



# Accelerating Sustainability

2020 Sustainability Report





## How Micron Solutions Accelerate Sustainability

Today's astounding rate of innovation is driven by memory and storage solutions that speed processing of information. As Micron continues to deliver products that push technological capabilities forward, we are also fast-tracking progress within our own business. We are moving swiftly to advance the positive influence that we have on people and the planet, investing in the best talent, improving the environmental impact of our operations, sourcing product inputs responsibly and sharing our success with our communities. As a company and as a corporate citizen, Micron is keeping pace with rapid change — finding more ways to accelerate sustainability and enrich life.

### Sparking discovery in science & medicine

Researchers are using high-powered data processing to find patterns in patient genomes, advancing the search for cures for diseases like cancer.

### Accelerating the speed of data insights

People of all backgrounds and talents are able to collaborate any time they want, without needing to travel, using vast quantities of data flowing through cloud servers and networks.

Neural networks can assess the energy efficiency of a company's operations and find ways for businesses to reduce their environmental impact.

### Inspiring new consumer experiences

Mobile devices are giving people access to the internet — some for the first time — allowing them to access essential services and to participate in the global economy.

By bringing digital objects into the physical world, augmented reality and virtual reality are unlocking new possibilities for self-improvement, entertainment, education and communication.

### Driving more intelligence at the edge

Self-driving vehicles require massive bandwidth to make hundreds of calculations per second.

Smart vehicles can reduce traffic accidents and ease congestion, while advanced driver-assistance systems are helping humans drive more safely and be more aware of their surroundings.

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# **Sustainability at Micron**

**Micron drives  
stakeholder value  
through enterprisewide  
goals and transparency.**



## A Message From Our CEO

Never has it been more apparent that a healthy, equitable human community cannot exist without every organization committing to the well-being of the world around it. The COVID-19 pandemic and ongoing social injustices have laid bare the structural weaknesses in social systems worldwide. They have also presented opportunities for individuals and groups to unite under a banner of shared responsibility to their communities. It is this spirit that drives our teams to deepen our commitments and strike up new collaborations to better the world around us.

The importance of those commitments is clearer today than ever before. The social injustices and inequality that have persisted in our societies must be faced and eliminated. It is imperative that businesses play an active role. Micron is dedicated to using our resources and influence to ensure that opportunities and freedoms are equal for all.

Micron also continues to advance our vision to transform how the world uses information to enrich life for all. Our solutions are an essential part of applications that have allowed the world to work remotely and stay connected during the pandemic. We have helped drive cost reductions that make these capabilities available to more people than ever before. We have also led with power-efficient products that are essential to reducing data center energy use and related greenhouse gas emissions worldwide. And transformative new technologies – like advanced telemedicine and autonomous driving – provide hope for greater access and equality now and in the years ahead.

Of course, our commitment to a better planet starts with our own actions. In early 2020, we brought our teams together to set clear and challenging goals that will dramatically improve the environmental sustainability of our global operations. I am proud to announce that this report also sets out aspirational goals that establish an ambitious long-term vision alongside our commitment to measurable year-to-year progress across three major categories:

- Climate – we are setting aggressive emissions and energy use goals, targeting 40% absolute reduction in greenhouse gases from 2018 (despite an expanding business) and 100% renewable energy where available
- Water – we are striving for an eventual goal of 100% water conservation through efficiency, reuse and restoration
- Waste – we plan to improve our recycled/reused waste from 74% today toward an aspirational goal of zero landfill waste

We are establishing clear and unambiguous targets to ensure clarity and transparency. Of course, our sustainability strategy also entails a focus on sourcing responsibly, supporting fair labor practices, handling hazardous materials safely, developing our team and supporting our communities, and you will find more information on each of these in our report.

# Sustainability at Micron

Our company culture is a core part of this strategy, and I have never been more excited about the energy and collaboration I've seen among Micron's teams. While undeniably challenging, the pandemic has brought a strong sense of team unity, and our social climate presents an unequalled opportunity for a monumental shared purpose. I am hopeful that we can build an enduring spirit of collaboration that drives us all to redouble our efforts to better our planet and strengthen our communities for each and every person. I know our teams are up to the task.

Thank you for reading our 2020 report. I invite you to provide feedback about Micron's sustainability efforts by emailing [sustainability@micron.com](mailto:sustainability@micron.com).



**Sanjay Mehrotra**  
President & CEO, Micron Technology

## Awards & Recognitions

2019–2020

**FTSE 4Good Index Constituent**

(FTSE Russell)

2019–2020

**Certified Great Place to Work**

2020

**Best Employers for Diversity**

(Forbes)

2020

**America's Most Responsible Companies**

(Newsweek)

2020

**Top 100 Global Innovators**

(Clarivate Analytics)

# Accelerating Sustainability Through Innovation

All modern computing hardware depends on shared underlying technology — semiconductor memory and storage — to store and access data. As a leader in the semiconductor industry for more than 40 years, Micron has taken part in every stage of this vital technology's evolution.

Advancement in memory and storage solutions sets the pace of technology development and, therefore, the arrival of breakthroughs that improve our way of life. A new generation of technologies, from autonomous vehicles to big data, has the potential to further expand what's possible for society and our planet. These technologies depend on ever-greater levels of processing power. By enabling rapid advancements in memory and storage, Micron is helping unlock the innovations that will make a better future possible.



# Sustainability at Micron

## About Micron

Micron is an industry leader in innovative memory and storage solutions. By enabling faster and more efficient access to data, our products are essential to technological advancements such as artificial intelligence, machine learning and autonomous vehicles. We serve customers with Micron's innovative products through a wide range of partnerships with leading technology companies worldwide.

### Core Technologies

DRAM  
NAND Flash  
NOR Flash  
3D XPoint

### Retail & E-Tail Portfolio

Crucial  
Ballistix

### Market Segments

Mobile  
Data Center  
Client  
Consumer  
Industrial  
Graphics  
Networking

## Vision

Transforming how the world uses information to enrich life for all.

## Mission

Be a global leader in memory and storage solutions.

## Values

### People

We care about each other.

### Tenacity

Nothing shakes our resolve.

### Innovation

We develop solutions that shape the world's future.

### Collaboration

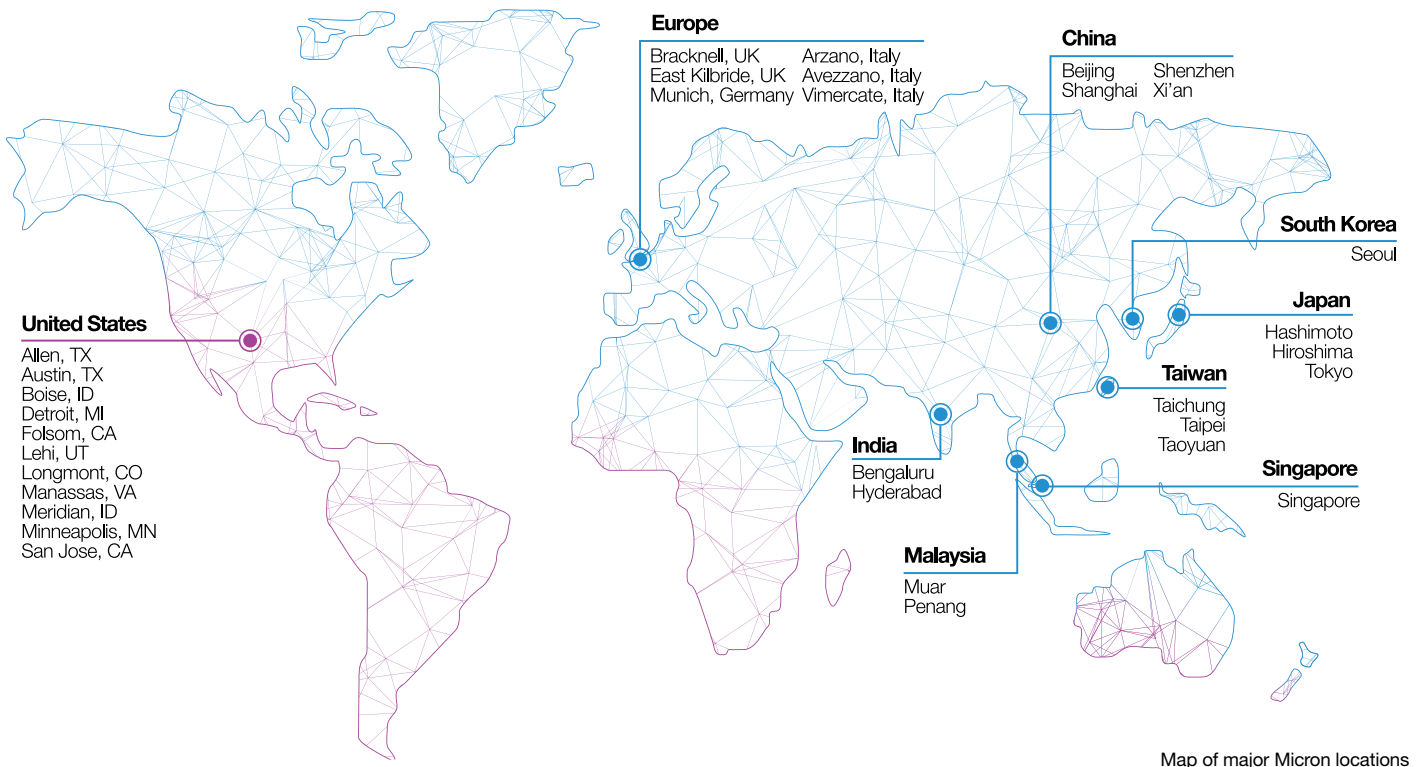
We work as one team.

### Customer Focus

We win by knowing our customers.



# Micron's Global Footprint



Founded  
**October 5, 1978**

Headquartered in  
**Boise, Idaho, USA**

**\$23.4B**

FY19 annual revenue

**13**

Manufacturing sites  
and 13 customer labs

**134**

On the 2020 Fortune 500

**18**

Countries

**37,000+**

Employees

**43,000**

Patents granted and growing

**4th**

Largest semiconductor company  
in the world, excluding IP/software  
revenue

## **Lending Our Strength for a More Equal Society**

All of us at Micron are upset and deeply disturbed by recent racial killings of African Americans in the U.S. and ongoing, deeply rooted social inequalities. It is completely unacceptable that anyone live in fear. Hate, racial discrimination, violence and social injustice have no place in our society. We must not tolerate them in our neighborhoods, in our communities, or at Micron — we must not be silent. These cycles cannot remain — we must find a better way.

Fixing endemic injustice and eradicating racism are responsibilities we must all face together, not just the African American community. Many of our employees and others have asked what they can do, and what Micron can do, to address injustice and inequality. Our people value compels us to act with empathy when others in our community are marginalized, hurting or needing help. Action begins with each of us reflecting and understanding what we must first change within ourselves. Voicing support right now is important. It is equally important that the next steps transform that sadness and outrage into long-term solutions.

A part of the solution is recognizing and addressing our own biases, challenges and limitations. And while Micron has been working and continues to work on these issues, our company, the technology industry and wider society must do more to eliminate clear and significant inequalities and injustice.

Micron commits to strengthening and adding to our existing programs and efforts. This commitment includes supporting our team members; developing a diverse, equal and inclusive workplace; ensuring that our workforce has access to unconscious bias training; and providing our leaders with inclusive leadership coursework and empowerment.

It also includes acting in our wider community by creating economic opportunities for diverse suppliers, giving to critically important organizations such as the NAACP Legal Defense Fund, actively supporting inclusive public policy, and fostering diverse and inclusive applications of technology. We commit to holding ourselves accountable by clearly reporting on our efforts and progress on addressing our shortcomings and challenges.

## Sustainability at Micron



And there are steps that we all should take. We can learn more about racial disparities and the need for fair, safe and effective community policing. We can learn how to be anti-racist, how to be inclusive leaders, and how to confront the challenges that too many face in our society.

We should participate and speak up, learn to have more constructive conversations, express our concerns, and ask questions. And we must act to eliminate social

bias in our own words and actions — by being allies in social justice and responding when we see injustice, by supporting leading organizations on these issues with our time and philanthropic contributions, and by encouraging others to do the same.

You can read about our efforts on these pages, in our [2019 Diversity, Equality and Inclusion Report](#) and on [micron.com](https://micron.com). And you can engage with us on these issues at [DEI\\_Team@micron.com](mailto:DEI_Team@micron.com).

**Action begins with each of us reflecting and understanding what we must first change within ourselves.**

# Micron's Global Response to COVID-19

The COVID-19 pandemic has influenced how we interact with each other on a daily basis and shaped new business processes in ways we are only beginning to understand.

With Micron's global footprint, we benefited from early visibility to the situation and were a leader in responding, proactively implementing measures to safeguard our more than 37,000 employees in 18 countries while continuing operations at all our manufacturing sites globally. We continue to partner closely with local governments in all regions where we operate to keep our teams safe and help prevent the spread of the disease.



## Sustainability at Micron



Acting with an abundance of caution, we established early preventative protocols to reduce the risk of exposure, including remote work and separate teams to minimize the number of people working on-site at the same time, additional cleaning and social distancing. As the situation escalated, we provided additional assistance to employees working from home and on-site, including these measures:

- Providing a one-time COVID-19 assistance payment to employees
- Creating an employee relief fund to help those facing significant hardships
- Moving many of our programs to virtual experiences, including training classes, wellness forums and sustainability-related engagement activities
- Identifying and exploring technology improvements, such as enhanced on-site air purification and advanced cleaning technologies
- Launching an internal webpage providing ongoing company and program updates

Micron also took quick action in applying the full strength and resources of our business to support our communities worldwide:

- Committing \$35 million to help those disproportionately affected by the pandemic
- Donating personal protective equipment
- Expediting payments to small businesses
- Expediting product shipments for medical equipment

While we cannot choose our circumstances, we can choose our actions. In unprecedented and challenging times like these, our actions must reflect our values and the best of who we are as a company — our people, our resources and our creativity — to help humankind.

