

2024

# Sustainability report





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# Introduction





# A message from our CEO

Artificial intelligence is accelerating technological change and creating tremendous potential for the years ahead. With such advancement comes increased responsibility to ensure technology fosters the greatest good for our global community.

The last year presented some of the most challenging market conditions in the history of our industry. Micron acted quickly to respond to market conditions, but we were also careful to keep investing in our long-term strategy and capabilities. Micron’s vision is to transform how the world uses information to enrich life *for all*, and we work to apply that vision throughout every aspect of our business. We’re proud of the progress we’ve made in advancing sustainability at Micron and creating positive change for our stakeholders and our industry.

This report details Micron’s sustainability efforts over the past year. It also provides a view of our future ambitions. You will learn how we are leveraging our technology leadership and the strength of our team to address some of the most pressing issues of our time, such as climate change, energy consumption and human rights. We see opportunities both in how we conduct our operations and the solutions we create. This year, we introduced a leading-edge high-bandwidth memory for AI servers that consumes 30% less power than competitive solutions, a significant difference for powerful data centers. Below are a few highlights of our other achievements over the past year.

## Advancing sustainable operations

- **Climate action:** Through investment and collaboration with partners on greenhouse gas emissions and heat transfer fluid improvements, we decreased scope 1 emissions by 11% in 2023 (relative to our 2020 baseline) and are tracking toward our goal. We are on schedule to source 100% renewable electricity in the U.S. by the end of 2025,

maintained 100% renewable electricity in Malaysia and continued renewable power procurement efforts in Singapore, Taiwan and elsewhere.

- **Water stewardship:** New water projects helped Micron achieve 66% water reuse, recycling and restoration in 2023, up from 50% in 2020.
- **Waste management:** We are making progress toward our goal of diverting 95% of our total waste from landfills by 2030 and eliminating hazardous waste.
- **Sustainable manufacturing:** We continue to invest in sustainable and efficient semiconductor manufacturing at our sites worldwide. Our expansion projects supported by the CHIPS Act in Boise, Idaho, and Clay, New York, will pursue designs consistent with LEED Gold certification, and our global manufacturing sites are achieving high ratings from the Responsible Business Alliance.

## Building team and community

- **Equity and representation:** We continue to maintain global pay equity for women, as well as across race/ethnicity and veteran status in the U.S. and for people with disabilities globally — a significant differentiator for Micron. We continue to invest in our employee resource groups, which in FY23 included 47% of our team members worldwide. We received the Equality 100 award from the Human Rights Campaign for the third year in a row and were awarded our first score of 100 on the Disability Equality Index.
- **Community investment:** The Micron Foundation invested more than \$11 million in STEM education and community support initiatives, with nearly \$2.5 million of that coming in the form of team member-directed matching gifts. We have robust engagement, with over 80% of our team participating in community volunteering and giving and more than 200,000 volunteer hours logged.

## Doing business the right way

- **Ethics and integrity:** We uphold the highest standards of ethics, integrity and accountability in our business conduct and decision-making. Our policies, training and other practices led to Micron’s inclusion in Ethisphere’s list of the World’s Most Ethical Companies in 2024. We also regularly engage with our stakeholders, soliciting their feedback and incorporating their perspectives into our strategy and goals.
- **Responsible sourcing:** We continue to work with our suppliers to support responsible business conduct in new and existing locations, and we implemented a new due-diligence platform to track compliance. We also increased our spend with diverse-owned suppliers to more than \$500 million in 2023.
- **Financial inclusion:** We reached our goal to grow fixed-income investments managed by diverse financial institutions to \$750 million. We also supported development of the local financial sector and access to capital for small and medium enterprises in our regions of operation.

We’re proud of the progress we have made in the last year but know there is more work to be done. Thank you for your interest and support. We welcome your feedback on this report and our sustainability efforts. You can reach us by emailing [sustainability@micron.com](mailto:sustainability@micron.com).

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



# About Micron

Micron is a global leader in memory and storage solutions. With a relentless focus on our customers, technology leadership, product quality, manufacturing and operational excellence, Micron delivers a rich portfolio of high-performance DRAM, NAND and NOR memory and storage products. Every day, the innovations that our people create fuel the data economy, enabling advances in AI and 5G applications that unleash opportunities — from the data center to the intelligent edge and across 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. And that excellence is being recognized worldwide through awards and honors for our business and innovation, our people and culture, and our sustainability and operations. For over 45 years and with more than 55,000 patents granted (and growing), Micron has delivered products that have helped transform how the world uses information to enrich life *for all*.



Taichung, Taiwan

Founded on  
October 5, 1978

Headquartered in  
Boise, Idaho, USA

**\$15.5B**  
FY23 annual revenue<sup>2</sup>

**55,000+**  
patents granted  
and growing<sup>1</sup>

**136**  
on the 2023 Fortune 500<sup>3</sup>

**~43,000**  
team members<sup>2</sup>

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

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

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

<sup>1</sup> Micron data as of February 27, 2024  
<sup>2</sup> Micron data for fiscal year 2023 (FY23)  
<sup>3</sup> Fortune 500, June 5, 2023



2023–2024 awards and recognitions<sup>1</sup>

Business and innovation

- [Data Engineering Transformation Award](#), 2023 (Analytics India Magazine)
- [Diamond Supplier of the Year Award](#), 2023 (DENSO)
- [Global 500 Most Valuable and Strongest Brands](#), 2023 (Brand Finance)
- [International Innovation Awards](#), 2023 (Business World)
- [Platinum Top Global Supplier Diversity & Inclusion Champion](#), 2023 (WEConnect International)
- [Top 10 High Tech Supply Chains](#), 2023 (Gartner)
- [Top 10 Most Resilient Suppliers in the High-Tech Industry](#), 2023 (Resilinc)
- [Upstate Power 100](#), 2023 (city and state of New York)
- [World's Best Companies](#), 2023 (TIME)
- [250 Best-Managed Companies](#), 2023 (Wall Street Journal)

People and culture

- [America's Greatest Work Places](#), 2023 (Newsweek)
- [America's Greatest Work Places for Diversity](#), 2023 (Newsweek)

- [Best Companies in Idaho](#), 2023 (Zippia)
- [Best Places to Work, Japan](#), No. 9, 2023 (Great Place to Work Institute)
- [Best Workplaces in Italy](#), No. 6, 2023 (Great Place to Work Institute)
- [Best Workplaces in Singapore](#), No. 3, 2023 (Great Place to Work Institute)
- [Best Workplaces in Taiwan](#), 2023 (Great Place to Work Institute)
- [Bloomberg Gender–Equality Index](#), 2023
- [Equality 100 Award](#), Corporate Equality Index, 2023 (Human Rights Campaign Foundation)
- [Corporate Philanthropy Award](#), 2023 (Silicon Valley Business Journal)
- [Disability Equality Index](#), Score 100, 2023 (Disability:IN)
- [Gold Award for Micron Japan's DEI and LGBTQ+ activities](#), 2023 (Pride Index Association)
- [HIRE Vets Platinum Medallion Award](#), 2023 (U.S. Department of Labor)
- [Most Admired Companies](#), 2023 (Fortune)
- [Silver Employer](#), 2023 (India Workplace Equality Index)
- [STEM Impact Award](#), 2023 (Idaho STEM Action Center)

- [Top 100 Bay Area Corporate Philanthropists](#), 2023 (The San Francisco Business Times)
- [Top 20 DivHERsity Champions](#), 2023 (HerKey, formerly JobsForHer)
- [Top Supporters of HBCU Engineering Schools](#), 2023 (Career Communications Group)
- [Workplace Excellence Outie Award](#), 2023 (Out & Equal)
- [World's Best Employers](#), 2023 (Forbes)
- [World's Most Ethical Companies](#), 2024 (Ethisphere)
- [World's Top Companies for Women](#), 2023 (Forbes)
- [3-Star Employer Award](#), 2023 (VETS Indexes)

Sustainability and operations

- [Governor's Environmental Excellence Awards](#) for the Neabsco Creek Bandalong Litter Trap: Controlling Urban Stormwater Litter, 2024 (Virginia Department of Environmental Quality)
- [America's Most Responsible Companies](#), 2024 (Newsweek)
- [America's Most Cybersecure Companies](#), 2023 (Forbes)
- [Dow Jones Sustainability North America Index](#), 2023 (S&P Global)

- [ICONic Supply Chain Planning Resiliency Award](#), 2023 (Blue Yonder)
- [JUST 100 Ranking of America's Most JUST Companies](#), 2023 (JUST Capital)
- [Outstanding Company Emergency Response Team \(CERT\) Award](#), 2023 (Singapore Civil Defence Force)
- [President's Award](#), 2023 (Semiconductor Environmental Safety and Health Association, SESH)
- [Gold sustainability rating](#), 2023 (EcoVadis)
- [2-Diamond rating](#), GreenPASS Operation, Malaysia, 2023 (SEDA)
- [100 Best Corporate Citizens](#), 2023 (3BL)

<sup>1</sup> January 2023 through January 2024



Taichung, Taiwan



# Sustainability strategy



# Sustainability at Micron ties directly to our company’s vision, mission and values

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

We are mindful that our business, operations and sourcing practices affect our team members, our customers, our communities and our planet. We continuously seek to challenge and strengthen our sustainability strategy, which supports our mission as a global leader in memory and storage solutions by

focusing on the environmental, social and governance (ESG) impacts associated with our industry-leading products, our operations and sourcing, and our interactions with team members and communities.

Our sustainability strategy is supported by effective governance management and stakeholder engagement. We focus on initiatives that drive value for investors, customers, team members and other stakeholders, establishing goals and delivering on them with transparency.



Boise, 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 addressing our impact on the environment, supporting our team members and the communities where they live, respecting human rights, driving transparency and accountability in our supply chain, and developing innovative products that facilitate a sustainable future.

Sustainability in Micron’s supply chains, operations and products is overseen by a cross-functional sustainability council made up of our senior leaders, with oversight from senior executives and the Micron board of directors.

As sustainability is integrated into our business practices, Micron is guided by a corporate sustainability team that works closely with teams across the company on the following activities:

- Identifying priority and emerging ESG topics
- Defining our strategy to address priority topics
- Integrating sustainability practices and innovation into key areas of the company
- Engaging, building relationships and exchanging information with key stakeholders

Operational teams and councils within Micron take ownership of individual ESG 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 performance. The board’s purview includes relevant sustainability trends and their related 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 ESG topics at each regularly scheduled committee meeting, and the audit committee regularly reviews reporting processes.

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

## Sustainability governance structure

### Board of directors

Governance and sustainability committee

### Chief executive officer (CEO)

### Executive oversight

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

### Sustainability council

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

### Sustainability organization

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

### Roles

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

### Roles

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



# Opportunity and risk

Integrating sustainability into our business is strategically important, helping Micron both capitalize on opportunities and better manage risks. Consistent with our values, we 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. Sustainability is also a differentiator for recruiting and retaining high-potential employees, as well as for increasing engagement, satisfaction and productivity. In addition, strong sustainability programs enhance our relationships with customers, suppliers, investors and others.

While working in a socially and environmentally responsible manner, we focus on identifying, assessing, quantifying and managing sustainability-related risks. Micron's supply chains, operations and markets face a variety of risks, including global pandemics, geopolitical risks, labor unrest, materials 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 risk management functions. Micron has a network of risk management teams operating across the company, including in our EHS, IT, business continuity, global quality management, enterprise risk management (ERM) and internal audit groups.

Our ERM program takes a unified approach to understanding risks and making informed business decisions. It also facilitates prompt action to mitigate identified risks and embeds risk management into our culture, improving 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 monitoring continuously. 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 key risk information from 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. The internal audit group is independent and reports to the board's audit committee, which has a [charter](#) that defines its composition, role and responsibilities.

More details about Micron's risk assessment and mitigation measures can be found in the company's [2023 proxy statement](#), and more information about the company's risk factors can be found in the Risk factors sections of the company's annual or quarterly reports.





# Topic prioritization

Micron’s sustainability team and council periodically review the company’s ESG priorities to inform our strategy, actions and disclosures. We conduct full assessments on a three-year cycle and review priorities annually to confirm that the topics of greatest significance to our stakeholders and our business are reflected in company sustainability initiatives, goals and reporting. We completed our most recent assessment in 2021 and are evaluating requirements for prioritization and disclosure as we prepare for a 2024 update.

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

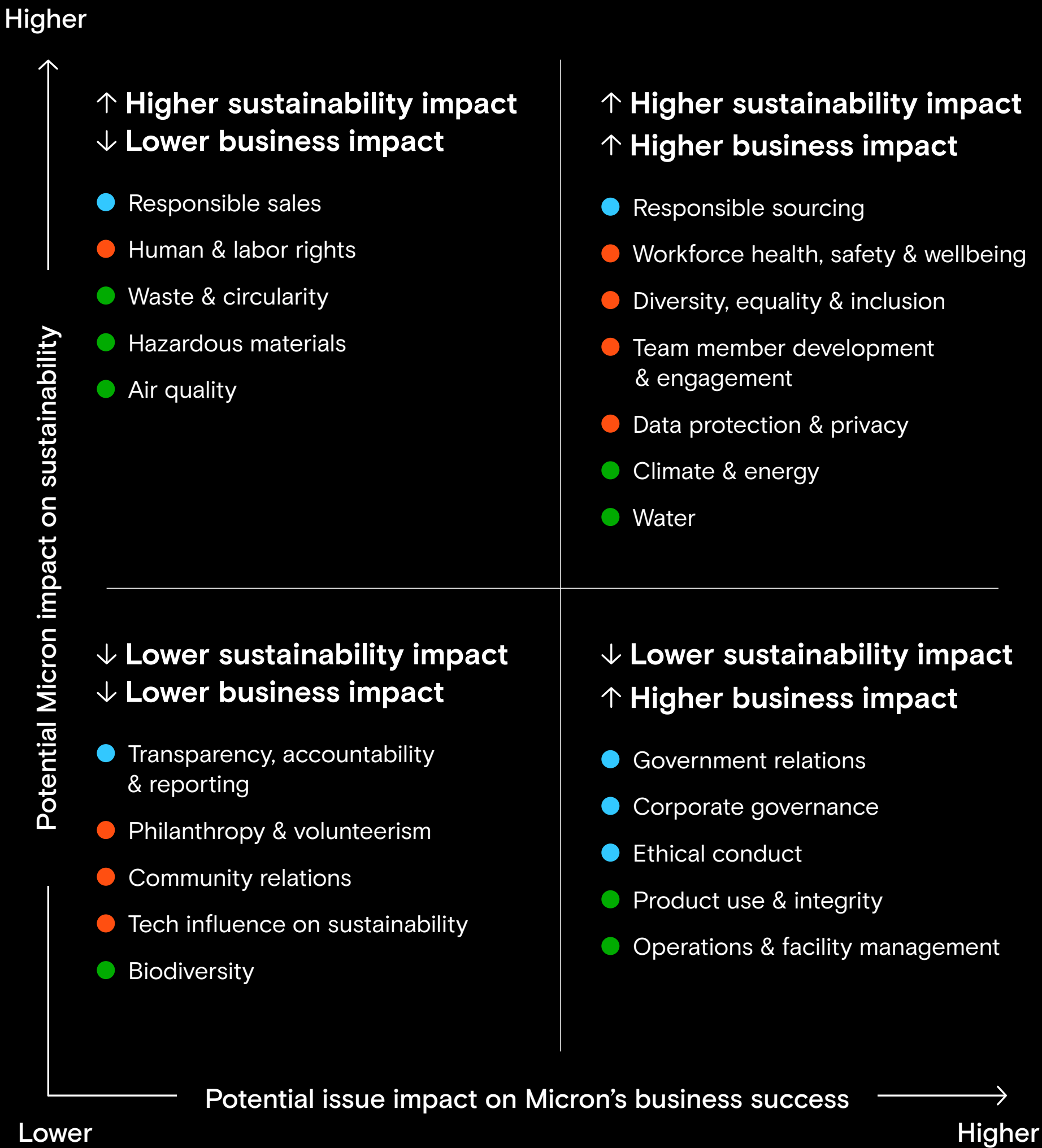
Using this evaluation, we place topics in a prioritization matrix based on their potential to influence Micron’s business success and the company’s potential impact on sustainability. The most significant topics identified on both axes — the leading priorities for the company’s sustainability programs — are responsible sourcing; workforce health, safety and wellbeing; diversity, equality and inclusion; team member development and engagement; data protection and privacy; climate

and energy; and water. Other relevant 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 [United Nations Sustainable Development Goals](#), [Sustainability Accounting Standards Board \(SASB\)](#) semiconductor industry and other reporting standards, industry reports and assessments, customer and investor surveys and evaluations, company risk reviews and other internal documents, and direct input and feedback from our key internal and external stakeholders.

## Micron’s priority topics

- Governance
- Social
- Environmental





# 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 relations. 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 laws, internal policies and Micron’s code of business conduct and ethics. Micron’s vice president of ethics and compliance has responsibility for setting the ethics and compliance program’s 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 the effectiveness of its ethics and compliance programs.

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

Team members receive regular training and certify that they have read, understand and will comply with the code. In fiscal year 2023 (FY23), 99% of our team members complied with the business conduct and ethics training and certification requirements.

## Guarding against corruption

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

Micron is a member of the **Responsible Business Alliance** (RBA), a group of leading companies focused on promoting responsible working conditions, ethical business practices and environmental stewardship

throughout the global supply chain. Micron communicates our ethical requirements to suppliers through our **supplier expectations**. We also adhere to — and expect our suppliers to implement — **the RBA code of conduct**, which requires participants to adopt a zero-tolerance policy on bribery, corruption, extortion and embezzlement, as well as 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.



Shanghai, China

“In all we do here at Micron, integrity comes ahead of business results and should never be compromised in favor of any business action, result or relationship. Integrity always matters. I appreciate each team member’s contribution in making Micron a company of which we are all proud.”

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





San Jose, California

### 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 compliance and ethics 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.

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

When our investigations indicate a basis for allegations raised, we work with human resources and management — where permissible under local law — to advise on appropriate corrective action. We then propose process improvements to promote ethical practices going forward. As part of our standard investigative process, we perform a root cause analysis of each investigation and refer systemic issues to the internal audit group for a deeper dive. Results of the analysis also drive 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 the fear of retaliation. These communications demonstrate to team members that their acts of speaking up and raising concerns lead to meaningful action.

### 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 and accountability as evidenced 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.

### Developing AI governance

Micron’s vision is an artificial intelligence (AI) governance framework flexible enough to keep pace with emerging opportunities, challenges, as well as the evolving international regulatory environment. In the fall of 2023, with Board support, Micron benchmarked, designed, and launched a generative AI governance operating committee. The governance structure provides for technical assessments, executive leadership oversight, and opportunities for continuing board input on the innovative and responsible use of emerging generative AI-enabled solutions.



Taichung, Taiwan

# Human rights

Micron is committed to respecting human rights wherever we do business. We strictly 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 respectful treatment of all people working at Micron sites and within our supply chain is required by our [code of conduct](#) and [human rights policy](#). Our human rights policy is guided by the United Nations’ [Guiding Principles for Business and Human Rights](#) — the primary global framework for preventing and addressing adverse impacts on human rights 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](#).

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 we deem

necessary. We regularly conduct due diligence including audits across our supply chain to assess supplier 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 2023, more than 99% of team members logged over 66,000 hours of completed human rights trainings on topics including our code of conduct, human trafficking and harassment.

As an active 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 vigorous management approach that includes training our team members on code requirements and using third-party auditors to verify our actions.

Our global RBA oversight team includes representatives from our legal, people, environmental, health, safety and supplier management functions. They monitor key RBA metrics across our manufacturing locations and review periodic reports on Micron’s overall RBA performance. We participate in the RBA validated assessment program (VAP) and annually complete a self-assessment. Through the RBA-ON application, we provide our customers access to both the self-assessment questionnaires and VAP audit reports. All our manufacturing sites are on a biennial schedule for audits through the RBA’s validated assessment program, and as of December 31, 2023, we achieved an average RBA facility audit score of 198.2 of a possible 200.



# Global trade compliance

Micron is committed to complying with all applicable trade laws and regulations, both domestic and international. We believe that adherence to these laws is essential to our continuing success as a responsible global citizen and a trustworthy business partner.

We have established a robust system of trade controls to mitigate the risk of exports to unauthorized end users or entities with unauthorized end uses. Our trade compliance program is designed to confirm that we and our partners comply with all applicable laws and regulations and that we conduct business in an ethical and responsible manner.

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

- The commitment and support of our senior leadership for implementing and executing a robust compliance program
- Tracking of regulatory and geopolitical trends that influence global trade governance goals
- Policies and protocols to make sure team members and management are informed and trained on the latest applicable trade compliance regulations

- Internal systems and processes to automate and systematically manage global trade compliance activities
- Protocols for robust compliance recordkeeping and reporting
- Internal reporting channels and corrective action plans for suspected violations
- Comprehensive screening of all key business partners against applicable denied party and watch lists
- Enhanced due-diligence requirements for business partners, with an emphasis on emerging compliance risks
- Diligence activity around forced labor in foreign supply chains and prevention of related unauthorized imports
- Associated trade compliance language in suppliers’ codes of conduct, training, on-site inspections, self-assessment questionnaires and supplier ranking





# Cybersecurity

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

Micron’s cybersecurity practices align with the [National Institute of Standards and Technology cybersecurity framework](#) and are outlined in the company’s [privacy notice](#), which highlights what types of information are collected and how they are used and shared. The [Micron customer trust center](#) provides additional information. Micron has a formal information security


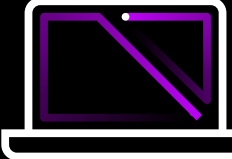
training program, which includes annual or biannual certification on topics such as understanding information security and protecting proprietary information. Additionally, Micron has a third-party International Organization for Standardization (ISO) 27001 audit completed annually, which is currently focused on U.S. information technology systems and expected to expand in 2024.

Our global security organization, led by the company’s vice president and chief security officer, oversees the company’s cybersecurity programs. Governance of these programs extends to the Micron board of directors’ security committee, which regularly reviews and oversees our policies and practices to identify and mitigate cybersecurity risks.



Hyderabad, India

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

## Monitoring tax laws and risk

Micron, along with industry associations, 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 worldwide. 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 any differences through timely and transparent discussions or, if necessary, through established channels for dispute resolution.



# Sustainability and corporate finance

Micron understands that sustainability and business success should go hand in hand. These priorities can be integrated in innovative ways. We have taken several steps to link the company’s corporate finance and sustainability initiatives. Without sacrificing financial flexibility, these efforts enhance Micron’s environmental and social initiatives while lowering costs to Micron.

## Supporting DEI initiatives

Micron believes our vision to enrich life *for all* includes making intentional investments in financial institutions committed to providing capital and financial services to underserved communities. These investments have a multiplying effect on the economies of underrepresented communities. They also help to promote diversity on Wall Street. As covered in our 2023 DEI report, [What makes us Micron](#), in FY23, we achieved our goal to grow fixed-income investments managed by diverse financial institutions to \$750 million.

Micron also became a founding member of the [White House’s Economic Opportunity Coalition](#), a public-private partnership committed to unlocking the potential of communities of color, low-income communities, rural areas and other historically underserved communities. Micron is the only semiconductor company among that group of 12 founding firms.

In FY23, Micron also included diverse financial institutions as underwriters in the issuance of \$3.5 billion of debt. These efforts align with [Micron’s DEI commitment](#) to invest in diverse financial institutions and ensure underrepresented communities have access to capital.

## Linking finance and sustainability

In May 2021, Micron executed nearly \$3.7 billion in credit and bank facilities, with interest rates tied to specific sustainability performance metrics in line with the company’s public goals and commitments. In calendar year 2023 (CY23), we achieved the following milestones in connection with our sustainability-linked credit:

- RBA average facility audit score: 198.2 of a possible 200 (as of December 31, 2023)
- Waste diversion rate: 94%
- Greenhouse gas intensity: 56% reduction in greenhouse gas emissions per unit of production compared to the CY18 baseline

Micron’s \$1 billion green bond, issued in November 2021, continues to align with our [green bond framework](#) and the globally recognized [Green Bond Principles](#). Proceeds from the green bond have been fully allocated to support our public commitments to long-term environmental performance and construction of Leadership in Energy and Environmental Design (LEED) Gold buildings, as outlined in our second [green bond report](#) published in December 2023.

Micron also continues to target approximately \$1 billion to advance our environmental goals by 2028, as discussed in the [Operations and environment](#) section of this report.

## Calendar year 2023 milestones

RBA average facility audit score (as of December 31, 2023)



Waste diversion rate<sup>1</sup>



Greenhouse gas intensity





# Stakeholder engagement

Micron works to understand the impact of our operations, supply chains and products on people, the environment and society. Internal and external stakeholders — from investors and customers to team members and policymakers — play a crucial role in our business success, and we engage with them at the local, subsidiary and corporate levels worldwide. We also collaborate with a variety of organizations to gain insight into how we affect our stakeholders and to inform our decision-making.

## Communicating with our shareholders

Micron discusses sustainability matters with the investment community and continuously improves our ESG disclosures based on investor feedback. To support these efforts, Micron publishes a [sustainability reporting index](#) that aligns with the SASB semiconductor industry standard. Micron has also forged strategic relationships with lenders based on our [sustainability performance](#).

## Working with customers

Micron customers are increasingly focused on sustainability performance, and many include it in their supplier evaluations. 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 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.

We launched training and additional resources in 2023 to help our customer engagement teams around the globe have better, more in-depth sustainability conversations with customers. This kind of transparency is essential as Micron, our customers and the industry strive to make meaningful progress on sustainability initiatives. For example, we began collaborating with a consortium of customers and suppliers in Taiwan on renewable energy opportunities in the region. As a trusted partner, we are deepening our relationships around sustainability with customers and industry peers and pursuing new ways to join forces for greater influence in 2024.

## Engaging with governments and policymakers

Engaging with stakeholders around the world is vital for our global business. Micron works with policymakers at various levels of government to contribute to policy discussions and initiatives focusing on workforce development, renewable energy, water resource management and other sustainability priorities. In 2023, we signed a memorandum of understanding with Taiwan’s Bureau of Water Resources, as part of a broader private-public collaboration to address climate change and implement strategies for more sustainable local water use. We also engaged with governments and policymakers in several other ways:

- Partnered with the city of Boise to operate an advanced water treatment plant on the Micron campus as a component of a local initiative to improve water resource resilience
- Collaborated with the Singapore government to introduce a central abatement system for capture and destruction of greenhouse gases

- Worked with Higashi-Hiroshima City Hall in Japan to advance a five-year restoration project that removes hydrogen sulfide sediments and improves the water quality in tidal flats
- Supported policies proposed by Malaysia’s government to incentivize renewable energy use in manufacturing, leading to the industrial sector’s first renewable energy zone

As Micron presses forward with these and similar efforts, we remain committed to our values, 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 stakeholder groups are covered in detail in the [Team members](#), [Communities](#) and [Responsible sourcing](#) sections of this report.





