



**WE ARE
EQUITABLE**

COMMITMENT 2 EXECUTIVE OWNER

“Equitable pay and inclusive benefits are the foundation to building deep trust with our team members — and more importantly, it is just the right thing to do. We are proud to have achieved pay equity for women and people with disabilities globally, plus race and ethnicity in the U.S. and Singapore. We continue to seek new opportunities to ensure equity around the world to continue on this journey to lead the industry with our high standards.”

Sumit Sadana

Executive Vice President and Chief Business Officer



Commitment 2

Drive equitable pay and inclusive benefits

Micron believes our commitment to equitable pay and inclusive benefits is both a competitive advantage and the right thing to do. The morale of our team members depends on their confidence in our equitable pay practices. In 2018, Micron achieved pay equity for women globally and has maintained it since then. Since 2020, we have expanded our global analysis to include people with disabilities and, in the U.S., our analysis also includes veterans, race and ethnicity. For the first time, in fiscal year 2022 (FY22) we included race and ethnicity outside the U.S. to examine the experience of Malays in Singapore. This reflects our commitment to continuously evaluating our opportunities to expand our diversity, equality and inclusion (DEI) initiatives around the world.

Our pay equity practice includes the use of technology to analyze and understand pay variances and, if any statistically significant differences are discovered, making adjustments to eliminate them.

EEO-1 Component 2 pay data

Micron continues to raise the bar on transparency by releasing pay data for calendar year 2021. This [EEO-1 Component 2 pay data](#) is collected from all U.S. Micron team members and does not include global information. This pay data (November pay period snapshot) includes W-2 information by gender, race and job category; however, it does not align with Micron's job groups and compensation structure (DEI report numbers).

Helping women return to work in India

In addition to pay equity, Micron knows that benefits designed to support team members from all backgrounds and experiences create a workplace infrastructure that helps everyone succeed. We have partnered closely with our PRIDE+Allies employee resource group (ERG) to enhance benefits for LGBTQ+ team members in the U.S.

As we explore opportunities around the world, one example of enhancing our global programs is the New Beginnings returnship program in India, where female employment fell steeply during the COVID-19 pandemic, [plummeting to 19% in 2022 according to World Bank Data and as low as 9% by some economists in Mumbai](#).

Hiring managers received training to help them objectively assess returnees' skills, rather than focusing on career gaps on resumes. The program helps women relaunch their careers after a break, which may have been due to caring for family, especially following the COVID-19 pandemic, or pursuing other interests. The program is full time, with mentorship and support, so that women returning to work feel empowered in their transition back and don't have to start again at the bottom of the career ladder.

In FY22, the program's first year, the New Beginnings initiative onboarded 15 female engineers and one female contractor. When the program launched, the team set a target to onboard five female engineers, but due to the enthusiastic response, that number tripled in just six months. More than 100 people applied for the program with backgrounds including data science and data engineering.

Micron is looking for opportunities to expand the New Beginnings program in India and around the globe.



SPOTLIGHT

Successfully returning to work after a 10-year gap

Pawani Kumari, a software engineer in Micron's global IT team in Hyderabad, was able to rejoin the workforce after a decades-long gap. She says the returnship program helped her overcome fear and self-doubt about reentering the workplace. "Micron's New Beginnings program was not only about returnship, but it also focused on helping me ease back into the workforce."

This appreciation was echoed by Shweta Arora Sahu, who also returned to the workforce through her participation in the returnship program and says, "Confidence once lost can be regained. Stay positive, be open to new avenues for learning and enjoy the journey."



Pawani Kumari, participant in Micron India's returnship program



Shweta Arora Sahu, participant in Micron India's returnship program

Wellbeing around the world

In a world shaped by the pandemic, we've learned that culturally relevant and regionally sensitive benefits are crucial to helping a diverse workforce perform at its best. Our global wellbeing team has formed a deep relationship with the DEI organization to intentionally connect and support team members from all backgrounds and life experiences around the world. They are especially sensitive and responsive to the needs raised by our ERGs. Whether they are forming support groups for parents of LGBTQ+ children or hosting events to reunite team members after COVID-19 levels subsided, our wellbeing team is focused on addressing all our needs.