**Up-to-date information about Micron's global response to COVID-19 is available on [micron.com](https://micron.com).**

# Sustainability Strategy

Micron products and technologies benefit society in myriad ways, and we are mindful of how our business, operations and sourcing practices affect our employees, our communities and our planet, as well as our customers' sustainability.

We strive to make our influence as positive as possible over time through a sustainability strategy that focuses on the following:

- Leadership products
- Responsible operations and sourcing
- Engaged team members

The execution of this strategy is centered around initiatives that drive stakeholder value through enterprisewide goals and transparency.

# Sustainability at Micron



Micron | Boise, Idaho

## Opportunity and Risk

Integrating sustainability into our business is strategically important, helping Micron to both capitalize on opportunities and better manage risks. Among other things, sustainability is a differentiator when recruiting high-potential employees in a highly competitive talent market and provides a platform for increasing engagement, satisfaction and productivity among current employees. Natural resource conservation and waste minimization make us a more disciplined and efficient operation, which can directly enhance our bottom line. And conducting our business with integrity and in a socially responsible manner supports our social license to operate in the communities where we are located.

While working to realize these opportunities, we also are focused on assessing, quantifying and managing sustainability risks. Climate change, extreme weather events, global pandemics, natural disasters and carbon pricing pose risks to our supply chains, operations and markets. We work to better understand and address these risks through collaboration among our sustainability, enterprise risk management, environmental health and safety and responsible sourcing programs. Current efforts include improving operational energy efficiency, reviewing our climate-related risks through

scenario analysis and establishing specific goals and targets. More about how these efforts are being used to build resilience into our strategy, processes and decisions can be found in this report's Enterprise Risk Management section (below) and [Environment chapter](#). Additional comprehensive Micron disclosures are available through our annual CDP (formerly the Carbon Disclosure Project) questionnaire, which is aligned with the Task Force on Climate-Related Financial Disclosures (TCFD) framework.

## Customer Performance

Our customers are increasingly focused on the environmental, social and governance performance of their suppliers, including Micron. Many customers use sustainability as one of the criteria to evaluate Micron's overall performance as part of their own management of supply chain and reputation risks, looking at transparency, risk management, environmental and social performance, responsible sourcing and related topics. Customers include this information in supplier performance evaluations and purchasing decisions, alongside quality, delivery, technology, service and price. Sustainability is a fully integrated corporate performance metric at Micron.



# Sustainability at Micron

Our sales team executives, account managers and sustainability leaders work closely with our customers to share information about our sustainability efforts and performance, drive action and build trust.

## Investor Engagement

Micron has strengthened our partnership with investors as they focus more on our corporate environmental, social and governance (ESG) performance. We regularly discuss these issues in meetings and on calls with investors, and our ESG disclosures will continue to evolve based on investor feedback. We have engaged with the Sustainability Accounting Standards Board (SASB) to support these efforts, joining the SASB Standards Advisory Group and issuing Micron's first [sustainability reporting index](#) aligned with SASB's semiconductor industry standard.

## Enterprise Risk Management

Our enterprise risk management (ERM) program has a unified approach to identifying and monitoring risks, opportunities and responses. Micron's goal is to integrate ERM practices companywide to improve decision-making in governance, strategy, objective-setting and daily operations. We do this by providing tools and knowledge, facilitating open global communication and continuously monitoring and reporting our findings.

Our ERM organization accumulates key risk information from the Executive Risk Committee, which consists of our key company executives, along with risk assessments performed by key corporate functions. These results are regularly presented to the Executive Risk Committee and Audit Committee and shared with the full board of directors for consideration.

When risks are identified, our risk management team conducts formal assessments and analysis based on business intelligence and trends. Risks are classified into four categories: strategic, operational, internal and external compliance and financial. In each of these categories, there is a defined tolerance range, and we prioritize issues based on the company's overall risk exposure. The risk management team then works with Micron leaders to identify key mitigation activities to address potential risk. As part of our alignment of ERM and sustainability, we have incorporated sustainability risks from our materiality assessment, including climate, energy and water, into our risk management portfolio.

Crisis and business continuity management supports our ERM program by preparing our critical operations to respond, recover and restore operations if a disruption occurs. Business continuity plans are in place for all critical operations and take an all-hazards approach, meaning we prepare for a disruption to all elements of our value chain, including workforce, facilities, information technology and supply chain.





# Sustainability at Micron



## Sustainability Governance

Micron’s sustainability program continues to make significant strides in transparency and accountability through a cross-functional sustainability council composed of senior leaders from across the company, as well as a dedicated sustainability team. As the following diagram illustrates, sustainability is managed throughout the company with oversight extending to the highest level: the Micron board of directors.



# Sustainability at Micron

## Materiality Assessment

Underpinning our sustainability strategy, the work of our sustainability council, and the topics covered in this sustainability report are insights from a materiality assessment.

Micron conducts a full materiality assessment on a three-year cycle (most recently in 2018) and evaluates priorities annually to ensure that the issues customers, investors, employees, policymakers, community members and other stakeholders care about are reflected in sustainability initiatives, goals and reporting. (Learn more about our stakeholders [here](#)). Our materiality assessment begins with an extensive list of sustainability issues that covers all aspects of our business. Internal and external Micron stakeholders review this list and then answer two questions:

- What's most important to Micron's business?
- What's most important to you?

The results are calculated and plotted on a matrix to visualize the relationship of the issues most important to our stakeholders and our business success. We use this map as a tool to identify those areas where we have the greatest potential to drive meaningful change and enhance transparency.

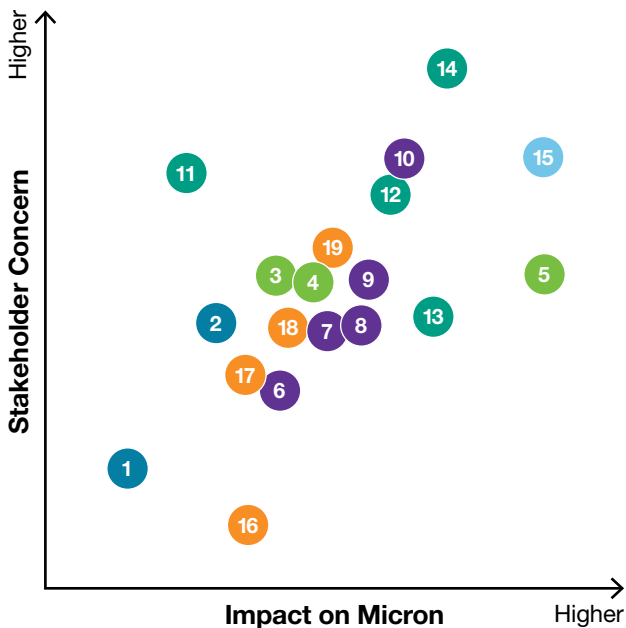
## Most Material Issues

- Employee development & engagement
- Responsible sourcing
- Climate change & greenhouse gases
- Data protection & privacy

## Additional Significant Issues

- Workplace health & safety
- Product use & integrity
- Ethical conduct
- Operations & facility management
- Diversity, equality & inclusion
- Energy
- Water

[Learn more](#) about Micron's materiality assessment process.



### Communities

- 1 Philanthropy
- 2 Community Relations

### Customers and Products

- 3 Social Influence of Technology
- 4 Product Use & Integrity
- ! 5 Data Protection & Privacy

### Environmental Operations

- 6 Waste
- 7 Water
- 8 Energy
- 9 Operations & Facility Management
- ! 10 Climate Change & GHGs

### People and Community

- 11 Human Rights
- 12 Workplace Health & Safety
- 13 Diversity & Inclusion
- ! 14 Employee Development & Engagement

### Supply Chain

- ! 15 Responsible Sourcing

### Governance and Management

- 16 Government Relations
- 17 Corporate Governance
- 18 Transparency, Accountability & Reporting
- 19 Ethical Conduct

! Micron Most Material Sustainability Issues





## Code of Conduct

Today's laws and standards of business conduct are complex, and our [Code of Business Conduct and Ethics](#) (the Code) is a practical resource that outlines the basic rules that Micron applies to our business regarding risk, legal and ethical issues. It also explains the personal responsibility of all Micron employees to speak up if they see something that does not seem right. The Code supports employees, organizations, contractors and suppliers in conducting business with integrity — with one another, investors, communities and the marketplace.

Micron's senior vice president of legal affairs and general counsel serves as our chief compliance officer and is responsible for ongoing oversight of the Code, which is available to the public. In addition to the Code, we have adopted global policies addressing [responsible minerals](#); the [environment, health and safety](#); [human rights](#); [slavery and human trafficking](#); and other issues of concern.

Pursuant to our global policy framework, global policies are reviewed and vetted by a policy council composed of director- and vice president-level executives, initially approved by a policy committee composed of senior and executive vice presidents, and finally approved by our chief executive officer.

Employees receive regular online training and certify annually that they have read, understand and will continue to comply with the Code. We also provide frequent, targeted live group and one-on-one training. The Code and all other global policies, including translations in seven languages, are available to all employees on our policy management site.

We educate and encourage all employees, vendors and third parties to speak up to their managers, Micron's legal department or a [compliance hotline](#) if they see a suspected violation of our Code. This hotline is third-party operated, available 24/7 and accessible through all commonly used languages. It provides anonymous reporting capability and executes protocols designed to help avoid potential conflicts of interest.

# Sustainability at Micron

## Stakeholder Engagement

Stakeholders, both internal and external, drive our business success. We take measures to understand our local impacts and the effect of our operations, supply chains and products on people, the environment and society. To do this, we partner with a wide range of external parties to properly inform the decisions we make.

Throughout our global operations, we engage with key stakeholders based on their material relationship to our operational success and our potential to affect them through our operations. This outreach occurs at the local, subsidiary and corporate levels. Following is a summary of channels through which we engage with different stakeholders.

| Who We Engage       | How We Engage  | Why It Matters   |
|---------------------|--|--|
| <b>Employees</b>    | <ul style="list-style-type: none"> <li>▪ Ongoing supervisor interactions</li> <li>▪ Meetings hosted by senior leaders</li> <li>▪ Compliance hotline for reporting concerns</li> <li>▪ Intranet with global and local content where employees can share sustainability-related suggestions</li> </ul>   | To create a culture in which all employees contribute to our success   |
| <b>Customers</b>    | <ul style="list-style-type: none"> <li>▪ Regular meetings</li> <li>▪ Customer scorecards</li> <li>▪ Customer requirement documents</li> <li>▪ Membership in industry organizations</li> </ul>  | To understand how we are performing from our customers' perspectives and build industry consensus on social and environmental issues |
| <b>Shareholders</b> | <ul style="list-style-type: none"> <li>▪ Annual shareholder meeting</li> <li>▪ Quarterly financial calls</li> <li>▪ One-on-one analyst meetings</li> <li>▪ Annual report and sustainability report</li> <li>▪ Email</li> </ul>   | To foster transparency and ensure we are meeting the needs of our shareholders and the investor and analyst communities              |
| <b>Policymakers</b> | Membership in organizations where we operate, such as: <ul style="list-style-type: none"> <li>▪ American Chamber of Commerce in Taipei</li> <li>▪ Business Council</li> <li>▪ Business Roundtable</li> <li>▪ European Automotive Technology Council</li> <li>▪ European Research Platform</li> <li>▪ Idaho Association of Commerce &amp; Industry</li> <li>▪ Italy Industry Trade Association</li> <li>▪ Northern Virginia Technology Council</li> <li>▪ Silicon Valley Leadership Group</li> <li>▪ U.S. Chamber of Commerce</li> <li>▪ U.S.-China Business Council</li> <li>▪ U.S. Information Technology Office</li> <li>▪ U.S.-Taiwan Business Council</li> <li>▪ Virginia Manufacturers Association</li> </ul> | To engage with policymaking that governs and affects our business  |
| <b>Suppliers</b>    | <ul style="list-style-type: none"> <li>▪ Compliance hotline for reporting concerns</li> <li>▪ Reviews of supplier performance</li> <li>▪ Third-party audits</li> <li>▪ Responsible Business Alliance membership</li> <li>▪ Supplier quality requirements document</li> <li>▪ Trainings</li> <li>▪ Contract terms</li> <li>▪ Risk profiling</li> </ul>  | To maintain an open dialogue about our expectations with respect to social and environmental criteria                                |
| <b>Communities</b>  | <ul style="list-style-type: none"> <li>▪ STEM education outreach</li> <li>▪ Grants toward education and basic human needs</li> <li>▪ Engagement in local, regional and national STEM education conversations</li> <li>▪ Employee volunteerism and matching gifts</li> </ul>  | To build relationships, social justice and shared value between Micron and organizations located where we operate                    |



# **Products & Innovation**

**Micron's memory and storage solutions are at the core of countless digital devices. We're constantly innovating to make those solutions faster and more efficient.**

## Products & Innovation

As a global leader in memory and storage technology, Micron plays a vital role in some of today's most significant advances, including artificial intelligence, industrial automation, the internet of things, autonomous vehicles and cloud computing. And as innovations like these enter the mainstream and demands for memory and storage increase, the need to analyze, access and act on data only grows.

Memory and storage were once standardized hardware components. Now, diverse demands have led to a corresponding specialization of solutions, requiring not just more memory but also new types of intelligent memory and storage architectures. This change creates opportunities for us to work with customers to better understand their needs and create innovative products that give them unique value.

