



Micron Gives

2021 year-end summary



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Providing equitable opportunities *for all*

Making the world and especially our industry more diverse and inclusive *for all* starts with thinking globally and impacting locally.

In 2021, Micron built on our tremendous 2020 momentum and leaned into new ways of responding thoughtfully and compassionately to needs in the places where we live and work. Our giving for 2021 totaled \$13 million and reached nearly 5 million lives. We're proud of our work and excited to share some stories about our impact in this report.

Supporting STEM

The largest portion of the Micron Foundation's funding, \$4.25 million, provided education grants to partners helping more than 3.5 million underrepresented and underserved students find pathways to careers in science, technology, engineering and math (STEM). Delivering our programs virtually started out of necessity but evolved into a benefit and enabled us to reach more students than ever, many in communities where such offerings have been harder to find. Whether we were delivering hands-on science activities, giving students the chance to explore careers in our industry, or offering diversity and opportunity grants to global universities, these investments will provide opportunities *for all* for years to come.

Community and social justice

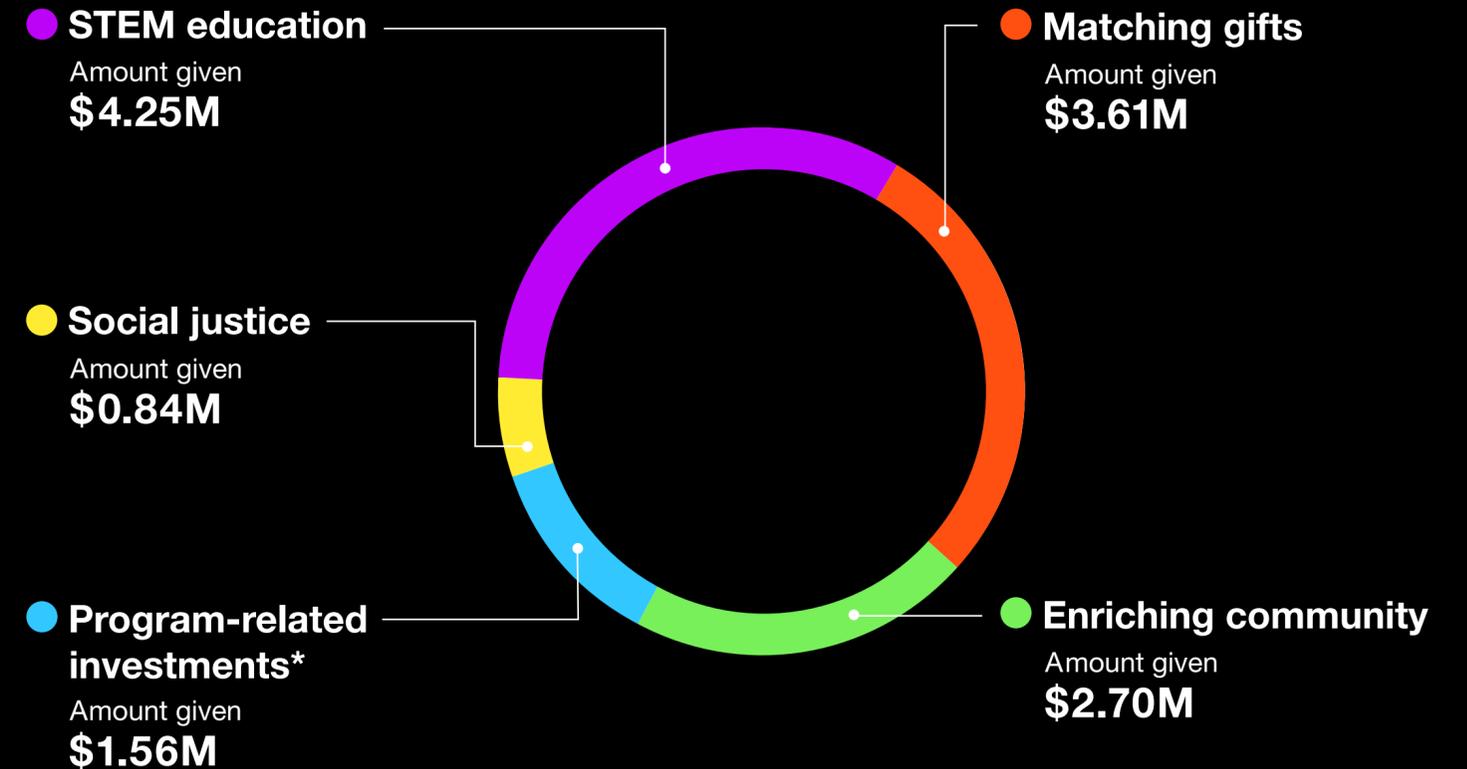
We also strengthened our support for social justice and equality in 2021, standing behind important initiatives to combat antisemitism and hate against Asian Americans and Pacific Islanders. To extend our impact and amplify the voice of our team members, we launched new diversity grants in collaboration with Micron employee resource groups (ERGs).

