Sustainability report

2025

micron

Contents

Introduction

A message from our CEO

Artificial intelligence solutions continue to transform the world around us, and Micron's memory and storage solutions are at the heart of this transformation. As AI unlocks new possibilities, it also brings responsibility to use technology to create a more sustainable future. Micron embraces this responsibility, and our sustainability goals are woven into every facet of our operations — from the products we create to the communities we serve.

Over the past year, we continued to invest in our capability to fulfill the long-term vision that guides our work: transforming how the world uses information to enrich life *for all*. I'm incredibly proud of the progress we have made in advancing our sustainability goals and creating positive change for our stakeholders, our industry and the world. This report highlights our achievements over the last year and provides a glimpse into our ambitions for the future.

Advancing our sustainability goals

We are driving progress toward our ambitious environmental goals, guided by data, innovation and a commitment to continuous improvement.

- **Climate action:** We are making strides toward our aspirational goal of net zero greenhouse gas (GHG) emissions in operations and purchased energy by 2050. We transitioned a majority of our assembly and test sites to zero global warming potential coolants, reducing related GHG emissions. We began sourcing electricity for our Boise, Idaho, operations from the 40-megawatt Black Mesa solar project, maintained 100% renewable electricity at our sites in Malaysia and achieved 100% renewable electricity for our operations in mainland China.
- **Water stewardship:** Recognizing the importance of responsible water management, particularly in water-stressed regions, our goal is to achieve 70% reuse, recycling or restoration of the water we use by calendar year 2030 (CY30). In fiscal year 2024 (FY24), we achieved 66% water conservation through reuse, recycling and restoration, supported by new water restoration projects that are benefiting communities near our operations.
- **Waste management:** We continue to minimize waste generation across our operations. In FY24, we achieved a 95% reuse, recycling and recovery rate and sent zero hazardous waste to landfill, meeting our CY30 waste goal five years early.
- **Sustainable manufacturing:** We are embedding sustainability principles into our manufacturing operations worldwide. Our major expansion projects in Boise, Idaho, and Clay, New York, will pursue LEED (Leadership in Energy and Environmental Design) Gold certification, aligned with our commitment to green building practices. Our global manufacturing sites are consistently achieving high ratings through the Responsible Business Alliance's Validated Assessment Program. As of January 2025, all 11 Micron manufacturing sites worldwide received Platinum certification.

Building team and community

Our team members are Micron's greatest asset, and we are committed to creating a workplace where every individual can thrive.

- **Compensation:** Micron continues to maintain fair compensation globally across base pay, bonus and stock grants, as we believe paying everyone fairly is essential to building and maintaining a successful team.
- **Community investment:** Through the Micron Foundation, we contributed $11.15 million to nonprofit and educational programs in CY24. Our team members are deeply engaged in giving back, logging over 271,000 volunteer hours in CY24 and achieving 1 million volunteer hours since 2020. Team members also made their own financial contributions totaling $2.76 million to qualified nonprofits of their choice, in addition to company-matching donations.
- **Talent pipeline:** We are helping to build the semiconductor workforce of the future through our university semiconductor networks, a collaborative effort among over 60 universities. Through the networks, students and faculty can access semiconductor industry technical content, which they can use to design modernized curriculum, experiential learning, cleanrooms and exchange programs.

Doing business the right way

Integrity, transparency and accountability are at the heart of how we do business.

- **Ethics and integrity:** Micron was recognized as one of the World's Most Ethical Companies in 2024 by Ethisphere, reflecting our unwavering commitment to ethical conduct. We believe in open dialogue with our stakeholders, and we actively solicit and incorporate feedback into our decision-making.
- **Responsible sourcing:** We hold our suppliers to the same high standards we set for ourselves. In FY24, we implemented an enhanced due-diligence process to screen new suppliers and better monitor and manage risk across our supply chain.
- **Product responsibility:** We design and create memory and storage solutions that help enhance power efficiency for an increasingly data-driven world. As one example, Micron's HBM3E delivers a 30% power reduction compared to the competition.

We believe sustainability is an ever-evolving commitment that requires continuous innovation and dedication across all aspects of our business. Our communities and stakeholders are essential partners in this effort, and we welcome your feedback on this report and our sustainability efforts. You can reach us by emailing sustainability@micron.com.

Sanjay Mehrotra
Chairman, President and CEO, Micron Technology

Nasdaq, New York

About Micron

Micron is a global leader in memory and storage solutions. With a relentless focus on our customers, technology leadership, best-in-class 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 help fuel the data economy, enabling advances in AI and compute-intensive applications that unleash opportunities — from the data center to the intelligent edge and across the client and mobile user experiences.

Micron's team members live our values: collaboration, customer focus, innovation, people and tenacity. We share a common goal to pursue technology and product innovation and manufacturing excellence for our customers, partners, communities and society. Our excellence is recognized worldwide through awards and honors for our business and innovation, our people and culture, and our sustainability and operations. For more than 45 years, and with more than 57,000 patents granted (and growing), Micron has delivered products that have helped transform how the world uses information to enrich life *for all*.

Boise, Idaho

Founded on
October 5, 1978

Headquartered in
Boise, Idaho, USA

$25.1B
FY24 annual revenue[1]

57,000+
patents granted and growing

264
on the 2024 Fortune 500[2]

~48,000
team members[1]

30+
major cities worldwide with Micron offices[1]

11
manufacturing sites[1]

12
customer labs[1]

[1] Micron data for fiscal year 2024 (FY24)
[2] Fortune 500, June 4, 2024
This report covers Micron's performance in fiscal year 2024 (Sept. 1, 2023, to Aug. 29, 2024) unless otherwise stated.

2024–2025 awards and recognitions[1]

Business and innovation

- America's Best-in-State Employer, 2024 (Forbes)
- America's Best Large Employer, 2024 (Forbes)
- Fortune 500 Sector List — Technology, 2024 (Fortune)
- Idaho Association of Commerce & Industry, 2024 (IACI)
- World's Most Trustworthy Companies, 2024 (Newsweek)
- 250 Best-Managed Companies, 2024 (Wall Street Journal)

People and culture

- America's Best Employers for Women, 2024 (Forbes)
- America's Best Employers for Tech Workers, 2024 (Forbes)
- America's Most Just Companies, 2024 (JUST Capital)
- Best Workplaces in Asia, 2024 (Great Place to Work)
- Best Workplaces Bavaria, Germany, 2024 (Great Place to Work)
- Best Workplaces in Hiroshima Japan, 2024 (Great Place to Work)
- Best Workplaces in Italy, 2024 (Great Place to Work)
- Best Workplaces in Japan, 2024 (Great Place to Work)
- Best Workplaces in Korea, 2024 (Great Place to Work)
- Best Workplaces in Singapore, 2024 (Great Place to Work)
- Blood Champions Award — Gold, 2024 (Singapore Red Cross)
- Great Place to Work Certified, 2024 (Great Place to Work)
- HR Excellence Awards, 2024 (Human Resources Online)
- Human Resources Excellence Awards, 2024 (Malaysia)
- Life At Work Awards (LAWA) 2024 — Best International Organization (TalentCorp Malaysia)
- Malaysia's Leading Graduate Employers — Electronics, 2024 (M100)
- Top 10 Companies for Workers, 2024 (JUST Capital)
- World's Most Ethical Companies — Honoree, 2024 (Ethisphere)

Sustainability and operations

- America's Most Responsible Companies, 2025 (Newsweek)
- Dow Jones Best-in-Class Indices — North America, 2024 (S&P Global)
- EFQM Awards for MSB and OMT, 2024 (European Foundation for Quality Management)
- EPA Pollution Prevention (P2) Region 10 Award, 2024 (Environmental Protection Agency)
- Iconic Supply Chain Digital Disrupter Award, 2024 (Blue Yonder)
- Life At Work Awards (LAWA) 2024 — Champion in Green Technology Innovation (TalentCorp Malaysia)
- Public Service Medal, 2024 (Friends of Singapore)
- Responsible Business Alliance Factory of Choice, 2024 (Taiwan)
- Silver Sustainability Rating, 2024 (EcoVadis)
- Singapore Watermark Awards, 2024 (Public Utilities Board, Singapore)
- Sustainability Award, 2024 (Forvia)
- Taiwan National Enterprise Environmental Protection Award, 2024 (Taiwan Ministry of Environment)
- Water Efficiency Award, 2024 (Public Utilities Board, Singapore)
- Workplace Safety & Health Advocates, 2024 (Workplace Safety and Health Council, Singapore)

For more information, visit the Micron awards and recognitions webpage

[1] January 2024 through January 2025

Taichung, Taiwan

Key highlights

Sustainability strategy

- Designated one of Ethisphere's World's Most Ethical Companies in 2024.
- Adopted an AI governance policy and working principles, and required team members' acknowledgment.

Products and innovation

- Introduced the ION 6550 SSD, which features best-in-class energy efficiency at up to 67% more density per rack for exascale data centers.
- Commenced volume production of HBM3E, which delivers 30% power reduction compared to the competition.

Operations and environment

- Began powering a portion of our Boise, Idaho, operations with renewable electricity from the 40-megawatt Black Mesa solar project. We also signed a virtual power purchase agreement (VPPA) for a 300-megawatt solar project in Texas.
- Sourced 100% renewable electricity for our operations in mainland China and Malaysia.
- Hosted our first power utility workshop for suppliers, creating a platform for both Micron and our suppliers to explore ways to better meet GHG emission-reduction targets. We plan to hold this workshop annually.
- Partnered with Global Peace Foundation Malaysia to support a water restoration project, called AquaConnect, that will restore 47,850 cubic meters of water annually, benefiting four villages and approximately 460 households. Through this project, we expect to restore over 10% of total water withdrawal from operations in Muar, Malaysia.
- Worked with the Responsible Business Alliance to pilot a new set of audit standards for chemical management, helping companies prevent and mitigate health and safety risks associated with chemical use in manufacturing.

Responsible sourcing

- Enhanced our ability to track suppliers' subsidiaries, intermediaries and other indirect connections to provide a more holistic picture of risk in our supply chain.

Team members

- Welcomed the largest influx of interns in our history, with more than 1,000 interns at Micron sites around the world.
- Reached an overall employee engagement and satisfaction rate of 80% in FY24, as measured through our biannual Micron Voice survey of global team members. This result places Micron in the top quartile for our benchmark peer group.
- Continued to develop our culture of safety through our Live Safe Reignite campaign, which featured new safety training for manufacturing site leadership.

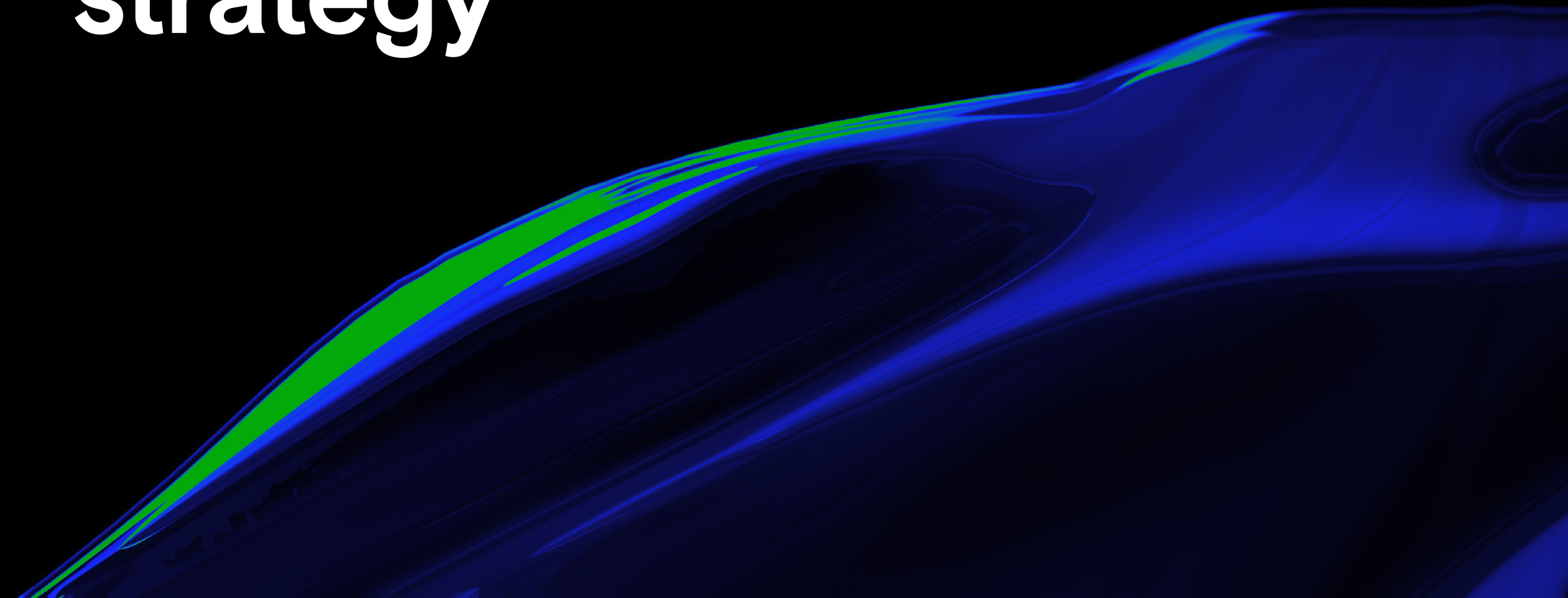
Communities

- Contributed $11.15 million to qualified nonprofits through the Micron Foundation.

"At Micron, sustainability is at the core of our global manufacturing strategy. Our commitment to pursing LEED certification at our sites and achieving high ratings through the Responsible Business Alliance's Validated Assessment Program underscores our dedication. As we grow, we will pursue ways to further enhance our operational efficiency, not only driving business value but also safeguarding the environment and the communities in which we work."

Manish Bhatia,
Executive Vice President, Global Operations

Sustainability strategy



Sustainability at Micron ties to our corporate mission and helps drive business value

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

Our business, operations and sourcing practices affect our team members, customers, communities and planet. With that fact in mind, we seek to continuously strengthen our sustainability strategy to support our corporate mission as a global leader in memory and storage solutions and to maintain our competitive edge. We identify and manage the sustainability impacts associated with our products, operations, sourcing and interactions with team members and communities.

We design and implement our sustainability strategy through a robust governance structure, cross-functional collaboration and stakeholder engagement. We focus on initiatives that drive value for investors, customers, team members and other stakeholders, and we establish relevant goals and deliver on them with transparency.

Black Mesa solar facility, Elmore County, Idaho

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

Micron's commitment to sustainability encourages a proactive approach to developing innovative products that facilitate a sustainable future, supporting our team members and the communities where they live, respecting human rights, driving transparency and accountability in our supply chain, and addressing our impact on the environment.

A cross-functional sustainability council — composed of senior leaders and overseen by senior executives and the Micron board of directors — supports and coordinates sustainability across Micron's supply chains, operations and products. The vice president of environment, health, safety and sustainability and the director of sustainability periodically update the council on a range of topics, including sustainability trends, best practices and emerging regulations.

Our corporate sustainability team collaborates with functions across the company on the following activities:

- Identifying priority and emerging sustainability topics
- Defining our strategy to address priority sustainability topics
- Integrating sustainability practices and innovation into key areas of the company
- Engaging, building relationships and exchanging information with key stakeholders
- Establishing due-diligence practices, governance and data collection systems for sustainability topics

Operational teams and councils within Micron take ownership of individual sustainability topics, conducting due diligence and engaging with relevant stakeholders. Micron's board of directors — supported by the standing governance and sustainability committee and other committees as needed — oversees and monitors the development and integration of Micron's sustainability strategy and regularly reviews the company's sustainability activities and performance. The board's purview includes relevant sustainability trends and their influence on 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 sustainability topics at each regularly scheduled committee meeting, and the audit committee regularly reviews Micron's sustainability reporting processes.

We apply sustainability performance metrics as a component in determining variable compensation for executives and team members throughout the company.

Sustainability governance structure

Board of directors

Governance and sustainability committee, audit committee

Chief executive officer (CEO)

Executive oversight

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

Sustainability council

Representatives from manufacturing; environmental, health and safety; strategy; technology and products; human resources; supply chain; sales; global social impact and community engagement; procurement; investor relations; legal; global culture; risk and resilience; communications; compliance; and finance

Roles

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

Sustainability organization

Vice president of environmental, health, safety and sustainability; sustainability directors; and program managers

Roles

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

Boise, Idaho

TABLE OF CONTENTS ›

Opportunity and risk

Integrating our sustainability goals into our business is strategically important, helping Micron capitalize on opportunities, better manage risks and support our competitiveness. We also conduct business with integrity and responsibility in the communities where we live and work. Natural resource conservation and waste reduction make us a more disciplined and efficient operation, which can directly benefit our bottom line. Our strong sustainability programs also enhance our relationships with customers, suppliers, investors, communities and others. Finally, our sustainability program is a key differentiator for recruiting and retaining high-potential employees, as well as for increasing engagement, satisfaction and productivity.

Considering social and environmental impacts, we focus on identifying, assessing, prioritizing and managing sustainability-related risks. Micron's supply chains, operations and markets face a variety of risks, including global pandemics, geopolitical tensions, labor unrest, material availability, customer requirements, product responsibility, talent attraction and retention, regulatory challenges related to climate change or responsible sourcing, and extreme weather events that may be exacerbated by climate change.

We seek to better understand and address these risks through collaboration among our sustainability; environmental, health and safety (EHS); and responsible sourcing programs, along with our various functional and risk management groups. Micron has a network of risk management teams operating across the company, including in our EHS, IT, business continuity, legal, global quality management, enterprise risk management (ERM), procurement and internal audit groups.

Our ERM program takes a unified approach to understanding risks and informing business decisions. It also facilitates prompt action to mitigate identified risks and embed risk management into our culture, which improves decision-making in governance, strategy, goal-setting and daily operations. We support our objectives in this area by providing tools and knowledge, fostering open global communication and continuously monitoring potential risks. The internal audit group is independent, with the vice president of internal audit reporting directly to the chair of the board's audit committee. The internal audit group has a charter that defines its composition, role and responsibilities.

Micron's ERM function gathers and assesses risk information from key process owners, executives and a risk council made up of select company executives. Along with risk assessments performed by other teams, these results are regularly presented to company executives, the board's audit committee and our full board of directors for consideration.

More details about Micron's risk assessment and mitigation measures can be found in the company's 2024 proxy statement, and more information about the company's risk factors can be found in the risk factors section of the company's most recent annual or quarterly report.

Topic prioritization

Micron generally conducts full sustainability topic prioritization assessments (sometimes called sustainability materiality assessments) on a three-year cycle, using the findings to inform our strategy, actions and disclosures. Between full assessments, the sustainability team and sustainability council review our priorities to confirm that the topics of greatest significance to our stakeholders and business are reflected in our sustainability initiatives, goals and reporting.

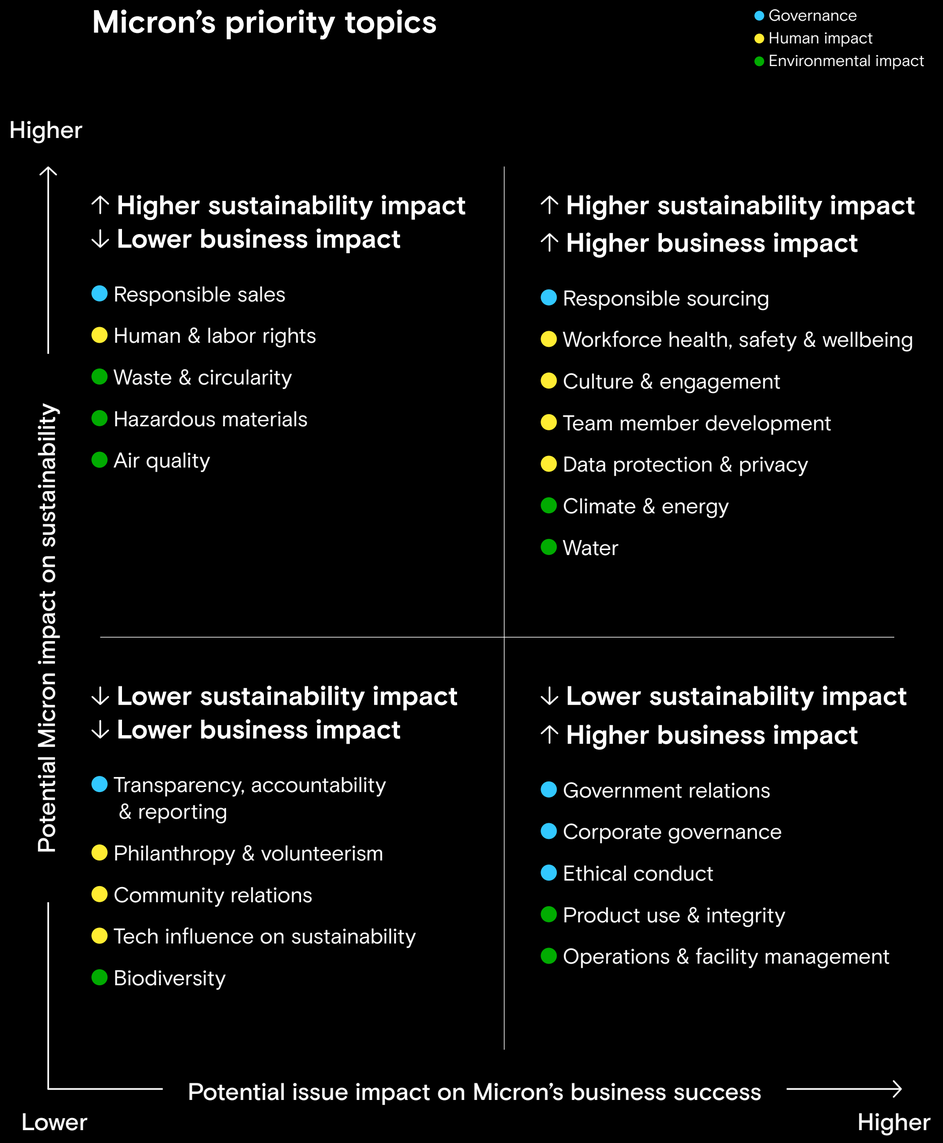
As of this report's publication, we are updating the company's 2021 assessment, ensuring that we evaluate and appropriately incorporate the evolving prioritization and disclosure expectations of regulations, policies, standards and industry guidance that Micron may be subject to, including those established by the European Union Corporate Sustainability Reporting Directive (CSRD) and the International Sustainability Standards Board (ISSB). We plan to incorporate an updated prioritization based on this review in our next sustainability report.

Our existing assessment began with Micron reviewing and updating the sustainability topics that may intersect with our business. We then considered the existing and potential impacts that Micron may have on these topics, their likelihood, and the extent and level of attribution to Micron. We also reviewed how those impacts could affect Micron's business.

Using this evaluation approach, we organized the topics in a prioritization matrix based on their potential to influence Micron's business success, as well as based on the company's potential impact on sustainability. The most significant topics identified on both axes in the current matrix — the leading priorities for the company's sustainability programs — are responsible sourcing; workforce health, safety and wellbeing; culture and engagement; team member development; data protection and privacy; climate and energy; and water. Other relevant topics are noted in the prioritization matrix on this page. We have set targets associated with many of these topics, and our progress in these areas over the past year is captured in this report.

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

Micron's priority topics



Ethics and integrity

Integrity is a foundational principle that underlies Micron's corporate values and approach to doing business. It comes ahead of business results, and Micron will not compromise integrity in favor of any business action, result or relationship. Micron was designated one of Ethisphere's World's Most Ethical Companies in 2024. Our chief executive officer and executive management regularly communicate the critical importance of ethics and integrity to all team members.

Micron's chief legal officer (CLO) has ultimate oversight for the company's ethics and compliance program, which includes compliance with applicable laws, internal policies and Micron's code of business conduct and ethics. Micron's vice president of ethics and compliance is responsible for setting strategic priorities and implementing programs and processes consistent with those priorities, which include anti-corruption, anti-bribery, privacy, global trade, and environmental, health and safety. Both the CLO and vice president of ethics and compliance communicate regularly with Micron's board of directors and audit committee on the company's compliance with its legal and regulatory obligations, as well as on the effectiveness of our ethics and compliance programs.

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

Team members receive regular training through our online training platform and certify that they have read, understood and will comply with the code. In fiscal year 2024 (FY24), 99% of our team members complied with the business conduct and ethics training and certification requirements. In addition to e-learning, the ethics and compliance team delivers function-specific trainings in person and via video calls to Micron team members, as well as to channel partners and key third parties. For instance, in FY24, the ethics and compliance team provided training to the procurement, finance, internal audit and employee relations teams on common fraud patterns identified in investigations. We also delivered government interactions and political law compliance training to the government and public affairs team and company leadership.

In 2024, Micron's ethics and compliance team launched a survey for all team members to gauge the culture of ethics at Micron. This survey generated more than 33,000 responses (68% of our global team member population) and affirmed that 92% of respondents rated our ethical culture as favorable. The survey measured various aspects of the corporate ethical culture, including behavior under pressure, modeling by leadership, existence of a speak-up culture and resonance of compliance programming.

Guarding against corruption

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

Micron is a member of the Responsible Business Alliance (RBA), a group of leading companies focused on promoting responsible working conditions, ethical business practices and environmental stewardship throughout the global supply chain. Micron communicates our ethical requirements to suppliers through our supplier expectations. We also adhere to and expect our suppliers to implement the RBA code of conduct, which requires participants to adopt a zero-tolerance policy on bribery, corruption, extortion and embezzlement, as well as to promote other responsible policies. Micron also invests in global "tone at the top" training for senior leadership — which includes all vice president-level team members and above — so leaders across the organization are equipped to model and support ethical business practices.

We conduct internal audits and coordinate external audits to assess and verify ethical business practices across Micron operations. In partnership with the internal audit function, the ethics and compliance team provides input on Micron's annual internal audit plan and participates in on-the-ground risk assessments at company facilities. Additionally, the ethics and compliance team performs its own annual global risk assessment that includes both in-person and desktop risk assessment procedures. Along with these internal assessments, Micron participates in the RBA's Validated Assessment Program (VAP). Through the VAP, Micron undergoes regular audits by independent, third-party firms trained on VAP protocol, which includes detailed expectations for ethics and compliance practices. For more information about the VAP, see the Human rights section of this report.

Encouraging people to speak up

Micron promotes a speak-up culture and strictly prohibits retaliation. The board's audit committee receives regular updates on the ethics and compliance function, key compliance metrics and significant investigations. We have several internal company policies covering our speak-up culture. These include the anti-retaliation and speak-up policy; investigations policy; anti-bribery and corruption policy; anti-fraud policy; gifts, entertainment and meals policy; and conflicts of interest policy.

Taoyuan, Taiwan

Avezzano, Italy

We maintain multiple channels for team members, whistleblowers and any third parties to report concerns or ask questions about our policies. They can use the confidential compliance helpline on our website 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 ethics and compliance team responds to and, where appropriate, investigates concerns raised through the helpline.

When our investigations indicate a basis for allegations raised, the ethics and compliance team works with human resources and management — where permissible under local law — to advise on appropriate corrective action. The ethics and compliance team then proposes process improvements to promote ethical practices going forward. As part of our standard investigative process, we perform a root cause analysis of each case and refer systemic issues to the internal audit group for further evaluation. Results of the analysis also drive the implementation of any process enhancements.

