

# Fast Forward

2021 Sustainability Progress Summary

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# Introduction





## The Year in Review

As the world's reliance on data-driven insights grows, Micron's memory and storage expertise is increasingly essential. Micron products are the hardware foundation that accelerates the world's computing innovation.

In 2020 — the year that changed everything — our ability to act quickly was tested during significant societal and environmental changes. Our people shifted into high gear early in the COVID-19 pandemic, demonstrating our tenacity as we protected our workplaces and accelerated manufacturing capabilities to produce vital components for global IT and communications infrastructure.

We took fast meaningful and determined action to support our communities and address systemic racial inequalities, announcing six global diversity, equality and inclusion commitments for 2021. And while addressing these challenges, our team members stood firm as we developed Micron's first comprehensive and ambitious environmental goals, aiming for significant transformation of our operations.

In this progress summary, we review how Micron is transforming the world's ability to use information to enrich life *for all* — and taking meaningful and influential actions well beyond our products. This report offers highlights of Micron's progress on the most significant sustainability issues for our business and for our stakeholders, with more detail provided in the full "[Fast Forward: 2021 Sustainability Report](#)."

# A Message From Our CEO

Challenge always presents opportunity. Throughout 2020, the world recognized the realities of our interdependent economic systems, and we were forced to face the weaknesses in our social structures. The lessons from 2020 underscore a simple truth: These racial and social inequalities are the biggest obstacle to our collective well-being. Every organization must be focused on all our stakeholders. But 2020 also proved that innovative ways of thinking about how we work, learn and interact create new opportunities for business resilience, effectiveness and sustainability.

Micron made significant advancements in 2020, deepening our customer relationships and building on our rich history of innovation to further transform into a company that enables a better future *for all*. We developed new process technologies for our storage and memory products. For the first time in our history, we now lead the industry on both DRAM and NAND technology. That technology leadership provides the foundation for our next-generation solutions across a host of markets and is the core enabler of our vision to transform how the world uses information to enrich life *for all*. And importantly, we amended our vision statement to add that “*for all*” emphasis as a visible reminder of our commitments to a more equitable future for everyone.

## Our Sustainability Strategy

As we highlighted in our last report, Micron has adopted specific long-term environmental sustainability goals in four areas: emissions, energy, water and waste. We also developed aggressive aspirational goals that guide our long-term thinking. We committed to invest approximately \$1 billion over the next five to seven years to support these goals. And because meaningful sustainability encompasses all stakeholders and all opportunities, we also made strong commitments in our sourcing practices, our people programs, our products and our community involvement.

We committed this year to drive six diversity, equality and inclusion (DEI) commitments: focusing on equal pay and inclusive benefits, increasing representation and spend with

diverse suppliers, engaging with minority-owned financial institutions, strengthening our inclusive culture, increasing diversity, and advocating for equality. Each pillar has specific goals and executive ownership for accountability. We continue to foster a company culture that values a diversity of ideas among our teams. We also pursue programs that engage our team’s passions to maximize the positive impact we have on communities where we operate.

## 2020 Progress

### Community Support

We responded quickly to the COVID-19 pandemic, donating hundreds of thousands of masks to health care workers and distributing nearly \$24 million to global organizations focused on education and supporting basic needs. We also reached more than 600,000 students and educators through global STEM programs. We dramatically increased giving overall, with nearly 60% of our team, 88% of senior leaders and 100% of our board participating in 2020, generating \$4.8M in donations (most of it matched 2:1 by Micron to deepen the impact) and 150,000 volunteer hours.

### DEI Goals

In addition to our focus on the six pillars mentioned above, we made real progress fostering a more inclusive culture and world. We increased our female board representation by 50% when Lynn Dugle joined last year, and we implemented inclusive hiring practices to increase representation of underrepresented groups. To support social justice, Micron directed a \$1 million donation from the Micron Foundation to the NAACP Legal Defense and Education Fund. We allocated \$250 million for cash management through minority-owned firms, boosting the economies of underrepresented communities. Micron spent over \$104 million with diverse-owned businesses and committed to doubling that spend over the next two years. We increased participation in our employee resource groups by 84%, which enhance team member belonging, foster inclusivity and strengthen connections within our communities globally.

### Emissions, Energy, Water and Waste

- Emissions – We reduced greenhouse gas emissions per unit of production by 36% since calendar year 2018 (CY18). Our goal is a 75% reduction of GHG per unit of production from CY18 levels in CY30.
- Energy – We initiated negotiations supporting new renewable energy development and procurement to meet our goal of using 100% renewable energy in the U.S. in CY25.
- Water – We maintained our water conservation rate at 50%. Our target is 75% water conservation through reuse, recycling and restoration in CY30.
- Waste – We expanded reuse, recycling and recovery to 84%. We are working toward 95% reuse, recycling and recovery, and zero hazardous waste to the landfill in CY30.

We continually strive to tangibly improve the lives of our team members, the communities in which we operate and the planet. With strong investment, innovative ideas and the passionate dedication of our team, I am confident Micron can exceed our goals and lead our industry in innovative practices and ideas that create the best outcomes for the future of our planet and our communities.

Thank you for reading our report. To provide feedback about Micron’s sustainability efforts, email us at [sustainability@micron.com](mailto:sustainability@micron.com).



