, and incident investigation	People | Safety
	403-3 Occupational health services	People | Safety
	403-4 Worker participation, consultation, and communication on occupational health and safety	People | Safety
	403-5 Worker training on occupational health and safety	As of September 2021, 100% of team members had completed at least one form of occupational health and safety training. Over 313,000 health and safety training hours were logged in CY21. People | Safety
	403-6 Promotion of worker health	People | Safety
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	People | Safety
	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 84% of Micron team members are assigned to manufacturing locations in FY21. Performance at a glance | Health and safety
	403-9 Work-related injuries	Performance at a glance | Health and safety

GRI standard	Disclosure	Location
Material topics: 400 series social topics		
	Training and education	
GRI 103: management approach 2016	**103-1** Explanation of the material topic and its boundary **103-2** The management approach and its components **103-3** Evaluation of the management approach	People | People and leader development
GRI 404: training and education 2016	**404-1** Average hours of training per year per employee	Performance at a glance | Professional development
	404-2 Programs for upgrading employee skills and transition assistance programs	Micron provides global transitional assistance programs for those team members affected by a reduction in workforce. Transitional assistance includes career guidance, resume writing and access to career opportunities, both regionally and globally.
	404-3 Percentage of employees receiving regular performance and career development reviews	In FY21, all eligible employees received a performance review. In FY21, eligible employees made up 50.6% of Micron's total workforce and are those with at least three months of performance in the fiscal year, not including contractors, union workers, fixed-term employees. People | People and leader development
	Diversity and equal opportunity	
GRI 103: management approach 2016	**103-1** Explanation of the material topic and its boundary **103-2** The management approach and its components **103-3** Evaluation of the management approach	People | Diversity, equality & inclusion Micron 2021 diversity, equality & inclusion report
GRI 405: diversity and equal opportunity 2016	**405-1** Diversity of governance bodies and employees	Micron 2021 diversity, equality & inclusion report Performance at a glance | Diversity, equality & inclusion
	405-2 Ratio of basic salary and remuneration of women to men	Micron 2021 diversity, equality & inclusion report (p. 24)
	Non-discrimination	
GRI 103: management approach 2016	**103-1** Explanation of the material topic and its boundary **103-2** The management approach and its components **103-3** Evaluation of the management approach	People | Diversity, equality & inclusion Micron Code of Business Conduct and Ethics Micron 2021 diversity, equality & inclusion report
GRI 406: non-discrimination 2016	**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. All allegations of discrimination reported through human resources, compliance or other channels are fully investigated and documented, and appropriate actions are taken.

GRI standard	Disclosure	Location
Material topics: 400 series social topics		
	Freedom of association and collective bargaining	
GRI 103: management approach 2016	**103-1** Explanation of the material topic and its boundary **103-2** The management approach and its components **103-3** Evaluation of the management approach	Micron Code of Business Conduct and Ethics / Human Rights Policy / Supplier Expectations
GRI 407: freedom of association and collective bargaining 2016	**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 Our Code of Business Conduct and Ethics, Human Rights Policy and Supplier Expectations include the right for freedom of association, and we audit our manufacturing sites through the RBA validated assessment program. Responsible sourcing | Human & labor rights
	Child labor	
GRI 103: management approach 2016	**103-1** Explanation of the material topic and its boundary **103-2** The management approach and its components **103-3** Evaluation of the management approach	Sustainability strategy | Ethics & integrity Responsible sourcing | Human & labor rights Micron Code of Business Conduct and Ethics (p. 8) / Human Rights Policy
GRI 408: child labor 2016	**408-1** Operations and suppliers at significant risk for incidents of child labor	The Micron Code of Business Conduct and Ethics and Human Rights Policy explicitly prohibit child labor or the exploitation of children. In addition, our suppliers must follow RBA standards on labor, health, safety, the environment, ethics and management systems, regardless of local law or custom. Responsible sourcing | Human & labor rights
	Forced or compulsory labor	
GRI 103: management approach 2016	**103-1** Explanation of the material topic and its boundary **103-2** The management approach and its components **103-3** Evaluation of the management approach	Sustainability strategy | Ethics & integrity Responsible sourcing | Human & labor rights Micron Code of Business Conduct and Ethics (p. 8) / Human Rights Policy
GRI 409: forced or compulsory labor 2016	**409-1** Operations and suppliers at significant risk for incidents of forced or compulsory labor	As stated in the Micron Code of Business Conduct and Ethics and Human Rights Policy, 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 Combating Modern Slavery and Human Trafficking statement. 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. Responsible sourcing | Human & labor rights
	Human rights assessment	
GRI 103: management approach 2016	**103-1** Explanation of the material topic and its boundary **103-2** The management approach and its components **103-3** Evaluation of the management approach	Sustainability strategy | Ethics & integrity Micron Code of Business Conduct and Ethics (p. 8) / Human Rights Policy