Who we engage	How we engage		What the engagement creates
Shareholders	<ul style="list-style-type: none"><li>Proactive and systematic annual outreach to shareholders that hold cumulatively over 50% of shares to solicit feedback on ESG topics</li><li>Investor relations webpage</li><li>Annual shareholder meeting</li><li>Quarterly financial calls</li><li>Periodic investor presentations</li></ul>	<ul style="list-style-type: none"><li>Investor conferences and meetings</li><li>Annual report and sustainability report</li><li>Issuance of an SASB index and participation in the SASB Standards Advisory Group</li><li>Regulatory filings</li><li>Press releases</li></ul>	Transparency and fulfillment of the needs of our shareholders and the investor and analyst communities as they focus on corporate sustainability performance
Team members	<ul style="list-style-type: none"><li>Ongoing supervisor interactions</li><li>Meetings hosted by senior leaders</li><li>Employee engagement surveys</li><li>Compliance helpline for reporting concerns</li><li>Intranet news site with global and local content</li><li>Intranet collaboration sites</li></ul>	<ul style="list-style-type: none"><li>Employee resource groups</li><li>Emails and newsletters</li><li>Team member handbook</li><li>Global town halls</li><li>Volunteer and philanthropic events</li></ul>	A culture in which all team members contribute to our success
Customers and industry organizations	<ul style="list-style-type: none"><li>Regular meetings between customers and sales team executives, account managers and sustainability leaders</li><li>Customer requirement documents</li><li>Membership in industry organizations</li></ul>	<ul style="list-style-type: none"><li>Customer scorecards and performance evaluations related to RBA code compliance, transparency, risk management, environmental and social performance, responsible sourcing and other topics</li></ul>	Understanding of our performance from our customers’ perspectives, industry consensus on social and environmental issues, and customer trust
Suppliers	<ul style="list-style-type: none"><li>Compliance helpline for reporting grievances and concerns</li><li>Supplier performance evaluations</li><li>Audits and assessments</li><li>Supplier portal containing expectations and requirements in conduct and responsible sourcing</li><li>Participation in industry associations and events including RBA membership and committees</li></ul>	<ul style="list-style-type: none"><li>Training</li><li>Risk profiling assessments and event monitoring of mapped suppliers</li><li>Supplier day events and summits including those targeting diverse suppliers</li><li>Joint development projects</li></ul>	Open dialogue about our expectations with respect to social and environmental criteria
Communities	<ul style="list-style-type: none"><li>Compliance helpline available for community members everywhere we operate</li><li>Local, regional and global STEM education conversations</li><li>University networks</li><li>Outreach through in-person programs and opportunities for team members to volunteer and donate</li></ul>	<ul style="list-style-type: none"><li>Collaboration with communities to understand and promote workforce development, education, access to childcare, community assets and organizations, and affordable housing</li></ul>	Equitable opportunities for underrepresented populations, community support of and increased access to STEM education; creation of a stronger workforce pipeline for our industry
Policymakers	<ul style="list-style-type: none"><li>Education and information sharing about the semiconductor industry and memory</li><li>Involvement in industry and trade associations</li></ul>	<ul style="list-style-type: none"><li>Advocacy for positions that strengthen Micron and the semiconductor industry as a whole</li></ul>	Engagement with policymaking that governs and affects our strategies, investments, operations, team members and communities



# Products and innovation



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

Semiconductor memory and storage are the underlying technologies that make modern computing hardware possible. As the only U.S.-based manufacturer of DRAM and one of the world’s largest semiconductor manufacturers, Micron delivers a high-performance portfolio of DRAM, NAND, NOR, high-bandwidth memory and multichip package solutions. We work closely with customers to create specialized memory and storage architectures as these vital technologies evolve.

We made significant progress with our strategic technology roadmap in 2023, expanding our industry-leading product portfolio. Micron is at the forefront of the industry’s most advanced technology nodes in both DRAM and NAND, with the vast majority of our production on leading-edge nodes: 1α (1-alpha) and 1β (1-beta) DRAM and 176-layer and 232-layer NAND.

The same capacity for innovation that led to foundational memory technologies accelerated our development of artificial intelligence (AI) capabilities in 2023. We introduced HBM3E to address the increasing demands of generative AI. Our teams are also driving AI capability with first-to-market low-power (LP) memory solutions such as LPCAMM2 for AI-powered PCs and LPDDR5X for AI-ready mobile devices.

We use the advanced technologies enabled by our products throughout our own operations to continuously improve processes across the business. While our research investments lead to products that help customers realize new potential, these advances also allow Micron to operate at higher capacity, communicate more securely, work with data at the fastest speeds available, and increase energy and material efficiency.

## Safeguarding customer data

A steadfast commitment to cybersecurity is one important way we earn and keep our customers’ trust. Micron faces the unpredictability and threat of cyberattacks by using the National Institute of Standards and Technology cybersecurity framework and, in many cases, the more stringent U.S. Commercial National Security Algorithm recommendations. We provide transparency about our privacy practices and help our customers understand the choices they have regarding their privacy rights and personal information.

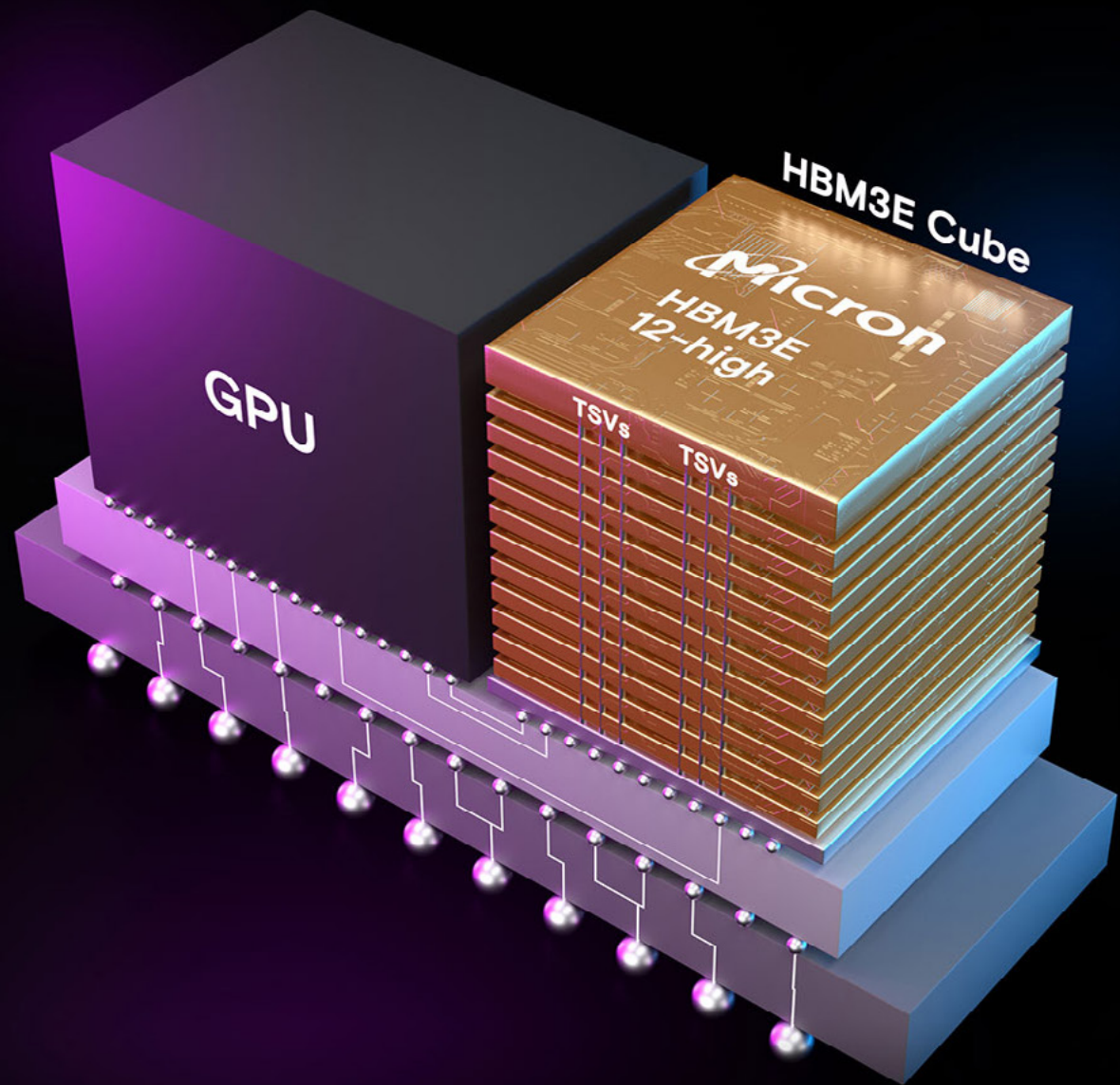
Quickly evolving consumer internet of things (IoT) and industrial IoT ecosystems add to already significant risk and responsibility. With the rapid advance of machine learning and generative AI, devices are becoming considerably more capable and autonomous. At the same time, they are creating — and often being provided access to — large amounts of sensitive data that must remain secure. Micron’s memory and storage products are a key element in enabling our customers to develop security that addresses the escalating threat of enterprise cyberattacks.

## Addressing functional safety

Safety and security are particularly critical in the automotive sector, where driver and pedestrian safety is at stake and where memory and storage solutions need to support safe and secure connected, autonomous and electric vehicles. As the world leader in automotive memory and storage, Micron is committed to enhancing both the cybersecurity of our products and their functional safety. Functional safety

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 system architects and applications engineers.

Micron has adopted industry standards for automotive safety, such as the International Organization for Standardization (ISO) 26262 standard for the functional safety of road vehicles and the ISO 21434 standard for autonomous vehicle cybersecurity. We require suppliers to submit hardware evaluation reports, we conduct our own functional safety analyses, and we provide guidance to customers so they can perform safety analyses of their own. In 2023, Micron began certifying our product security management system under the cybersecurity requirements of the ISO 21434 standard.





# Increasing energy efficiency

Micron drives improvements in the power requirements, 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.

Our teams continuously advance Micron’s technology to meet power-efficiency needs for AI, our cloud-computing customers and electronic devices globally. Efficiency is an important customer requirement for improving battery life, reducing heat output and mitigating environmental impacts. Data centers alone use [about 1% of global electricity](#), much of which comes from fossil fuel sources that contribute to climate change, and the volume of data produced and organized is projected to grow in coming years.

Even small improvements in product efficiency can yield important energy savings. For example, the [Micron 9400](#), released in January 2023, delivers an estimated 77% better input/output operations per second per watt than its predecessor. Micron’s HBM3E memory solution is also built for efficiency, and customers continue to give strong feedback that our

HBM3E solution has a 30% lower power consumption than competitors’ solutions. This efficiency can reduce training time for large language models like GPT-4 and lower the total cost of ownership.

Our new [LPCAMM2](#) technology for AI-powered PCs enhances power conservation and lengthens device lifecycles, potentially reducing waste. The LPCAMM2 system optimizes energy use with up to 80% standby power savings to improve battery life, up to 7% better performance for digital content-creation workloads and up to 15% improvement for productivity workloads in PCMark 10 tests. In addition, LPCAMM2 enables faster, lighter and smaller notebooks with longer battery life and modularity for service and upgrades as technology and user needs evolve.

For higher memory performance and lower energy consumption enabled by the expansion of 5G, the 1 $\beta$  DRAM technology behind Micron’s LPDDR5X was designed to perform at low power for an approximate 15% power-efficiency improvement over 1 $\alpha$  memory. As intensive use cases, like machine-to-machine

communications, AI and machine learning, adopt high-density, low-power memory made on Micron’s 1 $\beta$  DRAM node, the flow of data between smart devices, systems and applications becomes more energy efficient.

As a result of a breakthrough in 2023, the [Micron 3500 NVMe SSD](#) is equipped with our 232-layer NAND to improve performance and power efficiency. It uses a low-voltage interface for an estimated 30% per-bit energy transfer savings, resulting in lower power consumption while providing the fastest possible access to data. For example, our Micron 3500 technology operates with up to 132% better performance for scientific and life science applications and up to 74% for visual effects, 3D modeling and media applications. For consumers in gaming, video editing, 3D rendering and heavy workload applications, our Crucial brand now offers the [T700 PCIe 5.0 NVMe SSD](#), which is nearly two times faster than our Gen4 performance SSD.

Power-efficient technologies are a pressing and growing need for businesses, especially those looking to meet sustainability targets and reduce operating expenses. We collaborate with customers to deliver memory and storage products that increase energy efficiency. Our [system power calculators](#) are online tools that can help customers estimate memory power use when they make system architecture and design decisions. We also participate in standards bodies like the JEDEC Solid State Technology Association to help define industry standards for computing.

Micron solutions — from embedded AI accelerators to local storage — enable automation and efficiency across sectors, including our own. We implement these technologies [across our operations](#), including in our industrial applications, facilities management and transportation.



# Unlocking industry innovation

In addition to our leadership in innovative memory and storage technologies, we are also committed to unlocking even greater innovation and progress in our industry. The [Micron Ventures](#) organization supports the success of technology startups — those that develop transformative innovations but may lack the resources to bring them to the market without help. Our ventures team works with university and government partners globally to connect with innovators, assess proofs of concept and quickly identify technologies best positioned to scale.

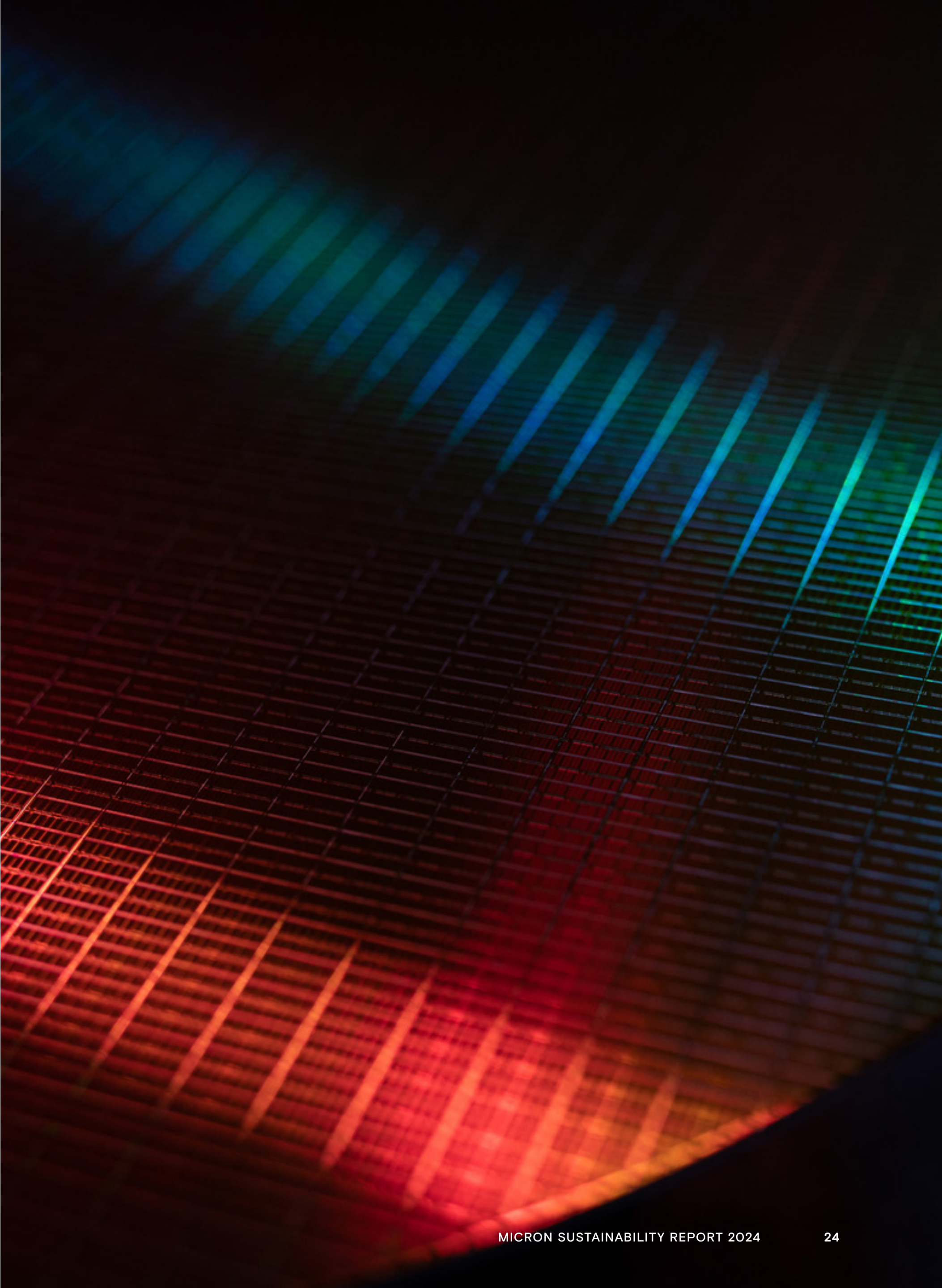
Since announcing our [\\$200 million deep tech fund](#), we have increasingly focused on technologies that can help decarbonize our own operations. For example, we continue to invest in clean tech startup [Aqua Membranes](#), which has developed 3D-printed technology to optimize water filtration flow patterns and reduce energy consumption in industrial applications, including semiconductor manufacturing. We're also investing in [Multiscale Technologies](#), a company 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 co-hosts the [Startups for Semiconductor Sustainability](#) pitch event for innovators to help semiconductor manufacturers use energy and water more efficiently. In partnership with the industry association SEMI and 12 of our industry peers, we identify semifinalists and pair them with semiconductor

experts who serve as advisors. Ultimately, finalists gain valuable exposure at the industrywide pitch event that occurs during SEMICON West, one of the industry's largest gatherings. Micron Ventures continues to engage with current and past 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. We recently 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 featuring Crucial SSDs. These efforts promote the repair and upgrade of electronics, reducing waste, resource use and greenhouse gas emissions.





# 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 United States before assembling and testing in locations including Malaysia 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.

Our manufacturing process flow requires energy to run equipment and maintain the cleanroom environment, uses water to safeguard cleanliness and provide cooling, and involves potentially hazardous chemicals and gases. These processes generate emissions and other waste that must be safely abated and managed. Scaling our products often requires new manufacturing equipment, materials and processing technologies, as well as 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.

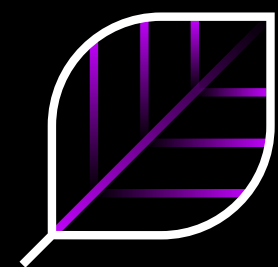
In island geographies where many of our operations are located, energy and water resources are often limited. We are also constrained by available space in our cleanrooms, which requires careful planning and engineering to optimize the placement of production and abatement equipment. In addition, for certain manufacturing steps, alternative chemistries with lower potential impact are not available.

Because these realities pose challenges to reducing our environmental footprint, we take a “shift-left” mindset to operational sustainability, finding ways to reduce our footprint as early as possible in each process. This shift-left principle, which anchors Micron’s approach, is a quality concept defined by early detection and resolution of potential issues or vulnerabilities in the development process. For example, we focus on minimizing waste generation before we explore options for reuse or disposal. We integrate environmental, health and safety (EHS) considerations — including energy, water and waste efficiency 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, and our engineers and other team members prioritize our sustainability pillars of energy, emissions, water and waste. For instance, our technology development team is mitigating the adverse effects of technology node scaling by integrating environmental strategies into equipment and material selection and into process development.

During the technology development phase, we work closely with equipment and material suppliers to establish processes that reduce energy, water and chemical use; incorporate abatement strategies; 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.

Micron plans to invest approximately \$1 billion by 2028 to advance our environmental goals. As part of this effort, we have invested approximately \$313 million since 2021 to support initiatives including advanced water treatment, energy-efficiency improvements and greenhouse gas (GHG) mitigation measures. This commitment is complemented by credit facilities linked to our sustainability performance and a \$1 billion green bond allocated to environmental projects across the company.

## Environmental operations awards



Green Factory Label and a Cleaner Production Assessment certification, Taiwan



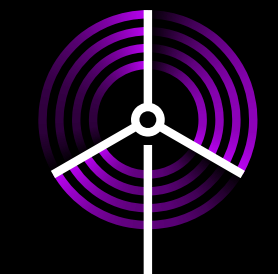
World Economic Forum's Global Lighthouse Network, Taiwan and Singapore



National Energy Award, Bougainvillea Garden Award (Amazing Tangkak Festival) and 5-star rating award, best solid waste management (SWCorp), Malaysia



Virginia Water Environment Association Platinum Award (12 consecutive years)  
Singapore National Water Agency, Water Efficiency Award



2024 Governor's Environmental Excellence Award, Virginia



# Goals and aspirations

In 2020, Micron set ambitious long-term goals for energy, emissions, water and waste. As our programs evolve, we revisit these goals to drive greater performance and address the expectations of our stakeholders.

Early in calendar year 2022 (CY22), we expanded our ambitions, setting new goals for our climate initiatives. We are working toward targets to reach

net zero GHG emissions in our operations (scope 1) and purchased energy (scope 2) by 2050. As part of these commitments, we are targeting a milestone — a 42% absolute reduction compared to a CY20 baseline — to achieve 2030 scope 1 emission reductions that support the objectives of the [Paris Agreement](#). These goals complement our target to achieve 100% renewable energy for purchased electricity in our existing U.S. operations by the end of 2025.

We continue to invest in programs to advance our environmental initiatives. Specialized Micron teams are working on solutions to accelerate renewable electricity use, increase energy efficiency and pursue environmental innovations such as addressing heat transfer fluids and fluorinated GHGs to help reach our goals.

Pillar	Goal	Aspiration	Actions	CY23 performance <sup>1</sup>
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, converting to hot deionized water and transitioning to lower-emitting heat transfer fluids  Reducing indirect emissions through designing energy-efficient facilities and smart-controlled systems and transitioning to renewable electricity where available	11% decrease in absolute scope 1 emissions in CY23 compared to CY20
Energy	100% renewable electricity in the U.S. by the end of CY25  100% renewable electricity in Malaysia (ongoing)	100% renewable energy globally, where available	Procuring renewable energy opportunities in multiple operating locations	100% renewable electricity in Malaysia  Three new contracts sufficient to cover estimated electricity needs in the U.S. secured as of the end of CY25
Water	75% water conservation through reuse, recycling and restoration in CY30	100% water conservation through reuse, recycling and restoration	Implementing new reclamation technologies, completing a new water restoration project in Japan and continuing the pilot with a venture startup	66% water conservation through reuse, recycling and restoration
Waste	95% reuse, recycling and recovery, and zero hazardous waste to landfill in CY30 <sup>2</sup>	Zero waste to landfill through waste minimization, reuse, recycling and recovery	Minimizing waste generation, improving waste stream segregation, enhancing waste recovery systems and engaging with alternate waste disposal vendors	94% reuse, recycle and recovery (including energy recovery)  Zero hazardous waste to landfill

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

<sup>2</sup> Subject to vendor availability

## Our environmental goals

Water

75%

water conservation through reuse, recycling and restoration in CY30

Energy

100%

renewable electricity in the U.S. by the end of CY25; renewable electricity in Malaysia (ongoing)

Emissions

42%

absolute reduction in scope 1 emissions by CY30 from CY20 baseline

Waste

95%

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

Net zero

scope 1 and 2 emissions by CY50



# Greenhouse gas emissions and energy

Micron’s focus on developing **low-power**, more sustainable devices parallels our work to reduce GHG emissions and improve energy efficiency in our operations. Our approach to GHG management begins with collecting, analyzing and reporting data specific to these emissions. 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.<sup>1</sup> We intend for our energy and emissions goals to support the objectives of the Paris Agreement to limit planetary warming to well below 2 degrees Celsius (2 C) above preindustrial levels and the United Nations **Sustainable Development Goal 13** on climate action.

## Addressing leading sources of emissions

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

Process GHG emissions, such as nitrous oxide and fluorinated gases, are mainly emitted from our etching process and the plasma chamber depositing and cleaning process. Today, few suitable low-GHG emissions alternatives exist for these processes. We are collaborating with suppliers to invent low-emissions etch chemistries, increase gas use efficiency and abate emissions more efficiently at the tool level. These efforts require close partnership with process tool suppliers, gas suppliers and academic researchers to invent novel chemistries and technologies. In 2023, we expanded installation of emission-abatement tools and other abatement strategies to evaluate the feasibility and scalability of the technology for achieving higher destruction-removal efficiencies. In processes where complete abatement is impossible, we are exploring more refined exhaust segregation and purification technologies.

Heat transfer fluids are an important source of Micron’s GHG emissions, and we are making progress by increasing use efficiency and transitioning to alternatives with lower global warming potential (GWP). In 2023, we continued to make improvements like upgrading process tools, optimizing chillers and other equipment, and qualifying new heat transfer fluids with lower GWP.

We are also exploring opportunities 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.

In each of these areas, smart manufacturing controls provide more information that helps enhance our decision-making. These emerging technologies can provide real-time insights into our operating conditions

and processes, allowing us to detect inefficiencies quickly, identify new opportunities for improvement and make continuous adjustments to reduce emissions.

## Engaging our supply chain

Actively engaging suppliers in our GHG emissions and energy-reduction efforts is key for spurring innovation and making meaningful progress. 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 emissions-reduction programs and other initiatives that contribute to supply chain sustainability.

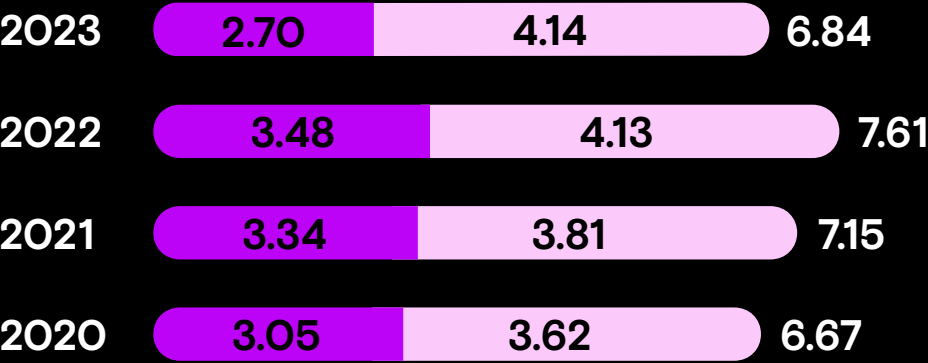
Micron annually reports our scope 3 emissions **through CDP**, and we analyze the sources of our value chain emissions for potential reduction opportunities.

<sup>1</sup> While we recognize the relevance of SBTi as a key standard-setter for corporate climate targets, we have not committed to establishing a SBTi-approved target as a result of constraints in several areas, including growth in industry output and availability of renewable energy in key operating locations.

## Progress toward GHG and energy goals

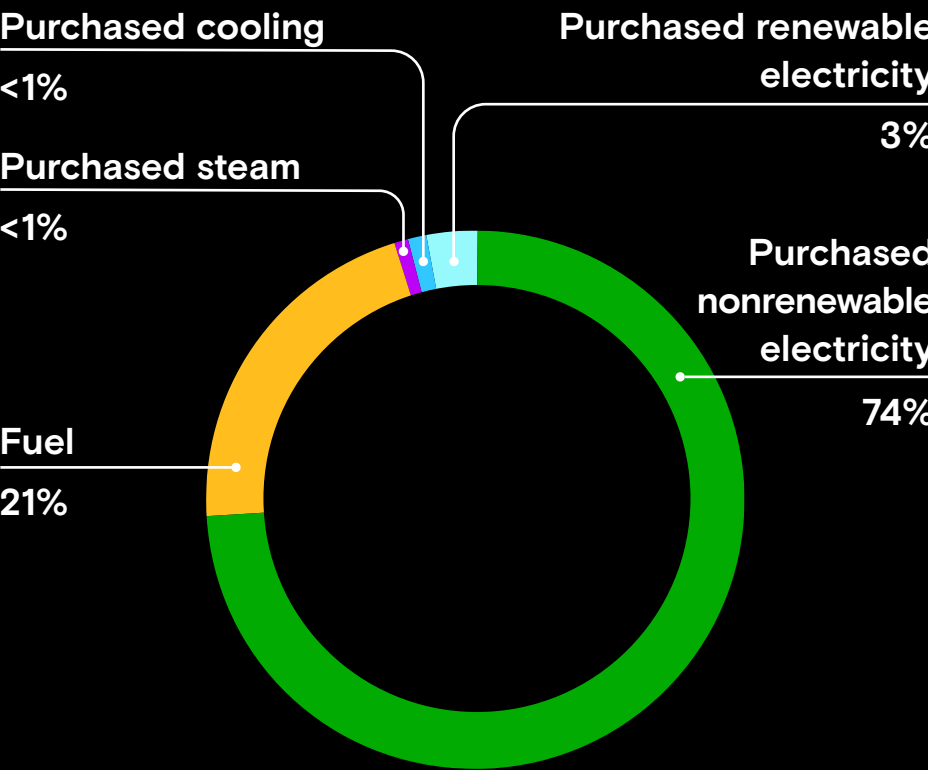
### Total GHG emissions

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



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

### Energy breakdown by source



All data is for the calendar year. Detailed figure can be found in **Performance at a glance**.



### Optimizing energy use

As established by our energy strategy, Micron uses efficiency as our primary lever to reduce energy use in our processes. We continue to improve our efficiency metrics and management, and as of March 2024, seven of our sites hold [ISO 50001:2018 certification](#). Incorporating energy efficiency into our [LEED-certified buildings](#) is also an important strategy in our energy management programs.

