



WE ADVOCATE

COMMITMENT 4 EXECUTIVE OWNER

“To fulfill our vision of creating a world that enriches life *for all*, we use our brand and position as leader in the industry to eliminate barriers, advance opportunities and impact change. To that end, I’m thrilled we are expanding our advocacy commitment to include gender equality, formalizing the work we’ve been doing for the last several years. Our commitment to advocating for gender equality will accelerate our efforts in advancing women within Micron, STEM and the semiconductor industry.”

Courtney Geduldig

Corporate Vice President of Government and Public Affairs



Commitment 4 Advocate for gender, LGBTQ+ and racial equality

Micron’s vision to transform how the world uses information to enrich life *for all* is exemplified in our commitment to advocate for equality. In fiscal year 2023 (FY23), we are expanding our commitment to include gender, as we continue to find opportunities to increase the number of women in technology and leadership roles across the semiconductor industry.

In FY22, we began several partnerships to influence public policy in support of underrepresented populations around the world. To promote gender equality, we joined [Catalyst](#), a global nonprofit supported by many of the world’s most powerful CEOs and leading companies to help build workplaces that work for women. We also invested in the [Global Women’s Innovation Network \(GlobalWIN\)](#), an organization that provides a forum for female leaders in innovation-driven fields to grow professionally and personally while contributing to key policy debates.

In addition to our participation in Catalyst and GlobalWIN, Micron is a supporter of the [Congressional Black Caucus Institute \(CBCI\)](#) and the [Congressional Hispanic Caucus Institute \(CHCI\)](#). Through our participation in these organizations, we work with the business community and members of Congress to create actionable solutions to policy and regulatory concerns impacting the country.

This past year, Micron embraced our role as a leader in advocating for diversity and racial equality. Diversity and equitable access to education are critical to producing the workforce of the future. We were proud to join with 82 corporations and business groups to sign three [amicus briefs in the U.S. Supreme Court in support of college admission policies that foster diversity](#). April Arnzen, Micron’s senior vice president, chief people officer and president of the Micron Foundation, represented the company at the U.S. Department of Commerce’s Black history event, “CHIPS Roundtable With HBCUs: Investing in Our Future,” which focused on creating equitable talent pipelines into high-growth industries.

In July, Micron announced its participation as a founding member in the [Economic Opportunity Coalition](#), an effort by the Biden-Harris administration to catalyze and align public and private investments that address economic disparities and accelerate economic opportunity in communities of color and other underserved communities.

Micron continued its efforts to champion LGBTQ+ equality. During global Pride month in June, Micron executive allies [published a video](#) demonstrating the company’s support for the LGBTQ+ community and the importance of all team members to be their authentic selves at work.

This year, we partnered with the Human Rights Campaign on multiple initiatives, including sponsoring the HRC annual dinner in Atlanta, joining over 200 major U.S. companies to oppose [anti-LGBTQ+ state legislation](#) and signing [a letter of support for the Respect for Marriage Act](#). Additionally, Micron facilitated a team member letter-writing campaign in support of the act, which ultimately was signed into law in December 2022.

In Taiwan, Micron is partnering with other organizations to launch an LGBTQ+ index, similar to those in India, Japan and the U.S., to assess an organization’s commitment to creating an inclusive workplace for the LGBTQ+ community. Micron also flew flags at our global locations to support our diverse communities, including the Pride and transgender flags, the Black Employee Network flag and the Capable flag, and we lit many buildings around the world to commemorate these communities’ days of recognition.

Micron will continue to advocate for equality *for all* everywhere we do business.



Boise, Idaho

SPOTLIGHT

Congressional Hispanic Congress Institute

Micron sponsored and participated in a panel about STEM education and Latino students at the CHCI Issues Summit on Education & Economic Empowerment. Karina Colotl, a member of the Micron Hispanic Professionals employee resource group, participated in the multi-industry panel saying, “It was an honor to represent Micron and I look forward to all the ways we can keep increasing Hispanic and Latino representation in STEM.”



Karina Colotl, Micron Hispanic Professionals ERG member



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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