

The Micron Technology, Inc. Retirement at Micron (RAM) 401(k) Plan is a way for you to save for your retirement. Fidelity Management Trust Company is the Trustee of the RAM 401(k) Plan.

Eligibility

You are immediately eligible to participate in this Plan if you are a team member (including an intern) of Micron Technology, Inc. ("Micron") or a wholly owned US-based Micron subsidiary that has been authorized to participate in the Plan.

Definition of a Team Member. Team members are those individuals who are considered an employee of Micron as classified by Micron under its standard personnel practices, regardless of whether or not such person may be considered a common law employee or independent contractor for purposes of federal income tax withholding or other purposes. For example, the following persons are not employees for purposes of this Plan:

- leased employees, as defined in Internal Revenue Code Section 414(n),
- individuals whose terms and conditions of employment are governed by a collective bargaining agreement,
- individuals classified by Micron as independent contractors, temporary or leased workers, and
- individuals who are seconded to an employer participating in this Plan.

Ineligible Team Members. You are ineligible to participate in this Plan if:

- you are an employee who is eligible for any other retirement benefit plan which is sponsored by Micron Technology, Inc. or any of its subsidiaries and which is generally available to employees of the applicable company.
- you are an employee of an affiliate of Micron Technology, Inc. which has not adopted the Plan as an affiliated employer.

Definition of Intern. An intern is a team member who is classified as an intern by Micron regardless of job function or experience.

Eligibility upon Re-Employment. You are immediately eligible to participate in this Plan if you formerly worked at Micron, and you met the eligibility requirements to participate in the RAM 401(k) Plan prior to termination.

You are immediately eligible to participate in this Plan if you transferred directly from a wholly owned non-US-based subsidiary of Micron. Your time spent as a team member at that subsidiary will be credited toward your eligibility requirement under this Plan.

Eligibility During a Leave of Absence. Your participation in this Plan will automatically continue while on a Micron approved leave of absence. However, you must be receiving compensation from Micron in order to make a contribution.

An approved leave of absence is your absence from assigned work, which has been approved by Micron under standard human resource policies, applied in a nondiscriminatory manner to all team members, including:

- an approved leave of absence for up to 24 weeks in any 12-month period qualifying under the Family and Medical Leave Act of 1993 ("FMLA"), or 26 weeks in any 12-month period under the Service Member Family Leave ("SMFL") for Caregiver Leave,
- an approved personal leave of absence,
- an approved Micron Paid Family Leave of absence,
- an approved leave of absence in accordance with other state law, and
- an approved military leave as a result of duty in the uniformed services including service in the Armed Forces, the Army National Guard, and the Air National Guard, when engaged in active duty for training, inactive duty training, or full-time National Guard duty, the commissioned corps of the Public Health Service, certain types of service in the National Disaster Medical

System, and any other category of persons designated by the President of the United States in time of war or emergency.

New Hire Automatic Enrollment

If you do not enroll in the Plan within 15 days of your date of hire (or rehire) you will be automatically enrolled in the plan at a Pre-Tax Contribution percentage of 6%. You can opt-out, change the amount of your contribution percentage, or elect a Roth (a special type of after-tax) contribution percentage at any time by calling Fidelity at (800) 835-5098 or by accessing Fidelity's website. You can access the Fidelity website on PeopleNow/ or from home at netbenefits.com.

You have up to 90 days after the first automatic contribution is withheld from your pay to request a distribution of your automatic contributions. Unless you affirmatively elect otherwise, this withdrawal request will be treated as an affirmative election to not participate in the Plan, subject to your subsequent filing of a contribution election in accordance with the terms of the Plan.

As part of the automatic enrollment process your account will be invested in one of the Vanguard Target Retirement Trust Select funds (Plan default fund) based on your date of birth (assuming a retirement age of 65). This default investment is considered to be a Qualified Default Investment Alternative ("QDIA") for which the Plan's fiduciaries are limited in liability in a similar manner to investments in which you choose to invest. You have the right to transfer your balance in the QDIA into any of the Plan's available investment options. See the "Investments" section if you do not want future contributions to default as stated above or wish to change how your current balance(s) are invested.

Automatic Increase Program

If you are automatically enrolled in the Plan and fail to affirmatively opt-out of the automatic increase program, then your contribution percentage will automatically

increase by 1% each August 1 until your contribution percentage reaches 15%. You may opt-out of the automatic increase program at any time. To opt-out of the automatic increase program, you must either call Fidelity at (800) 835-5098 or unenroll through Fidelity's website (making an affirmative deferral election will not unenroll you from the automatic increase program).

Effective Date of Contributions

Automatic Enrollment. Your Pre-Tax Contributions will begin on the first pay period following your enrollment in this Plan provided you meet the eligibility requirements.

Other Enrollment or Contribution Changes. Enrollment changes may be made at any time by calling Fidelity at (800) 835-5098 or by accessing Fidelity's website. You can access the Fidelity website on PeopleNow/ or from home at netbenefits.com. It may take up to two pay periods before your change becomes effective in Micron's payroll system.

