



For All

2020 Annual Report

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2020 Year in Review

At Micron, our mission is not accomplished unless our solutions enrich life *for all*, not just for some. To that end, Micron has changed its vision statement to clearly define our commitment to diversity, equality and inclusion as follows: “Transforming how the world uses information to enrich life *for all*.”

The global change driven by the COVID-19 pandemic and call for social justice has helped industry leaders appreciate the importance of access to technology to our continued social fabric and opportunity for equity *for all*. At Micron, the memory and storage solutions we create have been a critical element to addressing society’s challenges as they help power the computing platforms from edge to cloud and billions of devices used by people across the globe every day. We see the opportunity ahead to further enrich lives with the advent of technologies like artificial intelligence and 5G.

The significance of this powerful and intentional change builds on Micron’s brand promise and highlights our ongoing commitment to diversity, equality and inclusion. *For all* embodies not just who we are but also what we do.

For all also embodies Micron’s values as a company and supports the continuing journey we have embarked on to create opportunities for everyone, including extending that vision to the communities in which we live, work and play. Our giving program includes a focus on science, technology, engineering and mathematics (STEM) education, combating the effects of COVID-19 in communities of color and helping our communities rise up against social injustice. Micron believes collaboration across our diverse workforce is the key to unlocking our strength and innovation inside and outside of our business.

In this year’s Diversity, Equality & Inclusion report, we lay out where we have made progress. As we celebrate these gains, we know we need to do more to increase the diversity of our leadership and our technical staff — our progress to date doesn’t represent our sense of urgency. We are making powerful commitments for 2021 and adopting new hiring practices and targeted programs to support our underrepresented team members in their advancement at all levels of the company.

Our employee resource groups (ERGs) are playing a powerful role in growing our culture of inclusion, with participation accelerating around the world. We have also engaged managers and leaders to create a more inclusive workplace through conversations around microaggressions and unconscious bias.

We’re committed to equality, with a consistent review of pay equity, inclusive benefits and fairness in our people practices.

We are also working to advance this commitment in our supply chain network, through our Supplier Diversity initiative and by our allocation of \$250 million in cash and cash equivalents in 2020 to support development of underserved communities and financial institutions.

We are proud to be on this journey, working relentlessly to make sure *for all* means our technology impact, team member opportunity and corporate engagement across the globe is indeed *for all*, and our corporate brand and values embrace everyone.

“Transforming how the world uses information to enrich life *for all*.”

A Message From Our CEO



At Micron, diversity, equality and inclusion is not just about representation — it is how we do business. Our commitment to DEI helps us live our vision of enriching life *for all*. I believe business is the greatest platform for change, and we are working with our industry partners to create a better world for all our stakeholders — our customers, our investors, our suppliers, our communities and our people.

We are held accountable to our DEI values throughout our business ecosystem. Our customers expect us to collaborate with them to solve real human problems, such as virtual reality systems that help children with learning disabilities or leading-edge computers that identify smarter ways to fight cancer. Our investors expect our board to represent a diverse set of experiences and views. We expect to hold ourselves to a high level of diversity among our suppliers. Our communities expect us to advocate for equitable laws and accessible education that benefits everyone. Our people expect to work in an inclusive culture where all voices are heard and the best ideas win. They also expect that everyone is paid and treated equitably because they know it's what best drives our innovation.

Micron has made strong progress in 2020. We increased our female board representation by 50% when [Lynn Dugle](#) joined this year. We also made significant investments to increase the representation of women on our team in technical and leadership roles. We

continue to engage with customers to create leadership solutions like GDDR6X graphics memory, which will help fuel revolutionary artificial intelligence systems that can help us better understand societal data to make lasting change for the good of all. We set aggressive commitments to double our spend with diverse suppliers by FY23. We're working with industry organizations to establish best practices in supplier diversity and support the inclusion and competitiveness of diverse suppliers in the semiconductor industry. And, finally, we leveraged the power of Micron's influence in the communities where we live and work to advocate for greater social justice and safety globally.

2020 has also demanded much from each of us and shown how very far we must go as a community. Our employee resource groups (ERGs) — encompassing nine distinct missions with 25 chapters globally — are great examples of how we can partner to provide support and create change. Our ERG members led their coworkers in standing up as powerful allies for our Black team members in the United States and LGBTQ+ team members worldwide. In Asia, our Capable ERGs were involved in creating a more inclusive culture for people with disabilities. And our ERGs helped direct Micron's COVID-19 contributions to ensure they were distributed equitably around the world, including among underrepresented and disproportionately affected populations. These are just a few examples. I want to

personally thank our ERG members for their tireless commitment to looking out for each other. I regularly meet with each of Micron's ERGs, and with every conversation, I learn more and I am more inspired by their dedication. Micron also committed more than \$35 million to COVID-19 relief efforts in 2020 — on top of millions of other dollars in giving by our team members, including an additional \$11 million to team member-selected charities driven by our 2-to-1 contribution match from the Micron Foundation.

While I am proud of the support we have given and the progress we made in 2020, we know there is more to do both inside and outside of our company. I encourage you to keep reading this report to learn the details of both our progress and our goals. We publish our DEI report annually to hold ourselves accountable and invite you to partner with us to chart a brighter future. The programs and actions we share here demonstrate our ongoing commitment to do more and to do better *for all*.

Sanjay Mehrotra
President & CEO



A Message From Our Vice President of Diversity, Equality & Inclusion

Before COVID-19, before the killings of George Floyd, Breonna Taylor, Ahmaud Arbery, and the social movements against these injustices, and before all the chaos of 2020, Micron knew we needed urgent action on our diversity, equality and inclusion initiatives. The global pandemic and other tragic events put a spotlight on our work in this space. But it was work that was already well underway.

Now the intensity and intention of our efforts have increased. We know we must be relentless, taking concrete actions that drive change. For example, we have introduced training on inclusion allyship, inviting all team members to learn from various underrepresented groups about the challenges and injustices they face as a result of their differences. These trainings are helping our team members around the world engage in inclusive conversations, so they can understand, recognize and overcome the unconscious biases we all have.

We are growing our employee resource groups (ERGs) around the world to help all individuals feel welcome by celebrating their differences. Empowering women, LGBTQ+, communities of color, communities of people with disabilities and others, Micron's ERGs are creating communities of understanding. And we encourage team members to join any ERG, whether they are a member of that community or not, so they can be advocates for people who are different from themselves. We are creating a culture of allyship where team members are encouraged to speak up and stand up, without fear, as allies if they see something inappropriate at or outside of work.

We are humbled to receive recognition for our efforts, including placing 26th on the list of People magazine's Companies That Care. This recognition was bestowed on Micron because of the compassionate response of our team members to the COVID-19 pandemic, our team member and corporate giving program, and other factors. We also were named on the list of the Forbes magazine's Best Employers for Diversity. And we were named once again to the Great Place to Work list by the Great Place to Work Institute. These recognitions complement visible acknowledgments of the work we pursue inside our offices and fabrication facilities, in our communities, and, in 2020, over Zoom calls.

Still, we scored 85 of 100 on the Human Rights Campaign Foundation's 2020 Corporate Equality Index (CEI) — telling us we have more to do to ensure a truly inclusive workplace for our LGBTQ+ team members. In response, we engaged with our PRIDE+ Allies ERG for feedback and expanded our U.S. benefits to offer coverage for domestic partners and enhance coverage for gender confirmation surgery. And we continue to seek feedback in order to identify opportunities globally.

While we know there is still work to do, we are excited about our future. We know that creating an inclusive and equitable culture is creating a Micron *for all*.

Sharawn Connors
Vice President of Diversity, Equality & Inclusion

To truly live into our vision of transforming how the world uses information to enrich life *for all*, we must make bold commitments and follow through. Micron is naming six diversity, equality and inclusion (DEI) commitments for fiscal year 2021 (FY21) and assigning accountability for the strategy and execution to members of our executive team.

Using Micron's Platform for Good

Micron is leveraging our market position not only as a technology leader, but also as an influencer for good in support of social justice and human rights. We know we still have work to do inside our company to achieve representation that reflects available talent — especially in leadership and technical positions. We also have opportunities to help all team members feel seen, heard, valued and respected.

Our leaders are taking accountability to drive real change. Members of our executive team will direct the strategy and execution of Micron's six DEI commitments for FY21. They are listed here, along with who the executive sponsor for each is and how we will track our progress.

We must all be in this together — leaders and team members — if we're to drive the kind of powerful change we know Micron can achieve. We're doing this to propel our business, to drive stewardship in the communities we call home and to enrich lives *for all*.