**Sanjay Mehrotra**  
President and CEO, Micron Technology



Founded more than 40 years ago on <b>October 5, 1978</b>		Headquartered in <b>Boise, Idaho, United States</b>	
<b>\$21.4B</b> fiscal year 2020 (FY20) annual revenue	<b>4th</b> largest semiconductor company in the world	<b>134</b> on the 2020 Fortune 500	<b>44,000</b> patents granted and growing
<b>17</b> countries	<b>13</b> manufacturing sites and 14 customer labs	<b>40,000</b> team members	
<b>Core Technologies</b> DRAM   NAND Flash   NOR Flash	<b>Retail &amp; E-Tail Portfolio</b> Crucial   Ballistix	<b>Market Segments</b> Mobile   Data Center   Client   Consumer   Industrial   Graphics   Networking	

## About Micron

Micron is an industry leader in innovative memory and storage solutions. The world's reliance on data-driven insights is expanding, making these solutions and our expertise essential.

Our hardware products enable the collection, storage and management of data, turning it into insights and intelligence with unprecedented speed and efficiency. Our customers use this hardware foundation to innovate. For example, precision medicine is providing custom treatments to cancer patients while data-rich services are being delivered in smart automobiles and artificial intelligence algorithms are reshaping what's possible with computing itself. With the industry's broadest memory and storage portfolio, Micron unleashes technology innovation from edge to cloud, enhancing the user's experience.

More than 40,000 Micron team members share a common goal: the relentless pursuit of technology and product innovation and manufacturing excellence for our customers, partners, communities and society. For more than 40 years and as reflected in more than 44,000 patents granted (and growing), Micron continues to create the breakthroughs that are transforming the world.

# 2020 Highlights

The challenges of 2020 didn't slow us down. Here's a sample of what we've achieved in the past year.

## Technology, Products & Manufacturing

- Developed and delivered efficient industry-leading products, including LPDDR5 DRAM and 1 $\alpha$  node DRAM offering 15% to 20% improvements in power efficiency
- Established Micron's first aggressive, public long-term operational goals for energy, emissions, water and waste, and achieved a 36% reduction in GHG emissions per unit of production vs. 2018
- Received Global Lighthouse Network designation for Micron's Singapore and Taiwan manufacturing fabs

## People

- Recommended by 84% of team members as a "great place to work," a 9% increase from 2019
- Created an assistance fund to support Micron team members facing extreme hardships
- Nearly doubled the continuing education benefit for U.S. team members and expanded it globally

## Diversity, Equality & Inclusion

- Announced six global diversity, equality and inclusion commitments
- Purchased \$104 million from diverse suppliers, with the goal of doubling our annual spend with these businesses by fiscal year 2023
- Promoted membership in our nine employee resource groups (ERGs), seeing an 84% increase in ERG participation

## Communities

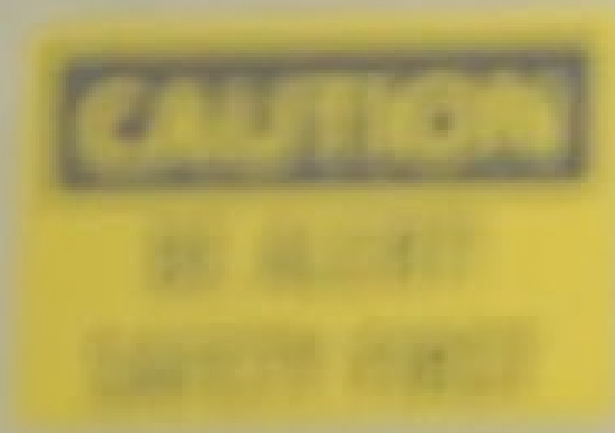
- Increased Micron Foundation giving for 2020 to nearly \$24 million
- Increased matching gifts program from \$2M to \$8M to augment support to charities
- Adapted our popular STEM summer camp to a virtual Tech Camp, allowing us to expand our reach

## Executing Our Sustainability Strategy in 2020

In 2020, Micron accelerated our sustainability strategy, including strengthening our program governance while focusing on delivery of leadership products, responsible operations and sourcing, and engagement of Micron team members globally. Sustainability strategy, integration and engagement continue to be managed by a cross-functional sustainability council, composed of senior leaders from across the company, and a dedicated sustainability team, which meets quarterly with the Micron board of directors to review and discuss key sustainability actions and progress.

We enhanced our interaction with key stakeholders by providing an environmental, social and governance (ESG) update to shareholders, expanding disclosures in Micron's annual proxy statement, introducing new team member engagement initiatives and working more closely with our customers' sustainability teams. To update and expand the ESG factors included in the company's incentive pay program for executives and all other team members, Micron added metrics focused on achieving our new environmental and DEI goals. Micron also began working toward the aspirational emissions, energy, water and waste goals first outlined in last year's sustainability report. These efforts are discussed in this progress summary, with additional details in ["Fast Forward: 2021 Sustainability Report."](#)

# COVID Response





# Moving Decisively When Every Moment Counts

Few issues have made the interdependence of society and business clearer than the COVID-19 pandemic. COVID-19 has influenced how we interact with each other daily and shaped business processes in ways we are only beginning to understand.

As a global organization with significant operations in Asia, Micron had an early indication that substantial changes were needed to limit the spread of the novel coronavirus. We adopted a “lead, don’t follow” approach, implemented safety measures and controls well in advance of government requirements and alerted 40,000 team members to get ready. Our team members responded with tenacity in a variety of ways:

- Team member health and wellness – Our safety measures protected team members and significantly reduced the likelihood of spreading the virus at our facilities. These controls included daily temperature and health check-ins, mask distribution and wearing requirements, physical distancing, health and travel quarantines, contact tracing, on-site signage, HVAC upgrades, plexiglass installation, and numerous other protective measures. We also enhanced our flexible suite of benefits to help team members as the pandemic grew.
- Facilities and manufacturing – By implementing stringent on-site safety protocols and engineering controls to protect team members, we continued operating our production facilities and lab operations, manufacturing vital components for global IT and communications infrastructure. As a result, we were able to meet demands within our operations network during COVID-19. The commitment of our front-line team members was crucial for our success.
- Sourcing – We adjusted our responsible sourcing practices to maintain effective remote monitoring and engagement with suppliers. We sped up payments to small vendors to ensure their business continuity.

