



Diversity + Inclusion FY18 Annual Report

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Our Story

In 1978, four determined individuals with a singular goal convened to redefine the semiconductor industry. Fast forward 40 years, and that vision has blossomed into a 34,000+-member organization operating in 17 countries. During this time the business landscape changed considerably, as did the composition of our workforce. Today, our reliance on a diverse, talented and driven workforce is stronger than ever which is reflected throughout our company values, especially our values around *People* and *Collaboration*.



MICRON FACILITIES ACROSS THE GLOBE

VISION	Transforming how the world uses information to enrich life.
MISSION	Be a global leader in memory and storage solutions.
CORE VALUES	<p><i>We strive to live the following values with passion and unwavering integrity:</i></p> <p>PEOPLE: We care about each other</p> <p>INNOVATION: We develop solutions that shape the world's future</p> <p>TENACITY: Nothing shakes our resolve</p> <p>COLLABORATION: We work as one team</p> <p>CUSTOMER FOCUS: We win by understanding our customers</p>

The Roots of Our Diversity Efforts

Micron has operations throughout Asia, Europe and the United States. As our global presence grew over the years, so too did our understanding of customers and team members, and the communities in which we operate. We realized that the richness of skills, cultures and locations offered a competitive advantage we could harness.

Initially our Diversity & Inclusion (D&I) efforts began with a global focus on increasing the number of women in STEM careers and the formation of the Micron Women's Leadership Network (MWLN). MWLN has convened women (and men) in locations across the globe to network, immerse themselves in professional development activities, and contribute directly to our communities.

MWLN provided a solid foundation to expand our efforts to support other underrepresented populations throughout our business. We now have five, highly-active employee resource groups (ERGs) and a formal D&I function in place to address opportunities to make Micron a more diverse and inclusive workplace for all. While Micron is rich in many forms of diversity — cultural, linguistic, and diversity of thought — we've realized, like many of our peers in the technology and engineering sectors, that not all groups are well represented within our workforce.



"Promoting diversity is absolutely essential to moving high tech forward. It is only through listening to all voices that we can ensure the best ideas come forward."

SANJAY MEHROTRA
President & CEO

Our Vision for Diversity & Inclusion

At Micron our people are our most important resource and a critical driver of our competitive advantage. We believe our best innovation springs from our team members' diverse experiences, perspectives and backgrounds. We are passionate about creating a diverse and inclusive environment, representative of our communities and the customers we serve.

Our Mission for Diversity & Inclusion

Build a diverse and inclusive culture where people feel valued for who they are, how they think and what they bring. Where all team members can develop and thrive.

Micron sponsored Boise Pridefest in June, 2018 via PRIDE+Allies, Micron's employee resource group supporting the LGBTQ community



Our Progress

In fiscal year 2018, we moved further along in our D&I journey, while also acknowledging there is no true finish line for our efforts.

SPOTLIGHT: Bolstering Our Commitment

While Micron has been focused on diversity and inclusion for several years, it more recently established a stand-alone Diversity & Inclusion function. We added several experienced team members in the US and Japan.

Strategic and tactical bodies also bring business insight, D&I ambassadorship and accountability to the effort. These include the D&I Executive Council, comprising key Micron executives; and the D&I Advisory Committee, with representatives spanning a wide range of Micron functions and locations.

Senior leadership commitment and accountability, of course, need to start at the top. Our CEO, Sanjay Mehrotra, has been a visible and vocal D&I advocate from his first day at Micron. In June 2017 he joined the [CEO Action for Diversity and Inclusion](#). He also speaks to D&I frequently in nearly all of his presentations to Micron team members and provides activity and goal updates to the Board of Directors. The CEO staff are strong ambassadors of Micron's D&I efforts as well – acting as Executive

Sponsors to internal ERGs and providing sponsorship to senior-level women leaders at Micron.

In August, we released our gender and race/ethnicity statistics within the organization for full transparency, and to ignite dialogue among team members. Our goal in publishing Micron's first ever D&I Annual report is to share the same level of transparency externally so that we may share successes and learn from one another.

SPOTLIGHT: Pay Parity

Equal pay is one way that Micron demonstrates its commitment to one of our core values: people. Since 2017, Micron conducts an annual global pay equity analysis to measure gender pay equity in every country where we operate. The analysis compares base pay between team members while taking various business factors into consideration, including but not limited to job duties, responsibility levels, location, overall performance level, and time in role.