Micron routinely communicates compliance best practices to team members, shares investigative case studies, and reminds people of their obligation to report any good faith concerns about potential violations of law or Micron policy, without fear of retaliation.

Protecting data privacy

Micron respects and protects the data privacy rights of our customers, suppliers, partners and team members globally. To that end, the company has a dedicated and experienced privacy team focused on data protection, transparency, accountability and privacy rights, as shown in the updated privacy notice on our website. The privacy team partners with business teams on data minimization and purpose limitation, advancing the principles of privacy by default and design for Micron operations, products and services globally. We require our partners, vendors and service providers to commit to data protection and privacy rights as well.

Developing AI governance

At Micron, we follow an adaptable artificial intelligence (AI) governance framework that addresses emerging opportunities and challenges, as well as the evolving international regulatory landscape. In the fall of 2023, with support from the board, Micron benchmarked, designed and launched a governance initiative for generative AI. In 2024, Micron adopted its AI governance policy and working principles, and we required team members' acknowledgment of these governance documents. Our framework includes an architecture review, generative AI risk review by a cross-functional operating committee, and oversight by the AI executive steering committee. Our governance structure encompasses business, technical and security risk assessments, executive leadership oversight and ongoing opportunities for board input on the innovative and responsible use of AI-enabled solutions.

Complying with global trade laws and regulations

Micron is committed to complying with all applicable import, export, sanction and other trade-related laws and regulations wherever we do business. We believe that adherence to these laws is essential to our continuing success as a trustworthy business partner.

We have established a robust system of trade controls to mitigate the risks related to export, re-export, transfers and dealings involving sanctioned countries or territories, sanctioned or restricted parties, and restricted end uses without obtaining the required authorization from the applicable government. Our trade compliance program is designed to ensure that we conduct business in an ethical and compliant manner and mitigate supply chain risks to our customers. We require our business partners to comply with all applicable trade laws and maintain their own trade compliance programs.

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

- The commitment and support of our senior leadership for implementing and executing the policy that governs the trade compliance program
- Monitoring of regulatory updates and communication to stakeholders on the potential impact to the business
- Trade compliance contract terms integrated in different agreements with business partners to enforce obligations to comply with applicable trade laws and supply chain security criteria
- Automated controls to screen and block transactions involving sanctioned countries or parties and products that require export licenses
- A comprehensive process for conducting due diligence on business partners to evaluate export restrictions related to end-user, end-use and end-destination controls
- Processes for determining jurisdiction, export classification and license requirements for items to be exported, re-exported and transferred
- Processes for monitoring and complying with import requirements, including but not limited to tariffs, forced labor laws and valuation associated with our imported goods
- Diligence activity related to forced labor risks in our supply chain and prevention of related unauthorized imports
- Processes for managing supply chain security controls at Micron facilities and third parties within Micron's supply chain
- Supply chain management covering trade compliance requirements, which is communicated and enforced through suppliers' codes of conduct, training, on-site inspections, self-assessment questionnaires and supplier due diligence

Human rights

Micron is committed to respecting human rights wherever we do business. We adhere to labor and human rights laws, including those related to human trafficking, forced labor, child labor, working hours, fair wages, worker health and safety, discrimination, harassment and freedom of association.

The Micron code of conduct and human rights policy set clear expectations for the respectful treatment of all people working at Micron sites and within our supply chain. Our human rights policy is influenced by the United Nations' Guiding Principles on Business and Human Rights, the primary global framework for preventing and addressing human rights violations linked to business activity. The guiding principles draw on human rights instruments that we also recognize, such as the U.N.'s Universal Declaration of Human Rights and the International Labour Organization's core conventions. Our efforts to combat child and forced labor are outlined in our slavery and human trafficking statement. One way we avoid child labor in our own workforce is by requiring members of Micron's talent acquisition team to check at least two documents — one of which must be a government-issued photo ID — to verify that candidates are at least 18 years old before they can be hired.

The Micron board of directors' oversight of sustainability includes human rights issues. With board oversight and through several senior and executive level councils and committees, we seek relevant guidance on human rights best practices from stakeholders and subject matter experts, perform appropriate assessments and adopt and implement policies as necessary. We regularly conduct due diligence within our own operations and audits across our supply chain to assess compliance with these and other requirements.

We integrate human rights content and guidance into mandatory training for all team members, senior leaders and supply chain partners. As of September 2024, more than 99% of team members logged over 71,000 hours of completed human rights trainings on topics including our code of business conduct and ethics, human trafficking, anti-corruption and anti-harassment.

As an active and long-term member of the Responsible Business Alliance, we have aligned with its code of conduct. 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. To comply with the RBA code in our own operations, we have adopted a rigorous 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 our legal, people, compliance, EHS and procurement functions. They monitor key RBA metrics across our manufacturing locations and review periodic reports on Micron's overall RBA performance. We participate in the RBA's Validated Assessment Program and annually complete a self-assessment. Through the RBA, we provide our customers access to both our self-assessment questionnaires and VAP audit reports.

The RBA created and updates the VAP, which is a standard for verifying on-site compliance. VAP audits are conducted by independent third-party firms that have been approved by the RBA. A routine audit occurs on site at the chosen manufacturing facility and includes document review, interviews and a visual site survey. Where assessments uncover instances of noncompliance, these instances are rated by severity, and the facility must remedy the findings and implement systems to prevent reoccurrences.

Each Micron manufacturing site undergoes an audit through the RBA VAP every two years. In alignment with the RBA code of conduct, the assessments cover five main areas — labor, health and safety, environmental, ethics and supply chain management systems. These are some of the specific VAP criteria:

- Policies and procedures to ensure the company employs only workers above the legal/hiring policy age for employment
- A work-hours management system to ensure workers do not work in excess of legal limits
- Emergency preparedness and response plans
- Policies and procedures to ensure hazardous substances are adequately and effectively categorized, handled, stored and moved
- Policies and procedures to ensure the company upholds the highest standards of integrity in all business interactions and operates in compliance with applicable laws, rules and regulations
- Contract terms and conditions that require suppliers to conform to the RBA code of conduct
- Interviews with workers from a range of positions

The RBA implemented version 8.0 of its code of conduct in January 2024, and all subsequent Micron VAP audits in FY24 were conducted using this version. Our average RBA facility score for FY24 was 196.2 of a possible 200. Additional audits were completed at the end of the calendar year, resulting in scores of 200 and Platinum certifications at all 11 Micron manufacturing sites.

Penang, Malaysia

Cybersecurity

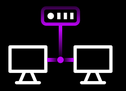
Our global security organization — led by the company's vice president and chief security officer — manages the company's cybersecurity programs. The Micron board of directors, directly and through its security committee, oversees our cybersecurity policy and programs. Our security committee receives quarterly updates from the vice president and chief security officer, and the full Micron board receives an annual report on the priorities and actions of the cybersecurity function. Our privacy and data security principles guide how we think about data privacy and security, drive the policies and procedures that we implement, influence our values and govern our relationship with our stakeholders. We engage all Micron team members in cybersecurity efforts through our formal information security training program, which includes annual or biannual certification on topics such as understanding information security and protecting proprietary information. We also host a monthlong internal cybersecurity awareness campaign, instructing team members on how to protect their personal and work data.

Micron's cybersecurity operations are aligned with the National Institute of Standards and Technology (NIST) Cybersecurity Framework, and certain operations are aligned with International Organization for Standardization (ISO) 27001:2022 compliance. Annually, Micron completes an assessment of maturity and compliance. Additionally, Micron has a third-party ISO 27001:2022 audit conducted annually, which is currently focused on U.S. information technology systems. We also perform annual tabletop simulations, quarterly external penetration tests and regular internal penetration tests, and we maintain a formal vulnerability monitoring process for operating systems, applications and other IT infrastructure. In addition, we have a formal incident response plan with a notification process and ongoing testing, training and communication.

The Micron privacy notice highlights what types of information the company collects and how they are used and shared. The Micron customer trust center provides additional information about our cybersecurity, information security and product security practices. We reference our information security expectations for suppliers in the Micron supplier requirements standard and give additional detail in a document focused on information security control requirements. Both of these documents are shared with all potential and existing suppliers. We also maintain ongoing cybersecurity due diligence of our suppliers, including monitoring suppliers for potential breach postings and conducting a regular survey to understand our suppliers' cybersecurity practices.

Micron privacy and data security principles

Protect data



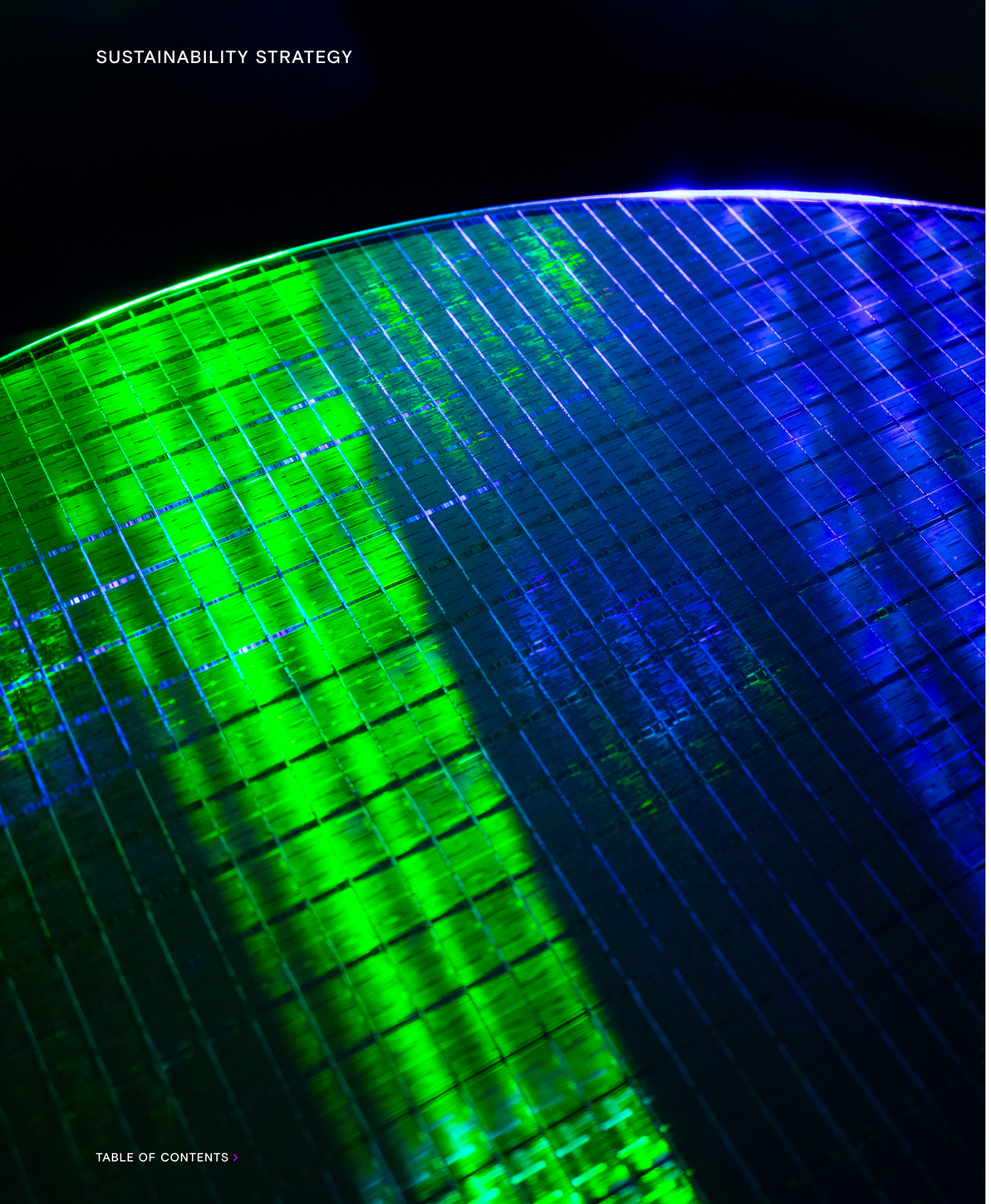
Be mindful of uses

Analyze with purpose

Maintain a security focus

Create a culture of compliance

Be transparent



Tax policy

Micron's commitment to integrity guides our actions related to taxation. Meeting our tax obligations, directly and through our affiliated entities, in every country where we operate is one of the ways we fulfill our responsibilities to society.

Monitoring tax laws and risk

Micron, along with some of the industry associations we are part of, supports tax policies that recognize our industry and its place in the global marketplace and promote growth in a predictable and transparent manner. We are committed to complying with relevant tax laws and regulations, filing required tax returns and disclosing relevant facts and circumstances.

We employ a qualified and experienced tax team as an integral part of the broader finance function, and this team reports to our chief financial officer. Our tax team proactively manages, reviews and reports on various direct and indirect local country taxes. These responsibilities include identifying the implications of new tax legislation or policies to our business. Our commitment extends to using structures that align with the way we do 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. In addition, our board's 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 differences through timely and transparent discussions or, if necessary, through established channels for dispute resolution.

Stakeholder engagement

Micron works to understand how our operations, supply chains and products fit into the broader context of the environment and society. Internal and external stakeholders — from investors and customers to team members and policymakers — play a role in our business success, and we engage with them at the local, subsidiary and corporate levels worldwide. We also collaborate with a variety of organizations to gain insight into how we affect our stakeholders and to help make informed decisions.

These stakeholder expectations feed into the development of our corporate programs and initiatives. These expectations inform our environmental goals and aspirations, which are a critical component of our management of evolving physical, regulatory, market, supply chain and other risks and opportunities related to climate change, water availability and other issues. We regularly communicate stakeholder feedback to the Micron board of directors. The governance and sustainability committee receives regular reports on sustainability topics, including expectations from investors, customers, team members, policymakers and other stakeholder groups.

Communicating with shareholders

Our shareholders' perspectives are important to Micron, and we listen closely to their feedback to continuously improve our disclosures and practices. Micron values the insights that shareholders provide across key topics such as executive compensation, sustainability and human capital management. We have a proactive outreach process for engaging with our largest shareholders to answer questions and solicit feedback. We report the results and findings from this investor outreach to the executive leadership team and board of directors, and both groups consider potential improvements for our policies and disclosures.

In addition, Micron publishes a sustainability reporting index, which aligns with the SASB semiconductor industry standard, to support information-sharing with investors.

Working with customers

Customer focus is a companywide commitment. Our customer-oriented programs capture and analyze customer feedback to enhance customer satisfaction through strengthened partnerships, technical leadership, supply continuity, sustainability initiatives, product quality and service. Our customers provide us with valuable, ongoing feedback through supplier scorecards on an annual, semiannual or quarterly basis, measuring our performance in several areas:

- Sustainability
- Customer service and support
- Delivery and supply chain
- Quality
- Technology

We maintain a formal review process for scorecards received, engaging a dedicated cross-functional team that includes customer quality engineers, field application engineers, sales operations and support, customer order management, responsible sourcing and supply chain planning. Experts from these groups work together to identify opportunities to improve, enhance organizational efficiencies and resolve open cases. Through this process, we also develop an understanding of what matters most to our customers.

As our customers conduct comprehensive sustainability assessments, we work closely with them to understand and anticipate their priorities and address their questions with updates on our own progress. Our executives, account teams and sustainability representatives lead many of these important conversations on topics such as risk management, environmental and social performance, and responsible sourcing. This kind of transparency is essential as Micron, our customers and the industry strive to make meaningful progress on sustainability initiatives.

In addition to seeking direct customer feedback, we also collaborate with customers in a variety of industry consortiums to advance sustainability initiatives. With several of our customers, we have been a founding member of industry initiatives focused on responsibly sourcing raw materials, reducing greenhouse gas emissions and supporting cost-effective development of carbon-free electricity in challenging locations. These are among the industry forums where we engage and partner with customers:

- Semiconductor Climate Consortium
- Clean Energy Buyers Association
- Responsible Business Alliance
- Responsible Minerals Initiative
- Automotive Industry Action Group
- Asia Clean Energy Coalition

As a trusted partner, we are deepening our relationships with customers and peers to drive sustainability efforts in the semiconductor industry.

Penang, Malaysia

San Jose, California

Engaging with governments and policymakers

Micron works with policymakers at various levels of government around the globe to contribute to policy discussions and initiatives focused on developing the industry workforce; maximizing affordable, reliable and carbon-free electricity; ensuring water resource management; and other key priorities. Our policy positions on key topics are available on our global affairs and public policy webpages.

In FY24, we expanded our public disclosures about Micron's political engagement, including our policy governance and standards, federal, state and local lobbying activities and direct and indirect political giving. We also engaged with governments and policymakers in several other ways:

- We advocated with key government stakeholders in the U.S. to reform the permitting process for new grid infrastructure and increase carbon-free electricity deployment. Micron also sought U.S. government support to develop advanced grid infrastructure in other key Micron markets.
- We advocated with local governments in the U.S. where Micron has a presence for state-level policies to facilitate the development and deployment of additional carbon-free electricity generation to support Micron's existing and future operations.
- We continued our partnership with the city of Boise to operate an advanced water treatment plant on the Micron campus as a key component of a local initiative to improve water resource resilience.
- In mainland China, Micron collaborated with local government bureaus and electricity suppliers to explore a carbon-free electricity supply within Shaanxi and other provinces through cross-provincial renewable electricity purchase and transactions. In FY24, Micron China achieved 100% carbon-free and renewable electricity consumption for its facilities' operations.
- We continued our work with Higashi-Hiroshima City Hall in Japan to advance a five-year restoration project that removes hydrogen sulfide sediments and improves water quality in the tidal flats.
- Micron partnered with Taiwan to support multiple water restoration projects, including desludging the Shihmen Reservoir and restoring the Dongman River.
- Micron introduced a central abatement system with the support of the Singapore Economic Development Board and relevant Singapore government agencies to capture and destroy greenhouse gas emissions from Micron's processes.
- We adopted 100% carbon-free and renewable electricity use through the Energy Commission of Malaysia's Green Electricity Tariff scheme, pioneering carbon-free electricity use in manufacturing by becoming the largest Green Energy Tariff subscriber in the country and the first Micron site to be powered fully by carbon-free electricity.

As Micron presses forward with these and similar efforts, we remain committed to our high standards of ethical conduct and adherence to all applicable laws and regulations.

Supporting team members, communities and suppliers

Team members, the communities where we live and work, and our suppliers are vital to our operations. The many ways we engage with these groups are discussed in the Team members, Communities and Responsible sourcing sections of this report.

Who we engage	How we engage		What the engagement enables
Shareholders	· Annual outreach to shareholders who cumulatively hold over 50% of shares for feedback on sustainability topics · Annual shareholder meeting · Investor relations webpage · Quarterly financial calls · Periodic investor presentations	· Investor conferences and meetings · Press releases · Regulatory filings · Annual report, proxy statement and sustainability report · Issuance of an SASB index and participation in the SASB Standards Advisory Group	An environment of transparency and trust between the company and its investor community, where shareholder insights and feedback spur continuous improvement in our disclosures and practices.
Team members	· Ongoing supervisor interactions · Team member handbook · Emails and newsletters · Intranet news site with global and local content · Team member engagement surveys · Meetings hosted by senior leaders · Global town halls	· Quarterly financial calls · Periodic investor presentations · Intranet collaboration sites · Employee resource groups · Volunteer and matching gifts programs · Compliance helpline for reporting concerns	Improved employee retention rates and a culture in which all team members contribute to our success and enhance our site communities.
Customers and industry organizations	· Customer requirement documents · Customer requests · Regular meetings between customers and sales team executives, account managers and sustainability leaders	· 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	An understanding of our performance from our customers' perspectives, industry consensus on social and environmental issues, and customer trust.
Suppliers	· Supplier day events and summits · Supplier portal containing expectations and requirements in conduct and responsible sourcing · Training · Risk profiling assessments and event monitoring of mapped suppliers	· Supplier performance evaluations · Audits and assessments · Participation in industry associations and events including RBA membership and committees · Joint development projects · Compliance helpline for reporting grievances and concerns	Open dialogue about potential risks, opportunities and our expectations with respect to social and environmental criteria.
Communities	· Collaboration with communities to understand and promote workforce development, education, access to childcare, community assets and organizations, and affordable housing · Local, regional and global STEM education outreach · University networks	· Support from Micron team member volunteers and our matching gifts program for team members to further assist qualified nonprofits · Compliance helpline available for community members everywhere we operate	Expanded opportunities for all, community support of and increased access to STEM education, stronger social impact in Micron communities, and creation of a stronger workforce pipeline for our industry.
Policymakers	· Global affairs and public policy webpage · Education and information-sharing about the semiconductor industry and memory	· Involvement in industry and trade associations · Advocacy for positions that strengthen Micron and the semiconductor industry as a whole	Engagement with policymaking that governs and affects our strategies, investments, operations, team members and communities.

Products and innovation

For more than 45 years, Micron solutions have powered countless digital products, turning data into intelligence with unprecedented speed to enrich life for all

The generative artificial intelligence (AI) revolution stands ready to transform every industry, ushering in a new era of productivity by unlocking efficiencies and optimizing resource use across various sectors. Memory and storage technologies are foundational for modern computing hardware, facilitating the data processing and scalability crucial for AI and other data-driven applications. As the only U.S.-based manufacturer of DRAM and one of the world's largest semiconductor producers, Micron is committed to our sustainability initiatives, continuously advancing our technologies and operational efficiency to reduce our environmental impact and support the transition to a more efficient future.

By optimizing memory and storage solutions, Micron can help reduce the energy required for these AI workloads, promoting more sustainable and efficient AI development. Several Micron products have set new benchmarks in our industry by driving dramatically lower power consumption than competing options. AI operations also require high-memory bandwidth along with sufficient memory capacity. Having both enables optimal compute performance of CPUs and GPUs to process and analyze vast datasets efficiently. Micron's memory solutions are designed to help maintain this equilibrium, thereby enhancing the overall efficiency and effectiveness of AI operations.

Product security

Digital devices for consumer and industrial use are proliferating across our society. With the rapid advance of machine learning and generative AI, devices are becoming considerably more capable and autonomous. At the same time, they are creating — and often being provided access to — large amounts of sensitive data that must remain secure against a backdrop of escalating cyberattacks.

Micron aims to advance the integrity and security of our own products through adherence to relevant hardware and software security standards and frameworks. We have a centralized product security office that works to align our companywide efforts to address potential vulnerabilities across the development and use phases of our products. The product security office helps Micron's product security efforts by advising on the product development process, conducting threat modeling, performing penetration testing and supporting incident response, as needed. We are further integrating the product security office with all our product teams to ensure we have an approach to product security that meets the needs of our customers and evolves in lockstep with a quickly changing industry.

Functional safety

Safety is particularly critical in the automotive sector. In this market, driver and pedestrian safety is at stake, and memory and storage solutions need to support safe and secure connected, autonomous and electric vehicles. As a leader in automotive memory and storage, Micron is committed to enhancing the functional safety of our products. Functional safety addresses the imperfection of electronic systems and inherent failure rate of components. Several Micron teams work on functional safety, including a dedicated functional safety office staffed with industry safety veterans and experts, as well as with system architects and applications engineers.

Micron deploys industry standards for automotive safety, such as International Organization for Standardization (ISO) 26262 for the functional safety of road vehicles. We develop products in accordance with those standards, including performing functional safety analyses, and we provide information to customers that helps them integrate our products into their safety-relevant applications.

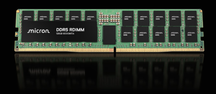
Micron products at a glance

High-bandwidth in-package memory

HBM3E

Memory expansion modules

CZ122



Compute DRAM

DDR5 RDIMM

Auto- and industrial-grade solutions

UFS 4.1, LPPDR4, LPPDR5

Low-power memory and storage

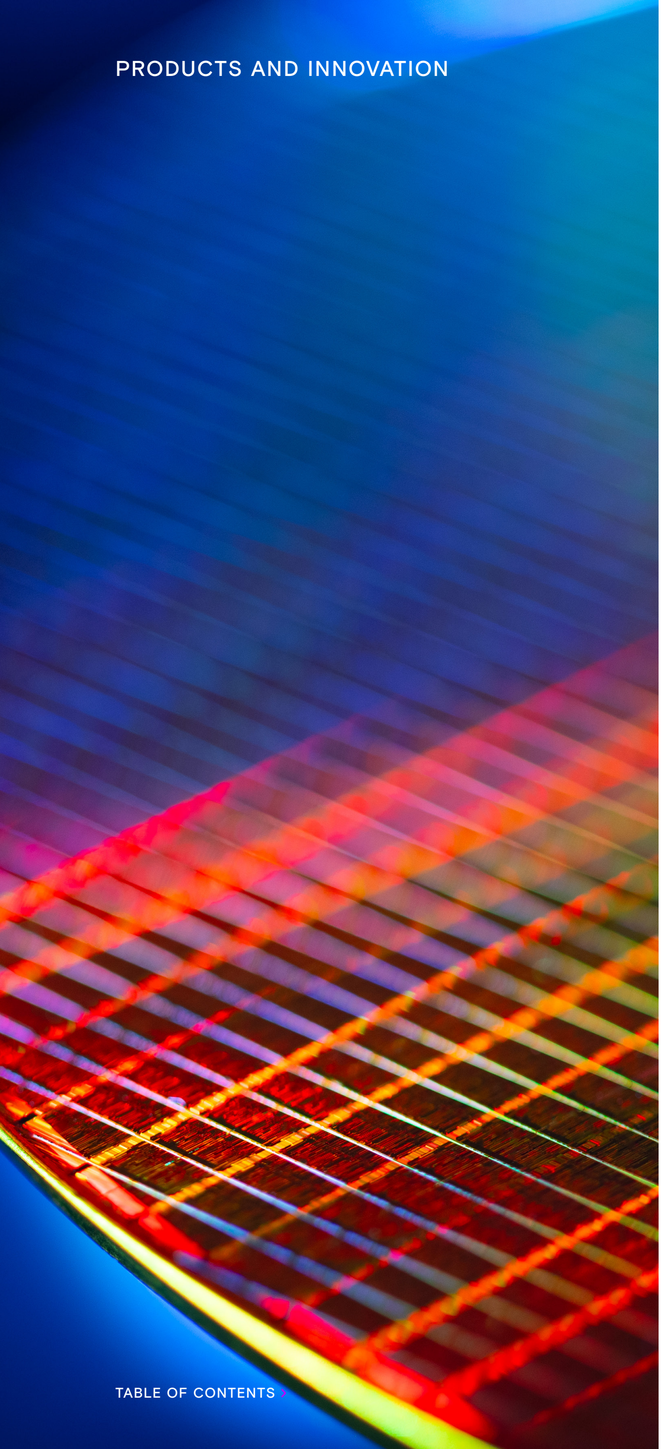
LPPDR5/LPDDR5X, LPCAMM2

Graphics memory

GDDR7

Solid-state drives

Data center and client SSDs



Energy efficiency

Micron drives improvements in the power consumption, performance and size of each generation of chips. These improvements, in turn, enhance the value and capability of electronics used by people around the world.

Setting new benchmarks in power-efficient memory and storage innovations for AI

Micron's HBM3E offering represents a significant leap in semiconductor technology. Our HBM3E delivers a 30% power reduction compared to the competition, and our HBM3E 12-high (12H) has a remarkable 20% power advantage over competing 8H products while providing a 50% higher memory capacity. This efficiency is crucial for powering advanced AI applications, such as generative AI, which require immense computational resources backed by immense memory bandwidth.