- Giving and volunteering – We increased our local charitable giving and expanded the matching gift program to double the Micron Foundation’s matching of all team member donations to support local communities. In total, 57% of Micron team members participated in volunteering and giving, generating \$4.8 million in team member donations (matched by \$8.1 million from the Micron Foundation) and contributing more than 150,000 volunteer hours to their communities, worldwide.

- Communications – We kept team members informed and connected with clear and frequent communications. In addition to the evolving [Micron COVID-19 Playbook](#), we centralized information for our team members on our company intranet. We created a Q&A center, site safety-protocol videos, wellness trainings and work-from-home toolkits, and we posted town hall recordings, weekly news articles, volunteering and giving opportunities, and information from the World Health Organization and U.S. Centers for Disease Control and Prevention.



“

**The tenacity and resilience of our frontline factory workers are at the heart of our company’s success in 2020. I’m proud to say that Micron prioritized team member health and safety while also maintaining near full operational levels at all of our factories to provide business continuity for our customers. Amidst the challenges of COVID-19, Micron announced and is executing to our strongest sustainability goals ever and remains highly committed to do our part to combat climate change.”**

**Manish Bhatia**  
Executive Vice President of Global Operations

### Pre-Pandemic

Having confronted epidemics in various locations worldwide, Micron was ready with its pandemic emergency preparedness plan (PEPP) before the COVID-19 outbreak began. Sites were ranked with PEPP levels 1 through 5 based on the prevalence of the virus in the local community (level 5 indicating lockdown and high prevalence of the virus).

### January

Activated a task force to implement and adapt preparedness plans; required masks and temperature checks at Xi'an facility; expanded PEPP protocols throughout Asia; restricted travel worldwide

### February

Implemented thermal imaging and increased cleaning at sites; upgraded network bandwidth and firewalls to support remote work

### March

Formed a COVID-19 community assistance task force; restructured office spaces for physical distancing; began consulting with medical professionals; launched an internal COVID-19 resource site and well-being toolkit; held weekly town halls

### April

Created a supplemental COVID-19 technical task force to develop advanced technology solutions; introduced comprehensive wellness offerings; doubled the match for team members' charitable donations and increased the match limit from \$2 million to \$5 million

### May

Launched the Micron COVID-19 Playbook in five languages and made it available publicly; upgraded HVAC systems to remove coronavirus from buildings' air flow; increased free counseling sessions for team members; increased companywide donation match to \$7 million

### June

Offered a wellness day benefit; launched an ongoing Wellness Wednesday series

### July

Conducted COVID-19 risk assessments for all on-site jobs and implemented new protocols; provided assistance payments to help those working from home with technology expenses

### August

Modified building evacuation policies; expanded child care resources; created a team member hardship fund

### September

Expanded task force activities to focus on emerging technologies, vaccine development and testing opportunities; began covering costs for COVID-19 testing triggered by check-in surveys; launched team member support groups; increased charitable giving match cap to \$8 million

### October

Continued to implement preventative protocols according to business continuity plans; offered updated health and quarantine protocols

### November

Implemented new contact tracing app; began to procure vaccines; added a stricter PEPP level to increase safety protocols for some sites; CEO Sanjay Mehrotra published editorial in the [Idaho Statesman](#)

### December

Compiled vaccine Q&A for team members; launched a vaccine task force to monitor availability for team members; achieved total giving directly from the Micron Foundation of nearly \$24 million

## Micron's Adaptive COVID-19 Response

Micron continues to adapt on-site work protocols to prioritize the health and safety of our team members. For each location, we carefully assess risks to protect our teams and meet our business needs. The return of team members to our facilities is based on a range of considerations, such as virus prevalence, location, job role and business needs. Meanwhile, we are still enforcing the strong preventative measures we implemented at our sites from the start of the COVID-19 outbreak and adding new protocols as needed to promote safety.

# Unwavering Commitment to Communities

During the COVID-19 pandemic, the tenacity of our team members was matched only by their overwhelming desire to aid their local communities and front-line medical workers. Our team members found creative ways to contribute our equipment and expertise and to make a difference during the pandemic.

- Maxie O'Neill, a senior procurement manager in East Kilbride, Scotland, suggested donating the facility's unused surgical and N95 masks to a local hospice. "It was a small gesture but one that was received with heartfelt gratitude," O'Neill said. "The U.K. was struggling with PPE deliveries at the time, so every little bit helped."
- Matt Ulrich, an engineer in technology development in Boise, Idaho, owns two 3D printers that he put to work creating headbands for face shields worn by hospital workers. Two 3D printers in the draft and design department in Boise also printed the bands, and approximately 1,900 were delivered to local hospitals.
- Brad Baxter, a technician in Micron's central shops in Boise, presented the idea to build intubation shields to manager Bryan Roberts. The team developed two prototypes within 24 hours for these transparent plastic boxes used to prevent the spread of COVID-19 during intubation and soon delivered dozens of shields to nearby hospitals.
- Iris Sun and Sarah Hunter, customer sales specialists in Shenzhen, China, and Bracknell, England, each worked with customers manufacturing medical devices to provide vital pieces of medical equipment, including ventilators for temporary hospitals in Wuhan and infusion pumps for intensive care units in Germany.