Gender pay parity is an ongoing commitment for Micron – we review it annually to ensure we are fostering a fair and equitable workplace



How We Connect, Grow & Develop



COMMUNITY- AND FUTURE-FOCUSED:

Our philanthropy efforts seek to engage underrepresented groups to pursue technology careers. Foundation-run programs, such as Girls Going Tech and Women in Technical Careers, inspire students via hands-on activities and interaction with women mentors.

In 2018, the Micron Foundation established a \$1 million fund in Virginia to support the next generation of technicians, scientists and engineers via higher education. It also dedicated another \$1 million specific to the artificial intelligence field at the Micron Insight event in October 2018, including a partnership with [AI4All](#). AI4All works to increase diversity and inclusion in AI education, research, development and policy and also hosts summer camps, with special consideration to young women, underrepresented groups and families of lower socioeconomic status. Micron Ventures also announced venture funding targeted at AI technology startups at the event, including \$20 million for those led by women and other underrepresented groups.



RECRUITMENT & ENGAGEMENT PROGRAMS:

At Micron, our ultimate goal is to have our team member composition represent the world in which we live. The executive team has established an ongoing companywide global goal to eventually reach 50 percent hiring of women as more and more women become available through our recruiting efforts, as well as to increase our hiring from underrepresented groups. To accomplish this goal, we will increase focus on recruiting at universities and colleges that have high graduation rates for women and underrepresented groups, including women's colleges and historically black colleges.

Micron was also a gold-level sponsor of the [Grace Hopper Conference](#) in September, and we will continue to seek out community partnerships and conferences across the globe to reach a broad talent pool.



GENDER IDENTITY & EXPRESSION:

In 2015, we updated our [Code of Business Conduct and Ethics](#) to include gender identity and expression. Micron's health plans have provided coverage for the prescription medications associated with transgender services for more than 10 years. We increased our benefit on January 1, 2017 to expand coverage to include the surgical and medical procedures associated with transition. We also added training for our leaders on how to support transgender team members.

In November, Micron will be conducting a self-identification campaign in the US, allowing team members to identify as male, female, or gender non-binary. Capturing information about team members' gender identity is a new practice at Micron, and it will allow us to better understand and better serve our workforce.

How We Connect, Grow & Develop



ERGs:

This past year has been one of tremendous growth and celebration for our Employee Resource Groups (ERGs). Over 3,000 Micron team members are actively engaged in our five ERGs with chapters spanning nine countries. This spring, Micron Women's Leadership Network (MWLN) sponsored a Women's Leadership Summit in the US, and hosted a second summit in Japan in the fall. Micron Young Professionals provided mentoring services to over 250 team members, matching mentors with mentees. For the past two years, Micron Veteran's Employee Resource Group (VERG), with active chapters in Boise, ID and Manassas, VA, has led the company in a Veteran's Day celebration. Micron Hispanic Professionals is offering a new service called Language Bites, which pairs language speakers with language learners within Micron for lunchtime learning and conversation. Currently there are 25 languages being offered. In September, Micron Pride+Allies hosted a seminar on gender transition in the workplace.



UNCONSCIOUS BIAS:

Today there are several avenues for team members to experience Unconscious Bias training at Micron. Since 2017, our award-winning leadership development program, Micron Leadership in Action, has included components of Unconscious Bias and we've globally engaged 1,316 mid-level leaders and 132 senior leaders in this conversation. More recently we have made Unconscious Bias materials available for self-paced learning leveraging online modules. We will continue to seek new ways to bring this curriculum forward in the year ahead to reach our entire workforce.



SPONSORSHIP PROGRAM:

To address our gender gap in leadership we kicked off a formal sponsorship program this year. We paired senior-level women leaders with executives, to accelerate the advancement of these high-potential women through visibility, coaching, and support networks. In addition to ensuring that more women become available to serve in senior leadership roles, the ultimate goal of the program is to build a culture of sponsorship at Micron.



GLOBAL FLEX WORK:

We know that making work more flexible is good for everybody, so that all team members have an equal opportunity to participate in the workforce and attend to life outside of work. Fortunately, technology allows us to do it in a more seamless way. In May, Micron rolled out our Flexible Work Arrangement Guidelines globally, and since then we've seen the highest rates of participation in the US and Singapore. We are encouraged to see this new policy being modeled by some of our most senior leaders.