Micron is the first company in the world to ship low-power DRAM into the data center in high volume, reflecting our innovation and partnership with our customers for differentiated solutions.

The new Micron 9550 NVMe SSD is the world's fastest data center SSD and industry leader in AI workload performance and power efficiency. This integrated solution enables leading performance, power efficiency and security features for data center operators and delivers industry-leading power efficiency to support a variety of AI workloads.

The Micron 6550 ION is built for speed and efficiency, offering enhanced power performance compared to competing 60TB SSDs, notably using up to 20% less power. With capacity up to 61.44TB, the 6550 ION SSD provides the high capacity needed for growing AI workloads while delivering best-in-class performance. By enabling increased data center savings and sustainability, 6550 ION sets a new benchmark in the industry for power-efficient, high-performance data storage solutions.

Increasing energy efficiency for innovative AI at the edge

Data centers are not the only places where AI and important analysis occurs. Improved technology matched with mission-critical decision-making is becoming more common in smaller, low-power applications at the edge of the network. Efficiency is a critical customer requirement for improving battery life, reducing power consumption and reducing environmental impacts. And the volume of data generated and managed is expected to grow substantially in the coming years. To address these needs, Micron enhances the power efficiency and performance of each chip generation.

LPDDR5X products on our industry-leading 1β (1-beta) technology node exemplify our drive toward enhanced efficiency and performance. This advanced memory technology not only offers increased data transfer rates and an approximate 15% power-efficiency improvement when measured against 1α (1-alpha) memory, but it also sets a new benchmark in energy efficiency for mobile, automotive, industrial and computing devices.

Building on this process, Micron's 1γ (1-gamma) process node delivers even greater efficiency and scalability. With advanced manufacturing techniques, 1γ achieves higher memory density and power savings, making it a high-performance solution for data centers and edge devices. These breakthroughs provide the infrastructure needed for next-generation AI while maintaining energy efficiency.

Micron's LPCAMM2 technology enhances AI-powered PCs by improving power conservation and extending device lifecycles, potentially reducing waste. It optimizes energy use with up to 80% standby power savings, offers up to 7% better performance for digital content creation, and delivers up to a 15% improvement for productivity workloads. Additionally, it enables faster, lighter, smaller notebooks with longer battery life and modularity for upgrades.

Industry innovation

In addition to our leadership in innovative memory and storage technologies, we are also committed to fostering progress in the broader semiconductor industry. Our Micron Ventures organization supports the success of technology startups that develop transformative innovations. Our ventures team works with university and government partners around the world to connect with innovators, assess proofs of concept and quickly identify technologies best positioned to scale.

Since announcing our $200 million deep tech fund, we have focused on technologies that can help decarbonize our own operations. For example, we have funded clean tech startup Aqua Membranes, which has developed 3D-printed technology to optimize water filtration flow patterns and reduce energy consumption in industrial applications, including semiconductor manufacturing. This reduction in energy consumption results in direct cost savings for our operations. We've also invested in Multiscale Technologies, a startup that uses AI to accelerate research and development and potentially help companies like Micron bring new products into mass production faster and more sustainably, and Avicena, whose optical interconnects facilitate low-power data center operation.

Micron developed and co-hosts the Startups for Semiconductor Sustainability pitch event for innovators focused on helping semiconductor manufacturers use energy and water more efficiently. In partnership with the industry association SEMI and 12 of our peers, we identify leading global innovators in industrial decarbonization and pair them with semiconductor experts who serve as advisors. Finalists gain valuable exposure at the industrywide pitch event that occurs during SEMICON West, one of the industry's largest gatherings. Now moving into the event's fourth year, Micron Ventures continues to engage with current and past event finalists on potential investments, collaborations and proofs of concept.

Supporting a circular economy

To further foster innovation in products and processes, we support a circular economy and work to curb e-waste by enabling repairs and upgrades that extend device lifecycles. In fiscal year 2024 (FY24), we launched a new memory solution (LPCAMM2), the first LPDDR-based memory available in a modular, user-upgradeable format. Additionally, our Crucial brand collaborates with iFixit to provide replacement kits and guides that feature Crucial SSDs. These efforts promote the repair and upgrade of electronics while helping to promote the reduction of waste, resource use and greenhouse gas emissions.

SEMICON, Gujarat, India

Operations and environment

We look for ways to reduce our footprint as early as possible in our operations

Micron develops memory and storage solutions at our product development sites around the world. We then build these solutions at our front-end facilities (known as fabs) in Japan, Singapore, Taiwan and the U.S. before assembling and testing at our facilities in Malaysia, Taiwan, Singapore and mainland China.

Our semiconductor fabrication begins at the nanoscale level in a climate-controlled cleanroom. Each wafer goes through hundreds of manufacturing steps over several months, during which chemicals and materials are precisely applied or removed for chip functionality. This process requires energy to run equipment and maintain the cleanroom environment, uses water to safeguard cleanliness and provide cooling, and involves hundreds of chemicals.

These processes generate emissions and other waste that we must safely abate and manage. To scale our products, we rely on new manufacturing equipment, materials and processing technologies, as well as on additional process steps that can intensify our operational footprint. Even the most advanced abatement techniques and methods to prevent fugitive emissions are not perfectly efficient.

In island geographies where many of our operations are located, energy and water resources are often limited. We are also constrained by available space in our cleanrooms, which require careful planning and engineering to optimize the placement of production and abatement equipment. In addition, for certain manufacturing steps, alternative chemistries with lower potential impact are not available. These conditions make reducing our environmental footprint a challenge and an opportunity — one we meet with innovation, tenacity and collaboration.

To minimize the potential impact of these processes and maintain our competitive edge, we take a “shift-left” approach to operational sustainability. This principle, which we also use in product development, is defined by early detection and resolution of potential issues or vulnerabilities in the development process. When applied to sustainability, it means we look for ways to reduce our environmental footprint in the planning and design stages of each process to help us more efficiently use resources and decrease waste generation. For example, we focus on minimizing waste generation before we explore options for reuse or disposal. We integrate sustainability considerations — including energy, water and material use efficiency; emissions management systems; and Leadership in Energy and Environmental Design (LEED) criteria — into our processes, facility design and construction. We also use the International Organization for Standardization (ISO) 14001:2015 environmental management systems approach to continuously improve our technology development and manufacturing facilities. These efforts support our sustainability commitments and create business value by reducing costs related to waste disposal, waste treatment and energy consumption.

Micron engineers and other team members prioritize our sustainability pillars of energy, emissions, water and waste reduction in the processes and functions they oversee. Our technology development team, for instance, focuses on using resources more efficiently as we scale each technology node by considering sustainability factors in equipment and material selection and process development. During the technology development phase, we work closely with equipment and material suppliers to reduce energy, water and chemical use; incorporate abatement strategies; deploy chemistries with low global warming potential (GWP); minimize waste generation; and include segregation strategies for water reuse. As equipment nears the end of its lifecycle, teams identify replacement options that improve energy and material efficiency and address abatement and other factors.

As noted in our environmental, health and safety policy, we comply with the law, other compliance obligations and Micron’s code of conduct. We look to go beyond legal compliance where appropriate to demonstrate our commitment to the environment and people.

As part of Micron's environmental, health and safety (EHS) management system, we look to minimize real and potential adverse effects of our operations. While potential impacts on biodiversity are complex, Micron focuses on our water use and discharge as well as other activities related to our fab expansions. We primarily source the water used in our manufacturing sites from local municipal supply, treat wastewater on site to meet or exceed applicable standards, and discharge wastewater in accordance with local requirements. As we expand our operations by building new manufacturing facilities, we have established programs to comply with applicable federal, state and local laws requiring environmental impact reviews and environmental management plans.

“Micron's commitment to meeting our environmental sustainability goals is integral to our business. We have reduced scope 1 carbon emissions by 16% since 2020, achieved 66% water conservation, and maintained a 95% reuse, recycling and recovery rate, sending zero hazardous waste to landfill and meeting our CY30 waste goal five years early. By shifting left and addressing environmental sustainability concerns proactively, we improve our operational efficiency.”

Elizabeth Elroy,
Vice President, Global Environmental, Health, Safety and Sustainability

Goals and aspirations

Micron has ambitious long-term goals for energy, emissions, water and waste. As our programs evolve, we revisit these goals to drive our performance, address the expectations of our stakeholders and expand our reach.

We are working toward targets to reach net zero greenhouse gas (GHG) emissions in our operations (scope 1) and purchased energy (scope 2) by 2050. As part of these commitments, we are targeting a 42% absolute reduction compared to a calendar year 2020 (CY20) baseline. These goals complement our target to achieve 100% renewable energy for purchased electricity in our existing U.S. operations by the end of 2025.

Micron plans to invest approximately $1 billion by 2028 to advance our environmental goals. As part of this effort, we have invested $406 million since 2021 to support initiatives including advanced water treatment, energy-efficiency improvements and GHG mitigation measures. This commitment has been complemented by a $1 billion green bond that has been fully allocated to support environmental projects across the company.

Pillar	Goal	Aspiration	Actions	FY2024 performance[1]
Emissions	42% absolute reduction in scope 1 emissions by CY30 from the CY20 baseline	Net zero scope 1 and 2 emissions by CY50	Reducing direct emissions through actions including upgrading and optimizing process equipment, transitioning to lower GWP heat transfer fluids and updating abatement tools and strategies Reducing indirect emissions through actions including engaging with utility suppliers, designing energy-efficient facilities and smart-controlled systems, and transitioning to carbon-free electricity where available	16% decrease in absolute scope 1 emissions in FY24 compared to CY20 Second consecutive year of reduction in our total scope 1 and 2 emissions
Energy	100% renewable electricity in the U.S. by the end of CY25 Maintenance of 100% renewable electricity in Malaysia Maintenance of 100% renewable electricity in mainland China	100% carbon-free electricity globally, where available	Procuring carbon-free electricity across multiple operating locations	100% renewable electricity in Malaysia 100% renewable electricity in mainland China On track to reach 100% renewable electricity in the U.S. by the end of CY25; 18% renewable electricity at U.S. manufacturing sites in FY24.
Water	75% water conservation through reuse, recycling and restoration by CY30	100% water conservation through reuse, recycling and restoration	Standardizing water management best practices as possible across sites and completing new water restoration projects	66% water conservation through reuse, recycling and restoration
Waste	95% reuse, recycling and recovery, and zero (<1%) hazardous waste to landfill in CY30[2]	Zero (<1%) waste to landfill through waste minimization, reuse, recycling and recovery[2]	Minimizing waste generation, improving waste stream segregation, enhancing waste recovery systems and engaging with waste disposal vendors, including at company construction sites	95% reuse, recycle and recovery (including energy recovery) Zero hazardous waste to landfill

[1] Micron's environmental performance is measured by fiscal year. Environmental goals are targeted for the end of the referenced calendar year.
[2] Subject to vendor availability

Our environmental goals

Water

75%

water conservation through reuse, recycling and restoration by CY30

Energy

100%

renewable electricity in the U.S. by the end of CY25; maintenance of 100% renewable electricity in Malaysia and mainland China

Waste

95%

reuse, recycling and recovery; zero (<1%) hazardous waste to landfill in CY30, subject to vendor availability

Emissions

42%

absolute reduction in scope 1 emissions by CY30 from CY20 baseline

Net zero

scope 1 and 2 emissions by CY50

Greenhouse gas emissions and energy

Micron focuses on developing products that require less power when in use. We also work to reduce GHG emissions generated by the processes used to build our products and increase the energy efficiency of these processes.

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

Electricity consumption, process GHG emissions and heat transfer fluid use account for 92% of Micron's total scope 1 and 2 emissions, with most of the remainder coming from fuel use. We use this information about our processes together with input from customers, investors and standards-setting organizations — such as the Science-Based Targets initiative (SBTi) — to establish and review GHG emissions- and energy-related goals.[1]

Addressing leading sources of emissions and maintaining our competitive position

Micron is addressing our sources of GHG emissions by investing in new technologies and materials, refining our processes to meet customers' needs, making progress on our environmental targets, and reducing potential impacts to the communities in which we operate as well as to the planet.

Our manufacturing process, including etching and plasma chamber cleaning, emits GHGs such as nitrous oxide and fluorinated gases. Few suitable alternative materials with lower GHG emissions exist for these processes. In fiscal year 2024 (FY24), we continued to collaborate with suppliers to explore low-emissions etch chemistries, increase gas use efficiency and abate emissions more efficiently at the tool level.

A core focus for Micron is the ongoing evaluation and improvement of destruction and removal efficiency (DRE) of the GHG emissions generated through our semiconductor fabrication. This effort helps inform the abatement strategies and tools needed to maximize abatement DRE in an energy-efficient manner. As part of our broader abatement strategy, in December 2024, we brought online a central abatement system at a fab in Singapore. We expect this system to result in approximately 30% cost savings a year.

Heat transfer fluids are a significant source of Micron's GHG emissions. We are reducing these emissions by increasing use efficiency and shifting to alternatives with lower GWP. Across our manufacturing facilities, we transitioned about 50% of chillers and testers to low-GWP heat transfer fluids in FY24, with several sites now at or near 100% low-GWP heat transfer fluids. A majority of our assembly and test sites changed to zero-GWP coolants in FY24, reducing GHG emissions associated with these activities.

We also continued to evaluate ways to reduce fuel use in our operations, including phasing out boilers in favor of heat pumps, capturing and reusing waste heat and implementing other efficiency improvements.

Smart manufacturing controls that provide real-time insights into our operating conditions and processes help us assess these opportunities. Through responsive technologies, these solutions let us detect inefficiencies quickly, identify opportunities for improvement and make continuous adjustments to reduce emissions.

Creative solutions at the Boise construction site

In FY24, we laid the foundation for Micron's new fab in Boise. A typical construction project might use an off-site batch plant to make the concrete, which would then be delivered to the site. Micron engineers and construction partners knew that laying the foundation for our Boise fab required over 75 concrete pours and between 300 and 500 truck deliveries.

To cut down on truck mileage and related GHG emissions, we set up an on-site concrete batch plant. If we had used an off-site concrete batch plant to lay the foundation for the fab, truck drivers would have needed to travel about 15 to 20 miles round trip, adding up to 400,000 to 500,000 miles. Instead, drivers logged only about 49,000 miles for this stage of construction, transporting concrete to and from the on-site batch plant about a mile from the work site.

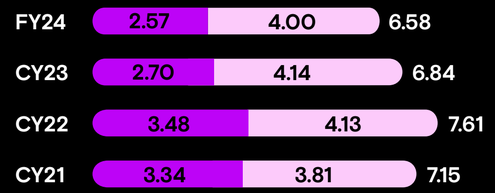
With construction ongoing for facilities in Boise and beyond, we will continue innovating to cut unnecessary building and transportation-related emissions.

[1] While we recognize the relevance of SBTi as a key standard-setter for corporate climate targets, we have not committed to establishing an SBTi-based target as a result of constraints in several areas, including growth in industry output and availability of carbon-free electricity in key operating locations.

Progress toward GHG and energy goals

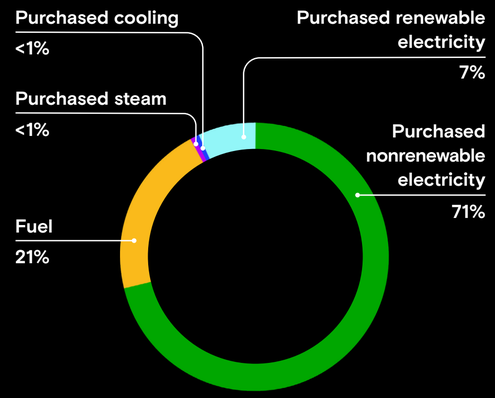
Total GHG emissions

Emissions in million metric ton CO_2-equivalents



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

Energy breakdown by source



Beginning with FY24, Micron's environmental, health and safety performance data is reported on a fiscal year basis to align with emerging regulatory requirements. Detailed figures can be found in **Performance at a glance**.

Engaging our supply chain

Because our suppliers' emissions are part of our scope 3 emissions, we actively engage our suppliers in our GHG emissions and energy-reduction efforts. This collaboration is vital for spurring innovation and making meaningful progress toward our goals. One way we work with our suppliers is as a founding member of the Semiconductor Climate Consortium, a group that focuses on reducing GHG emissions across our industry. Additionally, as a member of the CDP Supply Chain program, we collaborate with suppliers around their GHG emission-reduction programs and other initiatives that contribute to supply chain sustainability. Micron annually reports our estimated scope 3 emissions through CDP, and we analyze the sources of our value chain emissions for potential reduction opportunities.

In 2024, we hosted our first power utility workshop for suppliers. This four-day event brought key fab equipment suppliers together with Micron colleagues in engineering, manufacturing, facilities and sustainability to assess opportunities to improve energy efficiency in high-volume fabs. The workshop provided a collaborative forum to explore ways to better meet GHG emission-reduction targets. By the end of the event, participants had identified projects that could provide energy savings of at least 200 million kilowatt hours (kWh) in FY25. We plan to host this workshop annually, revisiting ideas and learning from progress over time.

Optimizing energy use

Teams across Micron — including sustainability, procurement, finance, facilities and other functions — collaborate to evaluate our energy consumption and identify opportunities to increase efficiency. Optimizing energy use in our operations requires a multipronged approach:

- Reduce energy consumption where feasible through process improvements and tool optimization
- Recover energy through heat recapture and other innovations
- Ensure energy consumption comes from carbon-free electricity sources where feasible
- Optimize the energy used through energy sensors and smart controls

We are exploring multiple energy sources to support our manufacturing operations' path toward net zero emissions, including renewables, nuclear and other carbon-free electricity generation, as well as natural gas as a lower-impact resource where electrification is not a viable option or where other forms of cost-effective clean firm power do not exist.

We continue to improve our efficiency and performance management, and as of the end of FY24, seven of our sites hold ISO 50001:2018 energy management system certification. Pursuing LEED certification for our facilities is also an important element of our energy strategy. Adhering to LEED criteria helps us shift left and embed energy efficiency in new buildings as our business grows.

In FY24, Micron continued to work with suppliers to pursue and implement technology that helps us improve our energy efficiency. We piloted an artificial intelligence (AI) analytics solution in one of our Taiwan fabs to better assess and adjust our energy consumption in real time. With input from this AI software, the fab surpassed its annual energy savings target by 2.9 million kWh. We also took steps to expand the pilot to one of our fabs in Singapore. This effort included evaluating the best uses for the technology and setting the system up to monitor the energy used in the fab's operations and functions, including chillers and compressed air units. We have plans to implement this AI tool at our fabs around the globe. As we identify new ways to drive energy efficiency through this pilot, we look for opportunities to implement these innovations at all our global sites.

In mainland China, we continue to invest in technologies and programs to accelerate decarbonization. For example, we will use near-zero GWP heat transfer fluid for test equipment, deploy smart technologies to improve energy efficiency through a memorandum of understanding with a leading energy services provider, and maintain 100% carbon-free electricity adoption.

As our business expanded and evolved throughout FY24, we looked for ways to enhance water reuse and recycling across our fabs. Water reuse and recycling can involve energy-intensive processes, so we invested in innovative solutions to reduce energy use associated with water treatment. Micron is continuing an ongoing pilot with Aqua Membranes, a business we support through our Micron Ventures organization. Implementing Aqua Membranes' printed spacer technology generates energy savings compared to the standard reverse osmosis water membrane technology. In FY24, we assessed our sites to determine which are best suited to use this technology and plan to pilot it in our Singapore, Taiwan and Japan fabs.

Boise, Idaho

Black Mesa solar facility, Elmore County, Idaho

Transitioning to carbon-free electricity

As we look for ways to increase energy efficiency, we also consider the availability of carbon-free electricity based on the unique conditions at each location where we operate. During FY24, we analyzed how much energy we currently consume and what potential supply will be available in the regions where we do business to meet our needs moving forward. Results of the assessment reinforced Micron's need to incorporate carbon-free electricity — which includes nuclear and hydropower along with wind, solar and other forms of renewable energy — into our energy strategy. This approach expands Micron's available electricity sourcing options to support our corporate goals and will help us address the challenges of renewable energy availability and cost in many of our operating locations.

Where we use carbon-free electricity, our approach to procurement includes green tariffs, physical and virtual power purchase agreements (PPAs), renewable energy certificate (REC) purchase agreements and on-site solar to mitigate our scope 2 emissions. We continue to make progress in our efforts to source more carbon-free electricity across our global footprint. In the U.S., we are on track to meet our goal to source 100% renewable electricity by the end of 2025. In Malaysia, we maintained our supply of 100% renewable electricity for facilities through the Green Electricity Tariff program, and in FY24, we signed PPAs with a local supplier for nearly 38 megawatts (MW) of solar power. In mainland China, we achieved 100% renewable electricity for our operations for all of FY24.

In the U.S., the 40-MW Black Mesa solar project helped power our Boise, Idaho, operations in FY24. This project, executed through a PPA between Micron and Idaho Power, is estimated to generate close to 100 million kWh of renewable energy annually. Micron's agreement with Idaho Power also contributes clean energy to the city of Boise. Starting in FY25, 10 MW of the project's 40 MW are allocated to the city each year for three years, providing reliable, carbon-free electricity to nearby homes and businesses. Also in FY24, we signed a virtual PPA for a 300-MW solar project in Texas. In January 2025, a separate solar project in Texas began generating electricity, from which Micron has secured long-term renewable energy credits through another virtual PPA.

Solar is also helping drive our operations in Singapore. Micron signed a PPA for a 15-MW, on-site solar project in Singapore in CY22. This installation reached a maximum potential output of 11.6 MW peak in FY24 and generated approximately 14 million kWh of renewable energy over the year. Micron expanded on-site solar projects in Singapore to one of our fabs and to our central utility plant in FY24, with these panels expected to come online in FY25. With these additions, we estimate that solar capacity will increase to 19.8 MW and 24 million kWh per year for our operations in the country.

Micron continued to engage with other clean energy buyers, developers, service providers and nongovernmental organizations through the Clean Energy Buyers Association (CEBA) in FY24, as well as with government coordinating efforts such as the U.S. State Department-led Clean Energy Demand Initiative (CEDI). We participated in a working group in Japan with representatives from a range of industries, collaborating on a solution to bring more clean energy options to the country's energy grid. We were also involved in U.S.-Japan bilateral engagements to strengthen cooperation on developing and deploying zero-emission energy technology. In addition, we joined the new Semiconductor Climate Coalition's Energy Collaborative, which aims to understand and clear roadblocks to the installation of low-carbon energy sources in the Asia-Pacific region.

Collaboration with Idaho Power on energy efficiency

For nearly 20 years, Micron has participated in Idaho Power's energy-efficiency program, which financially incentivizes customers to implement projects that reduce their energy consumption.

Micron's Boise team generates ideas for energy-efficiency projects by assessing equipment needs for facility expansions, evaluating options for replacing end-of-life equipment and gathering innovative ideas from team members on efficiency upgrades for our existing equipment. We then take these ideas to Idaho Power, which helps us assess what potential the projects have and whether they meet the criteria of the energy-efficiency program. After Micron implements the projects, experts from Idaho Power validate the actual energy savings. Once performance is verified, Micron submits an application to Idaho Power and, upon approval, Idaho Power distributes the financial incentive to Micron.

In FY24, team members at Micron's Boise headquarters drove energy-efficiency projects that reduced our energy use by approximately 8.6 million kWh a year. That savings is equivalent to removing 1,400 gas-powered cars from the road, according to the U.S. Environmental Protection Agency's GHG equivalencies calculator. In addition to reducing our energy bill, these projects saved Micron about $1 million through the Idaho Power energy-efficiency program. We will continue working with Idaho Power to identify opportunities to reduce our power use.

Water

As semiconductor manufacturing technologies have become more complex, demand for water in the industry has grown. Micron manages water use responsibly while meeting customer needs. To do so, we continuously evaluate water management at our sites and share best practices across locations to encourage efficiency and standardize operations.

We are working toward reusing, recycling or restoring 100% of the water used in our operations, with an interim goal of 75% by the end of 2030. This goal has two components — enhance water reuse and recycling infrastructure in our facilities and engage in water restoration projects that meet current and future demands for water by local ecosystems and communities. We are making sustained progress toward our 2030 goal.

In FY24, we continued to invest in water management projects that save millions of cubic meters (m^3) of water a year across several Micron sites. As we consider where and how to make additional investments, we use the World Resources Institute's Aqueduct tool to evaluate local water conditions. Three of our locations and 17% of Micron's total water withdrawals come from areas of high water stress — such as our facilities in Xi'an, China; Boise, Idaho; and Manassas, Virginia[1] — and many of our locations face potential water stress.

To understand the significance of Micron's water conservation aspirations, it helps to consider how we source, use and manage water.

Sourcing. The primary source of water for our manufacturing sites globally is the municipal supply. We partner with local water authorities to better understand the implications of different geographies, climates, watersheds and infrastructure, and then we tailor the approach to water management at each site.

Use. We use ultrapure water to clean wafers during manufacturing. Water for our operations comes from a combination of recycled water sources in our operations and local, untreated water before it is treated to meet the standards required in our manufacturing facilities.

Reclamation and reuse. Our systems reclaim the water used in cleaning and other processes. We then reuse it within the same process or in other applications like boilers, cooling towers and pollution abatement equipment. This approach also lowers water consumption.

Treatment. Each Micron site has infrastructure to treat wastewater that is not recycled or reused to ensure that it meets or exceeds applicable legal requirements. Our treatment methods vary by site and include membrane filtration, ion-resin adsorption, precipitation, bio-oxidation and neutralization.

[1] Revisions to the WRI Aqueduct Water Risk Atlas in late 2023 reclassified Boise, Idaho, as a location of extremely high water stress and Manassas, Virginia, as high water stress.

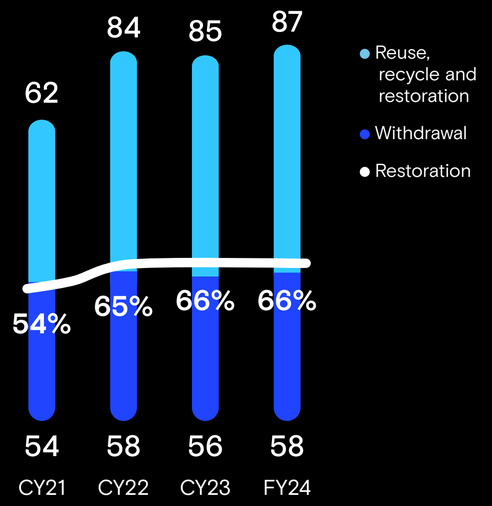
Progress toward water stewardship goal

87.2 million m^3

water reused, recycled and restored

Water use and recycle

Water volume in million m^3



Beginning with FY24, Micron's environmental, health and safety performance data is reported on a fiscal year basis to align with emerging regulatory requirements. Detailed figures can be found in **Performance at a glance**.