Our Six DEI Commitments for FY21

- 01 Increase representation of underrepresented groups.** This commitment is owned by Executive Vice President of Technology and Products Scott DeBoer, who will work closely with our talent acquisition, university relations, DEI, workforce development and other teams to guide inclusive hiring efforts and ensure development and advancement opportunities for all. We will achieve this by understanding the talent-addressable market and identifying where we have opportunities to hire and promote diverse talent.
- 02 Drive equitable pay and benefits.** This commitment is owned by Executive Vice President and Chief Business Officer Sumit Sadana. Micron is proud we are committed to pushing toward ongoing pay equity — including base pay and stock awards — and we are committed to a less than 1% difference in pay for all underrepresented groups. This year, we're expanding our pay equity efforts beyond gender to also include all underrepresented groups. We regularly review and adjust our pay practices to ensure fairness.
- 03 Strengthen our culture of inclusion.** This commitment is owned by Senior Vice President and Chief People Officer April Arnzen. Part of our strategy to support this commitment includes realigning our employee resource groups (ERGs) more closely to the business. We also want to develop ERG membership into one of Micron's strongest talent pipelines. The inclusion index on our biannual engagement survey will aid in measuring our progress on inclusion.
- 04 Advocate for racial and LGBTQ+ equality.** This commitment is owned by Senior Vice President of Legal Affairs, General Counsel and Corporate Secretary Joel Poppen. Micron is creating a social justice council to engage more closely in the communities where our team members live, work and play to ensure their safety and security. Our efforts will be reflected in our communities.
- 05 Engage with minority-owned financial institutions for cash management.** This commitment is owned by Senior Vice President and Chief Financial Officer David Zinsner. Micron will commit a percentage of our cash investments to be managed by minority-owned firms, which has a multiplying effect in the economies of underrepresented communities.
- 06 Increase representation and spend with diverse suppliers.** This commitment is owned by Chief Procurement Officer Stefan Guth. Our goal is to double Micron's annual spend with diverse-owned suppliers by FY23, using FY20 as the baseline. Progress toward this goal will be measured in dollars spent with such businesses globally and enabled by our continued engagement with industry groups, nongovernmental organizations and corporate peers.

Micron's DEI Global Strategy

Growing the Global DEI Team

Micron is located in 17 countries. Like our customers, most of Micron's team member population is located outside of the United States, but our diversity, equality and inclusion efforts have been admittedly more U.S.-focused than representative of our global team. In FY20, we addressed this situation. Micron invested in expanding our DEI team in Asia and named a senior leader based in Singapore who will oversee our DEI business partners and collaborate with global leaders.

Global Initiatives

In FY20, Micron embedded our DEI initiatives in our business around the world as part of our global initiative. We have set goals for inclusive hiring and inclusion with focus areas for all regions. Our initiative of hiring foreign nationals in Japan is helping to bring new and diverse ideas to that team. And our teams in Japan and Malaysia have focused on hiring women and people with disabilities. In Europe, Micron is building strong talent pipelines with universities, such as Politecnico di Milano

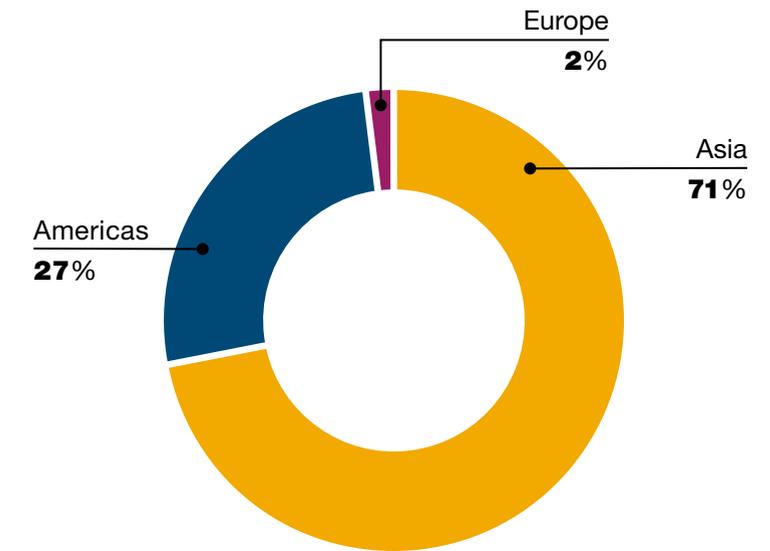
(The Polytechnic University of Milan) to increase the diversity of our new college graduates.

In China, Micron is holding virtual campus talks and increasing our social media presence. In Taiwan, Micron is sponsoring scholarships to top universities with a goal to attract diverse students. And in India, Micron's talent acquisition team is recruiting female new college graduates in information technology for our technology and products group and DRAM engineering group.



- Micron's DEI Team**
- **India**
 - **Singapore**
 - **Taiwan**
 - **United States**
Boise
San Jose

Headcount by Region FY20



Diversity

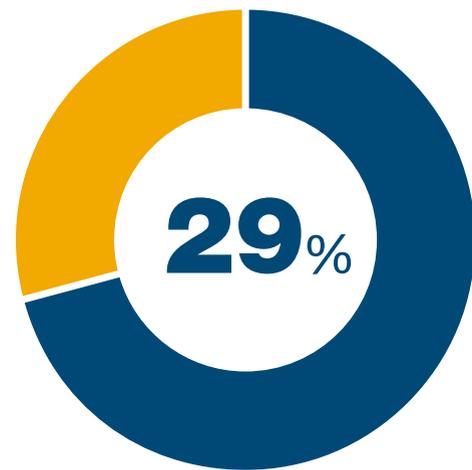


Women's Representation

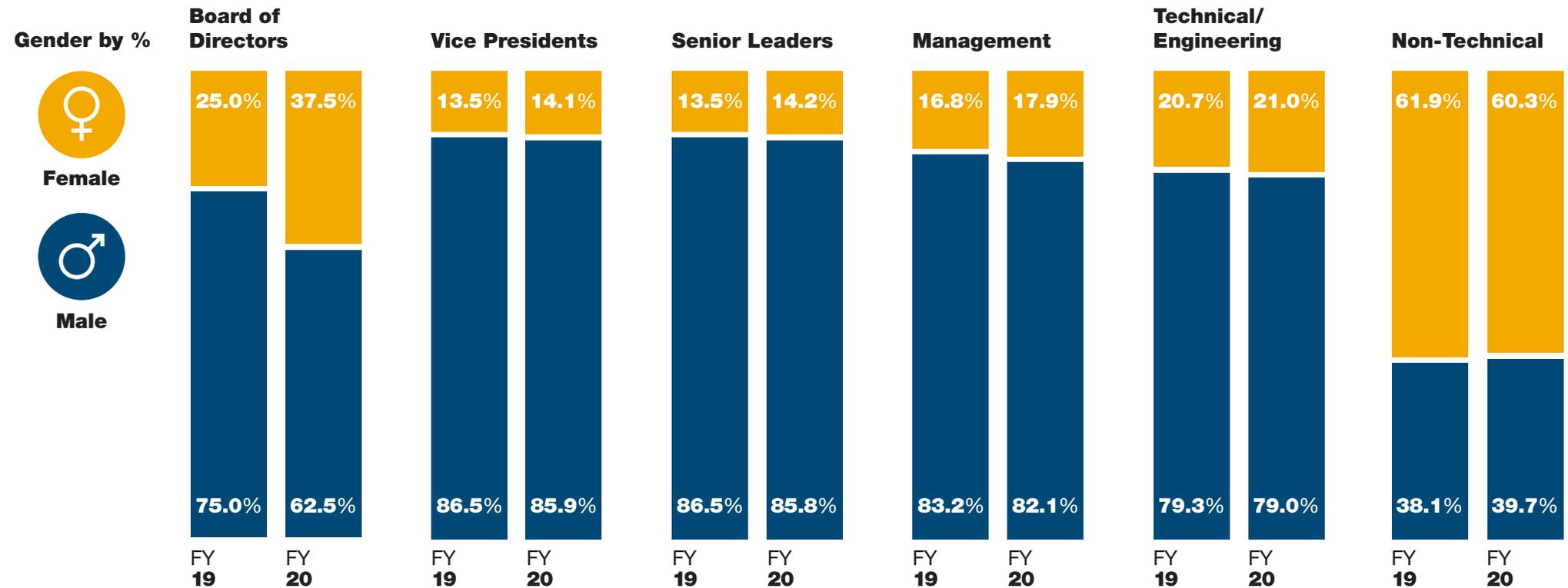
Building a diverse workplace and nurturing an inclusive culture take years. Micron is seeing progress from our investments, especially in the area of female leaders. Our board of directors is now 37.5% female, and our female senior leadership grew from 13.5% in FY19 to 14.2% in FY20. In FY20, 33% of the participants

in our FY19 Advance Sponsorship program were promoted, including two who advanced to vice president positions in technical areas. (See the [Data Dictionary](#) at the end of this report for data definitions.)