Memory and storage affect the sustainability of a variety of end products, from computer energy use to vehicle safety. This is why we strive to consistently improve performance, investing in research to deliver higher capacity, greater user privacy and data protection, faster data transfer rates, lower power consumption, increased energy and

material efficiency, and improved reliability. Through supplier engagement, technology development and legal compliance, we evaluate new materials to ensure the safety of our employees and the materials in our products.

### Giving Patients the Gift of Time

Precision oncology, an emerging approach in cancer care, involves tailoring treatments to each patient. The process requires measuring, visualizing and integrating various levels of clinical information from symptom expression all the way down to tumor-level DNA. This generates many terabytes of data that are highly complex and time-consuming to process. But when treating patients with advanced diagnoses, every moment counts. Thanks to Micron's [deep learning accelerators](#), the Knight Cancer Institute in Oregon is speeding up its analytics pipeline — so it can determine and deliver treatments faster than ever.

**The World Economic Forum welcomed Micron's Singapore fab into the Global Lighthouse Network of advanced manufacturers "that are showing leadership in applying the technologies of the Fourth Industrial Revolution to drive operational and environmental impact."**

# Product Efficiency

Micron's leadership products help mitigate the growing energy demand of technology.

This is why we partner with our customers to deliver memory and storage solutions that meet tightening requirements and expectations for energy efficiency. Micron's [System Power Calculator](#) is an online tool that helps customers estimate memory power requirements when making system architecture and design decisions.

For example, as demand for greater compute and data processing capabilities on handheld devices grows, it is essential that these devices do not trade energy efficiency for performance. In early 2020, Micron delivered the world's first low-power DDR5 DRAM in mass production, which will meet growing consumer demand for artificial intelligence and 5G functionality in smartphones. The LPDDR5 DRAM offers a 50% increase in data access speeds and more than 20% improved power efficiency compared to previous generations.



# Data Protection & User Privacy

We work closely with our customers to understand their needs related to user privacy and data protection, while also looking at industry trends and potential vulnerabilities.

Specific areas of growth and vulnerability are the internet of things (IoT) and the industrial internet of things (IIoT). What began as a means of machine-to-machine communication has evolved into a complex network of millions of connected devices worldwide.

As a result of IoT growth, Micron's innovation focus today includes not only storage solutions for vast amounts of new data but also security for IoT devices. The threat of enterprise attacks is far-reaching, given the vulnerability of embedded systems — which are in everything from factory automation equipment to automobiles to smart home devices — to cyberattacks.

As everyday smart devices become high-risk entry points for cybercriminals, Micron's Authentica™ technology provides a layer of defensive hardware reinforcements to our existing nonvolatile memory sockets, without adding new components to the system. This unique security solution has increased Micron's value as a memory provider for IoT and connected devices across automotive, industrial and consumer markets. The Micron Authentica Key Management Service is a security-as-a-service platform that allows cloud activation of installed Authentica flash devices and their management at the edge. This capability enables platform-hardening and device protection through the entire lifecycle of our customer

solutions, extending from the manufacturing supply chain to in-field onboarding, upgrades and management.

Technologies like Authentica build on Micron's market and industry leadership. We are an active member of the Trusted Computing Group — an industry standards body that develops and maintains the open standards and specifications for self-encrypting drives (SEDs) and other trusted devices. A decade ago, we launched one of the industry's first solid-state SEDs intended for mobile computing and have since developed drives that meet the rigorous Federal Information Processing Standards.

**Micron's innovation focus today includes not only storage solutions for vast amounts of new data but also security for IoT devices.**



# Hazardous Substances & Trade Compliance

We focus on addressing risks that products may pose to customers, the environment or society.

## Hazardous Substances

Experts in Micron's Environmental, Health and Safety (EHS) organization and Product Compliance group collaborate to ensure product compliance with legal and customer requirements related to hazardous substances, such as the European Union directive on the Restriction of the Use of Certain Hazardous Substances (RoHS) and the Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH). Today, these regulations focus on hazardous materials. Ultimately, they may become part of a broader list of restricted substances that includes substances known to be hazardous as well as those with potential to be harmful. Proactive product compliance, validation and certification processes allow us to deliver new products quickly while ensuring proper restricted substance control and conformance with current and future requirements.



## Products & Innovation

High-purity chemicals, some with hazardous properties, are also required in Micron's manufacturing processes. See page 38 for more information about how we manage these substances during manufacturing.

Regular reviews of content needs help us to reduce the environmental impact of our products. Our EHS organization, Product Compliance group and global procurement teams work together to ensure that Micron products and processes meet legal and customer product compliance requirements. When new substances are added to relevant regulatory lists, our procurement team communicates new requirements throughout our supply chain, reminds suppliers of Micron's expectations and applicable documentation, and requires a prompt response from each supplier regarding its use of any regulated items.

We expect suppliers to monitor the development of the candidate list for potential inclusions in the REACH regulation and other applicable control requirements for restricted substances. All these efforts provide our customers with the knowledge that we are striving to provide products that meet quality, technology, service, delivery and sustainability expectations.

## Global Trade Compliance

Compliance with all applicable trade compliance laws and regulations is a high priority for Micron management and our subsidiaries. Micron requires its employees and representatives to conduct their business with the highest possible ethical standards and mandates compliance with export controls, import and customs, economic sanctions and embargoes, and anti-boycott laws and regulations.

To achieve these objectives, Micron's trade compliance program includes the following:

- Policies and protocols to ensure employees and management are trained on applicable trade compliance regulations
- Risk assessments and oversight to comply with all regulations
- Internal processes to effectively manage international operations, personnel and third-party relationships
- Protocols for adequate compliance recordkeeping
- Internal reporting channels for suspected violations

Compliance with trade compliance laws and regulations is vital to protecting the safety and security of the countries in which Micron operates and to ensuring that our products, technology and software do not fall into the hands of entities and persons that seek to do harm. As a global company, Micron's commitment to our trade compliance initiatives ensures seamless support for our major objectives, key business strategies and delivery of customer excellence.





# **Environment**

**When we use less energy and water to operate our manufacturing facilities, it's not just our company that benefits. Our customers, communities and the environment do too.**

## Environment



To understand the environmental impact of our operations, it is helpful to understand our manufacturing processes. We manufacture memory chips (or die) at our front-end facilities (fabs) in Singapore, Taiwan, Japan and the United States. Using state-of-the-art processes, we add and subtract specialized materials to silicon wafers to create our memory and storage solutions.

Micron's manufacturing takes place at the nanoscale in a cleanroom environment. Each wafer goes through numerous manufacturing steps, where chemicals and materials are precisely applied to develop the functionality of each chip. Airborne particles, temperature and humidity are tightly controlled to ensure quality as the wafer passes hundreds of times through up to 10 process areas, each with a unique set of tools. From the moment a new wafer enters the fab until all steps are finished, this process can take more than a month. Once complete, a wafer is divided into its constituent die, which are then assembled into numerous customized formats, designed to enable myriad technologies. This back-end operation takes place at our facilities in Singapore, Taiwan, Malaysia and China.

These processes require energy to run the specialized equipment in the fab and maintain the cleanroom environment, use water to ensure the cleanliness and quality of the wafer, and involve potentially hazardous

chemicals. We strive to improve the performance of these operations through the following practices:

- Improving energy efficiency
- Recycling and reusing water
- Enhancing emissions abatement and efficiency
- Reducing reliance on and replenishing local groundwater supplies
- Properly and safely managing chemicals used in the manufacturing process
- Reviewing all materials we bring into our manufacturing environment to identify potential risks

### Our Sustainability Aspirations

As one of the world's largest semiconductor companies, Micron is mindful of how our business operations affect the environment, and we take a proactive approach to environmental stewardship. To guide us in our efforts, we convened a cross-functional team in early 2020 to establish clear long-term environmental goals, increasing our ambition from the targets we have had in place since 2017. Micron is now working toward a set of bold aspirations that will dramatically improve the environmental impact of our global operations, while staying true to our vision of enriching the world through technology innovation.

# Environment

We aspire to align our emissions with the target established by the Paris Agreement to limit planetary warming to well below 2 degrees Celsius and the United Nations Sustainable Development Goal 13 on Climate Action. As part of this, Micron seeks to reduce its greenhouse gas (GHG) emissions by 40%, compared to a 2018 base year, and to source 100% of energy from renewable sources where available. We also aim to reuse, recycle or restore 100% of the water used in our operations and send zero waste to landfills. We plan to spend approximately 2% of capital expenditures on our environmental programs to support these goals.

Achieving these goals is a steep challenge as our business grows, and much of the technology, global infrastructure and public policies required are still in early stages of development. Yet we are committed to making significant progress, and our strategic roadmap includes interim targets for the next three and 10 years, to be laid out in our forthcoming 2020 CDP (formerly the Carbon Disclosure Project) and other detailed reporting. Making progress on energy and emissions targets requires a concerted effort and collaboration with all of our stakeholders. For example, Micron is working to co-design next-generation technologies in partnership with our vendors and to accelerate renewable energy adoption alongside governments, businesses, environmental organizations and academia.

## Partnerships for Climate Progress

To support progress toward our climate and energy goals, Micron recently became a member of both the [Japan Climate Leaders Partnership \(JCLP\)](#) and the [Renewable Energy Buyers Alliance \(REBA\)](#). JCLP is a group of businesses that work to encourage collaboration on climate issues, gather data and analysis on the intersection of climate and business, and communicate support for low-carbon energy. REBA is a membership association for large-scale energy buyers, developers, service providers, and nongovernmental organization partners, unlocking the marketplace for energy consumers to lead a rapid transition to a cleaner, prosperous, zero-carbon energy future.

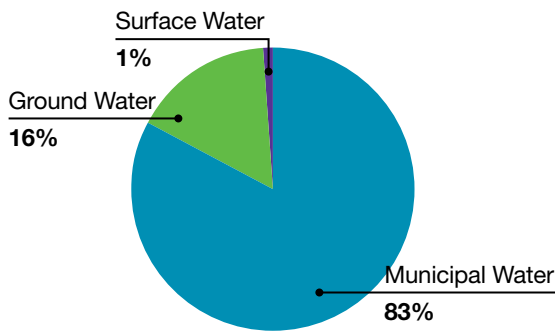




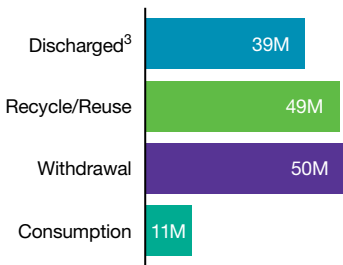
# 2019 Performance at a Glance<sup>1</sup>

## Water

2019 Water Withdrawal by Source

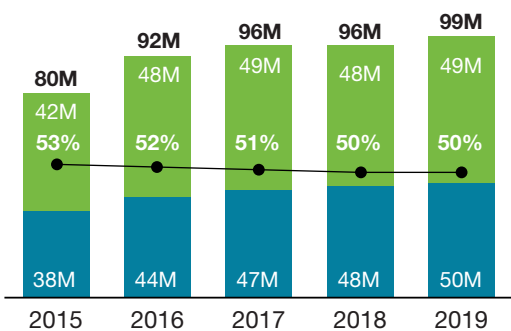


2019 Water Mass Balance



Water volume in cubic meters (m<sup>3</sup>)

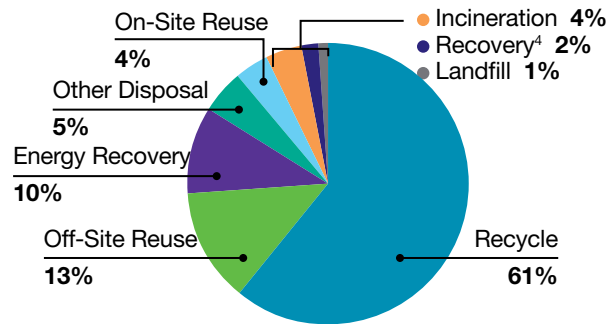
## Water Use & Recycle



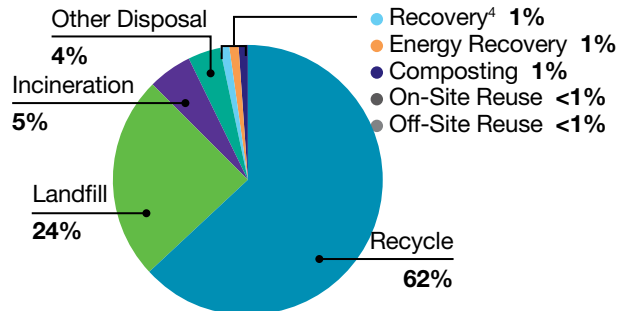
Water volume in cubic meters (m<sup>3</sup>)

## Waste<sup>2</sup>

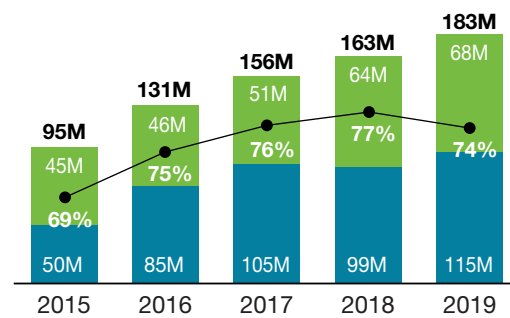
2019 Hazardous Waste Breakdown



2019 Nonhazardous Waste Breakdown



## Total Waste & Recycle



Total waste in kilograms (kg)

<sup>1</sup> All environmental data is for calendar years. Data is for calendar year 2019 except where noted. 2019 data does not include Micron's former 200mm fabrication facility in Singapore.

<sup>2</sup> Reuse/Recycle/Recovery percentage data for 2017, 2018 and 2019 has been restated to differentiate energy recovery from other material in this category.

