



**WE ARE
INCLUSIVE**

COMMITMENT 3 EXECUTIVE OWNER

“We are creating a culture where it is safe for team members of all backgrounds to bring their bold ideas and challenge the status quo. Inclusion is the bedrock of our innovation, driving us all to excellence.”

April Arnzen

Senior Vice President, Chief People Officer and
President of the Micron Foundation



Commitment 3 Strengthen our culture of inclusion

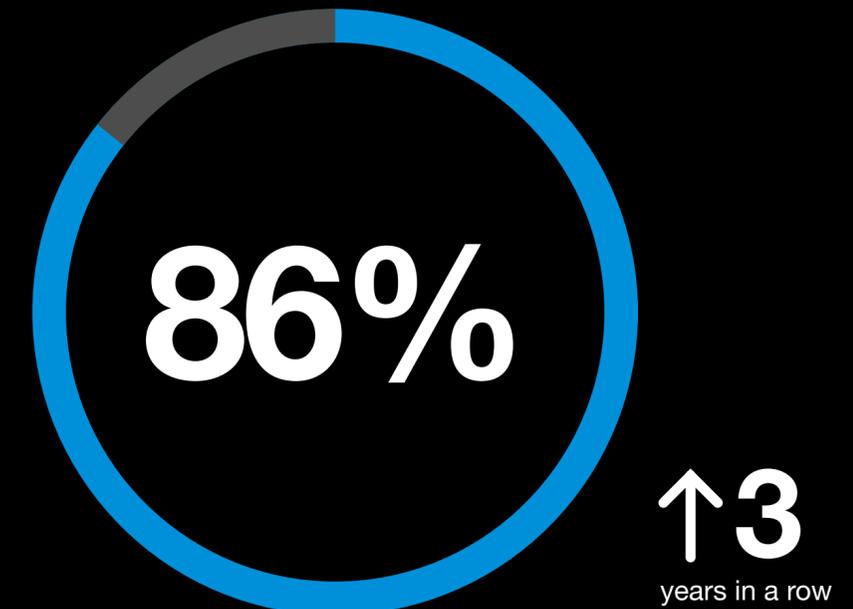
At Micron, we recognize that creating a strong culture of inclusion is everyone's responsibility. From inclusive hiring to training on inclusive behaviors, we encourage our leaders and all team members to support and celebrate the differences that make us unique. One way we keep inclusion our priority is through honoring days or months of recognition for people from historically marginalized communities. Our employee resource groups ([ERGs](#)) are invaluable partners to the diversity, equality and inclusion (DEI) team in determining this programming

Throughout the year, we feature speakers, programs, learnings, and volunteer and giving opportunities to engage our entire workforce in reflection and celebration. Often these activities include question-and-answer sessions for team members with a member of the community, frequently a scholar or an executive. According to a [Harvard Business Review](#) study, 82% of companies who lead in diversity and inclusion encourage open conversations about DEI issues among employees. Since we started these conversations regularly three years ago, our inclusion index score has increased each year and is now at 86%.

Engaging leaders around the world

In fiscal year 2022 (FY22), Micron's global leaders were trained in disabilities in the workplace. People with disabilities are proven problem solvers — skills that Micron values to drive our innovation. To create a more inclusive workplace, Micron developed this training — which provides foundational information and learnings to help leaders engage with their team members with disabilities — in partnership with [Disability:IN](#). The training dispelled myths and offered practical solutions for everyday interactions. It's now a part of our leadership core curriculum.

Inclusion index score



In FY22, our inclusion index score increased for the third year in a row. The survey is based on a subset of questions from our engagement survey. Anonymous results are shared with leaders and team members through the engagement survey process. Collecting, understanding and acting on feedback helps us monitor and improve our team members' sense of inclusion.

Using indexes to track our progress

Each year, Micron participates in several surveys to help us benchmark our inclusivity and discover opportunities for improvement.

Supporting our LGBTQ+ communities

For the second year in a row, in FY22, we achieved a perfect score on the [Corporate Equality Index](#) by the Human Rights Campaign. This index measures a company's key workforce protections, inclusive benefits, and supportive and inclusive cultures for team members who identify with the LGBTQ+ community. In addition, we participated for the first time in similar indexes in India and Japan, where we earned silver awards in each index.