Micron has been collaborating closely with suppliers on enabling power system-related hardware and software solutions across our global manufacturing sites. This collaboration has extended into the field of energy optimization powered by AI analytics, and we are piloting this approach in one of our Taiwan fabs

to support progress toward our net zero goal. This partnership may further strengthen our efforts and commitment on energy optimization. We aim to scale the pilot program to global manufacturing sites based on promising energy-saving results for key facility systems such as chillers, compressed air units and more.

### Transitioning to carbon-free energy

In addition to efficiency, we consider the availability of affordable renewable energy based on the unique conditions of each location where we operate. Our approach to procuring renewable energy 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. The U.S. continues to be the most cost-effective location for procuring renewable energy among our fab sites, while the renewable supply remains limited and not cost-effective at our Asian fab sites.

Micron is a member of the [Clean Energy Buyers Association](#), a consortium of large-scale energy buyers, developers, service providers and nongovernmental organizations. We are also part of a working group in Japan with representatives from diverse industries collaborating on a solution to bring more clean energy options to the country’s energy grid.

In 2022, we signed a 15-megawatt corporate solar on-site PPA in Singapore, initiated one of our first on-site solar self-investment projects at our manufacturing facility in Hiroshima, Japan, and signed our first

corporate PPA in Taiwan. Building on that success, in 2023, we signed additional agreements with developers like [Terra-Gen](#) that will help enable our goal of 100% renewable electricity in the U.S. by the end of 2025. The 40-megawatt Black Mesa solar project located near our Boise headquarters came online in June 2023 to support these efforts. These resulted in double the energy procurement as compared to 2022.

In the last quarter of CY23, Micron achieved 100% renewable electricity for our operations in mainland China through the purchase of green electricity certificates (GECs). We also expanded our on-site solar capabilities in Singapore and continue to purchase 100% renewable electricity for our facilities in Malaysia through the [Green Electricity Tariff program](#).



Boise, Idaho



# Water

As semiconductor manufacturing technologies have become more complex, demand for water in our industry has grown, and managing our water use is among our top environmental priorities. We are working toward an aspiration of 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 demand for water for local ecosystems and communities.

We have allocated green bond funds to water management projects that are expected to save millions of cubic meters 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 18% 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<sup>1</sup> — and many of our locations face potential water stress. We know it is critical to be a good partner in managing local water resources.

Making the water from our fabs available for reuse and recycling is energy intensive because the treatment required increases energy consumption. Here, our pilot with [Aqua Membranes](#), one of the startups we support [through our ventures program](#), is showing promising results. In early testing at our Boise facility, Micron water teams have performed first-of-a-kind assessments of Aqua Membranes technology, demonstrating 20% energy savings from Aqua Membranes' printed spacer strategy when compared with the reverse osmosis water membrane technology currently used in the industry. As we continue to engage with Aqua Membranes and scale its membranes

for use in semiconductor manufacturing settings, we aim to enhance our ability to reuse water and reduce energy consumption.

To make progress toward our water restoration goal, we participate in local water projects in the communities where we operate. For example, Micron is a steward of the Nankan and Dongmen rivers in Taiwan and has donated nearly \$10 million to a dredging project that will restore storage capacity to the Shihmen Reservoir, the region's primary water source. We are also investing in river restoration projects in Idaho and Virginia that improve an estimated 0.5 and 3.7 million cubic meters of water annually, respectively. The initiatives we support globally to clean and conserve water may also promote local biodiversity.

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

**Sourcing.** The primary source of water at our manufacturing sites globally is the municipal supply. We partner with local water authorities to 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. This water 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.

**Reclaiming and reusing.** Our systems reclaim the water used in cleaning and other processes. We then reuse it within the same process or in other applications such as boilers, cooling towers and pollution abatement equipment (a practice that, in turn, 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 water quality standards. Our treatment methods vary by site and include membrane filtration, ion-resin adsorption, precipitation, bio-oxidation and neutralization.

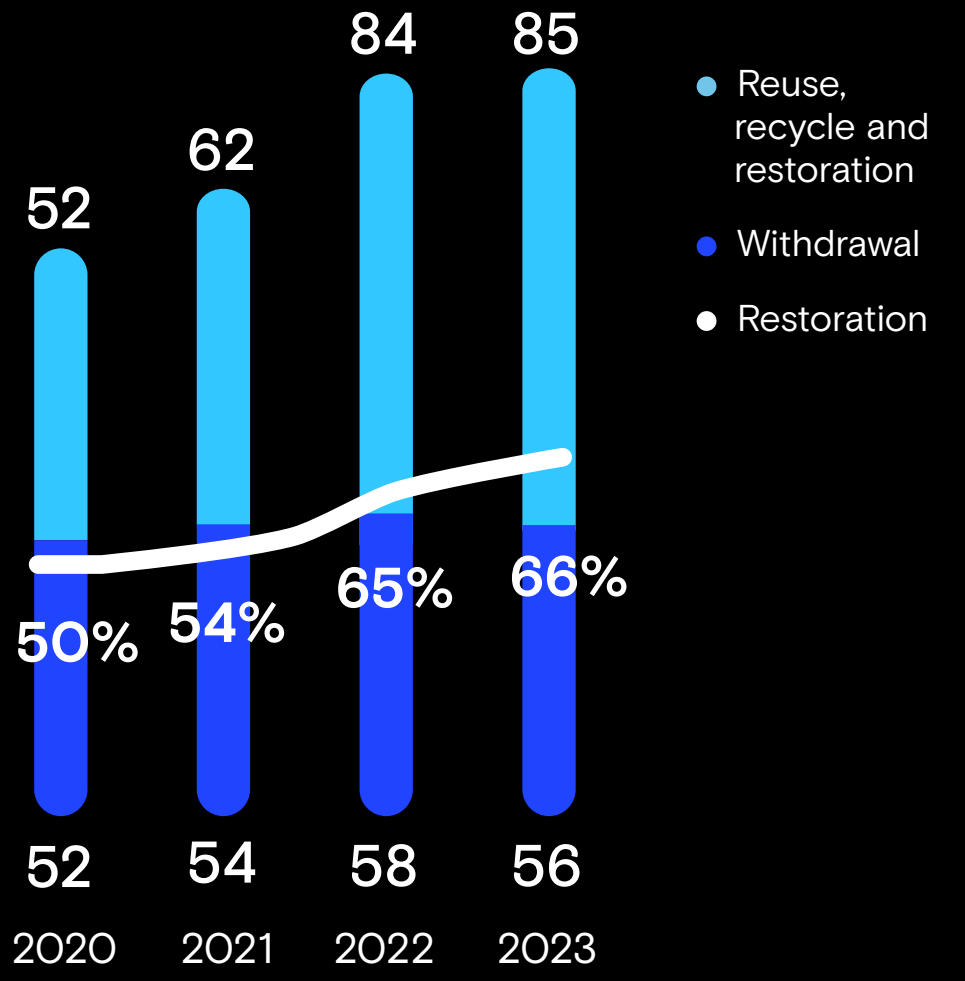
<sup>1</sup> Revisions to the WRI Aqueduct water risk atlas in late 2023 reclassified Boise, Idaho, as a location of extremely high water stress and Manassas, Virginia, as high water stress.

## Progress toward water stewardship goal

**84.8** million m<sup>3</sup>  
**water reused, recycled and restored**

### Water use and recycle

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



All data is for the calendar year. Detailed figure can be found in **Performance at a glance**.



# Hazardous and restricted substances

Micron manufacturing processes and finished products incorporate substances that may be considered as hazardous under certain regulatory programs. We prioritize chemical reduction, alternative chemistries, engineering controls and other safety measures to mitigate these risks.

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

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

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

Micron monitors proposed regulatory changes that could affect manufacturing processes and products. We have established a team of subject matter experts who identify emerging substances of concern and, to the extent feasible, work toward removing such chemicals and materials before they are restricted by customers or regulators. Being proactive in our regulatory monitoring, product compliance, validation and certification processes allows Micron to deliver innovative products while controlling restricted substances and conforming with applicable requirements.

Supplier engagement is 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 focus on helping suppliers improve their processes so that they can respond to risk assessments and audits of their restricted substance control programs and ensure compliance.

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

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



# Waste management

Our operations have the potential to 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 and minimize the environmental impact of unavoidable waste.

We continue to improve our waste reuse, recycling and recovery (RRR). In 2023, we took additional steps toward our corporate target of 95% waste RRR by 2030 by optimizing 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. Through these efforts, we

achieved a 94% RRR rate in 2023 and maintained zero hazardous waste to the landfill for two consecutive years. While these numbers are approaching our 2030 waste targets, closing the remaining gap may be challenging as we expand our manufacturing and production and face possible trade-offs among our waste, water, emissions and other impacts.

We have invested in waste-reduction technologies such as a high-efficiency filter press that decreases sludge volume and the distillation of isopropyl alcohol and ammonia solutions that increases potential reuse off-site. Micron also closely reviews potential vendors before selecting companies to manage materials or dispose of waste generated from our processes.



Boise, Idaho

## Progress toward waste goal

94%  
waste reused,  
recycled and recovered



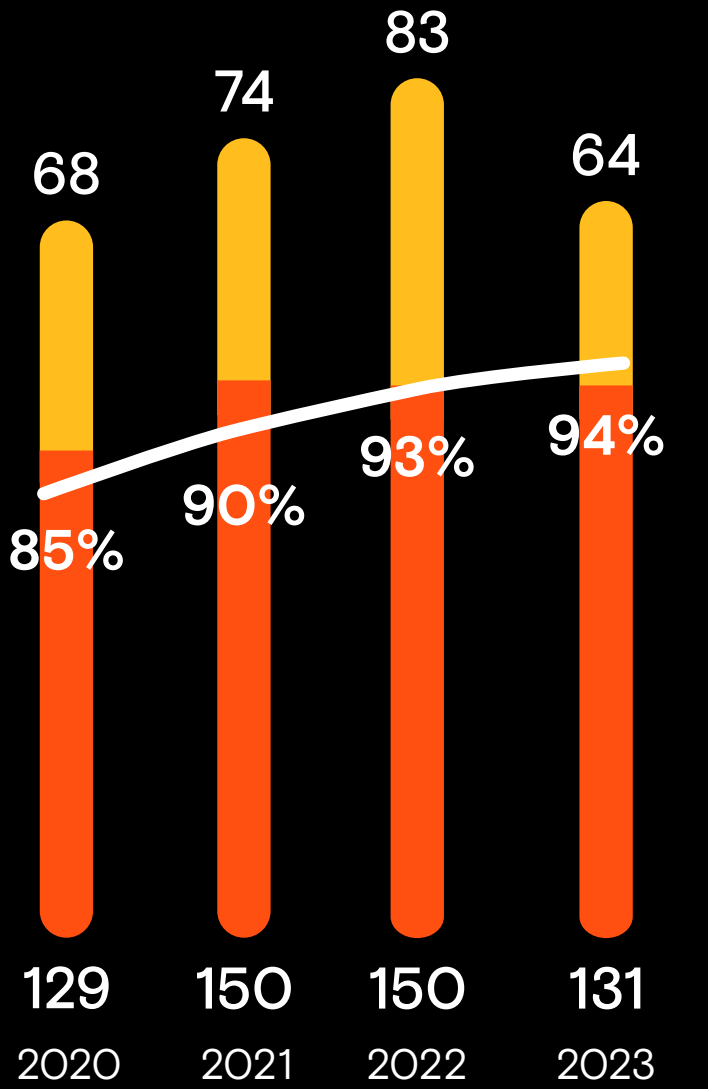
## Total waste

Total waste in thousands of metric tons

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

Waste reuse, recycle and recovery rate includes energy recovery.

All data is for the calendar year. Detailed figure can be found in **Performance at a glance**.





# Sustainability from the ground up

We consider sustainable building attributes, such as [LEED criteria](#), when we undertake new building design. Four of our manufacturing facilities in Taiwan and Singapore currently hold LEED Gold certification, and two office buildings in India hold LEED Platinum certification.

Micron has allocated green bond funds to support potential LEED Gold or better certification across nine sites in Taiwan, mainland China, Japan, Malaysia and the U.S. Our new fab expansion in Boise, Idaho, will incorporate green infrastructure and sustainable building attributes. For this project, Micron submitted our application for LEED certification using a campus project approach, with the aim of achieving LEED Gold status or better for different structures. We are also planning to build our new fab in [New York](#)

with sustainable attributes and will pursue a design consistent with LEED Gold certification.

These are some of the sustainable design and construction features planned for the Boise expansion:

- 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 reclaim/reuse rate
- Energy-efficiency optimization measures in the fab building to target between 15% and 20% less energy use compared with [ASHRAE 90.1-2010](#) benchmark buildings
- Optimized chilled water and compressed dry air system to increase operational energy efficiency
- Free-cooling outside-air economizer 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 concrete vehicle deliveries
- Chemical recovery and reuse systems for manufacturing process tools
- Enhanced process cooling water systems to reduce water loss and improve heat recovery



Taichung, Taiwan

“Sustainability at Micron starts with planning. We ask, ‘How can we design buildings smarter? How can we operate greener?’ Those answers inform what we do. We are committed to protecting the environment and communities that sustain us, and I’m incredibly proud of that.”

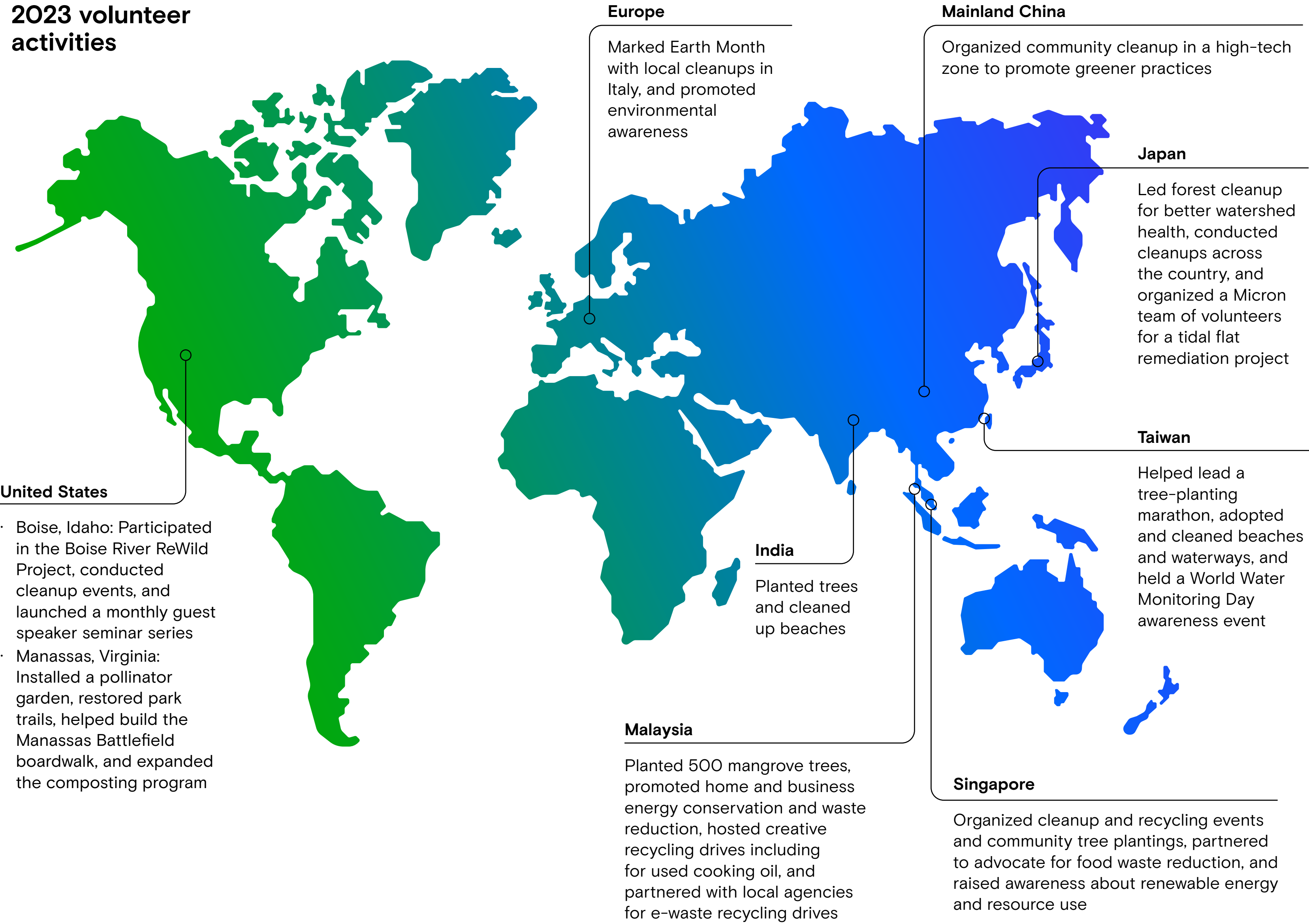
**Elizabeth Elroy**  
VP, Global EHS and Sustainability



# 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.

## 2023 volunteer activities





# Responsible sourcing



# We take managing our complex, global and diverse supply chain seriously

Micron handles 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 sustainability progress.

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. While the increasingly diverse geography of our supply chain enhances our resilience, it also challenges us to ensure all suppliers

adhere to our global standards. At the same time, a growing number of customers and suppliers share our commitment to advancing priorities such as human rights and product stewardship.

With a focus on integrity and engagement in our supply chain, we began using a new due-diligence platform in 2023 to evaluate supplier compliance. Our due-diligence work with suppliers helps forge deeper business relationships and emphasizes targeted efforts such as our **supplier scope 3 initiative**. We also held our second annual supplier day, where senior leaders honored top-performing supply partners with **Micron awards** in 12 categories, including sustainability and diversity.

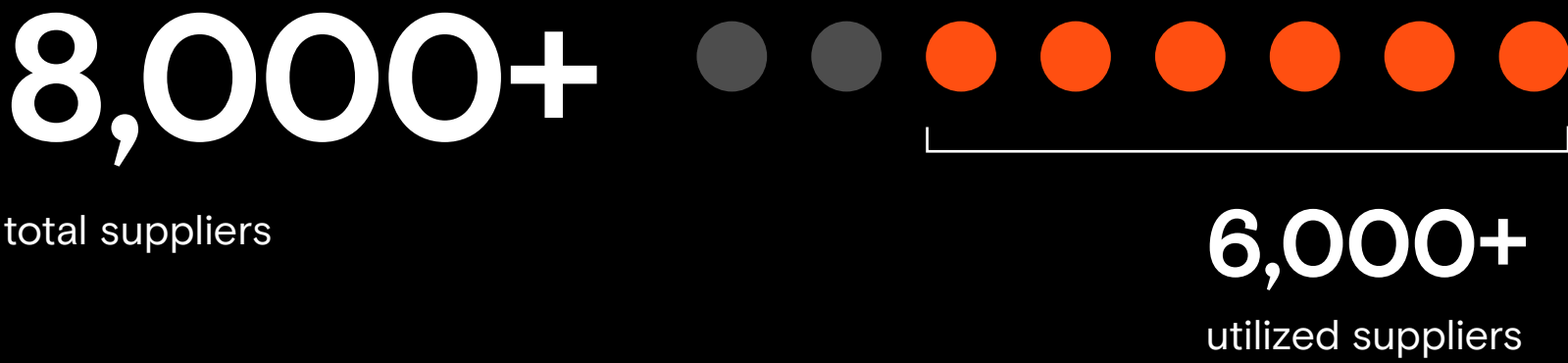


Micron supplier awards dinner 2023

## Suppliers at a glance



## Top 10 supplier locations by spend



<sup>1</sup> Data for fiscal year 2023; includes suppliers that Micron sources from directly (tier 1), as well as their suppliers (tier 2)





# Supply chain risk assessment

Close engagement with suppliers allows us to get ahead of potential risks. This 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 supply chain performance expectations for labor, health and safety, environmental practices, ethics and management systems. 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 conduct](#), and with the [Responsible Business Alliance \(RBA\) code of conduct](#). We evaluate the assessment results to generate a risk score and require any suppliers with high risk scores or deficiencies to develop plans for addressing 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 [responsible minerals policy](#) and due-diligence reporting requirements
- Micron’s supplier responsibility and compliance training program
- Micron’s supplier diversity initiatives

To aid with our assessments, Micron requests transparency from our tier 1 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

Micron also includes sub-tier suppliers in this effort.

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

In fiscal year 2023 (FY23), Micron conducted a combination of on-site and remote assessments, performed both by Micron employees and third parties. For FY23, we assessed all 819 new suppliers, compared to the 884 new suppliers added in FY22.

We continue to require training for new suppliers and for those involved in business reviews. The training focuses on the responsibilities of and expectations for our suppliers, including Micron’s code of conduct, RBA requirements and product compliance standards. We also have more tailored training for indirect service suppliers. More than 4,600 supplier representatives, including new suppliers and incumbent strategic partners, have participated in this virtual training since FY18. Training is part of our supplier performance management process, with suppliers receiving a score for training completion in the sustainability section of their scorecard.

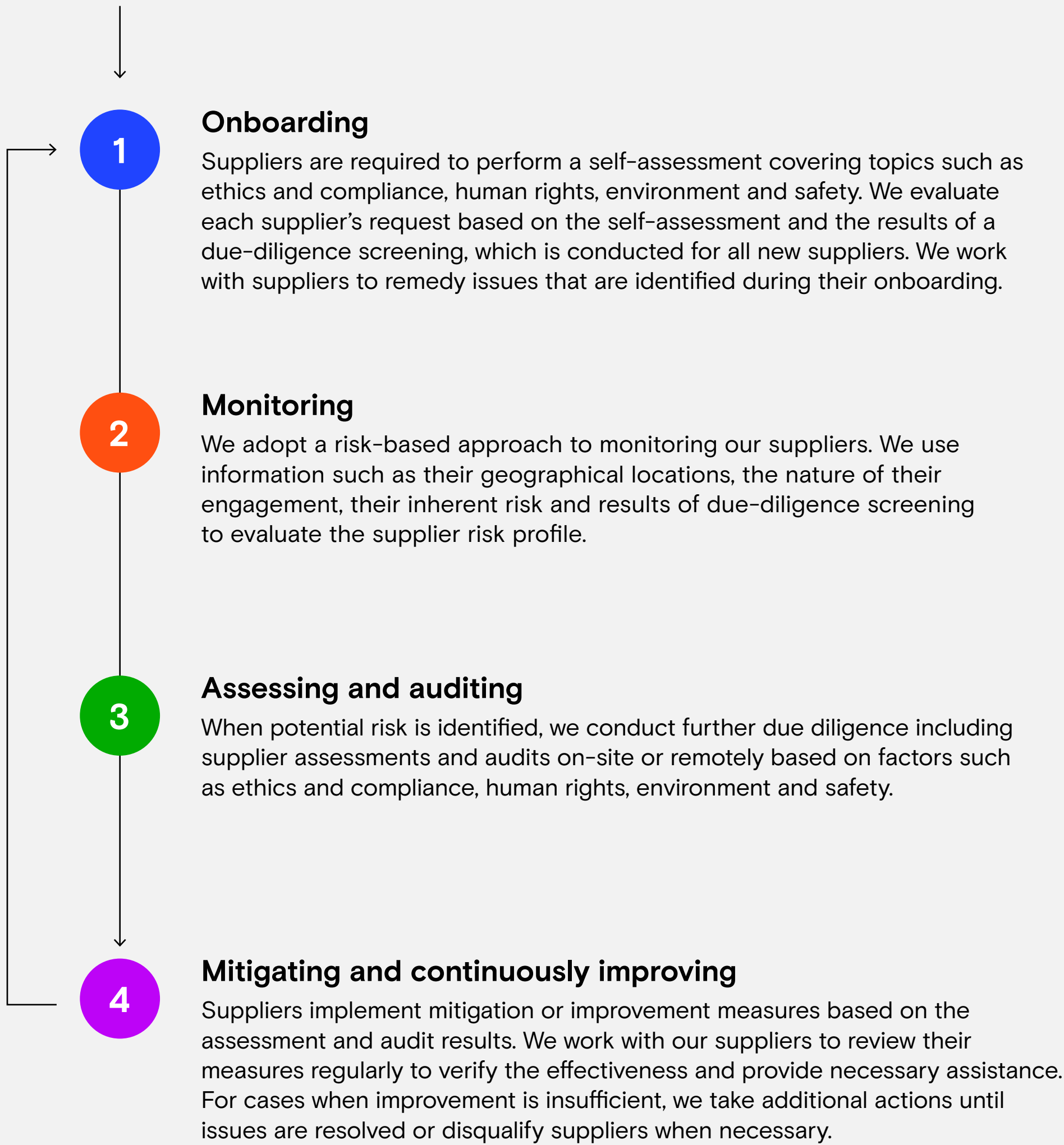


# Managing risk in our supply chain

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

A comprehensive suite of tools helps us stay informed about potential supply chain risks, including those related to human rights, 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



Hiroshima, Japan





Taichung, 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.

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 supply chain performance expectations for labor, health and safety, environmental practices, ethics and management systems. Through RBA training materials, monitoring tools and third-party audits, we support the efforts of our suppliers to maintain responsible operations. We also hold suppliers accountable when they fall short of expectations.

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. To help safeguard human rights, we have adopted the framework of the RBA’s worker voice program and make our [compliance helpline](#) available to workers throughout our supply chain.

All our suppliers and contractors are expected to abide by the [Micron code of conduct](#), which aligns to the RBA code, as well as with our [human rights policy](#) and relevant laws, especially regarding child and forced labor. Our commitment to combating child and forced labor is made public through our slavery and human trafficking statement.

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 areas of higher risk for violating our standards 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

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

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

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

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

## Top supplier audit findings 2023

These are the top findings by area, listed in order of occurrence, from validated assessment program (VAP) audits conducted in 2023:

- Labor
- Health and safety



# Responsible minerals

Like many technology companies, Micron relies on tin, tungsten, tantalum, gold (3TG) 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, which may also originate outside the Democratic Republic of the Congo, are subject to controversy based on social and environmental concerns about how they are obtained. With this in mind, we monitor rare earth elements, metals and materials originating from many regions that are used within our supply chain. This monitoring helps us understand global risks related to human rights, potential restrictions, availability, pricing and implications to manufacturing processes and products while also focusing due diligence on worldwide 3TG minerals. After expanding the scope of our responsible minerals program in 2022 to include cobalt, we began collecting information on our cobalt sourcing in 2023.

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. 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 comply with section 1502 of the Dodd-Frank Wall Street Reform and Consumer Protection Act, which requires publicly traded U.S. companies to track, monitor and report annually on conflict minerals in their supply chains.

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

- Reading and understanding [Micron's responsible minerals policy](#)
- Providing a complete, updated conflict minerals reporting template (CMRT) and extended minerals reporting template (EMRT) 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.

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





# Supplier environmental engagement

Micron has a significant opportunity to partner across our industry to influence the environmental performance of suppliers. A limited number of equipment manufacturers supply the technologies used in Micron’s fabs and those of our peers. Micron communicates our sustainability commitments to our suppliers and follows their progress in reducing water and energy use. As we ramp up our work toward reducing the environmental footprint of our own operations, we use the RBA audit process to survey suppliers’ programs for improvements in energy

efficiency, reduced greenhouse gas (GHG) emissions, and reductions in the generation of solid waste, wastewater and other air emissions.

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

We are also collaborating with suppliers to help us address our scope 3 supply chain emissions by focusing on projects that generate reductions in their own scope 1 and 2 footprints. We require key suppliers to report details on their GHG emissions and water footprint by sending Micron their CDP submissions or providing GHG data directly.





# Supplier diversity and inclusion

At Micron, we understand the influence of sourcing decisions on our company and communities. In 2020, Micron established an aspirational commitment to increase spending with and representation of diverse suppliers. To achieve this, Micron employs a strategy that focuses on four pillars of impact.

The first pillar is direct impact, which encompasses the sourcing that Micron does directly and includes our end-to-end procurement processes and the systems, tools and policies that enable and govern our work. Examples include outreach initiatives to diverse suppliers, database tools to identify diverse businesses, sourcing platforms that are configured to measure inclusion in competitive bids, and policies that ensure the fair, unbiased consideration of diverse businesses in new sourcing. We strive to eliminate barriers and create an equal playing field for potential suppliers, while never compromising on our goal to select the best supplier to meet our business needs.