GRI standard	Disclosure	Location
Material topics: 400 series social topics		
GRI 412: human rights assessment 2016	**Human rights assessment**	
	412-2 Employee training on human rights policies or procedures	As of September 2021, 98% of team members completed human rights trainings on topics including code of conduct, human trafficking and harassment. Over 43,000 training hours were logged in FY21 on these subjects.
GRI 103: management approach 2016	**Local communities** **103-1** Explanation of the material topic and its boundary **103-2** The management approach and its components **103-3** Evaluation of the management approach	Communities
GRI 413: local communities 2016	**413-1** Operations with local community engagement, impact assessments, and development programs	Communities Sustainability strategy | Stakeholder engagement
GRI 103: management approach 2016	**Supplier social assessment** **103-1** Explanation of the material topic and its boundary **103-2** The management approach and its components **103-3** Evaluation of the management approach	Responsible sourcing Micron Code of Business Conduct and Ethics (p. 8) Human Rights Policy
GRI 414: supplier social assessment 2016	**414-1** New suppliers that were screened using social criteria	In FY21, 100% of new suppliers were screened for safety and labor management criteria during our onboarding process. Responsible sourcing Supplier Expectations
	414-2 Negative social impacts in the supply chain and actions taken	Responsible sourcing Of the suppliers assessed in FY21, 2% were identified to have labor-related findings and of these, the majority have committed to action plans. 8 suppliers were found to meet criteria for termination as a result of noncompliance with social issues
GRI 416: customer health and safety 2016	**Customer health and safety** **416-1** Assessment of the health and safety impacts of product and service categories	Operations & environment | Hazardous & restricted substances Micron assesses the health and safety impacts and potential for improvement of all product categories

GRI standard	Disclosure	Location
Material topics: 400 series social topics		
	Marketing and labeling	
GRI 417: marketing and labeling 2016	**417-1** Requirements for product and service information and labeling	Sustainability strategy Ethics & integrity in Micron embeds environmental and regulatory compliance into the product design process, aligning our products to requirements in a number of 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 product labels bear multiple safety/emissions/substance marks: CE-EU EMI/RoHS, FCC — US EMI, VCCI — Japan, BSMI — EMI/RoHS, ICES — Canada EMI, RCM — AUS/NZ EMI, KC — Korea EMI, Morocco — Morocco EMI, UL — US/Canada safety, TUV — Germany safety, or China RoHS. Halogen-free text is included where applicable. The WEE symbol is also included per customer request; however, Micron's current obligation is only to notify the customer of material content. Module product labels bear the CE mark, indicating EMI/RoHS compliance. RoHS and low halogen compliance is built into the part number
	Customer privacy	
GRI 103: management approach 2016	**103-1** Explanation of the material topic and its boundary **103-2** The management approach and its components **103-3** Evaluation of the management approach	Products & innovation | Platform & data protection
GRI 418: customer privacy 2016	**418-1** Substantiated complaints concerning breaches of customer privacy and losses of customer data	In FY21, Micron had no identified leaks, thefts or losses of customer data and received no substantiated complaints from customers, outside parties or regulatory bodies concerning breaches of customer privacy and losses of customer data.

SASB index

Topic	Accounting metric	Code	Disclosure location
Greenhouse gas emissions	**1.** Gross global scope 1 emissions **2.** Amount of total emissions from perfluorinated compounds	TC-SC-110a.1	Performance at a glance | Greenhouse gas emissions Operations & environment | Greenhouse gas emissions & energy Micron 2021 CDP Climate Change Disclosure
	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	Performance at a glance | Greenhouse gas emissions Operations & environment | Goals & aspirations Operations & environment | Greenhouse gas emissions & energy Micron 2021 CDP Climate Change Disclosure
Energy management in manufacturing	**1.** Total energy consumed **2.** Percentage grid electricity **3.** Percentage renewable	TC-SC-130a.1	Performance at a glance | Energy Micron 2021 CDP Climate Change Disclosure
Water management	**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	Performance at a glance | Water management Operations & environment | Water Micron 2021 CDP Climate Change Disclosure
Waste management	Amount of hazardous waste from manufacturing, percentage recycled	TC-SC-150a.1	Performance at a glance | Waste management Operations & environment | Waste management
	Description of efforts to assess, monitor, and reduce exposure of employees to human health hazards	TC-SC-320a.1	Operations & environment People | Safety
Employee safety	Total amount of monetary losses as a result of legal proceedings associated with employee health and safety violations	TC-SC-320a.2	In CY21, Micron was notified of one health and safety violation with a resulting fine of $2,166 USD. Performance at a glance | Safety
Product lifecycle management	Percentage of products by revenue that contain IEC 62474 declarable substances	TC-SC-410a.1	While we do not feel 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: Operations & environment | Hazardous & restricted substances
	Processor energy efficiency at a system-level for: (1) servers, (2) desktops, and (3) laptops	TC-SC-410a.2	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 this topic and data about the efficiency of some recent products can be found in: Products & innovation | Energy efficiency and Micron 2021 Form 10-K (pp. 5-10)
Materials sourcing	Description of the management of risks associated with the use of critical materials	TC-SC-440a.1	Micron 2021 Form 10-K (pp. 10, 22-23, 27) Responsible sourcing | Responsible minerals Responsible Minerals Policy / Conflict Minerals Report / Supplier Expectations