<sup>3</sup> Wastewater discharge details can be found in the GRI Index, p. 86

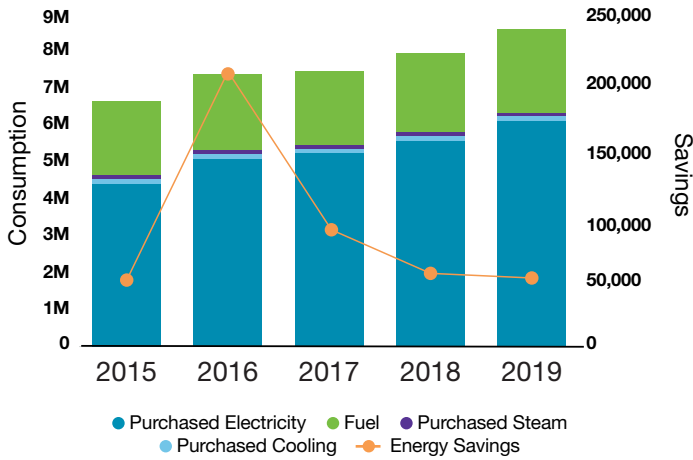
<sup>4</sup> Excludes energy recovery.



# Environment

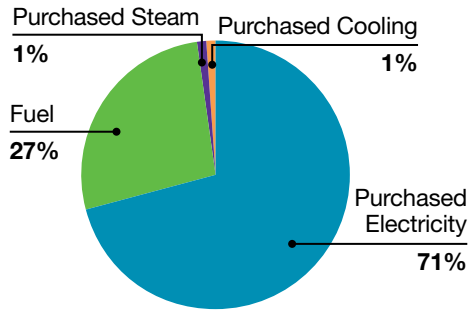
## Energy

### Energy Consumption & Savings



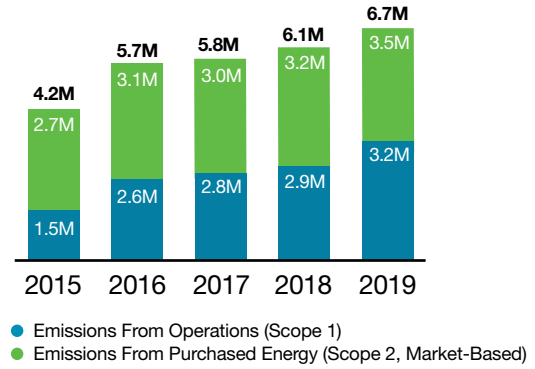
Energy consumption in millions of megawatt hours (MWh)  
 Energy savings in thousands of megawatt hours (MWh)  
 Detailed energy consumption & savings figures can be found in the GRI Index, p. 85.

### 2019 Energy Breakdown by Source

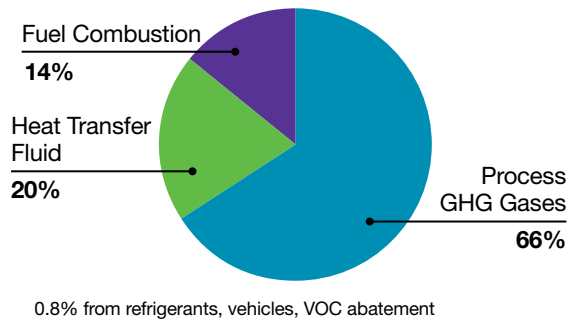


## GHG Emissions<sup>5</sup>

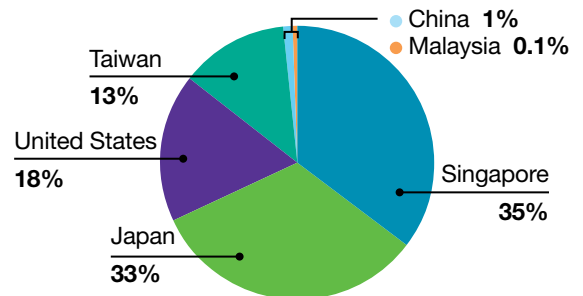
### Total GHG Emissions



### Emissions From Operations (Scope 1) by Source



### Emissions from Operations (Scope 1) by Country



<sup>5</sup> Emissions in total metric tons of CO<sub>2</sub> equivalents

# Environmental, Health & Safety Approach

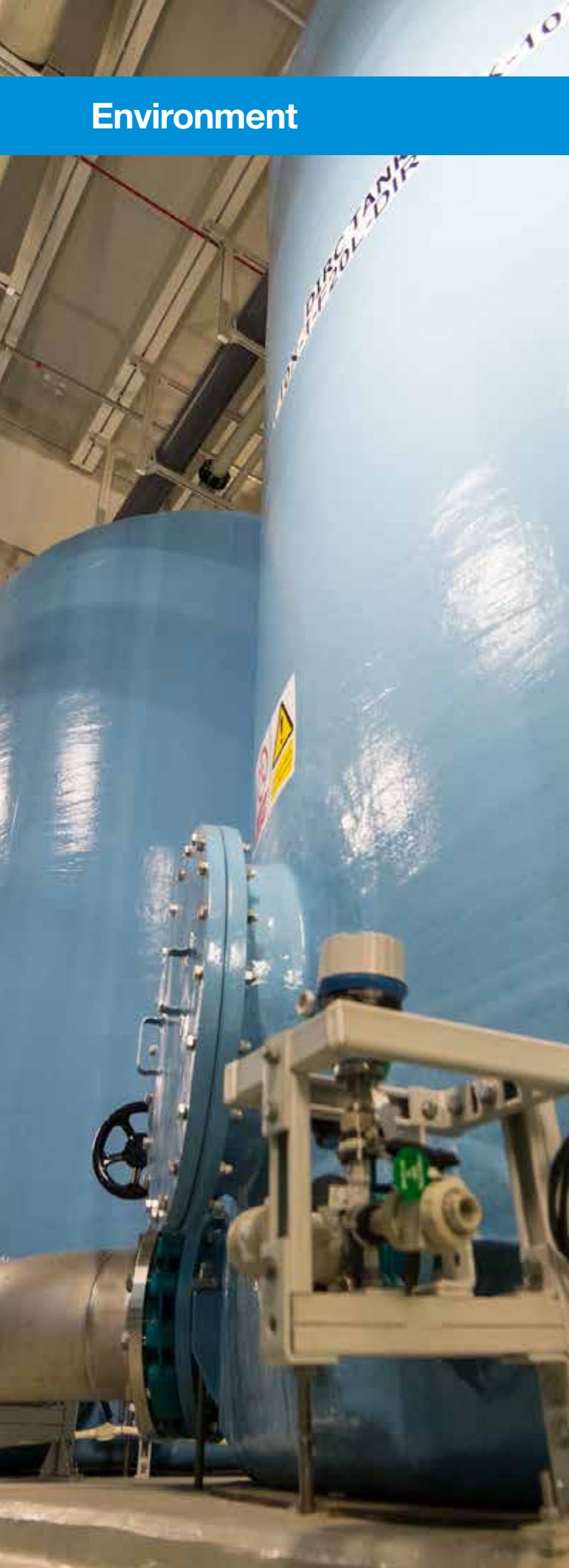
Each of our facilities and operating locations is unique.

In the early stages of planning and production, we work to identify opportunities to reduce our operational impact on the environment and in the communities where we operate. This analysis requires a blend of global strategy and local adaptation, which we do in a number of ways:

- Engaging our robust network of site-based EHS professionals throughout our global operations
- Exploring and implementing opportunities to build manufacturing, infrastructure and office space designed to conserve environmental resources
- Executing and certifying ISO 14001:2015 and ISO 45001:2018 (based on OHSAS 18001) environmental and safety management systems at all manufacturing locations
- Aligning critical environmental practices in our manufacturing to corporate standards (often exceeding local legal requirements)
- Inviting scrutiny of our environmental performance through corporate and third-party audits
- Adopting strategic corporate environmental sustainability targets implemented throughout our global manufacturing network



## Environment



In recent years, we have significantly strengthened our up-front integration of EHS considerations into facility design and construction. This includes the adoption of energy, water and waste efficiency; Leadership in Energy & Environmental Design (LEED) criteria; and other considerations that will improve our performance over time. We have collaborated with engineering consultants and design firms and conducted a charrette focused on whole system design to evaluate opportunities to improve overall efficiency for future operations.

### Building Momentum for Sustainability Among Employees

In 2019, Micron launched the first Environmental Sustainability Committee at our Boise headquarters. Sponsored by the site EHS team, the committee is made up of volunteers who raise awareness and engage peers on environmental sustainability issues, while identifying and acting on significant environmental impacts at the Boise site. During 2019, the teams raised awareness about recycling at home and at work, and a technical subgroup evaluated GHG abatement technology to determine preferred options for high-volume manufacturing. In 2020, we will build on this success in Boise and other sites, replicating lessons learned across our facilities.

For Earth Day 2019, Micron published blog posts on our four environmental sustainability pillars (energy, emissions, water and waste) and invited employees to share ideas of how we can improve on these issues as a company. In future years, we hope to formalize this program and offer awards for the best ideas.

# Water Stewardship

Water is an essential resource in the manufacture of semiconductors.

Each wafer used to make our products goes through a series of cleaning steps, which depend on ultrapure water to ensure manufacturing process quality. As semiconductor technologies have become more complex, demand for water has grown. Therefore, reducing the water we use — and properly treating the water we do use — are among Micron's top environmental priorities.

Micron proactively manages water consumption by identifying opportunities to increase water efficiency and reduce raw water demand, supporting the U.N. Sustainable Development Goal 6 focused on Clean Water and Sanitation. Our manufacturing sites generate ultrapure water from a combination of recycled water from our operations and local, untreated water resources. Wastewater from our operations that is not recycled or otherwise reused on-site is treated to local standards and discharged.



# Environment



## 2019 Performance

Total water withdrawal in calendar year (CY) 2019 was over 50 million cubic meters (m<sup>3</sup>) for our manufacturing sites. This figure is up from our CY18 use and reflects increased capacity. While this water consumption figure is large, our global water recycling initiatives at manufacturing sites achieved an approximate 50% recycling rate on average in that same period.

We are working toward our aspirational goal of reusing, recycling or restoring 100% of the water used in our operations. Actions such as enhancing reuse and recycling infrastructure and water efficiency management will help us make progress toward this goal. A key opportunity for us to increase water recycling is through capacity expansion projects. Increasingly, we are incorporating water-saving measures at the design stage of new buildings and industrial processes at the same time as we invest resources to improve water use efficiency at existing factories.

## Managing Our Water Use

Sustainable management of our water footprint begins with understanding where we obtain water. Globally, the primary source for water at manufacturing locations is municipal supply, underscoring the importance of partnerships with local water authorities. We consider these relationships within their local context, seeking to understand the implications of different geographies, climates, watersheds and infrastructure. We then apply these assessments to determine the best approach to water management at each site.

A water risk assessment using the World Resources Institute (WRI) Aqueduct tool has helped us better understand local water conditions. Through this assessment, we learned that 47% of Micron's total water withdrawals are sourced from water-stressed areas, primarily our manufacturing locations in Singapore, China and Taiwan. The U.S. and Japan are additional water-stressed areas where we have significant manufacturing



## Environment

capacity. We take a blended approach to water management in these parts of the world. In addition to water reclamation systems at our wafer fab facilities, we have installed rainwater capture infrastructure at our expanded North Coast fabrication site in Singapore, and we source 98% of our water from reclaimed and/or desalination facilities. At our wafer fab in Taoyuan, Taiwan, we installed a new wastewater reclamation system in 2019 that reduces our annual municipal water consumption by over 450,000 m<sup>3</sup>. And in Boise, Idaho, we understand our potential impact on the aquifer that supplies the majority of water locally. We were early investors in technology that allows us to replenish the aquifer and mitigate the effects of withdrawal.

While our approach to water supply and consumption mitigation reflects a local, adaptive approach, our commitment to ensuring that industrial wastewater

discharges meet all environmental legal requirements is universal. Each Micron site has invested in significant water treatment infrastructure to ensure that the quality of any wastewater leaving the site meets or exceeds applicable water quality standards. The sites also have staff responsible for the ongoing operation and routine maintenance of wastewater systems to ensure proper performance over time. Wastewater treatment methods may vary by site but include membrane filtration, ion-resin adsorption, precipitation, bio-oxidation and neutralization. We routinely sample wastewater discharges for conformance to environmental standards. In CY19, we discharged 39 million m<sup>3</sup> of treated wastewater, with 85% of that discharge sent to publicly operated treatment works.



# Hazardous Substances & Waste Management

The manufacturing processes that transform a wafer into hundreds of individual die include the use of chemicals and materials such as acids, bases and solvents for depositing, patterning, selectively removing and cleaning.

We maintain an active program for continuous reduction of hazardous chemicals in the manufacturing process. Our objective is to reduce landfill disposal and identify new recycling opportunities for any waste we produce.

Our commitment starts with a rigorous chemical review process that ensures only approved chemicals reach our facilities. This review prevents banned or restricted chemicals from reaching our operations and helps us ensure the proper handling, recycling and disposal of chemicals throughout their lifecycle. It also allows us to track and understand our chemical use profile for assessment of chemical reduction and elimination initiatives.





## Environment



Beyond chemical screening, we perform due diligence on all new waste vendors to make sure their practices meet applicable legal requirements and safeguard the surrounding environment. If a waste facility passes this evaluation, Micron updates the assessment periodically to ensure the consistent and effective management of waste materials over time.