Healing conversations

Unimaginable crises erupted in FY22, from the shooting deaths of 21 students and teachers in Uvalde, Texas, to the war in Ukraine. Through it all, our wellbeing teams helped our team members know they were not alone in coping with tragedies. Following the Uvalde shooting and another shooting in Buffalo, New York, which affected Black and Hispanic/Latino communities, the wellbeing team facilitated counselor-led listening sessions to give members of our Micron Hispanic Professionals and Black Employee Network ERGs a safe environment to share their experiences and feelings in support of each other's healing. In addition,

they reminded team members of employee assistance program (EAP) resources available for the counseling and support they and their families might need to overcome such triggering and traumatic events.

Connect Groups

Once again, our Connect Groups — peer-supported communities of team members with similar shared experiences — provided emotional support and resources for caregivers, those having lost a spouse, parents of LGBTQ+ children and more. These support groups often help members identify strategies for managing their experiences and for coping with unique challenges. They can share in a safe and caring environment, nurture trusted relationships and improve their mental health by knowing they are not alone.

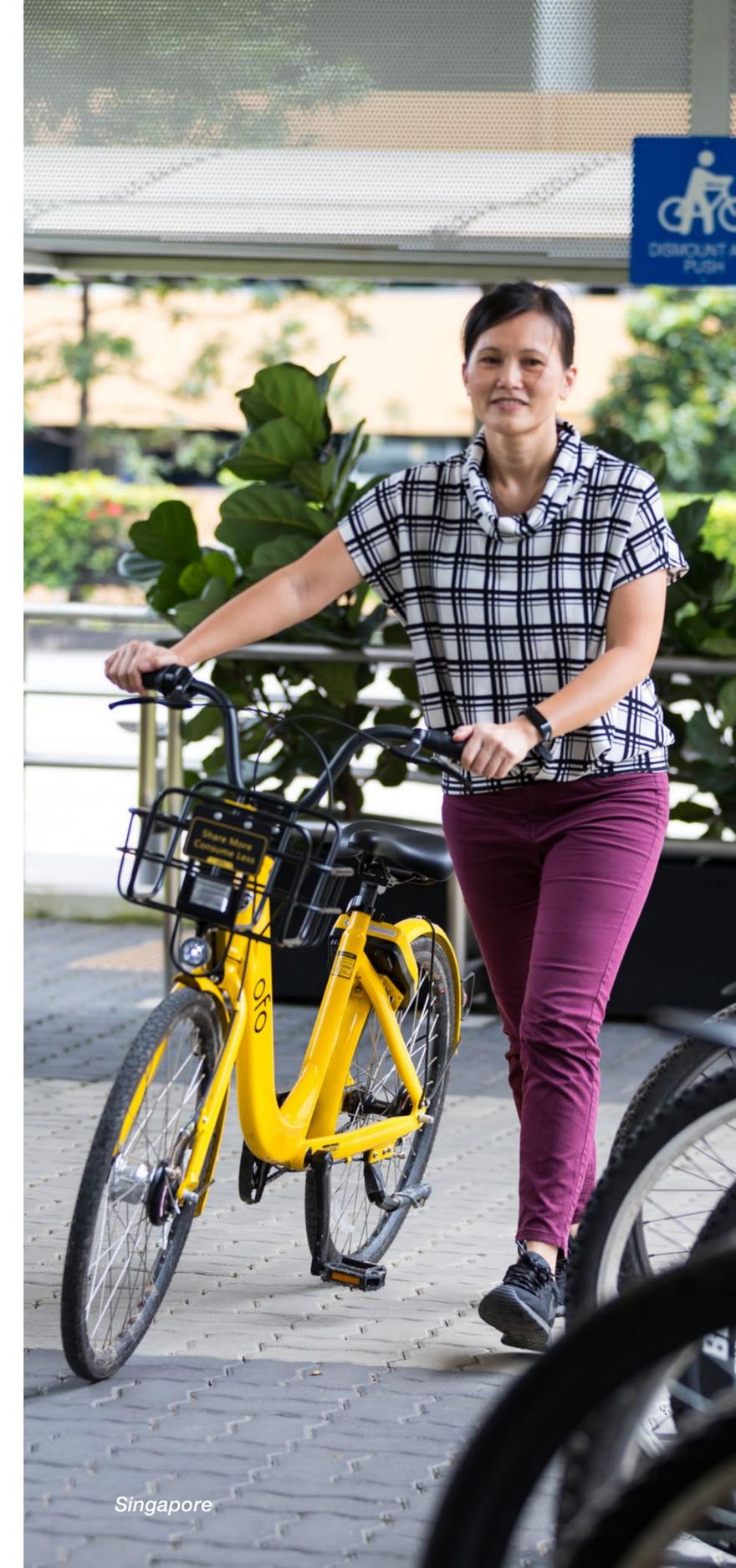
Global resource guides about disabilities in the workplace