Topic	Accounting metric	Code	Disclosure location
Recruiting & managing a global & skilled workforce	Percentage of employees that are: **1.** Foreign nationals **2**. Located offshore	TC-SC-330a.1	Micron's global business model provides opportunities for team members to complete assignments in different countries. In FY2021, 5% of the workforce was foreign nationals and 76% were located outside the U.S. The geographic distribution of team members for FY21 is included in Performance at a glance | People | Global workforce Micron is committed to protecting workers per the Micron Code of Business Conduct and Ethics. 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 Responsible Business Alliance (RBA) code of conduct. 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. 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 semiconductor standard), as well as diversity, equality and inclusion in the workforce, and we report extensively on these in our sustainability report and elsewhere. People | People and leader development People | Diversity, equality & inclusion Performance at a glance | Diversity, equality & inclusion Performance at a glance | Turnover / Performance at a glance | Professional development 2021 diversity, equality & inclusion Report / Micron 2021 Form 10-K (p. 26)
Intellectual property protection & competitive behavior	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	TC-SC-520a.1	Micron 2021 Form 10-K (pp. 29 and 66-67) GRI index | GRI 206-1

TCFD index

Disclosure focus area	Recommended disclosure	Summary response	Reference: detailed information
Governance			
Disclose the organization's governance around climate-related risks and opportunities.	**A.** Describe the board's oversight of climate-related risks and opportunities. **B.** Describe management's role in assessing and managing climate-related risks and opportunities.	Our board considers ESG 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. ESG issues including climate change are overseen 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.	Sustainability strategy | Sustainability governance Environment Micron 2021 Proxy / Sustainability (pp. 15-16), risk assessment and mitigation (pp. 16-17), fiscal 2021 executive compensation (p. 38) Governance and Sustainability Committee (sections 1.05 and 4.12) Micron 2021 CDP Climate Change Disclosure (C1.1a, C1.1b, C1.2, C1.2a, C1.3, C1.3a)
Strategy			
Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy and financial planning.	**A.** Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term. **B.** Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning. **C.** Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	Micron has manufacturing and other operations in locations subject to natural occurrences and possible climate change, 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.	Micron 2021 Form 10-K / Supply chain, materials, and third-party service Providers (p. 10), environmental compliance (p. 13) / Trade regulations (p. 14) Item 1A. risk factors (pp. 22-33, 25, 33) Sustainability strategy | Opportunity & risk Products & innovation | Energy efficiency / Environment Micron 2021 CDP Climate Change Disclosure (C2., C3.3, C3.4)

Disclosure focus area	Recommended disclosure	Summary response	Reference: detailed information
Risk management			
Disclose how the organization identifies, assesses and manages climate-related risks.	**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.	We designed our ERM 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.	Micron 2021 Proxy / Risk assessment and mitigation (pp. 16-17) Sustainability strategy | Opportunity & risk / Sustainability Strategy | ESG issue prioritization / Environment Responsible sourcing Micron 2021 CDP Climate Change Disclosure (C2.2, C2.2a)
Metrics and targets			
Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.	**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.	Micron monitors numerous metrics to measure progress towards achieving our environmental targets including reduction of emissions intensity, scope 1 & 2 emissions, overall energy consumption and renewable energy use.	Environment | Goals & aspirations / Greenhouse gas emissions & energy Micron 2021 CDP Climate Change Disclosure (C6., C7., C8.)

Performance at a glance

Environment*

Energy

Metric	Unit	2018	2019	2020	2021
Energy consumption					
Purchased electricity	MWh	5,612,213	6,103,208	6,832,439	7,784,153
Purchased steam	MWh	82,522	81,541	84,806	88,731
Purchased cooling	MWh	112,814	112,593	115,191	113,317
Fuel	MWh	2,143,649	2,265,111	2,366,055	2,431,468
Renewable electricity generated on-site	MWh	46	45	26	86
Purchased renewable electricity	MWh	-	-	-	556
Total energy consumption	MWh	7,951,262	8,562,498	9,398,517	10,418,310
Grid electricity consumed	%	71%	71%	73%	75%
Energy savings					
Energy savings	MWh	53,339	53,981	157,054	145,000

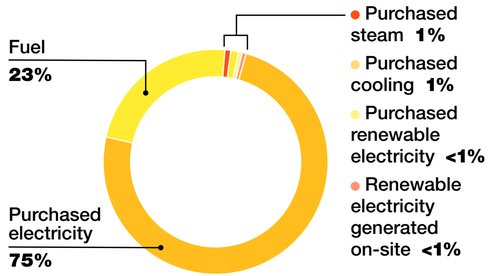
Fuel includes natural gas, diesel and other fuels

Information is collected and reported to CDP annually

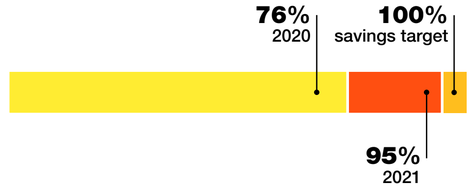
Data assumptions and calculations are consistent with the Greenhouse Gas Protocol and IPCC Guidelines for National Greenhouse Gas Inventories, 2006

*Environmental data are calendar year end 2021, except where noted

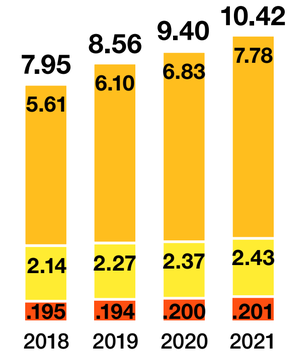
Energy breakdown by source for CY21



Progress toward CY22 energy savings goal



Energy consumption



- Purchased electricity
- Fuel
- Purchased steam and cooling

Energy consumption in millions of megawatt hours (M MWh)

