2024

Sustainability progress summary

Sustaining our long-term vision

Contents

Introduction

Our sustainability efforts advance our vision to transform how the world uses information to enrich life for all

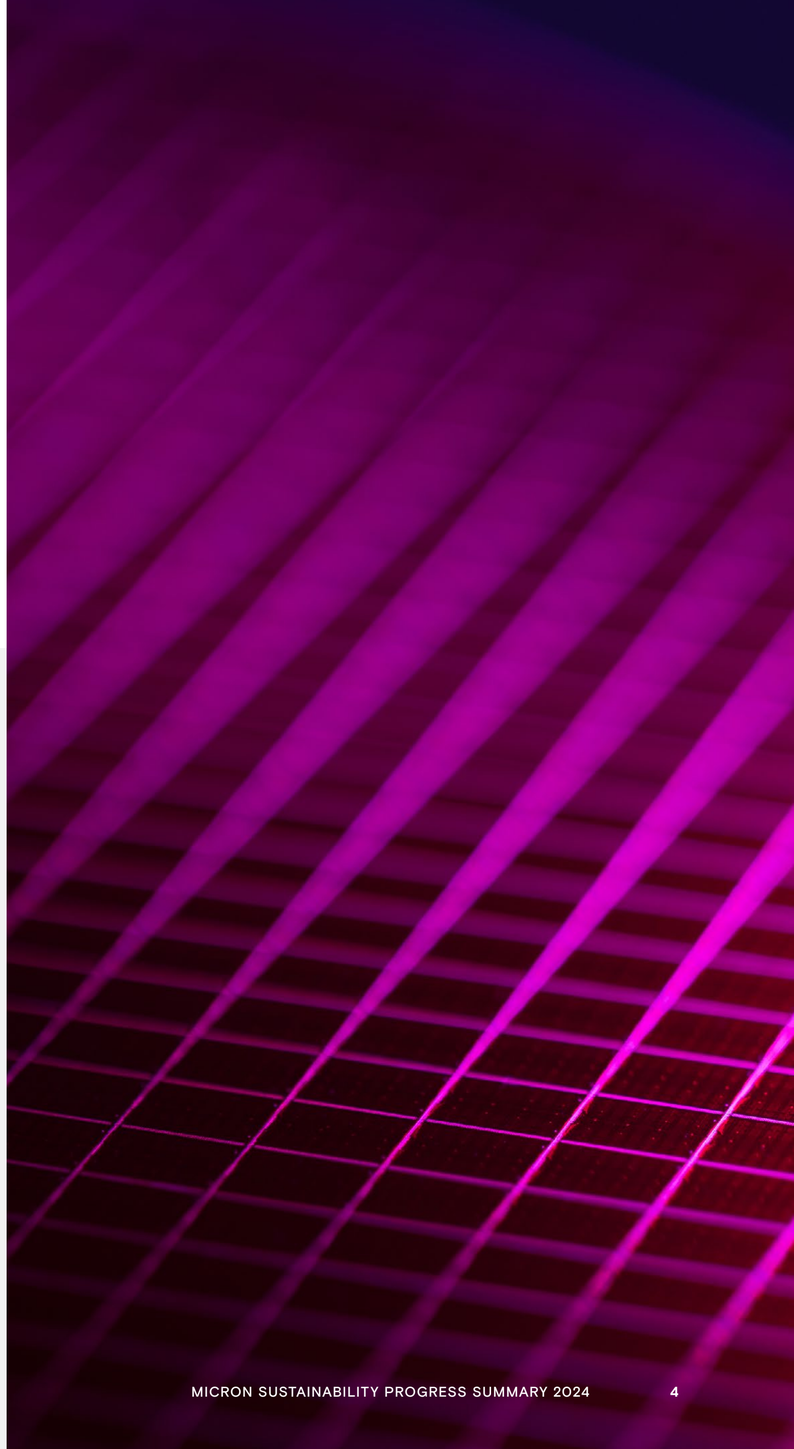
Micron made important progress in 2023 with our award-winning environmental, social and governance initiatives. These commitments are part of our business model and a key component of our vision as we collaborate inside and outside the company to deliver measurable results.