Naming a Beneficiary

Beneficiaries are either the individual or individuals you name on the Beneficiary Designation Form or, in the event you do not complete a Beneficiary Designation Form, the individual specified by the Plan or applicable law to receive your vested account balance in the event of your death. You can name anyone as your beneficiary. You can also name more than one individual as your beneficiary. However, if you are married, federal regulations require you to obtain spousal consent on the Beneficiary Designation Form if you name someone other than your spouse as your beneficiary. If you become married, your new spouse will automatically become your new beneficiary regardless of any Beneficiary Designation on file unless you submit a new Beneficiary Designation Form with your new spouse's consent to name someone else as your beneficiary.

It is important to keep your beneficiary designation current. Review your beneficiary designation whenever you have a major life change such as marriage or divorce.

You can name a contingent beneficiary in the

event your primary beneficiary also becomes deceased.

Fidelity has an online Beneficiary Designation Form that you must complete. You can access the Beneficiary Designation via the Fidelity website on PeopleNow/ or from home at netbenefits.com.

If you do not complete the Beneficiary Designation Form, or the Plan is notified prior to distribution that your Beneficiary Designation Form has not been completed or updated in accordance with applicable law, your vested account balance will be distributed in accordance with the Plan and applicable federal and state regulations in the event of your death.

Contributions

Definition of Compensation. All of your contributions will be made from your compensation. Compensation is the taxable compensation reported on your Form W-2, including your Pre-Tax Contributions under this Plan as well as any Pre-Tax deductions for the Health and Welfare Benefits Plans.

Compensation does not include:

- reimbursements or other expense allowances, fringe benefits (cash and non-cash), moving expenses, sign-on bonuses, relocation bonuses, deferred compensation (and for this purpose, benefits under a stock option plan, and income under §83, are "deferred compensation"), TOP hours donated to qualifying charities, or welfare benefits including worker's compensation payments and severance pay of any type (sick pay, short term disability and vacation pay are not considered welfare benefits for purposes of this exclusion).

Your Regular Contributions

You may contribute up to 75% of your eligible compensation on a Pre-Tax or Roth (a special type of after-tax contribution) basis per pay period.

Maximum Annual Contribution Limit. Your contribution is subject to the maximum annual contribution limit established by federal tax regulations. See the federal tax limits table at the end of this "Contributions" section for current year limits.

If you do not contribute to any other 401(k) or similar plan, your maximum annual contribution limit is automatically calculated by Micron and contributions are stopped once your total contribution amount has reached this maximum.

- If you contribute to or contributed to another 401(k) or similar plan during the year, you must stop your contributions at the appropriate time. Go to the alias PeopleNow/ and search the service catalog to submit an applicable enquiry containing your previous employers 401(k) contributions information.

If your contributions to 401(k) and similar plans exceed the maximum annual contribution limit for a calendar year, you made an excess deferral and may be subject to adverse tax consequences. If you notify Micron in writing no later than the last business day prior to April 1st of the year following the tax year in which you made an excess deferral, Micron will refund the amount of your excess deferral.

- Your notification must specify the amount of the excess deferral and contain a statement that if the excess deferral is not distributed, it will, when added to amounts deferred under another 401(k) or similar plan, exceed the maximum annual contribution limit for the year in which the excess deferral occurred.
- Go to the alias PeopleNow/ and search the service catalog to submit an applicable enquiry. You may also mail or fax your written notification to:

Global People Services
MS 01-727
Micron Technology, Inc.
8000 South Federal Way

P.O. Box 6
Boise, Idaho 83707-0006
Fax: (208) 492-1058

Your Catch-Up Contributions

You may contribute additional amounts to your RAM 401(k) Plan for a calendar year up to the maximum annual Catch-Up Contribution limits established by federal tax regulations (see chart below), if you meet the following eligibility requirement:

- *Regular Catch-Up Contributions.* You must be 50 or older at any point in the calendar year.
- *Enhanced Catch-Up Contributions.* You must turn age 60, 61, 62, or 63 at any point in the applicable calendar year to qualify for the enhanced catch-up provision for the entirety of such calendar year. Enhanced Catch-Up Contributions are not available prior to the calendar year in which you turn age 60 or after the calendar year in which you turn age 63.

If you are eligible for Catch-Up Contributions, the amount you contribute in excess of the maximum annual Regular Contribution limit will automatically be characterized as Regular Catch-Up Contributions or Enhanced Catch-Up Contributions (up to the applicable Catch-Up limit) and treated as Regular Contributions (Pre-Tax and Roth) for purposes of the Plan.

If you are eligible for Catch-Up Contributions for a calendar year and you do not want your contributions to exceed the Regular Contributions Limit, you must timely cancel your Regular Contributions election once you reach the Regular Contribution limit.

Roth Catch-Up Contributions

If your FICA wages from Micron for the immediately preceding calendar year exceed \$145,000 (indexed annually), any Catch-Up Contributions (Regular or Enhanced) for the current calendar year must be made as Roth Contributions. Pre-Tax Catch-Up Contributions will not be permitted for participants who

exceed the above FICA wage limit.