Renewable electricity purchased and renewable electricity generated on-site not depicted

Greenhouse gas (GHG) emissions

	Unit	2018	2019	2020	2021
Scope 1 (operations) – by geography					
Singapore	$MTCO_2e$	1,085,276	1,130,430	1,331,705	1,532,652
Japan	$MTCO_2e$	875,807	1,054,666	1,046,491	999,019
United States	$MTCO_2e$	654,551	560,248	483,568	454,040
Taiwan	$MTCO_2e$	289,216	405,697	373,039	418, 223
China	$MTCO_2e$	39,363	41,844	46,011	54,324
Malaysia	$MTCO_2e$	1,522	1,658	1,073	1,226
Scope 1 (operations) – by source					
Process GHGs	$MTCO_2e$	1,861,215	2,076,740	2,284,713	2,477,358
Heat transfer fluid	$MTCO_2e$	613,251	634,075	486,488	455,538
Fuel combustion	$MTCO_2e$	434,967	459,561	480,015	493,123
Refrigerant	$MTCO_2e$	31,241	14,965	21,436	24,889
Solvent combustion	$MTCO_2e$	4,544	8,491	8,816	8,090
Mobile sources	$MTCO_2e$	517	711	418	485
GHG emissions					
Emissions from operations (Scope 1)	$MTCO_2e$	2,945,735	3,194,543	3,281,887	3,459,483
Emissions from purchased energy (Scope 2, market-based)	$MTCO_2e$	3,177,989	3,502,772	3,859,402	3,961,500
Total GHG	$MTCO_2e$	6,123,724	6,697,315	7,141,289	7,420,983

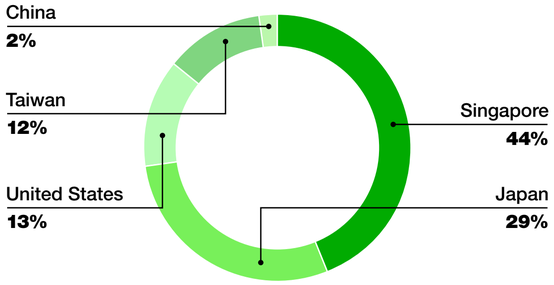
Emissions for calendar year in metric ton CO2-equivalents

Information is collected and reported to CDP annually

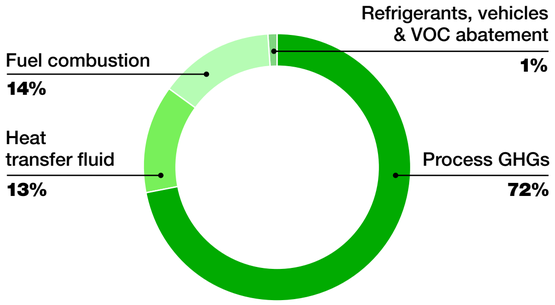
Data assumptions and calculations are consistent with the Greenhouse Gas Protocol and IPCC Guidelines for National Greenhouse Gas Inventories, 2006.

Scope 2 includes market based

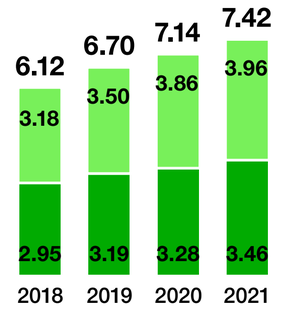
Emissions from operations (Scope 1) by geography



Emissions from operations (Scope 1) by source



Scope 1 & Scope 2 GHG emissions



- Emissions from purchased energy (Scope 2, market-based)
- Emissions from operations (Scope 1)

Emissions for calendar year in million metric ton CO_2 equivalents

Water management

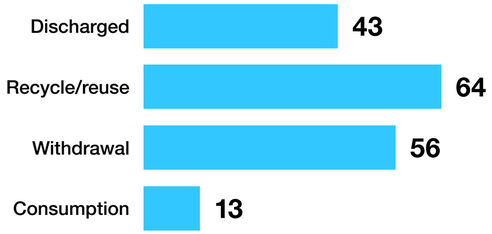
	Unit	2018	2019	2020	2021
Water withdrawal by source					
Surface water	m^3	713,111	248,669	1,165,525	994,018
Groundwater	m^3	7,877,228	8,228,996	7,581,000	6,548,186
Municipal water	m^3	39,715,745	41,561,428	46,445,195	48,353,405
Rainwater	m^3	6,018	3,247	3,630	8,309
Total volume of water withdrawn	m^3	48,312,102	50,042,340	55,195,350	55,903,918
From regions with high or extremely high baseline water stress*	%	47%	1%	1%	1%
Water reuse, recycle & restoration					
Water reuse, recycle & restoration	m^3	47,718,064	49,392,219	54,211,655	63,554,285
Water reuse, recycle & restoration rate	%	50%	50%	50%	53%
Water discharge by destination					
Surface water	m^3	5,538,003	6,012,551	6,381,692	5,626,321
Third-party POTW	m^3	32,430,556	32,844,397	36,044,080	37,049,739
Total discharged	m^3	37,968,559	38,856,948	42,425,772	42,676,060
Water consumed					
Total water consumed	m^3	10,343,351	11,185,192	12,769,578	13,227,858