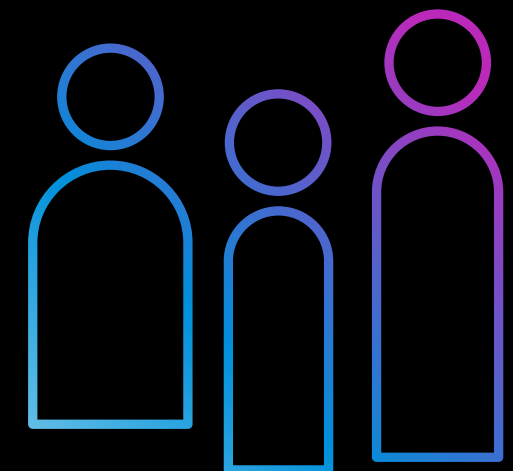


Micron - Boise, Idaho, U.S. / Matt Ulrich / 3D Printed Face Shields

“

**It is difficult sometimes to be able to offer help and make a tiny bit of difference. For me, this felt personal. It felt like, as a team, we were fighting the virus, and even if this meant that five additional patients had ICU support, it would be worth it.”**

**Sarah Hunter**  
Customer Sales Operations Specialist  
Bracknell, England



# Industry-Leading Products

The background features a smooth gradient from dark blue at the top to a lighter, more vibrant blue and purple at the bottom. A prominent curved surface, possibly representing a globe or a futuristic interface, is visible, covered in a fine grid of glowing lines that create a sense of depth and technology.

# Accelerating Intelligence Through Industry-Leading Products

Without question, the COVID-19 pandemic accelerated technology trends as digital infrastructure ramped up to provide vital support to people around the world. But even without the pandemic, advancements in memory and storage solutions are setting the pace for technology development and bringing breakthroughs that enhance our way of life.

A new generation of technologies — including artificial intelligence, 5G and the intelligent edge — will expand what's possible for society and our planet. With our rapid advancements in memory and storage, Micron is unlocking the innovations that will make for a better future.

Here are six fast-evolving applications using Micron memory that are poised to change the world:

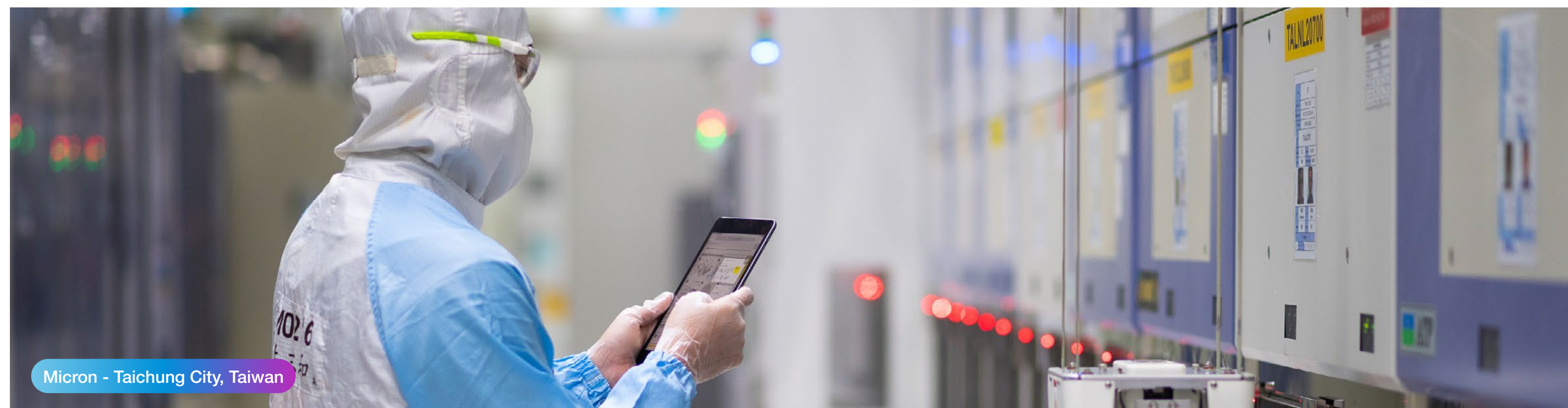
- Telecommunications — LPDDR5 DRAM will meet growing consumer demand for artificial intelligence and 5G

functionality in smartphones. This product increases data access speeds by 50% and improves power efficiency by more than 20% over previous generations. Increasingly efficient memory and storage also help to manage the energy and cooling requirements in data centers and other applications.

- Mobile devices — Micron developed the industry's first 1 $\alpha$  (1-alpha) node DRAM products, offering up to a 15% improvement in power efficiency over the previous generation of Micron mobile DRAM and allowing 5G mobile users to perform more tasks on their smartphones without sacrificing battery life.
- Advanced Driver Assistance Systems (ADAS) — Advanced driver-assistance systems are helping humans drive more safely and be more aware of their surroundings. Micron's DRAM makes data available quickly for real-time processing, while our solid-state drives provide storage for

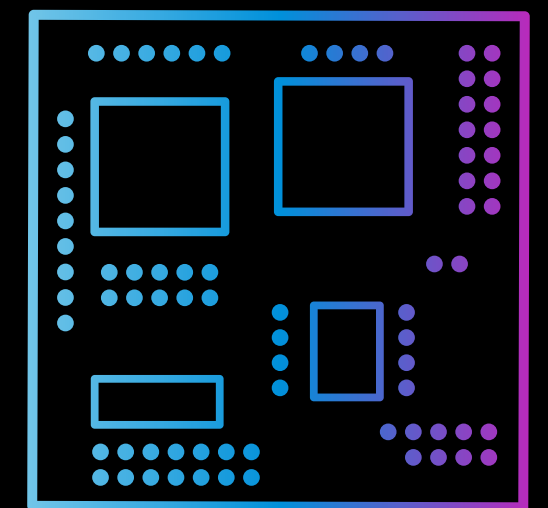
map data, image data, sensor readings and program code — meeting the extreme memory requirements of these emerging technologies.