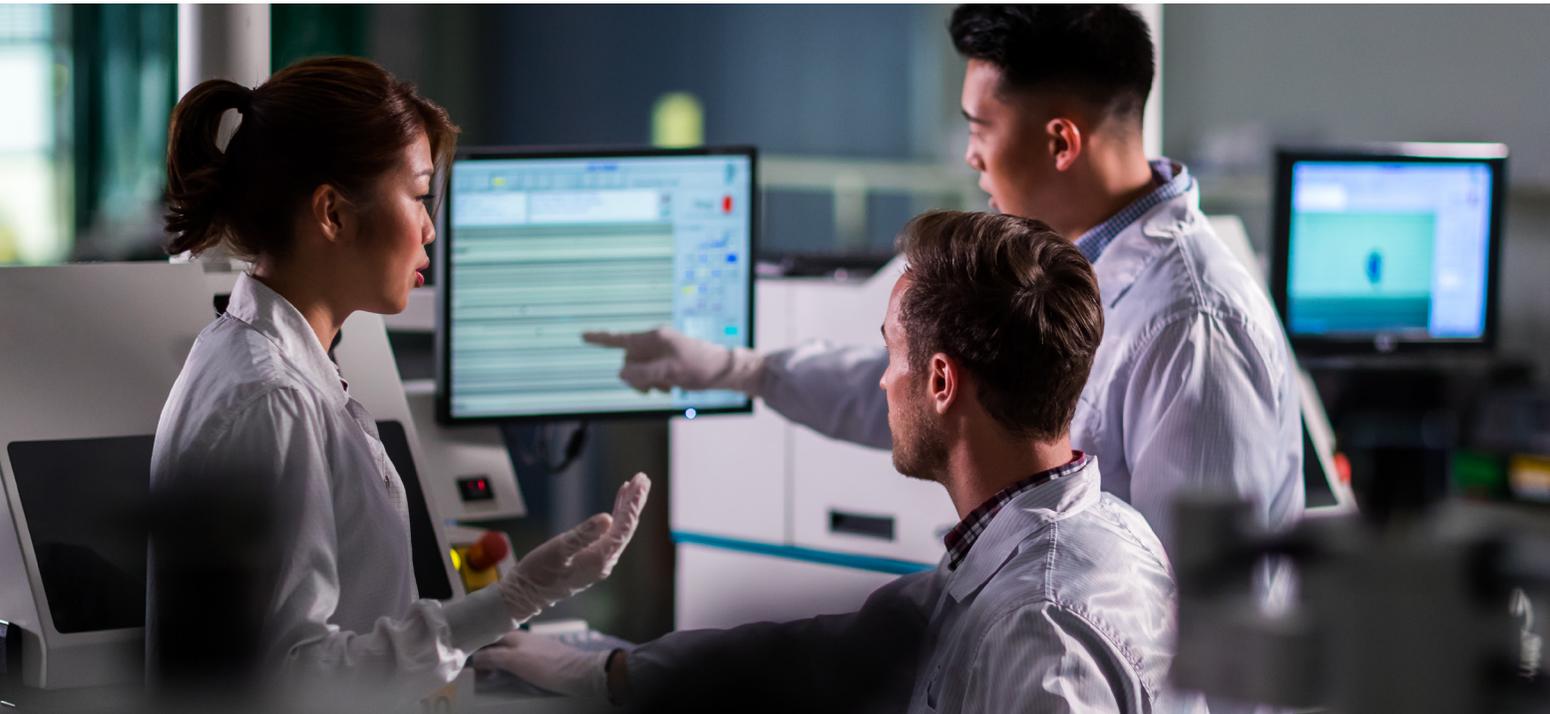
Additionally, our North American parental leave program was enhanced in early 2017. All full-time and part-time team members now receive paid time off to welcome and bond with a new family member, via birth or adoption. This new policy supports men and women through this transitional period and can be used one month before or anytime during the 12 months following birth.

Where We Are

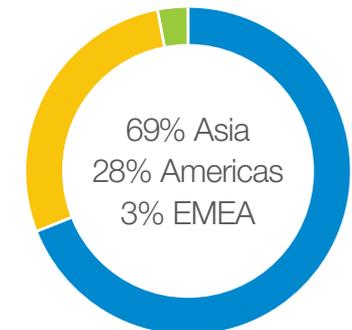
We believe that being transparent with this data will help us to evaluate our progress and our opportunities to improve. We acknowledge that measuring diversity by gender and ethnicity/race does not tell the full story about our workforce diversity. It does, however, give us a meaningful basis on which to start the discussion.