In the past few years, we have taken several measures to reduce and manage hazardous substances and waste at various sites:

- Reusing chemicals from production on-site
- Recycling inorganic sludge for construction off-site
- Sending solvents and acids off-site for reuse
- Transferring mixtures of solvents to an off-site distillation facility for reuse of constituents

Given our dynamic industry, we keep abreast of any developments that could present new risks or opportunities related to hazardous substances. We are committed to reducing chemical consumption and waste production, as well as to identifying opportunities to

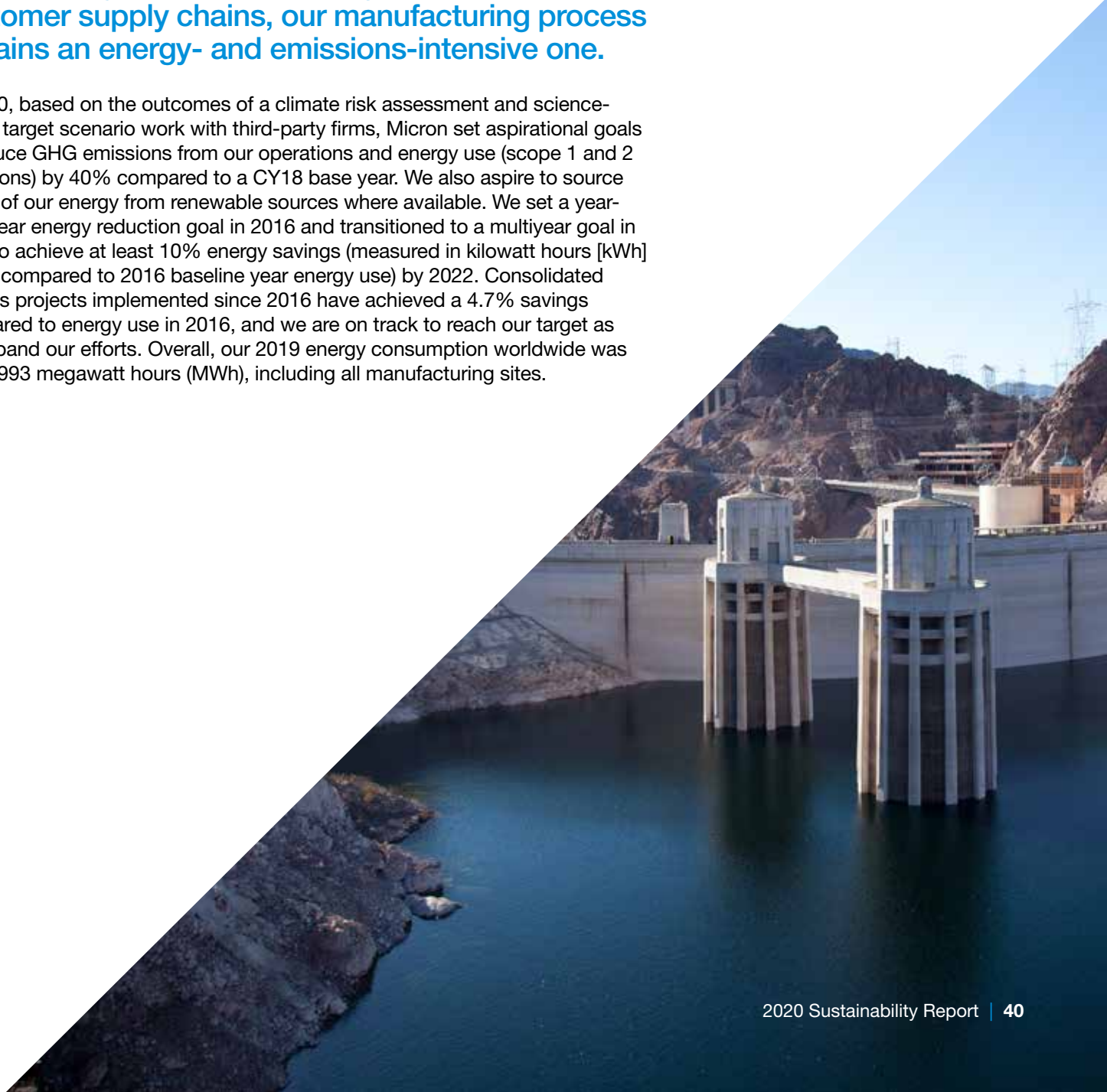
increase our waste recycle rate. With our new aspirational goal to send zero waste to landfill, we are setting our sights even higher by reviewing our waste streams and identifying further segregation methods, collaborating with waste vendors on solutions, optimizing recipes to reduce chemical waste, and working with business partners on new reuse and recycling technology. In just one example, we expect to improve the waste recycling rate at our Muar, Malaysia, site by 40% and achieve zero hazardous waste to landfill by working with a partner to divert treatment plant sludge for use as an alternative raw material in other industries.

Micron also engages our employees in waste reduction. Employees can earn rewards for participating in our global wellness program, which includes tips for reducing waste at home. Employees can also compete to win the Desirable Trash Award by taking home nonhazardous scrap material from their workplace that would otherwise be landfilled or incinerated and upcycling it into new and beneficial uses.

# Energy & Greenhouse Gas Emissions

While Micron's low-power devices support sustainability and climate change initiatives in customer supply chains, our manufacturing process remains an energy- and emissions-intensive one.

In 2020, based on the outcomes of a climate risk assessment and science-based target scenario work with third-party firms, Micron set aspirational goals to reduce GHG emissions from our operations and energy use (scope 1 and 2 emissions) by 40% compared to a CY18 base year. We also aspire to source 100% of our energy from renewable sources where available. We set a year-over-year energy reduction goal in 2016 and transitioned to a multiyear goal in 2017 to achieve at least 10% energy savings (measured in kilowatt hours [kWh] saved compared to 2016 baseline year energy use) by 2022. Consolidated savings projects implemented since 2016 have achieved a 4.7% savings compared to energy use in 2016, and we are on track to reach our target as we expand our efforts. Overall, our 2019 energy consumption worldwide was 8,564,993 megawatt hours (MWh), including all manufacturing sites.





## Environment



Micron is making progress in energy savings by focusing on the areas where our potential is greatest, such as new buildings. We consider sustainable building attributes, such as Leadership in Energy & Environmental Design (LEED), the world's top rating system for green buildings, as part of design. Many of our newest buildings have achieved LEED Gold status, including our newest wafer fab expansion in Singapore, our assembly and test facility in Taiwan, and our site in Vimercate, Italy, and we design and build all new construction to meet or exceed that standard.

Our approach to GHG management begins with collecting, analyzing and reporting data specific to these emissions. We report on GHG emissions through CDP, formerly the Carbon Disclosure Project. CDP is the primary international organization enabling standardized environmental data reporting on GHG emissions and other environmental criteria for companies, cities, states and regions. In 2019, we received a score of C on CDP's climate list and B- on its water security list, and we will continue to strengthen our performance and disclosures.

The semiconductor industry is working to reduce emissions of fluorinated greenhouse gases (F-GHG), a potent source of emissions that result from manufacturing processes. Despite years of research into alternatives for F-GHG, few suitable substitutes exist that would apply to all uses. We do, however, focus on reduction of F-GHG emissions through point-of-use abatement and demonstrate more than a 75% reduction of F-GHG emissions to achieve the IEEE P1680.1 Standard for Environmental and Social Responsibility Assessment of Computers and Displays.

Micron also focuses on reducing our emissions by upgrading building controls in new construction with state-of-the-art systems. For an administrative building in Singapore, updating HVAC systems, adding light sensors, replacing aging equipment, and installing solar panels will reduce grid power demand. And as part of a series of expansions at our facility in Hiroshima, Japan, we are integrating specialty chillers with waste heat recovery systems into the new construction, an improvement that will annually avoid nearly 60,000 metric tons of CO<sub>2</sub> emissions.

As we implement programs and targets to support our aspirational environmental goals over the course of 2020, we look forward to documenting these and reporting on our progress.



# Responsible Sourcing

**We are one link in an intricate technology supply chain that spans the globe. By accelerating continuous improvement and promoting transparency, we can drive progress in human rights and environmental stewardship across our industry.**

## Responsible Sourcing

Micron manages a complex supply chain that includes a variety of materials, equipment and services required to support our operations, from office supplies to highly specialized design components. With over 9,000 suppliers in 42 countries in 2019, managing our supply base is a critical undertaking. And the sourcing environment is changing, with increasing diversification of locations, leading to sourcing from new locations less acquainted with global standards.

This situation requires a dedicated team to guide our supplier evaluation and approval process to ensure new and existing suppliers meet our expectations, including those related to social and environmental criteria. Micron works closely and continuously with suppliers to assess risk, drive corrective actions and encourage

improvement. By communicating our expectations to our tier 1 suppliers — those we source from directly — we strive to have responsible practices replicated throughout our supply chain.

We are an active member of the Responsible Business Alliance (RBA, formerly the Electronics Industry Citizenship Coalition). The RBA is composed of leading electronics industry companies that have joined together to promote responsible working conditions, ethical business practices and environmental stewardship globally throughout the electronics industry supply chain. RBA members adhere to a common RBA code of conduct, which addresses supply chain performance expectations for labor, health and safety, environmental practices, ethics and management systems.

**With over 9,000 suppliers  
in 42 countries in 2019,  
managing our supply base is  
a critical undertaking.**



# Supply Chain Risk Assessment

We monitor our global supply network against global supply events 24/7, review possible supply risk scenarios against unplanned interruptions and work with our supply base to improve and lower their overall risk profiles.

Micron's supply chain risk and resiliency program has global processes, partners with a best-in-class, third-party risk service provider and has resources in place that are continually maturing and improving to ensure a resilient, compliant and sustainable supply chain. Profiling and managing the relative risks of each of our strategic suppliers allow us to ensure a resilient supply chain able to support continuous production and product delivery to our customers, while upholding industry and Micron standards relating to sustainability. As a check on this process, we maintain a compliance hotline for the reporting of violations in our supply chain. We also offer a training program focused on responsibilities and expectations for our suppliers. More than 1,940 supplier representatives participated in this training in 2019.





## Responsible Sourcing



Micron performs a supplier risk assessment that aligns with our own Code of Business Conduct and Ethics and the RBA code of conduct. In addition, we expect all suppliers to be able to provide evidence of compliance with the following:

- An annual RBA self-assessment questionnaire (SAQ) for a company's headquarters and all facilities or Micron's sourcing compliance assessment (SCA)
- An RBA audit or equivalent for any facility identified as high-risk
- U.S. Foreign Corrupt Practices Act
- U.K. Bribery Act
- California Transparency in Supply Chains Act of 2010
- U.K. Modern Slavery Act of 2015
- An updated conflict minerals reporting template (CMRT) in case of addition of any new smelter or change of status of existing smelters
- Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH), updated and provided every six months or as any product change requires
- Restriction of Hazardous Substances (RoHS), updated and provided every 12 months or as any product change requires
- CDP (formerly the Carbon Disclosure Project)
- A sustainability/corporate social responsibility or equivalent report

Micron requests that suppliers provide transparency through supply visibility mapping and supplier assessments, including the following information:

- Data points such as manufacturing locations, emergency contacts, manufacturing recovery time and locations of critical sub-tier suppliers
- Business continuity processes and programs at manufacturing locations
- Event impact notification responses associated with Micron's supply chain
- Programs and policies related to ethics, environment, forced labor and safety

## Responsible Sourcing



While compliance is an important aspect of a responsible supply chain, Micron is evolving to reach beyond compliance and toward greater engagement with suppliers. We are becoming more proactive with improved supplier training and collaboration on supplier diversity and environmental impact. This approach will allow us to retain more suppliers, creating a competitive advantage for our business, and raise standards across our industry.

### Micron Suppliers CY19

**5,555**

Utilized suppliers

**6,150**

Supplier sites

**80%**

Of spend with 125 top suppliers

**\$17.9B**

Total spend supporting manufacturing

### Top 10 Supplier Locations (by Micron spend):

Japan, Taiwan, Singapore, United States, Switzerland, China, South Korea, Malaysia, United Kingdom, India



# Responsible Sourcing

## How We Manage Risk in Our Supply Chain

Micron's sourcing risk and compliance group oversees supply chain risk management, which includes environmental, human rights and geopolitical risks. This team continues to mature its mission of enabling a resilient, compliant and sustainable global supply chain, including new and incumbent supplier screening, assessments, investigations, risk profiling, development and auditing. Each year, members of the sourcing risk and compliance group do the following:

- **Screen and assess:** We initially assess suppliers using inputs from business continuity processes, geographic location, type of commodity or service, Micron's history with the supplier and third-party reviews. We conduct additional screening for new suppliers.
- **Score:** We map suppliers at the manufacturing level, focusing on business continuity planning processes, ethics, location, forced labor, environment and safety. We assign an operational risk score that indicates risk associated with manufacturing or business disruption, as well as a score that indicates risk associated with responsibility and compliance. Each score may be high, medium or low.
- **Audit:** Suppliers identified as high risk may be audited in person to ensure they comply with our code of conduct.

- **Improve and develop:** We may develop a mitigation plan and request improvement actions of any suppliers found to be out of compliance or the suppliers may be removed from the supply base. Micron may establish corrective action plans, conduct in-person training or develop scorecard reviews or other plans to improve suppliers' risk profiles.

## Micron Is Also Part of Many Other Companies' Supply Chains

We have deep experience interacting with supply chain partners as both a supplier and a customer, and we are subject to many of the same auditing protocols as our own suppliers. All Micron sites have qualified for RBA platinum recognition, and all sites that have been audited in the past two years have achieved perfect audit scores.