If your Catch-Up Contributions are required to be made as Roth Contributions, Micron will automatically track your contributions and recharacterize any Catch-Up Contribution amounts as Roth Contributions once the IRS Catch-Up Contribution limits are met, regardless of whether you have elected to make Roth Contributions. No additional election or opt-in is required. You will pay income tax on Roth Catch-Up Contributions when made, but qualified Roth distributions will be tax-free. Please see the Distributions and In-Service Withdrawals section for information about qualifying distributions.

Make-Up Contributions for a Military Leave

You have the right to continue your participation in this Plan while on an approved military leave as a result of duty in the Uniformed Services. Subject to the guidelines of the Uniformed Services Employment and Reemployment Act, you may be allowed to make up missed contributions. Make-Up Contributions must be made during a time period starting with the date of reemployment and continuing for up to three times the length of your immediate past period of uniformed service, with the repayment period not to exceed five years. Make-Up Contributions may only be made while you are employed by Micron. Contact Global People Services upon your return from the approved military leave if you wish to exercise this right.

Your Rollover Contributions

You may request a rollover or transfer an amount that was distributed to you from a previous employer's qualified retirement plan into the Plan. You may initiate the rollover or transfer after Micron sets up your account at Fidelity, approximately one week after your date of hire.

Special rules apply to direct rollovers and trustee-to-trustee transfer contributions. Call Fidelity at (800) 835-5098 for specific information and procedures.

After-Tax Contributions

In addition to your Regular Contributions (Pre-Tax and Roth), you may choose to make After-Tax Contributions to the Plan from 1% to 75% of your eligible earnings. After-Tax Contributions are subject to a higher contribution limit than the limit that is applicable to your Regular Contributions.

Information about Your Contributions

Investment. Your Regular, Make-Up, and After-Tax contributions are usually deposited into your Fidelity account each pay date. Your rollover contribution is usually deposited into your Fidelity account on the same business day if received by 4 pm Eastern Time, otherwise it is usually deposited on the next business day.

Vesting. You are fully vested in contributions you make to your account.

Taxes. Your income taxes will vary significantly depending on whether you chose to make Pre-Tax, Roth, or After-Tax Contributions.

Pre-Tax Contributions are not subject to income taxes until you receive a distribution from the Plan. This means that for income tax purposes, your taxable pay will be reduced by the amount of your 401(k) contribution. You will be subject to income tax on all distributions from the Pre-Tax portion of your 401(k) account.

Roth Contributions are deducted from your pay but are still included in determining the amount of income taxes you owe on your wages. This means that you pay income taxes on your Roth Contributions at the time the contribution is made. You will not pay income taxes on a later distribution of your Roth Contributions and, if you are eligible for a qualifying distribution, you will also not pay income taxes on the earnings from your Roth Contributions. Please see the Distributions and In-Service Withdrawals section for information about qualifying distributions.

After-Tax Contributions, like Roth Contributions, are also contributed on an after-tax basis. This means that you will not pay income taxes on your After-Tax Contributions when those amounts are withdrawn from the

Plan. Unlike Roth Contributions, the earnings on your After-Tax Contributions will be subject to income tax at the time those amounts are withdrawn from the Plan.

Changing your Contribution Amount. You may adjust your Regular and After-Tax Contribution amounts at any time by calling Fidelity at (800) 835-5098 or by accessing Fidelity's website. You can access the Fidelity website on PeopleNow/ or from home at netbenefits.com.

It may take up to two pay periods before your change becomes effective in Micron's payroll system.

Micron's Matching Contribution

Eligibility. Micron will match your Regular Contributions if you are enrolled in the plan.

Amount of the Contribution. Micron will match your Pre-Tax or Roth Contributions up to 5% of your eligible annual earnings, up to the Annual Compensation Limit. Once you reach this limit, Micron will stop making matching contributions to your RAM 401(k) plan account. See the federal tax limits table at the end of this "Contributions" section for current year limits.

- Micron matches Make-Up Contributions for a military leave.
- Micron does not match After-Tax Contributions.

Matching Contributions on Student Loan Repayments. Micron will match qualifying Student Loan Repayments up to 5% of your eligible annual earnings. Only student loan repayments that you register and track with Fidelity will be considered. To register your student loans please visit netbenefits.com or call Fidelity at 1-800-835-5098. Any eligible Student Loan Match will be calculated and deposited after the end of the applicable calendar year. When determining Micron's matching contributions for a calendar year, Micron will consider your Pre-Tax and Roth Contributions and your Student Loan Repayments together. In no event will the aggregate Micron match on such amounts exceed 5% of your eligible annual earnings (up

to the Annual Compensation Limit).

Investment of Matching Contributions.

Matching contributions will usually be deposited into your Fidelity account on each pay date (except with respect to matching contributions on student loan repayments).

Vesting of Matching Contributions.

Micron’s matching contributions are subject to this Plan’s vesting rules. See the "Vesting" section for more information.