- Medicine — Researchers are using high-powered data processing, which relies on fast memory, to find patterns in patient genomes, advancing the search for cures for diseases like cancer.
- Smart manufacturing — Memory and storage support automation and artificial intelligence in factory settings, increasing productivity and quality while reducing environmental impacts.
- Cybersecurity — Cyberthreats are becoming more sophisticated, but Micron's memory solutions are staying one step ahead. Micron's Authentica™ technology provides a layer of defensive hardware reinforcements without adding new components to a system.



Micron - Taichung City, Taiwan

**By enabling rapid advancements in memory and storage, Micron is unlocking the innovations that will make a better future possible.**



The background is an abstract composition of flowing, liquid-like shapes in shades of blue and orange. The shapes are organic and fluid, with some areas appearing more saturated and others more translucent. Numerous small, clear water droplets of various sizes are scattered across the entire surface, some reflecting light and creating bright highlights. The overall effect is one of dynamic movement and natural elements.

# Environmental Progress

# Fast-Tracking Our Environmental Progress

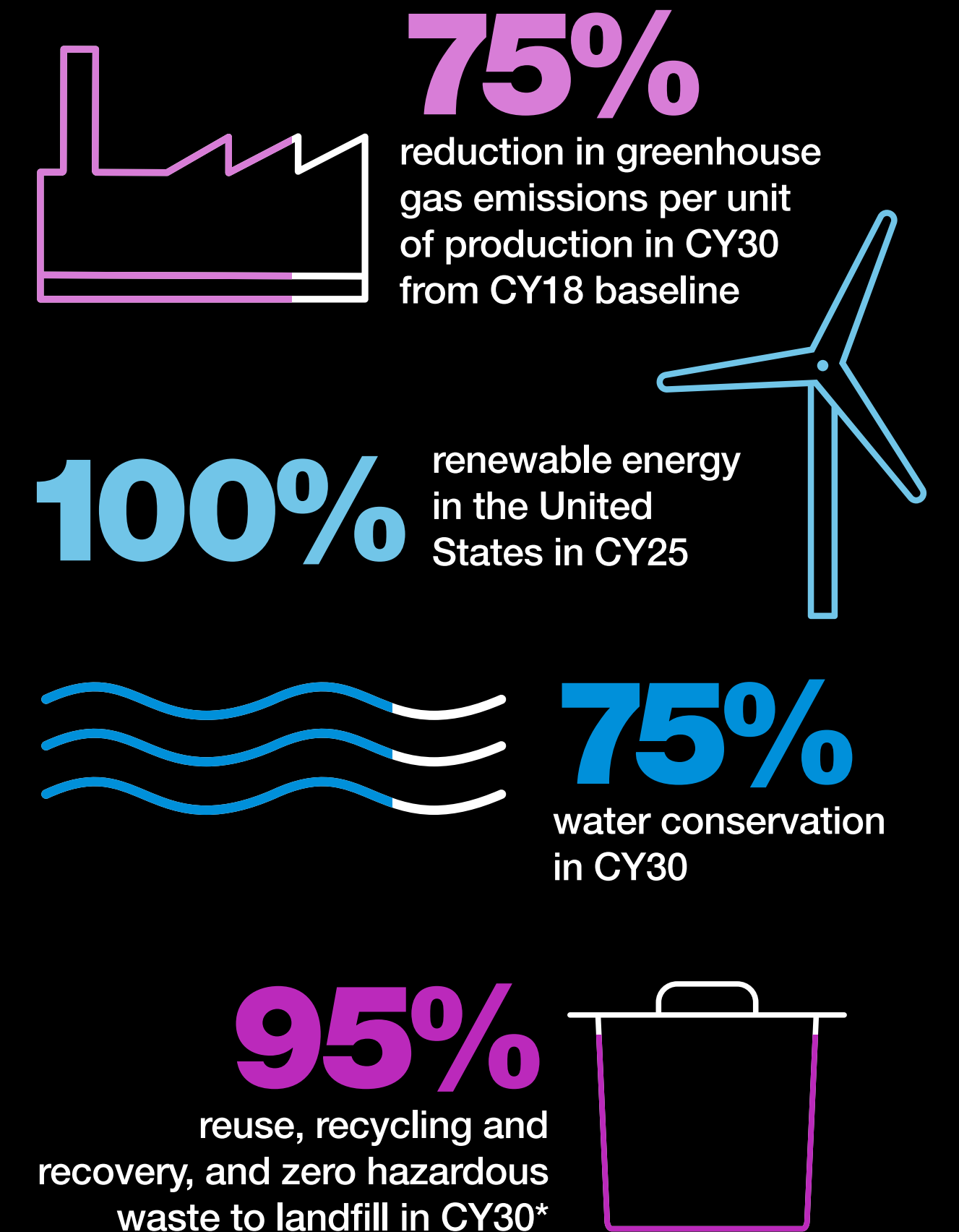
Micron is addressing increasing demand for our storage and memory products while remaining committed to meeting environmental and responsible sourcing standards. To that end, Micron set aspirations to align our emissions with the Paris Agreement target, which seeks to limit planetary warming to well below 2 degrees Celsius, and with the United Nations' Sustainable Development Goal 13 on Climate Action. We also

set aspirational goals for energy, water and waste and linked them to Micron's first specific, aggressive, long-term and time-bound public environmental goals, looking out to 2025 and 2030. Our facilities, operations, technology development, procurement and other teams collaborated to establish this direction for the company, even as we fundamentally changed the way we work together during the COVID-19 pandemic.

We intend to spend approximately \$1 billion over the next five to seven years on the environmental programs we implement to achieve these goals.