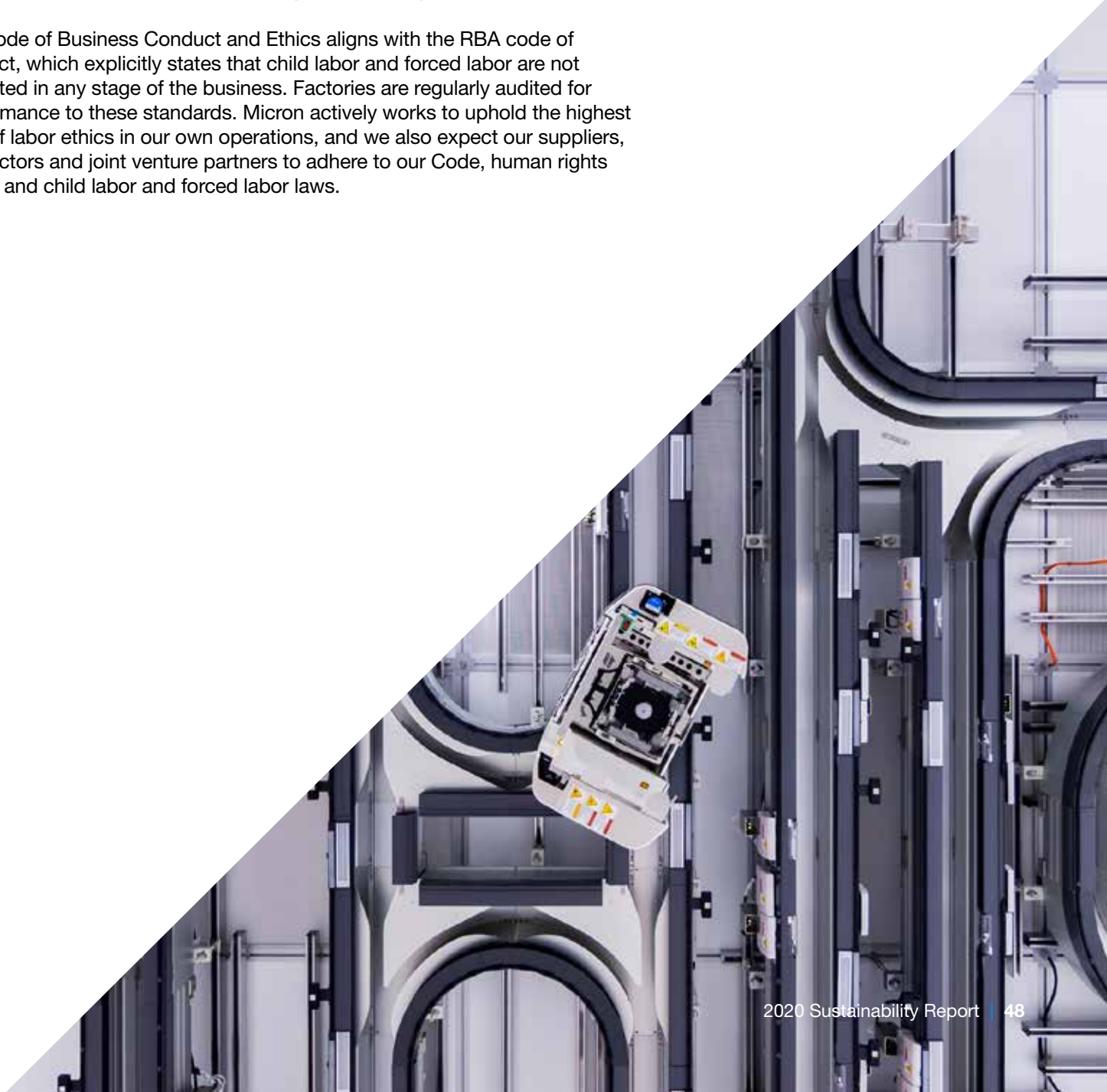




# Forced Labor & Child Labor

Micron and our stakeholders support the advancement of human rights along our value chain.

Our Code of Business Conduct and Ethics aligns with the RBA code of conduct, which explicitly states that child labor and forced labor are not permitted in any stage of the business. Factories are regularly audited for conformance to these standards. Micron actively works to uphold the highest level of labor ethics in our own operations, and we also expect our suppliers, contractors and joint venture partners to adhere to our Code, human rights policy, and child labor and forced labor laws.



## Responsible Sourcing



Our commitment to these concerns is made public through our Slavery and Human Trafficking Statement. As part of our ongoing due diligence in this area, we regularly conduct supplier risk assessments to understand how well suppliers address the issues, with specific focus on operations in areas more at risk for human rights violations. Beyond these important issues, Micron also monitors the following human rights concerns as they relate to our supply chain:

- Working hours
- Fair wages and benefits
- Worker health and safety
- Nondiscrimination and anti-harassment
- Freedom of association

This oversight of human rights begins with anyone who works on a Micron site in any capacity, from security to construction work. It extends to the employees of our suppliers and to any person hired temporarily by suppliers, who in some parts of the world are foreign migrant workers. Many of Micron's suppliers are located

### RBA Code of Conduct

The best outcomes happen when our industry works together. The RBA plays a critical role in upholding a single set of expectations regarding social and environmental responsibility and a single process for demonstrating conformance. Through RBA training materials, monitoring tools and third-party audits, we support the efforts of our key suppliers to maintain responsible operations. We also hold them accountable when they veer off course. To comply with the RBA code in our own operations, we have adopted a vigorous management approach that includes training employees on code requirements and using third-party auditors to verify our actions. Our global RBA oversight team includes representatives from legal, human resources, EHS and supplier management functions. They monitor key RBA metrics across all of our manufacturing locations and review quarterly reports on Micron's overall RBA performance.

## Responsible Sourcing

in Asia, where human rights violations against these workers have been documented. For example, workers may have their passports withheld or be charged recruiting or administrative fees before being hired. These fees can amount to more than several months' pay and may require workers to take out loans, effectively forcing them to pay to have a job. In addition, most of these workers send the majority of their earnings back to their home countries to support their families, making the payment of loans and fees especially burdensome.

RBA code requirements limiting forced labor differ from the laws regarding fees, levies and working hours in many countries where we do business. While this adds complexity, we enforce the more stringent standard if local laws and the RBA code differ. Micron is actively involved, along with other members of the RBA, in eliminating forced labor issues in our supply chain through training, dialogue with government officials and interviews with foreign migrant workers about their conditions.

### Supporting Suppliers in Malaysia

As we grow our business and respond to evolving trade pressures around the world, Micron is seeking suppliers in new locations. One area where we — and many other technology companies — are expanding our supply base is in Malaysia, which has new national leadership and is experiencing a time of rapid development.

Many new players are operating in this country, some who may not yet be familiar with industry standards for suppliers such as the RBA code of conduct that establishes policies related to forced labor, anti-bribery and other key issues. In our years of work with suppliers around the world, we have learned that it is easier to communicate our expectations and mitigate risk up front than to correct issues later.

To help new Malaysian suppliers better understand our expectations, Micron is conducting more in-depth onboarding as well as expanded audits of these suppliers' facilities. During these audits, we have identified and addressed issues related to working hours, overtime pay and living conditions for foreign migrant workers. We have also introduced several local suppliers to the RBA code of conduct, enabling them to implement policies and procedures in alignment with it. As we continue to add suppliers in this part of the world, we are standardizing our engagement processes for suppliers who may need extra support and we plan to expand the use of the RBA code by more suppliers.





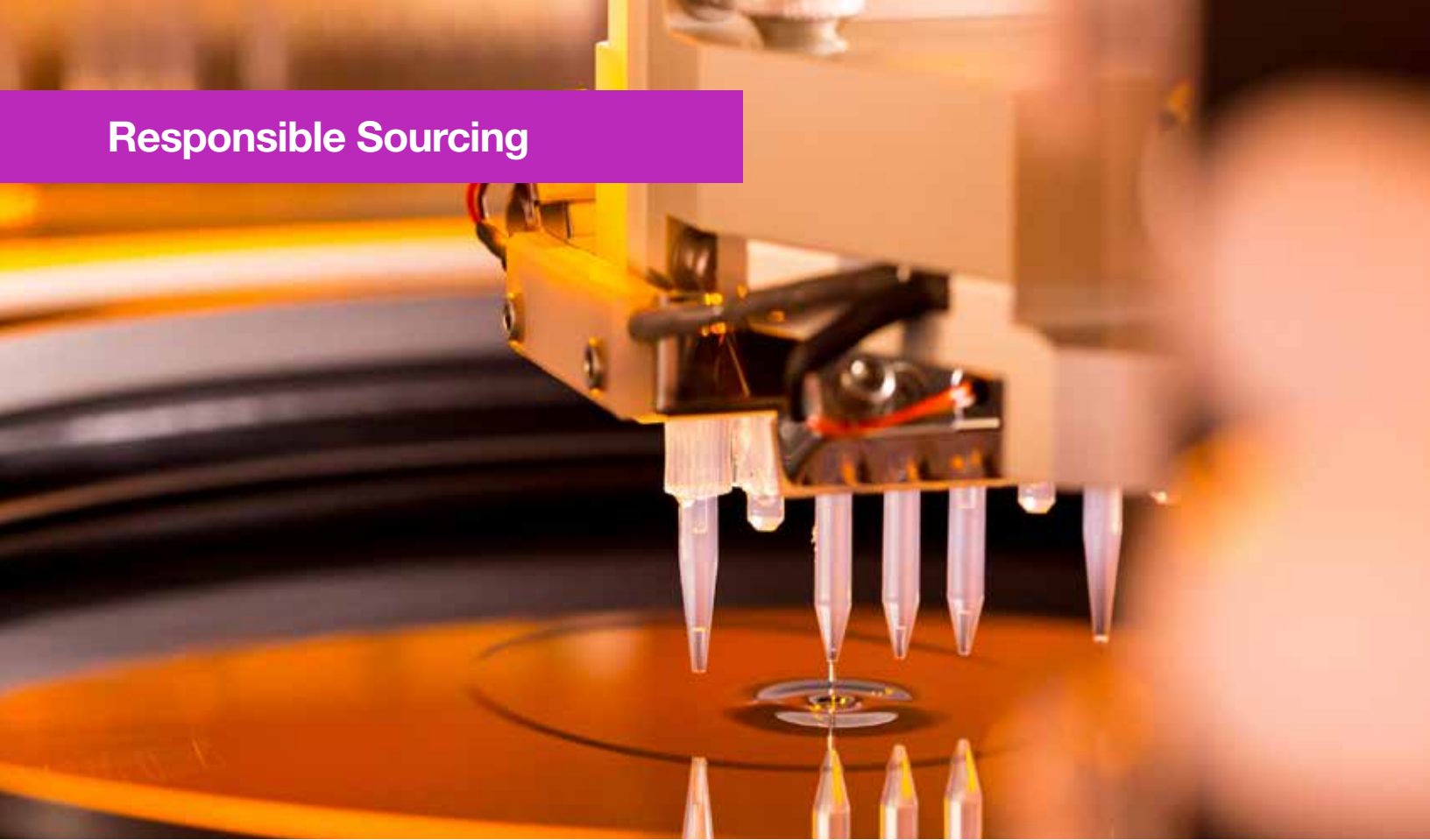
# Responsible Minerals

Micron has long been a leader in programs to address and report on conflict minerals. Like many technology companies, Micron relies on the use of tin, tungsten, tantalum and gold in the manufacture of our products.

These materials, known as conflict minerals, are abundant in the Democratic Republic of the Congo (DRC) and surrounding countries, a region that has endured sustained conflict and human rights violations. However, we recognize that there are raw materials beyond the four conflict minerals that are subject to controversy based on social and environmental concerns regarding how they are obtained. Emerging regulation in the European Union will focus on all conflict-affected and high-risk areas around the world, not just the DRC. With this in mind, our program focuses on responsible minerals, encompassing a broad reach of minerals and geographies.



## Responsible Sourcing



Micron is committed to ensuring that minerals used in the manufacture of our products do not directly or indirectly fund violence or human rights abuses in the DRC or adjoining countries. We have adopted a goal of sourcing entirely from smelters validated by third-party audit as conforming with the Responsible Minerals Initiative (RMI) [Responsible Minerals Assurance Process](#) or similar cross-recognized programs from the [Responsible Jewellery Council](#) or [LBMA](#). To this end, we seek to align with international due diligence best practices set forth in the Organisation for Economic Co-operation and Development's (OECD) Due Diligence Guidelines for Responsible Supply Chains of Minerals from Conflict-Affected and High Risk Areas and comply with Section 1502 of the Dodd-Frank Wall Street Reform and Consumer Protection Act, which requires publicly traded U.S. companies to track, monitor and report annually on conflict minerals in supply chains.

Collaboration among government, industry and communities is key to achieving conformance in our supply chain. Reflecting this philosophy, Micron is a founding member of the RMI, a consortium that works across the minerals industry to develop a common approach to address conflict mineral supply chains and develop future protocols that may expand to include other minerals. The RMI includes a third-party auditing process, due diligence tools and a public database documenting where each smelter stands in its conflict-free journey. Micron is a member of the RMI's Smelter Engagement Team. In 2018, Micron actively supported the expansion of the industry's non-battery cobalt reporting program. We have investigated all potential cobalt use within our entire supply chain and will report cobalt as applicable when the RMI's industry program has fully implemented its cobalt program in late 2020.

## Responsible Sourcing

To help Micron achieve our responsible mineral policy objectives, we require suppliers to comply with our responsible mineral programs by doing the following:

- Providing a complete, updated CMRT that discloses the source of conflict minerals that may be present in products sold to Micron, including the identification of the smelters from which the conflict minerals originated
- Updating CMRTs within two weeks of any smelter or refiner changes within the entire supply chain
- Adopting a conflict mineral policy dedicated to the goal of achieving a conflict-free supply chain
- Participating in and facilitating audits of facilities, conflict mineral policies, conflict mineral procedures and associated records
- Directing their own suppliers to adopt conflict mineral policies

Put simply, Micron ensures that our existing suppliers rely only on smelters and refiners that are conflict-free, and we only engage with new suppliers that can demonstrate the same. We maintain a 13-week cycle time for suppliers to make changes when they fall out of approved status and often resolve issues sooner. In 2019, our average time to have a nonconformant smelter removed from our supply chain was 15 weeks, behind our 13-week target due to supply chain constraints.