The Micron Foundation continued to support urgent needs in our site locations around the world, responding to ongoing challenges associated with pandemic surges and natural disasters to provide access to care and basic human needs such as food, housing and supplies.

Team member matching

Our team members shone in their commitment to Micron's culture of giving. Globally, more than 60% of our team members participated in our giving programs. Our volunteers worked 271,942 hours in 2021—a cumulative 31 years. Team members also donated \$3.7 million to causes around the world and continued to give more even after we met our matching program cap for the year. When combined with \$3.6 million in Micron Foundation matching funds, these donations totaled more than \$7.3 million.

Giving by program area



\$13M
supported

4.9M
lives impacted

24
countries

*In addition to giving pillars, \$1.56M in program-related investments are included in our total contributions for the year.

Giving stories

Building on the lessons of the 2020 pandemic year, which challenged companies around the world to respond nimbly and listen clearly to needs in the communities where they live and work, the Micron Foundation leaned into new ways of giving in 2021. We launched new partnerships, tested innovative philanthropic approaches and doubled down on existing programs that support our core values.



Impacting our communities

Whether it was offering aid as the pandemic raged in our communities, funding responses to humanitarian crises and natural disasters, or standing against racial and ethnic bias and hate, Micron’s matching gifts program provided a powerful way for us to respond rapidly with targeted, local impact in our communities.

Micron’s matching gifts program, launched in 2018, has become a meaningful, consistent way for our team members to support the causes they care about most. Micron offers full- and part-time team members around the globe \$10,000 annually in one-to-one matching to more than two million charities.

In the past two years, Micron has expanded its matching gifts program to better increase support for local communities and smaller, local nonprofits that might not appear on the radar for larger pillar-based grants. This expansion has empowered Micron team members, their departments and ERGs to create fundraising campaigns to support pressing or emerging needs in their communities.

Matching programs have also enabled Micron to quickly create special giving campaigns, often with two-to-one matching, in response to large-scale natural disasters and humanitarian crises affecting team members in our site locations around the world. Overall in 2021, team member donations and matching totaled \$7.3 million and supported 1,954 different causes.

Volunteering during Earth Month

During volunteer month and Earth Month in April, our team members held special volunteer campaigns to increase their impact in their communities. In Singapore and Taiwan, our people teamed up for a monthlong campaign of volunteerism and giving. The sites challenged each other in their volunteerism, giving team members the option to engage in a walkathon for charity, conduct digital mapping in support of the Missing Maps initiative, or clean beaches and parks. In total, more than 15,000 team members charted thousands of buildings and roads, collected 15 tons of trash and walked enough steps to take them to the moon and back, all in support of charitable causes and their communities.

Micron team member participation*



2021 top team member giving campaigns

\$270,000
to charities fighting anti-Asian hate

\$218,000
to Save the Children to aid children and families facing ongoing violence in Myanmar

\$366,000
to frontline organizations in India responding to the April 2021 COVID-19 surge

\$126,000
to the Garden City Fund in Singapore to support the nation’s effort to plant trees and raise awareness of the importance of green spaces

*Participation includes team member donations and volunteerism.

Inclusive giving

The Micron Foundation believes that our nonprofit partners know best how to solve problems in our local communities.