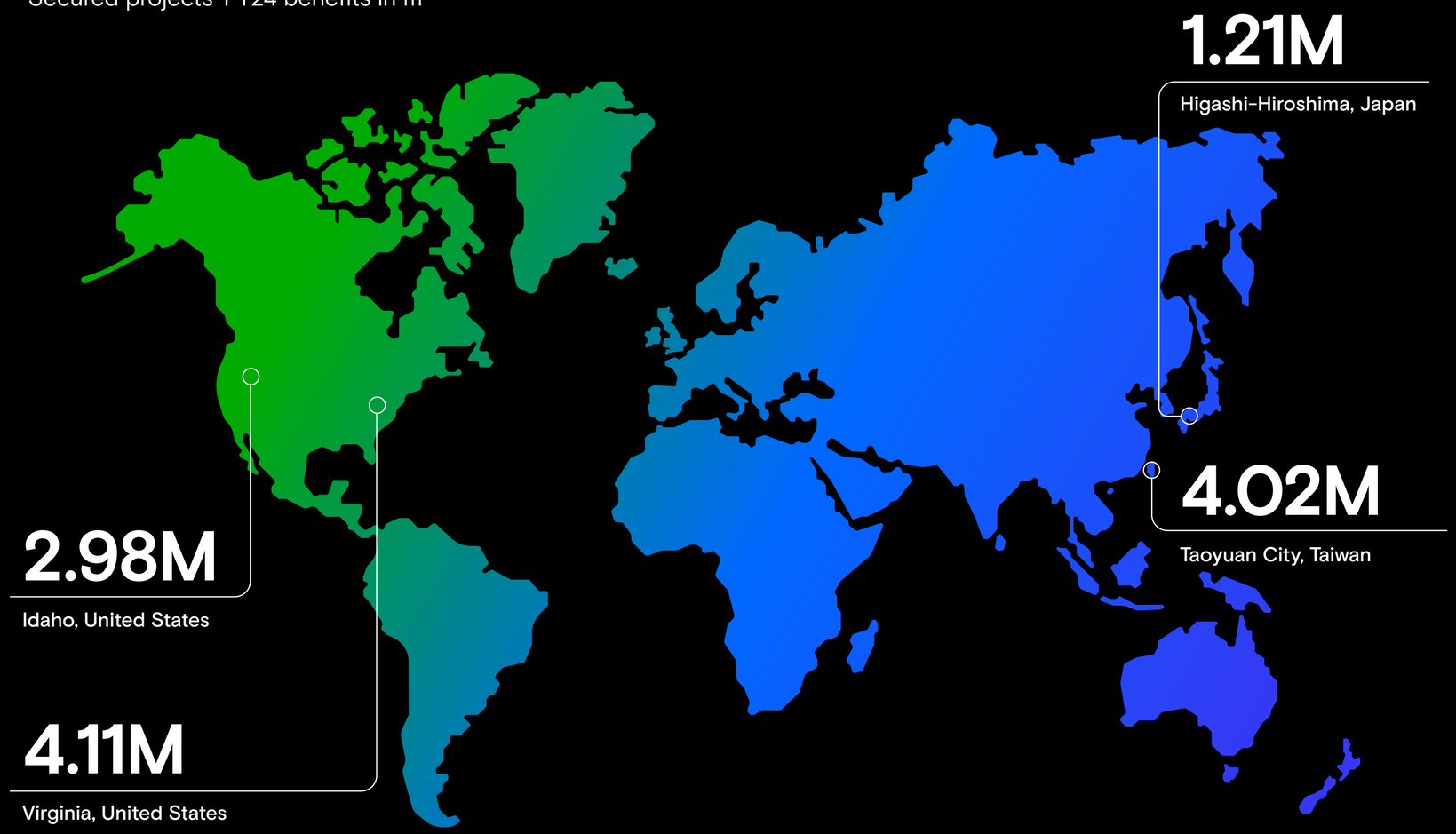
Conserving and restoring water

To make progress toward our water conservation goal and support local resilience, we continue to prioritize local water restoration projects in the communities where we operate. In mainland China, we have partnered with the China Women's Development Foundation to support a water restoration initiative that will improve the quality of drinking water for approximately 35,000 people from 17 villages in the Weihe River Basin. This project will also enhance local water infrastructure, helping restore about 30% of Micron's total water withdrawal from operations in mainland China. Additionally, we funded a restoration project in Malaysia, called AquaConnect, in partnership with Global Peace Foundation Malaysia. AquaConnect will restore 47,850 m^3 of water annually, benefiting four villages and approximately 460 households. Through AquaConnect, we expect to restore over 10% of total water withdrawal from operations in Muar, Malaysia. Our water restoration projects in China and Malaysia are in early stages and will soon join our portfolio of projects generating measurable benefits.

These and all water restoration projects involve close collaboration between local governments and authorities and site-specific water representatives from Micron. We explore water restoration opportunities in all regions where we operate, not only those of high water stress, and use volumetric water benefit accounting to evaluate the impact of these projects.

Micron's global water restoration projects

Secured projects' FY24 benefits in m^3



Taoyuan, Taiwan

Chemical management

Micron manufacturing processes and finished products incorporate substances with varying environmental, health and safety attributes. We prioritize chemical use reduction, alternative chemistries, engineering controls and other safety measures to minimize the overall risk profile.

Managing chemicals internally

The processes that transform a wafer into hundreds of individual die use chemicals like acids, bases and solvents to selectively build and break down layers through chemical deposition, patterning, removal and cleaning. Micron maintains an ongoing program to reduce the amount of chemicals that may pose certain hazards used in manufacturing and to evaluate how to prevent or mitigate environmental or other impacts that may stem from the use of chemicals. Micron also works to protect the safety of all team members who interact with chemicals. In FY24, we continued to invest in and formalize our approach to chemicals management, building out our team and strengthening cross-functional collaboration with the global safety, process hazard management and technology development teams.

Micron's commitments to enhancing safety and reducing potential concerns start with a systematic review and approval of chemicals that may be used at our facilities. This review is intended to prevent banned or restricted chemicals from reaching our operations and to facilitate the appropriate handling, use, recycling or disposal of chemicals. It also allows Micron to track and understand our chemical use profile and implement chemical reduction and elimination initiatives.

In addition to manufacturing processes, Micron also assesses product content and relevant global regulations. Micron's global EHS, product compliance, procurement and legal teams work together to implement Micron's regulatory and customer product requirements. Regulations include the European Union (EU) Directive on the Restriction of Hazardous Substances (RoHS), the Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH), the Stockholm Convention on Persistent Organic Pollutants (POPs), and other lists of banned or restricted substances.

We closely monitor emerging regulatory changes that could affect our manufacturing processes and products. Our team of experts identifies new substances of concern and, to the extent feasible and appropriate, works to remove these chemicals and materials before customers or regulators restrict them.

Singapore

TABLE OF CONTENTS ›

Advancing best practices through collaboration

In FY24, Micron took a proactive approach to advancing responsible management of chemicals and hazardous substances across the semiconductor industry by working with the Responsible Business Alliance (RBA) to pilot a new set of audit standards for the RBA's Specialty Validated Assessment Program (SVAP) focused on chemical management. This specialty audit — which assesses how companies prevent and/or mitigate health and safety risks associated with chemical use in manufacturing — is conducted by third-party specialists with unique experience in industrial hygiene and occupational safety. The audit covers detailed criteria across a range of topics including health and safety, emergency preparedness, occupational injury and illness, industrial hygiene, health and safety management systems, hazardous waste disposal and others. As part of the pilot, Micron was able to provide feedback on the process and help the RBA develop a robust audit program that captures the most relevant challenges facing the industry. We have also begun implementing the RBA's Industry Focus Process Chemical (IFPC) list in our chemical approval system. Micron aims to eliminate or substitute IFPC-listed chemicals as feasible or appropriate.

We further engaged in industry collaboration in FY24 by working with other semiconductor companies to advance how the industry addresses chemical safety and sustainability concerns. Together with industry peers, we developed a research framework as part of Natcast's PRISM Jump Start Program, funded through the U.S. CHIPS and Science Act. This framework focuses on improving the detection and abatement of specific chemicals in the semiconductor manufacturing process.

Micron is also working with the semiconductor industry to investigate per- and polyfluoroalkyl substances (PFAS) applications throughout the manufacturing process, research the innovation and feasibility of substitutes, explore opportunities to reduce or eliminate PFAS use, and pursue pollution prevention and treatment options. Micron engages with groups such as the World Semiconductor Council (WSC), the Semiconductor Industry Association's PFAS Consortium, SEMI, and the National Science Foundation/Semiconductor Research Corporation. Additionally, Micron is evaluating possible wastewater treatment options as technology in this area continues to evolve.

Collaborating with our suppliers is also critical in managing restricted substances in chemicals and materials. Micron communicates our expectations and restrictions to suppliers, including training on restricted substance control and regulatory change. Supplier programs include regulatory monitoring, chemical hazard assessment and substance inventory monitoring. We help suppliers improve their processes so that they can respond to risk assessments and audits of their restricted substance control programs and ensure compliance with applicable requirements.

When chemicals are restricted and added to regulatory lists, Micron's procurement team communicates new requirements throughout the supply chain and provides necessary documentation and training to our suppliers. Micron also expects suppliers to monitor applicable regulatory standards and requirements for continued compliance. When necessary, suppliers must submit information to regulatory reporting databases including the European Union's Substances of Concern in Products (SCIP) database. Micron also has processes for submitting information related to in-scope products to SCIP and other reporting systems. These processes facilitate the development of circular economies and demonstrate Micron's commitment to conformance.

Industry collaboration

Micron representatives are actively involved in EHS initiatives through the Semiconductor Research Corporation (SRC). Our engagement provides Micron visibility to the projects and papers of faculty and researchers across multiple universities focusing on innovation in sustainability and safety for the semiconductor industry. It also allows our technical experts to advise and guide research direction. In addition, Micron's scientists and EHS experts collaborate with other semiconductor manufacturers on topics such as alternative chemicals and materials as well as destruction and removal of certain gases, chemicals and waste streams. These are the SRC's main areas of focus:

- Fundamental studies on properties, toxicity, hazards and the current and future regulatory environment for materials used in semiconductor manufacturing
- Aqueous effluent management
- Air emissions
- Alternative materials
- Analytical development for characterization and future regulatory requirements

Waste management

Our operations may generate hazardous waste, such as solvents and acid waste, and nonhazardous waste, such as plastic and sludge from wastewater treatment. Micron works to optimize the materials and resources we use to avoid waste generation. Where we produce unavoidable waste, we look for opportunities to reuse and recycle. Micron closely reviews potential vendors before selecting companies to manage materials or dispose of waste generated from our processes.

In FY24, we achieved a 95% waste reuse, recycling and recovery (RRR) rate and sent zero hazardous waste to landfill, meeting our CY30 waste goal five years early. This progress resulted from enhancing process recipes to reduce chemical waste, implementing alternative chemistries, refining segregation methods, improving the rate of on-site reuse, and collaborating with vendors on external reuse and recycling solutions.

While these numbers meet our 2030 waste targets, we recognize the challenges that expanding our manufacturing and production brings to managing waste, water, emissions and other factors with environmental impact. We remain committed to our target of 95% RRR by CY30.

We have ongoing efforts to identify additional methods to reduce the waste generated by our processes. For example, in FY24, our engineers piloted a system to filter one of the chemicals used in our manufacturing process over its lifetime so it can be continuously reused rather than being disposed of and replaced.

Throughout FY24, we remained focused on improving segregation of waste, allowing Micron to send more nonrecyclable waste for energy recovery. We also continued to use waste-reduction technologies, such as distillation of isopropyl alcohol and ammonia solutions that increase potential for reuse off site and a high-efficiency filter press that decreases sludge volume. We saw particular success with these strategies at one of our Singapore facilities, where we improved wastewater treatment performance to achieve the quality needed to recycle most of the sludge generated.

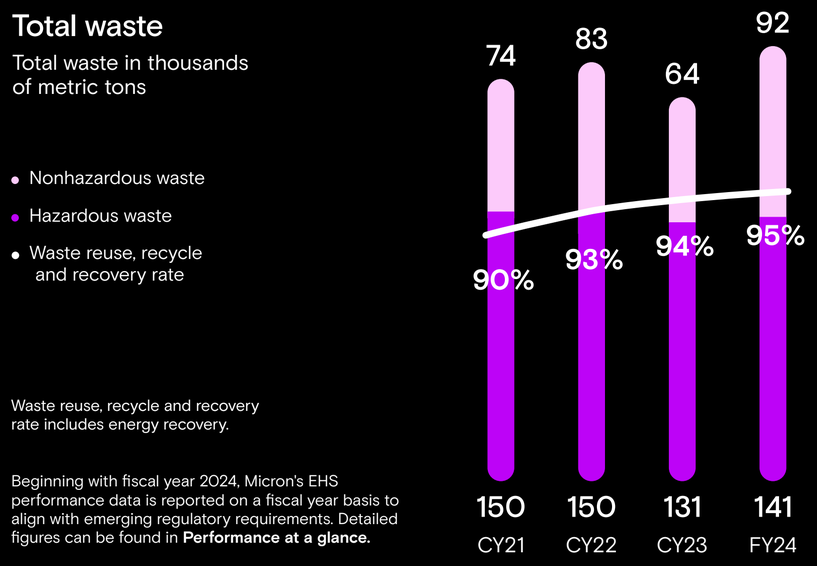
Progress toward waste goal

95%

waste reused, recycled and recovered

Total waste

Total waste in thousands of metric tons



Waste reuse, recycle and recovery rate includes energy recovery.

Beginning with fiscal year 2024, Micron's EHS performance data is reported on a fiscal year basis to align with emerging regulatory requirements. Detailed figures can be found in **Performance at a glance.**

Taichung, Taiwan

Sustainability from the ground up

We consider sustainable building attributes, like those found in the LEED criteria, when we undertake renovations and new building design. Among our manufacturing facilities, two buildings in Malaysia are LEED certified, one building in Boise holds LEED Silver certification, and four buildings in Taiwan and two in Singapore hold LEED Gold certification. In addition, one office building in India holds LEED Platinum certification.

Micron has allocated green bond funds to support potential LEED certifications across 13 sites in mainland China, Japan, Malaysia, India and the U.S. As we expand the number of LEED-certified Micron facilities around the world, we have invested in building our internal team of LEED experts to guide these efforts.

We are also pursuing LEED certification for our fab expansion in Boise, Idaho, where we applied a campus project approach, with the aim of achieving LEED Gold status or better for different structures. This Boise expansion will incorporate a number of green infrastructure and sustainable building attributes:

- Zero liquid discharge for minimal to zero routine wastewater discharge from the site, which will become operational after full facility ramp-up
- Enhanced wastewater drain segregation, with additional separation streams and dedicated treatment for a higher reclamation/reuse rate
- Energy-efficiency optimization measures in the fab building to target between 15% to 20% less energy use compared with ASHRAE 90.1-2010
- Optimized chilled water and compressed dry air system to increase operational energy efficiency
- Enhanced process cooling water systems to reduce water loss and improve heat recovery
- Free-cooling outside-air economizers to reduce the cooling load when ambient conditions allow
- Enhanced GHG pollution control and minimization measures
- On-site concrete batching plants during building construction to reduce emissions from vehicles delivering concrete
- Chemical recovery and reuse systems for manufacturing process tools
- Waste heat recovery efforts to eliminate natural gas boilers associated with the expansion

As construction progressed on our Boise site in FY24, we took steps to generate less waste. Micron and our primary construction partner at the site committed to 80% RRR of construction-related waste from the landfill. As of the close of FY24, we surpassed this target, reaching a 95% cumulative RRR rate, with monthly RRR rates reaching as high as 98%.

Design of our fab project in New York has begun, and we aim to achieve LEED certification for the fab and administrative buildings. In addition to incorporating the sustainability elements featured in our new facilities in Idaho, we propose to transport certain equipment and material deliveries by rail to and from our New York site, which will significantly reduce truck trips on local roads. Railway transport is widely understood to have significantly less GHG and nitrogen oxide emissions than trucks, which can also reduce GHG emissions associated with site construction and operations.

Micron's U.S. investments in DRAM manufacturing and research and development

Micron's approximately $200 billion broader U.S. expansion vision includes two leading-edge high-volume fabs in Idaho, up to four leading-edge high-volume fabs in New York, the expansion and modernization of our existing manufacturing fab in Virginia, advanced HBM packaging capabilities and research and development to drive American innovation and technology leadership.

TABLE OF CONTENTS ›

Volunteers in action

Besides environmental sustainability efforts at our global manufacturing locations, our network of environmental champions organizes and promotes environmental initiatives throughout the year, including annual events like Earth Month and Climate Week. Below is a sample of volunteer activities our environmental champions hosted throughout FY24.

United States

Boise, Idaho: Participated in the Boise River ReWild Project, organized cleanup and recycling events and engaged with students at the Boise Youth Climate Summit

Manassas, Virginia: Organized cleanups of multiple local streams and trails, planted trees on facility grounds, planted native plants in Sky Meadows State Park Sensory Explorers' Trail, and supported the Neabsco Creek Bandalong program with monthly volunteer-led trash removal

Singapore

Organized cleanup and recycling events, planted trees, encouraged eco-friendly practices through an Earth Week campaign, and ran site tours for team members to highlight sustainable features in facilities

Malaysia

Led community cleaning and impact initiatives, organized clothing and food drives, hosted a beach cleanup and participated in a mangrove planting event

India

Planted more than 470 trees in Hyderabad, Bengaluru and Gujarat, and organized community cleanup activities

Japan

With Higashi-Hiroshima City, signed a forest-growing partnership agreement to promote land conservation and community involvement through team member and family volunteer activities, like grass cutting, in a forest near our fab over the next decade

Italy

Marked Earth Month with local park and walkway cleanups

Taiwan

Led three tree-planting marathons; adopted and cleaned bicycle paths, beaches and waterways; and protected forests by removing invasive vines

Mainland China

Planted more than 750 trees in Xi'an and Shanghai, and organized community cleanup activities across sites, with thousands of team members participating

Responsible sourcing

We take managing our complex, global and agile supply chain seriously

Micron occupies a unique position in an intricate global technology supply chain. We procure direct materials, including silicon wafers, chemicals, gases and components, as well as indirect supplier services such as energy, maintenance and construction. As a memory and storage producer with experience from both the supplier and customer perspectives, we play a key role in driving innovation in the semiconductor industry.

We work closely with suppliers to assess risk, drive corrective actions and encourage improvement. Micron's supplier requirements standard establishes expectations for the tier 1 suppliers we source from directly and their supply chains. This standard is shared with Micron suppliers as part of their contractual agreement and covers expectations of conduct for a range of topics including human rights, responsible minerals, sustainability strategy, quality and environmental impact. While the expanding geography of our supply chain enhances our resilience, it also challenges us to implement standards that can be executed globally by our suppliers. At the same time, a growing number of customers and suppliers share our commitment to advancing priorities such as human rights and product stewardship.

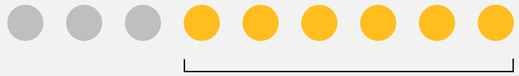
As Micron expands, the scope and profile of our supply base will change. For example, in the U.S., we expect to increase our number of domestic suppliers, including suppliers with plans to open facilities in the U.S. to support our new fabs. We will maintain our high expectations of the integrity and sustainability practices of our suppliers as we expand our supply base around the world.

In fiscal year 2024 (FY24), we strengthened our ability to assess suppliers' performance and encouraged their participation in Micron's environmental initiatives, including our supplier scope 3 initiative. We also hold an annual supplier day, where senior leaders honor top-performing supply partners with Micron awards in 12 categories.

Micron is a key player in the artificial intelligence (AI) ecosystem that is rapidly transforming our world. We are not only enabling the AI boom for our customers, but we are also deploying AI across our company to reimagine the way we work, including within our procurement operations. For example, we are using AI and machine learning tools to manage disruption and supply risks related to extreme weather, social unrest and health crises, as well as to continuously monitor and analyze procurement transactions for risks and policy violations. Our 2024 supplier day focused on unleashing the opportunity of AI and included remarks from Micron Chairman, President and CEO Sanjay Mehrotra on how suppliers can enable joint success in this area.

Supplier pool

9,000+
total suppliers



6,000+ suppliers used

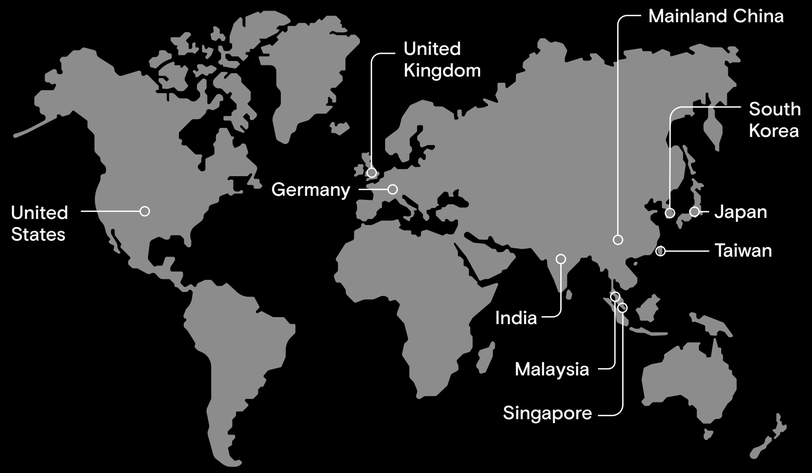
Suppliers at a glance[1]

100%
new suppliers screened for environmental and social criteria

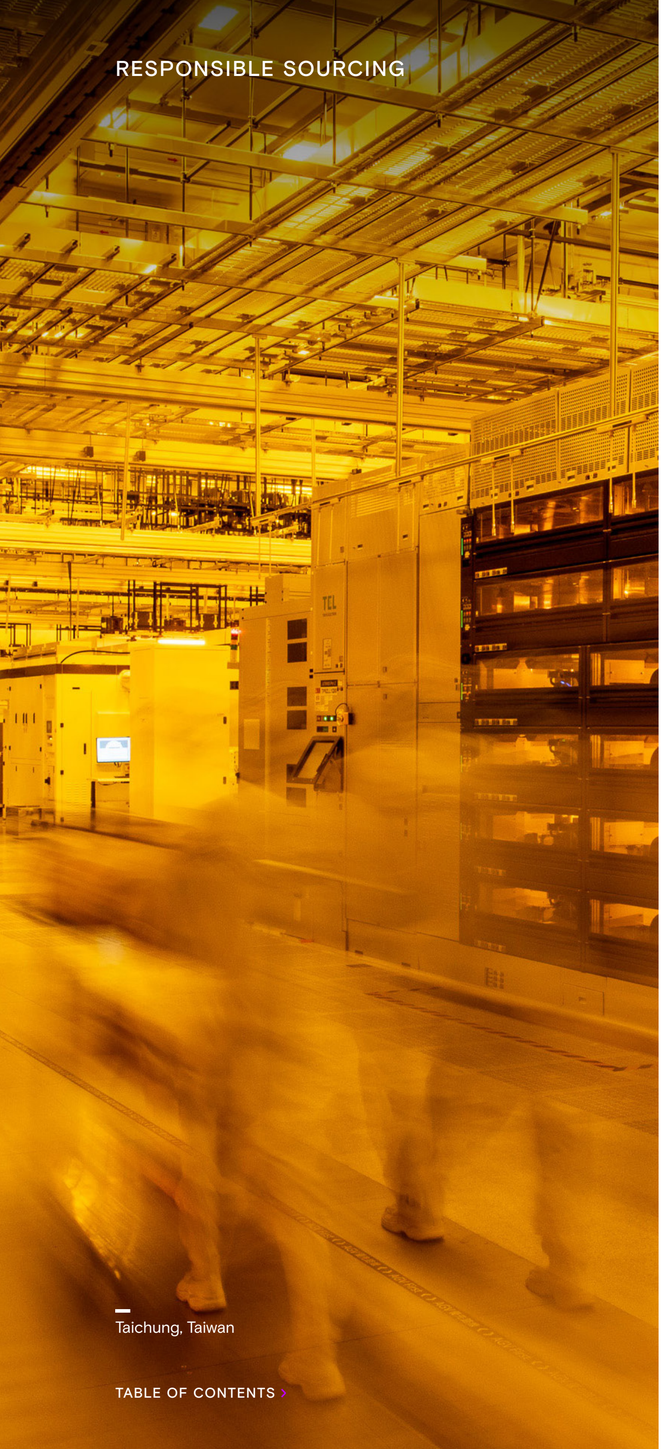
$19.5B
total costs of goods sold

~38
supplier locations

Top 10 supplier locations by spend



[1] Data for fiscal year 2024; includes suppliers that Micron sources from directly (tier 1), as well as their suppliers (tier 2)



Taichung, Taiwan

Supply chain risk assessment

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

Micron's supply chain risk and resilience program includes global processes and partnerships with third-party risk service providers. We have a team of highly skilled professionals who work with suppliers on performance expectations for labor, health and safety, environmental practices, ethics and management systems within our supply chain. By better understanding the profiles of our suppliers and mitigating potential risks to the business, we can continuously manufacture and deliver products to customers while upholding our sustainability standards.

Assessing risk in our supply chain

Micron performs supplier risk assessments in alignment with our guiding document, the Micron code of business conduct and ethics, and with the Responsible Business Alliance (RBA) code of conduct. We evaluate the results to generate a risk score and require any suppliers with high-risk scores or deficiencies to address the areas of concern. In addition, we expect applicable suppliers to comply with and report on the following:

- Annual RBA self-assessment questionnaire or any other assessment or audit initiated by Micron
- 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
- European Union (EU) Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH), updated every six months or as any product change requires
- EU Restriction of Hazardous Substances (RoHS), updated and provided every 12 months or as any product change requires
- Greenhouse gases and reduction targets via CDP
- Water use and impacts via CDP
- Sustainability/corporate social responsibility or equivalent report
- Micron's conflict minerals policy and due-diligence reporting requirements
- Micron's supplier responsibility and compliance training program
- Micron's supplier expansion initiatives

To aid with our assessments, Micron requests transparency from our suppliers through supply chain visibility mapping, surveys and passive assessments, which are remote tools designed to gather the following information:

- Manufacturing locations, emergency contacts, manufacturing recovery time and locations of critical sub-tier suppliers
- Business continuity processes and programs at manufacturing locations
- Responses to impact notifications associated with Micron's supply chain
- Programs and policies related to ethics, environment, forced labor and safety

In FY24, we oversaw a combination of on-site and remote supplier risk assessments for more than 1,000 new suppliers, performed both by Micron team members and third parties.

Micron includes tier 1 and sub-tier suppliers in our risk assessments and has ongoing efforts to gather more complete and accurate data. In FY24, we enhanced our ability to track suppliers' subsidiaries, intermediaries and other indirect connections to provide a more holistic picture of risk. We conduct annual supply chain risk simulations to help us anticipate and mitigate potential near-term incidents.

We use software to manage inputs and data from supplier assessments. This practice improves the coverage, resources and processes necessary to uphold high expectations for our suppliers. We maintain a compliance helpline for anonymous reporting of violations in our supply chain, which is available for use by both Micron team members and the employees of our suppliers.

We provide mandatory training for new suppliers and those involved in business reviews. This training covers our expectations for suppliers, including Micron's code of conduct, RBA requirements, product compliance standards and sustainability factors such as establishing goals for emissions reduction in their own supply chains. Additionally, we offer tailored training for indirect service suppliers. Since we began the supplier training program in 2018, more than 5,100 supplier representatives — including new suppliers and incumbent strategic partners — have participated in this virtual training. Training completion is a key component of our supplier performance management process, with suppliers receiving a score in the sustainability section of their scorecard.