Global Percentage of Women Overall FY20



Global Percentage of Women by Group



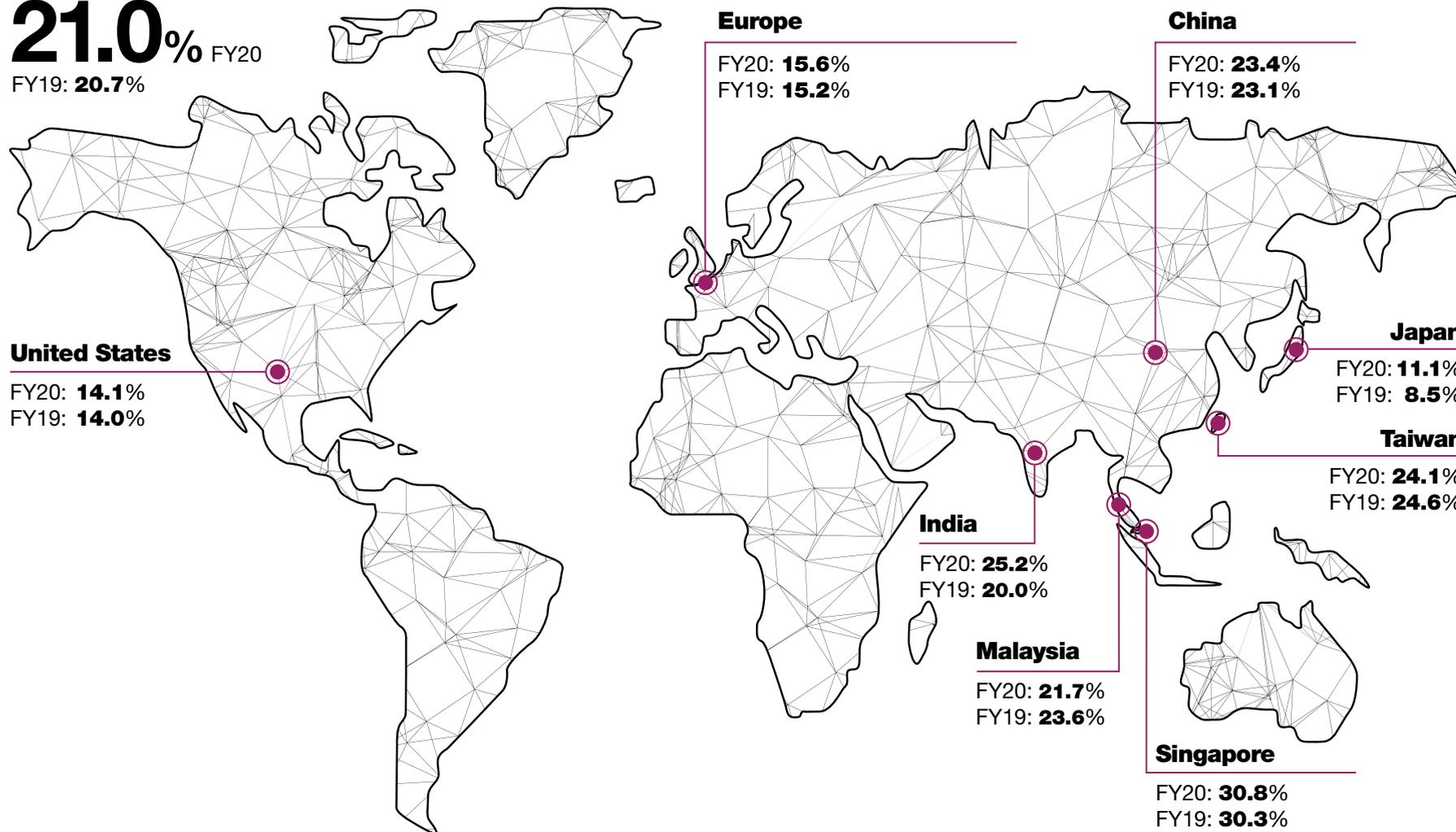
Women in Technical/Engineering by Region

Our progress in women’s representation in technology is advancing gradually. To further enable our progress, we are expanding our initiatives with DEI partners, in the Micron Foundation and through our talent attraction efforts. We are working to increase the pipeline of female technical talent by advocating through our foundation for more diversity in college

and university engineering programs. We have launched a global women’s mentoring program to connect early career engineering talent to our senior leadership, and we continue to use our influence to increase female representation, not just for Micron but for the technology industry more broadly, through our partnership with organizations such as the [Global Semiconductor Alliance](#).

Micron Overall

21.0% FY20
FY19: **20.7%**



Micron Mention

[Micron Celebrates International Women in Engineering Day](#)

For All in Action



“As you advance in your career, you’re able to elevate other team members, colleagues, and people who have contributed to your team’s success. And to me, that’s the most rewarding thing.”

— Thy Tran was promoted to vice president of DRAM Process Integration in the technology development product design group and was a participant in Micron’s Advance Sponsorship program.

Micron Legal Department: In Pursuit of Mansfield Rule Certification

Micron's Legal department is focusing on inclusive hiring practices and high-visibility opportunities to achieve Mansfield Rule: Legal Department Edition 2.0 certification by June 30, 2022. In 1869, Arabella Mansfield was the first woman admitted to practice law in the United States. Named in her honor, the Mansfield Rule Certification program is an intensive two-year process hosted by the Diversity Lab. The program provides in-house legal departments a standard against which they can measure their DEI efforts. One requirement is for Micron's Legal department to consider at least 50% historically underrepresented lawyers for 70% or more of its hiring opportunities, high-visibility opportunities, internal promotions, significant leadership roles, and outside counsel representation during the two-year period.

Only in its first year of the two-year program, Micron has already been recognized by the Diversity Lab for having one of the "enlightened legal departments to have signed on for the certification." We join such companies as Ford Motor Company, Pfizer, U.S. Bank, and PayPal, among others, in seeking to meet the tangible thresholds and goals to qualify as Mansfield-certified.

Micron recognizes that diverse attorneys bring a significant depth and breadth of experiences, cultural perspectives and backgrounds that inspire creative, innovative solutions and strategies that help teams achieve success. By building DEI into talent decisions, the Legal department further demonstrates to team members, recruits and partners that diversity, equality and inclusion are and remain a top priority for Micron.

Micron is recognized for having one of the "enlightened legal departments to have signed on for certification."



Representation Throughout Our Workforce

Micron celebrates all diversity dimensions and the numbers are only one part of the picture. More than 64% of our global workforce participated in the Great Place to Work survey®, where we source our data for those who self-report on their status as living with disabilities, LGBTQ+, and U.S. veterans. We acknowledge this data is not fully representative of the entire workforce; rather, it is a good estimate. Diversity dimensions are personal. We are building understanding about the importance of self-reporting and trust in sharing this information. We are also working through our ERGs to encourage more self-reporting in the future.

As with race, ethnicity, and veterans in the U.S., we have work to do in hiring LGBTQ+ team members throughout the world. One bright spot in our data is the representation of our global population living with disabilities. It jumped nearly 4% in FY20. Micron has raised awareness of visible and invisible disabilities globally through our Capable ERG and other campaigns such as World Mental Health Day. We believe increasing cultural acceptance helps our global team members feel more comfortable reporting on their disability status.

For All in Action



In FY20 our Malaysia sites successfully launched a program to recruit and train 20 new technicians with hearing impairment. The HR team partnered with an external agency and marshalled internal resources to create an inclusive environment for these new team members through staff training in sign language and enhanced notification systems by adding lights to ensure support.

“Seeing the tenacity of team members with different abilities helped me truly understand Micron’s intention to foster an inclusive workplace that embraces differences. Go Micron!”

— Azril Azizi, workforce development specialist, Malaysia



(See the [Data Dictionary](#) at the end of this report for data definitions.)