Pillar	Target	Aspiration	Actions	CY20 Performance
<b>Emissions</b>	75% reduction in greenhouse gas (GHG) emissions per unit of production in calendar year 2030 (CY30) from CY18 baseline	40% reduction in absolute GHGs from CY18	<p>Reducing direct emissions through efficient abatement of process GHGs and a transition to low global-warming-potential heat transfer fluid</p> <p>Reducing indirect emissions through design of energy-efficient facilities, smart-controlled systems, and a transition to renewable electricity where available</p>	36% reduction in GHG emissions per unit of production vs. CY18
<b>Energy</b>	100% renewable energy in the United States in CY25	100% renewable energy globally where available	Finalizing contracts for new U.S. renewable energy development and engaging with governments to increase the availability of renewable energy to support our global manufacturing	Initiated negotiations for new renewable energy development and procurement in the U.S.
<b>Water</b>	75% water conservation through reuse, recycling and restoration in CY30	100% water conservation through reuse, recycling and restoration	Targeting conservation through enhancing our water reuse and recycle infrastructure, as well as engaging in water restoration projects	50% water conservation through reuse, recycling and restoration
<b>Waste</b>	95% reuse, recycling and recovery, and zero hazardous waste to landfill in CY30* <small>*Subject to vendor availability</small>	Zero waste to landfill through reduction, reuse, recycling and recovery	Focusing on reuse, recycling and recovery through enhanced waste recovery systems, improved waste stream segregation, and engagement of alternate waste disposal vendors	84% reuse, recycling and recovery (including energy recovery)

## Our Environmental Goals



\*Subject to vendor availability

Detailed environmental performance data can be found in Micron's 2021 Sustainability Report, Performance at a Glance section

# Fostering Rapid Process Innovation

Given Micron's commitments to both technology development and the environment, we often answer questions about our strategies. In this section, Naga Chandrasekaran, senior vice president of technology development, answers frequently asked questions.

**Q:** What are some of the biggest challenges Micron faces as it works toward its fiscal year 2025 (FY25) and FY30 environmental goals?

**A:** With current technology, reducing environmental impacts while meeting market growth and demands for product improvements is extraordinarily difficult. But rather than seeing these as competing objectives, our challenge is to create harmony among these goals and achieve them together. This requires engineers from different disciplines to innovate together, and it requires strong collaboration between Micron engineers and our development partners. With a collaborative mindset, we can deliver innovations in equipment, materials and process that integrate sustainability and technology development, creating a new paradigm for Micron and our industry.

**Q:** Where are some areas where you're already seeing progress?

**A:** We're building sustainability into all aspects of our operations, starting with the design of our new facilities. Many of our newest buildings and fabs have achieved Leadership in Energy and Environmental Design (LEED) Gold status, one of the highest ratings for green buildings. We're also developing new, more efficient technology solutions using the internet of things, artificial intelligence and machine learning, and we're coordinating across our technology development and high-volume manufacturing efforts to deploy and scale these innovations.

Micron is also addressing environmental impacts throughout our value chain. We work closely with our supply chain partners to source materials responsibly and drive

technology solutions that improve the energy, materials and water efficiency of our process equipment to achieve our environmental goals. We regularly work with our communities on water management, recycling and other important projects. And we collaborate with peers across industries through organizations including the Responsible Business Alliance, CDP (formerly the Carbon Disclosure Project) supply chain program, Renewable Energy Buyers Alliance, Japan Climate Leaders Partnership and others.

**Q:** As you continue on this journey, what makes you hopeful?

**A:** Over the past few years, Micron has been thinking bigger and more broadly about safety. Our Live

Safe approach helped protect our people throughout the pandemic. Now, we are starting similar efforts with environmental sustainability. Over the next five years, operational sustainability will be integrated into every technology development process, and goals and solutions will be developed to drive us to benchmark performance.

We can't manufacture innovation, but we can build an environment where nothing is considered impossible — where we know it can be done but don't know quite how yet. That mindset change begets behavior change. We can do it; our culture of innovation and collaboration is driven by a hunger and passion for sustainability. And that's why Micron will be successful — because team members understand the business value and truly care about the greater good.



“  
We can't manufacture innovation, but we can build an environment where nothing is considered impossible.”

**Naga Chandrasekaran**  
Senior Vice President of  
Technology Development





# Diversity, Equality & Inclusion



# Advancing Diversity, Equality & Inclusion

While Micron has long been committed to diversity, equality and inclusion (DEI), events in 2020 — including the police killings of Black Americans that drew attention to inequities and sparked protest movements around the globe — have accelerated our efforts. We recognize the need for greater action and for using our business to create a more equitable society.

## Establishing Global Commitments

We announced six global DEI commitments for FY21, each with an executive sponsor responsible for moving the commitment forward through strategic internal and external programs:

- Increase representation of underrepresented groups — Scott DeBoer, Executive Vice President of Technology and Products
- Focus on equitable pay and inclusive benefits — Sumit Sadana, Executive Vice President and Chief Business Officer
- Strengthen our culture of inclusion — April Arnzen, Senior Vice President and Chief People Officer
- Advocate for racial and LGBTQ+ equality — Joel Poppen, Senior Vice President of Legal Affairs, General Counsel and Corporate Secretary
- Engage with minority-owned financial institutions for cash management — David Zinsner, Senior Vice President and Chief Financial Officer
- Increase representation and spend with diverse suppliers — Stefan Guth, Corporate Vice President and Corporate Procurement Officer

Our [latest DEI report](#), entitled “For All: 2020 Annual Report,” describes our comprehensive efforts to promote diversity, equality and inclusion around the world.