In 2021, we explored ways to address the inherent, systemic power imbalance between funders and nonprofit organizations. Rather than dictating which and how many resources should be allocated to work, we trusted our partners to make the right decisions.

The most innovative example of this new type of partnership was our ERG Grants Challenge. We used a crowdsourcing platform to enable over 12,000 ERG team members across 10 ERGs to nominate and vote for their favorite nonprofits for prospective grants, totaling up to \$50,000 per ERG. ERG leaders then worked with their executive sponsors to identify and select the top one or two nonprofits to support based on how their work aligned with ERG objectives and Micron Foundation pillars. Ultimately, the challenge tapped 19 nonprofits around the world to receive grants; a total of \$500,000 was distributed by the Micron Foundation across these organizations.

“The challenge enabled each ERG to support organizations whose work resonated most with their group’s mission and the interests of its members,” said Jenny Ly, community impact program manager for the Micron Foundation.

List of grants selected by our employee resource groups

Asian American & Pacific Islander Network
Center for Asian American Media
\$20,000
Asian Immigrant Women Advocates
\$30,000

Black Employee Network
Black Girls Code
\$50,000

Capable
Cerebral Palsy Alliance Singapore
\$25,000
National Alliance on Mental Illness
\$25,000

Hispanic Professionals
AYUDA
\$25,000
Idaho Latino Scholarship Foundation
\$25,000

Women’s Leadership Network
Days for Girls
\$25,000
Hagar Singapore Limited
\$25,000

Young Professionals
Smile Always Foundation
\$20,000
World Central Kitchen
\$30,000

Mosaic
Muslim Missionary Society Singapore (Jamiyah Singapore)
\$30,000
Peace Winds Japan
\$20,000

PRIDE+Allies
Taiwan Tongzhi (LGBT) Hotline Association
\$25,000
The Community Center
\$25,000

Tenured & Experienced at Micron
Blossom Seeds Limited
\$30,000
La Locanda Di Emmaus
\$20,000

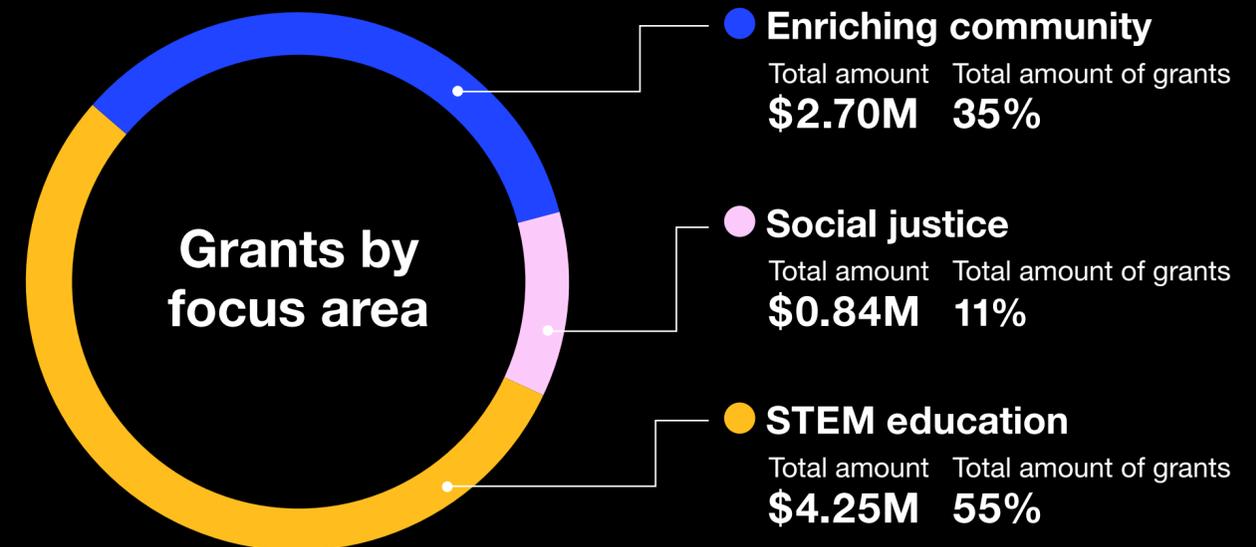
Veterans Employee Resource Group
Neptune Warrior
\$15,000
Serve Our Willing Warriors
\$35,000