U.S. Race & Ethnicity

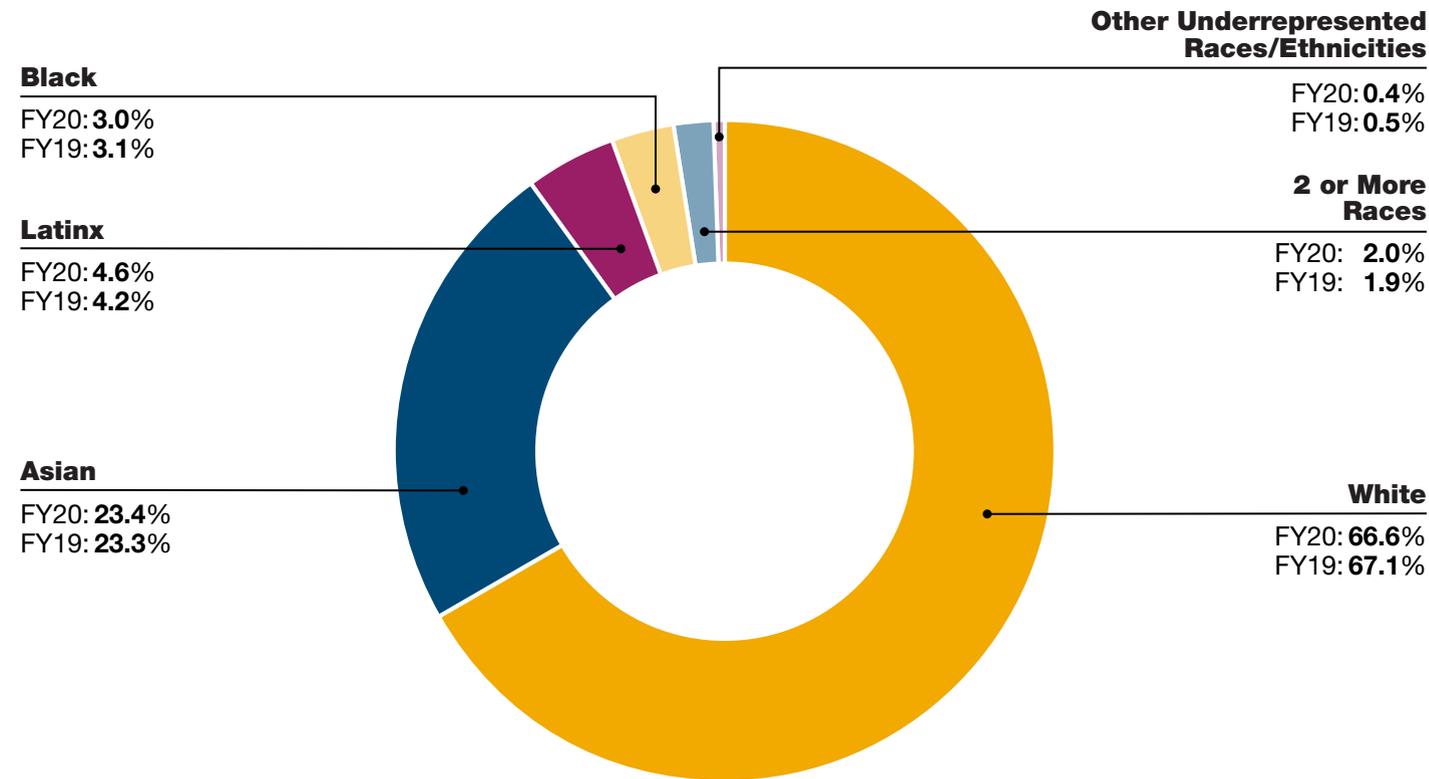
Micron has seen incremental changes with the representation of underrepresented groups throughout our U.S. workforce from FY19 to FY20. But we are not satisfied with small changes. To that end, we are expanding our inclusive hiring practices in FY21 to grow our pipeline of candidates from underrepresented groups.

Our global university recruiting team is building deeper relationships with institutions that traditionally graduate women. And our U.S. university recruiting team is building deeper relationships with educational institutions to tap talent from underrepresented groups. This includes work with historically Black colleges and universities, Hispanic-serving institutions and, at predominantly white institutions, we are building alliances

with organizations such as the Society of Women Engineers, the National Society of Black Engineers and the Society of Hispanic Professional Engineers. In addition, we are using artificial intelligence technology to help us draft job descriptions that reduce bias and remove identifiable information to make résumés anonymous.

We are requiring all interview slates to include at least two candidates from underrepresented backgrounds. And we have trained candidate allies from our ERGs to participate in the interview process as representatives of Micron’s culture and values.

U.S. Race/Ethnicity Overall



(See the [Data Dictionary](#) at the end of this report for data definitions.)

For All in Action



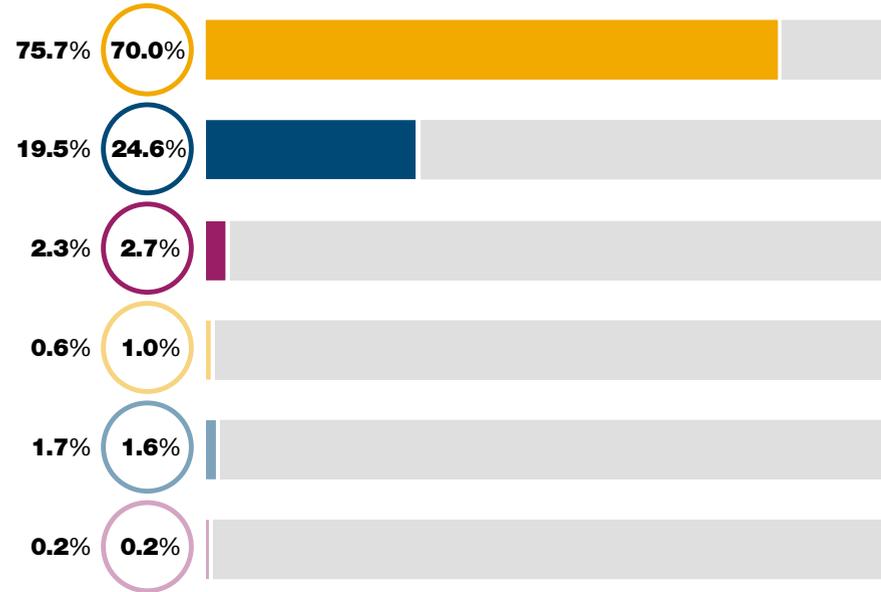
Language Bits is a volunteer-run program started by the Micron Hispanic Professionals (MHP) employee resource group (ERG) in 2018. Today more than 25 different languages are taught, including sign language, with support from our Capable ERG. This program went online via Zoom after the COVID-19 pandemic began.

“Language Bits was dreamed as a program to build community by celebrating the diverse backgrounds we bring to Micron from all corners of the world.”