Water data is calendar year

POTW: Publicly owned treatment works

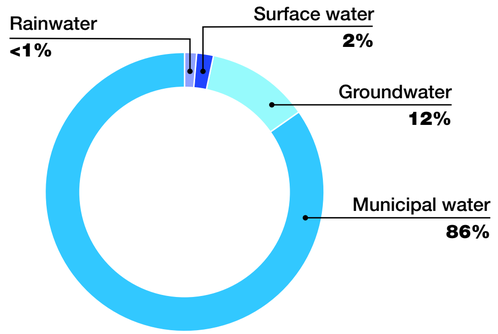
*Change in percentage from regions with high baseline water stress between 2018-2019 is the result of updating to the WRI Aqueduct water risk atlas 3.0.

Water mass balance



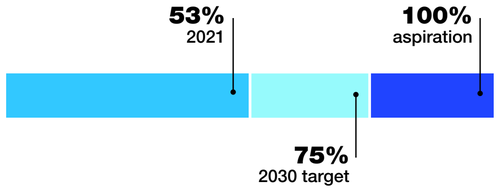
Water volume is in milions of cubic meters (m^3)

Water withdrawal by source

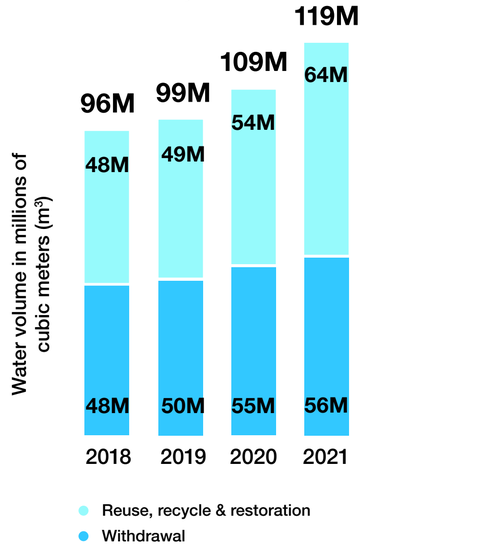


Water progress toward target

Water conservation through reuse, recycling and restoration



Water use & recycle



Waste management

	Unit	2018	2019	2020	2021
Waste generated					
Hazardous waste	kg	99,197,996	115,289,074	131,740,105	151,084,776
Nonhazardous waste	kg	64,191,329	68,066,213	70,546,528	75,496,289
Total waste	kg	163,389,325	183,355,288	202,286,633	226,581,065
Waste diverted					
Hazardous waste diverted	kg	80,563,710	92,100,205	103,561,577	120,334,345
Nonhazardous waste diverted	kg	45,420,511	44,316,342	46,430,851	54,440,596
Total waste diverted	kg	125,984,221	136,416,547	149,992,428	174,774,941
Waste directed to disposal					
Hazardous waste disposed	kg	18,634,286	23,188,869	28,178,528	30,750,431
Nonhazardous waste disposed	kg	18,770,818	23,749,872	24,115,677	21,055,693
Total waste disposed	kg	37,405,104	46,938,741	52,294,205	51,806,124
Waste reuse/recycle/recovery rate	%	82%	81%	84%	90%

Waste data is calendar year

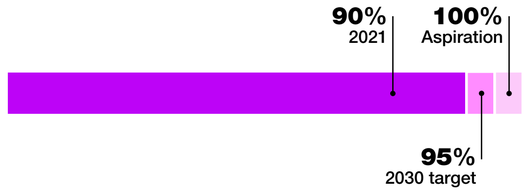
Waste directed to disposal includes energy recovery, incineration, landfill and other treatment