Managing risk in our supply chain

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

A comprehensive suite of tools helps us stay informed about potential supply chain risks — including those related to business continuity, ethics, human rights and environmental issues — and then target actions to manage those risks. For example, we use tools that provide public real-time information about our suppliers, continuous monitoring of global events involving or affecting our suppliers, supplier assessments and identification of policy gaps, and tracking of regulations relating to forced labor.

New suppliers

1

Onboarding

Suppliers are required to perform a self-assessment covering topics such as ethics and compliance, human rights, environmental practices and safety. We evaluate each supplier's request based on the self-assessment and the results of a due-diligence screening, which is conducted for all new suppliers. We work with suppliers to remedy issues that are identified during their onboarding.

2

Monitoring

We adopt a risk-based approach to monitoring our suppliers. We use information such as their geographical locations, the nature of their engagement, their inherent risk and results of due-diligence screening to evaluate the supplier risk profile.

3

Assessing and auditing

When potential risk is identified, we conduct further due diligence including supplier assessments and audits on site or remotely based on factors such as ethics and compliance, human rights, environmental practices and safety.

4

Mitigating and continuously improving

Suppliers implement mitigation or improvement measures based on the assessment and audit results. We work with our suppliers to review their measures regularly to verify their effectiveness and provide necessary assistance. For cases when improvement is insufficient, we take additional actions until issues are resolved or disqualify suppliers when necessary.

Boise, Idaho

Taoyuan, Taiwan

Human rights in our supply chain

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

Our customers are increasingly focused on ensuring the responsible management of human rights practices in their supply chains, as evidenced by a growing number of inquiries to Micron about modern slavery, human trafficking and supply chain transparency. 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. As members, we adhere to the common RBA code of conduct, which addresses performance expectations for labor, health and safety, environmental practices, ethics and management systems in our supply chain. The RBA implemented version 8.0 of its code of conduct in January 2024, and all subsequent Micron Validated Assessment Program (VAP) audits conducted in FY24 were based on this new version. Through RBA training materials, monitoring tools and third-party audits, we support the efforts of our suppliers to maintain responsible operations. On-site suppliers at our manufacturing sites are audited for compliance with the RBA code every two years. We also hold suppliers accountable when they fall short of expectations. Through the RBA VAP audits conducted for Micron during 2024, the top findings for our on-site suppliers fell into the labor and health and safety categories. All findings have since been remediated.

Along with other members of the RBA, we are committed to eliminating forced labor through training, dialogue with government officials and interviews with migrant workers about their working conditions. All our suppliers and contractors are expected to abide by the Micron code of conduct, which aligns with the RBA code, and with our human rights policy and relevant laws, especially those regarding child and forced labor.

Our commitment to combating child and forced labor is made public through our modern slavery and human trafficking statement. To help safeguard human rights, we make our compliance helpline available to workers throughout our supply chain.

Human rights risk assessments show that manufacturing sites, particularly those in certain parts of Asia, are at a higher level of risk than other work locations. For this reason, we focus on these areas for potential violations when we conduct supplier risk assessments and audits of our operations. Micron's board of directors oversees our human rights efforts as part of their oversight and monitoring of Micron's sustainability efforts, including approving our annual modern slavery and human trafficking statement.

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

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

Oversight of human rights begins with anyone who works on a Micron site in any capacity — from security to food service to construction work. We also consider this oversight to extend to our suppliers' employees and temporary hires, who, in some parts of the world, are foreign migrant workers. Because of their vulnerable status, foreign migrant workers across industries face a variety of potential risks that require additional due diligence. For example, workers are at risk of having their passports withheld or being charged recruiting or administrative fees when they are recruited by suppliers. These fees can amount to more than several months' pay and may lead workers to take out loans, effectively forcing them to pay to have a job. In addition, many migrant 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. Micron explicitly prohibits passport withholding and recruitment or administrative fees.

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

Requirements of the RBA code regarding forced labor may differ from local laws covering 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.

Responsible minerals

Like many technology companies, Micron relies on tin, tungsten, tantalum, gold (3TG), cobalt and a range of other minerals in the manufacturing of our products. 3TG materials, known as conflict minerals, are abundant in the Democratic Republic of the Congo and surrounding countries, a region that has endured sustained conflict and human rights violations. We recognize that these and other raw materials are subject to controversy based on social and environmental concerns about how they are obtained.

We continue to monitor rare earth elements, metals and materials that originate from many regions and are used in our supply chain. This monitoring helps us understand global risks related to human rights, geopolitical risks, potential restrictions, availability, pricing and implications to manufacturing processes and products while continuing to focus due diligence 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 RBA's Responsible Minerals Initiative (RMI), a consortium that works across the minerals industry to develop a common approach for addressing conflict mineral supply chains and protocols. This approach has expanded to include other minerals beyond 3TG, including cobalt, which is now incorporated into our responsible minerals program. 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 sourcing journey. Micron is also a collaborative member of several RMI working groups and task forces.

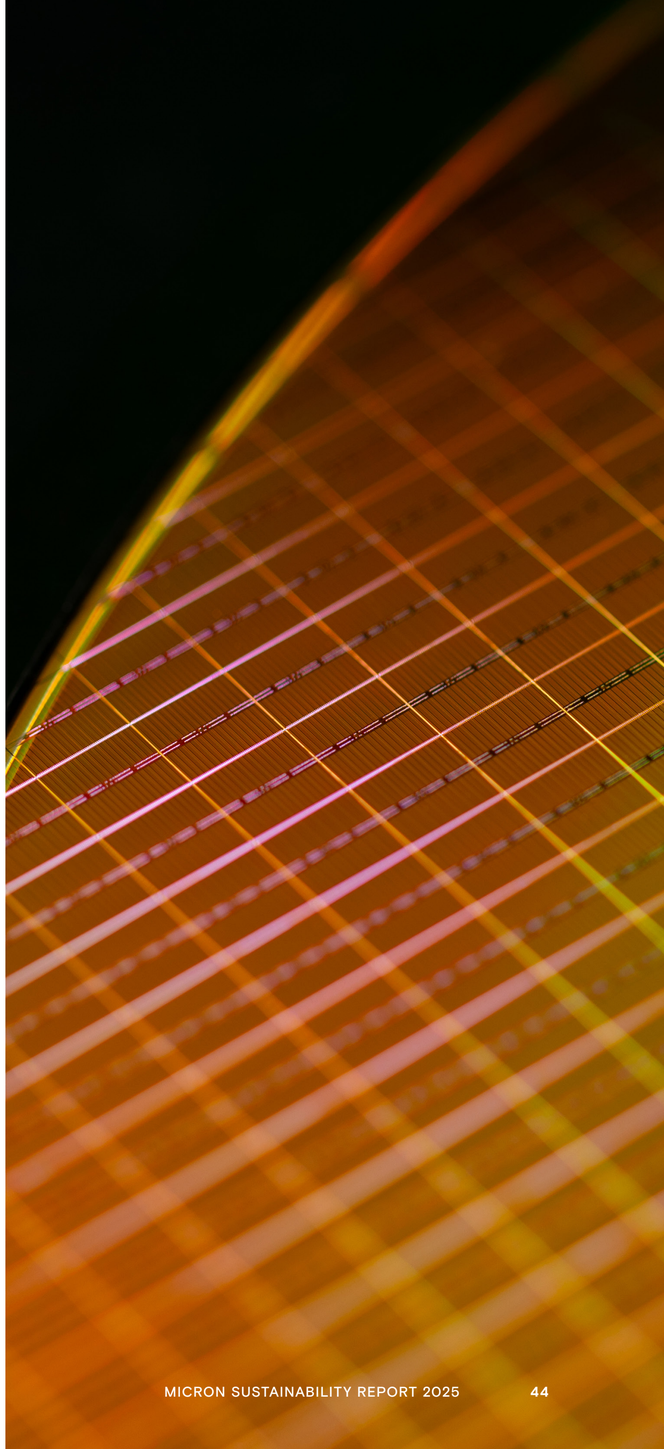
Our goal is to source entirely from smelters and refiners validated by third-party audits as conformant to the RMI's Responsible Minerals Assurance Process (RMAP) or similar cross-recognized programs from the Responsible Jewellery Council or London Bullion Market Association (LBMA). Our processes align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

To help Micron uphold our conflict minerals policy, we require suppliers to comply with our responsible minerals program by completing these tasks:

- Reading and understanding Micron's conflict minerals policy
- Providing a complete, updated conflict minerals reporting template (CMRT) and extended minerals reporting template (EMRT) disclosing the source of relevant minerals that may be present in products sold to Micron, including the smelters or refiners from which the conflict minerals originated
- Updating CMRTs and EMRTs within two weeks of any smelter or refiner changes in any part of the supply chain
- Adopting a conflict minerals policy dedicated to achieving a conflict-free supply chain
- Participating in and facilitating audits of facilities, conflict mineral policies, conflict mineral procedures and associated records
- Directing their own suppliers to adopt conflict mineral policies and complete necessary conflict mineral diligence surveys

Micron implements policies and procedures to help ensure our existing suppliers rely on smelters and refiners that comply with the RMI's RMAP, and we engage only with new suppliers who make similar commitments. We require suppliers to remove nonconformant smelters within 13 weeks of when they fail to comply with the RMI, but they often resolve issues sooner. In FY24, we saw significant improvement in RMAP audit results compared to those of previous years.

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



Supplier environmental engagement

Micron has a significant opportunity to partner across our industry to influence the environmental performance of suppliers and reduce related business risks. A limited number of equipment manufacturers supply the technologies used in Micron's fabrication facilities (fabs) and those of our peers. Micron communicates our sustainability commitments and expectations to our suppliers and follows their progress in reducing water and energy use. As we step up our work to reduce the environmental footprint of our own operations, the RBA audit process surveys suppliers' programs for improvements in energy efficiency, decreases in greenhouse gas (GHG) emissions, and reductions in the generation of solid waste, wastewater and other air emissions.

The 2024 update to the RBA code of conduct included a new requirement that suppliers disclose their scope 3 emissions. This change affected audits conducted from the beginning of 2024 onward and builds on initiatives already underway within Micron. For example, for the past several years, we have required key suppliers to report details on their GHG emissions and water footprint by sending Micron their CDP submissions or providing GHG data directly. We also ran an engagement program where suppliers could share information about projects that reduced their scope 1 and 2 footprints. Starting in FY25, we will shift from this project-based program and include GHG emissions criteria in major sourcing decisions.

Beyond encouraging suppliers to disclose and address their direct carbon footprints, we are also partnering with them to drive environmental improvements at Micron sites. We work closely with a group of capital equipment suppliers to find ways to make progress on Micron's energy, emissions, water and waste goals at our manufacturing sites.

Supplier Day 2024, San Francisco, California

Supplier ecosystem

At Micron, our sourcing strategies aim to optimize cost, quality and performance while driving long-term supply chain resilience. A competitive and broad supplier base ensures we have access to the best solutions, fosters healthy market competition and enhances our ability to navigate supply chain disruptions. By actively expanding our supplier network, we gain increased flexibility, improved innovation potential and stronger negotiation power — ultimately delivering greater value to our business and customers.

Our global supplier ecosystem strategy plays a key role in this approach by broadening supplier choice, mitigating risk and unlocking new opportunities for efficiency and innovation. This strategy is embedded into our global procurement framework, ensuring that our supply chain remains agile, high-performing and cost-effective in an evolving market.

Our efforts are focused on the following four areas, each of which is discussed in more detail below:

- **Direct impact:** Building procurement capabilities
- **Indirect impact:** Strengthening supply chain resilience
- **Ecosystem impact:** Driving innovation and market expansion
- **Industry impact:** Advancing sourcing excellence across the semiconductor sector

Building procurement capabilities

Micron's direct sourcing efforts focus on identifying, evaluating and engaging the best suppliers for our needs. Through advanced sourcing platforms, competitive bid analysis and robust supplier evaluation metrics, we ensure a transparent, performance and data-driven selection process that enhances business value.

We remain committed to selecting the best suppliers based on cost, quality and performance while ensuring that all businesses — regardless of size or background — have an opportunity to compete.

By increasing our supplier base, we unlock greater pricing competition, improve service levels, create stronger product innovation and improve operational agility.

Strengthening supply chain resilience

A broad, competitive supplier network is critical for minimizing risks and ensuring business continuity. As a global industry leader, Micron works closely with suppliers to enhance their sourcing strategies, improve performance metrics and strengthen supply chain agility. Through supplier scorecards, best-practice sharing and capability-building efforts, we help suppliers improve efficiency and meet our stringent quality and performance standards. By engaging a wide variety of suppliers as part of our broader procurement strategy, we create a supply chain that is adaptable to shifting market conditions, less vulnerable to disruptions and optimized for long-term cost stability.

Driving innovation and market expansion

Expanding our supplier network gives us access to state-of-the-art technologies, specialized expertise and emerging market opportunities. Many of our suppliers bring innovative solutions that enhance our products and services, allowing us to remain at the forefront of the semiconductor industry.

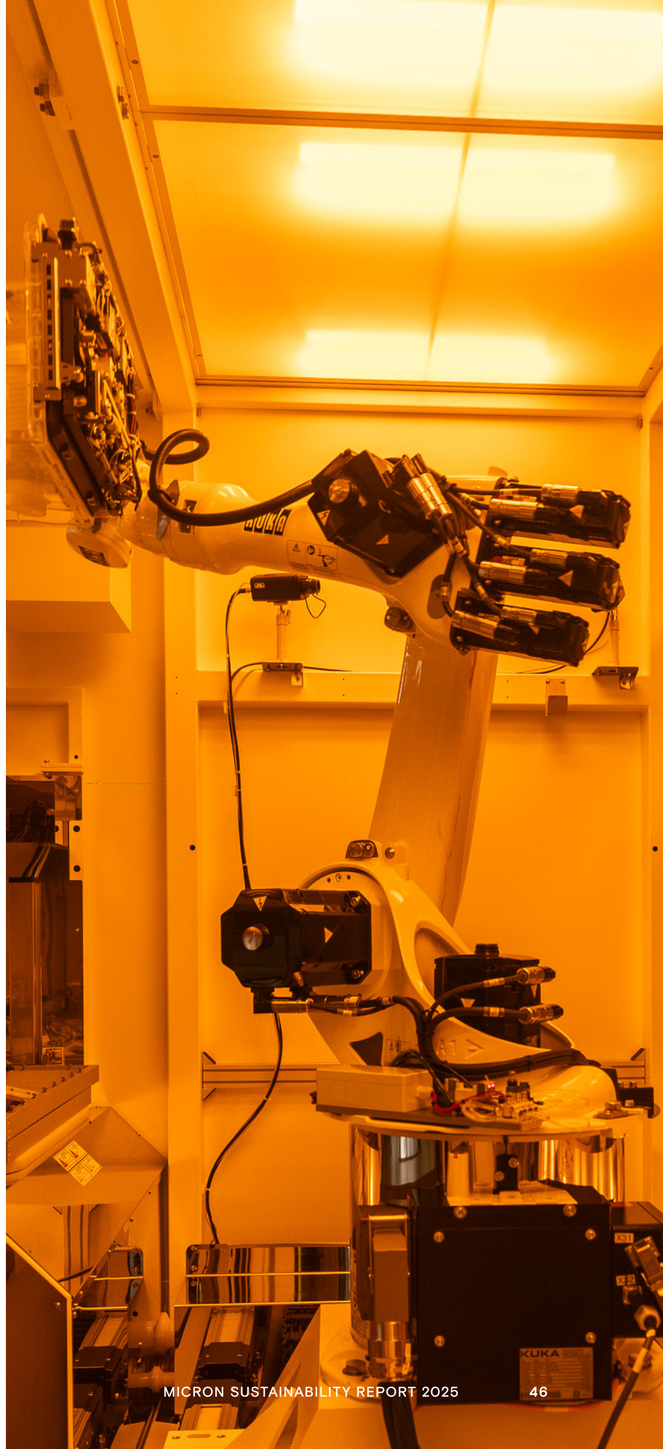
Our strategic partnerships also help build supplier capabilities and open new business opportunities. In FY24, Micron continued engagement in China through a partnership with Minority Supplier Development China, using their local expertise to identify high-potential suppliers in a key growth market.

Advancing sourcing excellence across the semiconductor sector

Micron collaborates with industry leaders, customers and suppliers to develop best practices that enhance cost competitiveness, innovation and supply chain performance. Through our leadership in SEMI, we help drive more effective procurement models, industrywide sourcing standards and risk management strategies. These efforts are about enhancing procurement capabilities, strengthening supply chain resilience and driving measurable business value. By expanding our supplier base, we optimize cost, improve quality and foster innovation, all of which ensures that Micron remains an industry leader in operational excellence and market competitiveness.

Expanding our financial partners

We are nearing $1 billion in cash investments managed by a broader group of financial partners, including limited deposits with local financial institutions where we operate. These investments expand our relationships within the financial sector and our communities, at returns consistent with returns achieved on engaging with other partners.



Team members

We are proud of our rich culture and powerful people-centered programs

Our ability to deliver transformative technology relies on a culture that inspires our people to collaborate, innovate and do their best work.

We work hard to create this environment by attracting and retaining top-notch employees, called team members, and providing them with the support they need to thrive. Throughout fiscal year 2024 (FY24), we bolstered existing programs to enhance a company culture that values inclusion, drives high performance and encourages creativity. Feedback and insights from team members also helped guide our decisions to introduce new programming and evolve our initiatives.

These efforts have led to strong retention and team member engagement, but we know growth in the semiconductor industry will increase competition for talent. To prepare for our future workforce needs, we are identifying and fostering nontraditional talent pathways. We continue to collaborate with governments, community partners, community colleges, universities and K-12 schools to foster interest and engagement in the areas of science, technology, engineering and math (STEM); build out a robust apprenticeship program; reach out to a wider range of communities, creating opportunities *for all*; and provide support for individuals reentering the workforce. We also furthered our internal investments in individual health and wellbeing, team member engagement, community and purpose, effective leadership and career-growth opportunities.

Xi'an, China

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

Workplace culture
Cultivating a welcoming and supportive work environment

Engagement
Using surveys and tools to listen to team members' experiences and address their feedback

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

Leadership development
Preparing emerging leaders and bolstering existing leaders' capabilities to enhance team member retention and engagement

Safety
Training team members on safety culture protocols so everyone returns home safely each day

Wellbeing
Prioritizing individual health and wellbeing by taking a holistic approach to team members' lives

Rewards
Recognizing team member performance and learning, rewarding those who exemplify Micron's values

Penang, Malaysia

TABLE OF CONTENTS ›

Recruitment and development

Micron develops team members and leaders at all stages of their careers. This process begins with recruiting candidates from university networks as well as from nontraditional pathways, including veteran workforce initiatives, apprenticeships, career reentry programs and more. The process continues with engaging and hiring the best talent based on their valuable skills and experiences. Then we collaborate with team members to find out what challenges they face and how we can best foster their career growth, general wellbeing and leadership development.

FY24 marked a milestone as we welcomed the largest influx of interns in our history, with more than 1,000 interns at Micron sites around the world. This robust intern cohort is a testament to our efforts to build experiential learning opportunities that provide undergraduates exposure to career paths in the semiconductor industry.

Creating new talent pathways

The Semiconductor Industry Association (SIA) predicts the semiconductor industry may face a talent shortfall of 67,000 workers in the U.S. alone by 2030 if degree completion rates continue at their current pace, and this shortage is expected to be even more pronounced at the global stage. To address this global talent gap, Micron partners with communities, institutions, governments, associations and postsecondary educational institutions to expand our talent pipelines and open opportunities *for all*.

One important way that Micron engages and strengthens our partnerships with postsecondary education institutions is through our strategic efforts on various workforce development areas including modernizing curriculum, expanding awareness about the semiconductor industry around the world, increasing opportunities *for all*, strengthening our research and faculty engagement, and bridging the industry to classroom gap through experiential learning. This framework reflects objectives defined by the American Semiconductor Academy Initiative and SEMI, and it aims to increase opportunities for all students and raise awareness of pathways in the industry. Micron engages with over 130 universities globally through established networks and strategic partnerships.

In FY24, we grew our U.S. university network initiative to more than 60 universities to scale our goal of growing the semiconductor-ready workforce. Alongside our networks in the northeastern and northwestern U.S. and the UPWARDS for the Future partnership with universities in the U.S. and Japan, we launched the Minority Serving Institution (MSI) Semiconductor Network, our fourth network, partnering with Asian American, Native American and Pacific Islander-serving institutions (AANAPISIs), historically Black colleges and universities (HBCUs), and Hispanic-serving institutions (HSIs). In India, we partnered with the United Way of Hyderabad and provided scholarships as part of the University Research Alliance Micron initiative, an integrated framework to build stronger partnerships with universities in India to foster research, innovation and collaboration. In Taiwan, Micron partnered with universities in the Semiconductor Academy Initiative and started to provide credited facility courses at the National Chung Hsing University.

Globally, Micron has made technical content available to the public through our educator hub and shared resources across networks and strategic partnerships to allow educators to use refreshed materials to design curriculum, experiential learning, cleanrooms and exchange programs.

We have also developed nontraditional career pathways to expand our talent funnel, providing greater access and opportunities to candidates who might not typically join Micron. In FY24, 2.7% of our new hires came from these pathways, including work-study, apprenticeship, career reentry and certification programs.

Our registered apprenticeship program offers practical work experience, mentorship and on-the-job training with competitive wages and benefits. For this program, we partner with state and national sponsors and local academic institutions for technical instruction. In FY24, we welcomed three cohorts in Boise, Idaho, and Manassas, Virginia. We have also developed a similar apprenticeship program in India and expect strong participation in FY25. We plan to scale our apprenticeship and work-study programs in other regions where we operate.

Micron's career reentry programs provide people returning to the workforce after career breaks with flexible work arrangements, mentoring and upskilling opportunities. Our mid-career transition program supports professionals returning to work after a career break. In FY24, we hired 26 team members worldwide when we expanded the program from India to all Micron sites. In addition, in Malaysia, we welcomed 26 former service members through the Veteran MyWIRA initiative, a pilot program run by Malaysian government agencies. Micron was the first corporation to hire through this program. We aim to continue growing our talent pool through these pathways in the coming years.

Expanding our talent pipeline

Our talent acquisition team works to build a robust global workforce, promoting our reputation as a technology leader and a great place to work to attract a strong and inclusive pool of candidates.

For example, we developed the Micron Insider program to inform prospective team members about the rewards of semiconductor careers and expectations about the job. We are also expanding our pool of qualified applicants by leveraging our partnerships and outreach to various professional organizations dedicated to advancing engineers of all backgrounds. We have signed memorandums of understanding to expand the talent pipeline in Asia with organizations such as Yayasan MENDAKI and five polytechnics in Singapore. Once at Micron, our employee resource groups (ERGs), leadership development, mentorship and sponsorship programs provide support communities to help our team members grow and thrive.

We remain focused on hiring top talent from a variety of backgrounds. Micron will never compromise on our commitment to hire, promote and retain only the best candidate for a given position. Every hiring manager completes training on best practices in recruitment before starting a hiring process.

Engaging team members

Micron uses a research-based, people-centric approach to understanding and improving team member engagement. Our listening strategy focuses on engagement, culture, leadership behaviors, wellbeing and inclusion. The Micron Voice survey is part of our listening strategy and allows us to gather valuable insight from team members on their needs and make changes to meet them.

We distributed the biannual Micron Voice survey across our global workforce in FY24, measuring team member experience, engagement and satisfaction. In April 2024, our employee engagement and satisfaction (eSat) score came in at 80%, a five-point improvement over April 2023 results. Micron also scored at or above the top quartile for each survey measure, as benchmarked against the global client base of our survey provider.

While Micron Voice survey results indicate the progress we have made, we know that listening is only one part of the process. We must also act on what we learn. We encourage leaders to hold team discussions to talk through concerns and share opportunities to improve. After these conversations, each team creates and implements a meaningful action plan. We know that sincere follow-through is an essential part of encouraging, growing and reinforcing healthy team member engagement across Micron, and we continue exploring ways to build our listening culture.

Micron also 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.

Great Place to Work® survey results

12

regions certified

(Mainland China, France, Germany, India, Italy, Japan, Malaysia, Singapore, Korea, Taiwan, U.K., U.S.)

9

awards on Best Workplace List

(From 7 regions: Germany, India, Italy, Japan, Korea, Singapore, Taiwan)

Team member engagement

80%

eSat score

88%

response rate

Corresponds to FY24 data

Promoting professional development

Our people development mission has four parts:

- Build a purposeful learning culture based on industry-leading innovation
- Drive measurable business impact through learning and skilling
- Strategically integrate technology and artificial intelligence (AI) to upskill talent at scale
- Create leaders for today and tomorrow

To bring this mission to life, we focus on cultivating a skills-driven workplace with a variety of learning opportunities to best fit team members' needs. And this process starts on our team members' first days. We include learning as a core element of our robust global onboarding program, helping team members identify their goals and opportunities for growth. From there, team members receive tailored support for their current roles and career aspirations.

Our multifaceted approach to education includes guided workshops, on-demand training, mentorships, digital learning accessible from anywhere and a tuition-reimbursement program. In FY24, we continued to offer access to Micron University, our global digital learning platform that provides curated learning paths, resources, workshops and technical skill development opportunities.

Reach Performance is Micron's performance management program, which establishes clear individual performance expectations, promotes team member development and guides leaders to be better coaches. This pay-for-performance program supports team members by sharing a philosophy, system and process to assess and manage performance, identify potential and encourage growth. Through Reach Performance, all full-time Micron team members who have worked at the company for more than three months document annual goals and receive a formal end-of-year review. We require all managers to conduct these annual reviews with their reports and document the results of these conversations.

Micron offers a vast array of opportunities for leaders to develop their skills and capabilities throughout their careers. These offerings support team members during moments of career transition such as new leader development, leader-of-leader development, and an immersive experience with the University of California, Berkeley focused on future executive readiness. We use insights and feedback from the Micron Voice surveys to further refine our programming on leadership skills.

We introduced an initiative about the four stages of psychological safety to teach leaders how to promote it on all teams within Micron. Psychological safety means that people feel safe sharing their ideas and concerns, speaking up, asking questions and admitting mistakes without fear of negative consequences. We encourage psychological safety at Micron to empower our team members and protect their wellbeing. Among global senior directors and vice presidents, 82% completed the workshop in FY24, learning how they can build psychological safety for their teams.

In FY24, we also launched a leadership multiplier program targeting our leader-of-leaders population at the manager level or above. This program focuses on how these team members can best engage with the leaders they manage, creating more opportunities for their direct reports to succeed in the workplace. Micron conducted leadership multiplier workshops around the world and throughout the year, reaching more than 640 participants.

At times when we need to make workforce adjustments, we help team members transition from Micron through assistance programs, including career guidance, résumé writing and access to career opportunities.

Learning by the numbers

3.7K
mentorship pairs

85K+
training courses offered

2.6M+
training hours

54.9
average training hours per team member

Corresponds to FY24 data

Wellbeing and rewards

Team member health and wellbeing are fundamental to our business. Micron aims to help team members thrive inside and outside the workplace by embracing all facets of their wellbeing. We invest in programs that support a culture of wellbeing at individual, group, organizational and workplace levels. Our programs address the broad scope of factors — physical, mental, social, financial and career — that affect how people function at and away from work. These elements, our five Live Well pillars, drive our wellbeing strategy and initiatives.