The second pillar is indirect impact. As a global leader in the semiconductor industry, Micron has significant influence within the larger supply chain ecosystem,

which is why we strongly encourage our suppliers to have their own supplier diversity programs in place. We work with our suppliers to set targets and help them to build their own capabilities. We hold them accountable via performance management processes, such as supplier scorecards. By partnering with our suppliers to have supplier diversity programs in place and working to engage diverse businesses to fulfill Micron contracts, we amplify our influence and foster opportunities at the tier 2 level and beyond.

The third pillar is ecosystem impact. To foster business ecosystems where diverse businesses can grow and thrive, we invest in partnerships at the national and local levels to support the growth and success of diverse businesses through greater access, capacity building, advocacy and training. Micron is a proud member of the National Minority Supplier Development Council, WEConnect International, National LGBT Chamber of Commerce, U.S. Black Chamber of Commerce, Women’s Business Enterprise National Council and Disability:IN. Local partners also help to inform our strategy in the communities where Micron operates.

In 2023, Micron was honored to receive the Top Global Champions for Supplier Diversity & Inclusion Platinum Award from WEConnect International, along with partners Disability:IN and the National LGBT Chamber of Commerce. The award recognizes the top 15 corporations globally for spending with women-owned businesses outside the U.S.

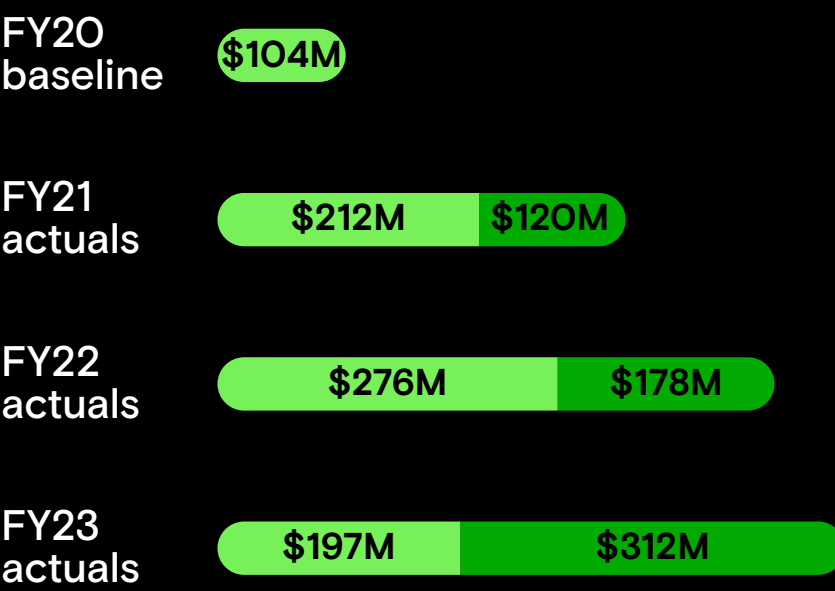
The fourth pillar is industry impact. Micron co-chairs the SEMI Manufacturing Ownership Diversity Working Group, where we work with our peers, customers and suppliers to develop best practices and drive awareness and adoption throughout our global supply chain.

At Micron, we understand the collective impact that our sourcing decisions have on our business and communities. We recognize that it is the company and partners’ shared responsibility to make commitments and business decisions that positively enrich life *for all* — because the success and resilience of our business are deeply interconnected with the diversity and inclusivity of our supply chain.

## Spend with diverse suppliers in FY23

Tier 1

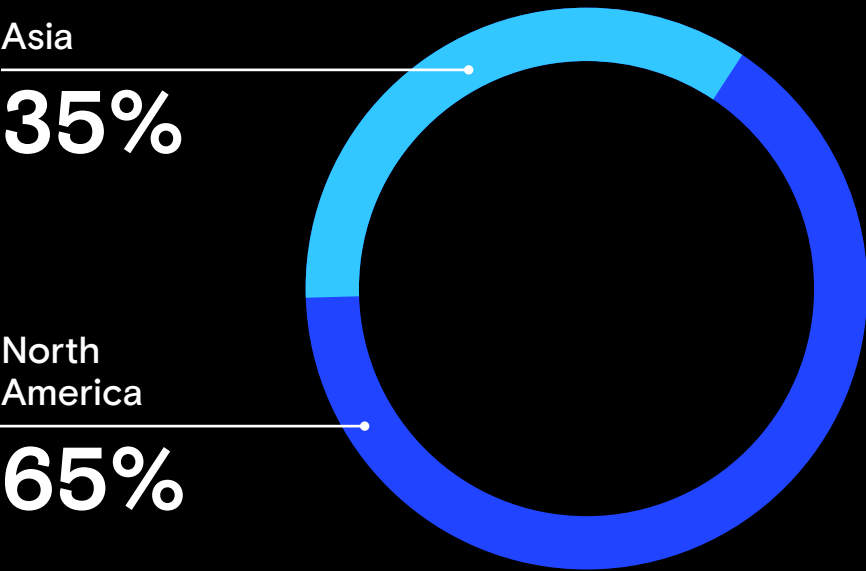
Tier 2



Scope of spend: Tier 1 and tier 2 spend with diverse suppliers

- Tier 1: Diverse businesses from which Micron makes purchases directly
- Tier 2: Diverse businesses from which Micron’s tier 1 suppliers make purchases
- Tier 2 actuals: Purchases made by tier 1 suppliers that can be tied to a Micron purchase order or contract

## Tier 1 spend by region





# Team members



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

We work hard to retain and inspire our top-notch employees, called team members, to create an environment where our people can thrive. We bolstered existing programs to enhance a company culture that values diversity, drives high performance and pushes the envelope on our innovation and creativity. And while, historically, these activities have led to high talent retention and team member engagement, we know it's essential to prepare for an expected talent shortage in the coming years.

To find that talent, we are building a larger talent pipeline by partnering with governments, institutions, schools and K-12 organizations to foster interest and engagement in the areas of science, technology,

engineering and math (STEM); develop talent through nontraditional pathways; and reach out to underrepresented communities providing opportunities *for all*. And internally, we continue to prioritize individual health and wellbeing; diversity, equality and inclusion (DEI); engagement; community and purpose; effective leadership; and career-growth opportunities.

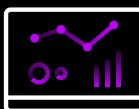


Syracuse, New York

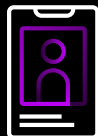
## These tools and programs cover every aspect of the team member lifecycle



**Diversity, equality and inclusion**  
Cultivating an inclusive culture and embracing diversity across our global workforce



**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 to build a workplace where everyone returns home safely each day



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



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



# Recruitment and development

Micron is committed to developing team members and leaders at all stages of their careers. This process begins with bringing more candidates from nontraditional pathways, university networks, veterans’ groups, apprenticeships, diverse candidates and experienced hires from the broader industry into our talent pool. The process continues with engaging and hiring the best talent based on their valuable skills and experiences. Then we engage with team members to find out what challenges they face and how we can best foster their career growth and general wellbeing. We also have programs and resources for those interested or already serving in leadership roles.

## Creating new talent pathways

Micron partners with communities, institutions, governments and associations to expand the pipeline of diverse, highly skilled STEM talent globally and to support the growing needs of the semiconductor industry. Our partnerships within K-12 and postsecondary education are key to training and inspiring the next generation to consider STEM careers in our industry.

We are also increasingly investing in workforce development initiatives. For example, we announced new university semiconductor networks in the [northeast](#) and [northwest](#) regions of the U.S. — supporting workforce development for our New York and Idaho leading-edge memory manufacturing projects. In Japan, we launched the U.S.-Japan University Partnership for Workforce Advancement

and Research & Development in Semiconductors ([UPWARDS](#)) for the Future to cultivate a highly skilled semiconductor workforce in both countries. These networks are designed to collectively develop the next-generation semiconductor-ready workforce, drive foundational and emerging research across the semiconductor ecosystem and increase collaboration among education partners.

Working with local institutes of higher learning to strengthen and expand the talent pipelines for the semiconductor industry, Micron is demonstrating our commitment to bridge industry and education. We signed a memorandum of understanding with five local polytechnics in [Singapore](#), one with the New Age Makers Institute of Technology ([NAMTECH](#)) and another with the [Kaushalya: The Skill University](#) in India. These programs will provide scholarships, internship opportunities, mentoring, a learning journey and corporate volunteering.

Micron is committed to building a scalable and sustainable talent pipeline by investing in skills-based programs and forging new career pathways to good-paying jobs. We recently launched an apprenticeship program in the U.S. and plan to expand to other regions in the near future. The program offers apprentices practical and meaningful work experience, mentorship and on-the-job training, while providing competitive wages and benefits. We work with local academic partners to provide education that aligns to job qualifications.

Micron is also advancing partnerships with community colleges — including with Onondaga Community College (OCC) in Syracuse, New York — to increase recruitment of underrepresented students. In October 2023, the [OCC unveiled plans](#) for the Micron Cleanroom Simulation Lab, which will be built on campus and funded with \$5 million each from Micron, Onondaga County and New York state. These initiatives offer people a nontraditional route into the semiconductor industry and provide a pathway to jobs for candidates from all backgrounds — whether they are young adults jump-starting their career, women, people from underrepresented or rural communities, veterans or experienced people returning to the workforce.





Recruiting from diverse groups

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

We developed the Micron Insider program to inform prospective team members about the rewards of semiconductor careers and expectations about the job. In addition, our practices include compiling a diverse slate of qualified candidates, creating interview panels that reflect our diverse team member population, and hiring the best, most qualified candidates. To eliminate bias in our hiring process, we use artificial intelligence (AI) to draft job descriptions, and we remove identifiable information from résumés during the review process to minimize distractions from personal characteristics and focus instead on individual merit.

We collaborate with national veteran organizations such as the Department of Defense’s SkillBridge, the Department of Labor’s HIRE Vets Medallion Program, and the U.S. Chamber of Commerce Foundation’s Hiring Our Heroes to support and hire veterans. We are also expanding our applicant pool by recruiting from historically Black colleges and universities and Hispanic-serving institutions, as well as through organizations such as the Society of Women Engineers, National Society of Black Engineers and Society of Hispanic Professional Engineers. We have signed memorandums of understanding to increase the diverse talent pipeline in Asia with organizations such as Yayasan MENDAKI.

Once at Micron, our employee resource groups (ERGs), mentorships and sponsorship programs provide communities of support to ensure our team members engage, grow and thrive. We offer programs that foster career development, including resources to reskill and upskill these team members. Our 2023 DEI report, [What makes us Micron](#), highlights our progress in diverse recruitment.

Engaging team members

Micron uses a research-based, people-centric approach to understanding and improving team member engagement. Listening to our team members is emphasized by the Micron Voice program. In 2023, we updated our listening strategy — which encompasses engagement, culture, leadership behaviors, wellbeing and inclusion — and implemented a survey to learn more from our team members.

We found that challenging market conditions presented Micron team members with some unique needs. In fact, our October 2023 survey showed the lowest scores, highlighting the opportunities we have to better support the wellbeing of our team members globally. As a result, Micron’s wellbeing team has provided additional resources to address these global team member needs. Despite these challenges, Micron leaders are building their teams and leading well, with 86% of responding team members saying they would recommend their managers to others. While we recorded strong performance on indicators of psychological safety, we want to enhance this strength to drive our culture of inclusion and enable further innovation.

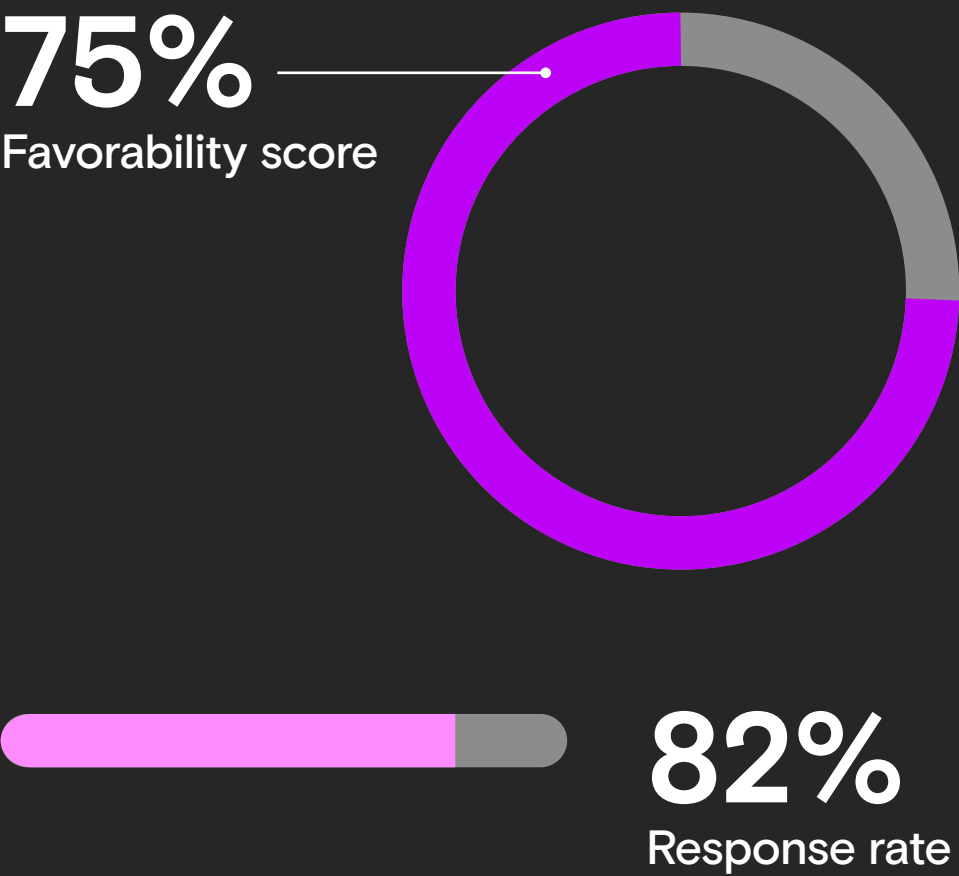
Overall, our survey effort revealed progress and organizational resilience, but listening is only one part of the process. We must also act on what we learn. Leaders at Micron are encouraged to hold group discussions to identify shared opportunities to improve. Each team then creates and implements a 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



Team member engagement



Corresponds to FY23 data



Navigating the market uncertainty

Despite our emphasis on expanding the talent pipeline and retaining team members, in December 2022, Micron announced our response to the weakened market outlook for calendar year 2023 (CY23):

- Cutting fiscal year (FY) 2023 and 2024 capital expenditures over prior plans
- Significantly reducing expenses through FY23
- Suspending share buybacks
- Shrinking our global headcount through targeted workforce reductions and voluntary attrition

As team members transitioned from the business, we offered assistance programs, including career guidance, résumé writing and access to career opportunities. For those who were indirectly affected, we also provided support, services and additional development opportunities, including preparing our managers to lead through uncertainty.

Promoting professional development

Our people development mission has three parts:

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

Micron University, our global digital learning platform, encompasses curated learning paths, resources, workshops and technical skill development opportunities. Learning journeys start with a robust global onboarding program. From there, team members receive tailored support for their current roles and career aspirations. Our multifaceted educational approach includes guided workshops, on-demand training, mentorships, digital learning accessible from anywhere and a tuition-reimbursement program.

Micron offers team members opportunities to grow and be rewarded through Reach Performance, our performance management program. This pay-for-performance program supports team members with a clear philosophy and process for assessing and managing performance and rewards, identifying potential and encouraging growth. Reach Performance establishes clear individual performance expectations, promotes team member development and guides leaders to be better coaches.

To continue fostering our strong learning culture, in 2023, team members were able to attend local learning festivals — with customized panels, workshops, roadshows and podcasts — and a two-week global conference called “Learnigize.” More than 20,000 team members participated in these opportunities, allowing them to discuss career growth, learn about mentoring options and focus on building their career goals. Our all-inclusive learning experiences covered five topics: skills building, professional development, wellbeing, leadership, and business and innovation. On-site and virtual lessons, with internal and external speakers,

were hosted across several sites to encourage team members to explore the vast array of learning resources. All sessions are available virtually to team members through Micron University.

Leadership skills can always be developed and refined. Micron prepares emerging leaders and helps existing leaders succeed through programs designed to build their leadership capabilities during key points in their careers. In 2023, emerging and existing leaders could participate in several leadership programs to hone their skills and to directly address specific feedback from the Micron Voice survey. Development of core skills, coaching, specialized training and succession plans are at the core of our leadership development.

Learning by the numbers

1.7K

mentorship pairs

6.8K

leadership and high-performer trainings

100%

team members engaged in professional development

57.5

average training hours per team member

2.5M

training hours

Corresponds to FY23 data



# Wellbeing and rewards

Micron’s global wellbeing team supports and promotes a culture of health and wellbeing for team members at the individual, group, organizational and workplace levels. We aim to help team members thrive inside and outside the workplace by embracing all facets of their wellbeing. Our programs address the broad scope of factors — physical, mental, social, career and financial — that affect how people function at and away from work. These have become the five pillars of our wellbeing focus.

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

## Encouraging wellbeing

At Micron, we have reframed workplace wellbeing through the broader lens of team member health, satisfaction and sense of value in our organizations. Beyond personal health, their experience and wellbeing as team members are influenced by factors such as engagement, resources, inclusion, leadership and equitable opportunities to develop and advance. We foster a culture of wellbeing that serves as a foundation for healthy, safe and smart work practices.

Our wellness program offers resources across our five pillars of wellbeing at every stage of team members’ lives and careers. In 2023, we introduced a wellbeing playbook for all team members. This playbook is a hands-on guide to help team members overcome

potential work-life barriers and adopt workplace practices to avoid fatigue and support career success.

Because culture stems from the top, in 2023, we launched a series of classes to address how leaders can improve their personal health and enhance team engagement and productivity through foundational health, resilience, stress management, habit mastery and empowerment. Our leaders are key for modeling practices that make their own health and wellbeing a priority but also for providing the support and environment necessary for their teams to flourish.

To encourage beneficial long-term behaviors, we provide Micron team members at any role or location with monthly “bite-sized” health and wellbeing education through our Wellbeing Bytes workshops. These lessons focus on healthy sleep practices, digital hygiene, stress management techniques and workplace wellbeing applications that our team members can turn into daily habits.

Our annual LiveWell event exposes our team members to an array of resources on our five pillars while fostering opportunities for them to build connections in the workplace. This weeklong global initiative, held during Mental Health Awareness Month, features guest speakers, workshops and other activities so team members can nurture their whole selves.

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

- RethinkCare is a leading global behavioral and mental health platform available to Micron team members to support neurodiversity in the workplace and at home.

- Team member advocates are available to speak with colleagues about work, personal and family concerns. Our advocates are trained on topics such as mental health support and Micron’s gender transition guidelines.
- Short-term counseling sessions and group listening sessions guide team members in managing their stress.
- Connect groups bring together team members with similar shared experiences and are aligned with the missions of specific ERGs. Micron’s Connect peer groups focus on topics including parenting LGBTQ+ children, caring for elderly or disabled family members and dealing with the loss of a spouse.
- Two new world-class childcare centers — one available in Malaysia and a second one opening in Boise in 2024 — plus 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, resources and information for personal and work-life issues, including financial and legal advice and a financial wellbeing tool.
- Money management and other financial education tools, offered in partnership with our benefits team, help team members take advantage of offerings like our employee stock purchase plan.
- The Eat Well program is a meal plan benefit that globally provides consistent and quality food services across the company. Under the Eat Well program, all team members working at Micron sites receive discounted meals.

## Wellbeing pillars



### Physical

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



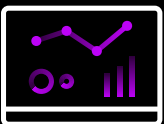
### Mental

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



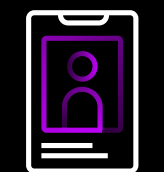
### Social

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



### Financial

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



### Career

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



Compensating team members fairly

Our total rewards compensation strategy includes base salary, annual bonuses and equity awards. We also offer a discounted stock purchase program, allowing team members to purchase Micron stock at a 15% discount in all markets in which we operate. Team members can enroll in the program twice a year and contribute up to 15% of their salaries, subject to a maximum contribution cap.

Many offerings are global, while some are region- or country-specific. The highlights included below show how our comprehensive benefits package is designed to support the wellbeing of all our team members:

- Financial assistance to eligible team members pursuing higher academic degrees or professional certifications or qualifications that will enhance their careers at Micron.
- Business discounts to team members for technology or health products and experiences such as theme parks and travel.
- 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. These offerings may include multiple options as well as coverage for spouses or domestic partners.



Hyderabad, India



# Diversity, equality and inclusion

Micron’s people are the heart of our innovation, and each of us plays a role in our diversity, equality and inclusion journey. From our front-line team members to our executive staff, our entire team contributes to creating an inclusive culture and increasing diverse representation.

Our 2023 DEI report, [What makes us Micron](#), reflects the commitment and contributions of our team members to building an inclusive culture — one that is prepared to support a global, diverse and complex future workforce.

Since 2020, our diversity, equality and inclusion commitments have been the cornerstone of our work. In FY23, we refined our focus from six to five commitments, making them more concise and impactful.

## Hiring

In a challenging year for semiconductor memory and storage markets, hiring was limited, and our representation remained mostly flat. Micron is committed to investing in new talent pipelines, partnering with educational and government institutions and creating a culture that guarantees an inclusive, engaging and innovative experience for all team members. We are [creating new talent pathways](#) through our university semiconductor networks and by investing in skills-based programs, apprenticeships and programs that support veterans as they shift to civilian careers. And we are continuing our investment in programs that support people returning to the workforce after taking career breaks. Through the Society of Women Engineers, we are partnering with iRelaunch to support assimilation and upskilling for individuals, including refugees and military spouses, who are ready to return to work.

## Equitable pay and inclusive benefits

We analyze our global compensation and benefits to ensure opportunities for all team members because our people value makes it essential that we pay everyone fairly. In FY23, we proudly achieved global pay equity across bonuses and stock awards. With help from a third-party specialist and state-

of-the-art technology, we analyze compensation based not only on gender but also on race and ethnicity, veteran status and disabilities. If a statistically significant variance is discovered, we correct it.

We also work to enhance inclusive benefits around the world, in accordance with industry and country standards. For example, in FY23, we published our first U.S. LGBTQ+ inclusive benefits guide to ensure team members and their family members understand what Micron’s inclusive benefits are and how to access them. We also offer an employee assistance program to team members and their families in all countries where we operate to ensure they receive the mental wellbeing support they need.

## Inclusive culture and advocacy

Our inclusive culture propels our innovation and is at the forefront of how we do business. For example, Micron has 10 actively engaged ERGs with 92 chapters worldwide. Since 2014, our ERGs have represented the full spectrum of our talent, including team members from every level of the organization. In FY23, 47% of our global workforce were members of at least one ERG, exceeding the benchmark of 20% membership. And our ERGs work with the Micron Foundation to direct \$500,000 each year to nonprofit organizations that align with communities they care about through the Micron Gives ERG grant program. This year, ERGs were empowered to localize the grants by country or region, giving smaller yet significant amounts locally to increase their global impact.

We also advocate for all students to have access to and opportunities for STEM education. Around the world, we are expanding our Girls Going Tech and Chip Camps, which provide hands-on exposure to STEM activities for people with disabilities, girls, those who identify as nonbinary, and children from rural or Indigenous communities. We also hosted our first Girls Going Tech en Español in partnership with Onondaga Community College and La Liga in Central New York, removing language barriers to STEM education for Spanish-speaking students.

## Our DEI commitments<sup>1</sup>

1 Increase hiring from nontraditional pathways and underrepresented groups

2 Drive equitable pay and inclusive benefits

3 Champion advocacy and strengthen our culture of inclusion

4 Engage with diverse financial institutions for cash management

5 Increase diverse supplier representation and spending

<sup>1</sup>These aspirational DEI commitments do not influence or involve employment selection, promotion or other decisions, including decisions regarding suppliers. Micron will never compromise on our goal to hire, promote and retain only the best candidate for a given position.



Diverse financial institutions

In FY23, we achieved our goal to grow fixed-income investments managed by diverse financial institutions to \$750 million. We also became a founding member of the [White House’s Economic Opportunity Coalition](#), a public-private partnership committed to unlocking the potential of communities of color, low-income communities, rural areas and other historically underserved communities. Micron is the only semiconductor company among the group of 12 founding firms.


Diverse suppliers

Micron is committed to building a diverse supplier ecosystem. Our four-pronged strategy is described in the [Supplier diversity and inclusion](#) section of this report.

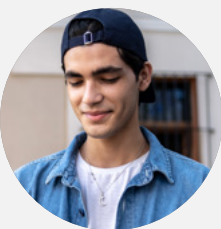
We believe that, as our industry advances and grows, it is our responsibility to ensure opportunities and access *for all*. While we still have significant work to do, we’re making progress, which was recognized with our first top score from Disability:IN on the Disability Equality Index and our perfect score for the third year in a row on the Human Rights Campaign’s Corporate Equality Index. In addition, we continue to publicly disclose our U.S. Equal Employment Opportunity Component 1 [\(EEO-1\) diversity data](#). Further data and details about our global efforts can be found in our [2023 DEI report](#).