Taxes on Matching Contributions. Matching contributions are always Pre-Tax and are subject to income taxes at the time you receive a distribution from the Plan.

<p>Discretionary Authority. The decision to make a matching contribution is at the discretion of Micron Technology, Inc., and matching contributions may be suspended or cancelled at any time.</p> <p>2026 Federal Tax Limits</p>	
Regular Contributions	\$24,500
Age 50+ Catch Up	\$8,000
Age 60-63 Enhanced Catch-Up	\$11,250
Total Contributions (Regular, After-Tax and Micron Contributions, does not include Catch Up Contributions)	\$72,000
Annual Compensation	\$360,000

For example: If your annual compensation exceeds \$360,000 and you make \$24,500 in regular contributions, you will receive the maximum Micron matching contribution of \$18,000 (\$360,000 x 5%). This means up to \$29,500 of After-Tax Contributions may be made before reaching the total contribution limit.

Micron’s Discretionary Employer Contribution

Micron may, in its sole discretion, make a discretionary employer contribution in an amount equal to a uniform percentage or a uniform dollar amount of your eligible compensation for the plan year. To be eligible to receive this contribution, you must (1) be classified as a full-time employee, (2) be employed on the last day of the plan year, and

(3) be employed for the last six continuous months during such plan year.

Vesting

Vesting determines the amount of your retirement account that belongs to you.

- You are fully vested in your Regular Contributions, Rollover Contributions, After-Tax Contributions and Make-Up Contributions for a Military Leave, and any investment earnings on these contributions. This means this money belongs to you and will not be forfeited if you terminate employment with Micron.
- You are not fully vested in Micron’s Employer Contributions, and any investment earnings on these contributions, until you have two years of service with Micron. This means if you leave Micron before you have two years of service, Micron’s contributions will not belong to you and will be returned to the Plan.

Calculating Years of Service. You earn one year of service for each year of employment with the company. A year of employment with the company is a 12-month period starting on your date of hire and ending on the anniversary of that date.

- If you are on a Micron approved leave of absence, you will be credited with service for the time that you are absent.

Vesting Schedule. Micron’s Employer Contributions vest according to the following schedule.

Years of Service	Vesting Percentage
Less than 2	0%
2 or More	100%

There are a few exceptions to this schedule. If your employment is terminated as a result of death or permanent disability or is terminated on or after you reach age 65, you become 100 percent vested in Micron’s Employer Contributions even if you have not completed two years of service. In certain instances, your vesting may have been accelerated if you were

employed by a company that was acquired by Micron.

- Permanent disability is a disability occurring while you are an employee of Micron which (i) entitles you to Social Security disability benefits or (ii) results in you obtaining benefits under any long-term disability plan or policy maintained by Micron.

Transfer from a Subsidiary. If you were formerly employed by an 80 percent or more owned subsidiary of Micron Technology, Inc., your time spent as an employee at that subsidiary will be credited towards your vesting requirement under this Plan.

Transition from Companies Acquired by Micron. In some cases, people who were employed by another company at the time it was acquired by Micron may have been granted credit for time they were employed at the other company for purposes of their vesting requirement under the RAM 401(k) Plan. The general terms of the vesting credit are communicated to the affected people at the time of the acquisition. If you have questions about one of these special situations, contact Global People Services.

Investments

Investment Information. Soon after you begin employment with Micron, you will be contacted by Fidelity. Fidelity can provide you with more information about the Plan and the investment options available.

You can find information on the investment options in this Plan through Fidelity's website. You can access the Fidelity website on PeopleNow/ or from home at netbenefits.com.

You can call Fidelity at (800) 835-5098 to talk to a representative about the investment options available through this Plan or to request a copy of the most recent prospectus. You may also contact Fidelity by mail at:

Fidelity Investments
P.O. Box 770001
Cincinnati, OH 45277

Investment information contained on the Fidelity website and otherwise available from Fidelity includes the following:

- A general description of the investment objectives of each investment option.
- Risk and return characteristics of each investment option, including information about the type of assets that make up the holdings of the investment option.
- A description of the annual fund management and/or other expenses of each investment option which reduce the rate of return to participants and beneficiaries.
- A copy of the prospectus or annual report, as applicable, and other information relating to each investment option.
- A list of the top ten holdings of each investment option and the proportion of the investment option which the top ten holdings comprise. You can also obtain the fund's annual report and other reports which list the investment option's historical holdings in detail.
- Information on the value of shares or units in each investment option and past and current investment performance of each investment option.

You can also find information on the value of your shares/units of each investment option on your account statement. With any investment, past performance is no guarantee of future results.

The investment options offered under this Plan are monitored by the Plan's Committee and are changed from time to time. See the "Responsibility for Investment Selections" section for important information on the limited liability of the Committee.

Deciding Where to Put Your Money. You decide how contributions made to your account are to be invested among one or more professionally managed investment options. Each investment option varies in risk and return. How much risk you take depends on the type of investment you choose to put your money in.