Waste reuse/recycle/recovery percentage includes energy recovery

Waste diverted excludes energy recovery

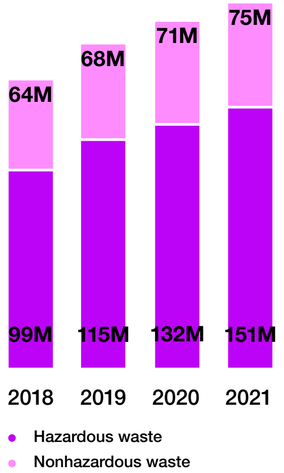
Waste progress toward target

Reuse, recycling and recovery



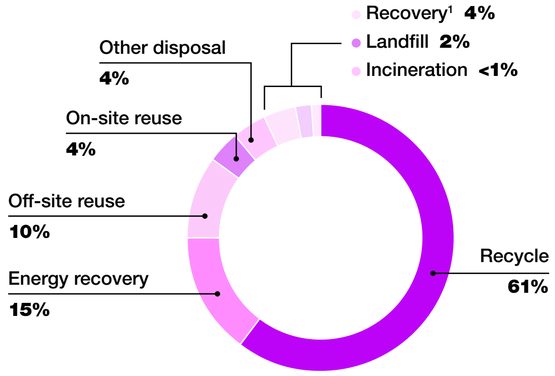
Includes energy recovery

Total waste



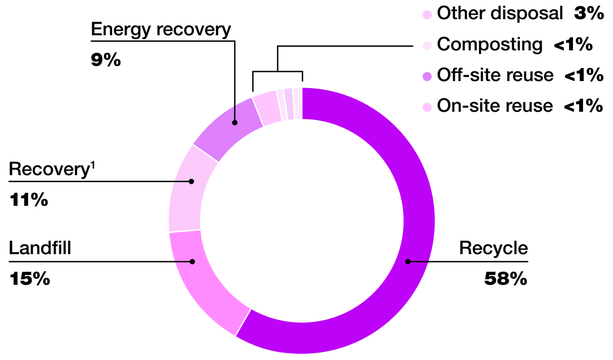
Total waste in millions of kilograms (M kg)

Hazardous waste breakdown



¹Recovery excludes energy recovery

Nonhazardous waste breakdown



¹Recovery excludes energy recovery

Responsible Sourcing

Responsible Business Alliance Validated Assessment Program

Average site audit score	
Site audit scores valid as of	December 31, 2021
No. of sites in scope	9
Average RBA audit score (out of 200)	193.2

Micron manufacturing sites undergo RBA VAP audits approximately every two years. Most recent audit for each site as of 12/31/21 is included.

People

Diversity, equality & inclusion

Gender representation

	FY18		FY19		FY20		FY21	
	Female	Male	Female	Male	Female	Male	Female	Male
Board of directors	14%	86%	25%	75%	37.5%	62.5%	50%	50%
By roles								
Management & executives	10%	90%	13%	87%	14%	86%	17%	83%
Technical & engineering	20%	80%	21%	79%	21%	79%	23%	77%
Non-technical	62%	38%	62%	38%	60%	40%	56%	44%
Global team members								
Total headcount by gender	30%	70%	29%	71%	29%	71%	30%	70%

Global workforce

	FY18	FY19	FY20	FY21
Global headcount	34,000	37,000	40,000	43,000
By region				
Europe	3%	2%	2%	2%
Americas	28%	26%	27%	24%
Asia	69%	72%	71%	74%

Diversity, equality & inclusion

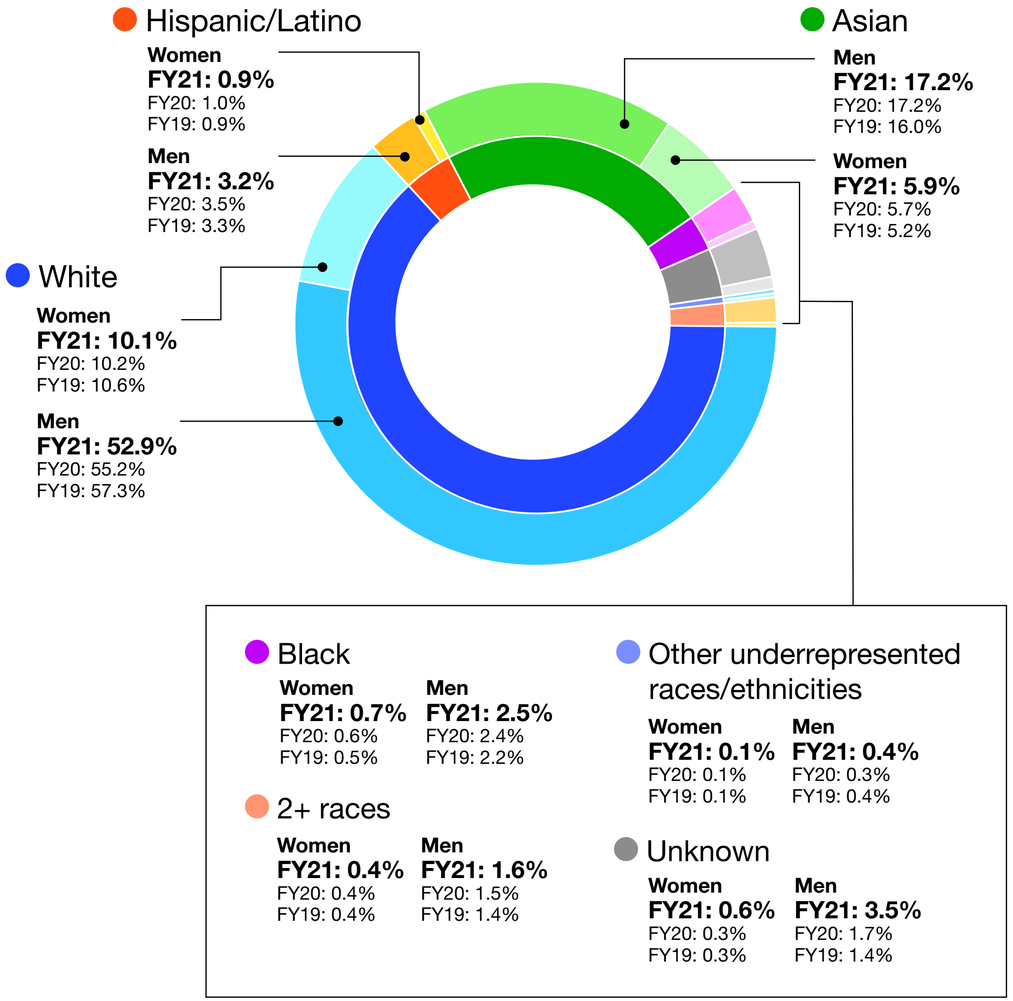
Race & ethnicity

Board of directors	FY18	FY19	FY20	FY21
Black	0%	0%	0%	13%
Hispanic/Latino	0%	0%	0%	0%
Asian	14%	12.5%	12.5%	13%
2 or more	0%	0%	0%	0%
Other underrepresented	0%	0%	0%	0%
White	86%	87.5%	87.5%	75%