Our efforts included partnering with industry peers and suppliers on the path to net zero operations, stepping up sustainability-focused innovation and engaging with communities to invest in infrastructure and workforce initiatives critical to their progress.

This progress summary, which accompanies our annual sustainability report, reviews these efforts and reflects our role as a trusted partner to our people, our customers and our global communities. For more details on this work, see our comprehensive 2024 sustainability report.

Key highlights

- Introduced HBM3E, with 30% lower power consumption compared to competitors' solutions
- Launched first-to-market low-power (LP) memory solutions: LPCAMM2 for artificial intelligence (AI)-powered PCs and LPDDR5X for AI-ready mobile devices
- Announced continued investment in research and development (R&D) and manufacturing across our global locations with sustainable attributes in mind
- Received ISO 50001:2018 energy management certification for five more sites, bringing the number of Micron sites holding this certification to seven
- Collaborated with suppliers on emissions-reduction initiatives in our operations, purchased energy and value chain (scopes 1, 2 and 3)
- Maintained 100% renewable electricity in Malaysia and signed multiple agreements to purchase renewable energy globally
- Created talent pathways through new university semiconductor networks in the U.S., university partnerships in Japan, memorandums of understanding in Singapore and India, and apprenticeship programs
- Unveiled plans for the Micron Cleanroom Simulation Lab at Onondaga Community College in Syracuse, New York
- Received our first score of 100 on the Disability Equality Index and the Equality 100 award from the Human Rights Campaign for the third year in a row
- Reached our goal to grow fixed-income investments managed by diverse financial institutions to $750 million
- Contributed $11.2 million to nonprofit and educational organizations through the Micron Foundation



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.

Sanjay

Sanjay Mehrotra
President and CEO, Micron Technology

“As Micron brings its global investments in leading-edge manufacturing to life, we are committed to our award-winning environmental, social and governance initiatives. We collaborate across broad areas, combining our innovation and close partnerships with our stakeholders to make our sites the most energy efficient, ensuring the best business practices and bringing long-term positive impacts to communities where we operate. ”

Manish Bhatia
Executive Vice President, Global Operations

“Micron’s approach to sustainability is holistic and collaborative. We work with stakeholders inside and outside the company to deliver innovative solutions that benefit our people, our customers, our global communities and the planet.”

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

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*.

Malaysia

Founded on
October 5, 1978

Headquartered in
Boise, Idaho, USA

$15.5B
FY23 annual revenue[2]

55,000+
patents granted and growing[1]

136
on the 2023 Fortune 500[3]

~43,000
team members[2]

15
customer labs[2]

11
manufacturing sites[2]

17
countries[2]

[1] Micron data as of February 27, 2024
[2] Micron data for fiscal year 2023 (FY23)
[3] Fortune 500, June 5, 2023

2023–2024 awards and recognitions[1]

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, SESHA)
- Gold sustainability rating, 2023 (EcoVadis)
- 2-Diamond rating, GreenPASS Operation, Malaysia, 2023 (SEDA)
- 100 Best Corporate Citizens, 2023 (3BL)

[1] January 2023 through January 2024

Taichung, Taiwan

Innovating advanced memory

Micron solutions power advanced digital devices and turn data into intelligence with unprecedented speed

Our teams design and deliver semiconductor memory and storage that make computing hardware possible; we also design and deliver emerging technologies for the rising memory demands of AI. As the only U.S.-based manufacturer of DRAM and one of the world's largest semiconductor makers, Micron's high-performance portfolio includes DRAM, NAND, NOR, high-bandwidth memory and multichip package solutions.

Even small improvements in power efficiency can yield measurable energy savings, and the same ingenuity behind 45 years of Micron memory solutions accelerated our 2023 progress. For example, we launched first-to-market low-power memory solutions such as LPCAMM2 for AI-powered PCs and LPDDR5X for AI-ready mobile devices, and customers gave us strong feedback that our HBM3E solution has 30% lower power consumption compared to competitors' solutions. Other breakthroughs include our Micron 2550 NVMe SSD, which offers users the low power consumption needed to extend device battery life, and the Micron 3500 NVMe SSD, which features our 232-layer NAND to improve performance and power efficiency.