Don't Wait to Start Investing in Your Future. Regardless of where you choose to put your money - cash, stocks, or bonds or any combination - the key to saving for retirement is to make your money work for you. It does this through the power of compounding over time.

The earlier you start saving, the more your money can work for you. For every 10 years you delay before starting to save for retirement, you may need to save three times as much each month to catch up. That's why it doesn't matter how young or how old you are, the sooner you begin saving for retirement the better!

Changing Your Future Investment Mix. You may change the investment mix of future contributions at any time by calling Fidelity at (800) 835-5098 or by accessing Fidelity's website. You can access the Fidelity website on PeopleNow/ or from home at netbenefits.com.

Fund to Fund Transfers. You may move money from one fund to another at any time by calling Fidelity at (800) 835-5098 or by accessing Fidelity's website. You can access the Fidelity website on PeopleNow/ or from home at netbenefits.com.

Companies that provide mutual funds and collective trusts have rules around the frequency of exchanges. These rules are known as excessive trading rules and may limit the number of exchanges you can make into or out of a specific fund. You can find out more information about excessive trading rules by calling Fidelity at (800) 835-5098 or by accessing Fidelity's website. You can access the Fidelity website on PeopleNow/ or from home at netbenefits.com.

Responsibility for Investment Selections. It is your responsibility to select and monitor your investments to make sure they continue to reflect your financial situation, risk tolerance and time horizon. Most investment professionals suggest that you reexamine your investment strategy at least annually or when your situation changes. In addition, you may

want to consult an investment adviser regarding your specific situation.

This Plan is intended to be a plan as described in Section 404(c) of the Employee Retirement Income Security Act and Title 29 of the Code of Federal Regulations Section 2550.404c-1. This means the Plan Administrator and other fiduciaries of this Plan (for example, the people who control the selection of investment options) are relieved of liability for any investment losses which are the direct and necessary result of investment instructions given by you under the Plan. In other words, the Plan fiduciaries are responsible for choosing what investment alternatives and investment managers are available in this Plan, but you are responsible for choosing the best investment mix given your own situation. The Plan fiduciaries are not responsible for your investment choices.

Brokerage Window. The Plan also allows you to utilize a brokerage window to choose investment options outside of the Plan's monitored and selected menu of investment alternatives. These investment options include ETFs, mutual funds, individual stocks, bonds, REITS, and other types of investments. Participants investing through the brokerage window are responsible for all fees associated with participation and are solely responsible for the investments selected within this offering. Fee information for making trades within the brokerage window is available on the Fidelity website. You should review the information provided by Fidelity carefully before transferring money within your Plan account to the brokerage window.

Account Statements

You will receive quarterly statements from Fidelity showing your account's activity during the previous quarter.

You can request your on-line statement through Fidelity's website. You can access the Fidelity website on PeopleNow/ or from home at netbenefits.com.

Loans

You may request a loan from this Plan using your vested account balance as collateral for repayment. See the "RAM 401(k) Plan Loan Policy" section of this Handbook for information.

Distributions and In-Service Withdrawals

Federal regulations limit your accessibility to your vested account balance because this Plan is a qualified retirement plan under federal tax laws.

- A 402(f) special tax notice which describes in more detail than this Handbook, the tax consequences of withdrawals and distributions from your account is available by calling Fidelity at (800) 835-5098 or online at netbenefits.com.
- You might also want to consult a tax advisor before requesting a distribution or withdrawal because federal, state, local, estate and inheritance taxes can make a significant difference in the amount of money you actually receive.

Taxes Upon Distribution or In-Service Withdrawal of Pre-Tax Contributions. Your vested Pre-Tax Contribution account balance is subject to federal, state and local income tax at the time of distribution or in-service withdrawal. The amount of tax due depends on the tax laws in effect at the time of the distribution.

If you request distribution of any amount that is eligible to be rolled over to an Individual Retirement Account (IRA) or other qualified plan, a minimum of 20% will be withheld for federal income tax.

- You may request to have additional federal income taxes withheld. You do this at the time you request your distribution or in-service withdrawal.

Taxes Upon Distribution or In-Service Withdrawal of Roth Contributions. Since you have already paid income tax on the money that you contribute to your Roth

Contribution account, you do not pay income tax on this money when you withdraw it. However, when you withdraw from this portion of your account, tax regulations may require that you also withdraw a proportional percentage of any earnings on this money. This means that you will have to pay income tax on those earnings unless it is a qualified distribution.

A qualified distribution is generally a distribution that is not subject to the penalty for early withdrawal (see the "Penalty for Early Withdrawal" section of this Handbook) and is made after a 5-year period from the beginning of your Roth participation. A qualified distribution from a Roth account is not included in your gross income.

The 5-year period of participation begins on the first day of your taxable year for which you first made Roth Contributions to the Plan. It ends when five consecutive taxable years have passed. If you make a direct rollover from a designated Roth Contribution account under another plan, the 5-year period for the recipient plan begins on the first day of the taxable year that you made designated Roth Contributions to the other plan, if earlier.