U.S. race & ethnicity

U.S. overall	FY19	FY20	FY21
Black	3%	3%	3%
Hispanic/Latino	4%	5%	4%
Asian	21%	23%	23%
2 or more	2%	2%	2%
Other underrepresented	<1%	<1%	1%
White	68%	65%	63%
Unknown	2%	2%	4%

U.S. intersectionality



U.S. race/ethnicity by group*

Vice presidents

	White	Asian	Black	Hispanic/Latino	Other**	2+ races	Unknown
FY21	**58.9%**	**33.3%**	**2.2%**	**0.0%**	**0.0%**	**2.2%**	**3.3%**
FY20	65.8%	26.3%	2.6%	1.3%	0.0%	2.6%	1.3%
FY19	71.4%	22.9%	1.4%	0.0%	0.0%	2.9%	1.4%

Technical

	White	Asian	Black	Hispanic/Latino	Other**	2+ races	Unknown
FY21	**62.2%**	**24.2%**	**2.9%**	**4.1%**	**0.5%**	**1.9%**	**4.3%**
FY20	64.6%	24.3%	2.5%	4.4%	0.3%	1.8%	2.0%
FY19	66.7%	22.9%	2.5%	4.1%	0.4%	1.7%	1.7%

Senior leaders

	White	Asian	Black	Hispanic/Latino	Other**	2+ races	Unknown
FY21	**65.4%**	**26.7%**	**0.6%**	**2.4%**	**0.3%**	**1.6%**	**3.0%**
FY20	68.0%	24.6%	0.9%	2.8%	0.2%	1.4%	2.1%
FY19	74.2%	19.5%	0.6%	2.4%	0.2%	1.5%	1.7%

Nontechnical

	White	Asian	Black	Hispanic/Latino	Other**	2+ races	Unknown
FY21	**68.2%**	**16.1%**	**5.2%**	**4.5%**	**0.8%**	**2.6%**	**2.6%**
FY20	69.6%	15.0%	5.2%	5.2%	0.9%	2.4%	1.6%
FY19	74.4%	11.9%	4.1%	5.2%	0.8%	2.2%	1.4%

Leaders

	White	Asian	Black	Hispanic/Latino	Other**	2+ races	Unknown
FY21	**66.9%**	**22.8%**	**1.9%**	**2.7%**	**0.4%**	**1.6%**	**3.6%**
FY20	70.4%	20.4%	2.0%	3.3%	0.3%	1.3%	2.3%
FY19	74.2%	17.5%	1.7%	3.3%	0.4%	1.2%	1.7%

* FY21 data definitions were changed to better align to Micron's global job structure. Find the updated definitions in the 2021 Diversity, Equality & Inclusion Report.
** Other underrepresented races/ethnicities.

Health and safety

Health & safety		CY21
Occupational health & safety management system		
Workers covered		100%
Incidents		
Operations (team members)	**Count**	**Rate**
Fatalities	0	0
High-consequence injuries	0	0
Total hours worked	98,462,533	—
Recordable injuries	58	0.12
Nonemployee workers (construction)	**Count**	**Rate**
Fatalities	0	0
High-consequence injuries	0	0
Total hours worked	13,928,492	—
Recordable injuries	30	0.43
Safety violations	**Count**	**US$**
Total monetary losses from legal proceedings for employee health & safety violations	1	$2,166

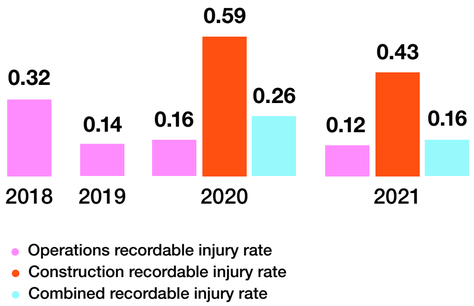
Recordable injury rates are based on 200,000 hours worked

Data for calendar year 2021

Data for manufacturing and TD sites only

Management systems at all of Micron's manufacturing sites cover employees and nonemployee workers. Approximately 84% of Micron team members are assigned to manufacturing locations

Recordable injury rate



Recordable injury rateis based on calendar year periods. Construction recordable rates not tracked separately until 2020. Operations includes Micron's manufacturing sites. Non-manufacturing sites are not included. Recordable injury rates are based on 200,000 hours worked.

Starting in 2020, contractors are included in the recordable injury rate calculations.