To speed and expand innovation, we invest in organizations through Micron Ventures to support high-potential technology. This investment includes a $200 million deep tech fund that is focused in part on advances to help decarbonize our operations. Micron Ventures' outreach to reduce our carbon footprint also includes participating in the annual Startups for Semiconductor Sustainability mentoring program and pitch event, as well as investing in startups like Multiscale Technologies, which uses AI to help companies like Micron scale new products faster and with fewer resources.

Additionally, our work to support a circular economy and curb e-waste continues. Our Crucial brand collaborates with iFixit to provide replacement kits and guides featuring Crucial SSDs to upgrade people's devices, extending their lifecycle and reducing waste. Also, Micron is a steward member of the Circular Drive Initiative, a partnership of global leaders promoting the secure reuse of storage hardware.

Cybersecurity is critical for our solutions, which can be found in automated products ranging from industrial equipment and cars to smart home devices. Micron addresses concerns about cyberattacks using the National Institute of Standards and Technology cybersecurity framework and, in many cases, the more stringent U.S. Commercial National Security Algorithm (CSNA) recommendations.

We have also adopted industry standards for automotive safety such as International Organization for Standardization (ISO) 26262. And in 2023, Micron began the process for certifying our product security management system under the cybersecurity requirements of the ISO 21434 standard.

Micron products at a glance

High-bandwidth in-package memory
HBM3E: Industry-leading performance and 30% lower power consumption than the competition

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

Compute DRAM
DDR5: Enabling the next generation of data-intensive workloads and fueling AI advances with Micron 96GB and 128GB high-capacity RDIMMs

Auto- and industrial-grade solutions
UFS 3.1: World's first auto-qualified UFS 3.1 storage

LPDDR4: ASIL-D-compliant memory

LPDDR5: Industry's first ASIL-D-certified memory

Solid-state drives
Data center SSDs: High performance and reliability, superior data protection and optimal endurance

Client SSDs: Delivering amazing user experiences across a wide range of client applications

Memory expansion modules
CZ120: Enabling new system architectures using Compute Express Link™ (CXL) for data-intensive applications

Low-power memory and storage
LPDDR5/LPDDR5X: World's fastest LPDDR5X for smartphones

LPCAMM2: First-to-market LPDDR5X-based modular form factor for PCs

Investing in our expansion

We look forward to continued growth in the memory and storage industry

Industry growth is being driven by advancements in autonomous vehicles, cloud applications and generative AI — a technology that will eventually transform every aspect of business and society. Micron is well positioned to leverage this growth, having introduced the most robust set of new technologies and products in our 45-year history. We believe that continued investment in R&D and manufacturing enables us to deliver industry-leading memory and storage technologies to our customers and to meet growing demand.

Expanding our assembly and test capabilities

To better support our customers around the globe, in November 2023, we opened state-of-the-art assembly and test facilities in Penang, Malaysia and Taichung, Taiwan. The new Advanced Assembly and Test Taiwan (AATT) facility in Taichung integrates advanced probe, 3D packaging and testing capabilities to enable HBM3E and other products used in AI devices, data centers, edge computing and cloud applications.

Our new facility in Batu Kawan, Penang, Malaysia, adds to our existing assembly and test capabilities in the region and will boost production of leading-edge NAND, PCDRAM, SSD and memory modules to meet the growing demand for transformative technologies. This facility will adopt smart manufacturing techniques to enhance efficiency, yield and production quality, ensuring that Micron continues to deliver world-class products efficiently and reliably. The facility's design adheres to the Leadership in Energy and Environmental Design (LEED) rating system, the world's most widely used green building certification. In 2022, Micron announced that our Malaysia facilities were the first in the company's global network to be powered by 100% renewable electricity. Our newest facility's operations will also contribute to Micron's sustainability aspirations to achieve net zero emissions by 2050 and zero hazardous waste to landfills by 2030.

In 2023, we announced plans to further expand operations with a memory assembly and test facility in Sanand, Gujarat — India's first chip-making operation. The site will transform advanced memory wafers into finished products such as integrated circuit packages, modules and solid-state storage devices. It will pursue advanced water-saving technologies to enable zero liquid discharge and is expected to meet LEED Gold standards. To develop the talent pipeline for all this growth in India's semiconductor industry, Micron has forged a partnership with New Age Makers Institute of Technology (NAMTECH) to provide experiential education and training programs.