If you take a distribution from your designated Roth Contribution account before the end of the 5-year period, it is a nonqualified distribution. You must include the earnings portion of the nonqualified distribution in your gross income.

Taxes Upon Distribution or In-Service Withdrawal of After-Tax Contributions. Your vested After-Tax Contribution account balance is not subject to federal, state and local income tax at the time of distribution or in-service withdrawal. The earnings on your vested After-Tax Contribution account balance, however, are subject to federal and applicable state and local income tax at the time of distribution or in-service withdrawal.

Penalty for Early Withdrawal. You are generally subject to a Federal income tax penalty of 10% if you take a distribution for a reason other than death, termination of employment due to disability, or termination of employment after age 59 1/2.

- You can avoid the penalty for early withdrawal by making a rollover contribution to an IRA or other qualified plan. Please consult your IRA provider or the sponsor of the qualified plan, for example your new employer, for information on how to make a rollover contribution.
- If you were ordered or called to active military duty after September 11, 2001, for a period in excess of 179 days and you take a Qualified Reservist Distribution (QRD) the 10% penalty is waived. See the "Qualified Reservist Distribution (QRD)" section for more information on how you can qualify for this distribution.
- After-Tax Contributions are not subject to the 10% early withdrawal penalty (however, except as explained below regarding In-Plan Roth Conversions, any distributed earnings on After-Tax Contributions may be subject to such penalty).
- In-Plan Roth Conversions are generally not subject to the 10% early withdrawal penalty but are subject to a recapture rule associated with distributions within 5 years of the conversion.
- Other exceptions to the penalty may apply. Additional information is available from Fidelity or your personal tax advisor.

How to Request a Distribution or In-Service Withdrawal. You may request a distribution or an in-service withdrawal by calling Fidelity at (800) 835-5098 or by accessing Fidelity's website. You can access the Fidelity website on PeopleNow/ or from home at netbenefits.com.

Your request will be reviewed, and you will be notified if additional information is necessary.

If your request is approved, your vested account balance will be paid as soon as practical after the request is received.

If your request for a distribution or in-service withdrawal is denied, you will be notified in writing within 90 days. The notice includes the specific reasons for denial and references to the relevant provisions of this Plan on which

the denial was based.

- In special circumstances, an additional 90 days may be required. If this happens, you will be notified in writing why the extension is required and the date a final decision is expected. In any case, the total amount of time taken to review your request cannot exceed 180 days.

Distribution When Employment with Micron Ends or Permanent Transfer to another Micron Company or Joint Venture outside the United States.

You may request a distribution of your account at any time after your employment with Micron ends or upon permanent transfer to another Micron Company or Joint Venture outside the United States (i.e., Micron Singapore, Micron Taiwan, etc.). You are only eligible to receive the portion of your account that belongs to you (your vested account balance).

Your vested account balance will be paid to you as soon as practical after your employment with Micron ends and your distribution request is received.

- You do not have to request a distribution. If you do not request a distribution and your account balance is greater than \$1,000 on the date Fidelity determines the value of your account, your money will stay in your account until the earlier of the date you make a request for distribution, or the date federal law requires the Plan to make a distribution.
- If your account balance is less than \$1,000 on the date Fidelity determines the value of your account, the Plan will make a distribution. The determination is normally made the 1st Friday of each calendar quarter. In general, the Plan will distribute your vested account balance no earlier than 45 days following the determination date. You will receive a written notification from Fidelity if it is determined that the value of your account is less than \$1,000. This notification provides you the opportunity to roll your money into another account instead of

taking a distribution.

Minimum Required Distributions When Age 73 or Older. Federal law requires the Plan to distribute a portion of your vested account balance in the year after the year in which you attain the age of 73 or in which you retire from Micron, whichever is later. You are only eligible to receive the portion of your account that belongs to you (your vested account balance). Designated Roth sources are not included in any minimum required distribution calculation or distribution.

The minimum amount required by law will be paid to you no later than 90 days following the end of the plan year in which you reach the required age unless you have timely withdrawn at least the minimum amount required. Call Fidelity at (800) 835-5098 to find out more information.

Distribution Upon Death. Your beneficiary may request a distribution of your account at any time after your death and after your account balance has been transferred to an account in the name of your beneficiary. Fidelity sends your beneficiary an account statement after the new account has been established. Your beneficiary is only eligible to receive the portion of the account that belonged to you (your vested account balance).

Your vested account balance will be paid to your beneficiary as soon as practical after your death and your beneficiary's distribution request is received.

- Your beneficiary does not have to request a distribution. If your beneficiary does not request a distribution and your beneficiary's account balance is greater than \$1,000 on the date Fidelity determines the value of your beneficiary's account, your money will stay in your beneficiary's account until the earlier of the date your beneficiary makes a request for distribution or the date federal law requires the Plan to make a distribution.
- If your beneficiary's account balance is less

than \$1,000 on the date Fidelity determines the value of your beneficiary's account, the Plan will make a distribution. The determination is normally made the 1st Friday of each calendar quarter. In general, the Plan will distribute your beneficiary's account balance no earlier than 45 days following the determination date. Your beneficiary will receive a written notification from Fidelity if it is determined that the value of your beneficiary's account is less than \$1,000. This notification provides your beneficiary the opportunity to roll over the money into another account.

