

Social justice *for all*

For All
DEI Annual Report 2021



Micron, Taiwan

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Diversity
Equality
Inclusion

Commitment 4: Advocate for racial and LGBTQ+ equality.

Micron Social Justice Council

We created the Social Justice Council to explore how our people, philanthropy and policies can work together to drive change around the world, starting with racial justice and LGBTQ+ rights. Council members from around the globe will decide the best way to use Micron's people and resources for maximum impact.

Focusing on five key areas, the council has already started to make a difference through these achievements:

Economic equality

- Joined the National LGBT Chamber of Commerce, an advocate for expanding public sector contracting and nondiscrimination policies nationwide and identifying economic opportunities
- Joined the Business Roundtable's Second Chance Business Coalition
- Joined the Asian American Foundation's AAPI Giving Challenge, with the Micron Foundation pledging \$2 million over five years
- Joined Tent, a community of more than 140 large companies leveraging their operations to support refugees

Education and workplace equality

- Joined the HBCU Partnership Challenge
- Established a partnership with Out & Equal to support global LGBTQ+ workplace inclusion efforts
- Worked with Out & Equal's global programs team to identify partnership opportunities for Micron to advance LGBTQ+ efforts in India and China

Technology equality

- Trained local police and municipal employees on being inclusive leaders at work and in the communities in Lehi, Utah, and Manassas, Virginia
- Partnered with local police to understand data tracking and ways Micron can support those efforts
- Supported data-driven justice reforms contained in the George Floyd Justice in Policing Act
- Supported the broadband penetration and adoption concepts contained in the Rural Broadband Acceleration Act

Civic equality

- Partnered with the Micron Employee PAC, a political action committee, to donate \$100,000 to PACs supporting diverse congressional candidates over the next three years:
 - BOLD PAC (Hispanic/Latino)
 - Congressional Black Caucus
 - Equality PAC (LGBTQ)
 - ASPIRE PAC (AAPI)
- Signed on to the Human Rights Campaign's Business Statement Opposing Anti-LGBTQ State Legislation

Environmental/health equality

- Provided on-site COVID-19 vaccines in the U.S. and India and other countries as available
- Supported the Reconnecting Communities Act and Clean Energy and Sustainability Accelerator Act



“At Micron, we believe in advocating and leading the way to a better, more just future for all. And that means both speaking out when we see injustice and acting on those words to effect change. The past year has given companies ample opportunity to take a stand on issues of inequity and injustice around the world. I’m proud of how Micron and our team members have taken action with global partners to champion and advance fundamental human rights in our communities.”

— Senior Vice President of Legal Affairs, General Counsel and Corporate Secretary Joel Poppen, executive owner

Social justice events and activities

We champion — and advance — basic human rights everywhere we do business because it's the right thing to do. Here are just a few of our recent activities.

Stop AAPI hate

In response to rising hate against the Asian American and Pacific Islander (AAPI) community, Micron held a town hall with team members. During that town hall, AAPI team members shared stories of hatred and violence they or their friends and family members experienced. And Micron outlined ways team members could offer support. The Micron Foundation provided \$100,000 in grants and contributed another \$270,000 in support of two organizations ([Asian Americans/Pacific Islanders in Philanthropy](#) and [Asian Americans Advancing Justice | AAJC](#)) through Micron team member contributions matched by the foundation.

Afterward, several Micron team members created a new ERG, the Asian American and Pacific Islanders Network (AAPIN).

LGBTQ+ support

Micron signed the [Human Rights Campaign's Business Statement Opposing Anti-LGBTQ State Legislation](#) in the U.S. We made it clear that we oppose harmful legislation aimed at restricting the access of LGBTQ+ people in society. Micron President and CEO Sanjay Mehrotra also participated with other Idaho leaders in drafting an open letter in recognition of Pride Month, supporting equal rights *for all* Micron team members. The letter was published in the [Idaho Statesman](#). It was also [read aloud](#) by employees of the various companies who signed it.

Micron will continue to champion the rights and dignity of our team members — both in our policies and work culture and as an advocate within our communities. Mehrotra shared a link to the letter with U.S. team members and asked all to join us and stand as allies with our LGBTQ+ team members.



Solidarity with Myanmar

As Myanmar experienced political violence, Micron President and CEO Sanjay Mehrotra issued a clear message to team members: Micron leadership and team members stand with you. While Micron has no operations in Myanmar, hundreds of team members from the country work at Micron sites around the world. As part of his call for solidarity, Mehrotra encouraged team members to give to those affected by violence and offered additional resources to team members from Myanmar. “No matter where we sit around the globe, we are one Micron team. In difficult times, we must lean into our people value, stand united and support each other,” he said. The Micron Gives team set up a giving campaign with [Save the Children](#), raising more than \$200,000. Save the Children provides support to children and families in Myanmar who have been harmed by the deadly violence. Contributions were matched two to one for all donations Micron team members made to this campaign.

Action against antisemitism

In December 2020, Micron took quick action to speak out against vandalism of the [Idaho Anne Frank Human Rights Memorial](#) in Boise, Idaho, when the Micron Foundation donated \$40,000 to the [Wassmuth Center for Human Rights](#) and the [Jewish Assistance Fund](#) to demonstrate our support of their missions. To help combat rising antisemitic attacks throughout the world, including some particularly disturbing attacks in the U.S., the Micron Gives team also set up a giving campaign for the [Anti-Defamation League](#) (ADL) in fiscal year 2021. In addition to monitoring antisemitic incidents, the ADL works with local Jewish communities to share resources and best practices and advocate for their security and wellbeing. The Micron Foundation matched all team members’ donations to the campaign two to one.

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— Sanjay Mehrotra, Micron President and CEO