Ribbon-cutting at Micron's Sanand, Gujarat, India, facility

Adopting EUV technology to advance manufacturing

Extreme ultraviolet (EUV) lithography is the most sophisticated semiconductor manufacturing process in the world. In May 2023, we announced our plans to introduce EUV lithography technology to Japan, making us the first semiconductor company to bring this technology to that country and tapping this sophisticated patterning method to manufacture our next generation of advanced DRAM. Micron's integration of EUV into our next node is key to delivering faster, more power-efficient and higher-performance memory products and furthering our relentless pursuit of industry-first memory innovation. Our Hiroshima fab is vital to our development of advanced DRAM, and as we make progress on integration plans, we expect to ramp EUV into production in Taiwan and Japan from 2025 onward.

In December 2023, leaders from Micron, New York state and the semiconductor industry — including IBM, Applied Materials, Tokyo Electron and others — announced a new semiconductor R&D center at the NY CREATES Albany NanoTech Complex. The partnership will fund construction of the first and only publicly owned high NA (numerical aperture) EUV center in North America.

Establishing the Xi'an assembly and test sustainability center of excellence

Micron broke ground March 27, 2024, on an additional building at our Xi'an assembly and test site that will allow us to better meet customer demand in China and internationally. The construction will enable us to introduce additional product lines, including mobile DRAM, NAND and SSD solutions, to complement our current DRAM assembly and test capabilities at the site. We will also invest in several engineering labs at our Xi'an site to provide better efficiency in product reliability qualification and monitoring, failure analysis and debugging, which will help accelerate customers' time to market. Our new building will pursue a design consistent with LEED Gold certification.

Micron Xi'an will also be our first assembly and test sustainability center of excellence and a leader for assembly and test technology innovation to support our global sustainability goals in the areas of energy efficiency, water treatment, emissions reduction and waste management. We are also partnering with a global digital transformation specialist in energy management and automation to launch strategic cooperation in sustainable development, intelligent manufacturing and direct and indirect carbon emissions management.

In calendar year 2023 (CY23), our Xi'an plant achieved a 10% reduction in electricity use from CY22 and 25% share of renewable electricity. In addition, carbon dioxide emissions were reduced by more than 42% from CY22, and we met our goal of a 98% waste reduction, recycling and recovery rate. 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).

Xi'an center of excellence, China

Micron Xi'an environmental performance

25%
share of renewable electricity

10%
reduction in electricity use from CY22

42%
reduction in carbon dioxide emissions from CY22

98%
waste reduction, recycling and recovery rate goal achieved

Corresponds to CY23 data

Progressing on our new U.S. fabs

In April 2024, Micron and the Biden-Harris administration announced we have signed a nonbinding preliminary memorandum of terms (PMT) for $6.1 billion in CHIPS and Science Act grants to fund planned development in Idaho and New York.

The $6.1 billion in grants will support Micron's plans to invest approximately $50 billion in gross capital expenditures for U.S. domestic leading-edge memory manufacturing through 2030. These grants and additional state and local incentives will enable us to construct one manufacturing fab co-located with the company's existing leading-edge R&D facility in Boise, Idaho, and two memory fabs in Clay, New York.

Construction of the Boise, Idaho, fab began in October 2023, with first output targeted for 2026. To support this expansion, we established the Idaho Community Investment Framework, which reflects priorities for leading inclusive growth across the state. It will help Micron cultivate the talent pipeline and enrich the communities where our team members live and work by focusing on three key elements: building the workforce of the future, investing in STEM education and engaging with local communities. Micron plans to invest $75 million over the next 10 years toward priorities identified in the framework. We also launched initiatives to expand our talent pipeline, including partnering in the Northwest University Semiconductor Network and starting our Registered Apprenticeship Program.