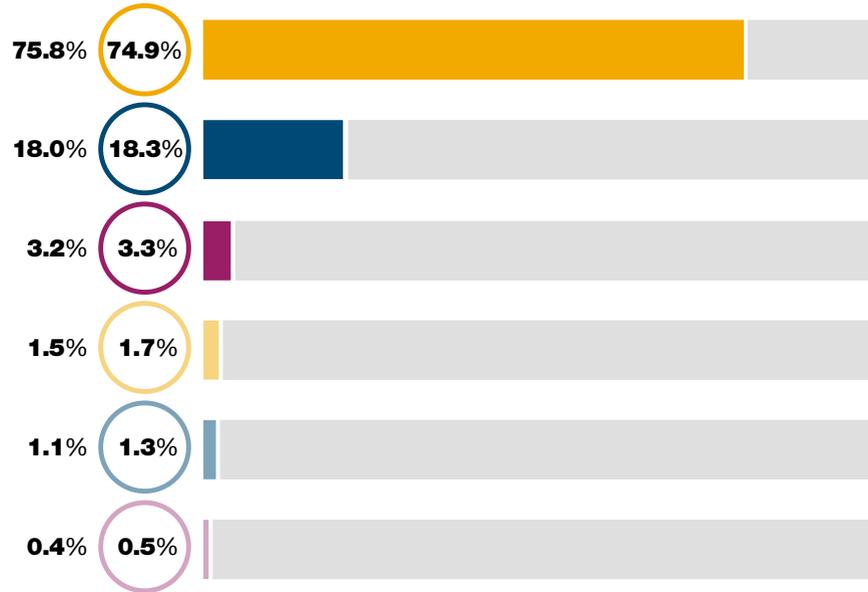
— Ariela Gruszka, MHP member

U.S. Race & Ethnicity

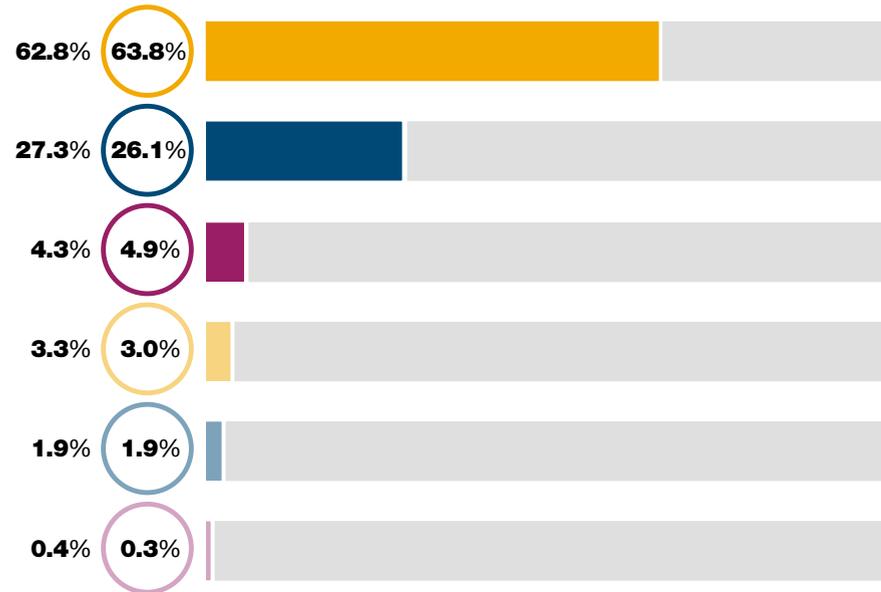
FY19 FY20 **U.S. Race/Ethnicity Senior Leaders**



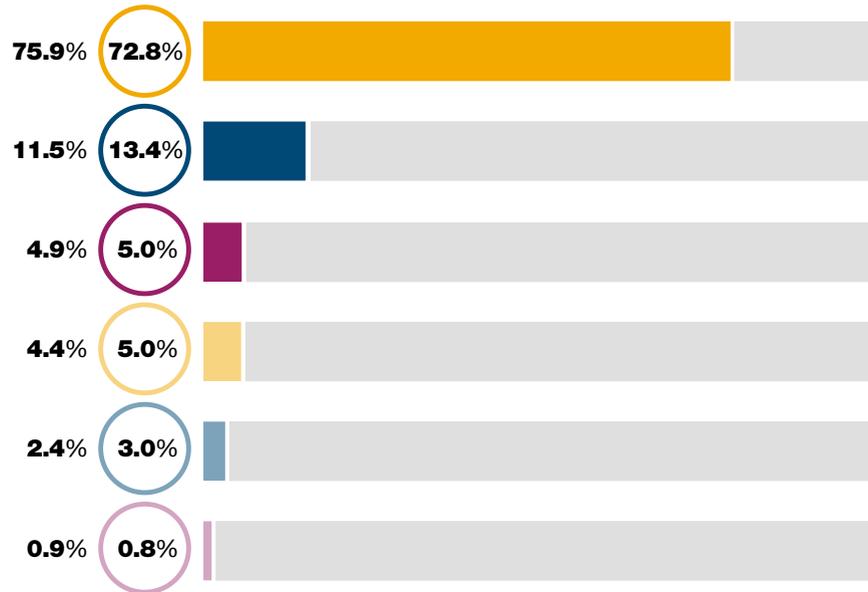
FY19 FY20 **U.S. Race/Ethnicity Management**



FY19 FY20 **U.S. Race/Ethnicity Technical/Engineering**



FY19 FY20 **U.S. Race/Ethnicity Non-Technical**



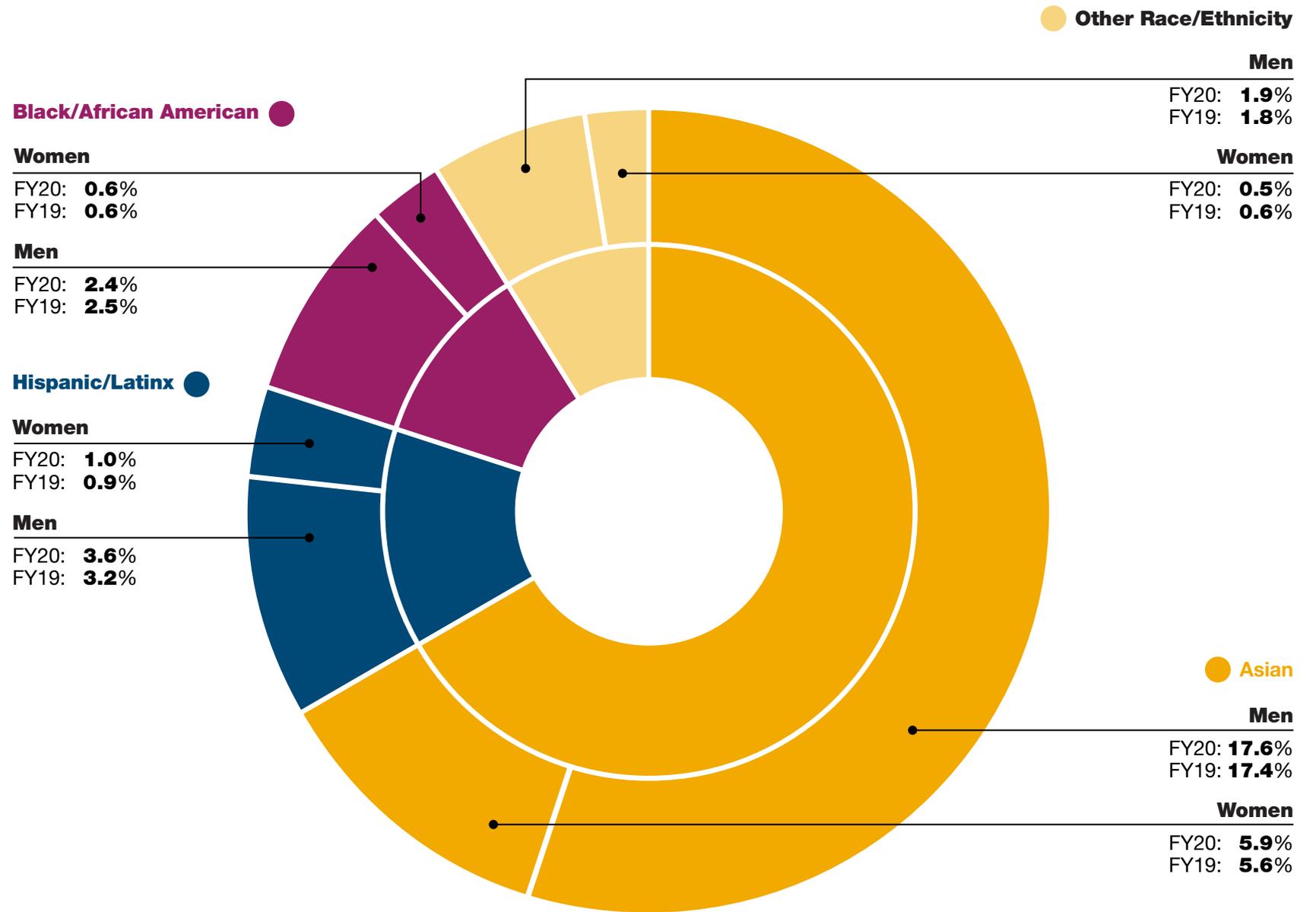
● White
 ● Asian
 ● Latinx
 ● Black
 ● 2 or more races
 ● Other underrepresented races/ethnicities

(See the [Data Dictionary](#) at the end of this report for data definitions.)

Digging Deeper for Understanding

We understand, when looking at diversity and inclusion initiatives, it's important to "dig deeper for understanding." We need to consider multiple diversity dimensions of our populations to ensure that a program meant to provide equity to one group, such as women, isn't serving only one segment of the group and not another (such as, helping white women but not women of color). Based on Micron's data, we have improvements to make to ensure we attract and retain women of color.

U.S. Intersectionality



(See the [Data Dictionary](#) at the end of this report for data definitions.)

Equality



Micron believes our vision to enrich life *for all* includes how we compensate our team members. We analyze our global compensation and benefits to ensure opportunities *for all*.

Using Equity to Drive Equality

Pay Equity

Our people value makes it essential that we pay everyone fairly. We have a regular review cadence for pay globally — including base pay and stock awards. If we find gaps during the review, we fix them. Micron works with a third-party and uses dynamic technology to help us analyze and understand our pay variances and adjust when needed. Historically, our pay equity study has focused on gender globally. We have expanded our study to focus on all underrepresented groups: women and people with disabilities (globally) and veterans, Blacks and Hispanics (U.S.). Our efforts go well beyond compliance or checking the box — we are committed to pay equity *for all*.