10 global ERGs


92 chapters in 12 countries



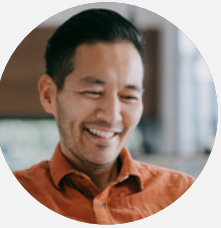
Asian American and Pacific Islander Network (AAPIN)



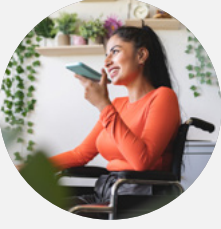
Micron Young Professionals (MYP)




Black Employee Network (BEN)



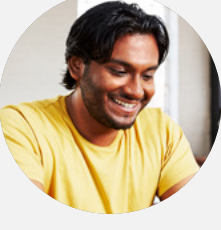
Mosaic



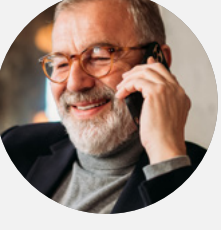
Capable




PRIDE+ Allies




Micron Hispanic Professionals (MHP)



Tenured & Experienced @ Micron (TE@M)



Micron Women’s Leadership Network (MWLN)



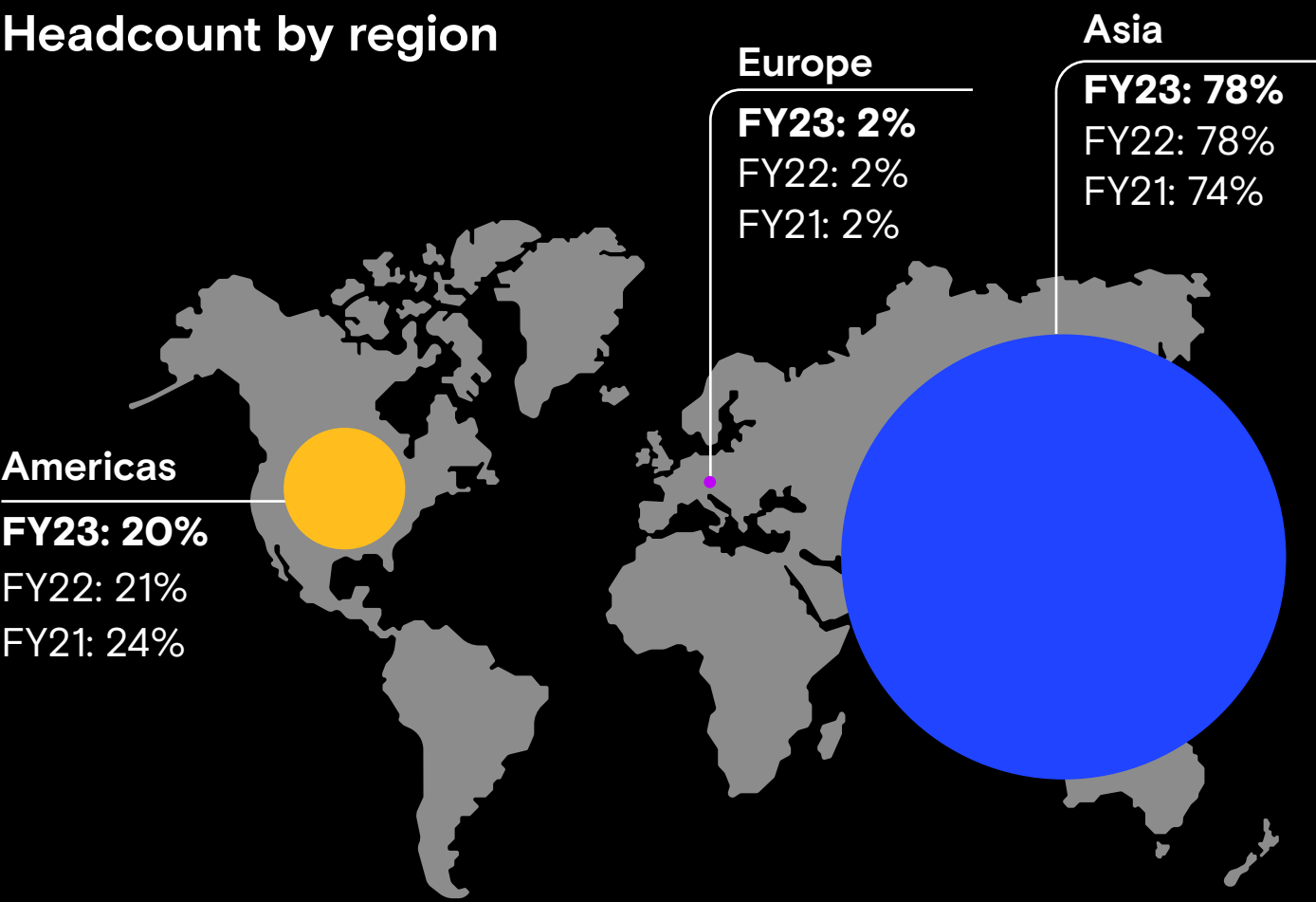
Veterans Employee Resource Group (VERG)

Global headcount

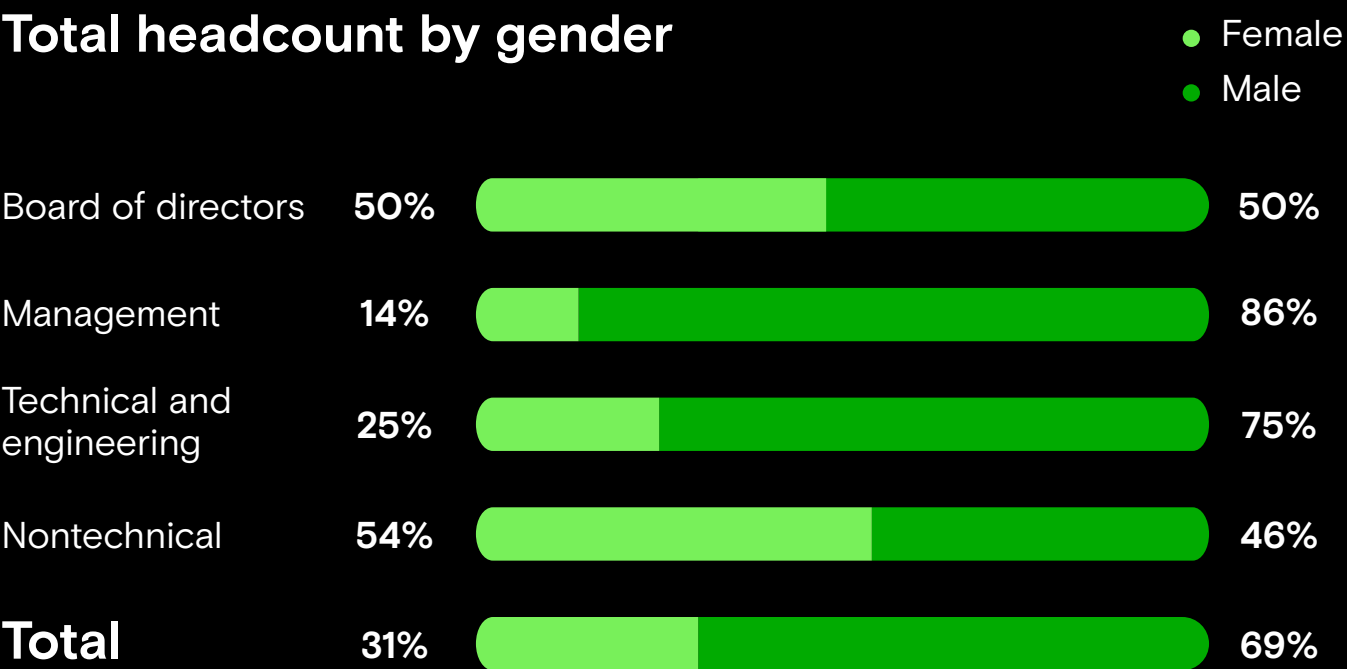
43,000

team members

Headcount by region



Total headcount by gender



Corresponds to FY23 data



# Safety

Safety is a top priority at Micron. Now, we are working toward making it a value so integral to our culture that it becomes second nature, not only among our team members but also for anyone who works at a Micron site.

To measure our success, we have identified five levels of safety engagement — comprehensive assessment of safety considerations across contractor management, communications and training, goal-setting, employee buy-in and management engagement. We track progress across these levels through our annual safety perception survey. Our goal is to make safety instinctual, and our survey assesses how ingrained safety protocols are at each of our manufacturing locations.

In 2023, our organization made significant progress in our journey and came very close to achieving the fourth level on the maturity scale of our five-point safety program. To achieve our goal, Micron launched a Live Safe Reignite workshop targeted to all manufacturing locations that scored below 91% on our survey.

Our safety culture begins with leaders who set expectations of safe behavior with their teams. All leaders in manufacturing conduct regular area safety assessments where they walk through their work environments looking for potentially unsafe conditions and behaviors. 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 dive into identified unsafe behaviors to determine the training, programs, systems and cultural elements within Micron that may prevent the unsafe behaviors, and then we work to make improvements. These practices drive leaders to own their team members’ behaviors regarding safety. When issues are identified through area safety walks or behavioral assessments, we track corrections and timely closeouts. We also track team members’ and leaders’ completion of all required safety training.

Micron’s cultural emphasis on safety is coupled with strong management and technical programs, processes and procedures. Micron’s manufacturing locations are certified according to the International Organization for Standardization (ISO) 45001:2018 occupational health and safety management systems, setting the foundation for an effective and auditable safety program. The following safety responsibilities are multilayered and involve all team members:

**Health and safety committees**

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

**Managers and supervisors**

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

**All team members and contractors**

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

## Keeping people safe at work

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

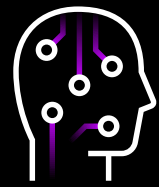
- Actively caring for one another
- Showing a willingness to coach and be coached

We expect team members at all levels of the organization to engage with safety-related topics by participating in safety training and campaigns and by considering safety throughout each day. These practices make safety and health actionable for everyone. Our Live Safe handbook details relevant topics and guidelines that we expect team members to consider in their work.

We conduct an annual survey to measure team members’ perceptions of Live Safe. In 2023, over 90% participated in the survey. We use the results to improve communications about our safety culture, particularly as more people return to Micron sites after the COVID-19 epidemic and become reacquainted with the principles of the Live Safe program.

As Live Safe evolves, we are making sure it encompasses our entire workforce, including vendors who work alongside our team members at Micron sites. Over the past year, we’ve held individual meetings with strategic suppliers to raise awareness of the Live Safe program, conducted supplier training and a survey, and organized an inaugural supplier safety day. We’re hopeful that, as suppliers internalize Micron’s safety practices, they take this mindset back to their own organizations, spreading a culture of safety even further.

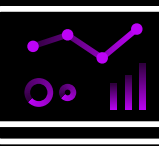
# 5 levels of safety engagement



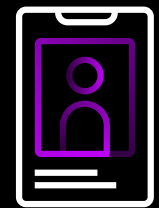
Instinctual



Value



Priority



Compliance



No interest



Focusing on root causes of injuries

Creating a culture of safety is not enough. Micron is working toward a goal of zero repeat injuries. This goal means that, if an incident occurs on a Micron site, leaders take action to prevent a similar incident from occurring in the Micron network. We use continuous improvement tracking to monitor incidents and corrective actions and conduct in-depth root cause analysis to prevent potential reoccurrence. Our 2023 advances in this work included additional steps to codify corrective actions into our global EHS standards and into communications and awareness activities focused on lessons learned.

We are expanding our emphasis from zero repeat to zero harm, a goal that will depend on emerging technologies to further reduce risk. Our zero-harm program includes 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 and geofencing to prevent workers from entering unauthorized areas or coming too close to obstructions such as overhead power lines or hazardous substance storage locations.

Other emerging technologies we use include virtual reality (VR), which can help bring training content for high-hazard activities to life in a way that written content often cannot. For example, we have introduced VR training for doing energized electrical tasks and working at heights to our facilities in Malaysia, Taiwan and Singapore. We expect to expand this training to other locations in the coming year.

Promoting safe use of chemicals in manufacturing

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

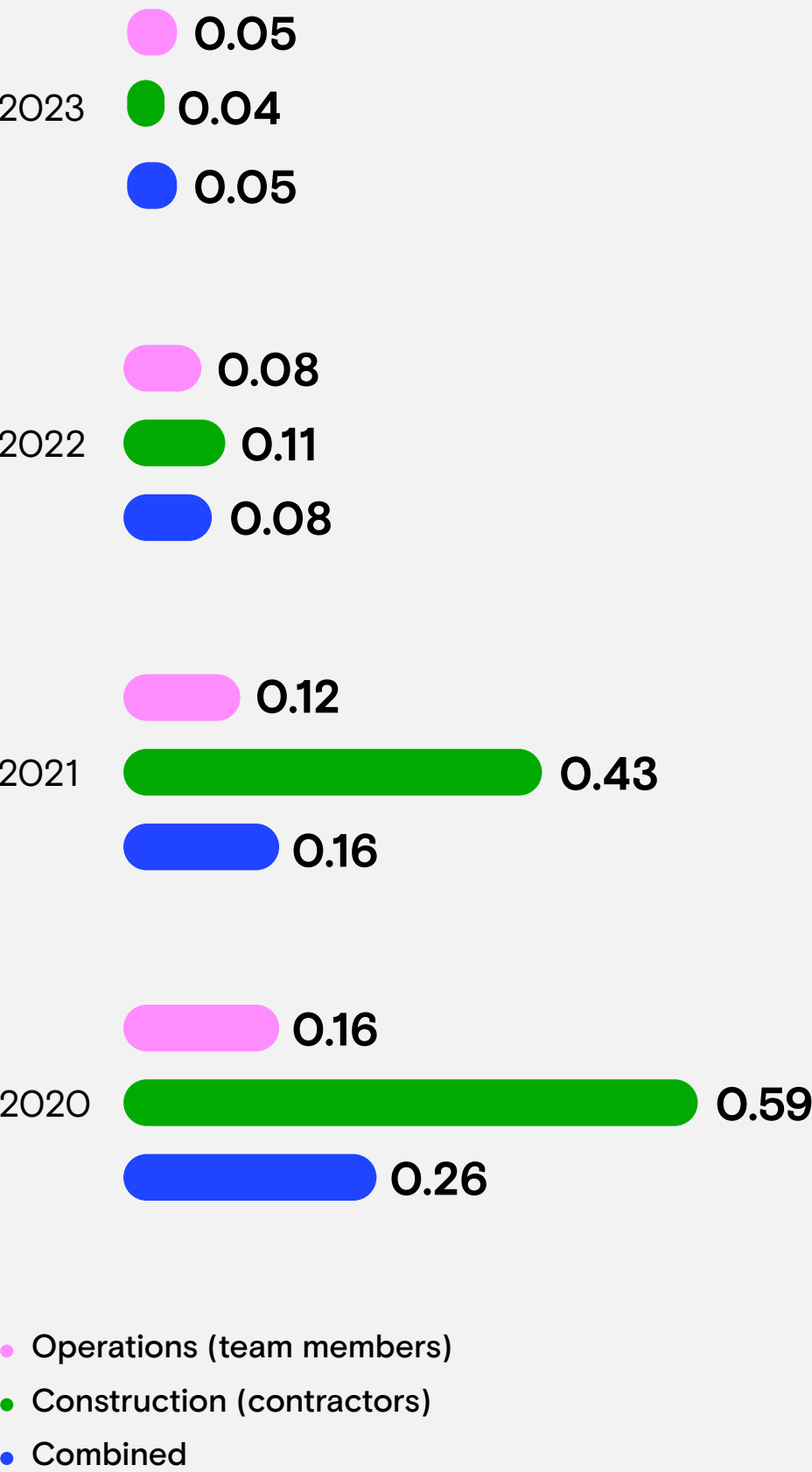
Micron has an industrial hygiene/occupational health program that monitors potential exposures to workplace hazards, including chemicals. As part of this program, we regularly sample the air to monitor compliance with exposure levels. We conduct regular medical evaluations to assess where potential exposures exist and update safety programs. As a last line of defense, we have personal protective equipment available for our team members.

A global team — coordinating with leadership, equipment engineering and facilities at each manufacturing and technology development site — provides training, assesses risk, mitigates hazards and responds to incidents related to hazardous chemicals and gases. Members of this team focus their efforts on phases in the process, from our complex semiconductor manufacturing process through to our system redesign and validation work. We also collaborate with teams on software interlocks 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 and comply with regulations everywhere we operate. We take a long-term approach to eliminating the use of high-hazard materials, working across our industry to develop alternatives with lower risk. Although these are not regulatory requirements for Micron in some countries, we view our efforts as a best practice that positions Micron as an industry leader in ensuring the safety of our team members and their communities.

Recordable injury rate



Rates are based on 200,000 hours worked.  
Data is calendar year.



# Communities



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

Our philanthropic efforts, both those of the Micron Foundation and those of Micron Technology, come together under [Micron Gives](#).

The Micron Foundation is on a mission to invest in our communities and foster a culture of giving that helps our team members make a difference. Around the globe, we target our philanthropic endeavors to the local level.

In 2023, our mission grew even stronger as we refined our focus on three primary areas — increasing access to STEM education and careers of the future, enriching our communities and creating a culture of giving for Micron team members.

## Increasing access to STEM education and careers of the future

From kindergarten to doctorate programs, access to quality education should not depend on a person’s neighborhood, hometown, race, religion, gender or socioeconomic status. We firmly believe that education should

be *for all*. Our programs and grants are designed to increase access to science, technology, engineering and math (STEM) education beginning in primary school when children are just starting to explore their interests. The earlier students get their hands on STEM activities, the more likely they are to explore STEM education and careers in the future.

2023 marked the first year of Micron Chip Camps held in Asia — specifically at our sites in mainland China, Japan, Singapore and Taiwan. We also held our first Chip Camp at a rural Title I (serving low-income students) school in the U.S.

In the postsecondary space, we want to help students explore pathways in which “going on” from secondary school doesn’t always lead to pursuing a four-year degree at a college or university. Students have many options for continuing their education, like skilling programs, community colleges and specialty training courses. Our investments show students how they can pursue an education that they may have only dreamed about, providing them opportunities to learn from top-notch faculty in facilities with tremendous research capabilities.



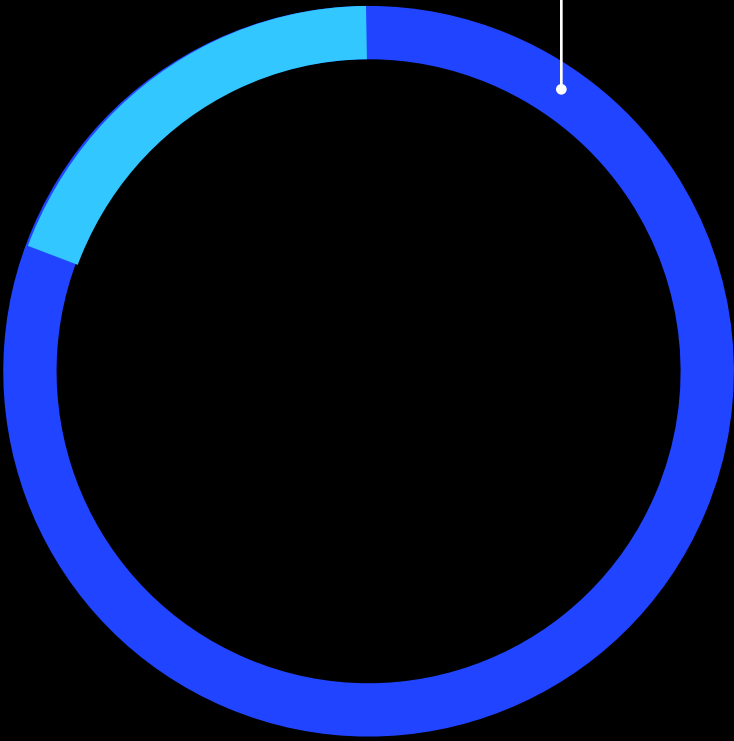
Chip Camp, Atlanta, Georgia

## Micron Foundation giving by the numbers

**2.3M**  
people reached via grants

**202K**  
volunteer hours

**81.5%**  
employee participation



Corresponds to CY23 data



Enriching our communities

We know success also starts at home and in our communities. We can't expect children to thrive in school if they don't have a supportive environment outside school. We work with many partners to establish programs that remove economic barriers and build the resilience of vulnerable populations and underserved communities to create economic stability. We focus on programs that provide access to food, affordable and safe housing, and childcare. When the need arises in and around Micron communities, we also support aid and relief efforts in response to natural disasters and humanitarian crises.

For example, the foundation provided a grant to the Resilient Cities Network in Penang, Malaysia, to help the state protect its vulnerable communities through resilience planning and climate adaptation. In Boise, the foundation supported the Campaign to End Family Homelessness, an initiative that helped reduce the

number of families on waitlists for housing by nearly 55%. We are also preparing India's youth to gain economic stability and become leaders through our partnership with UNICEF for its Passport to Earning (P2E) electronic learning platform. This program connects young people with employment opportunities to help them become financially independent and able to prosper.

Fostering a culture of giving

We are proud to inspire and enable our team members to give back to their communities. Through our giving programs, we offer paid time off for volunteering and dollar-for-dollar matching of donations.

In 2023, nearly 82% of Micron team members gave their time and/or money to causes that matter to them. At 34 locations around the world, they volunteered more than 202,000 hours and made contributions

totaling \$5.3 million, including the company-matched donations. Micron's employee resource groups (ERGs) help drive our volunteering, and in 2023, the Micron Foundation invested \$500,000 in grants to local causes selected by our 10 ERGs around the world.

Read more about our work in the 2023 Micron Gives year-end summary, [On a mission to make a difference](#).

Investing beyond philanthropy

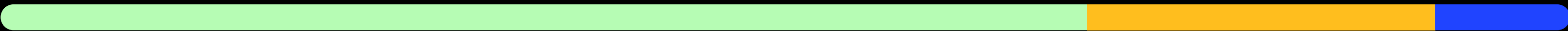
In addition to the foundation's philanthropy, Micron demonstrates our commitment to communities through the investments we make that enable growth, expansion and opportunities. In Idaho, we plan to invest \$75 million over the next 10 years toward the [Idaho Community Investment Framework](#). Through the New York Community Investment Framework, which encompasses the \$500 million [Green CHIPS Community Investment Fund](#), Micron plans to invest

\$250 million over the next 20-plus years in addition to \$100 million from New York and \$150 million from local, state and national partners. These commitments will help develop the infrastructure, training and resources to support the workforce, education and ecosystems necessary for our investment in leading-edge U.S. memory manufacturing to succeed.

Micron Foundation giving total

\$11.2M

Giving by type



\$7.76M

Grants

\$2.48M

Matching gifts

\$0.97M

Program-related investments

Corresponds to CY23 data



# Appendix



# GRI index

Statement of use

Micron Technology, Inc., has reported the information cited in this GRI content index for the period of Sept. 2, 2022, through Aug. 31, 2023, 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	2023 10-K, Basis of presentation, p. 62
2-3	Reporting period, frequency and contact point	Annually This report covers Micron’s performance in fiscal year 2023 (Sept. 2, 2022, to Aug. 31, 2023) unless otherwise stated. sustainability@micron.com
2-4	Restatements of information	Any restatements are footnoted, where applicable.
2-5	External assurance	Independent limited level assurance statement is available at micron.com/esg.
Activities and workers		
2-6	Activities, value chain and other business relationships	2023 10-K, Micron corporate profile, pp. 2-3   Item 1. Business, pp. 7-17
2-7	Employees	Performance at a glance   Diversity, equality and inclusion 2023 10-K, Human capital, pp. 14-16
Governance		
2-9	Governance structure and composition	2023 proxy statement, Board diversity matrix, p. 12   Board structure, pp. 20-23   Director biographies, pp. 6-10   Summary of skills and experience of director nominees, p. 5
2-10	Nomination and selection of the highest governance body	2023 proxy statement, Director nominations and board refreshment and diversity, pp. 11-12
2-11	Chair of the highest governance body	2023 proxy statement, Board leadership structure, pp. 20-21



GRI	Disclosure	Location/Response
2-12	Role of the highest governance body in overseeing the management of impacts	<a href="#">2023 proxy statement</a> , Sustainability, pp. 16-17
2-13	Delegation of responsibility for managing impacts	<a href="#">2023 proxy statement</a> , Sustainability, pp. 16-17
2-14	Role of the highest governance body in sustainability reporting	<a href="#">2023 proxy statement</a> , Sustainability, pp. 16-17
2-15	Conflicts of interest	<a href="#">2023 proxy statement</a> , Board processes and policies, pp. 19-20   Certain relationships and related transactions, p. 23 <a href="#">Micron code of conduct</a> , pp. 18-21
2-16	Communication of critical concerns	<a href="#">2023 proxy statement</a> , Shareholder outreach, pp. 13-15   Board meetings and committees, p. 21
2-17	Collective knowledge of the highest governance body	<a href="#">2023 proxy statement</a> , Sustainability, pp. 16-17 <a href="#">About company leadership</a>
2-18	Evaluation of the performance of the highest governance body	<a href="#">2023 proxy statement</a> , Board processes and policies, pp. 19-20
2-19	Remuneration policies	<a href="#">2023 proxy statement</a> , Executive compensation and related information, pp. 27-55
2-20	Process to determine remuneration	<a href="#">2023 proxy statement</a> , Compensation-setting process and the determination of compensation levels, pp. 51-55
2-21	Annual total compensation ratio	<a href="#">2023 proxy statement</a> , Chief executive officer pay ratio, p. 68
Strategy, policies and practices		
2-22	Statement on sustainable development strategy	<a href="#">A message from our CEO</a>
2-23	Policy commitments	<a href="#">Micron code of conduct</a> <a href="#">Global environmental, health and safety policy</a> <a href="#">Supplier responsibility</a> <a href="#">RBA code of conduct</a> <a href="#">Human rights policy</a> <a href="#">Micron supplier requirements standard</a> <a href="#">Responsible minerals policy</a> <a href="#">Modern slavery and human trafficking statement</a> <a href="#">Privacy notice</a> <a href="#">Micron privacy &amp; data security principles</a>



GRI	Disclosure	Location/Response
2-24	Embedding policy commitments	<p>Micron code of conduct</p> <ul style="list-style-type: none"><li>• Sustainability strategy   <a href="#">Ethics and integrity</a>   <a href="#">Human rights</a>   <a href="#">Stakeholder engagement</a></li><li>• Responsible sourcing   <a href="#">Supply chain risk assessment</a>   <a href="#">Human rights in our supply chain</a></li></ul> <p>Global environmental, health and safety policy</p> <ul style="list-style-type: none"><li>• Sustainability strategy   <a href="#">Human rights</a></li><li>• <a href="#">Operations and environment</a></li><li>• Team members   <a href="#">Safety</a></li><li>• Responsible sourcing   <a href="#">Supply chain risk assessment</a>   <a href="#">Human rights in our supply chain</a>   <a href="#">Supplier environmental engagement</a></li></ul> <p>RBA code of conduct</p> <ul style="list-style-type: none"><li>• Sustainability strategy   <a href="#">Ethics and integrity</a>   <a href="#">Human rights</a>   <a href="#">Stakeholder engagement</a></li><li>• Responsible sourcing   <a href="#">Supply chain risk assessment</a>   <a href="#">Human rights in our supply chain</a></li></ul> <p>Human rights policy</p> <ul style="list-style-type: none"><li>• Sustainability strategy   <a href="#">Ethics and integrity</a>   <a href="#">Human rights</a>   <a href="#">Global trade compliance</a></li><li>• Responsible sourcing   <a href="#">Human rights in our supply chain</a>   <a href="#">Supply chain risk assessment</a>   <a href="#">Responsible minerals</a></li><li>• Team members   <a href="#">Recruitment and development</a>   <a href="#">Wellbeing and rewards</a>   <a href="#">Diversity, equality and inclusion</a>   <a href="#">Safety</a></li></ul> <p>Supplier responsibility, Micron supplier requirements standard, Modern slavery and human trafficking statement</p> <ul style="list-style-type: none"><li>• <a href="#">Responsible sourcing</a></li></ul> <p>Responsible minerals policy</p> <ul style="list-style-type: none"><li>• Responsible sourcing   <a href="#">Responsible minerals</a></li></ul> <p>Micron privacy &amp; data security principles, Privacy notice</p> <ul style="list-style-type: none"><li>• Sustainability strategy   <a href="#">Cybersecurity</a></li><li>• Products and innovation   <a href="#">Safeguarding customer data</a></li></ul>
2-25	Processes to remediate negative impacts	<p>When potential issues implicating violations of our code of conduct are shared via our helpline or other channels, such as reporting directly to a supervisor, our compliance and ethics and employee relations teams follow a documented investigation process and, when possible and appropriate, remediate negative impacts. When issues are reported involving our suppliers, our compliance and ethics team works with our global supply chain team to investigate and complete corrective actions to address identified issues. The investigation and remediation of other negative impacts beyond these two scenarios are considered by our cross-functional investigations team made up of members of our compliance and ethics, employee relations, cybersecurity and litigation teams.</p> <p>Sustainability strategy   <a href="#">Ethics and integrity</a></p> <p><a href="#">Micron code of conduct</a></p> <p><a href="#">Supplier responsibility</a></p> <p><a href="#">Micron supplier requirements standard</a></p>



GRI	Disclosure	Location/Response
2-26	Mechanisms for seeking advice and raising concerns	<a href="#">Compliance helpline</a> Email: <a href="mailto:compliance_ethics@micron.com">compliance_ethics@micron.com</a> Sustainability strategy   <a href="#">Ethics and integrity</a>
2-27	Compliance with laws and regulations	In CY23 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 three notices of violation. <a href="#">GRI 206-1</a> <a href="#">2023 10-K</a> , Contingencies, pp. 74-76
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   <a href="#">Stakeholder engagement</a>
2-30	Collective bargaining agreements	In FY23, 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   <a href="#">Topic prioritization</a>
3-2	List of material topics	Sustainability strategy   <a href="#">Topic prioritization</a>
GRI 205: Anti-Corruption 2016		
3-3	Management of material topic	Sustainability strategy   <a href="#">Ethics and integrity</a> <a href="#">Micron code of conduct</a> , pp. 31-32 <a href="#">Supplier responsibility</a> <a href="#">Micron supplier requirements standard</a> , 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. Micron’s processes for assessing risks of corruption are privileged and confidential. But the compliance and ethics team, in the ordinary course of business, regularly assesses the following operations for corruption risk and works with these functions to identify and remediate gaps: <ul style="list-style-type: none"><li>• Sales</li><li>• Marketing</li><li>• Procurement</li><li>• Financial control</li></ul>



GRI	Disclosure	Location/Response
205-2	Communication and training about anti-corruption policies and procedures	Communication and trainings are delivered via: <ul style="list-style-type: none"><li>· Training modules covering global anti-corruption</li><li>· Emails called Integrity Alerts covering key corruption risk topics</li><li>· Compliance month activities delivering in-person “tone at the top” trainings to managers and senior executives</li></ul> Sustainability strategy   <a href="#">Ethics and integrity</a> <a href="#">Micron code of conduct</a> , pp. 31-32 <a href="#">Supplier responsibility</a> <a href="#">Micron supplier requirements standard</a> , 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   <a href="#">Ethics and integrity</a> <a href="#">Micron code of conduct</a> , pp. 24-27
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	In FY23, Micron incurred no monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations. <a href="#">2023 10-K</a> , Contingencies, pp. 74-76
GRI 207: Tax 2019		
3-3	Management of material topic	Sustainability strategy   <a href="#">Tax policy</a> <a href="#">2023 10-K</a> , Government regulations, pp. 16-17   Risks related to laws and regulations, pp. 35-37   Consolidated results, pp. 46, 49   Critical accounting estimates, pp. 52-54   Income taxes, pp. 83-86
207-1	Approach to tax	Sustainability strategy   <a href="#">Tax policy</a>
207-2	Tax governance, control, and risk management	Sustainability strategy   <a href="#">Tax policy</a>
207-3	Stakeholder engagement and management of concerns related to tax	Sustainability strategy   <a href="#">Tax policy</a>