Micron also assesses and reviews other rare earth elements, metals and materials used in its processes to understand risks related to potential restrictions, availability, pricing and effects to its manufacturing processes and products. These reviews often reveal opportunities for alternative sources from suppliers and various regions. One emerging issue we are managing is the use of recycled gold in our products. Recycled content is growing in importance to our customers, who are setting new requirements for recycled gold content and certification by approved agencies. We are working with suppliers to explore the feasibility of transitioning to 100% recycled gold and with customers to understand and best address their needs, anticipating that this effort will provide valuable lessons in circularity for other commodities in our products.

We are committed to transparency and report publicly on our due diligence and progress toward a conflict-free supply chain. To learn more, read our annual [conflict minerals report](#).



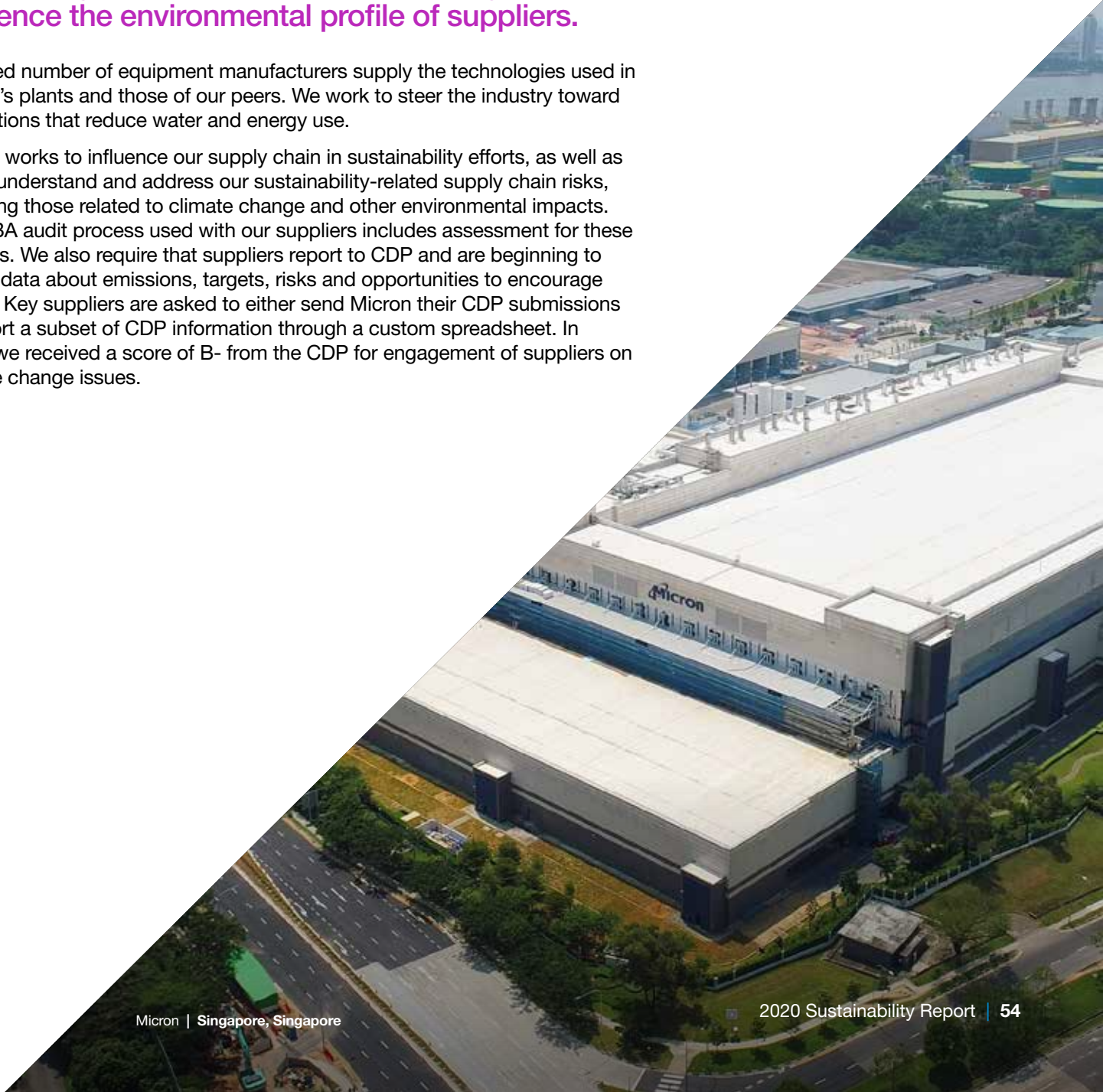


# Supplier Environmental Impact

As an industry leader, Micron has significant opportunity to partner across our industry to influence the environmental profile of suppliers.

A limited number of equipment manufacturers supply the technologies used in Micron's plants and those of our peers. We work to steer the industry toward innovations that reduce water and energy use.

Micron works to influence our supply chain in sustainability efforts, as well as better understand and address our sustainability-related supply chain risks, including those related to climate change and other environmental impacts. The RBA audit process used with our suppliers includes assessment for these impacts. We also require that suppliers report to CDP and are beginning to gather data about emissions, targets, risks and opportunities to encourage action. Key suppliers are asked to either send Micron their CDP submissions or report a subset of CDP information through a custom spreadsheet. In 2019, we received a score of B- from the CDP for engagement of suppliers on climate change issues.



## Responsible Sourcing



In addition, all suppliers receive our Supplier Requirements Standard (previously known as our supplier quality requirements document), which includes a requirement to comply with all GHG regulations. In much the same way as we assess suppliers for other types of risk, we survey high-risk and critical suppliers' programs to improve energy efficiency, reduce GHGs and control, treat and minimize solid waste, wastewater and air emissions. We evaluate

the results to generate a risk score. Any supplier with a high risk score or deficiency in a program or process is engaged for development and improvement plans. Micron also uses a software system to make it easier to manage supplier resources and data. This continues to improve the coverage, resources and processes used to uphold high expectations for our suppliers.

**We survey high-risk and critical suppliers' programs to improve energy efficiency, reduce GHGs and control, treat and minimize solid waste, wastewater and air emissions.**

# Supplier Diversity

We believe the best innovation comes from diverse experiences, perspectives and backgrounds, and this belief extends to our supply chain and procurement programs.

Micron recognizes the role that small and diverse businesses play in helping us develop and deliver innovative solutions to customers. In FY19, we took several important steps to strengthen Micron's supplier diversity program, including implementing best practices with tracking and reporting, engaging a third-party supplier diversity leader and innovator, and completing a full data-enrichment refresh to existing data records. All of Micron's active U.S. suppliers now have validated diversity classifications on file. Additionally, we conducted an internal audit to establish a baseline of our spend with small and diverse businesses across global procurement. We then embedded supplier diversity in Micron's global source-to-pay systems.





## Responsible Sourcing



Our FY20 supplier diversity program initiatives will focus on supplier development, education and increased representation of qualified diverse businesses in Micron's sourcing events. We are also launching a tier 2 reporting pilot with a select group of suppliers and asking them to report their spend with small and diverse businesses. During the coming year, Micron's supplier diversity program aims to drive awareness and opportunity throughout the supply chain to lay a foundation for future program maturity and growth.

Micron is a member of the [Manufacturing Ownership Diversity](#) SEMI working group. This group, established in 2019, is developing a common standard to define supplier diversity within the industry and provide global best practices. The group aims to generate awareness, increase the ability of diversely owned companies to win competitive bids and increase the participation of diverse suppliers in the semiconductor industry overall.

**In FY19  
1,500+  
small and  
diverse  
suppliers were  
represented  
in Micron's  
supply base.**

# People

**A thriving workplace requires focused effort. Employees are the backbone of our business, and we're doing more than ever to engage and support them on their career journeys.**

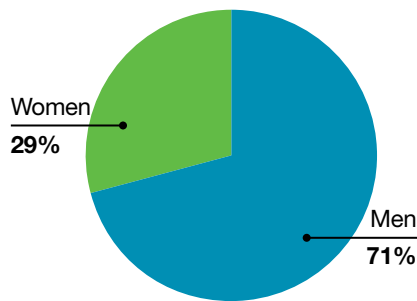
# People

Micron depends on a hardworking, tenacious and highly educated workforce to design, develop and manufacture high-quality, cutting-edge memory and storage solutions. Our employees are located in 18 different countries. So creating a unified culture across functions and geographies is essential to realizing Micron's vision and mission.

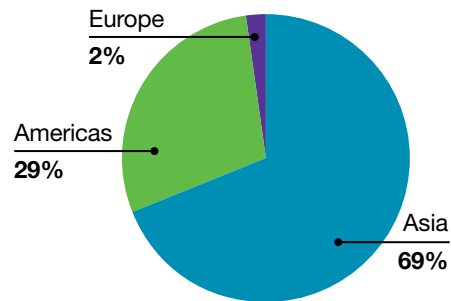
We pursue the highest-quality talent in our hiring and maintain a work environment that enables our employees to thrive throughout their Micron careers. The first of our five corporate values, people, reflects our commitment to employees and our focus on providing an engaging work environment that is ethical, safe, diverse and inclusive.

## 2019 Workforce at a Glance<sup>1</sup>

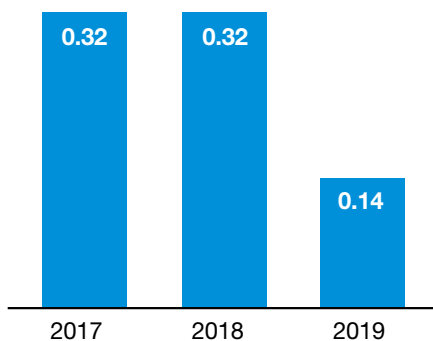
### Employees by Gender



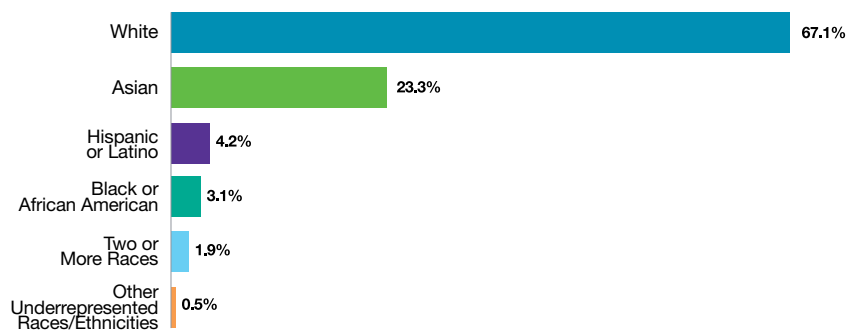
### Employees by Region



### Recordable Injury Rate



### U.S. Race/Ethnicity (Overall)



<sup>1</sup>CY19 does not include Micron's former 200mm fabrication facility in Singapore.

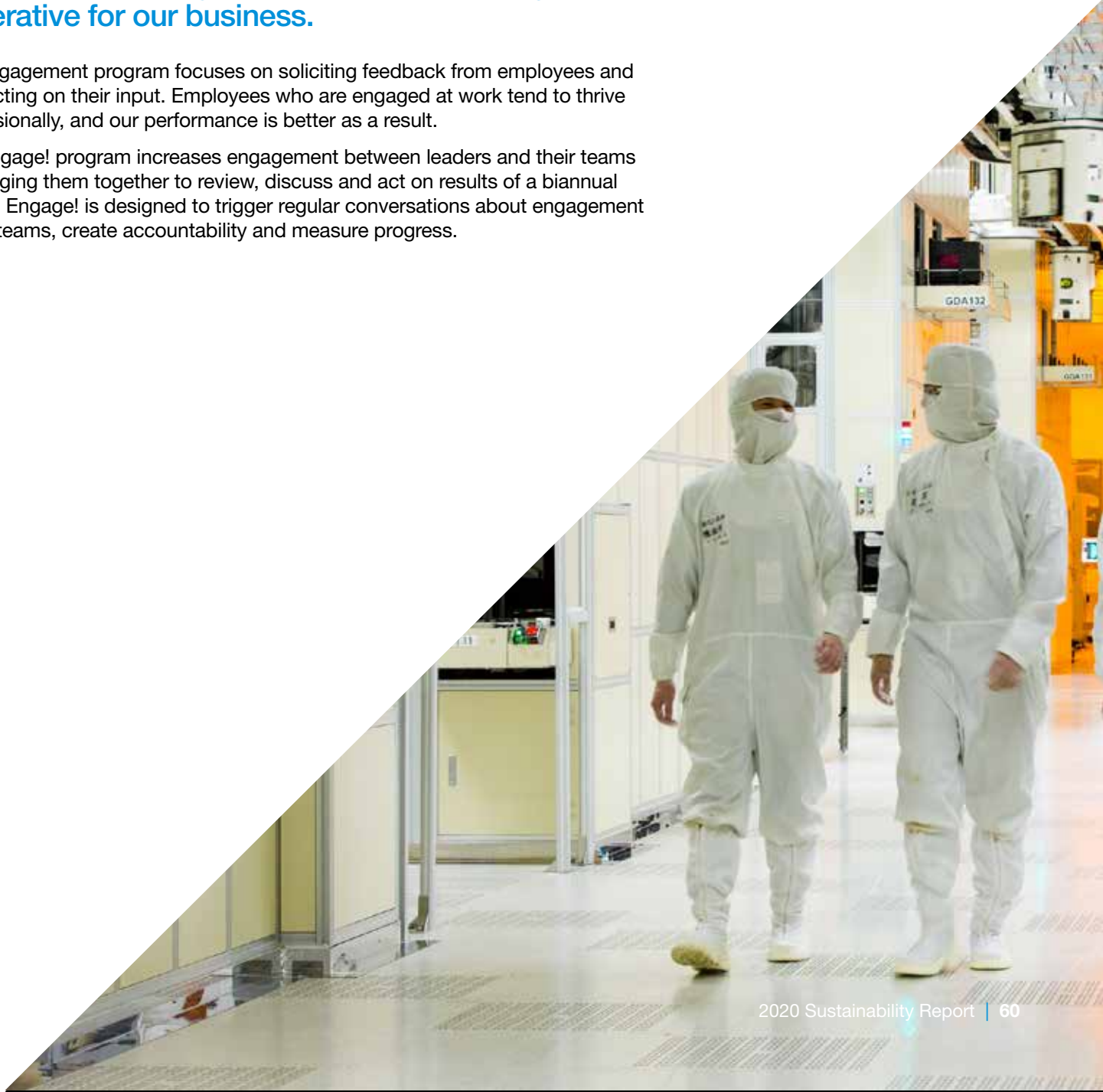


# Engagement & Retention

Retaining the best and brightest in an extremely competitive industry environment is a strategic imperative for our business.

