

DATA DICTIONARY

Data dictionary

This report covers Micron Technology’s worldwide operations. Most workforce data is based on our global headcount data with representation captured at the end of fiscal year 2022 (FY22). Other data sources include internal survey data for our inclusion index score and Micron technology groups for employee resource groups data. The Micron Foundation is a separate legal entity with a different fiscal calendar than Micron Technology — from January to December 2022. Micron Foundation data is sourced from its stand-alone system.

Some percentages shown may not add up to 100%, as they are rounded to the nearest percent.

U.S. race and ethnicity categories follow the definitions used within U.S. Equal Employment Opportunity (EEO-1) reporting guidelines. Data includes all regular team members regardless of leave status. Contractors and interns are excluded. The diversity, equality and inclusion (DEI) data playbook, which governs our data collection process, has been reviewed by a third party, [Buck](#), an HR and employee benefits consulting firm.

We revised some data definitions for FY22. In previous years, our U.S. people with disabilities and LGBTQ+ data came from the Great Place to Work survey, but in FY22, we started a new baseline of global data from our human resources information system. For a comprehensive review of Micron’s broader environmental, social and government commitments, see our [sustainability webpage](#).

| Metrics | Description |
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| Asian | A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian Subcontinent. |
| Black | A person having origins in any of the Black racial groups of Africa. |
| Board of directors | Board member race and ethnicity include 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. |
| Diverse financial institutions | A company, which is at least 51% minority-owned, managed and controlled, engaged in the broad range of business operations within the financial services sector, including banks, trust companies, insurance companies, brokerage firms and investment managers. |
| Diverse suppliers | A company that is at least 51% owned and operated by members of a historically underrepresented group, such as women, minorities, LGBTQ+ individuals, persons with disabilities, veterans, and small businesses. To be certified as a diverse supplier, companies must typically meet specific criteria set forth by government agencies or private organizations, which means that some definitions may vary per region. |
| Engineers | All team members who are in the job-level framework for technical engineering. |
| Experienced hires | Candidates who have worked in engineering or professional levels and above. |
| Global percentage of technical women | Female makeup of all workforce levels in technical roles. |
| Global percentage of women overall | Female makeup of all workforce levels. |
| Global workforce | Gender and ethnicity makeup of all workforce levels. |
| Hispanic/Latino | A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race. |
| Leaders | All team members who lead a team, including senior leaders and vice presidents. |
| LGBTQ+ | The makeup of the global workforce, with the exception of Europe and Malaysia where disclosure is prohibited by law, who voluntarily identify as lesbian, gay, bisexual, transgender, queer/questioning, plus others. |
| Native American or Alaskan Native | A person having origins in any of the original peoples of North and South America (including Central America) and who maintain tribal affiliation or community attachment. |
| Native Hawaiian or Pacific Islander | A person having origins in any of the peoples of Hawaii, Guam, Samoa, or other Pacific Islands. |
| New college graduate hires | Candidates who have a college graduation date less than or equal to two years from their hire at Micron. |
| Nontechnical | All team members whose job responsibilities include a nontechnical role or who supervise those in a nontechnical role. |
| People with disabilities | The makeup of the global workforce who voluntarily identify as having any physical, mental, visual, hearing, learning, speech or other disabilities. |
| Senior leaders | All team members with a global job structure (GJS) level equal to and above director, including vice president. |
| Technical | All team members whose job responsibilities include a technical role or who supervise those in a technical role. |
| Technical Leadership Program (TLP) | All team members who are in the job-level framework for the Technical Leadership Program. |
| Two or more races | A person who identifies with more than one of the following categories: white (not of Hispanic or Latino origin), Black, Hispanic/Latino, Asian, American Indian or Native Alaskan, and Native Hawaiian or Pacific Islander. |
| U.S. race/ethnicity | The makeup of the U.S. workforce who voluntarily disclose their race or ethnicity as Asian, Black, Hispanic/Latino, two or more races, American Indian or Native Alaskan, Native Hawaiian or Pacific Islander, and white. Two or more races means a person who identifies with more than one of the following categories: white (not of Hispanic or Latino origin), Black, Hispanic/Latino, Asian, American Indian or Native Alaskan, and Native Hawaiian or Pacific Islander. |
| Underrepresented groups | Team members with one or more of the following diversity attributes. Global: women and people with disabilities; Singapore only: Singapore Malay; U.S. only: veterans, Hispanic or Latino, Black or African American, two or more races, or other underrepresented races/ethnicities. |
| Veterans | The makeup of the U.S. workforce who voluntarily identify as a protected or nonprotected veteran. |
| Vice presidents | All team members with a global job structure (GJS) level of vice president. |
| White (not Hispanic/Latino) | A person having origins in any of the original peoples of Europe, the Middle East or North Africa. |