GRI	Disclosure	Location/Response
GRI 302: Energy 2016		
3-3	Management of material topic	Products and innovation   <a href="#">Increasing energy efficiency</a> Operations and environment   <a href="#">Goals and aspirations</a>   <a href="#">Greenhouse gas emissions and energy</a> <a href="#">ISO 14001:2015 environmental management system</a> <a href="#">ISO 50001:2018 energy management system</a> <a href="#">2023 CDP climate change disclosure</a>
302-1	Energy consumption within the organization	Operations and environment   <a href="#">Greenhouse gas emissions and energy</a> Performance at a glance   <a href="#">Energy</a> <a href="#">2023 CDP climate change disclosure</a> , section C8.2
302-2	Energy consumption outside of the organization	<a href="#">2023 CDP climate change disclosure</a> , section C8.2
302-4	Reduction of energy consumption	Operations and environment   <a href="#">Greenhouse gas emissions and energy</a> Performance at a glance   <a href="#">Energy</a>
302-5	Reductions in energy requirements of products and services	Products and innovation   <a href="#">Increasing energy efficiency</a>
GRI 303: Water and Effluents 2018		
3-3	Management of material topic	Operations and environment   <a href="#">Goals and aspirations</a>   <a href="#">Water</a> <a href="#">ISO 14001:2015 environmental management system</a> <a href="#">2023 CDP water security disclosure</a>
303-1	Interactions with water as a shared resource	Operations and environment   <a href="#">Water</a> <a href="#">2023 CDP water security disclosure</a>
303-2	Management of water discharge-related impacts	Operations and environment   <a href="#">Water</a> <a href="#">2023 CDP water security disclosure</a>
303-3	Water withdrawal	Performance at a glance   <a href="#">Water management</a> <a href="#">2023 CDP water security disclosure</a> , section W1.2
303-4	Water discharge	Performance at a glance   <a href="#">Water management</a> <a href="#">2023 CDP water security disclosure</a> , section W1.2
303-5	Water consumption	Performance at a glance   <a href="#">Water management</a> <a href="#">2023 CDP water security disclosure</a> , section W1.2



GRI	Disclosure	Location/Response
GRI 305: Emissions 2016		
3-3	Management of material topic	Operations and environment   <a href="#">Goals and aspirations</a>   <a href="#">Greenhouse gas emissions and energy</a> <a href="#">ISO 14001:2015 environmental management system</a> <a href="#">2023 CDP climate change disclosure</a>
305-1	Direct (scope 1) GHG emissions	Performance at a glance   <a href="#">Greenhouse gas emissions</a> <a href="#">2023 CDP climate change disclosure</a> , section C6.1
305-2	Energy indirect (scope 2) GHG emissions	Performance at a glance   <a href="#">Greenhouse gas emissions</a> <a href="#">2023 CDP climate change disclosure</a> , section C6.3
305-3	Other indirect (scope 3) GHG emissions	<a href="#">2023 CDP climate change disclosure</a> , section C6.5
305-4	GHG emissions intensity	<a href="#">2023 CDP climate change disclosure</a> , section C4.1b
305-5	Reduction of GHG emissions	Operations and environment   <a href="#">Greenhouse gas emissions and energy</a> Performance at a glance   <a href="#">Greenhouse gas emissions</a> <a href="#">2023 CDP climate change disclosure</a> , section C4
GRI 306: Waste 2020		
3-3	Management of material topic	Operations and environment   <a href="#">Goals and aspirations</a>   <a href="#">Hazardous and restricted substances</a>   <a href="#">Waste management</a> <a href="#">ISO 14001:2015 environmental management system</a>
306-1	Waste generation and significant waste-related impacts	Operations and environment   <a href="#">Hazardous and restricted substances</a>   <a href="#">Waste management</a>
306-2	Management of significant waste-related impacts	Operations and environment   <a href="#">Hazardous and restricted substances</a>   <a href="#">Waste management</a>
306-3	Waste generated	Performance at a glance   <a href="#">Waste management</a>
306-4	Waste diverted from disposal	Performance at a glance   <a href="#">Waste management</a>
306-5	Waste directed to disposal	Performance at a glance   <a href="#">Waste management</a>



GRI	Disclosure	Location/Response
GRI 308: Supplier Environmental Assessment 2016		
3-3	Management of material topic	Responsible sourcing   <a href="#">Supplier environmental engagement</a> <a href="#">Micron code of conduct</a> <a href="#">Global environmental, health and safety policy</a> <a href="#">Supplier responsibility</a> <a href="#">Micron supplier requirements standard</a> <a href="#">RBA code of conduct</a>
308-1	New suppliers that were screened using environmental criteria	In FY23, 100% of all 819 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 FY23, none were identified as having environmental-related findings that required improvement plans. No suppliers were found to meet criteria for termination as a result of noncompliance with environmental issues.
GRI 401: Employment 2016		
3-3	Management of material topic	<a href="#">Team members</a> <a href="#">Micron code of conduct</a> , pp. 5-8 <a href="#">Equal employment opportunity</a> <a href="#">RBA code of conduct</a> <a href="#">Human rights policy</a>
401-1	New employee hires and employee turnover	Team members   <a href="#">Recruitment and development</a>   <a href="#">Creating new talent pathways</a>   <a href="#">Navigating the market uncertainty</a> Performance at a glance   <a href="#">Turnover</a> <a href="#">2023 DEI report</a> , p. 51
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Team members   <a href="#">Wellbeing and rewards</a> <a href="#">Benefits handbook</a> <a href="#">U.S. compensation and benefits</a> <a href="#">Micron's candidate webpage</a>
401-3	Parental leave	Team members   <a href="#">Wellbeing and rewards</a>
GRI 402: Labor/Management Relations 2016		
3-3	Management of material topic	<a href="#">Team members</a>
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   <a href="#">Safety</a> <a href="#">Global environmental, health and safety policy</a> <a href="#">ISO 45001:2018 occupational health and safety management system</a> <a href="#">CNS 45001:2018 Taiwan occupational health and safety management system</a>
403-1	Occupational health and safety management system	Team members   <a href="#">Safety</a>
403-2	Hazard identification, risk assessment, and incident investigation	Team members   <a href="#">Safety</a>
403-3	Occupational health services	Team members   <a href="#">Safety</a>
403-4	Worker participation, consultation, and communication on occupational health and safety	Team members   <a href="#">Safety</a>
403-5	Worker training on occupational health and safety	As of September 2023, 99.9% of team members had completed at least one form of occupational health and safety training. Over 398,000 health and safety training hours were logged in FY23. Team members   <a href="#">Safety</a>
403-6	Promotion of worker health	Team members   <a href="#">Safety</a>
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Team members   <a href="#">Safety</a>
403-8	Workers covered by an occupational health and safety management system	Management systems at all Micron manufacturing sites cover 100% of employees and nonemployee workers. Approximately 84% of Micron team members were assigned to manufacturing locations in FY23.
403-9	Work-related injuries	Performance at a glance   <a href="#">Health and safety</a>
403-10	Work-related ill health	Performance at a glance   <a href="#">Health and safety</a>
GRI 404: Training and Education 2016		
3-3	Management of material topic	Team members   <a href="#">Recruitment and development</a>
404-1	Average hours of training per year per employee	Performance at a glance   <a href="#">Professional development</a>
404-2	Programs for upgrading employee skills and transition assistance programs	Micron provides global transitional assistance programs for team members affected by a reduction in workforce. Transitional assistance includes career guidance, résumé writing and access to career opportunities, both regionally and globally.
404-3	Percentage of employees receiving regular performance and career development reviews	In FY23, 100% of eligible employees received a performance review. Eligible employees were those with at least three months of performance in the fiscal year, not including contractors, union workers or fixed-term employees. Team members   <a href="#">Recruitment and development</a>



GRI	Disclosure	Location/Response
GRI 405: Diversity and Equal Opportunity 2016		
3-3	Management of material topic	Team members   <a href="#">Diversity, equality and inclusion</a> <a href="#">2023 DEI report</a> <a href="#">Equal employment opportunity</a> <a href="#">2023 10-K</a> , Human capital, pp. 14-16 <a href="#">2023 proxy statement</a> , Human capital and culture, pp. 15-16
405-1	Diversity of governance bodies and employees	Performance at a glance   <a href="#">Diversity, equality and inclusion</a> <a href="#">2023 DEI report</a> <a href="#">2023 10-K</a> , Diversity, equity and inclusion, p. 15 <a href="#">2023 proxy statement</a> , Board refreshment and diversity, p. 12
405-2	Ratio of basic salary and remuneration of women to men	We regularly review pay globally, including base pay and stock awards, to drive equitable compensation. In 2023, due to challenging industry conditions, base pay increases were suspended; however, we achieved global pay equity in compensation across bonuses and stock rewards for all underrepresented employees. A pay equity analysis will be conducted in 2024 with our base pay merit review. Team members   <a href="#">Diversity, equality and inclusion</a> <a href="#">2023 10-K</a> , Diversity, equality and inclusion, p. 15
GRI 406: Non-Discrimination 2016		
3-3	Management of material topic	Team members   <a href="#">Diversity, equality and inclusion</a> <a href="#">Micron code of conduct</a> , 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   <a href="#">Human rights in our supply chain</a> <a href="#">Micron code of conduct</a> , p. 8 <a href="#">Human rights policy</a>
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Micron monitors human rights concerns in our supply chain, including freedom of association. Responsible sourcing   <a href="#">Human rights in our supply chain</a> <a href="#">Micron code of conduct</a> , p. 8 <a href="#">Human rights policy</a> <a href="#">Micron supplier requirements standard</a> , p. 3



GRI	Disclosure	Location/Response
GRI 408: Child Labor 2016		
3-3	Management of material topic	Sustainability strategy   <a href="#">Ethics and integrity</a> Responsible sourcing   <a href="#">Human rights in our supply chain</a> <a href="#">Micron code of conduct</a> , p. 8 <a href="#">Human rights policy</a> <a href="#">RBA code of conduct</a> <a href="#">Supplier responsibility</a> <a href="#">Micron supplier requirements standard</a> <a href="#">Modern slavery and human trafficking statement</a>
408-1	Operations and suppliers at significant risk for incidents of child labor	The <a href="#">Micron code of conduct</a> and <a href="#">Human rights policy</a> explicitly prohibit child labor or the exploitation of children, and our <a href="#">Modern slavery and human trafficking statement</a> notes locations assessed to have higher risk of such human rights concerns. In addition, our suppliers must follow RBA standards on labor, health, safety, the environment, ethics and management systems, regardless of local law or custom. Responsible sourcing   <a href="#">Human rights in our supply chain</a>
GRI 409: Forced or Compulsory Labor		
3-3	Management of material topic	Sustainability strategy   <a href="#">Ethics and integrity</a> Responsible sourcing   <a href="#">Human rights in our supply chain</a> <a href="#">Micron code of conduct</a> , p. 8 <a href="#">Human rights policy</a> <a href="#">RBA code of conduct</a> <a href="#">Supplier responsibility</a> <a href="#">Micron supplier requirements standard</a> <a href="#">Modern slavery and human trafficking statement</a>
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	As stated in the <a href="#">Micron code of conduct</a> and <a href="#">Human rights policy</a> , Micron forbids the use of forced labor, bonded (including debt bondage) labor, indentured labor, involuntary or exploitative prison labor, slavery or trafficking in our own operations or in those of our supply chain. Our commitment to these concerns is made public through our <a href="#">Modern slavery and human trafficking statement</a> , which notes locations assessed to have higher risk of such concerns. In addition, our suppliers are expected to follow RBA standards on labor, health, safety, the environment, ethics and management systems, regardless of local law or custom. Responsible sourcing   <a href="#">Human rights in our supply chain</a>



GRI	Disclosure	Location/Response
GRI 413: Local Communities 2016		
3-3	Management of material topic	Sustainability strategy   <a href="#">Stakeholder engagement Communities</a>
413-1	Operations with local community engagement, impact assessments, and development programs	Sustainability strategy   <a href="#">Stakeholder engagement Communities</a>
GRI 414: Supplier Social Assessment 2016		
3-3	Management of material topic	<a href="#">Responsible sourcing</a> <a href="#">Micron code of conduct</a> , pp. 8, 23-24 <a href="#">Human rights policy</a>
414-1	New suppliers that were screened using social criteria	In FY23, 100% of all 819 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 FY23, 2% were identified to have labor-related findings, and of these, the majority have committed to action plans. Four suppliers were rejected during the onboarding process because of noncompliance with our social policies.
GRI 416: Customer Health and Safety 2016		
3-3	Management of material topic	Operations and environment   <a href="#">Hazardous and restricted substances</a>
416-1	Assessment of the health and safety impacts of product and service categories	Micron assesses the health and safety impacts and potential for improvement of all product categories. Operations and environment   <a href="#">Hazardous and restricted substances</a>
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	<a href="#">2023 10-K</a> , Contingencies, pp. 74-76



GRI	Disclosure	Location/Response
GRI 417: Marketing and Labeling 2016		
3-3	Management of material topic	Sustainability strategy   <a href="#">Ethics and integrity</a> <a href="#">Micron code of conduct</a> , p. 27 <a href="#">2023 10-K</a> , 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	<a href="#">2023 10-K</a> , Contingencies, pp. 74-76
417-3	Incidents of non-compliance concerning marketing communications	<a href="#">2023 10-K</a> , Contingencies, pp. 74-76
GRI 418: Customer Privacy 2016		
3-3	Management of material topic	Products and innovation   <a href="#">Safeguarding customer data</a> <a href="#">Privacy notice</a> <a href="#">Micron privacy &amp; data security principles</a>
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	In FY23, 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. <a href="#">2023 10-K</a> , Contingencies, pp. 74-76



# SASB index

The Sustainability Accounting Standards Board (SASB) Standards guide the disclosure of sustainability information by companies to their investors. The SASB Standards were consolidated into and are under the oversight of the International Sustainability Standards Board, established by the IFRS Foundation in 2022. The table below references where relevant disclosures can be found that align with the 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. CY23 gross global scope 1 emissions: 2,698,572 metric tons CO <sub>2</sub> -e 2. CY23 emissions from perfluorinated compounds: 1,719,874 metric tons CO <sub>2</sub> -e	Operations and environment   <a href="#">Greenhouse gas emissions and energy</a> Performance at a glance   <a href="#">Greenhouse gas emissions 2023 CDP climate change disclosure</a> , sections C6.1, C7.1a
	Discussion of long-term and short-term strategy or plan to manage scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	TC-SC-110a.2	We discuss our goals, aspirations, tactics and challenges in our <a href="#">Operations and environment</a> section and throughout the CDP climate change disclosure. We set a 42% absolute reduction in scope 1 emissions by CY30 from a CY20 baseline. In CY23, we saw an 11% decrease in absolute scope 1 emissions compared to CY20.	Operations and environment   <a href="#">Goals and aspirations</a>   <a href="#">Greenhouse gas emissions and energy</a> <a href="#">2023 CDP climate change disclosure</a>
Energy management in manufacturing	1. Total energy consumed 2. Percentage grid electricity 3. Percentage renewable	TC-SC-130a.1	1. CY23 total energy consumed: 11,388,860 MWh 2. CY23 percentage grid electricity: 77% 3. CY23 percentage renewable: 3%	Operations and environment   <a href="#">Greenhouse gas emissions and energy</a> Performance at a glance   <a href="#">Energy</a> <a href="#">2023 CDP climate change disclosure</a> , section C8
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. CY23 total water withdrawn: 56,138 thousand cubic meters 2. CY23 total water consumed: 14,319 thousand cubic meters Our water risk assessment, completed using the <a href="#">World Resources Institute's Aqueduct tool</a> , noted that 18% of Micron's total water withdrawals come from areas of high water stress — specifically our facilities in Xi'an, China, Boise, Idaho, <sup>1</sup> 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   <a href="#">Goals and aspirations</a>   <a href="#">Water</a> Performance at a glance   <a href="#">Water management</a> <a href="#">2023 CDP water security disclosure</a> , section W1.2b
Waste management	1. Amount of hazardous waste from manufacturing 2. Percentage recycled	TC-SC-150a.1	1. CY23 hazardous waste: 131,201 metric tons 2. CY23 waste reuse, recycle and recovery rate (including energy recovery): 94%	Operations and environment   <a href="#">Waste management</a> Performance at a glance   <a href="#">Waste management</a>

<sup>1</sup>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 <a href="#">ISO 45001:2018 occupational health and safety management system</a> , which sets the foundation for an effective and auditable safety program. The <a href="#">Safety</a> section discusses our health and safety efforts.	Team members   <a href="#">Safety</a> Performance at a glance   <a href="#">Health and safety 2023 10-K</a> , 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-330a.2	In CY23, Micron was notified of one health and safety violation with no resulting fines.	Team members   <a href="#">Safety</a>
Recruiting & managing a global & skilled workforce	Percentage of employees that are (1) foreign nationals and (2) located offshore	TC-SC-330a.1	<p>FY23 foreign nationals: 5%</p> <p>FY23 located offshore: 80%</p> <p>Micron’s global business model provides opportunities for team members to complete assignments in different countries. Micron is committed to protecting workers per the <a href="#">Micron code of conduct</a>. Our code provides guidelines on how to act with integrity and make the right choices. It summarizes the laws and ethical principles that apply to our work, including industry standards such as the <a href="#">Responsible Business Alliance (RBA) code of conduct</a>.</p> <p>We are strongly committed to respecting and protecting human rights wherever we operate. To that end, we follow all applicable laws relating to working hours and wages. Micron does not retain employees’ identity or immigration original documents, such as government-issued identification, passports or work permits, unless such holdings are required by law. To protect human rights beyond our direct operations, Micron 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, as well as diversity, equality and inclusion in the workforce. We report extensively on our efforts in these areas in our sustainability report and elsewhere.</p>	Team members   <a href="#">Recruitment and development</a>   <a href="#">Diversity, equality and inclusion</a> Performance at a glance   <a href="#">Global workforce</a>   <a href="#">Diversity, equality and inclusion</a>   <a href="#">Turnover</a>   <a href="#">Professional development 2023 10-K</a> , Human capital, pp. 14-16 <a href="#">2023 DEI report</a> , p. 11



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 <a href="#">Hazardous and restricted substances</a> section of this report.	Operations and environment   <a href="#">Hazardous and restricted substances</a>
	Processor energy efficiency at a system-level for: (1) servers, (2) desktops, and (3) laptops	TC-SC-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 <a href="#">Increasing energy efficiency</a> section of this report.	Products and innovation   <a href="#">Increasing energy efficiency 2023 10-K</a> , Sales, markets and products, pp. 7-11
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 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 <a href="#">Responsible minerals</a> section of our report and other Micron documents provide additional detail about our materials sourcing management approach.	Responsible sourcing   <a href="#">Responsible minerals 2023 10-K</a> , Resources, pp. 12-14   Trade regulations, p. 17   Risks related to our business, operations and industry, p. 27   Risks related to laws and regulations, pp. 35-36 <a href="#">Conflict minerals report</a> <a href="#">Responsible minerals policy</a> <a href="#">Supplier responsibility</a> <a href="#">Micron supplier requirements standard</a> , Responsible 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 FY23, Micron incurred no monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations.	<a href="#">2023 10-K</a> , Antitrust matters, p. 76 <a href="#">GRI 206-1</a>



# TCFD index

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 the board 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 representing a range of functions. Micron also has 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   <a href="#">Sustainability governance Operations and environment 2023 proxy statement</a> , Sustainability, pp. 16–17   Risk assessment and mitigation, pp. 17–19   Components of our executive compensation program, pp. 37–51 <a href="#">Governance and sustainability committee charter</a> , sections 1.05 and 4.12 <a href="#">2023 CDP climate change disclosure</a> , sections C1.1a, C1.1b, C1.2, C1.3, C1.3a
Strategy			
Disclose the actual and potential impacts of climate-related risks and opportunities on the organization’s businesses, strategy and financial planning.	A. Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term. B. Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning. C. Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario	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 with respect to climate change, that may have a material adverse effect on our business. New considerations related to climate change and the potential environmental impact may result in new laws, regulations or industry standards that may affect us, our suppliers and our customers.	Sustainability strategy   <a href="#">Opportunity and risk Products and innovation   Increasing energy efficiency Operations and environment 2023 10-K</a> , Supply chain, materials, and third-party service providers, pp. 12–13   Environmental compliance, p. 16   Trade regulations, p. 17   Item 1A risk factors, pp. 27–29, 32–33, 36–37 <a href="#">2023 CDP climate change disclosure</a> , sections C2.3a, C2.4a, C3.2



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 regarding climate risks.	Sustainability strategy   <a href="#">Opportunity and risk</a>   <a href="#">Topic prioritization</a> <a href="#">Operations and environment</a> <a href="#">Responsible sourcing</a> <a href="#">2023 proxy statement</a> , Risk assessment and mitigation, pp. 17–19 <a href="#">2023 CDP climate change disclosure</a> , sections C2.2, C2.2a, C2.3
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 energy use, and supplier performance in support of climate targets.	Operations and environment   <a href="#">Goals and aspirations</a>   <a href="#">Greenhouse gas emissions and energy</a> Products and innovation   <a href="#">Increasing energy efficiency</a> Responsible sourcing   <a href="#">Supplier environmental engagement</a> <a href="#">2023 CDP climate change disclosure</a> , sections C4, C6, C7, C8



# Performance at a glance

## Environment

### Energy

Metric	Unit	2020 <sup>1</sup>	2021 <sup>1</sup>	2022	2023
Energy consumption					
Purchased nonrenewable electricity	MWh	6,483,277	7,540,309	8,342,669	8,391,233
Purchased renewable electricity	MWh	0	556	200,141	393,561
Renewable electricity generated on-site	MWh	26	86	223	245
Purchased steam	MWh	84,806	88,731	87,345	78,386
Purchased cooling	MWh	115,191	113,317	108,524	108,249
Fuel	MWh	2,146,953	2,277,126	2,401,140	2,417,187
Total energy consumption	MWh	8,830,254	10,020,124	11,140,042	11,388,860
Grid electricity consumed	%	73%	75%	77%	77%

Energy consumption and savings in megawatt hours (MWh)

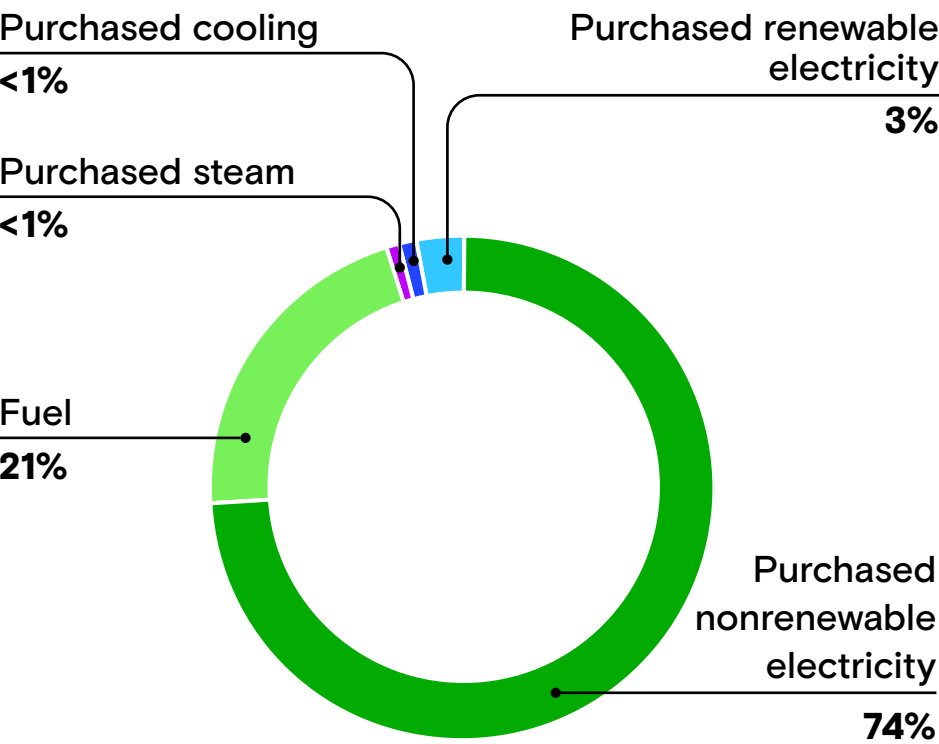
Energy data is calendar year

Information is collected and reported to CDP annually

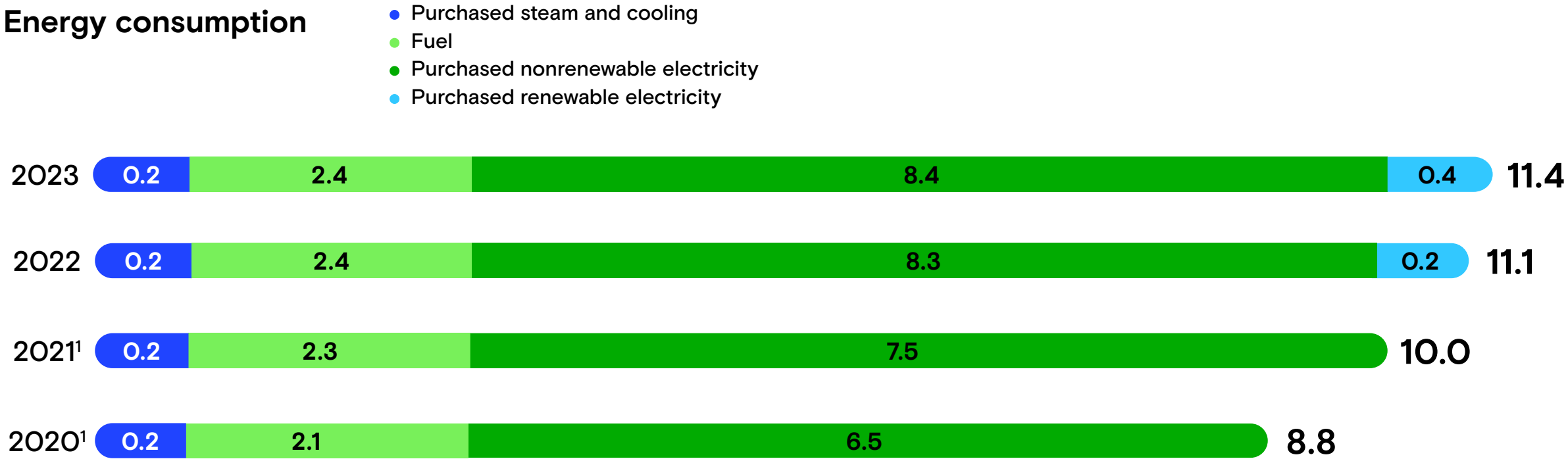
Data assumptions and calculations are consistent with the Greenhouse Gas Protocol and IPCC Guidelines for National Greenhouse Gas Inventories, 2019 Refinement

<sup>1</sup>Energy data revised from prior annual disclosures to reflect the divestiture of Lehi, Utah, operations

Energy breakdown by source



Energy consumption



Energy consumption in millions of megawatt hours (M MWh)