As you will see in the data below and the pages that follow, one of our greatest opportunities for growth is among senior women leaders. We also see a need to attract more Black/African-American, Hispanic/Latino and other underrepresented populations into the technology and manufacturing sectors.

In terms of progress, we are heartened by the percentage of women engineers we see in many of our locations – most notably in our Singapore operations (30%). Likewise, we are encouraged by the overall percentage of Black/African-American team members at our site in Manassas, VA (17%). Across the globe and in the US, a significant portion of our workforce is Asian – including at the senior leadership level. All three of these are notable strengths on which we can and will continue to build.



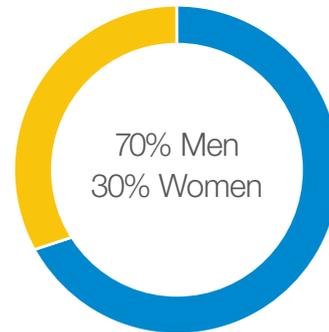
OUR OVERALL HEADCOUNT BY REGION



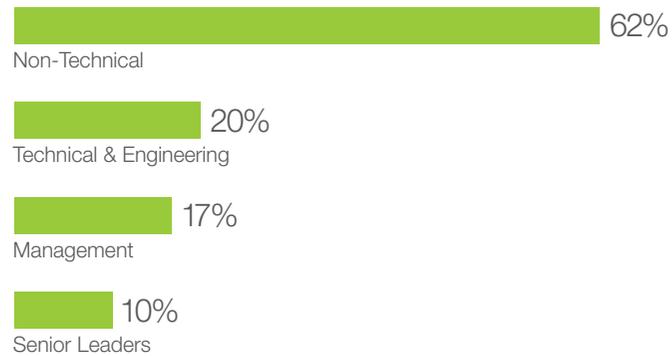
Note: All data listed is as of August 30, 2018

Global Gender

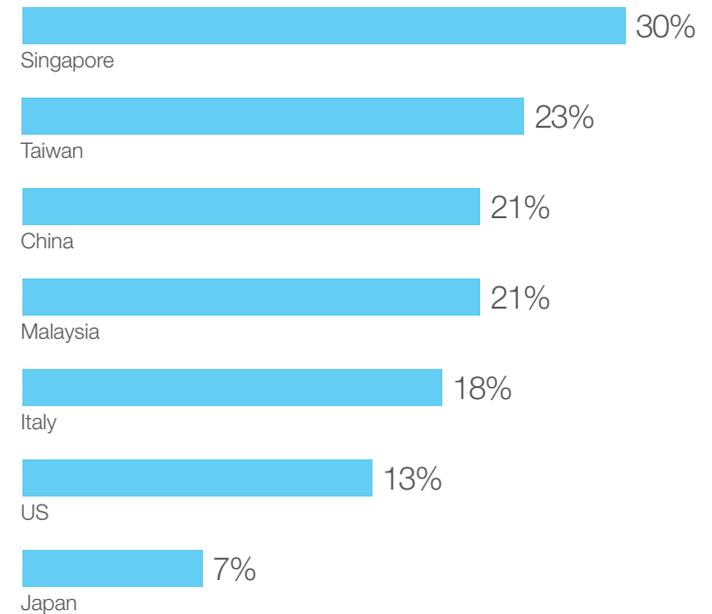
GLOBAL PERCENTAGE OF WOMEN, OVERALL



GLOBAL PERCENT OF WOMEN, BY GROUP



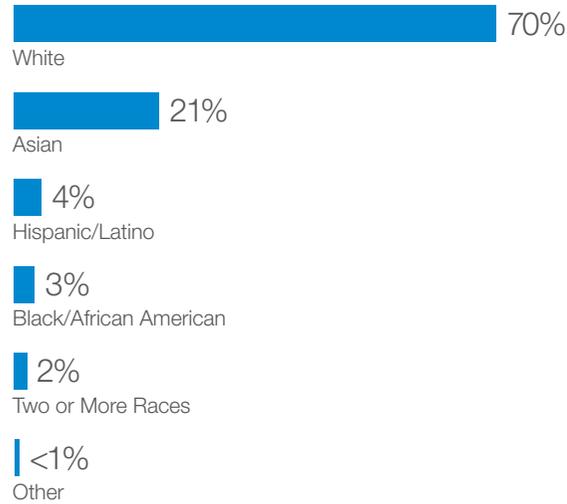
PERCENT OF WOMEN IN TECHNICAL & ENGINEERING BY COUNTRY