Grant impacts

Total grants awarded
\$7,622,472

COVID-19 grants in 2021
\$1,189,697

DEI grants awarded
\$5,490,000



ERGs supported a diversity of causes, from raising awareness about depictions of Asians in the media to providing social safety nets to low-income families and immigrants around the world to funding efforts to create virtual reality systems to train wheelchairs to be more responsive to their users.

For instance, Micron's Veterans ERG (VERG) designated a Micron Foundation grant of \$35,000 to Willing Warriors, an organization that offers cost-free retreat stays and programs that positively impact wounded, ill and injured service members, disabled veterans and their families. Willing Warriors enabled an additional group of 20 veterans to participate in a retreat. In addition, the organization plans to utilize the grant from VERG to build an outdoor, covered meeting space on its Warrior Retreat Grounds. "When I first learned about the nomination for this grant, I was shocked and humbled," said Sarah Ford, executive director of Willing Warriors. "There are organizations who say they support veterans, but then there are those who demonstrate their commitment in big ways such as this."



The Micron Foundation awarded its largest single grant in 2021 to the Wassmuth Center for Human Rights in Boise, the home of the nation's only Anne Frank memorial and one of the few places in the world that displays the full text of the Universal Declaration for Human Rights. The donation will support the construction of the Wassmuth Education Center, a state-of-the-art facility that will promote respect for human dignity and diversity through education.

Making STEM more accessible *for all*

Since the pandemic started, [undergraduate enrollment](#) has dropped 8% in the United States, and community colleges have lost 15% of their students in two years. Add to that the [predicted decline in the college-available student population](#) set to start in 2025, and it's imperative that companies like Micron support actionable programs that enable all students, especially those from underrepresented groups and underresourced communities, to pursue educations leading to rewarding STEM careers.

We closed out 2021 by providing over \$3 million to expand and enhance student learning experiences in higher education. Our university programs, which include education partnership grants, diversity and opportunity grants, Micron Research Awards and Advancing Curiosity Awards, reached over 70 university partners, and nearly 60% of this funding helped create equitable access to engineering education. Through these efforts we welcomed four new female professors in Japan through our Micron Research Awards program; awarded multiyear grants to help Idaho's two largest research universities increase underrepresented and rural students in engineering; expanded our partnerships with historically black colleges and universities by adding programs at Howard University and North Carolina A&T; and launched a scholarship to support women pursuing engineering degrees in India.

The Micron Foundation also found ways to make its K-12 STEM programs more accessible to more students throughout the world.

In Taiwan, we partnered with the Taiwan Online Learning Development Association to provide important science teaching resources that enabled volunteers to deliver science lessons to remote primary school children. We also worked with Yuan T. Lee Foundation Science Education for All to create Micron Summer Camps that made these STEM programs accessible to blind and visually impaired students. These programs reached nearly 8,000 students in Taiwan.

Taking our STEM programs for K-12 students virtual during the pandemic enabled us to reach more students, especially in communities where such programs have been hard to find. Micron's 2021 Tech Camps reached more than 400 students across the United States, more than doubling attendance compared to our first virtual sessions in 2020 and the in-person camps delivered before the pandemic. Among those served were 20 students affiliated with the National Center for Children and Families, a nonprofit organization in the U.S. dedicated to serving homeless children and their parents, survivors of domestic violence, impoverished families and abused and neglected adolescents.

"We've not only been able to offer our virtual programs to more students — attendance in some of our programs more than doubled during 2021 — we've also brought in students from underserved and rural communities, giving them the chance to participate in hands-on science activities and learn about careers in the semiconductor industry," said Cathy Ammirati, who manages STEM programs for the Micron Foundation.

Inspire learning in STEM

42,597

lives impacted through STEM programming

175

STEM engagements

50%

of STEM engagements address underrepresented and underserved populations