Rollover Account. If you have a rollover account, you may request an in-service withdrawal of all or a portion of the balance of the rollover account at any time and for any reason.

After-Tax Contributions Account. If you have an After-Tax Contributions Account, you may request an in-service withdrawal of all or a portion of the balance of such account at any time and for any reason.

Age 59 ½ In-service Withdrawal. You may request an in-service withdrawal at any time after you reach age 59 ½. You are only eligible to receive the portion of your account that belongs to you (your vested account balance).

- You may withdraw all or part of your vested account balance.
- You can continue to make contributions.
- You cannot repay the amount of your in-service withdrawal.

Hardship Withdrawal. You may request a hardship withdrawal at any time. You may need to pay a tax penalty, see the "Penalty for Early Withdrawal" section of this Handbook for information. You are only eligible to request the portion of your account that was contributed by you, plus any earnings on those contributions. Call Fidelity at (800) 835-5098 for additional information, instructions and to initiate a hardship withdrawal.

As required by federal law, a hardship

withdrawal can only be requested for the following reasons:

- Payments necessary to prevent eviction from your principal place of residence or foreclosure on the mortgage of that residence.
- Costs directly related to the purchase of your primary residence.
- Expenses for medical care that would be deductible under Internal Revenue Code 213 for you or your spouse, domestic partner (that qualifies as a tax dependent), child, or other tax dependents.
- Payment of tuition and related educational fees and room and board expenses for the next twelve months of post-secondary education for you or your spouse, domestic partner (that qualifies as a tax dependent), child, or other tax dependents.
- Payments for burial or funeral expenses for your deceased parent, spouse, domestic partner (that qualifies as a tax dependent), child, or other tax dependent.
- Expenses for the repair of damage to your principal residence that would qualify as a casualty deduction under code 165 (determined without regard to whether the loss exceeds 10% of adjusted gross income).

In order to receive a hardship withdrawal from the Plan, the distribution cannot exceed the amount of your immediate and heavy financial need. This amount may include amounts necessary to pay any federal, state or local income taxes or penalties reasonably anticipated to result from the distribution.

Participants may be required to provide documentation or self-certify the nature of the hardship in accordance with IRS guidelines. When you request a hardship withdrawal for an expense incurred with respect to a dependent, you may be required to certify whether the dependent qualifies as a tax dependent for hardship withdrawal purposes.

Emergency Personal Expense Distributions. You may request a distribution of up to \$1,000 per year from the fully-vested

without penalty for unforeseeable or immediate financial needs related to necessary personal or family emergency expenses. Any emergency personal expense distribution must be repaid before another such withdrawal can be requested within each three-year repayment period, unless you have subsequently contributed an amount to the Plan equal to the amount of the prior withdrawal.

Domestic Abuse Victim Distributions. You may request a distribution of the lesser of \$10,000 or 50% of your vested account balance without penalty if, within one year of the event, you self-certify as a victim of domestic abuse by a spouse or domestic partner. These distributions can be repaid over a period of three years, are not subject to the 10% early withdrawal penalty, and are not eligible for rollover.

Qualified Birth and Adoption Distributions. You may request a distribution of up to \$5,000 per child for qualified birth or adoption expenses without penalty. These distributions must be made within one year of the qualifying birth or adoption and can be repaid to the plan within three years. Such distributions are not eligible for rollover and are not subject to the 10% early withdrawal penalty

Qualified Disaster Recovery Distribution. If affected by a federally declared disaster, you may request a distribution of up to \$22,000 without penalty for a period of time after the disaster is declared. You may repay withdrawn amounts over a period of three years. Taxes on any distribution are spread over a three-year period unless elected otherwise. Such distributions are not eligible for rollover.

Qualified Reservist Distribution (QRD). You may request a distribution of your elective deferrals (plus attributable earnings) if you were ordered or called to active military duty after September 11, 2001 for a period in excess of 179 days. The distribution must be made between the date of order or call to active duty and the close of the active-duty

period. QRD's are not subject to the 10% early distribution penalty.

401(a)(14) Distributions for Participants with a Termination Date. Unless you elect otherwise, Internal Revenue Code Section 401(a)(14) provides for the distribution of your vested account balance not later than the 60th day after the latest of the year in which:

- You become age 65,
- Your 10th anniversary of participation in the Plan occurs, or
- You have terminated employment with Micron.

Unless you notify the Plan otherwise, the Plan will presume you have elected to not receive a distribution for one of these reasons.

In-Plan Roth Conversions

You may request to convert a portion of your account that is eligible to be distributed to Roth Contributions to the extent that portion of your account is 100% vested. After-Tax Contributions (and rollover contributions attributed to After-Tax Contributions) converted to Roth Contributions are not subject to income taxes upon conversion, but all other amounts converted to Roth Contributions (including any earnings on After-Tax Contributions) will be subject to applicable income taxes. The 10% early withdrawal penalty will not apply to the taxable portion of the conversion unless you take a distribution of the amount converted within a 5-year period that begins on January 1 of the year of conversion.