Benefits

Micron understands not all people or families are the same. To that end, in 2020, we expanded our U.S. benefits to ensure coverage for team members' domestic partners and their children. We also enhanced benefits for gender confirmation surgery for transgender team members. And we continue to focus on expanding inclusive benefits around the world.

Advancement

When senior leaders evaluate team members for advancement opportunities, we know unconscious bias might influence their recommendations. For that reason, Micron added an advocate to participate in talent review meetings. The inclusion advocate listens carefully for unconscious bias, calls any to the attention of the team, and challenges unfair assumptions to ensure decisions regarding promotions, rotation assignments, access to training and other advancement opportunities are determined fairly.

For All in Action

Understanding Our Biases

"I was in a talent review meeting for a manager. A director mentioned this team member was an introvert, so they may have difficulty growing beyond their current role. I spoke up and asked the leader to focus on the manager's collaboration skills rather than behavioral traits. The leader realized they had been thinking about it from a biased perspective, and we ended up having a great conversation about communication, collaboration and development opportunities for the manager."

— Anonymous inclusion advocate



Grants to Black-Owned Businesses

Businesses rely on capital to establish their products and branding, but social inequity can add additional financial challenges for minority entrepreneurs. So Micron is providing grants to Black-owned businesses to support their work and create economic opportunities in their



communities. Some of Micron's grants included one to **Mia Granpre**, an attorney based in Oakland, California. The grant will pay for advice clinics and pro bono legal services for minority-owned businesses across the United States.



Micron also supported **Brown Girl Beauty**, a cosmetics company based in Washington, D.C. Micron supported the company's minority partners

in covering expenses for inventory, as well as helping to literally power their bricks-and-mortar operation by covering the cost of utilities.

Inclusion



ERG Growth Explodes With Micron's Inclusive Culture

By adding *for all* to our vision statement, we raised the consciousness of our intention, clarifying that Micron truly values inclusion. In FY20, we took many steps to ensure we live into that value by helping all team members feel welcome. We have seen team members embrace inclusion through the growth of

volunteer-led employee resource groups (ERGs) to participation in Juneteenth events. And we are intentionally having difficult conversations about systemic injustice, unconscious bias, microaggressions and allyship.

ERG Growth

In FY20, Micron's ERGs grew around the world. As demonstrated by the increased numbers of new ERGs and members to additional chapters of existing groups, team members are understanding the value ERGs present, such as advancing their leadership skills.

84% Membership Growth

Since FY19

25 New Chapters Worldwide

10 in U.S. / 15 in Asia

Micron's Nine ERGs

- **Black Employee Network (BEN)**
- **Capable**
- **Micron Hispanic Professionals (MHP)**
- **Micron Women's Leadership Network (MWLN)**
- **Micron Young Professionals (MYP)**
- **Mosaic**
- **PRIDE+ Allies**
- **Tenured & Experienced at Micron (TE@M)**
- **Veterans Employee Resource Group (VERG)**

[Learn more](#)



The inspiration for Mosaic: Traditional dress day at the Hiroshima fabrication facility before the COVID-19 outbreak with Rahil Hasan, vice president of Micron Memory Japan.

Micron's Newest ERG: Mosaic

The Mosaic ERG launched formally in July. In just two months, it already had five chapters around the world in Singapore; Hiroshima, Japan; Taichung, Taiwan; Taoyuan, Taiwan; and Lehi, Utah.

Mosaic, open to all team members, is a great opportunity for those who want to experience or learn from different cultures or celebrate Micron's cultural diversity.

Expanding Inclusion for Team Members With Different Abilities

Our Capable ERG has partnered with our senior leadership team, facilities and IT staff to explore resources for our team members with varying abilities. Such resources included smart badges and enabling the translation feature in Zoom.

Capable strives to foster a workplace where seen and unseen disabilities are embraced, allowing Micron team members to thrive and succeed in a climate of acceptance and equality.

New Inclusion Ally Award

Micron is recognizing team members who demonstrate exemplary inclusion advocacy with a new Inclusion Ally award each quarter.

Awards have been given for standing up against microaggressions and creating hiring initiatives aimed at women and people with disabilities.

Micron will continue to recognize team members for their efforts to promote allyship around the world. We believe encouraging these behaviors helps us foster a culture where everyone feels seen, heard, respected and valued.

Micron Mention
[Pride Flag Is Raised at Three Micron Sites](#)

For All in Action



Providing Inclusion Ally Training

Micron’s ERGs are holding inclusion ally training to help all Micron team members understand allyship. In FY20, nearly 1,000 team members participated. Micron’s PRIDE+ Allies ERG started this training last year. Since then, the Black Employee Network and Micron Hispanic Professionals ERGs have held similar training. In FY21, all ERGs will develop their own, with a goal of all Micron team members participating in at least one session.

“An ally for PRIDE+ is a good thing. An ally who is active for all underrepresented groups is a GREAT thing! I am proud of our inclusion ally design team that has been instrumental in developing core learnings to support the message that an ally for one is an ally for all.”
 #StrongerTogether

— Andrea Ehresman, Boise PRIDE+ Allies member



Culture of Inclusion During COVID-19

Like all companies, COVID-19 affected how Micron team members worked and it created new challenges to overcome. From working from home while caregiving or homeschooling to working on-site with new social distancing precautions, everyone experienced a new normal. In response, the DEI team held a series of panels in multiple regions on COVID-related topics, including life during COVID-19, health equity, abuse awareness and the future of the workplace. We partnered with experts inside and outside of the company in conversations to let team members know Micron could hear their concerns and we were all in this together.

Micron's ERGs also helped select the charitable donations directed from the [Micron Foundation](#) to underrepresented communities who were disproportionately affected by the pandemic.

Juneteenth Events

Juneteenth, a combination of June and nineteenth, is a holiday that commemorates the end of slavery in the United States. The day is marked with Juneteenth parties and gatherings with family and friends. Micron's first Juneteenth commemoration in 2020 served as a day of education, understanding and celebration in the U.S.

After the killings of George Floyd, Breonna Taylor and Ahmaud Arbery this summer, Micron recognized we all needed to learn how to lean in and listen with empathy and understanding to team members and stand up as allies for our Black team members and community. First, Micron's CEO wrote a [letter](#) to team members and posted it on our external blog for all stakeholders, expressing his outrage and concern about these events, and Micron's commitment to ending systemic racism. He also led a dialogue with our Black Employee Network (BEN) employee resource group (ERG) members to allow them to share their feelings and reactions to these tragic events and their ideas about how we can move forward to take action. We had a global town hall where our BEN and PRIDE+ ERG members shared their personal stories of how they've been affected by racism and discrimination. Micron then directed a \$1 million donation from the Micron Foundation to the NAACP Legal Defense and Education Fund. We held additional conversations as part of our Juneteenth celebrations where team members were encouraged to eliminate meetings so they could participate in panels designed to help everyone understand discrimination and injustice as experienced by members of the Black community.

The day began with a meeting of Micron's BEN ERG, led by Micron CEO Sanjay Mehrotra, and observed by team members. Our CEO facilitated a conversation for BEN members to share stories of the microaggressions, prejudice and profiling by police they sadly experience on a regular basis.

Micron Mention

[Top 6 Ways to Have a Positive Influence and Drive Change Today](#)

Next, April Arnzen, SVP and chief people officer, moderated a fireside chat, including Idaho State Senator Cherie Buckner-Webb; David Jones, CHRO at Stanford Health; Baffour Kyerematen, a medical student, and others.

The DEI team provided Micron leaders with conversation guides, so they could hold small-group meetings with their teams in between panels throughout the day. Many teams shared feedback of how powerful it was to come together for a safe and open discussion.

Micron's vice president of DEI, Sharawn Connors, and Darcy Hall, lead of Micron's Supplier Diversity program, moderated a panel with Black business owners from Virginia, Idaho and California. The conversation explored the importance of Micron's support for underrepresented businesses and the multiplying effect those business bring to the economies of underrepresented communities. They also discussed the real hardship such owners face as a result of the COVID-19 pandemic. The National Bureau of Economic Research reported 41% of Black-owned business in the U.S. went under from February to April 2020.

And team members wrapped up the day with a dance party, featuring [DJ D S#arp](#) of the Golden State Warriors. For many it was a day of emotional ups and downs. Some team members expressed sadness at their lack of awareness, while others shared their appreciation that there were honest and open conversations about our team members' life experiences. Micron is continuing these conversations and is requiring all team members to participate in inclusion ally training in FY21.