We have additional policies and practices to keep team members working at our sites safe and well. Many manufacturing environments have high expectations for team members' working hours. We follow standards for working hours set by the Responsible Business Alliance (RBA), which state that all overtime must be voluntary and individuals should not work more than 60 hours a week, except in emergency or unusual situations, with at least one day off every seven days. We also offer compressed workweeks and flexible work arrangements for manufacturing team members so they can balance work and life.

Encouraging wellbeing

We foster a culture of wellbeing that serves as a foundation for healthy, safe and engaged work practices.

Because culture stems from the top, in FY24, we continued to strengthen wellbeing knowledge and skills for Micron leaders. For example, we offered an organization- and team-based program teaching leaders how to embed wellbeing in the daily processes of their teams. This programming demonstrated to leaders that wellbeing is an ongoing priority rather than something to focus on in particularly stressful or busy moments. We also offered one-on-one coaching for leaders to help them cultivate high-performing teams and better balance workloads. Leaders worked with the director of organizational wellbeing to discuss issues or concerns with their teams' workflows, and the wellbeing team collected feedback from team members, stakeholders, business partners and others to understand the full impacts for each team. With these inputs, leaders collaborated with the wellbeing team to identify ways to foster predictability and flexibility in their workflows and address other opportunities within their teams.

We continued to host self-guided wellbeing workshops for team members in FY24. These sessions focused on topics like self-management, digital hygiene, foundational health and stress reduction techniques that team members can incorporate into their daily routines. Team members could also attend our annual Live Well event, a weeklong global initiative featuring speakers, workshops and interactive sessions to introduce our wellbeing offerings and build connections in the workplace.

How we approach wellbeing

Organizational wellbeing

Empower leaders to prioritize wellbeing, embed wellbeing in our work practices, enable continuous wellbeing education and embrace technology to boost work-life wellbeing

Wellbeing experience

Foster individualized wellbeing engagement through on-site experiences, digital wellbeing tools, social connection opportunities and meaningful amenities

Team member advocacy

Provide wellbeing support for team members through confidential one-on-one conversations, coaching and other resources

Wellbeing pillars

Physical

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

Mental

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

Social

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

Financial

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

Career

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

Micron Childcare Center, Boise, Idaho

TABLE OF CONTENTS ›

While we aim to empower all Micron team members to care for their wellbeing, we recognize that every team member is different. In FY24, we provided more tailored programs and resources for our workforce, responding to feedback our global wellbeing team received through internal surveys. Here are some new offerings we rolled out for team members in FY24:

- **Physical wellbeing:** A fitness and nutrition app to help team members reach health goals through exercise, mindfulness, injury prevention and nutrition videos
- **Mental wellbeing:** A guided meditation and stress management app featuring relaxing music, yoga, sleep sounds and bedtime stories
- **Mental and career wellbeing:** A brain training app to help team members build emotional intelligence, manage job stress and improve mental wellbeing

In addition, Micron team members have these ongoing programs and resources available to them:

- Team member advocates trained on mental health support can speak with colleagues about work, personal and family concerns.
- Short-term counseling sessions and group listening sessions can guide team members in managing their stress.
- Our employee assistance program enables team members and their families in all countries where we operate to receive the mental wellbeing support they need.
- Connect groups can bring together team members with similar shared experiences, aligning with some of our ERGs. Micron's Connect peer groups focus on topics including caring for elderly or disabled family members, being new parents and dealing with the loss of a spouse.
- Interest clubs encourage team members to engage with each other in social settings, enjoying common hobbies and interests while making lasting friendships that translate into meaningful connections in the workplace.
- Two world-class childcare centers, one in Malaysia and one in Boise, access to a near-site childcare center in India, and other locally relevant childcare solutions make life easier for Micron's working parents.
- A guidance resource program provides Micron team members and their family members with confidential support and resources for personal and work-life issues, including financial and legal advice.
- Money management and other financial education tools help team members take advantage of offerings like our employee stock purchase plan.
- A meal plan benefit globally provides consistent and quality food services across the company, with all team members working at Micron sites eligible to receive discounted meals.

As we evolve our offerings, we turn to feedback and ideas from our team members. In FY24, we introduced an opportunity for Micron offices around the world to submit their ideas for wellbeing programs. Members of our wellbeing experience team and site leadership compiled groups of local team members spanning levels and functions to identify practices they'd like to change and propose innovative wellbeing initiatives. These groups presented their ideas to a panel of local team members and site leadership, who selected one from each office to become part of that location's wellbeing programming.

Compensating team members fairly

Our total rewards compensation strategy includes base salary, annual bonuses and equity awards. Micron conducts annual benchmarking of our pay practices, evaluating base salary and equity options among peers and, if needed, adjusting salary ranges.

Micron's employee stock purchase plan allows team members to buy Micron stock at a 15% discount. Team members can enroll in the program twice a year and contribute up to 15% of their salaries, subject to a maximum contribution cap. In FY24, participation in this stock program reached its highest level yet, with 72% of Micron team members taking part. We now include information about the stock purchase plan in onboarding materials, which we believe is especially valuable for early-career professionals who may be entering the workforce for the first time and unfamiliar with these programs.

Alongside competitive compensation, we offer a comprehensive benefits package designed to support the wellbeing of all team members. Many of these offerings are global, while some are region- or country-specific:

- Financial assistance to eligible team members pursuing higher academic degrees, professional certifications or qualifications that will enhance their careers at Micron
- Paid time off and holidays allowing team members to enjoy personal pursuits as well as cultural and regional celebrations
- Family and bereavement leave allowing team members to care for family members and arrange important family matters
- Maternity, paternity and childcare leaves
- Medical insurance, mental health support, adoption benefits and fertility benefits, which may include multiple options as well as coverage for spouses or domestic partners
- Compensation for extra or atypical working hours, based on role and salary type
- Business discounts to team members for technology or health products and experiences such as theme parks and travel

Each year, we assess which benefits are most valuable to team members and how we can better meet their needs. We analyze actual use of these benefits and gather feedback from Micron team members through various channels, including the Micron Voice surveys, team member focus groups, and partnership with Micron's ERGs. In FY24, this process resulted in us adding new benefits in certain global locations, such as increased parental leave, enhanced medical coverage and a flexible benefits marketplace.

We continue to benchmark benefits against our peers and share best practices through our membership in the Silicon Valley Employers Forum and the Employee Health Innovation Roundtable, as well as through a variety of other global benchmarking sources.

Penang, Malaysia

Global culture

Micron team members drive innovation. From our frontline team members to our executive staff, each of us plays a role in building a winning culture that welcomes people from all backgrounds and experiences and values everyone's contributions. Rooted in our people value, Micron's culture fosters an environment where team members feel respected and empowered to bring their best selves to work every day. This is integral to our organization's success — one that is prepared to support a global and complex future workforce.

To promote a global culture of innovation, we focus on excellence in several areas:

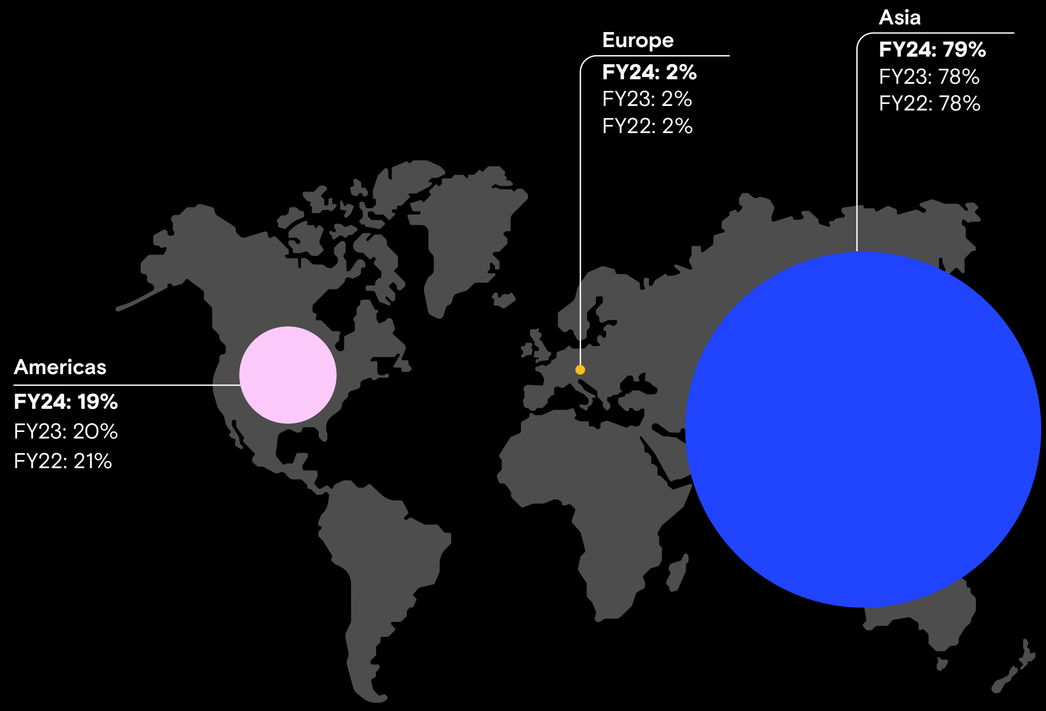
- **Employee resource groups (ERGs):** Our team members thrive in an environment where they feel valued, included and connected, conditions that are key for retaining talent. Micron's 10 ERGs, with more than 100 chapters worldwide, are open to all team members and encourage coworkers to build strong relationships of trust with one another. Since 2014, our ERGs have represented the full spectrum of our talent, including team members from every level of the organization. In FY24, 56% of our global workforce were members of at least one ERG, exceeding the benchmark of 20% membership. In 2024, our ERGs worked with the Micron Foundation to direct nearly $500,000 to nonprofit organizations that align with communities they care about through the ERG Gives program.
- **Compensation:** We analyze our global compensation to ensure opportunities for all team members because our people value makes it essential that we pay everyone fairly. For this careful analysis, we rely on help from a third-party specialist and state-of-the-art technology, and if a statistically significant variance is discovered, we correct it. We continue to maintain fair compensation globally across base pay, bonuses and stock awards.
- **Psychological safety:** When leaders and team members are equipped with the skills to foster open communication and trust, they create a culture where innovation, collaboration and accountability thrive. Psychological safety training is a powerful tool for shaping workplace culture, especially in the high-stakes environment of semiconductor manufacturing where precision, problem-solving and teamwork are critical. By teaching our leaders how to create a psychological safe workplace, we can help team members feel comfortable speaking up, sharing ideas, raising concerns and learning from mistakes without fear of blame.

Global headcount

48,000

team members

Headcount by region



Corresponds to fiscal year-end 2024 data

Safety

We believe that everyone deserves to go home safe. We want safety to evolve to a value so embedded in our culture that it becomes second nature, or instinctual, for our team members and anyone who works at a Micron site. As a result of this priority, since 2021, we have reduced the recordable injury rate of our team members by 20%.

Safety begins with our leaders who set expectations for safe behavior with their teams. All leaders in manufacturing are expected to conduct regular area safety assessments in their work environments, looking for potentially unsafe conditions. They begin meetings with safety messages and participate in behavioral safety assessments during which they observe their teams at work and share constructive feedback, including correcting unsafe behaviors.

We assess identified unsafe conditions and behaviors to determine the training, programs, systems and cultural elements needed to make improvements within Micron. When safety area walks or behavioral assessments identify issues, we track corrections and implement timely closeouts. We also track team members' and leaders' completion of all required safety training. These practices encourage leaders to take ownership for their team members' safety.

Micron's manufacturing locations are certified to the International Organization for Standardization (ISO) 45001:2018 occupational health and safety management system, setting the foundation for an effective and auditable safety program. In addition, teams and team members at every level have responsibilities and tasks for ensuring safety.

Health and safety committees

- Function at every manufacturing site and include management team members, nonmanagement team members and contractors
- Promote overall operations and communications regarding safety
- Implement messaging to reinforce safety programs, recognize safe behaviors and highlight engagement activities
- Align our environmental, health and safety (EHS) management system and associated guidance with the latest ISO 45001:2018 certifications
- Participate in third-party audits through the RBA's Validated Assessment Program

Managers and supervisors

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

All team members and contractors

- Help identify, eliminate and control EHS hazards and risks
- Follow all EHS policies, procedures and applicable legal requirements, including those contained in Micron's EHS policy and the Micron code of business conduct and ethics

Keeping people safe at work

Micron's comprehensive safety program, Live Safe, builds a common understanding of safety culture and risk through structured training for team members, managers, leaders and contractors. These trainings focus on building awareness and capacities that eliminate risk and create confidence. Our safety culture has two components that are critical to preventing harm:

- Actively caring for one another
- Showing a willingness to coach and be coached

Our Live Safe handbook details relevant topics and guidelines that we expect team members to consider in their work. We expect contractors and team members at all levels of the organization to participate in safety training and campaigns. These practices make safety and health actionable for everyone.

We conduct an annual survey to measure team members' perceptions of Micron's EHS expectations and site EHS performance. The survey has questions spanning five categories used to gauge the implementation of a safety culture at each site. The categories are leadership engagement, team member buy-in, goal setting and rewards, communications and training, and contractor management. We are proud that FY24 survey results showed we reached the second highest tier of Micron's internal safety culture measurement system. This result reflects the adoption of safety as a core value to our company, as reported by the day-to-day experiences of our leaders and team members. Reaching this level was due, in part, to the launch of our Live Safe Reignite campaign.

Live Safe Reignite is an iteration of our Live Safe program that includes a greater focus on leadership's accountability for safety at our manufacturing sites. Live Safe, originally launched in 2020, trained leaders on taking a proactive approach to safety. In FY24, we helped these leaders reconnect with the "why" behind our safety work and take ownership for sending every team member home safe at the end of the day.

Manufacturing site leaders received training on proactive safety best practices through the Live Safe Reignite campaign. We also introduced accountability dashboards, which track safety performance metrics in real time. With these dashboards, management can more closely monitor safety performance at each site, which we included as a factor in site leaders' performance reviews in FY24.

As Live Safe evolves, we are ensuring it encompasses our entire workforce, including vendors who work alongside our team members at Micron sites. We hold individual meetings with strategic suppliers to raise awareness of the program and conduct tailored supplier training. In FY24, we hosted our second annual supplier safety day, where Micron suppliers gathered to learn more about our safety expectations and ways we can work together to meet them.

5 levels of safety engagement

Instinctual

Value

Priority

Compliance

No interest

Focusing on innovation

Going beyond creating a culture of safety, Micron is working toward a goal of zero repeat injuries. In FY24, we used emerging and innovative technology to make progress toward zero repeat injuries and engage team members in safety education. We use virtual reality (VR) tools across all Micron sites to provide team members with meaningful and practical safety training. These VR trainings bring to life high-hazard activities — like working at heights or completing energized electrical tasks — in a more interactive way than written or video content. We are also piloting safety training and behavior corrections assisted by AI. In FY24, in mainland China, Taiwan and Singapore, we used AI to help identify unsafe behavior via closed-circuit television.

We have a zero-harm program that builds on our efforts to attain zero repeat injuries. Our zero-harm program includes checklists for contractor evaluation, technology tools to identify hazards, video tools to identify ergonomic risks, and electronic permit-to-work and access controls for high-risk areas. On construction projects, access control systems use biometrics to prevent workers from entering unauthorized areas or coming too close to obstructions such as overhead power lines or hazardous substance storage locations.

With multiple expansion projects underway around the world, safety at our construction sites was an important focus for Micron through FY24. The safety team and local leaders closely monitored safety metrics across construction projects and considered safety performance as a key factor in how we selected project partners. We evaluated contractors based on their alignment with the principles of our Live Safe framework and clearly communicated our safety expectations throughout the bidding and contracting process.

Promoting safe use of chemicals in manufacturing

Micron is an industry leader in processes that promote the responsible use of chemicals, gases and byproducts that are part of manufacturing. We focus on protecting our team members by identifying chemical hazards through a rigorous approval process, potentially eliminating or substituting these substances with materials of lower risk, implementing engineering controls and providing information about hazards to team members through training. Micron's director of chemicals works closely with our safety team to manage any potential chemical hazards and improve processes as necessary.

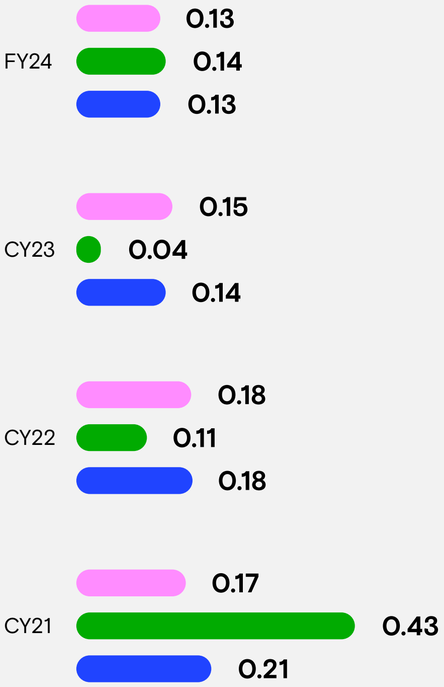
Micron has an industrial hygiene/occupational health program that monitors potential exposures to workplace hazards, including chemicals. As part of this program, we regularly sample the air to monitor compliance with exposure levels. We conduct regular medical evaluations to assess where potential exposures exist and then update safety programs accordingly. When other measures such as replacement or engineering controls are insufficient, we have personal protective equipment available to further avoid risk to our team members.

A team consisting of leadership, equipment engineering and facilities at each manufacturing and technology development site provides training, assesses risk, mitigates hazards and responds to incidents related to hazardous chemicals and gases. Members of this team focus on phases in the process, from our complex semiconductor manufacturing process through to our system redesign and validation work.

Interlocks have been enabled to prevent unintentional or accidental changes to recipes, thereby preventing or averting potential hazards before they arise. In addition, throughout our manufacturing network, we share information and lessons learned regarding the comprehensive identification and sampling of high-risk processes and their byproducts.

Beyond protecting the people who make our products, Micron works to mitigate harm to the environment, comply with regulations, and in many cases, have internal standards more stringent than compliance requirements in each location where 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 the chemical and environmental regulatory requirements for Micron are not the same in all locations, we view our efforts as a best practice that positions Micron as a leader in ensuring the safety of our team members and their communities.

Recordable injury rate



Rates are based on 200,000 hours worked.

Beginning with fiscal year 2024, Micron's environmental, health and safety performance data is reported on a fiscal year basis to align with emerging regulatory requirements.

We identified and corrected a discrepancy in our historic hours worked resulting in the revision of our CY21, CY22, and CY23 operations and combined injury rates from prior annual disclosures.

Communities

Micron and the Micron Foundation are steadfast supporters of the communities in which we operate

We invest in social impact through a comprehensive approach that includes philanthropy, education initiatives and volunteer resources to address community needs near our Micron sites.

STEM education and career pathways

Creating opportunities for science, technology, engineering and math (STEM) education helps build the talent pipeline for the semiconductor industry. As Micron expands to new locations and countries, we join forces with school systems, educators and other funders to make sure we are addressing the specific needs of students. As a result, we have expanded access to STEM education in innovative ways and created new partnerships to scale our impact in the coming years.

We also invest in training opportunities and tools for the educators and administrators leading these efforts to create industry-informed curriculum that equips students with the confidence, motivation and 21st century skills needed for STEM education and careers. More information is available at the Micron educator hub.

One example of how we equip educators to teach STEM and inspire the next generation of STEM talent is our investment in the Taiwan Online Learning Development Association (LIS). Through LIS, teachers who did not major in STEM fields, especially in rural areas of Taiwan, are trained to overcome challenges related to teaching STEM in elementary classrooms. Launched in 2023, the LIS empowerment program for elementary STEM teachers covers the development of digital teaching materials, implementation of online training systems and formation of local community connections for teachers to build their confidence and competency. Micron's funding is slated to support in-depth training for more than 160 teachers who reach over 6,400 students in rural areas over two years.

Our latest efforts to evolve our K-12 STEM program offerings includes providing access to STEM both inside and outside formal educational institutions. In partnership with schools, government agencies and nonprofit organizations, we are innovating the tactics and pathways for students to build a STEM identity and pursue technology education and careers of the future. This funding and collaboration make our signature programs scalable and available in more locations worldwide.

Food security

Our funding and partnerships extend beyond STEM education investments. We also work with communities to steer initiatives and programs aimed at addressing societal challenges facing many students and their families. Our investments encompass improvements in areas such as housing, food security and economic stability. Investing in social impact affirms that we are on a mission to create lasting benefits for communities and individuals.

Among the challenges in the communities where we live are gaps in nutritional meals and stable sources of food. We partner with organizations like Rise Against Hunger in Malaysia, an organization that provides volunteer-packaged meals through school feeding programs and emergency response initiatives. We not only fund this program, but our team members also packed thousands of pounds of food for distribution to low-income families.

In the U.S., we fund several organizations that approach hunger in different ways, like these in California's Silicon Valley:

- Veggielution fights food insecurity and hunger by distributing hundreds of boxes of fresh, local produce and sustainably produced foods from its six-acre community farm weekly to low-income families in East San Jose, California.
- Loaves & Fishes provides hot, nutritious prepared meals to hungry families, children, seniors, veterans, students and disabled people throughout Santa Clara and San Mateo counties. This organization combats food insecurity and increases hunger relief by serving over 24,000 meals weekly.
- Second Harvest of Silicon Valley provides nutritious food to nearly 500,000 people monthly, including families, seniors and people in need throughout Santa Clara and San Mateo counties.

"Our collective actions empower individuals, institutions and communities to ignite growth for future generations and economies. Micron's commitment to innovative philanthropy, STEM education and community engagement seeks to generate shared value by addressing social and environmental issues while also yielding economic return."

Rosita Najmi,
Global Head of Social Impact and Community Engagement and Executive Director, Micron Foundation

Climate resilience

As noted in the 2023 Micron Gives year-end summary, the Micron Foundation formed a public-private partnership via a multiyear grant funding of the Resilient Cities Network (R-Cities) Malaysia. The Penang State Government appointed chief resilience officers (CROs) — with one state-level officer and two officers across two city councils — to work with program stakeholders to identify Penang's resilience challenges. These CROs are now developing resilience strategies, which include action plans and priority projects to increase resilience. R-Cities also developed a robust learning management system to deliver e-learning modules and foster knowledge-sharing among city officials, CROs and other resilience practitioners.

Rapid response to natural disasters

We also help when disasters strike near our Micron sites, encouraging team members to make timely donations to causes that are providing aid and relief. In 2024, Hurricanes Helene and Milton hit the U.S., displacing thousands of residents from their homes and leaving them without power and critical resources. To inspire team members to give quickly, we offered a double-match campaign to team members for the first $10,000 collectively donated.

Other natural disasters we supported relief for throughout the year included flooding in Germany, India and Malaysia and earthquakes in Japan and Taiwan.

Giving and volunteerism

Micron team members embody a thriving culture of giving and volunteerism, which positively contributes to engagement and retention. In 2024, we achieved our mission to reach one million volunteer hours since 2020, with the intent to drive collective impact and encourage team members to increase their volunteering. We not only met this goal ahead of schedule, but we also beat it by accumulating over 271,000 volunteer hours in CY24. With our dollar-for-dollar company match, Micron team members donated a total of $5.3 million to qualified nonprofit organizations of their choice. Between team member volunteerism and giving, we achieved 84.1% participation, the company's highest rate to date. As a part of the ERG Gives program, Micron's 10 employee resource groups (ERGs) worked with the Micron Foundation to direct nearly $500,000 to nonprofit organizations that align with communities they care about, increasing place-based impact.

As part of our benefits package, Micron encourages team members to mobilize their volunteering and individual philanthropy. We offer each team member an annual one-to-one match of qualified donations up to $5,000. Team members can also use two days (16 hours) of paid time off each year to volunteer.

Micron's Star Light Volunteer Month is just one example that illustrates our team member-driven enthusiasm for volunteerism. It began in 2021 as a small team-member-led effort at select Asia sites and scaled into a global and institutionalized initiative, with over 17 sites participating in 2024. This year's campaign resulted in over 88,000 kg of food packed and donated, about 14,000 kg of waste and debris picked up, and more than 25,000 kg of clothing donated to local causes.

Micron uses five types of capital — financial, human, network, intellectual and reputational — to transform STEM education and career pathways, address food insecurity, develop climate resilience and respond to natural disasters. Our social impact and community engagement portfolio not only advances social and environmental outcomes, it also drives collective impact through a strong culture, benefits and programming to encourage team member volunteering and giving.

Micron Foundation giving by the numbers

$11.15M
Total giving

Giving by type

$8.09M
Grants

$2.53M
Matching gifts

$0.53M
Program-related investments

Corresponds to CY24 data

Micron Foundation engagement

84%
Team member participation

>270K
Volunteer hours

2.20M
People reached via grants

Appendix

GRI index

Statement of use Micron Technology, Inc., has reported the information cited in this Global Reporting Initiative (GRI) content index for the period of Sept. 1, 2023, through Aug. 29, 2024, with reference to the GRI Universal Standards.