As part of our planned manufacturing in Clay, New York, throughout 2023, we hosted several focus groups with grassroots community and environmental organizations and held an open house to review our proposed sustainable design principles, community investments and steps in the environmental review process. Construction can begin once federal and state environmental reviews are completed. We also helped launch a community engagement committee (CEC) made up of representatives from across Central New York and Micron to advise on our community investment strategy. This group is an important part of the Community Investment Framework agreement between New York state and Micron. Within the framework, we have accomplished these activities:

- Reached over 10,100 New Yorkers, engaged with over 315 community organizations and hosted 44 events and focus groups. Building on the feedback, the CEC will publish a community priorities document.
- Announced the Northeast University Semiconductor Network to expand our talent pipeline, as well as a partnership with Syracuse University's Institute for Veterans and Military Families to train and recruit veterans to the semiconductor industry.
- Launched an advanced technology framework to help teachers and school districts in New York build their own curriculum in semiconductors and high-tech manufacturing.
- Committed $10 million for the Syracuse science, technology, engineering, arts and math (STEAM) school and other K-12 programs in the region.
- Pledged $5 million to build and outfit the Micron Cleanroom Simulation Lab at Onondaga Community College (OCC).
- Provided funding to the YMCA of Central New York to support childcare and early childhood education.
- Established a permanent exhibit at Syracuse's Milton J. Rubenstein Museum of Science and Technology (MOST).

More details of our community support in Idaho and New York are included in our 2024 sustainability report, DEI report and Micron Gives year-end summary.

Boise fab groundbreaking, Idaho

Maintaining our commitments

We remain on track to invest approximately $1 billion by 2028 toward our environmental goals

In 2023, we continued working to meet our emissions reduction, renewable energy, water conservation and waste targets. We have invested approximately $313 million since 2021 to support initiatives, including advanced water treatment, energy-efficiency improvements and greenhouse gas (GHG) mitigations. This work is complemented by credit facilities linked to our sustainability performance and a $1 billion green bond allocated to environmental projects across the company.

Seven sites have now achieved ISO 50001:2018 energy management certification, and we launched a partnership to optimize energy use via AI analytics. Besides efficiency, we consider the availability of affordable renewable energy based on the unique landscapes of countries where we operate. In 2023, we signed additional agreements with developers, including 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 close to our Boise site came online in June 2023 to support these efforts. 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.

Our capital equipment, chemical and other resource suppliers play a vital role in Micron's emissions-reduction progress. We are working with many suppliers on scope 1 efforts and have a tracking system for projects that are advancing our sustainability goals. We also have a formal program to address our scope 3 supply chain emissions by working with suppliers to establish projects focusing on reductions in their own scope 1 and 2 footprints. In addition, with our suppliers, we are identifying emissions-reduction projects such as manufacturing equipment upgrades, efficiency improvements and renewable energy purchases.

Pillar	Goal	Aspiration	Actions	CY23 performance[1]
Emissions	42% absolute reduction in scope 1 emissions by CY30 from the CY20 baseline	Net zero scope 1 and 2 emissions by CY50	Reducing direct emissions through actions including upgrading and optimizing process equipment, 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[2]	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

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

Actions we're exploring to reduce manufacturing emissions

Collaborating with suppliers to try innovating low-emissions dry etch chemistries

Deploying refined exhaust segregation and purification technologies, and removing more residual gas to address process GHG emissions

Increasing chemical use efficiency of heat transfer fluids

Engaging with suppliers on developing heat transfer fluids with lower or even zero global warming potential

Investing in smart manufacturing controls within our process chambers and abatement units

Focusing on people and communities

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

Micron bolstered existing programs to enhance a company culture that values diversity, drives high performance and pushes the envelope on our innovation and creativity. We continue to retain and inspire our top-notch team members to create an environment where our people can thrive.

Our 2024 sustainability report covers our programming and performance in the areas of talent acquisition, engagement, development, wellbeing, diversity, equality, inclusion (DEI) and safety.

We also recently issued an annual stand-alone DEI report. This year's report, What makes us Micron, reflects the commitment and contributions of our team members to building an inclusive culture that supports a global, diverse and complex future workforce.