Renewable electricity purchased and generated prior to CY22 is not depicted



Greenhouse gas (GHG) emissions

	Unit	2020 <sup>1,2</sup>	2021 <sup>1,3</sup>	2022 <sup>3</sup>	2023 <sup>2</sup>
Scope 1 (operations) – by geography					
Singapore	MTCO <sub>2</sub> -e	1,256,652	1,532,652	1,791,764	1,428,473
Japan	MTCO <sub>2</sub> -e	1,094,440	999,019	844,172	607,951
United States	MTCO <sub>2</sub> -e	319,197	334,561	322,848	252,670
Taiwan	MTCO <sub>2</sub> -e	330,545	418,223	460,513	382,928
Mainland China	MTCO <sub>2</sub> -e	46,011	54,324	49,621	13,589
Malaysia	MTCO <sub>2</sub> -e	1,073	1,226	9,532	12,961
Scope 1 (operations) – by source					
Process GHGs	MTCO <sub>2</sub> -e	2,108,631	2,414,421	2,557,642	1,871,474
Heat transfer fluid	MTCO <sub>2</sub> -e	474,163	431,284	405,177	313,578
Fuel combustion	MTCO <sub>2</sub> -e	435,633	461,917	486,830	489,962
Refrigerant	MTCO <sub>2</sub> -e	20,840	24,293	20,853	15,837
Solvent combustion	MTCO <sub>2</sub> -e	8,322	7,700	7,419	7,331
Mobile sources	MTCO <sub>2</sub> -e	331	389	528	391
GHG emissions					
Emissions from operations (scope 1)	MTCO <sub>2</sub> -e	3,047,919	3,340,004	3,478,449	2,698,572
Emissions from purchased energy (scope 2, market-based)	MTCO <sub>2</sub> -e	3,621,519	3,807,204	4,132,206	4,138,062
Total GHG	MTCO <sub>2</sub> -e	6,669,438	7,147,209	7,610,655	6,836,634

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

Information is collected and reported to CDP annually

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

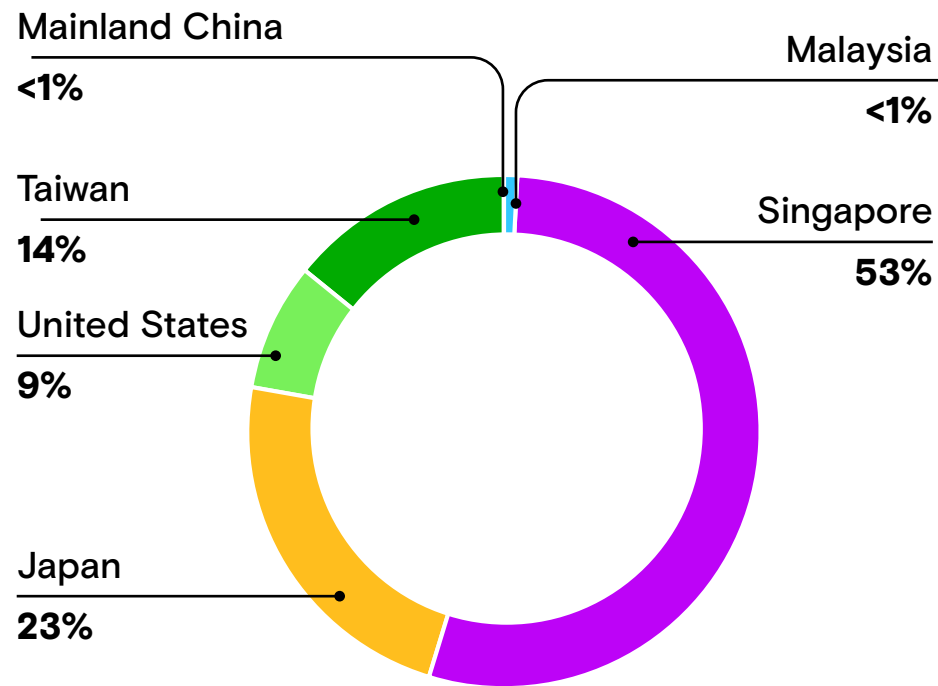
<sup>1</sup>GHG data revised from prior annual disclosures to reflect the divestiture of Lehi, Utah, operations

<sup>2</sup>Data assumptions and calculations are revised to be consistent with the Greenhouse Gas Protocol and IPCC Guidelines for National Greenhouse Gas Inventories, 2019 Refinement

<sup>3</sup>Data assumptions and calculations are consistent with the Greenhouse Gas Protocol and IPCC Guidelines for National Greenhouse Gas Inventories, 2006

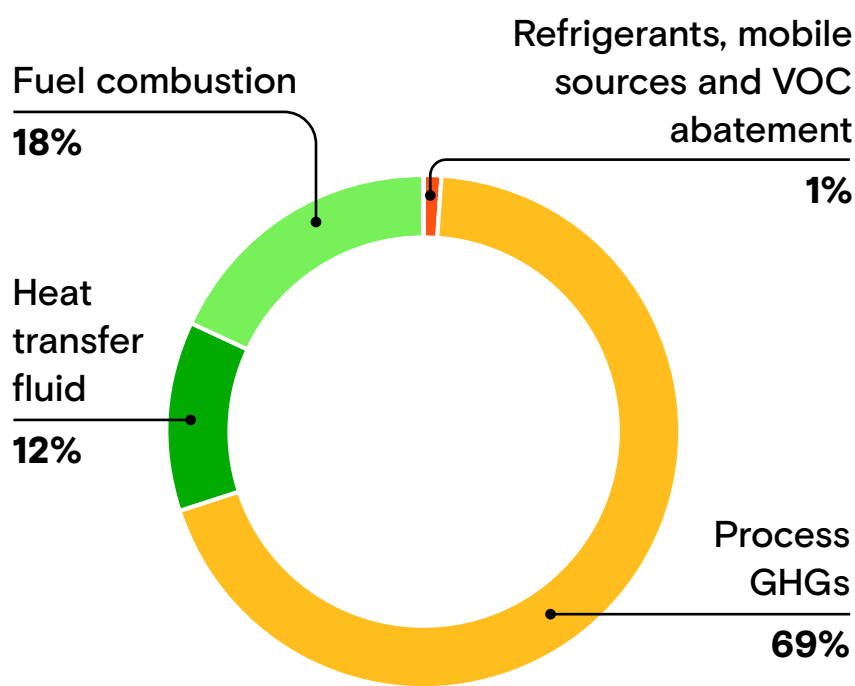
Emissions from operations (scope 1)

By geography



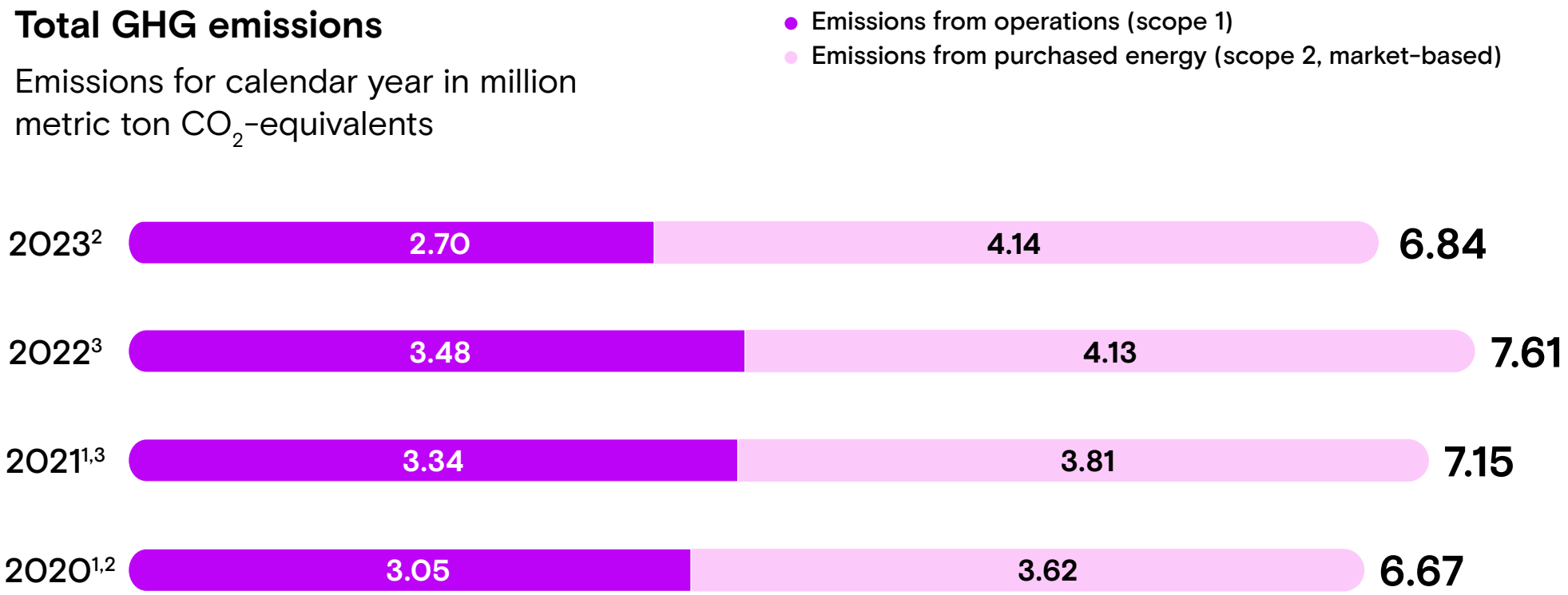
Emissions from operations (scope 1)

By source



Total GHG emissions

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





Water management

	Unit	2020 <sup>1</sup>	2021 <sup>1</sup>	2022	2023
Water withdrawal by source					
Surface water	Thousand m <sup>3</sup>	1,166	994	1,395	1,352
Groundwater	Thousand m <sup>3</sup>	4,392	4,311	4,574	4,292
Municipal water	Thousand m <sup>3</sup>	46,303	48,306	52,355	50,488
Rainwater	Thousand m <sup>3</sup>	3.6	8.3	12.2	5.8
Total volume of water withdrawn	Thousand m <sup>3</sup>	51,864	53,620	58,336	56,138
From regions with high or extremely high baseline water stress	%	1%	1%	1%	18%
Water reuse, recycle and restoration					
Water reuse and recycle	Thousand m <sup>3</sup>	52,344	62,044	71,501	72,983
Water restoration	Thousand m <sup>3</sup>	–	–	12,889	11,861
Water reuse, recycle and restoration	Thousand m <sup>3</sup>	52,344	62,044	84,390	84,844
Water reuse, recycle and restoration rate	%	50%	54%	65%	66%
Water discharge by destination					
Surface water	Thousand m <sup>3</sup>	6,382	5,626	5,365	5,019
Third-party POTW	Thousand m <sup>3</sup>	33,287	35,182	38,382	36,800
Total discharge	Thousand m <sup>3</sup>	39,668	40,808	43,747	41,819
Water consumption					
Total water consumption	Thousand m <sup>3</sup>	12,196	12,811	14,590	14,319

Water data is calendar year

POTW: Publicly owned treatment works

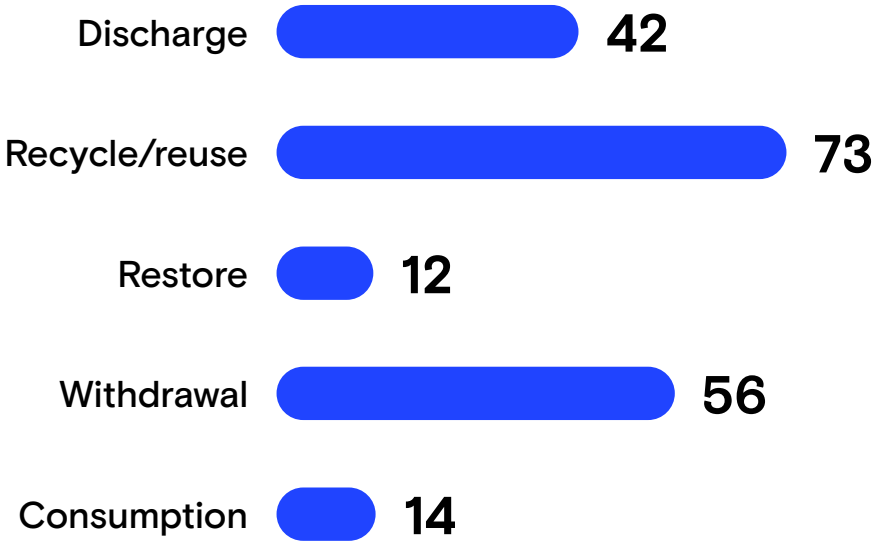
m<sup>3</sup>: cubic meters

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.

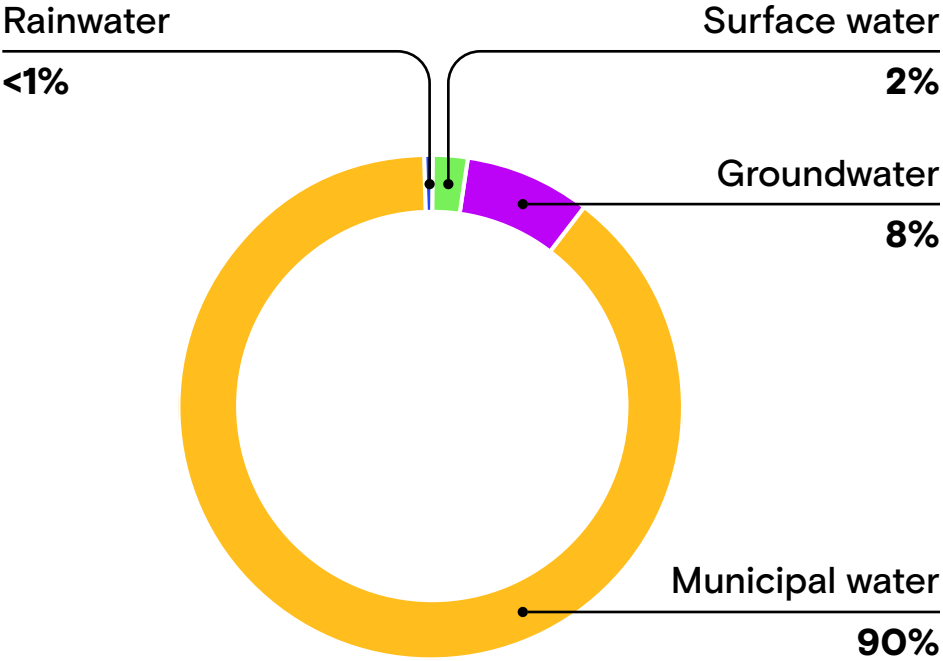
<sup>1</sup>Water data revised from prior annual disclosures to reflect the divestiture of Lehi, Utah, operations

Water mass balance

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

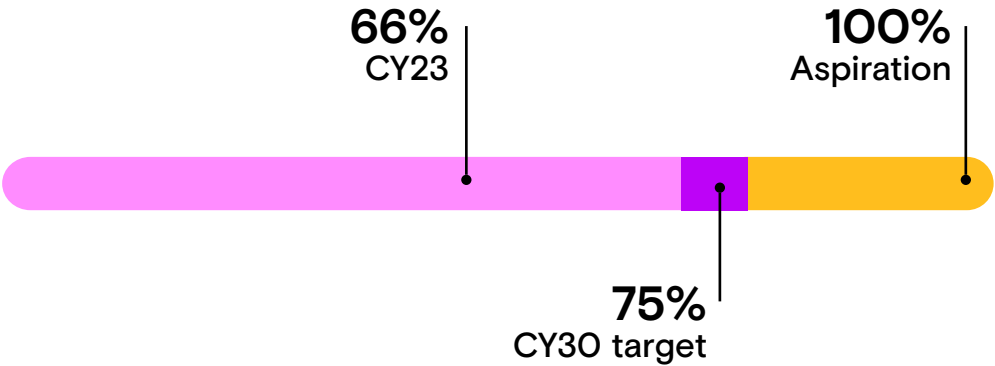


Water withdrawal by source



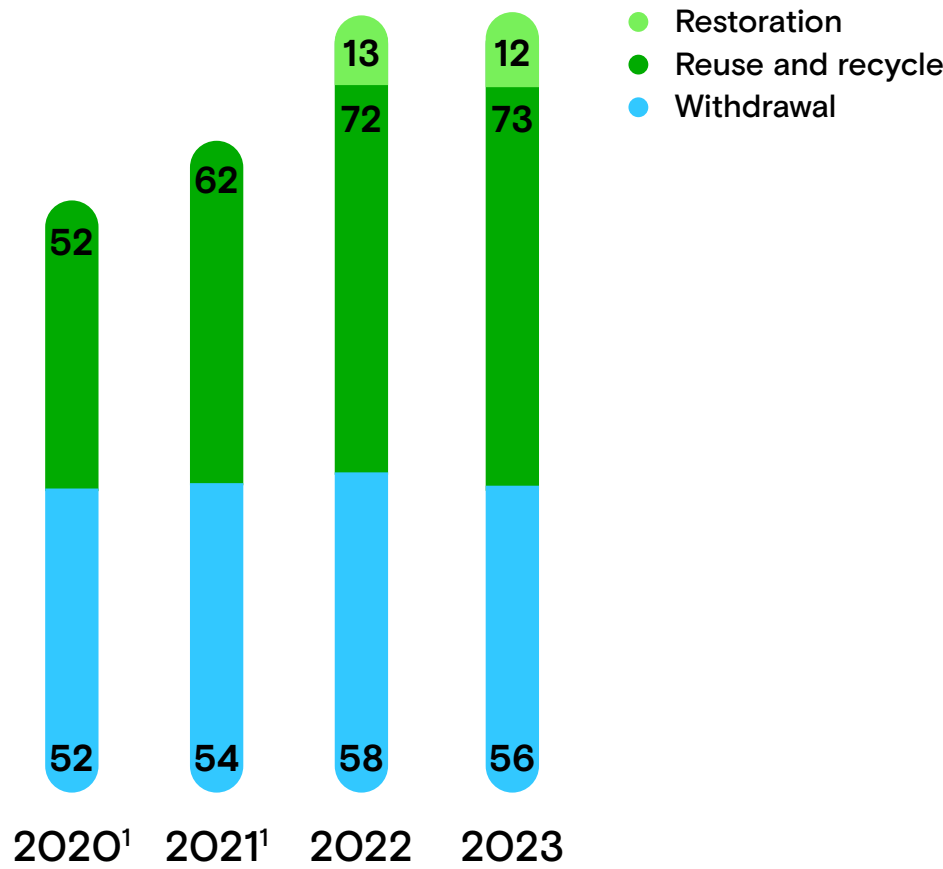
Water progress toward target

Water conservation through reuse, recycling and restoration



Water use and recycle

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





Waste management

	Unit	2020 <sup>1</sup>	2021 <sup>1</sup>	2022	2023
Waste generated					
Hazardous waste	Metric ton	129,492	149,848	150,286	131,201
Nonhazardous waste	Metric ton	68,088	73,628	83,426	64,363
Total waste	Metric ton	197,581	223,477	233,712	195,564
Waste diverted					
Hazardous waste diverted	Metric ton	102,838	119,753	117,799	99,445
Nonhazardous waste diverted	Metric ton	45,937	53,261	67,308	52,920
Total waste diverted	Metric ton	148,775	173,013	185,106	152,365
Waste directed to disposal					
Hazardous waste disposed	Metric ton	26,654	30,095	32,488	31,756
Nonhazardous waste disposed	Metric ton	22,151	20,368	16,118	11,443
Total waste disposed	Metric ton	48,805	50,463	48,606	43,199
Waste reuse/recycle/ recovery rate	%	85%	90%	93%	94%

Waste data is calendar year

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

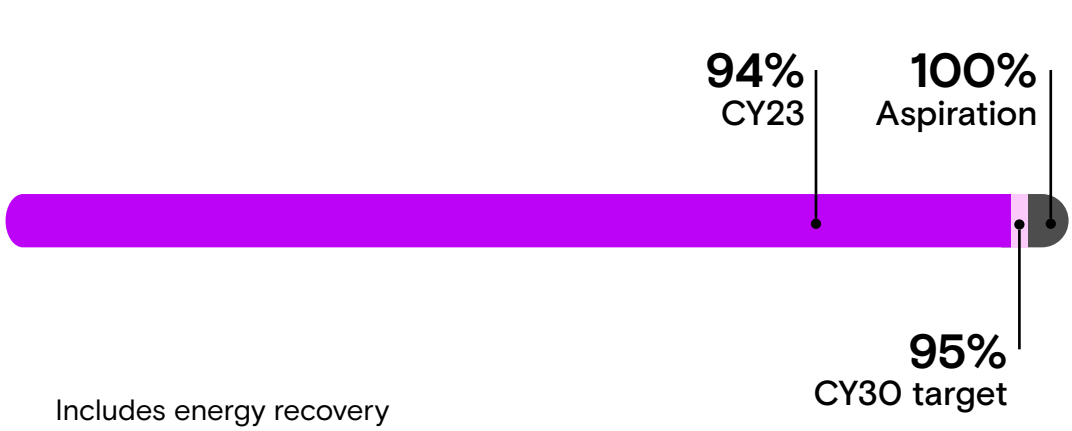
Waste reuse/recycle/recovery percentage includes energy recovery

Waste diverted excludes energy recovery

<sup>1</sup>Waste data revised from prior annual disclosures to reflect the divestiture of Lehi, Utah, operations

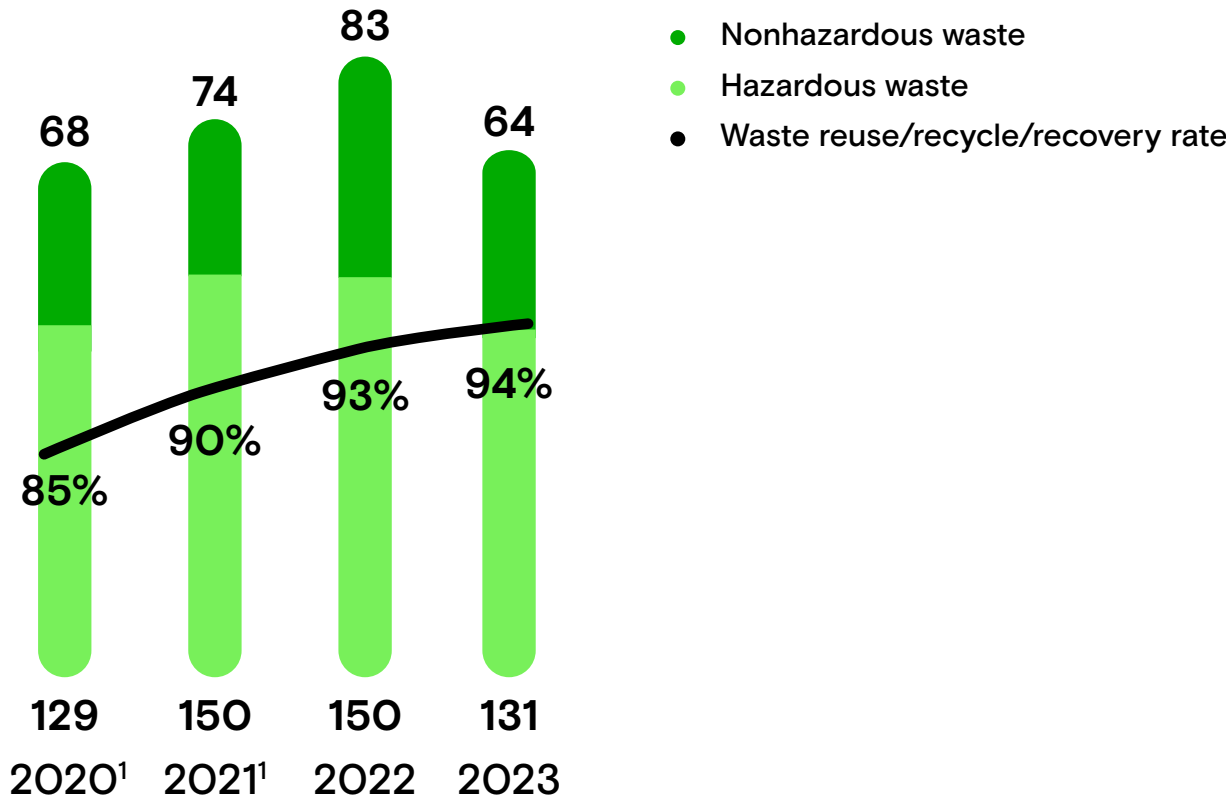
Waste progress toward target

Reuse, recycling and recovery



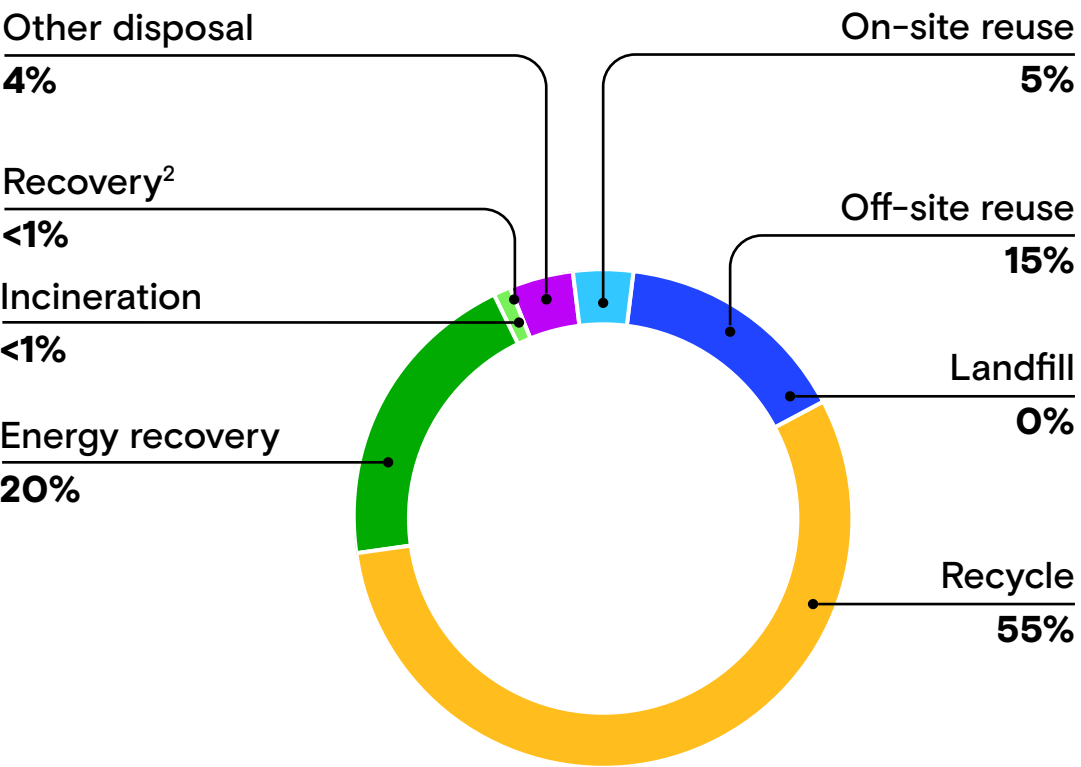
Total waste

Total waste in thousands of metric tons



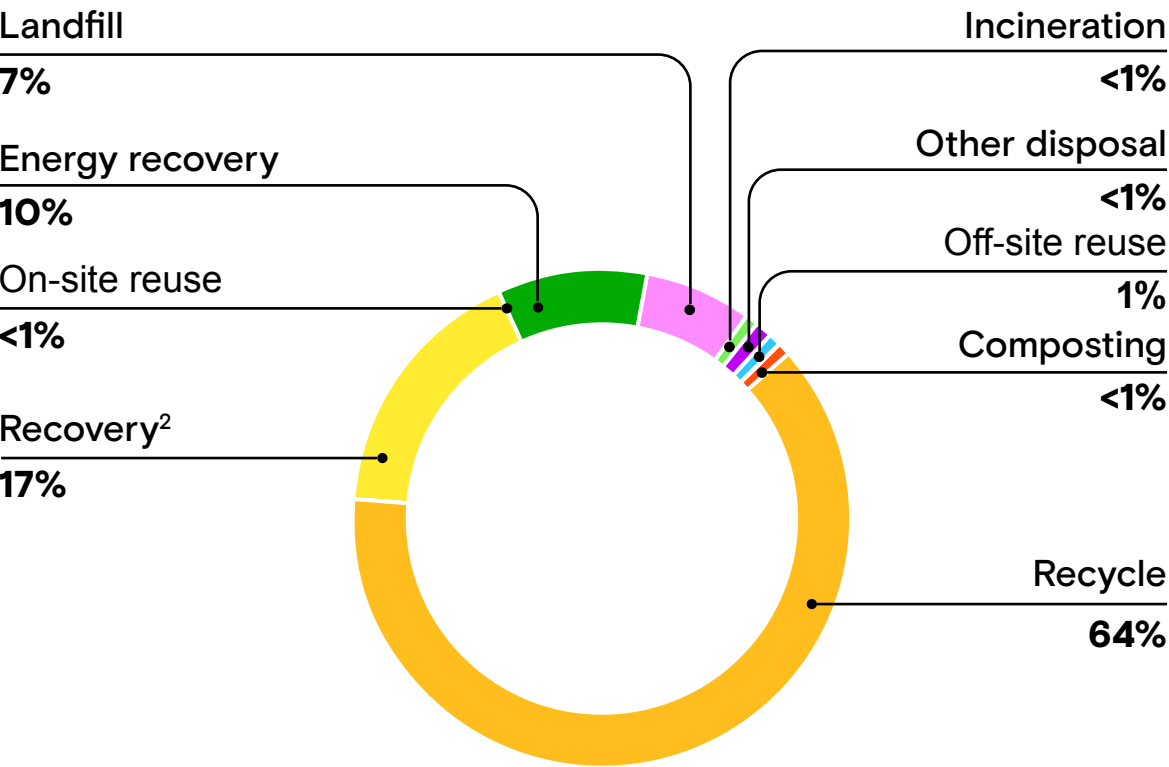
<sup>1</sup>Waste data revised from prior annual disclosures to reflect the divestiture of Lehi, Utah, operations

Hazardous waste breakdown



<sup>2</sup>Recovery excludes energy recovery

Nonhazardous waste breakdown





Team members

Diversity, equality and inclusion

Global workforce

	FY20	FY21	FY22	FY23
Global headcount	40,000	43,000	48,000	43,000
By region				
Europe	2%	2%	2%	2%
Americas	27%	24%	21%	20%
Asia	71%	74%	78%	78%

Percentages may not total 100 due to rounding. Find data definitions in the [data dictionary of the DEI report](#).