Appeal Process

If your request for a distribution or in-service withdrawal or other Plan benefit is denied, you or your authorized representative may appeal the denial by submitting a written request for review to this Plan's Committee within 60 days from the date you receive notice of denial. Your appeal should state the reasons supporting the claim, the reasons the claim should not have been denied and any other issues or comments

pertinent to the claim.

You or your authorized representative must mail, fax or e-mail, your written request for review to:

RAM 401(k) Plan Committee
 Appeals Coordinator, MS 01-172
 Micron Technology, Inc.
 8000 South Federal Way
 P.O. Box 6
 Boise, Idaho 83707-0006
 Fax: (208) 492-1058
 E-mail: first_level@micron.com

You will receive a written decision regarding your appeal within a reasonable period of time, but not usually longer than 60 days after your appeal is received. The notice will include the following:

- The results of the request for review,
- The reason(s) for the decision,
- A reference to and description of the Plan provision(s) on which the decision is based, and
- Other information about the review and your options as required by federal law.

In special circumstances, an additional 60 days may be required. If this happens, you will be notified in writing why the extension is required and the date a final decision is expected. In any case, the total amount of time taken to review your request cannot exceed 120 days.

Qualified Domestic Relations Orders

A Qualified Domestic Relations Order may require a portion of your RAM 401(k) Plan account to be transferred to an alternate payee. You or your authorized representative can access netbenefits.com to initiate a Qualified Domestic Relations Order. Log on at netbenefits.com or call the Fidelity Retirement Benefits Line toll-free at 1-800-835-5098 for instructions and additional information. You will be notified if the Plan receives such a Domestic Relations Order regarding your RAM

401(k) Plan account.

You may obtain a copy of this Plan's Qualified Domestic Relations Order procedure from Fidelity at no cost by calling Fidelity Customer Service at (800) 835-5098.

Break In Service

A break in service occurs if your employment at Micron ends and you are not rehired within five consecutive years from your termination date. In some cases, your termination date may not be the last day you worked at Micron. For example, your termination date might be the last day of a Micron approved leave of absence.

When you incur a break in service, your unvested account balance is forfeited.

If you become re-employed by Micron prior to incurring a break in service, the following rules apply:

- If you did not take a distribution of your account, the non-vested portion of your account is restored upon re-enrollment in this Plan.
- If you took a distribution of your account, the non-vested portion of your account is restored only if you repay the entire distributed amount to the Plan within the first 5 years of your re-employment.

If you become re-employed by Micron after a break in service, you will receive credit for your prior service for purposes of vesting of future contributions unless:

- You had never made any elective deferrals.
- You had not yet vested in any Micron contributions.

In The Event the RAM 401(k) Plan Becomes Top Heavy

This Plan is considered top heavy if, as of December 31, the total account balances for key employees is more than 60% of the total account balances for all participants.

- Key employees include certain officers and

owners of Micron Technology, Inc.

If this Plan is considered top heavy, Micron must take action to ensure that the total annual contribution made by Micron for each non-key employee equals either 3% of each non-key employee's pay or the highest percentage contributed by a key employee for that plan year, whichever is less.

You will be notified in the event this Plan becomes top-heavy.

Plan Assets

In accordance with federal law, the assets of this Plan are entirely separate from Micron's assets and belong only to Plan participants and their beneficiaries. This means the assets of this Plan cannot be used by Micron for any purpose.

Pension Benefit Guaranty Corporation

Because this Plan is a 401(k) plan, this Plan is not protected by the Pension Benefit Guaranty Corporation. This means your vested benefits under this Plan are not insured by the Pension Benefit Guaranty Corporation.

Administrative and Recordkeeping Expenses

Plan administrative and recordkeeping expenses are generally paid by participants as an annual fee which is billed quarterly. Participants who withdraw all funds from their account may be charged the remainder of the annual fee. In addition, participants who request certain services must pay an additional charge, such as hardship withdrawal and loan fees.

In some cases, revenue sharing or other offsets to expenses from Plan service providers may help reduce certain Plan costs that would otherwise be charged to participants.

Micron may pay some Plan expenses at Micron's discretion.

Benefits Are Non-Assignable

Your account cannot be assigned and is not

subject to garnishment, attachment or other legal process except for a Qualified Domestic Relations Order.

Merger or Acquisition

If Micron Technology, Inc. is merged into or is acquired by another company, this Plan may be continued or terminated. If the Plan is terminated, you automatically become fully vested in the value of all Micron contributions.

Plan Amendment or Termination

Micron Technology, Inc. has established this Plan with the intention that it will be maintained indefinitely. However, Micron Technology, Inc. reserves the right to amend or terminate the Plan at any time and for any reason by the approval of the Board of Directors, the Executive Vice President and Chief People Officer, or another authorized party.

If the Plan is terminated, you automatically become fully vested in the value of all Micron contributions.