## Creating Momentum for Change

We can’t solve deep-seated, systemic inequalities on our own. While Micron has added significantly to our internal DEI programs and efforts, we also understand the need to take action in our wider communities. When we work together, as shown in these key external actions and partnerships, we can make meaningful change more quickly:

- Donating more than \$1 million from the Micron Foundation and team member giving to the NAACP Legal Defense and Education Fund
- Building partnerships with universities in Italy, the United States, China, Japan, Singapore, Malaysia, Taiwan and India to attract diverse team members
- Participating in the SEMI Manufacturing Ownership Diversity working group, which is developing a common standard to define supplier diversity within the semiconductor industry and develop best practices worldwide
- Joining other major U.S. companies in implementing the Mansfield Rule, which creates opportunities for lawyers from historically underrepresented groups
- Making grants to Black-owned businesses to increase their economic opportunities and further their missions
- Supporting our headquarters community when the only Anne Frank Memorial in the U.S. was vandalized, by providing donations to both the Wassmuth Center for Human Rights that maintains the memorial, and the Jewish Assistance Foundation
- Supporting organizations and programs that encourage girls and students of color to pursue careers in math and science, such as AI4All, Techbridge, the Silicon Valley Education Foundation and our own Tech Camp and Girls Going Tech
- Creating opportunities for 150 low-income women in Hyderabad, India to generate income by sewing cloth masks for distribution during the pandemic
- Supporting seven organizations focused on programs for people with disabilities across Japan, Singapore and Malaysia, donating more than \$165,000 from the Micron Foundation to cultivate inclusion and enhance quality of life



Micron - Boise, Idaho, U.S.

## Representation Throughout Our Workforce

**37.5%**

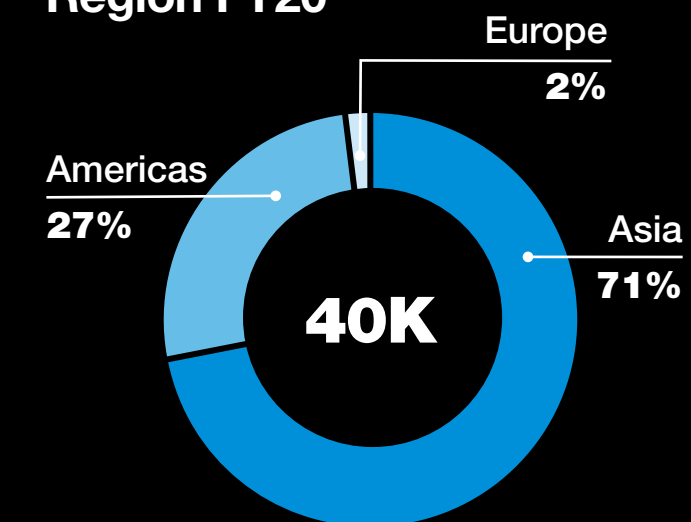
♂ Male ♀ Female

### Female Representation in Board of Directors

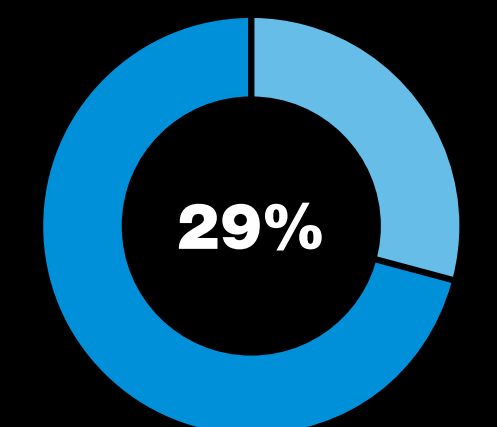
FY19	75.0%	25.0%
FY20	62.5%	37.5%

increasing to 50% in 2021

### Headcount by Region FY20



### Global Percentage of Women Overall FY20



## Micron Donations

**\$1M+** Donated to the NAACP Legal Defense and Education Fund

**\$165K** Donated from the Micron Foundation to organizations focused on programs with people with disabilities across Japan, Singapore and Malaysia to cultivate inclusion and enhance quality of life