GRI 1 used GRI 1: Foundation 2021

GRI	Disclosure	Location/Response
Disclosures		
GRI 2: General Disclosures 2021		
The organization and its reporting		
2-1	Organizational details	Micron Technology, Inc., Boise, Idaho, USA
2-2	Entities included in the organization's sustainability reporting	2024 10-K, Basis of presentation, p. 64
2-3	Reporting period, frequency and contact point	Frequency: Annually This report covers Micron's performance in fiscal year 2024 (Sept. 1, 2023, to Aug. 29, 2024) unless otherwise stated. In previous sustainability reporting, Micron's environmental, health and safety performance data was disclosed on a calendar year basis. Beginning with fiscal year 2024, Micron's environmental, health and safety performance data is reported on a fiscal year basis to align with emerging regulatory requirements. Contact: sustainability@micron.com
2-4	Restatements of information	Any restatements are footnoted, where applicable.
2-5	External assurance	Independent limited assurance statement is available on our website.
Activities and workers		
2-6	Activities, value chain and other business relationships	2024 10-K, Micron corporate profile, pp. 2-3 | Item 1. Business, pp. 6-15
2-7	Employees	Performance at a glance | Workforce 2024 10-K, Human capital, p. 15
Governance		
2-9	Governance structure and composition	2024 proxy statement, Director biographies, pp. 6-11 | Summary of skills and experience of director nominees, p. 14 | Board diversity matrix, p. 15 | Board structure, pp. 22-27
2-10	Nomination and selection of the highest governance body	2024 proxy statement, Director nominations and board refreshment and diversity, pp. 16-17
2-11	Chair of the highest governance body	2024 proxy statement, Board leadership structure, pp. 23-24

GRI	Disclosure	Location/Response
2-12	Role of the highest governance body in overseeing the management of impacts	2024 proxy statement, Board processes and policies, p. 28
2-13	Delegation of responsibility for managing impacts	2024 proxy statement, Sustainability, pp. 21-22
2-14	Role of the highest governance body in sustainability reporting	2024 proxy statement, Sustainability, pp. 21-22
2-15	Conflicts of interest	2024 proxy statement, Board processes and policies, p. 28 | Certain relationships and related person transactions, p. 31 Micron code of conduct, pp. 16-19
2-16	Communication of critical concerns	2024 proxy statement, Board meetings and committees, pp. 24-27 | Shareholder outreach, pp. 29-30
2-17	Collective knowledge of the highest governance body	2024 proxy statement, Sustainability, pp. 21-22 About company leadership
2-18	Evaluation of the performance of the highest governance body	2024 proxy statement, Board processes and policies, p. 28
2-19	Remuneration policies	2024 proxy statement, Executive compensation and related information, pp. 35-73
2-20	Process to determine remuneration	2024 proxy statement, Compensation-setting process and the determination of compensation levels, pp. 42-46
2-21	Annual total compensation ratio	2024 proxy statement, Chief executive officer pay ratio, p. 73
Strategy, policies and practices		
2-22	Statement on sustainable development strategy	A message from our CEO
2-23	Policy commitments	Micron code of conduct Global environmental, health and safety policy Supplier responsibility RBA code of conduct Human rights policy Micron supplier requirements standard Conflict minerals policy Modern slavery and human trafficking statement Privacy notice Micron privacy and data security principles

GRI	Disclosure	Location/Response
2-24	Embedding policy commitments	Micron code of conduct · Sustainability strategy | Ethics and integrity | Human rights | Stakeholder engagement · Responsible sourcing | Supply chain risk assessment | Human rights in our supply chain · Team members | Safety Global environmental, health and safety policy · Sustainability strategy | Human rights · Operations and environment · Responsible sourcing | Supply chain risk assessment | Human rights in our supply chain | Supplier environmental engagement · Team members | Safety RBA code of conduct · Sustainability strategy | Ethics and integrity | Human rights | Stakeholder engagement · Responsible sourcing | Supply chain risk assessment | Human rights in our supply chain Human rights policy · Sustainability strategy | Ethics and integrity | Human rights · Responsible sourcing | Human rights in our supply chain | Supply chain risk assessment | Responsible minerals Supplier responsibility, Micron supplier requirements standard, Modern slavery and human trafficking statement · Sustainability strategy | Human rights | Cybersecurity · Responsible sourcing Conflict minerals policy · Responsible sourcing | Responsible minerals Micron privacy and data security principles, privacy notice · Sustainability strategy | Ethics and integrity | Cybersecurity
2-25	Processes to remediate negative impacts	When potential issues implicating violations of our code of conduct are shared via our helpline or other channels, such as reporting directly to a supervisor, our ethics and compliance and employee relations teams follow a documented investigation process and, when possible and appropriate, remediate negative impacts. When issues are reported involving our suppliers, our ethics and compliance team works with our global supply chain team to investigate and complete corrective actions to address identified issues. The investigation and remediation of other negative impacts beyond these two scenarios are considered by our cross-functional investigations team made up of members of our ethics and compliance, employee relations, cybersecurity and litigation teams. Sustainability strategy | Ethics and integrity Micron code of conduct Supplier responsibility Micron supplier requirements standard

GRI	Disclosure	Location/Response
2-26	Mechanisms for seeking advice and raising concerns	Sustainability strategy | Ethics and integrity Compliance helpline Email: compliance_ethics@micron.com
2-27	Compliance with laws and regulations	In FY24, at our front-end and assembly and test sites, Micron received no significant health or safety fines (greater than $25,000) and one notice of violation, as well as no significant environmental fines (greater than $25,000) and one notice of violation. GRI 206-1 2024 10-K, Contingencies, pp. 75-77
2-28	Membership associations	Specific charters and principles are covered in the relevant section of the sustainability report by topic.
2-29	Approach to stakeholder engagement	Sustainability strategy | Stakeholder engagement
2-30	Collective bargaining agreements	In FY24, 9.7% of Micron's team members were covered by collective bargaining agreements.
GRI 3: Material Topics 2021		
3-1	Process to determine material topics	Sustainability strategy | Topic prioritization
3-2	List of material topics	Sustainability strategy | Topic prioritization
GRI 205: Anti-Corruption 2016		
3-3	Management of material topic	Sustainability strategy | Ethics and integrity Micron code of conduct, pp. 28-29 Supplier responsibility Micron supplier requirements standard, pp. 2-3
205-1	Operations assessed for risks related to corruption	A critical component of Micron's compliance program is appropriate identification and assessment of corruption risk. The ethics and compliance team works closely with the internal audit team to identify which ethics and compliance considerations to include in the annual audit plan. The ethics and compliance team also performs a global annual risk assessment, which covers in-person and desktop risk assessment procedures. Additionally, Micron participates in the RBA's VAP. Each Micron manufacturing site undergoes an audit through the RBA VAP every two years. The VAP includes detailed expectations for ethics and compliance practices, including risks related to corruption.

GRI	Disclosure	Location/Response
205-2	Communication and training about anti-corruption policies and procedures	Communication and trainings are delivered via: · Training modules covering global anti-corruption · Intranet posts called Integrity Alerts covering key corruption risk topics · Compliance Week activities delivering in-person “tone at the top” trainings to managers and senior executives Sustainability strategy | Ethics and integrity Micron code of conduct, pp. 28-29 Supplier responsibility Micron supplier requirements standard, pp. 2-3
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 concerns of corruption and, if substantiated, issue corrective actions.
GRI 206: Anti-Competitive Behavior 2016		
3-3	Management of material topic	Sustainability strategy | Ethics and integrity Micron code of conduct, pp. 22-25
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	In FY24, Micron paid a nonmaterial amount to settle a UK follow-on action to a 2010 European Commission decision regarding anti-competitive behavior occurring between 1998 and 2002. 2024 10-K, Contingencies, pp. 75-77
GRI 207: Tax 2019		
3-3	Management of material topic	Sustainability strategy | Tax policy 2024 10-K, Government regulations, p. 17 | Risks related to laws and regulations, pp. 37-39 | Consolidated results, pp. 48, 51 | Critical accounting estimates, pp. 54-56 | Income taxes, pp. 84-87
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

GRI	Disclosure	Location/Response
GRI 302: Energy 2016		
3-3	Management of material topic	Products and innovation | Energy efficiency Operations and environment | Goals and aspirations | Greenhouse gas emissions and energy ISO 14001:2015 environmental management system ISO 50001:2018 energy management system 2024 CDP corporate questionnaire
302-1	Energy consumption within the organization	Operations and environment | Greenhouse gas emissions and energy Performance at a glance | Energy 2024 CDP corporate questionnaire, section C7.30.1
302-2	Energy consumption outside of the organization	2024 CDP corporate questionnaire, section C7.30.1
302-4	Reduction of energy consumption	Operations and environment | Greenhouse gas emissions and energy Performance at a glance | Energy
302-5	Reductions in energy requirements of products and services	Products and innovation | Energy efficiency
GRI 303: Water and Effluents 2018		
3-3	Management of material topic	Operations and environment | Goals and aspirations | Water ISO 14001:2015 environmental management system 2024 CDP corporate questionnaire, section C9
303-1	Interactions with water as a shared resource	Operations and environment | Water 2024 CDP corporate questionnaire, section C9
303-2	Management of water discharge-related impacts	Operations and environment | Water 2024 CDP corporate questionnaire, section C9
303-3	Water withdrawal	Performance at a glance | Water management 2024 CDP corporate questionnaire, section C9
303-4	Water discharge	Performance at a glance | Water management 2024 CDP corporate questionnaire, section C9
303-5	Water consumption	Performance at a glance | Water management 2024 CDP corporate questionnaire, section C9

GRI	Disclosure	Location/Response
GRI 304: Biodiversity 2016		
3-3	Management of material topic	Operations and environment
GRI 305: Emissions 2016		
3-3	Management of material topic	Operations and environment | Goals and aspirations | Greenhouse gas emissions and energy ISO 14001:2015 environmental management system 2024 CDP corporate questionnaire
305-1	Direct (scope 1) GHG emissions	Performance at a glance | Greenhouse gas (GHG) emissions 2024 CDP corporate questionnaire, section C7
305-2	Energy indirect (scope 2) GHG emissions	Performance at a glance | Greenhouse gas (GHG) emissions 2024 CDP corporate questionnaire, section C7
305-3	Other indirect (scope 3) GHG emissions	2024 CDP corporate questionnaire, section C7
305-4	GHG emissions intensity	In FY24, we achieved a 60% reduction in greenhouse gas emissions per unit of production compared to the CY18 baseline. The CY18 baseline has been revised from prior annual disclosures to reflect the divestiture of Lehi, Utah, operations. 2024 CDP corporate questionnaire, section C7
305-5	Reduction of GHG emissions	Operations and environment | Greenhouse gas emissions and energy Performance at a glance | Greenhouse gas (GHG) emissions 2024 CDP corporate questionnaire, section C7
GRI 306: Waste 2020		
3-3	Management of material topic	Operations and environment | Goals and aspirations | Chemical management | Waste management ISO 14001:2015 environmental management system
306-1	Waste generation and significant waste-related impacts	Operations and environment | Chemical management | Waste management
306-2	Management of significant waste-related impacts	Operations and environment | Chemical management | Waste management
306-3	Waste generated	Performance at a glance | Waste management
306-4	Waste diverted from disposal	Performance at a glance | Waste management
306-5	Waste directed to disposal	Performance at a glance | Waste management

GRI	Disclosure	Location/Response
GRI 308: Supplier Environmental Assessment 2016		
3-3	Management of material topic	Responsible sourcing | Supplier environmental engagement Micron code of conduct Global environmental, health and safety policy Supplier responsibility Micron supplier requirements standard RBA code of conduct
308-1	New suppliers that were screened using environmental criteria	In FY24, 100% of all 1,109 new suppliers were screened for environmental criteria during our onboarding process.
308-2	Negative environmental impacts in the supply chain and actions taken	Of the suppliers assessed in FY24, none were identified as having environmental-related findings that required improvement plans. Nor were any suppliers found to meet criteria for termination as a result of noncompliance with environmental issues.
GRI 401: Employment 2016		
3-3	Management of material topic	Team members Micron code of conduct, pp. 5-8 Equal employment opportunity RBA code of conduct Human rights policy
401-1	New employee hires and employee turnover	Team members | Recruitment and development Performance at a glance | Turnover
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Team members | Wellbeing and rewards U.S. benefits handbook U.S. compensation and benefits Micron's candidate webpage
401-3	Parental leave	Team members | Wellbeing and rewards
GRI 402: Labor/Management Relations 2016		
3-3	Management of material topic	Team members
402-1	Minimum notice periods regarding operational changes	Micron recognizes the benefits of providing adequate notice to team members affected by operational change. We comply with applicable laws and regulations regarding adequate notice of significant operational changes.

GRI	Disclosure	Location/Response
GRI 403: Occupational Health and Safety 2018		
3-3	Management of material topic	Team members | Safety Global environmental, health and safety policy ISO 45001:2018 occupational health and safety management system CNS 45001:2018 Taiwan occupational health and safety management system
403-1	Occupational health and safety management system	Team members | Safety ISO 45001:2018 occupational health and safety management system CNS 45001:2018 Taiwan occupational health and safety management system
403-2	Hazard identification, risk assessment, and incident investigation	Team members | Safety
403-3	Occupational health services	Team members | Safety
403-4	Worker participation, consultation, and communication on occupational health and safety	Team members | Safety
403-5	Worker training on occupational health and safety	As of September 2024, 99.8% of team members had completed at least one form of occupational health and safety training. Over 475,000 health and safety training hours were logged in FY24. Team members | Safety
403-6	Promotion of worker health	Team members | Safety
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Team members | Safety
403-8	Workers covered by an occupational health and safety management system	Management systems at all Micron manufacturing sites cover 100% of team members and nonemployee workers. Approximately 84% of Micron team members were assigned to manufacturing locations in FY24.
403-9	Work-related injuries	Performance at a glance | Health and safety
GRI 404: Training and Education 2016		
3-3	Management of material topic	Team members | Recruitment and development
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 team members affected by a reduction in workforce. Transitional assistance includes career guidance, résumé writing and access to career opportunities, both regionally and globally.
404-3	Percentage of employees receiving regular performance and career development reviews	In FY24, 100% of eligible team members received a performance review. Eligible team members were those with at least three months of performance in the fiscal year, not including contractors, union workers or fixed-term employees. Team members | Recruitment and development

GRI	Disclosure	Location/Response
GRI 405: Diversity and Equal Opportunity 2016		
3-3	Management of material topic	Team members | Global culture Equal employment opportunity 2024 10-K, Human capital, pp. 15-16 2024 proxy statement, Human capital and culture, pp. 20-21
405-1	Diversity of governance bodies and employees	Performance at a glance | Global workforce 2024 10-K, Diversity, equity and inclusion, pp. 15-16 2024 proxy statement, Board diversity, p. 15
405-2	Ratio of basic salary and remuneration of women to men	We have a regular review of pay globally, including base pay and stock awards, to drive fair compensation. In 2024, we maintained fair compensation globally across base pay, bonus and stock grants. Team members | Global culture 2024 10-K, Diversity, equity and inclusion, pp. 15-16
GRI 406: Non-Discrimination 2016		
3-3	Management of material topic	Team members | Global culture Micron code of conduct, pp. 5-6
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 the people organization, compliance or other channels are fully investigated and documented, and appropriate actions are taken.
GRI 407: Freedom of Association and Collective Bargaining 2016		
3-3	Management of material topic	Responsible sourcing | Human rights in our supply chain Micron code of conduct, pp. 7-8 Human rights policy
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 operations and in our supply chain, including freedom of association. Responsible sourcing | Human rights in our supply chain Micron code of conduct, pp. 7-8 Human rights policy Micron supplier requirements standard, p. 3

GRI	Disclosure	Location/Response
GRI 408: Child Labor 2016		
3-3	Management of material topic	Sustainability strategy | Ethics and integrity Responsible sourcing | Human rights in our supply chain Micron code of conduct, pp. 7-8 Human rights policy RBA code of conduct Supplier responsibility Micron supplier requirements standard Modern slavery and human trafficking statement
408-1	Operations and suppliers at significant risk for incidents of child labor	The Micron code of conduct and Human rights policy explicitly prohibit child labor or the exploitation of children, and our Modern slavery and human trafficking statement notes locations assessed to have higher risk of such human rights concerns. In addition, our suppliers are expected to follow RBA standards on labor, health, safety, the environment, ethics and management systems, regardless of local law or custom. Responsible sourcing | Human rights in our supply chain
GRI 409: Forced or Compulsory Labor 2016		
3-3	Management of material topic	Sustainability strategy | Ethics and integrity Responsible sourcing | Human rights in our supply chain Micron code of conduct, pp. 7-8 Human rights policy RBA code of conduct Supplier responsibility Micron supplier requirements standard Modern slavery and human trafficking statement
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	As stated in the Micron code of conduct 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 Modern slavery and human trafficking statement, which notes locations assessed to have higher risk of such concerns. In addition, our suppliers are expected to follow RBA standards on labor, health, safety, the environment, ethics and management systems, regardless of local law or custom. Responsible sourcing | Human rights in our supply chain

GRI	Disclosure	Location/Response
GRI 413: Local Communities 2016		
3-3	Management of material topic	Sustainability strategy | Stakeholder engagement Communities
413-1	Operations with local community engagement, impact assessments, and development programs	Sustainability strategy | Stakeholder engagement Communities
GRI 414: Supplier Social Assessment 2016		
3-3	Management of material topic	Responsible sourcing | Supply chain risk assessment Micron code of conduct, pp. 7-8, 21-22 Human rights policy
414-1	New suppliers that were screened using social criteria	In FY24, 100% of all 1,109 new suppliers were screened for safety and labor management criteria during our onboarding process.
414-2	Negative social impacts in the supply chain and actions taken	Of the suppliers assessed in FY24, 235 suppliers — or 2.5%— were identified to have labor-related findings, and of these, the majority have committed to action plans. During the onboarding process, 2 suppliers were rejected because of noncompliance with our social policies.
GRI 415: Public Policy 2016		
3-3	Management of material topic	Micron engages in the political process to champion issues aligned with our business values and public policy objectives. We achieve this through education and advocacy, relationships with government officials, political engagement, membership in industry organizations and trade associations, and our employee political action committee. At all times, Micron engages in such activities in accordance with political laws, including those related to lobbying, gifts, conflicts of interest and political spending. Political engagement principles, governance & transparency Global affairs and public policy: Policy positions
415-1	Political contributions	Lobbying disclosures Political giving disclosures
GRI 416: Customer Health and Safety 2016		
3-3	Management of material topic	Operations and environment | Chemical management
416-1	Assessment of the health and safety impacts of product and service categories	Micron assesses the health and safety impacts and potential for improvement of all product categories. Operations and environment | Chemical management
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	2024 10-K, Contingencies, pp. 75-77

GRI	Disclosure	Location/Response
GRI 417: Marketing and Labeling 2016		
3-3	Management of material topic	Sustainability strategy | Ethics and integrity Micron code of conduct, p. 25 2024 10-K, Marketing and customers, pp. 10-11
417-1	Requirements for product and service information and labeling	Ethics and integrity guide Micron to embed environmental and regulatory compliance into the product design process, aligning our products to requirements in several different jurisdictions. Suppliers are required to comply with Micron's environmental product compliance specifications, which contain a list of banned and restricted substances. Solid-state drive products bear multiple safety/emissions/substance marks, such as CE-EU EMI/RoHS, FCC — US EMI, VCCI — Japan EMI, BSMI — Taiwan EMI/RoHS, ICES — Canada EMI, RCM — AUS/NZ EMI, KC — Korea EMI, Morocco — EMI, UKCA — UK EMI/RoHS, Ukraine — EMI/RoHS/Safety, UL — US/Canada Safety, TUV — Germany Safety, India — Safety (portable SSDs), China RoHS. Halogen-free text may be included where applicable. Where the WEEE symbol is displayed, WEEE obligations apply to the company placing the product on the EU market. Module product labels bear the UKCA — UK EMI RoHS and CE-EU EMI/RoHS mark. RoHS and low-halogen compliance are documented within the part number.
417-2	Incidents of non-compliance concerning product and service information and labeling	2024 10-K, Contingencies, pp. 75-77
417-3	Incidents of non-compliance concerning marketing communications	2024 10-K, Contingencies, pp. 75-77
GRI 418: Customer Privacy 2016		
3-3	Management of material topic	Products and innovation | Product security Privacy notice Micron privacy and data security principles
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	In FY24, Micron had no breaches of customer personal data and received no substantiated complaints from customers, outside data processors or regulatory bodies concerning breaches of customer personal data. 2024 10-K, Contingencies, pp. 75-77

SASB index

The Sustainability Accounting Standards Board (SASB) Standards guide the disclosure of sustainability information by companies to their investors. The SASB Standards were consolidated into and are under the oversight of the International Sustainability Standards Board, established by the IFRS Foundation in 2022. The table below indicates where relevant disclosures can be found that align with the most up-to-date SASB Semiconductors Standard Version 2023-12.

Topic	Accounting metric	Code	Disclosure	Location of disclosure and related context
Greenhouse gas emissions	1. Gross global scope 1 emissions 2. Amount of total emissions from perfluorinated compounds	TC-SC-110a.1	1. FY24 gross global scope 1 emissions: 2,574,449 MTCO2-e 2. FY24 emissions from perfluorinated compounds: 1,646,804 MTCO2-e	Operations and environment | Greenhouse gas emissions and energy Performance at a glance | Greenhouse gas (GHG) emissions 2024 CDP corporate questionnaire, sections C7.22, C7.53.1
	Discussion of long-term and short-term strategy or plan to manage scope 1 emissions, emission-reduction targets, and an analysis of performance against those targets	TC-SC-110a.2	We discuss our goals, aspirations, tactics and challenges in our Operations and environment chapter and throughout the CDP corporate questionnaire. We set a 42% absolute reduction in scope 1 emissions by CY30 from a CY20 baseline. In FY24, we saw a 16% decrease in absolute scope 1 emissions compared to CY20.	Operations and environment | Goals and aspirations | Greenhouse gas emissions and energy 2024 CDP corporate questionnaire, section C7
Energy management in manufacturing	1. Total energy consumed 2. Percentage grid electricity 3. Percentage renewable energy	TC-SC-130a.1	1. FY24 total energy consumed: 11,792,797 MWh 2. FY24 percentage grid electricity: 78% 3. FY24 percentage renewable energy: 7%	Operations and environment | Greenhouse gas emissions and energy Performance at a glance | Energy 2024 CDP corporate questionnaire, section C7.30
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	1. FY24 total water withdrawn: 58,182 thousand cubic meters 2. FY24 total water consumed: 14,628 thousand cubic meters Our water risk assessment, completed using the World Resources Institute's Aqueduct tool, noted that 17% of Micron's total water withdrawals come from areas of high water stress — specifically our facilities in Xi'an, China, Boise, Idaho,[1] and Manassas, Virginia. Still, many of our locations face potential water stress, and we recognize the importance of being a good partner in managing local water resources.	Operations and environment | Goals and aspirations | Water Performance at a glance | Water management 2024 CDP corporate questionnaire, section C9
Waste management	1. Amount of hazardous waste from manufacturing 2. Percentage recycled	TC-SC-150a.1	1. FY24 hazardous waste: 141,059 metric tons 2. FY24 waste reuse, recycle and recovery rate (including energy recovery): 95%	Operations and environment | Waste management Performance at a glance | Waste management

[1] Revisions to the WRI Aqueduct Water Risk Atlas in late 2023 reclassified Boise, Idaho, as a location of extremely high water stress and Manassas, Virginia, as high water stress

Topic	Accounting metric	Code	Disclosure	Location of disclosure and related context
Workforce health & safety	Description of efforts to assess, monitor, and reduce exposure of workforce to human health hazards	TC-SC-320a.1	Micron's manufacturing locations are certified according to ISO 45001:2018 safety and occupational health management systems, which sets the foundation for an effective and auditable safety program. The Safety section discusses our health and safety efforts.	Team members | Safety Performance at a glance | Health and safety 2024 10-K, Health, safety and wellbeing, p. 16
	Total amount of monetary losses as a result of legal proceedings associated with employee health and safety violations	TC-SC-320a.2	In FY24, Micron was notified of one health and safety violation with $300 of resulting fines.	Team members | Safety Performance at a glance | Health and safety
Recruiting & managing a global & skilled workforce	Percentage of employees that are (1) foreign nationals and (2) located offshore	TC-SC-330a.1	1. FY24 foreign nationals: 5% 2. FY24 located offshore: 81% Micron's global business model provides opportunities for team members to complete assignments in different countries. Micron is committed to protecting workers per the Micron code of conduct. Our code has 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 such as 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 team members' original identity or immigration 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 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. We report extensively on our efforts in these areas in our sustainability report and elsewhere.	Team members | Recruitment and development | Global culture Performance at a glance | Workforce | Global workforce | Turnover | Professional development 2024 10-K, Human capital, pp. 15-16

Topic	Accounting metric	Code	Disclosure	Location of disclosure and related context
Product lifecycle management	Percentage of products by revenue that contain IEC 62474 declarable substances	TC-SC-410a.1	We do not believe a single percentage by revenue is an effective measure of performance and do not use this specific metric as a key performance indicator. Our approach to declarable substances contained in products can be found in the Chemical management section of this report.	Operations and environment | Chemical management
	Processor energy efficiency at a system-level for: (1) servers, (2) desktops, and (3) laptops	TC-SC-410a.2	This specific disclosure is not a relevant metric for Micron given the breadth of the company's product portfolio and manufacture of memory and storage (rather than processors). Micron recognizes the importance of product energy efficiency. Our approach to product energy efficiency is discussed in the Energy efficiency section of this report.	Products and innovation | Energy efficiency 2024 10-K, Products by business unit and market, pp. 8-10
Materials sourcing	Description of the management of risks associated with the use of critical materials	TC-SC-440a.1	Constrained supply of rare earth elements, minerals and metals may restrict our ability to manufacture certain products. With this possibility 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. The Responsible minerals section of our report and other Micron documents provide additional detail about our materials sourcing management approach.	Responsible sourcing | Responsible minerals 2024 10-K, Resources, pp. 13-14 | Trade regulations, p. 17 | Risks related to our business, operations and industry, pp. 27-29 | Risks related to laws and regulations, pp. 37-39 Conflict minerals report Conflict minerals policy Supplier responsibility Micron supplier requirements standard, Conflict minerals policy and requirements, pp. 3-4 | Sub-tier supplier management, pp. 15-16
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	In FY24, Micron paid a nonmaterial amount to settle a UK follow-on action to a 2010 European Commission decision regarding anti-competitive behavior occurring between 1998 and 2002.	GRI 206-1 2024 10-K, Antitrust matters, p. 76

TCFD index

The Task Force on Climate-Related Financial Disclosures (TCFD) developed a set of recommended disclosures that companies can use to better inform stakeholders of their climate-related financial risks. The table below includes Micron's summary responses to the TCFD recommendations as well as references to documents with additional information.

Disclosure focus areas	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 sustainability issues, including climate change, to be an integral part of its business oversight and our corporate strategy, and it monitors the development and integration of this strategy, regularly reviewing performance. Sustainability issues, including climate change, are reviewed by a cross-functional sustainability council made up of Micron senior leaders who represent a range of functions. Micron has also deployed an environmental sustainability operations team focused on managing our scope 1 and 2 emissions among other environmental issues, as well as a scope 3 management group.	Sustainability strategy | Sustainability governance | Operations and environment 2024 proxy statement, Risk oversight, assessment and mitigation, pp. 18-20 | Sustainability, pp. 21-22 | Components of our executive compensation program, pp. 46-58 Governance and sustainability committee charter, sections 1.05 and 4.12 2024 CDP corporate questionnaire, sections C4
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	Climate change may pose physical risks to our manufacturing facilities or our suppliers' facilities, and we are subject to a variety of laws, regulations and industry standards, including those with respect to climate change, that may have a material adverse effect on our business. New considerations related to climate change and the potential resulting environmental impact may result in new laws, regulations or industry standards that may affect us, our suppliers and our customers.	Sustainability strategy | Opportunity and risk Products and innovation | Energy efficiency Operations and environment 2024 10-K, Supply chain, materials, and third-party service providers, pp. 13-14 | Environmental compliance, p. 17 | Trade regulations, p. 17 | Item 1A risk factors, pp. 28-29, 34, 38-39 2024 CDP corporate questionnaire, sections C5

Disclosure focus areas	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 enterprise risk management program to clearly identify risk management roles and responsibilities, bring together senior management to discuss risk, promote visibility and constructive dialogue, and facilitate risk response and mitigation strategies, including those with regard to climate risks.	Sustainability strategy | Opportunity and risk | Topic prioritization Operations and environment Responsible sourcing 2024 Proxy statement, Risk assessment and mitigation, pp. 18-20 2024 CDP corporate questionnaire, sections C2, C4
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 toward achieving our environmental targets, including reduction of emissions intensity, scope 1 and 2 emissions, overall energy consumption, renewable electricity use, and supplier performance in support of sustainability targets.	Products and innovation | Energy efficiency Operations and environment | Goals and aspirations | Greenhouse gas emissions and energy Responsible sourcing | Supplier environmental engagement 2024 CDP corporate questionnaire, sections C7

Performance at a glance

Environment

Energy[1,2]

Metric	Unit[3]	CY21[4]	CY22	CY23	FY24[5]
Energy consumption					
Purchased nonrenewable electricity	MWh	7,540,309	8,342,669	8,391,233	8,384,845
Purchased renewable electricity	MWh	556	200,141	393,561	783,604
Renewable electricity generated on-site	MWh	86	223	245	270
Purchased steam	MWh	88,731	87,345	78,386	79,669
Purchased cooling	MWh	113,317	108,524	108,249	107,832
Fuel	MWh	2,277,126	2,401,140	2,417,187	2,436,577
Total energy consumption	MWh	10,020,124	11,140,042	11,388,860	11,792,797
Grid electricity consumed	%	75%	77%	77%	78%
Renewable electricity consumed	%	0%	2%	4%	9%

[1] Information is collected and reported to CDP annually.