Professional development

	FY18	FY19	FY20	FY21
Total training hours	1,525,216	2,021,762	1,697,907	2,672,204
Average training hours per team member	42.4	54.1	43.1	62.0
Average professional development investment per full-time equivalent	$348	$343	$368	$354

Average professional development investment per FTE has been restated for prior years based on current year methodology (data in USD)

FY21 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.

Turnover

Voluntary turnover

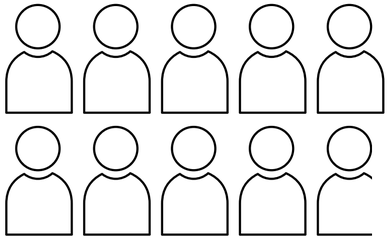
Voluntary turnover by gender	FY18	FY19	FY20	FY21
Female	7%	8%	7%	7%
Male	6%	6%	5%	6%
Voluntary turnover by region				
Europe	1%	2%	2%	2%
Asia	7%	8%	6%	6%
Americas	5%	6%	5%	6%
Average voluntary turnover				
Voluntary turnover	6%	7%	6%	6%

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

Headcount and turnover data correspond to fiscal year

Community impact

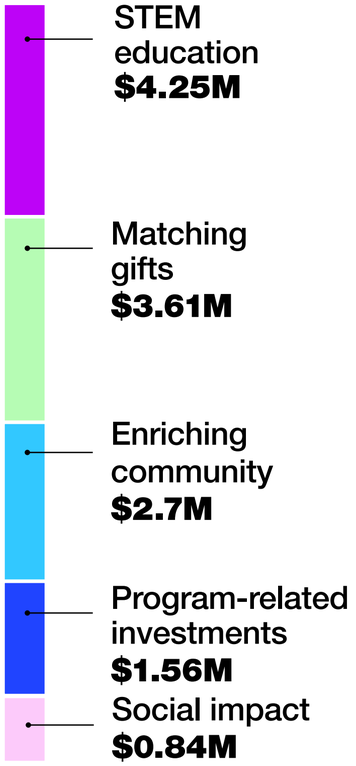
4.9M
lives impacted



= 500,000

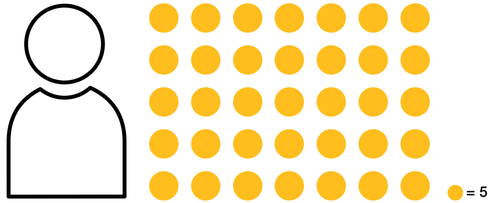
24
countries

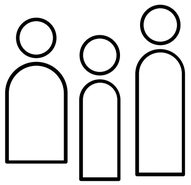
$13M
total giving



*In addition to giving pillars, $1.56M in program-related investments are included in our total contributions

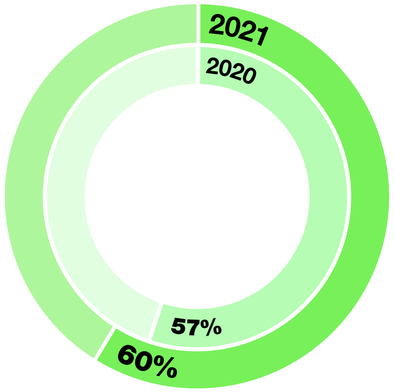
175
education partnerships programs that address underresourced groups



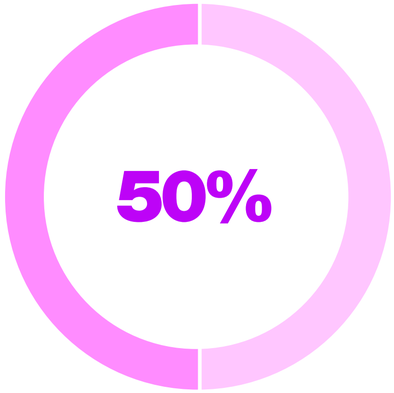


42,597
lives impacted through STEM programming

Team member participation rate



Micron match
$2M
in 2020
$3.7M
in 2021



of STEM engagements address underresourced groups

Published in June 2022, this report covers the sustainability performance of Micron Technology, Inc., in fiscal year 2021 (Sept. 4, 2020, through Sept. 2, 2021), unless otherwise stated, and includes all of Micron's controlled entities. This 2022 Sustainability Report has been prepared in accordance with Global Reporting Initiative (GRI) Standards: Core option. 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) Semiconductors Standard and provide an index aligned with the Task Force on Climate-Related Financial Disclosures (TCFD) framework.

Accompanying this report is our 2022 Sustainability Progress Summary, which contains selected highlights from the past year and stories of how Micron and our team members have taken action to meet urgent global challenges, such as COVID-19, inequality and climate change.

Forward-looking statements

This report contains forward-looking statements regarding our sustainability plans, goals, and commitments and related matters. These forward-looking statements are subject to a number of risks and uncertainties that could cause actual results to differ materially. Please refer to the documents we file with the U.S. Securities and Exchange Commission, specifically our most recent Form 10-K and Form 10-Q. These documents contain and identify important factors that could cause our actual results to differ materially from those contained in these forward-looking statements. These certain factors can be found at micron.com/certain factors. Although we believe that the expectations reflected in the forward-looking statements are reasonable, we cannot guarantee future results, levels of activity, performance, or achievements. We are under no duty to update any of the forward-looking statements after the date of this report 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.

micron.com/sustainability