For All in Action



"I'm encouraged with this long overdue conversation spurred by events that visually demonstrated the systemic problem of racism in a way that nobody could ignore. And Micron didn't ignore it! Sanjay made time for this conversation. It's the first time I've been able to discuss these issues at work. And I genuinely feel valued."

— Renee Zaremba, business process analyst and Boise Black Employee Network member



"The U.S.-based communications and marketing team met to discuss microaggressions. We started the session together as a team to understand what they are and watched the video in the discussion guide. Then we used the Zoom breakout rooms feature to automatically be put in small group discussions. Wow! It was a very engaging discussion and impactful for us all."

— Jill Thompson, senior manager, Corporate Communications

Supplier Diversity

**Just as diversifying
Micron's leadership and
overall population is good for
business, so is diversifying
our supplier base.**

Micron’s Global Procurement team is continuously searching for opportunities to acquire cost-effective goods and services, establish technology leadership and ensure our partnerships represent our company values. To that end, Micron established the Supplier Diversity program in FY19. This program, which aligns to our DEI commitments to increase our diverse supplier representation and spend, aims to build mutually beneficial partnerships with businesses owned by minorities, women, LGBTQ+ people, veterans, service-disabled-veterans, and people with disabilities.

A diverse supplier is a business at least 51% owned and controlled by an individual or group traditionally part of an underrepresented or underserved group. Just as diversifying Micron’s leadership and overall population is good for business, so is diversifying our supplier base. When we widen the pool of potential suppliers, we promote development, competition, and we improve quality and cost.

Our FY20 activities focused on increasing opportunities for diverse suppliers to participate in Micron’s procurement events and connect into our supply chain network. In FY20, we also partnered with Amazon Business to make it even easier for Micron team members to find and be champions for diverse companies. Team members are now able to access Amazon Business through the Micron Marketplace, our online supplier portfolio, to search for businesses owned by people from diverse and underrepresented groups. And near the start of the COVID-19 outbreak in March, Micron established a process to accelerate payments to small business vendors to ease near-term cash flow challenges that many are facing around the world. Since the program began, over 1,400 small business vendors benefited from accelerated payments as part of this initiative.

Micron is also a member of the SEMI Manufacturing Ownership Diversity working group. This group, established in 2018, is developing a common standard to define supplier diversity within the semiconductor industry and develop global best practices. The group aims to generate awareness and increase the ability of companies owned by people of diverse backgrounds to win competitive bids and drive the participation of diverse suppliers in the semiconductor industry overall.

For All in Action



Micron Pledges to Double Our Spend With Diverse Suppliers

“In FY20, Micron spent over \$104 million with diverse-owned businesses. To ensure continued progress, we are committing to doubling our spend with diverse businesses by FY23. In support of this aim, we have set aggressive goals across all procurement categories for FY21 and will increase our engagement with industry groups and diverse-supplier advocacy organizations in the coming fiscal year.”

— Stefan Guth
CVP and Chief Procurement Officer

Micron Foundation's DEI Contributions

Diversity, equality and inclusion are embedded in the work of the Micron Foundation. Our grants, programs and volunteers focus on promoting human potential through STEM education, basic human needs and equitable opportunities.

COVID-19 Funds for Organizations Supporting Underrepresented Communities

As a company, we strive to build a culture of giving from within. Giving through the Micron Foundation and our team members transforms what is possible in the communities where we work, live and play. In addition to providing direct grants, the foundation matches team member contributions — all of which became even more important during to the COVID-19 pandemic.

\$35 Million

Committed to help those impacted by COVID-19.

\$11 Million

Foundation-matched rate of 2-to-1 and team member giving.

\$1 Million

Committed to the NAACP Legal Defense and Education Fund for social justice initiatives.

\$450 Thousand

Will be distributed to Micron’s nine ERGs for causes that support their communities each year.

\$500 Thousand

Committed to the BET + UWW COVID-19 Relief Fund, established by Black Entertainment Television (BET) in partnership with United Way Worldwide (UWW) to provide financial, educational and community support to Black communities during COVID-19.

\$12 Thousand

Available matching dollars per Micron team member.

Micron Mention
[Micron Team Members Respond to COVID-19 by Giving Generously to Charity](#)



Photo courtesy: Akshaya Patra

With a presence in 13 countries and numerous population centers, the Micron Foundation provided grants around the world to support a range of charities and initiatives.

Giving included food banks, school meal programs, health facilities, front-line workers and online learning resources for students.

In Italy, the grants helped educators strengthen their virtual education programs in Aversa, Avezzano, Bergamo, Meda and Usmate Velate. In Malaysia, grant recipients distributed COVID-19 test kits to hospitals. In Germany, grants helped social organizations and projects pay for basic food, hygiene items and other needs. In India, our support focused on displaced families, food supply and personal protective equipment. And in the U.S., grants to Hispanics in Philanthropy supported front-line Hispanic workers disproportionately affected by the pandemic and lacking in access to personal protective equipment and health care.

[View the Complete List of Micron’s COVID-19 Giving](#)

STEM Outreach

Tech Camp

- In its 20th year, Chip Camp was reimagined as Tech Camp — in response to COVID-19.
- Approximately 166 children from the United States and Canada participated.
- About 90% of campers in the fourth Tech Camp session were children of color, including kids from the refugee community and groups such as the National Center for Children and Families, the East Oakland Youth Development Center, and Techbridge Girls.
- Micron also connected with representatives from Native American tribes in Idaho.

Girls Going Tech

- Micron’s Girls Going Tech program encourages young women to explore careers in mathematics and science. Women and students in the STEM field shared their own experience to encourage girls not to limit themselves.
- In Taiwan, members of the Micron Foundation and the Micron Women’s Leadership Group ERG held a series of Girls Going Tech activities.
- Micron visited six schools across Taiwan, including Beiyi Girls’ High School, Xiaoming Girls’ High School, Zhongshan Girls’ High School, Changhua Girls’ High School, Jing Meili High School and Hsinchu Girls’ High School.
- In Idaho, Girls Going Tech interactive online events helped 8th-grade girls explore STEM concepts from women who work in those fields at Micron.

App Development

- With Micron funding, K-12 students, university students and the River Adda outdoor air museum in Italy are working on an app to retrace the museum’s full path making it accessible to people with disabilities.
- The museum is actually a 6-kilometer path, which has influenced great artists and thinkers, including Leonardo da Vinci.
- The scenery along the path inspired some of da Vinci’s famous paintings, and his studies of river navigability. And now people who haven’t had access in the past can be inspired too.

Other Activities

- Support for DigiGirlz in Sacramento, California.
- Career panel for the Black Student Union at Cordova High School near Micron’s Folsom, California, site.
- Support for multiple Silicon Valley Education Foundation (SVEF) programs for low-income and underrepresented students.



University Relations & Recruiting

The Micron Foundation and our talent acquisition team partner with universities around the world to create opportunities for underrepresented students and build our talent pipeline.



Asia

Throughout Asia, we partner with institutions who have success graduating women in technical and engineering programs.

- **China**

Micron Xi'an was selected as the Summer Social Practice Base by Xi'an Jiao Tong University following the success of the 2019 Summer Social Practice session. Twenty students from Xi'an Jiao Tong University, ranked 15th in China, participated in a three-week-long summer holiday social practice program.

In FY20, Micron Xi'an also held its first virtual campus talks with more than 20,000 users and more than 54,000 views, resulting in more than 1,400 resumes received. The site also engaged in social media promotion, publishing 19 articles in Micron WeChat and Micron Weibo, with a focus on campus hiring and talent branding activities to increase awareness of Micron as an employer.

- **India**

Micron's talent acquisition team visits G. Narayanamma Institute of Technology & Science and BVRIT Hyderabad College of Engineering for Women to recruit new college

graduates in information technology for our technology and products group and DRAM engineering group.

- **Japan**

Micron was proud to sponsor the Research Center for Diversity and Inclusion at Hiroshima University, which was attended by nearly 200 students. Also, in commemoration of International Women in Engineering Day, Micron helped to share inspirational messages from female engineers to female engineering students via the Career Advancement Project of Women Researcher (CAPWAR) website.

- **Malaysia**

Micron organized a workshop called Inspire Learning Activities in SMK Convent Bukit Mertajam. This workshop involved female students who will select their stream by the end of the year.