Creating inclusion for people with disabilities

For the second time, in FY22, we participated in the [Disability Equality Index](#), a joint initiative between the American Association of People With Disabilities and Disability:IN. Our score of 80 recognizes Micron on the list of Best Places to Work for Disability Inclusion.

Some of our activities this past year included an investment of more than \$2 million to increase accessibility in our global facilities. These improvements included installing emergency flashing lights to correspond with audible alarms, adding accessible meeting areas, installing automatic doors and enhancing washrooms for people who use wheelchairs.

Implementing inclusive hybrid workplace practices

The future of work challenges global organizations, especially after hybrid, flexible and remote work arrangements became necessary for health safety in the early part of the pandemic. In FY21, Micron formally introduced a pilot program for workforce flexibility, which became a formal program in FY22. Depending on their roles, team members may be eligible for virtual days, hybrid or fully remote work. Flexible working arrangement are also subject to local applicable laws.



ERGs – The foundation of our inclusive culture

According to the Deloitte “[Unleashing the Power of Inclusion](#)” report, 47% of respondents said one of the most important cultural aspects they look for when choosing a job is, “an atmosphere where I feel comfortable being myself.” At Micron, our ERGs are the foundation of our inclusive culture, helping everyone feel seen, heard, valued and respected.

Our 10 ERGs, with 82 chapters around the world, provide community for team members from various groups, equally welcoming members who affiliate with a community and their allies. Coming together, they help all team members learn about and celebrate their unique attributes and create a strong voice of advocacy within the workplace and the communities where we live.

In FY22, our ERG membership grew to more than 18,000 people. That means nearly 39% of our workforce belongs to at least one ERG, up 47% from FY21.

Supporting ERG leaders

If ERGs are the foundation of our inclusion programs, ERG leaders are the bedrock of that foundation. As our appreciation for the work of these innovative leaders grows, we continue to seek ways to reward their contribution to Micron. So, in FY22, we provided compensation to ERG leaders for the first time through stock grants. According to the [ERG Leadership Alliance](#), just 6% of companies compensate their ERG leaders, and we are proud to be among those who recognize the contributions they make above and beyond their regular roles.



We also continued providing development opportunities through our second annual [ERG Leadership Summit](#), Stronger Together. As April Arnzen, senior vice president, chief people officer and president of the Micron Foundation, shared during her opening remarks, the summit is an opportunity for ERG leaders to reflect and refocus on their contributions to the organization — “Think about the impact all of you have. You make us all better, and you make Micron better.”

Leaders participated in interactive sessions about practicing wellbeing, influencing through personal storytelling and inspiring trust. They were also joined by ERG leaders from other companies, including the San Francisco 49ers football team, Google, Lam Research, Sunrun and Uber, where they networked and discussed the importance of engaging allies in ERG work.

Micron ERGs in action

47%

increase in ERG membership from FY21

39%

of team members in an ERG

82

ERG chapters worldwide

10

ERGs worldwide

25+

touch points: Number of times our CEO engages with ERGs around the world each year

90K

paid hours: Total number of hours eligible for members to work on ERG activities

Micron’s 10 global ERGs



Asian American and Pacific Islander Network



Black Employee Network



Capable



Micron Hispanic Professionals



Micron Women’s Leadership Network



Micron Young Professionals



Mosaic



PRIDE+ Allies



Tenured & Experienced at Micron



Veterans Employee Resource Group

\$505,000

total amount Micron Foundation granted ERG-selected charities through the ERG grants challenge in FY22

STEM education

From K-12 schools to college campuses, our ERG members drive engagement with young people, introducing the possibilities of STEM careers. In FY22, members of the Manassas Black Employee Network (BEN) and the Micron Women’s Leadership Network (MWLN) ERGs helped the Micron Foundation launch our first Chip Camp at Norfolk State University, a historically Black college and university (HBCU). In 2022, Chip Camp celebrated its 20th anniversary.

Girls Going Tech in China

In China, MWLN members hosted nearly 60 female students for a Girls Going Tech session in the summer of 2022. Girls Going Tech activities are designed to drive innovation and encourage more female students to consider a career in a technical field. The event featured interactive STEM activities and opportunities to meet with women who work in STEM careers at Micron. The students left with a deeper understanding of their career possibilities, including that they are valued in a high-tech world.