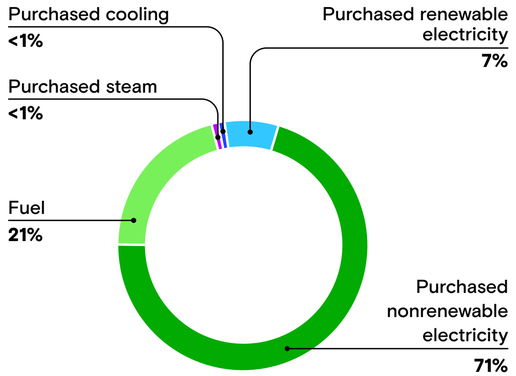
[2] Data assumptions and calculations are consistent with the Greenhouse Gas Protocol and IPCC Guidelines for National Greenhouse Gas Inventories, 2019 Refinement.

[3] Energy consumption is in megawatt hours (MWh)

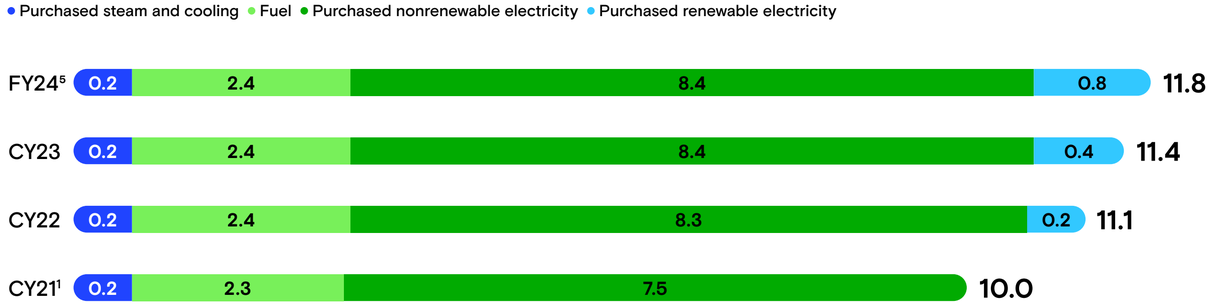
[4] Energy data is revised from prior annual disclosures to reflect the divestiture of Lehi, Utah, operations.

[5] Beginning with fiscal year 2024, Micron's environmental, health and safety performance data is reported on a fiscal year basis to align with emerging regulatory requirements.

Energy breakdown by source



Energy consumption[6,7]



[6] Energy consumption in millions of megawatt hours (M MWh)

[7] Renewable electricity purchased and generated prior to CY22 is not shown.

Greenhouse gas (GHG) emissions[1,5,6]

	Unit[2]	CY21[3,4]	CY22[4]	CY23[5]	FY24[5,6]
Scope 1 (operations) – by geography					
Singapore	$MTCO_2$-e	1,532,652	1,791,764	1,428,473	1,405,863
Japan	$MTCO_2$-e	999,019	844,172	607,951	554,023
United States	$MTCO_2$-e	334,561	322,848	252,670	210,333
Taiwan	$MTCO_2$-e	418,223	460,513	382,928	386,899
Mainland China	$MTCO_2$-e	54,324	49,621	13,589	4,925
Malaysia	$MTCO_2$-e	1,226	9,532	12,961	12,407
Scope 1 (operations) – by source					
Process GHGs	$MTCO_2$-e	2,414,421	2,557,642	1,871,474	1,806,807
Heat transfer fluid	$MTCO_2$-e	431,284	405,177	313,578	251,489
Fuel combustion	$MTCO_2$-e	461,917	486,830	489,962	493,921
Refrigerant	$MTCO_2$-e	24,293	20,853	15,837	14,984
Solvent combustion	$MTCO_2$-e	7,700	7,419	7,331	6,836
Mobile sources	$MTCO_2$-e	389	528	391	412
GHG emissions					
Emissions from operations (scope 1)	$MTCO_2$-e	3,340,004	3,478,449	2,698,572	2,574,449
Decrease in operations emissions (scope 1)[7]	%	-10%	-14%	11%	16%
Emissions from purchased energy (scope 2, market-based)	$MTCO_2$-e	3,807,204	4,132,206	4,138,062	4,002,529
Total GHG	$MTCO_2$-e	7,147,209	7,610,655	6,836,634	6,576,978

[1] Information is collected and reported to CDP annually.

[2] Emissions in metric ton CO2-equivalents.

[3] GHG data is revised from prior annual disclosures to reflect the divestiture of Lehi, Utah, operations.

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

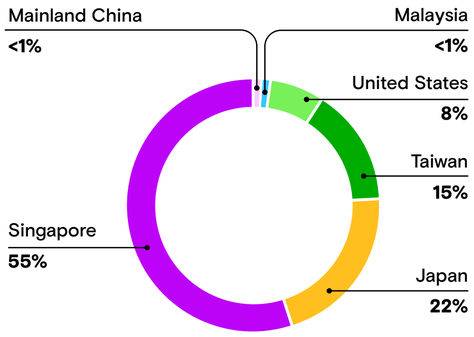
[5] Data assumptions and calculations are consistent with the Greenhouse Gas Protocol and IPCC Guidelines for National Greenhouse Gas Inventories, 2019 Refinement.

[6] Beginning with fiscal year 2024, Micron's environmental, health and safety performance data is reported on a fiscal year basis to align with emerging regulatory requirements.

[7] Decrease in absolute scope 1 emissions is compared to CY20 baseline (3,047,919 MTCO2-e). Emissions increased until CY22 and began decreasing in CY23.

Emissions from operations (scope 1)

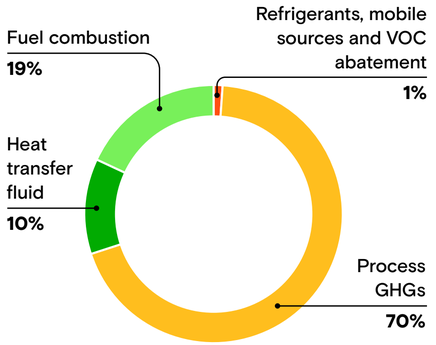
By geography



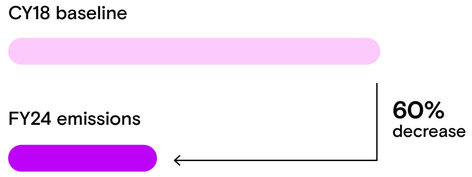
Percentages may not total 100 due to rounding.

Emissions from operations (scope 1)

By source

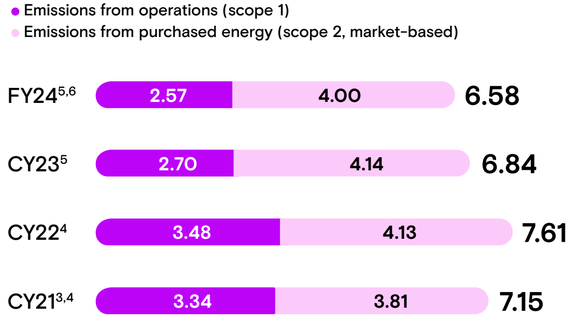


Scope 1 and 2 emissions per unit production decrease from CY18 baseline



Total GHG emissions from operations and purchased energy

Emissions in million metric ton CO_2-equivalents



Water management

	Unit[1]	CY21[2]	CY22	CY23	FY24[3]
Water withdrawal by source					
Surface water	Thousand m^3	994	1,395	1,352	1,024
Groundwater	Thousand m^3	4,311	4,574	4,292	4,318
Municipal water	Thousand m^3	48,306	52,355	50,488	52,834
Rainwater	Thousand m^3	8	12	6	5
Total volume of water withdrawn	Thousand m^3	53,620	58,336	56,138	58,182
From regions with high or extremely high baseline water stress[4]	%	1%	1%	18%	17%
Water reuse, recycle and restoration					
Water reuse and recycle	Thousand m^3	62,044	71,501	72,983	74,883
Water restoration	Thousand m^3	–	12,889	11,861	12,319
Water reuse, recycle and restoration	Thousand m^3	62,044	84,390	84,844	87,202
Total water reuse, recycle and restoration rate	%	54%	65%	66%	66%
Water discharge by destination					
Surface water	Thousand m^3	5,626	5,365	5,019	5,180
Third-party POTW[5]	Thousand m^3	35,182	38,382	36,800	38,374
Total discharge	Thousand m^3	40,808	43,747	41,819	43,554
Water consumption					
Total water consumption	Thousand m^3	12,811	14,590	14,319	14,628

[1] m^3: cubic meters

[2] Water data is revised from prior annual disclosures to reflect the divestiture of Lehi, Utah, operations.

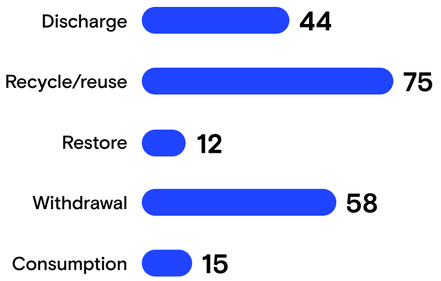
[3] Beginning with fiscal year 2024, Micron's environmental, health and safety performance data is reported on a fiscal year basis to align with emerging regulatory requirements.

[4] Revisions to the WRI Aqueduct water risk atlas in late 2023 reclassified Boise, Idaho, as a location of extremely high water stress and Manassas, Virginia, as high water stress.

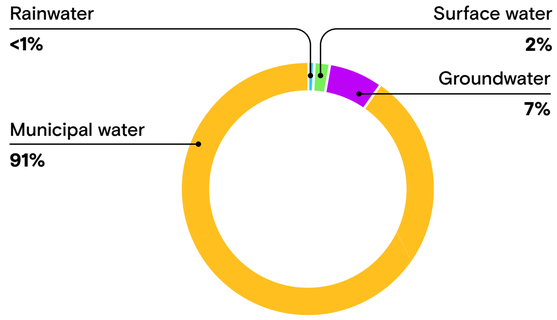
[5] POTW: Publicly owned treatment works

Water mass balance

Water volume in million m^3



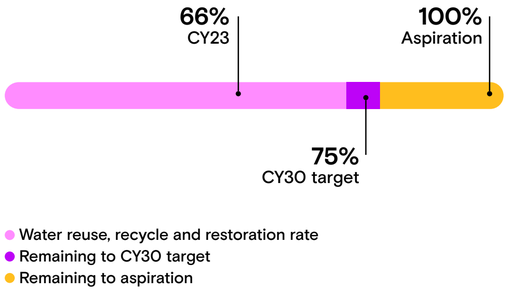
Water withdrawal by source



Percentages may not total 100 due to rounding.

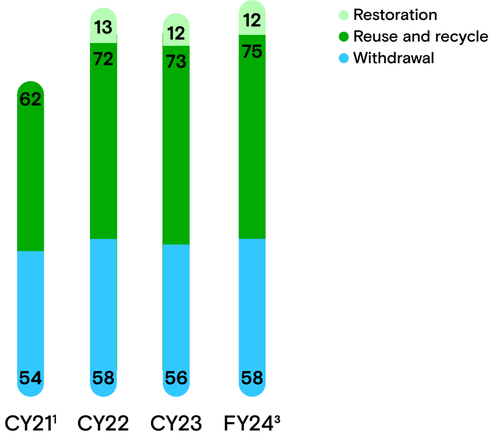
Water progress toward target

Water conservation through reuse, recycling and restoration



Water use and recycle

Water volume in million m^3



Waste management

	Unit	CY21[1]	CY22	CY23	FY24[2]
Waste generated					
Hazardous waste	Metric ton	149,848	150,286	131,201	141,059
Nonhazardous waste	Metric ton	73,628	83,426	64,363	91,802
Total waste	Metric ton	223,477	233,712	195,564	232,861
Waste diverted[3]					
Hazardous waste diverted	Metric ton	119,753	117,799	99,445	105,443
Nonhazardous waste diverted	Metric ton	53,261	67,308	52,920	80,742
Total waste diverted	Metric ton	173,013	185,106	152,365	186,185
Waste directed to disposal[4]					
Hazardous waste disposed	Metric ton	30,095	32,488	31,756	35,616
Nonhazardous waste disposed	Metric ton	20,368	16,118	11,443	11,060
Total waste disposed	Metric ton	50,463	48,606	43,199	46,676
Waste reuse/recycle/recovery rate[5]	%	90%	93%	94%	95%

[1] Waste data is revised from prior annual disclosures to reflect the divestiture of Lehi, Utah, operations.

[2] Beginning with fiscal year 2024, Micron's environmental, health and safety performance data is reported on a fiscal year basis to align with emerging regulatory requirements.

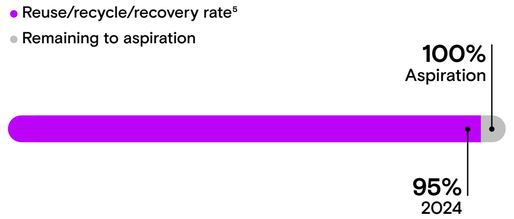
[3] Waste diverted excludes energy recovery.

[4] Waste directed to disposal includes energy recovery, incineration, landfill and other treatment.

[5] Waste reuse/recycle/recovery percentage includes energy recovery.

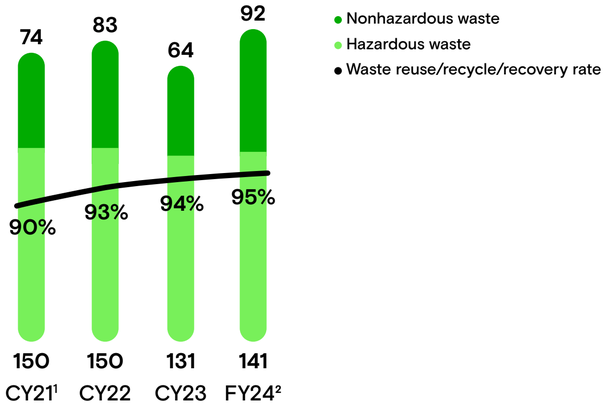
Waste progress toward target

Reuse, recycling and recovery

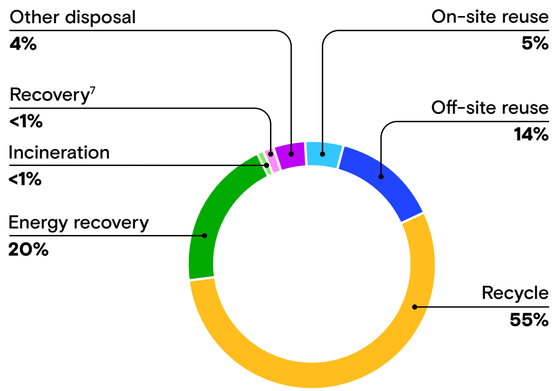


Total waste

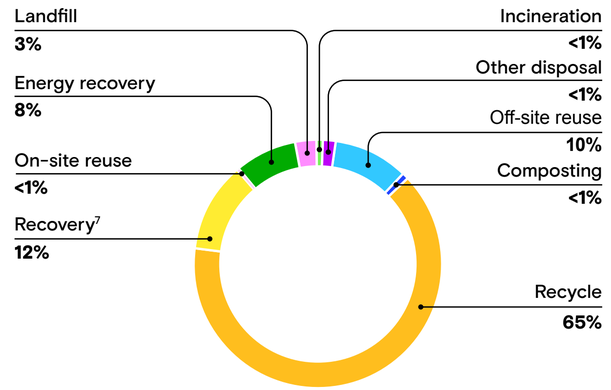
Total waste in thousands of metric tons



Hazardous waste breakdown[6]



Nonhazardous waste breakdown[6]



[6] Percentages may not total 100 due to rounding.
[7] Recovery excludes energy recovery.

Team members

Workforce

Global workforce

	FY21	FY22	FY23	FY24
Global headcount	43,000	48,000	43,000	48,000
By region				
Europe	2%	2%	2%	2%
Americas	24%	21%	20%	19%
Asia	74%	78%	78%	79%

Gender representation

	FY21		FY22		FY23		FY24	
	Female	Male	Female	Male	Female	Male	Female	Male
Board of directors	50%	50%	50%	50%	50%	50%	44%	56%
By roles								
Management and executives	17%	83%	18%	82%	14%	86%	14%	86%
Technical and engineering	23%	77%	24%	76%	25%	75%	25%	75%
Nontechnical	56%	44%	55%	46%	54%	46%	51%	49%
Global team members								
Total headcount by gender	30%	70%	31%	69%	31%	69%	31%	69%

Percentages may not total 100 due to rounding.

Race and ethnicity

Board of directors	FY21	FY22	FY23	FY24
Black	13%	13%	13%	13%
Hispanic/Latino	0%	0%	0%	0%
Asian	13%	13%	13%	13%
2 or more races	0%	0%	0%	0%
Other underrepresented races/ethnicities	0%	0%	0%	0%
White	75%	75%	75%	75%

US race and ethnicity

US overall	FY21	FY22	FY23	FY24
Black	3%	4%	4%	4%
Hispanic/Latino	4%	5%	4%	5%
Asian	23%	27%	28%	29%
2 or more races	2%	2%	2%	2%
Other underrepresented races/ethnicities	1%	1%	1%	1%
White	63%	57%	56%	53%
Unknown	4%	5%	6%	7%

US race/ethnicity by group[1]

Overall

	White	Asian	Black	Hispanic/Latino
FY24	**54%**	**29%**	**4%**	**5%**
FY23	56%	28%	4%	4%
FY22	57%	27%	4%	5%

	Other[2]	2+ races	Unknown
FY24	**1%**	**2%**	**7%**
FY23	1%	2%	6%
FY22	1%	2%	5%

Leaders

	White	Asian	Black	Hispanic/Latino
FY24	**59%**	**27%**	**3%**	**4%**
FY23	59%	27%	2%	3%
FY22	62%	26%	2%	3%

	Other[2]	2+ races	Unknown
FY24	**1%**	**1%**	**7%**
FY23	1%	2%	6%
FY22	1%	2%	5%

Vice presidents

	White	Asian	Black	Hispanic/Latino
FY24	**53%**	**36%**	**2%**	**2%**
FY23	56%	34%	2%	2%
FY22	57%	33%	2%	1%

	Other[2]	2+ races	Unknown
FY24	**0%**	**2%**	**4%**
FY23	0%	2%	3%
FY22	0%	3%	4%

Technical

	White	Asian	Black	Hispanic/Latino
FY24	**52%**	**30%**	**3%**	**5%**
FY23	55%	29%	3%	4%
FY22	56%	28%	4%	5%

	Other[2]	2+ races	Unknown
FY24	**1%**	**2%**	**7%**
FY23	1%	2%	6%
FY22	1%	2%	5%

Senior leaders

	White	Asian	Black	Hispanic/Latino
FY24	**56%**	**31%**	**2%**	**3%**
FY23	59%	29%	2%	3%
FY22	61%	30%	1%	2%

	Other[2]	2+ races	Unknown
FY24	**0%**	**1%**	**7%**
FY23	0%	1%	6%
FY22	0%	2%	4%

Nontechnical

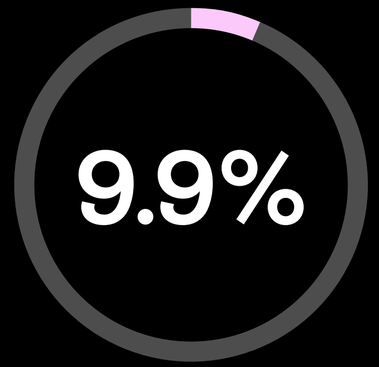
	White	Asian	Black	Hispanic/Latino
FY24	**59%**	**22%**	**6%**	**5%**
FY23	61%	21%	6%	5%
FY22	62%	20%	6%	5%

	Other[2]	2+ races	Unknown
FY24	**1%**	**2%**	**6%**
FY23	1%	2%	5%
FY22	1%	2%	4%

[1] Percentages may not total 100 due to rounding

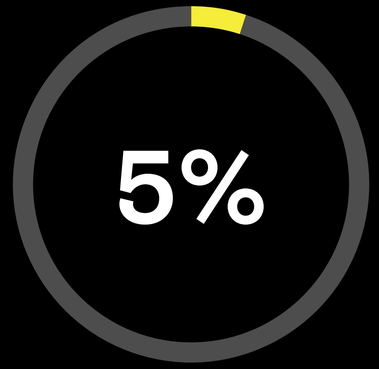
[2] Other underrepresented races/ethnicities

US veterans[1]



Singapore Malay

As a percent of the Singapore workforce



[1] Data has been updated from previous reports to reflect improved accuracy following a review of HR system reporting. This adjustment underscores our commitment to transparency and maintaining the integrity of our reporting practices.

TABLE OF CONTENTS ›

Turnover

Voluntary turnover[1]	FY21	FY22	FY23	FY24
Voluntary turnover by gender				
Female	7%	9%	8%	6%
Male	6%	9%	7%	5%
Voluntary turnover by region				
Europe	2%	5%	6%	2%
Asia	6%	9%	8%	5%
Americas	6%	9%	7%	5%
Total voluntary turnover				
Total voluntary turnover	6%	9%	7%	5%

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

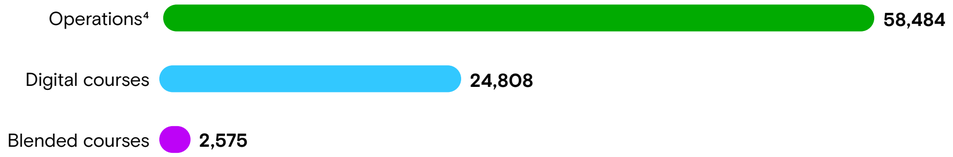
Professional development

Training investments[2]	FY21	FY22	FY23	FY24
Total training hours	2,672,204	2,946,701	2,477,650	2,636,335
Average training hours per team member	62.0	61.2	57.5	54.9
Average professional development investment per FTE[3]	$354	$418	$276	$292

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

[3] Average amount spent on training and development per full-time equivalent (FTE) refers to the total amount spent on training and development in the last fiscal year divided by the total number of FTEs.

Internal professional development opportunities by instruction method



[4] Operations includes on-the-job training, which provides the knowledge, skills and competencies required for team members to accomplish specific tasks within the workplace. It represents a set of processes that happen within a specific organizational context and involves assimilating and acquiring integrated clusters of values, skills, knowledge and feelings that lead to fundamental changes in behaviors of workers or teams.

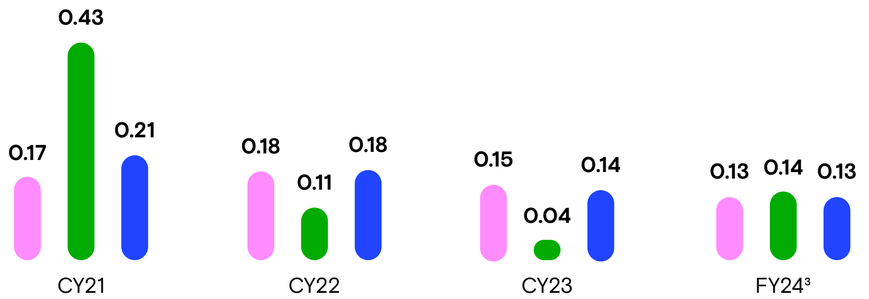
Health and safety[1]

Health and safety		FY24
Management system		
Workers covered by an occupational health and safety management system		100%
Incidents		
Operations (team members)	**Count**	**Rate[2]**
Fatalities	0	0
High-consequence injuries	0	0
Total hours worked	73,356,318	-
Recordable injuries	49	0.13
Construction (contractors)	**Count**	**Rate[2]**
Fatalities	0	0
High-consequence injuries	0	0
Total hours worked	13,042,470	-
Recordable injuries	9	0.14
Safety violations	**Count**	**US$**
Total amount of monetary losses as a result of legal proceedings associated with team member health and safety violations	1	300

[1] Data for manufacturing and technology development sites only

[2] Recordable injury rates are based on 200,000 hours worked.

Recordable injury rate[2]



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

[3] Beginning with fiscal year 2024, Micron's environmental, health and safety performance data is reported on a fiscal year basis to align with emerging regulatory requirements

We identified and corrected a discrepancy in our historic hours worked resulting in the revision of our CY21, CY22, and CY23 operations and combined injury rates from prior annual disclosures.

Responsible Business Alliance

Responsible Business Alliance Validated Assessment Program

Average site audit score[1]	
Site audit scores valid as of	Aug. 31, 2024
No. of sites in scope	11
Average RBA audit score (out of 200)	196.2

[1] Micron manufacturing sites undergo RBA audits approximately every two years. The most recent audit for each site, as of Aug. 31, 2024, is included.

Community impact

Micron Foundation giving	CY24
Total giving	$11.15M
Giving by type	
Matching gifts	$2.53M
Grants	$8.09M
Program-related investments	$0.53M

Micron Foundation giving by type

$2.53M
Matching gift

$8.09M
Grants

$0.53M
Program-related investments

Published in June 2025, this report covers the sustainability performance of Micron Technology, Inc., in fiscal year 2024 (Sept. 1, 2023, to Aug. 29, 2024), unless otherwise stated, and includes all of Micron's controlled entities. This 2025 sustainability report has been prepared with reference to the Global Reporting Initiative (GRI) standards. GRI is the most widely accepted global standard for sustainability reporting and allows companies to measure, evaluate and communicate corporate sustainability information in a consistent and comparable manner. We are also reporting to the Sustainability Accounting Standards Board (SASB) semiconductor standard and provide an index aligned with the Task Force on Climate-Related Financial Disclosures (TCFD) framework.

Forward-looking statements

This report contains forward-looking statements that involve a number of risks and uncertainties. Such forward-looking statements may be identified by words such as "goal," "commitment," "anticipate," "expect," "intend," "pledge," "committed," "plan," "opportunities," "future," "believe," "target," "on track," "estimate," "continue," "likely," "may," "will," "would," "should," "could," and variations of such words and similar expressions. However, the absence of these words or similar expressions does not mean that a statement is not forward-looking. Specific forward-looking statements include, but are not limited to, statements such as those related to our global culture initiatives; sustainability plans, goals and commitments; supply chain management; human capital management; philanthropy; information and product security; anticipated technological developments; plans to invest in research and development; receipt, timing and utilization of government incentives; timing for construction and ramping of production in our facilities; and related matters. These forward-looking statements are subject to a number of risks and uncertainties that could cause actual results to differ materially. Refer to the documents we file with the U.S. Securities and Exchange Commission, specifically our most recent annual report on Form 10-K and quarterly report on Form 10-Q. These documents contain and identify important factors that could cause our actual results to differ materially from those contained in these forward-looking statements. Although we believe that the expectations reflected in the forward-looking statements are reasonable, we cannot guarantee future results, levels of activity, performance or achievements. We are under no duty to update any of the forward-looking statements to conform these statements to actual results.

About Micron Technology, Inc.

We are an industry leader in innovative memory and storage solutions transforming how the world uses information to enrich life *for all*. With a relentless focus on our customers, technology leadership, 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 (AI) and compute-intensive 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