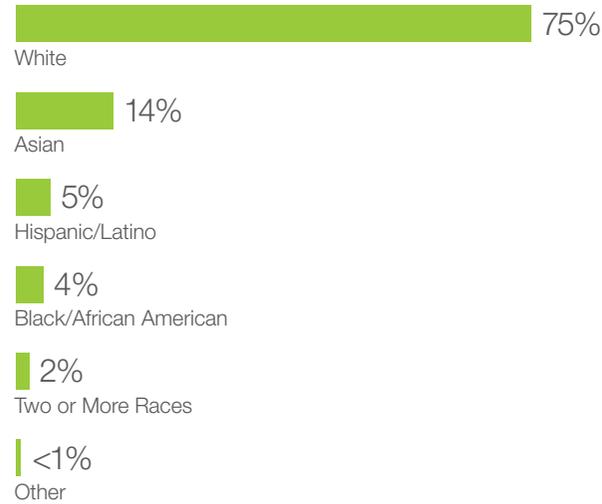
Note: All data listed is as of August 30, 2018

US Ethnicity/Race

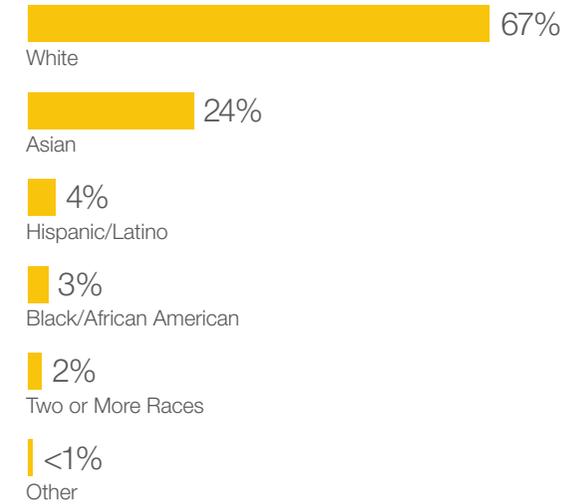
US OVERALL



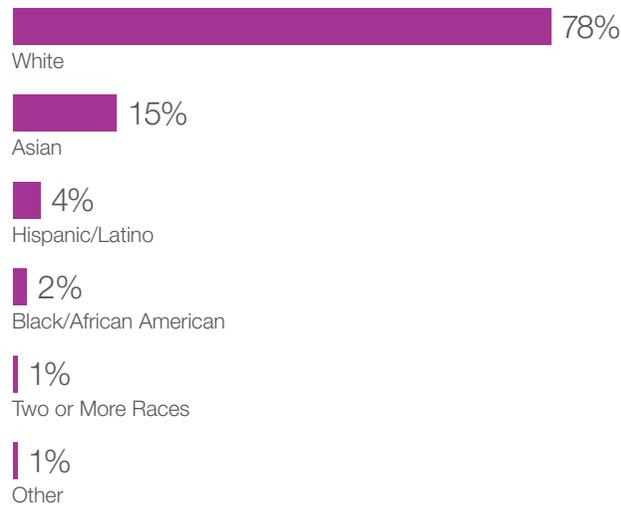
NON-TECHNICAL



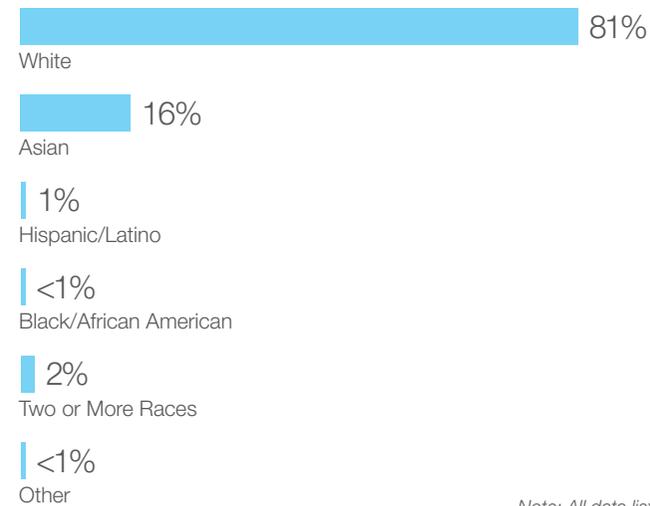
TECHNICAL & ENGINEERING



MANAGEMENT



SENIOR LEADERSHIP



Note: All data listed is as of August 30, 2018