Gender representation

	FY20		FY21		FY22		FY23	
	Female	Male	Female	Male	Female	Male	Female	Male
Board of directors	38%	63%	50%	50%	50%	50%	50%	50%
By roles								
Management and executives	14%	86%	17%	83%	18%	82%	14%	86%
Technical and engineering	21%	79%	23%	77%	24%	76%	25%	75%
Nontechnical	60%	40%	56%	44%	55%	46%	54%	46%
Global team members								
Total headcount by gender	29%	71%	30%	70%	31%	69%	31%	69%

Race and ethnicity

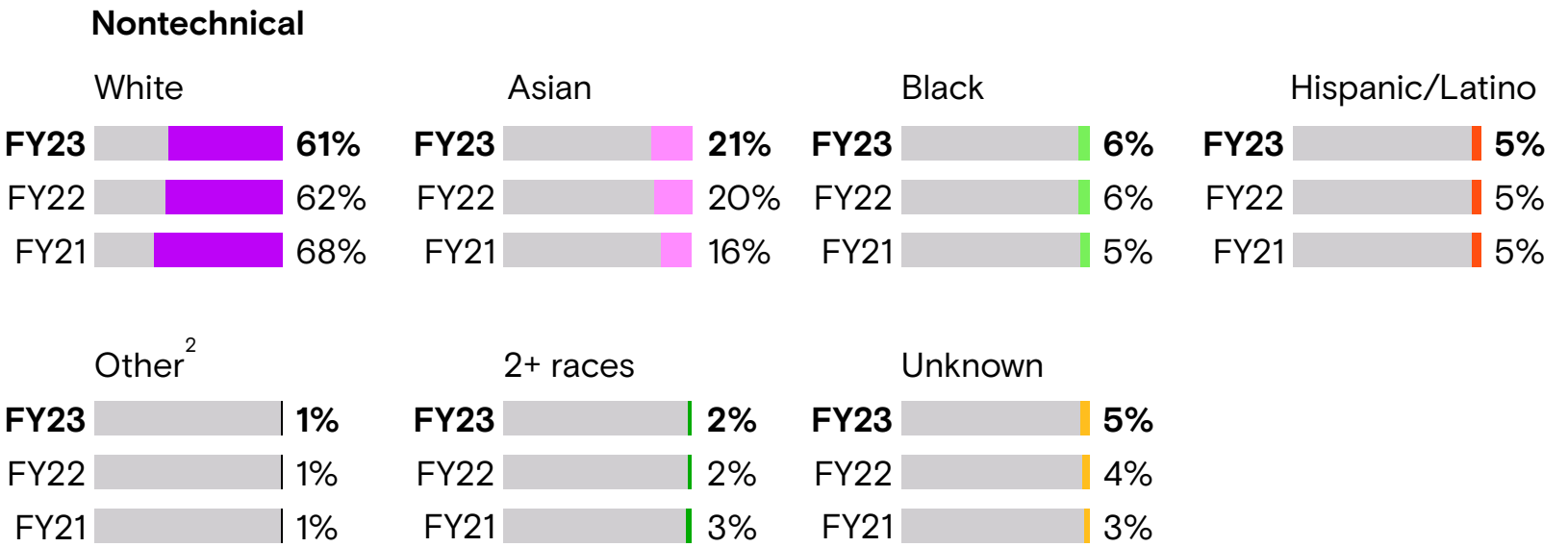
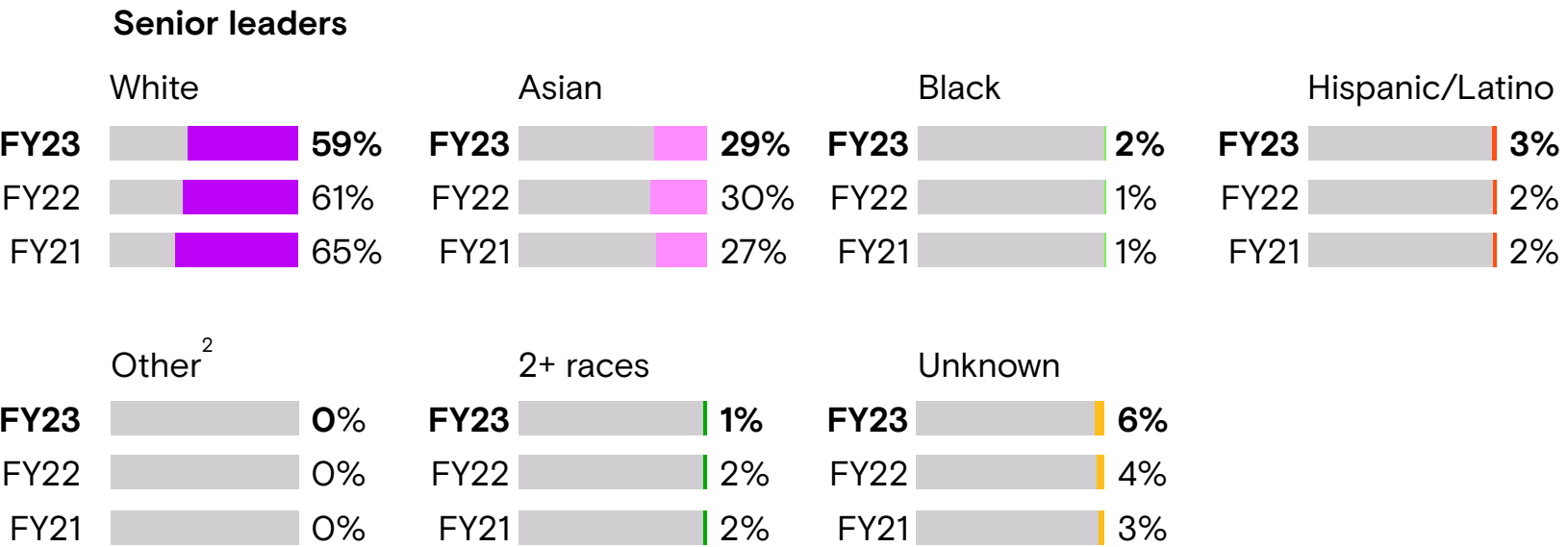
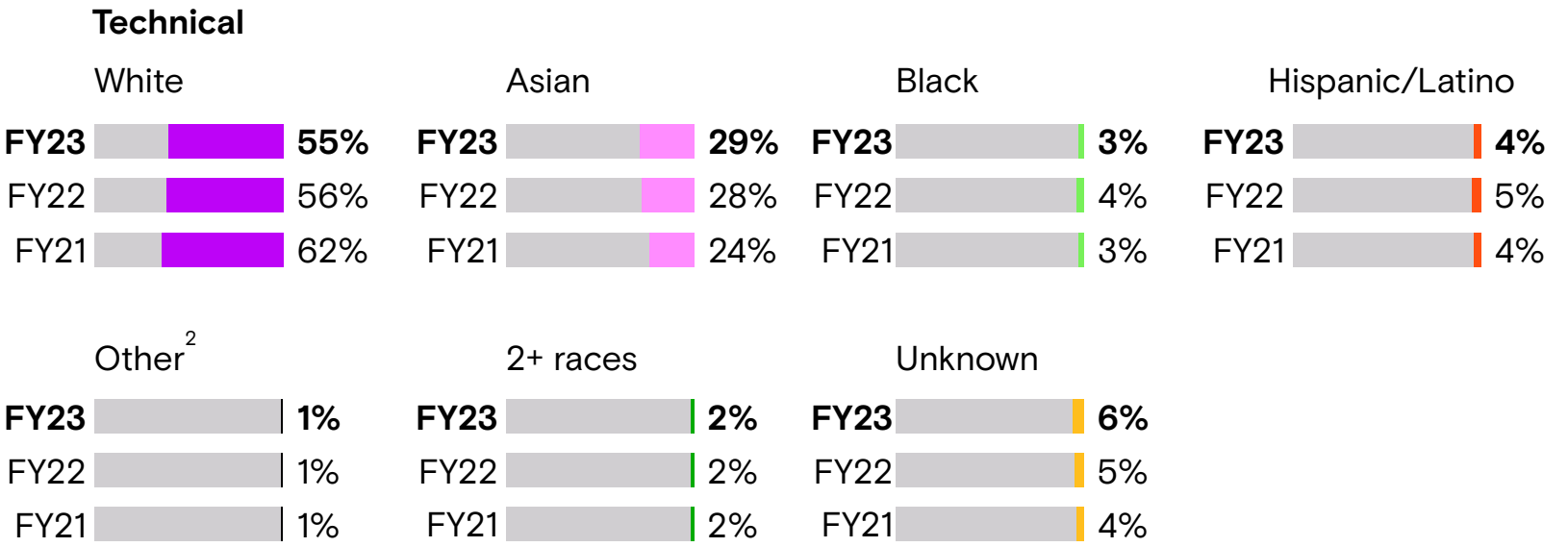
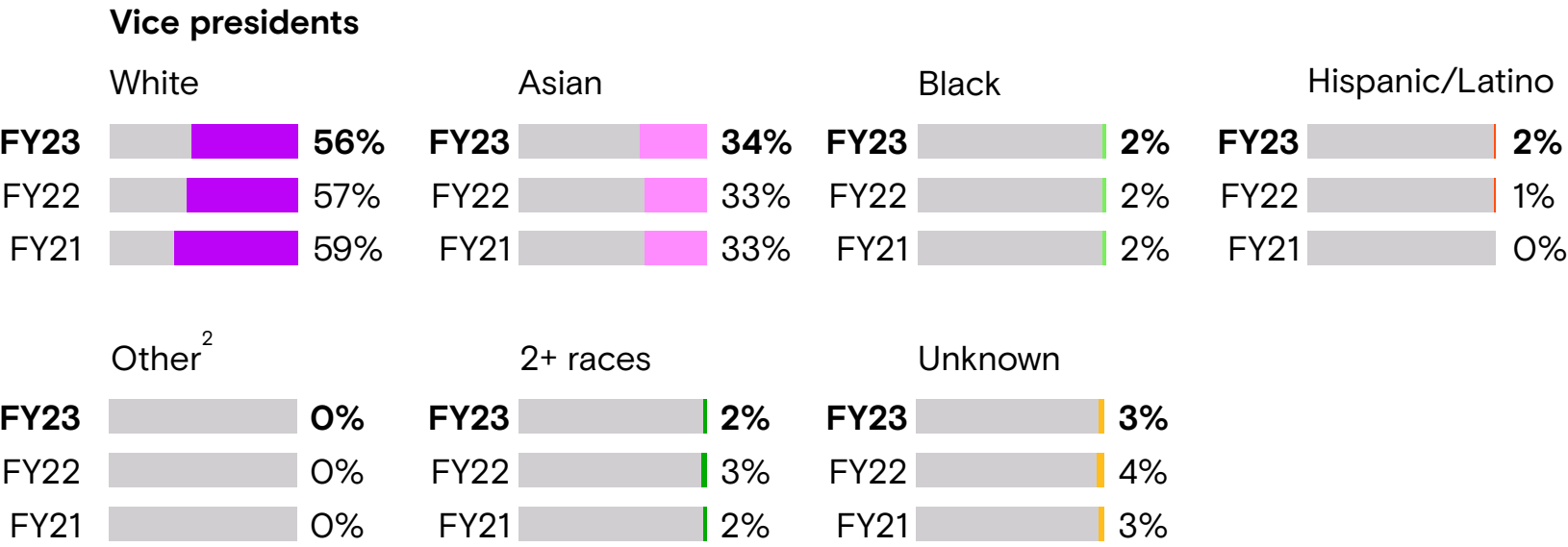
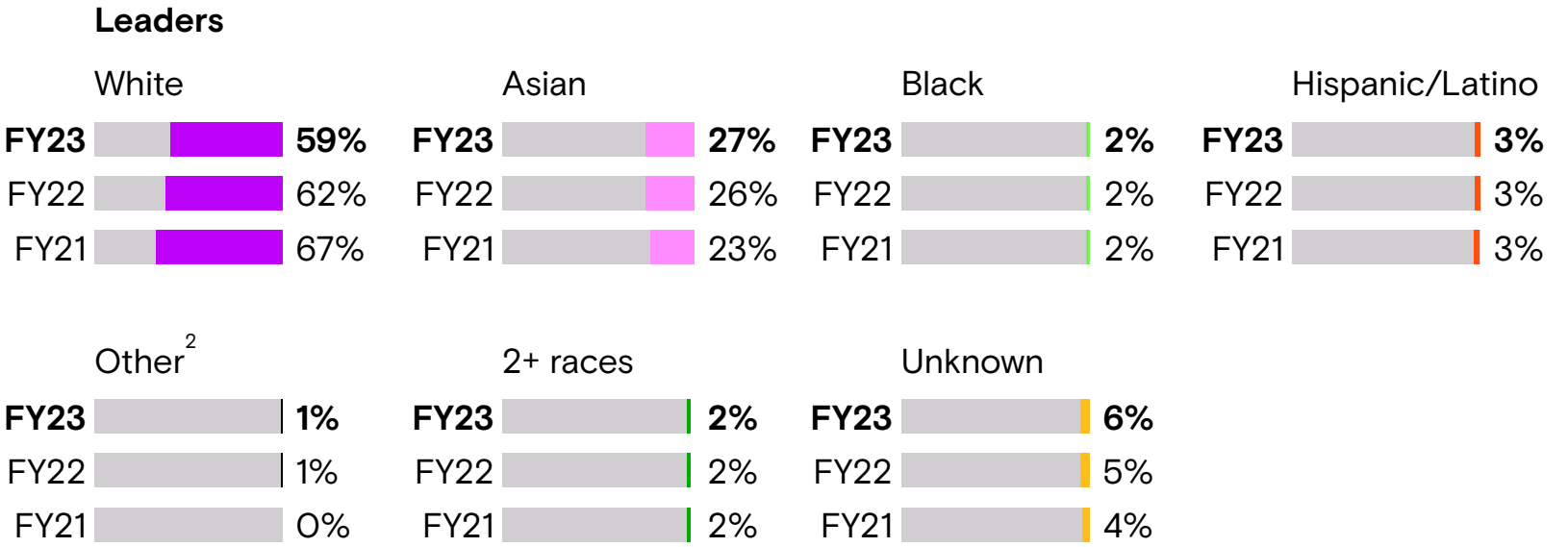
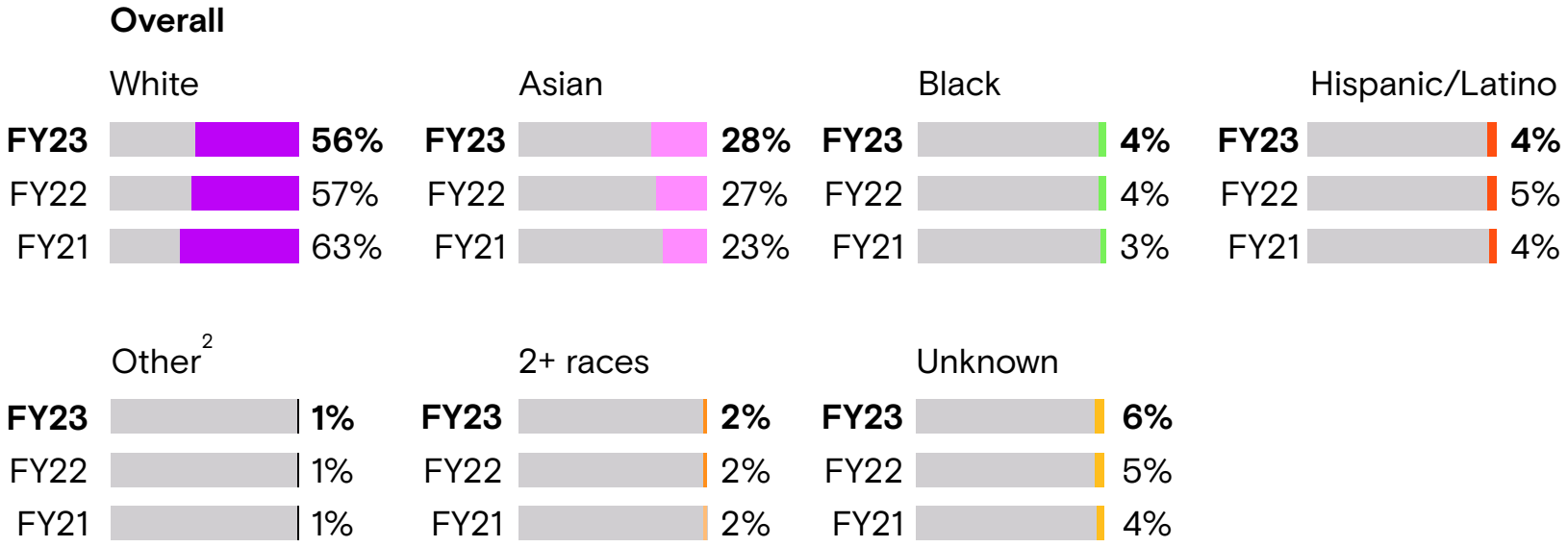
Board of directors	FY20	FY21	FY22	FY23
Black	0%	13%	13%	13%
Hispanic/Latino	0%	0%	0%	0%
Asian	13%	13%	13%	13%
2 or more races	0%	0%	0%	0%
Other underrepresented races/ethnicities	0%	0%	0%	0%
White	88%	75%	75%	75%

US race and ethnicity

U.S. overall	FY20	FY21	FY22	FY23
Black	3%	3%	4%	4%
Hispanic/Latino	5%	4%	5%	4%
Asian	23%	23%	27%	28%
2 or more races	2%	2%	2%	2%
Other underrepresented races/ethnicities	<1%	1%	1%	1%
White	67%	63%	57%	56%
Unknown	0%	4%	5%	6%



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



<sup>1</sup> Find data definitions in the [DEI report](#).  
Percentages may not total 100 due to rounding.  
<sup>2</sup> Other underrepresented races/ethnicities



Turnover

Voluntary turnover	FY20	FY21	FY22	FY23
Voluntary turnover by gender				
Female	7%	7%	9%	8%
Male	5%	6%	9%	7%
Voluntary turnover by region				
Europe	2%	2%	5%	6%
Asia	6%	6%	9%	8%
Americas	5%	6%	9%	7%
Total voluntary turnover				
Total voluntary turnover	6%	6%	9%	7%

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

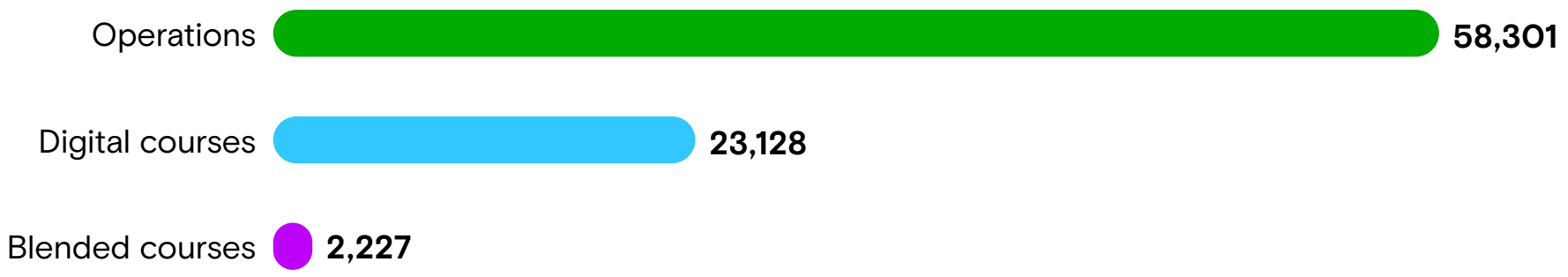
Professional development

	FY20	FY21	FY22	FY23
Total training hours	1,697,907	2,672,204	2,946,701	2,477,650
Average training hours per team member	43.1	62.0	61.2	57.5
Average professional development investment per FTE	\$368	\$354	\$418	\$276

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

Average amount spent on training and development per 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



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

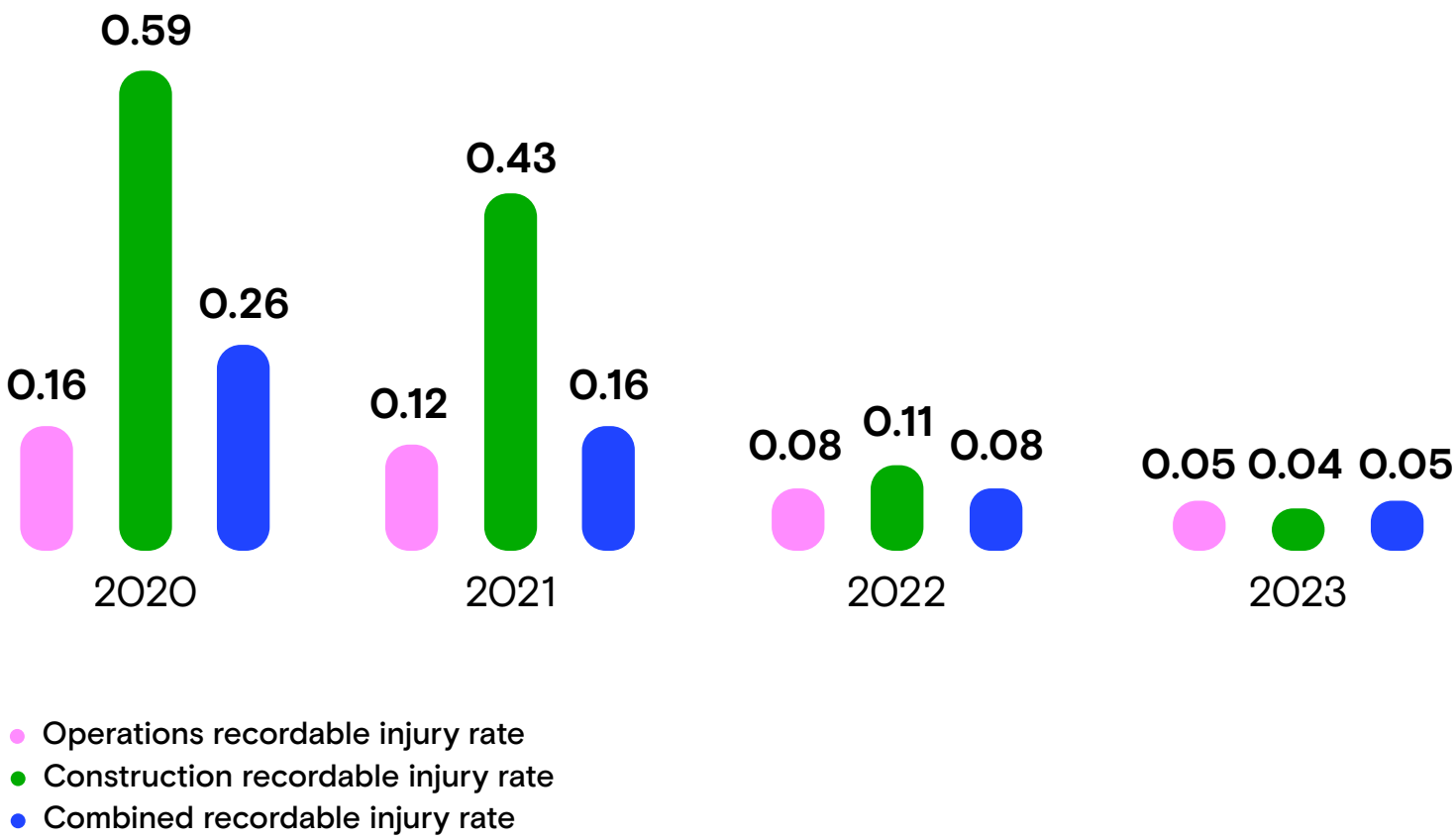
Health and safety		CY23
Management system		
Workers covered by an occupational health and safety management system		100%
Incidents		
Operations (team members)	Count	Rate
Fatalities	0	0
High-consequence injuries	1	0.001
Total hours worked	203,272,215	-
Recordable injuries	53	0.05
Construction (contractors)	Count	Rate
Fatalities	0	0
High-consequence injuries	0	0
Total hours worked	9,463,601	-
Recordable injuries	2	0.04
Safety violations	Count	US\$
Total amount of monetary losses as a result of legal proceedings associated with employee health and safety violations	1	None

Recordable injury rates are based on 200,000 hours worked

Data for calendar year 2023

Data for manufacturing and technology development sites only

Recordable injury rate



Recordable injury rates are based on 200,000 hours worked

Data is calendar year



## Responsible sourcing

### Responsible Business Alliance validated assessment program

Average site audit score	
Site audit scores valid as of	December 31, 2023
No. of sites in scope	11
Average RBA audit score (out of 200)	198.2

Micron manufacturing sites undergo RBA audits approximately every two years. The most recent audit for each site, as of December 31, 2023, is included.

## Community impact

Giving	CY23
Total giving	\$11.2M
Giving by type	
Matching gifts	\$2.48M
Grants	\$7.76M
Program-related investments	\$0.97M

### Giving by type







Published in June 2024, this report covers the sustainability performance of Micron Technology, Inc., in fiscal year 2023 (Sept. 2, 2022, through August 31, 2023), unless otherwise stated, and includes all of Micron’s controlled entities. This 2024 sustainability report has been prepared with reference to the Global Reporting Initiative (GRI) Standards. GRI is the most widely accepted global standard for sustainability reporting and allows companies to measure, evaluate and communicate corporate sustainability information in a consistent and comparable manner. We are also reporting to the Sustainability Accounting Standards Board (SASB) semiconductor standard and provide an index aligned with the Task Force on Climate-Related Financial Disclosures (TCFD) framework.

Accompanying this report is our 2024 sustainability progress summary, which contains selected highlights from the past year.

**Forward-looking statements**

This report contains forward-looking statements that involve a number of risks and uncertainties. Such forward-looking statements may be identified by words such as “goal,” “commitment,” “anticipate,” “expect,” “intend,” “pledge,” “committed,” “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 diversity, equality and inclusion initiatives, sustainability plans, goals, commitments and related matters. These forward-looking statements are subject to a number of risks and uncertainties that could cause actual results to differ materially. Refer to the documents we file with the U.S. Securities and Exchange Commission, specifically our most recent annual report on Form 10-K and quarterly report on Form 10-Q. These documents contain and identify important factors that could cause our actual results to differ materially from those contained in these forward-looking statements. Although we believe that the expectations reflected in the forward-looking statements are reasonable, we cannot guarantee future results, levels of activity, performance or achievements. We are under no duty to update any of the forward-looking statements to conform these statements to actual results.

**About Micron Technology, Inc.**

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

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