See “For All: 2020 Annual Report” for additional DEI performance metrics

# Community Response to Global Challenges

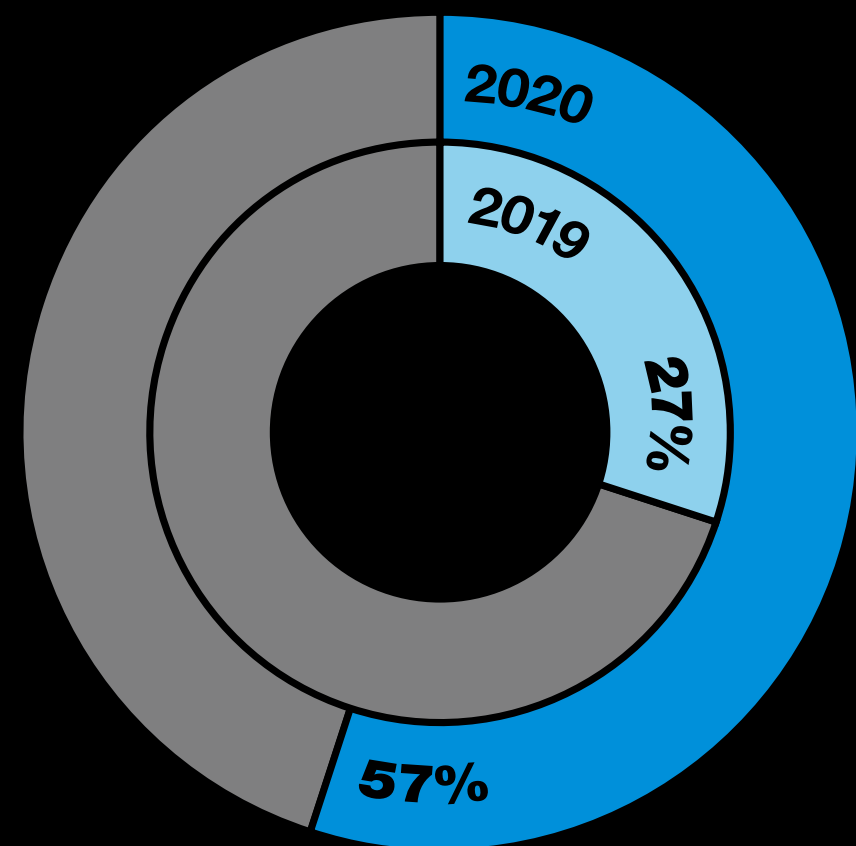


Making a Difference:  
Community Impact By The Numbers

**13,276,080**  
Total Lives Reached

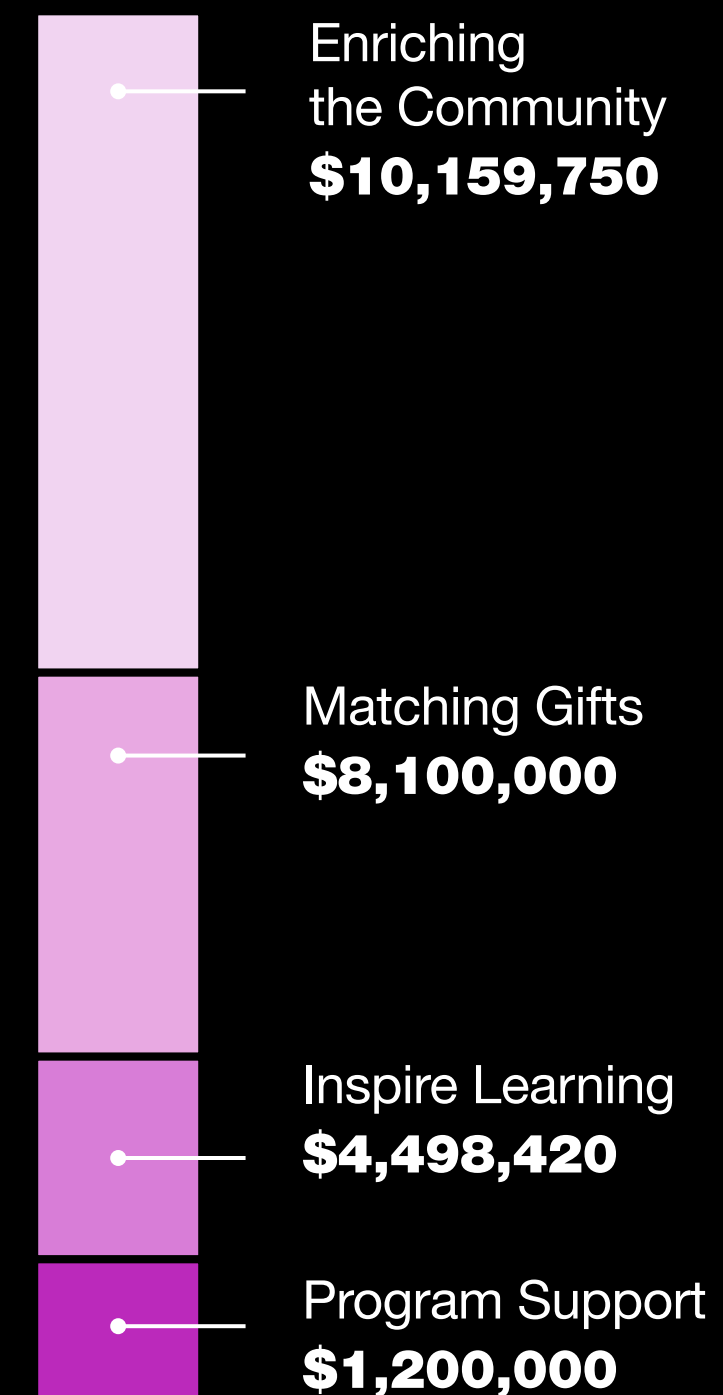
**277**  
Grants Funded

### Team Member Participation Rate



Micron Match  
**\$2M** in 2019  
**\$8M** in 2020

**\$23.9M+**  
Total Giving



## Responding Rapidly to Global Challenges

Micron has a history of investing in the communities where we live, learn, work and play dating back to our founding. Since 1999, the Micron Foundation has partnered with nonprofits and educators to promote human potential through STEM education, address basic human needs and encourage equitable opportunities. We strive to create bonds between our team members and local communities by inspiring a mindset of stewardship.

Because of our decades-long commitment to communities, our philanthropic resources — operating under the umbrella of Micron Gives — rapidly scaled and accelerated our community investment during the COVID-19 pandemic. Funds were focused on global initiatives to hasten economic recovery, addressing both current and future community needs — from food banks and school meal programs to online learning resources for students and research initiatives that improved the world’s understanding of the coronavirus. In total, the Micron Foundation donated nearly \$24 million to support our communities through a challenging year.



### **Fast Forward: Accelerating Sustainability**

As our CEO highlighted in his opening message, challenge always presents opportunity. 2020 was an extraordinarily challenging year on many fronts, from the coronavirus pandemic to the unrelenting need to address critical issues of social justice and climate change. We are proud of and grateful for the resilience shown by our team members, business partners and communities as the company and the world faced these challenges and found opportunities to make significant progress. With our team members' tenacity and our leaders' commitment, we were able to fast forward on sustainability when it mattered most. We aren't looking back. In fact, we look forward to even greater progress in 2021.

For a detailed discussion of our performance and progress, see our comprehensive "[Fast Forward: 2021 Sustainability Report](#)."

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

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

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