- **Singapore**

Micron sponsored events, including the Micron National University of Singapore (NUS) Industrial and Systems Engineering Business Analytics Case Competition. This year, 460 students participated. Micron was also proud to be the

VIP sponsor for the 32nd International Olympiad in Informatics (IOI2020), hosted by the NUS School of Computing. The Olympiad featured 343 contestants from 87 countries and regions around the world, which was conducted virtually during COVID-19.

- Nanyang Technological University (NTU) has established a conference grant for women in engineering and technology or science to facilitate networking opportunities for young women to embark on their careers. Two awardees will showcase their works at international conferences to encourage women to establish their careers in engineering, science and technology in 2020.

- **Taiwan**

The Micron Foundation provides scholarships to sponsor international female students from IIT India who are studying in a dual Ph.D. program in the National Chiao Tung University. The Taiwan talent acquisition team is also working with the Micron Foundation to extend this scholarship program to other local top universities with a goal to attract diverse students to Taiwan.

Europe

The Global Women Mentorship Program at PoliMi was sponsored by the Micron Foundation. It is the first such program for Politecnico di Milano. More than 100 female students participated and four to five were selected to be mentored by Micron female leaders.

United States

At Boise State University, Micron is sponsoring the Micron Academy for Inclusive Leadership — a scholarship and mentorship program launched in the fall of 2020. Nine students were selected and awarded. The program is designed to help students build on their leadership and advocacy skills and create a stronger sense of belonging for underrepresented students at Boise State and the broader Boise community.

In the United States, Micron partners with groups that support underrepresented students, including the Society of Hispanic Professional Engineers, the Society of Women in Engineering, the National Black Society of Engineers and others. We sponsor several technology and coding camps through the support of colleges where we recruit. Most recently we supported and staffed a STEM camp for female middle schoolers at the University of California, Berkeley. We are also working with organizations such as [Year Up](#) and [INROADS](#) to continue to identify and support diverse candidate pools and collaborate with organizations across the country to develop early talent pipelines through programs like [Girls Going Tech](#).

Micron Mention

[Alliance With Top Engineering Schools at Heart of Our Success in India](#)

For All in Action



New College Graduate Chose Micron for Its Values

“As my first job out of college, I can’t ask for better coworkers to train and work with. From the first day, they have been patient and understanding in showing me the ins and outs of Micron. Their warm welcome has really proven Micron’s values and solidified my decision to stay for years to come.”

— Mikyas Ejigu is a new college graduate from Howard University, recently hired as a process engineer at Micron Technology Virginia.

Awards & Strategic Partnerships

We have a culture that promotes speaking up — inside or outside our company — and that has a positive ripple effect across the communities we serve.

Micron’s support of team members, families and communities garnered national attention in 2020. We received recognition from several organizations for our diversity, equality and inclusion efforts around the world.

Micron placed 26th on the list of Top 50 Companies That Care, a ranking created from data collected in the annual Great Place to Work survey. People magazine looked at surveys of employees and assessed benefits, philanthropy and community support — with a focus this year on responses to the COVID-19 pandemic.

We have a culture that promotes speaking up — inside or outside our company — and that has a positive ripple effect across the communities we serve.

“Micron is known for cutting-edge memory solutions, but this recognition is special because it highlights that Micron is so much more,” said April Arnzen, SVP and Chief People Officer. *“We care about our people and the communities where they work and live around the globe.”*



For All in Action



Micron Italian Team Members Tap Musical Talents for COVID-19 Song and Fundraising Video

It was Giorgio Scuro’s idea to write a song reflecting the sorrow, strength and hopes of his fellow Italians who have suffered tremendous losses during the COVID-19 pandemic.

Scuro, who is vice president of Micron’s Automotive Division of the Embedded Business Unit, lives in the Lombardy region of northern Italy. Nearly half of Italy’s COVID-related deaths have been in Lombardy, making it by far the hardest hit region of the country.

Using Zoom to collaborate, Scuro co-wrote the song “I Saw a Man” with Automotive Division team members Jessica Carmen Della Peruta and Marco Di Pasqua, who live in different cities in the Campania region of southern Italy.

Della Peruta is an application engineer and Di Pasqua is a system application engineer.

Proceeds benefit the Italian Red Cross.

[Watch the “I Saw a Man” Video](#)



Micron's DEI Efforts Recognized

- **Great Place to Work**
Certified as a Great Place to Work 2020.
- **CommonWealth CSR Award Taiwan**
Named one of the top foreign companies for corporate social responsibility in Taiwan in CommonWealth CSR.
- **CSR Health Impact Award**
Recognized Micron India for providing assistance and relief during the COVID-19 pandemic.
- **2020 People Companies That Care**
Named to the list of People's Companies That Care 2020.
- **2020 Forbes Best Employers for Diversity**
Named to the list of Forbes 2020 Best Employers for Diversity.
- **WayUp Top 100 Internship Programs**
Named one of the Top 100 Internship programs in 2020 for our partnership with university professors to host virtual seminars on emerging technologies (such as big data, artificial intelligence, internet of things and driverless cars) with our global intern class this summer, all in a completely virtual setting.
- **Zinnov Award 2020**
Named Micron India a Great Place to Innovate.



Micron's Strategic DEI Partners

- [AfroTech](#)
- [Blue Sky Institute](#)
- [Business Round Table](#)
- [CEO Action for Diversity & Inclusion](#)
- [Global Semiconductor Alliance Group](#)
- [Grace Hopper Celebration U.S. & India](#)
- [INROADS](#)
- [Jennifer Brown Inclusive Leadership](#)
- [National Society of Black Engineers](#)
- [Singapore Council of Women's Organizations](#)
- [Society of Hispanic Professional Engineers](#)
- [Society of Women Engineers](#)
- [Spectrum Works](#)

Data Dictionary

This report covers Micron Technology's worldwide operations. The workforce data is based on our Micron global headcount data. Representation is captured at the end of August each year. Percentages shown are rounded to the nearest first decimal point. Self-reporting data for people with disabilities, LGBTQ+ and U.S. veterans is based on self-reporting through the Great Place to Work survey. U.S. race and ethnicity categories follow the definitions used within EEO-1 reporting guidelines. Data includes all regular team members regardless of leave status. Contractors and interns are excluded. Micron acquired IMFlash in November 2019. This U.S.-based acquisition affects our FY19 to FY20 U.S. representation comparisons. On page 15, we updated FY19 U.S. Senior Leader data for Blacks and Two or More Races from what was previously reported in the FY19 DEI Report after discovering those numbers were transposed in the FY19 report.

Metrics	Description
Global Workforce	Gender and ethnicity makeup of all workforce levels.
Board of Directors	Gender makeup of all workforce levels.
Vice Presidents	Gender makeup of all workforce levels.
Senior Leaders	Gender makeup of all workforce levels; senior leaders encompass all leaders at director-level and above.
Management	Gender makeup of all workforce levels; management encompass all leaders below director.
Technical/Engineering	Gender makeup of all workforce levels.
Non-Technical	Gender makeup of all workforce levels.
Global Percentage of Women Overall	Female makeup of all workforce levels.
LGBTQ+	The makeup of the workforce who voluntarily identified as gay, lesbian, bisexual or another sexual orientation aside from heterosexual or straight.
Veterans	The makeup of the workforce who voluntarily identified as U.S. veteran status.

Metrics	Description
People With Disabilities	The makeup of the workforce who voluntarily identified as having a disability or a history/record of a disability.
U.S. Race and Ethnicity	The makeup of the U.S. workforce who voluntarily disclosed their race or ethnicity, excluding unknown race and ethnicity, for levels including senior leaders, management, technical/engineering and non-technical.
Hispanic or Latino	A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race.
White (Not Hispanic or Latino)	A person having origins in any of the original peoples of Europe, the Middle East or North Africa.
Black or African American (Not Hispanic or Latino)	A person having origins in any of the Black racial groups of Africa.
Native Hawaiian or Pacific Islander (Not Hispanic or Latino)	A person having origins in any of the peoples of Hawaii, Guam, Samoa, or other Pacific Islands.
Asian (Not Hispanic or Latino)	A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian Subcontinent, including Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand and Vietnam.
Native American or Alaskan Native (Not Hispanic or Latino)	A person having origins in any of the original peoples of North and South America (including Central America), and who maintain tribal affiliation or community attachment.
Two or More Races (Not Hispanic or Latino)	All persons who identify with more than one of the above five races.



Learn more at micron.com/DEI

About This Report

Published in November 2020, this report covers Micron Technology, Inc.'s diversity, equality and inclusion performance in FY20, unless otherwise stated, and includes all of Micron's controlled entities. In addition to this PDF, our full report is available in a web version linked from micron.com/DEI.

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