The wellbeing team partnered with team leaders in the people organization and our EAP vendor around the world to develop resource guides for supporting people with disabilities in the workplace. The guides provide information and strategies for understanding and accommodating seen and unseen disabilities from both team members' and leaders' perspectives. These guides

can prepare team members for conversations with their leaders and co-workers and support leaders in creating a more accessible and inclusive workplace environment.

Access to quality child care

Micron knows access to quality child care supports the wellbeing of our families with children. Around the world, Micron supports child care in a variety of ways based on the needs and requirements of each location where we operate. Examples include exclusive access to near-site, company-sponsored child care centers, financial subsidies to help families with cost and partnerships with community centers. In FY22, we announced U.S. child care facilities will be designed into our expansion plans. And, in FY23, we will launch a new facility in Malaysia as part of a public-private partnership. We will continue to provide updates on our efforts to support parents around the world.



Singapore

Global wellbeing support

Around the world, the wellbeing team partnered with site leaders to host Reunited events as pandemic levels decreased. Events started in May and wrapped up in August. Our teams showed tenacity over the past two years while COVID-19 spread globally. Although some team members continued working at their sites, others quickly transitioned to remote work. These events celebrated our team members' agility and joy in being together again in person.

Germany
In partnership with the Micron Women's Leadership Network (MWLN) ERG, the wellbeing team hosted an all-European webinar focused on heart health with cardiologist Dr. Alessandra Boscheri. Dr. Boscheri helped raise awareness of the risk factors of heart disease for women and actions they can take to prevent it.

China
In partnership with several ERGs, the wellbeing team helped host Family Day. More than 2,000 families participated to celebrate achievements at the Micron Xi'an site.

Japan
In partnership with the MWLN ERG, the wellbeing team helped launch a child care support program.

Taiwan
In partnership with ERGs and the employee relations and equality team, the wellbeing team hosted an event to raise awareness of bullying and inappropriate actions in the workplace. A psychiatrist and law professor spoke from the perspectives of mental wellbeing and legal consequences.

Singapore
In partnership with the Tenured and Experienced at Micron ERG, the wellbeing team hosted a team member talk with a professor on the topic of aging with health and humor. Participants were encouraged to think about financial wellbeing in retirement and also offered insights on providing caregiving support for aging loved ones.

Malaysia
The wellbeing team helped our sites become certified by the Department of Occupational Health and Safety, which is the industry benchmark in Malaysia for employee wellness programs.

India and Taiwan
In partnership with the DEI organization, the wellbeing team helped create and publish gender transition guidelines — locally customized versions of guidelines that had already been available in the United States to support team members and their leaders through the transition process.

United States
In partnership with several ERGs and the Idaho Department of Health & Welfare, the wellbeing team hosted a program on suicide prevention training. Experts say [U.S. suicide rates increased during the COVID-19 pandemic](#), especially among 15- to 24-year olds.



This report contains forward-looking statements that involve a number of risks and uncertainties. Such forward-looking statements may be identified by words such as “goal,” “commitment,” “anticipate,” “expect,” “intend,” “pledge,” “committed,” “plans,” “opportunities,” “future,” “believe,” “target,” “on track,” “estimate,” “continue,” “likely,” “may,” “will,” “would,” “should,” “could,” and variations of such words and similar expressions. However, the absence of these words or similar expressions does not mean that a statement is not forward-looking. Specific forward-looking statements include, but are not limited to, statements such as those related to our DEI commitments and our plans to achieve those commitments. These forward-looking statements are subject to a number of risks and uncertainties that could cause actual events to differ materially. Please refer to the documents we file with the SEC, including our most recent Annual Report on Form 10-K and our Quarterly Report on 10-Q. These documents contain and identify important factors that could cause our actual results to differ materially from those contained in the forward-looking statements. Although we believe that the expectations reflected in the forward-looking statements are reasonable, we cannot guarantee future results, levels of activity, performance, or achievements. We are under no duty to update any of the forward-looking statements to conform these statements to actual results.

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