Professional development for women

The MWLN ERG hosted a Women’s Growth Summit called StrongHER Together in Manassas, Virginia, and Boise, Idaho. The keynote speaker on day one was Emmy Award-winning talk show host Tamron Hall. Hall shared her commitment to



helping women from all walks of life as the conversation centered on a simple theme, “know your worth.”

TE@M life plan seminar in Japan

The Tenured and Experienced at Micron ERG hosted four life plan seminars to assist experienced team members in financial planning, especially after retirement. More than 600 team members participated in the events, which featured Kazue Wakabayashi of Hiroshima Bank Ltd.

Juneteenth celebration

Members of BEN held celebrations across the U.S. in honor of Juneteenth. The day began with a live broadcast of raising the BEN flag at Micron U.S. sites. Micron board member Linnie Haynesworth joined team members at the Manassas, Virginia, site for the flag raising, a presentation led by Dr. Courtney P. Joseph from Lake Forest College about the history of Juneteenth and a discussion with Norfolk State University President Javaune Adams-Gaston about the importance of HBCUs in developing talent for STEM fields.

MYP school adoption project in Malaysia

Micron Young Professionals ERG members joined with the Rotary Club of Sungai Petani to support under-resourced schools in FY22. Members tutored students in English, math and science.



Mosaic India’s first celebration of World Cultural Diversity Week

Mosaic India led its first World Cultural Diversity Week in May. India team members showcased their country’s cultural diversity through events broadcast throughout the Asia Pacific region while countries across Asia presented films highlighting their diverse heritage.



US Black and Asian solidarity

During Black History Month, members of the Black Employee Network and the Asian American Pacific Islander Network ERGs partnered with the Black ERG from the company Flex to explore the issues and challenges to solidarity between the two communities.



Greater accessibility for people with hearing limitations

The Micron Capable ERG, in partnership with the IT and procurement teams, launched American Sign Language translation for Zoom meetings in March. This functionality greatly increases accessibility to our digital and collaboration tools for team members who have impaired hearing.

Event to celebrate female conductor

MWLN Europe ERG members welcomed female orchestra conductor [Beatrice Venezi](#) during Women’s History Month in March. Venezi is principal guest conductor of the Orchestra della Toscana, as well as principal conductor of the Orchestra Milano Classica and of the Nuova Orchestra Scarlatti. According to Marin Alsop, chief conductor of the Ravinia Music Festival, it is more likely [a woman would head a G7 country or become a four-star general than lead a major American orchestra.](#)

SPOTLIGHT

Team members contribute more when they're seen

When team members are seen as their authentic selves, they are more committed to the company.

“When you walk in and feel like you're embraced for who are, you show up and you want to contribute more because people really see you.”

– Melynda Kassis, PRIDE+Allies California Co-Lead



Melynda Kassis, PRIDE+Allies California Co-Lead

Diverse corporate leaders inspire through their journeys

Throughout the year, Micron’s DEI team in partnership with our ERGs invited inspiring leaders from several companies to share the secrets of their success.

In October 2021, for Hispanic Heritage Month, our team members heard Samuel A. Ramirez Jr., senior managing director of Ramirez & Co. and president and CEO of Ramirez Asset Management, share how his father started one of the first Hispanic-owned investment banking firms on Wall Street. Ramirez & Co. is also one of the diverse-owned firms that manages Micron’s cash assets as part of our DEI commitment to engage with diverse financial institutions for cash management.

In March 2022, for International Women’s Day, two of Micron’s female board of directors, Linnie



Samuel A. Ramirez Jr., senior managing director of Ramirez & Co. and president and CEO of Ramirez Asset Management



Linnie Haynesworth, member of Micron’s board of directors

Haynesworth and Lynn Dugle, joined a panel discussion with Sanjay Mehrotra, Micron’s president and CEO, and Cher Whee Sim, Micron’s vice president of global talent acquisition and mobility, about breaking the bias. Later in March, for Women’s History Month, April Arnzen, Micron’s senior vice president, chief people officer and president of the Micron Foundation, engaged in a fireside chat with Revathi Advaiti, president and CEO of Flex, about her role in architecting the company’s strategic direction and leading it through transformation. And the month wrapped up with a powerful and inspiring discussion between Robert Simmons, Micron’s director of social impact, and Stacy Brown-Philpot, former CEO of TaskRabbit, about how women



Lynn Dugle, member of Micron’s board of directors



Revathi Advaiti, President and CEO of Flex

of color in tech succeed amid various challenges and opportunities.