Headcount by region[1]

43,000 team members

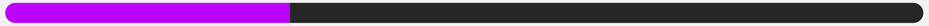
Asia
78%

Americas
20%

Europe
2%

Global percentage of women

31%



Engaging our team members

47%
of Micron team members belong to at least one ERG, up 9% from FY22

10
global ERGs

100%
of team members engaged in professional development

82%
response to our Micron Voice survey

15,000
attendees to global learning conferences

57.5
average training hours per team member

[1] Percentages may not total 100 due to rounding. Data definitions are presented in the data dictionary of our 2023 DEI report. Corresponds to FY23 data

Global wellbeing

- Released wellness playbook for team members and launched a series for senior leaders
- Held an annual wellbeing conference

Talent pathways

- Created four university networks in the U.S. and Japan to cultivate a skilled semiconductor workforce
- Launched apprenticeship programs

Diversity, equality and inclusion

- Reached our goal to grow fixed-income investments managed by diverse financial institutions to $750 million
- Received our first score of 100 on the Disability Equality Index and the Equality 100 award from the Human Rights Campaign for the third year in a row

Tackling childcare challenges

Around the world, a lack of quality childcare can be a challenge for parents who work outside the home. At Micron, our global childcare strategy is to help Micron team members plan for accessible, affordable, reliable, high-quality childcare. We do this by partnering with communities where our team members work and live to help shape local childcare options.

Driven by our team members' needs, the childcare landscape, common local practices and in-country government support for childcare, we have expanded our aid to working parents in the following ways:

- Vouchers, subsidies and stipends. In some locations, either through government programs or our own initiatives, we offer childcare subsidies, offsetting rising costs. In Japan, team members collect vouchers for various childcare centers in areas where they live and work. In Taiwan, over 2,000 team members use the Micron-sponsored stipend, benefiting over 2,600 children. In India, team members can enroll their children in the area's crèche centers, with 50% of the fees covered by Micron.
- Backup care program. A digital resource, referral and payment tool is available for team members in the U.S. to find backup or emergency care. This tool also allows them to enroll their children in full-time childcare solutions or before/after school, summer and holiday programs.
- Childcare centers. We have launched Micron-specific childcare centers on site or near several of our facilities where Micron has populations of scale. In November 2022, we opened our first center in Malaysia in partnership with the Penang state government and TalentCore, accommodating up to 100 children between three and six years old. In May 2023, Micron broke ground on a childcare center in Idaho. This world-class childcare facility will be operated by the Treasure Valley Family YMCA and provide STEM-based programming to 124 children whose parents work at Micron. In preparation for our New York fab, we have purchased land for a near-site Micron childcare center for about 120 children. We also announced a $500,000 investment in partnership with the YMCA of Central New York to provide quality childcare, early learning and youth development for underserved communities in the region.

Micron leaders joined with government officials, partners and our special guests — the children of team members in Boise — to ceremonially break ground for the childcare center.

"Our vision for this childcare facility is that parents will not have to choose between their career or caring for their young ones. They can be proud and excited about raising their families and confident that their children are well taken care of while they are following their dreams and pursuing their careers."

April Arnzen
Micron Executive Vice President, Chief People Officer and President of the Micron Foundation

On a mission to make a difference

Micron Gives encompasses philanthropy for both Micron Technology and the Micron Foundation. Together, we are 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 take a targeted approach to our philanthropic endeavors to have the greatest impact at the local level.

In 2023, the Micron Foundation's mission to make a difference in communities around the world 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. Our 2023 year-end summary, On a mission to make a difference, describes our efforts toward those primary areas.

Reaching new heights with the Star Light Festival

Micron team members across Taiwan, Japan, Malaysia, Singapore and China had another impressive Star Light Festival, showcasing Micron's culture of giving. This cross-site effort encourages team members to volunteer to enrich the communities where they live, work and play. Each location hosts events like charitable walks, trash cleanups, food drives, virtual volunteering and fundraising. Throughout the monthlong campaign, team members donated 26,451 kilograms of food to local food banks and collected 9,400 kilograms of garbage, surpassing the records set in 2022.

Micron volunteers showcasing their service during Star Light Festival

Giving around the world

34
locations

2,532
causes

202K
volunteer hours

2.3M
people reached via grants

81.5%
Micron team member participation rate

"I find myself inspired by the collective efforts of our team members and our partners to advance our mission. And as we look toward the future, we remain committed — because together, we are on a mission to make a difference."

Dee Mooney
Executive Director, Micron Foundation

2024 sustainability progress summary

Forward-looking statements

This summary 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 expansion plans, ramp and output expectations, manufacturing plans, 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.

For a detailed discussion of our performance and progress, see our comprehensive **2024 sustainability report**.

To learn more about Micron Technology, Inc. (Nasdaq: MU), visit **micron.com**.

micron.com/sustainability