In May 2022, we heard from several leaders within the Asian American Pacific Islander (AAPI) community for a check-in conversation because this community had faced increased acts of violence and discrimination since the outbreak of the COVID-19 pandemic, including Dr. DJ Ida, executive director of the national AAPI Mental Health Association, Connie Chung Joe, CEO of Asian Americans Advancing Justice-Los Angeles, and May Lee, broadcast journalist and professor.

And in June, for International Women in Engineering Day and in honor of Micron’s female inventors, Sanjay Mehrotra, Micron’s president and CEO, invited former CEO of Xerox Ursula Burns to share her journey from being an



Stacy Brown-Philpot, former CEO of TaskRabbit



Ursula Burns, former CEO of Xerox

engineer to becoming the first Black female CEO of a Fortune 500 company. Burns works tirelessly to boost STEM education, serves as a chairwoman at Teneo Ltd., and is on the board of directors for numerous companies, including Exxon Mobil Corporation, Nestlé and Uber. She is also a co-founder of the Board Diversity Action Alliance, which helps companies think creatively about how to diversify representation at the board level. Burns praised Micron for having a veteran on our board, as well as achieving equal gender representation. Micron’s board diversity representation exceeds 60%¹ when accounting for gender and race/ethnicity.

¹ Note: Board member race and ethnicity includes Asian, African American or Black, Hispanic or Latino, two or more races or ethnicities, Native American, Alaskan Native, Native Hawaiian or Pacific Islander and white. Two or more races or ethnicities means a person who identifies with more than one of the following categories: white (not of Hispanic or Latino origin), African American or Black, Hispanic or Latino, Asian, Native American or Alaskan Native, and Native Hawaiian or Pacific Islander.

ERG grants challenge gives \$505,000 around the world

Micron's ERGs are important community partners, supporting our responsibility to increase opportunities and drive social impact around the globe. One important way they meet these responsibilities is through our ERG grants challenge. For the third year in a row, Micron's ERGs came together with the Micron Foundation to select nonprofit organizations that represent their communities to receive grants to support their initiatives. Micron uses a crowd sourcing method to nominate and vote on the charities. The Micron Foundation allocates \$50,000 for each of our 10 ERGs to award up to two charities each. New this year, the ERG with the greatest level of participation received an additional \$5,000 to give. That award went to the Black Employee Network ERG, who awarded its entire \$55,000 grant to the [Black Women's Health Imperative](#).

Micron ERGs select 19 charities to receive \$505K

- [Immigrant History Initiative](#)
- [National Asian American Pacific Islander Mental Health Association \(NAAPIMHA\)](#)
- [Black Women's Health Imperative](#)
- [CaringSG](#)
- [Family of Developmental Delay Care Association](#)
- [Idaho Latino Scholarship Foundation](#)
- [Immigrant Justice Idaho](#)
- [Muslim Missionary Society Singapore \(JAMIYAH\)](#)
- [United Nations High Commissioner for Refugees Japan \(UNHCR\)](#)
- [WAAW Foundation \(Working to Advance STEM Education for African Women\)](#)
- [All Japan Women's Shelter Network](#)
- [Shanti Bhavan Educational Trust](#)
- [Taiwan Fund for Children and Families](#)
- [The Naz Foundation \(India\) Trust](#)
- [Oogachaga](#)
- [Big Brothers Big Sisters of America](#)
- [The Nature Conservancy](#)
- [Check-6 Foundation](#)
- [Tragedy Assistance Program for Survivors \(TAPS\)](#)

“The ERG grants challenge is special in many ways, especially because it combines our philanthropic efforts with our people focus. The impact we can make in our communities is even greater when we collaborate across the company, and we are grateful to work with our ERGs to make this program a success.”

April Arnzen
Senior Vice President,
Chief People Officer and
President of the Micron Foundation



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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