Our engagement program focuses on soliciting feedback from employees and then acting on their input. Employees who are engaged at work tend to thrive professionally, and our performance is better as a result.

The Engage! program increases engagement between leaders and their teams by bringing them together to review, discuss and act on results of a biannual survey. Engage! is designed to trigger regular conversations about engagement within teams, create accountability and measure progress.





Survey questions prompt employees to indicate their level of agreement with statements like “My supervisor provides timely and meaningful recognition” and “At work, I am respected for who I am.” The participation rate in the October 2019 survey was 95%, and favorability ratings have increased since the survey was first conducted. We exceeded last year’s goal of reaching at least 60% agreement with the statement, “I find Micron’s culture to be personally engaging and motivating.” Our target for 2020 is that 80% of employees state that their teams have developed action plans to improve their results.

A new component of Engage! in 2019 was the leadership engagement index (LEI), a subset of survey questions that help to gauge direct managers’ abilities to engage their teams, a metric we are using to measure organizational success. LEI scores rose eight percentage points over a six-month period in 2019, which may be attributable to Micron’s expanded [leadership development programs](#).

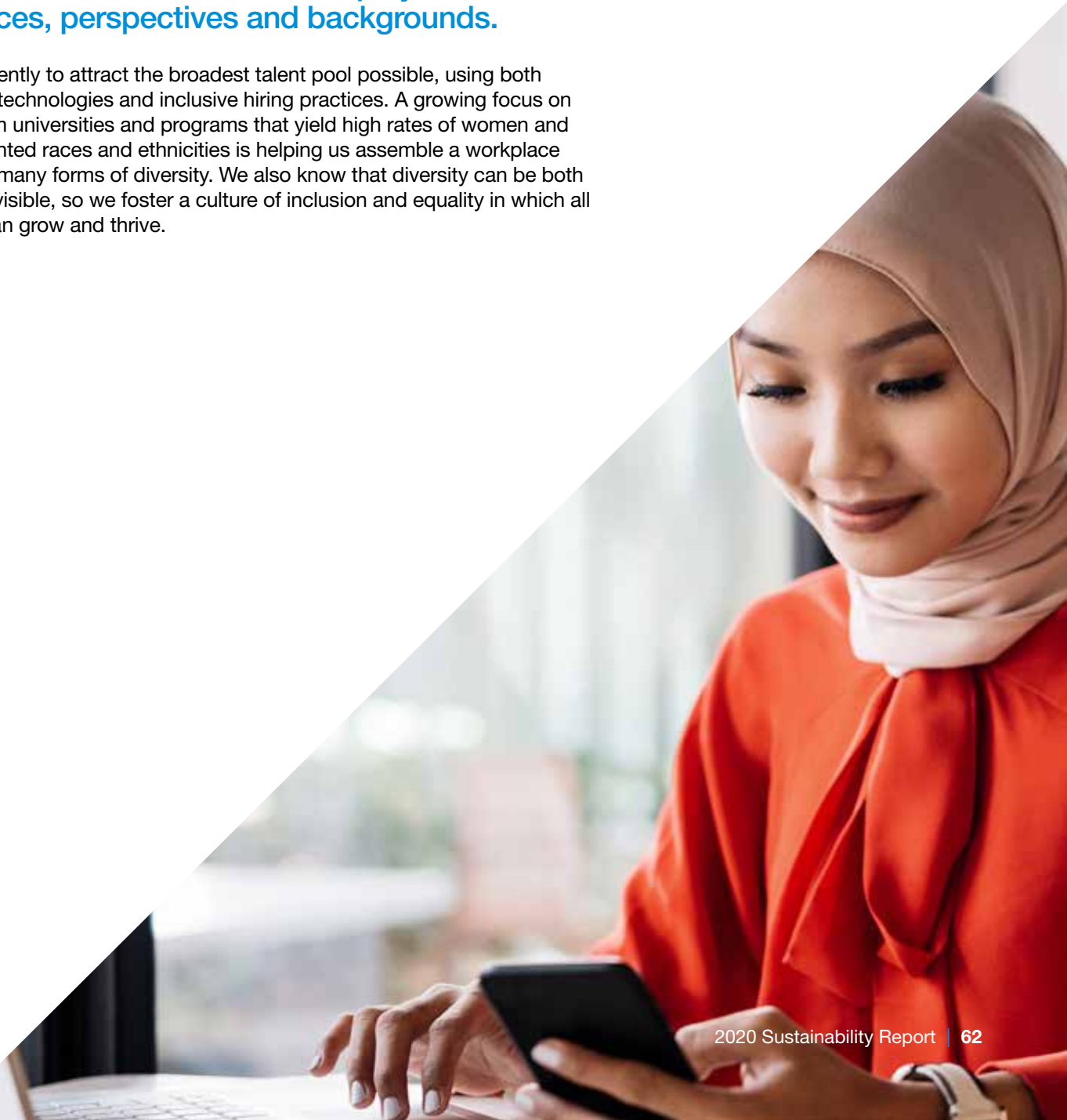
## Employee Referral Program

There is no better endorsement of the benefits of the Micron experience than a recommendation from someone you know. So Micron created an online referral program through which current employees can share job openings with colleagues and friends. Employees receive custom URLs to share, and they earn rewards when positions are filled. Forty-six percent of employees have participated in the program — and now, 17% of all external hires originate with a referral.

# Diversity, Equality & Inclusion

As a multinational company, Micron knows that real innovation comes from our employees' distinct experiences, perspectives and backgrounds.

We work diligently to attract the broadest talent pool possible, using both cutting-edge technologies and inclusive hiring practices. A growing focus on recruiting from universities and programs that yield high rates of women and underrepresented races and ethnicities is helping us assemble a workplace that is rich in many forms of diversity. We also know that diversity can be both visible and invisible, so we foster a culture of inclusion and equality in which all employees can grow and thrive.





# People



Recognizing that this work has no finish line, we challenge ourselves to further embed diversity, equality and inclusion (DEI) into the way we operate. Micron CEO Sanjay Mehrotra is a vocal advocate for DEI and a signatory to the CEO Action for Diversity & Inclusion. To guide our DEI efforts, we have assembled a broad team of leaders who represent many of Micron's key business areas across the globe. This DEI advisory council ensures all employee voices are represented and amplified. In 2019, Micron hired our first vice president of DEI, which allows us to deepen our commitments to all dimensions of diversity and leverage the strengths of Micron's global team. We also increased diversity at the highest levels by welcoming an additional woman to the Micron board of directors and nearly doubling the percentage of women as vice presidents (from 7.7% to 13.5%) in 2019.

Micron supports employees directly through the funding and endorsement of employee resource groups (ERGs). These groups provide mentorship, networking and visibility to specific populations within the organization. Currently, 5,827 Micron employees have joined an ERG, with more than 47 chapters around the globe.

## Highlights From Our FY19 Diversity, Equality & Inclusion Report

# 72%

Growth in ERG membership

# 3

New ERGs (Black Employee Network, Tenured & Experienced @ Micron, and Capable)

# >25%

Of Micron's board of directors comprises women

# 75

Senior leaders participated in inclusive leadership courses

# People



We are making progress on our commitment to increase representation of women in leadership positions. The Women Innovate program was launched to increase female participation in Micron's patent program, advance innovation and promote collaboration among female inventors. This formal women's sponsorship program pairs women with senior leaders for increased advocacy and visibility. In just the first year of this program, Micron has seen a significant increase in women inventorship.

In 2019, we published our [second annual DEI report](#) and a [new inclusion video](#). The report tracks the company's progress by examining a variety of factors, including gender, race/ethnicity, compensation, job roles, flexibility and philanthropy. It allows us to share achievements such as reaching increased levels of diversity and creating transparency and accountability in areas for ongoing focus. For the first time, we shared intersectional data on our U.S. employees, showing the breakdown of our workforce by gender and race.

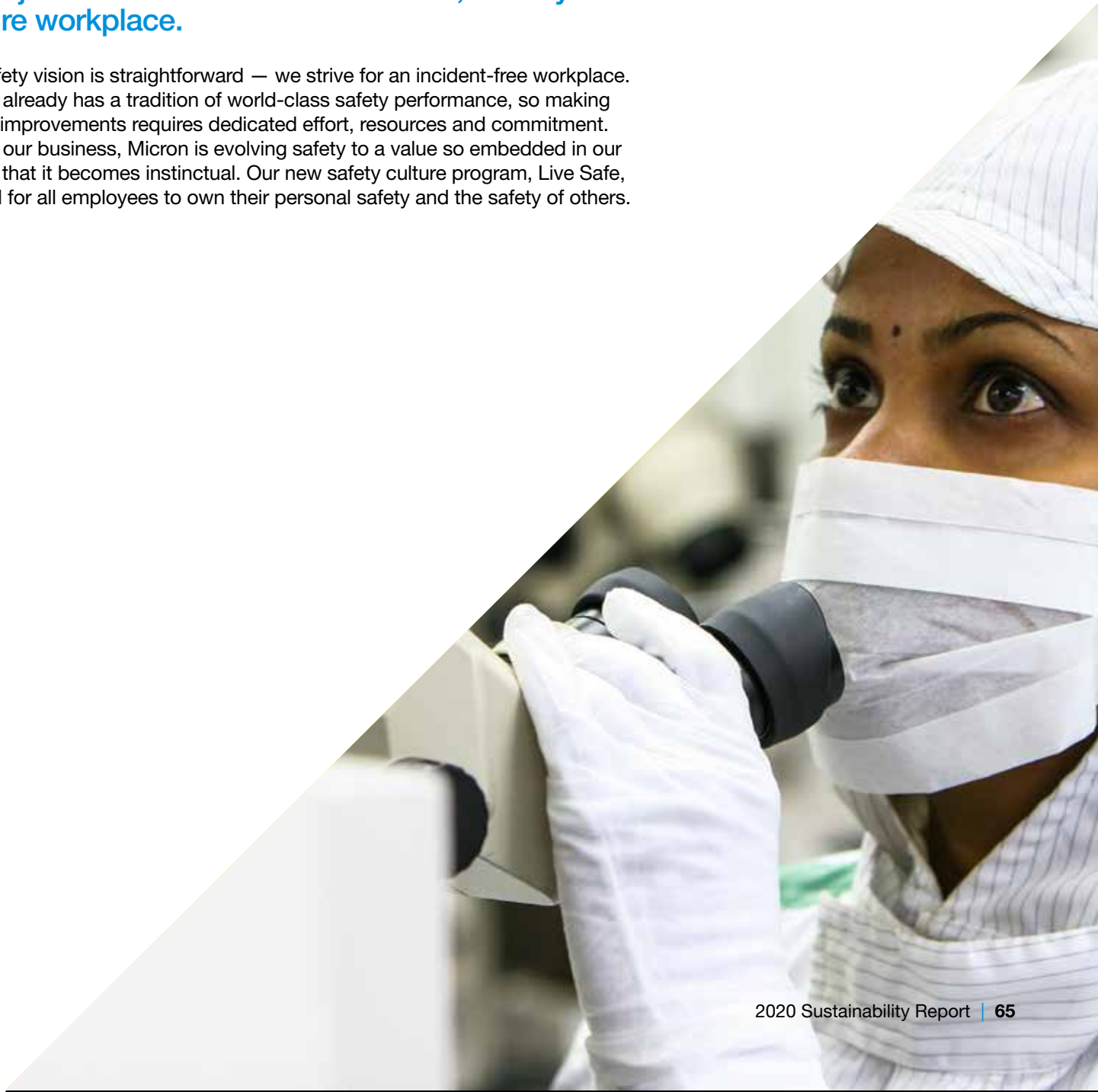
## Micron Invests in Our Employees

Micron makes many significant investments in our business, but few are more important than those we make in employees. We are committed to providing equal compensation to men and women in similar roles in all worldwide locations. At the end of FY19, we invested \$830,000 in additional compensation to ensure a statistically insignificant difference. We will continue to prioritize salary parity across our workforce and invest the funds needed to address any gaps that exist.

# Safe, Healthy & Secure

Proactive efforts to prevent occupational illnesses and injuries allow us to maintain a safe, healthy and secure workplace.

Our safety vision is straightforward — we strive for an incident-free workplace. Micron already has a tradition of world-class safety performance, so making further improvements requires dedicated effort, resources and commitment. Across our business, Micron is evolving safety to a value so embedded in our culture that it becomes instinctual. Our new safety culture program, Live Safe, is a call for all employees to own their personal safety and the safety of others.







## **Live Safe** Everyone deserves to go home safe.

In addition, we are strengthening safety key performance indicators (KPIs) and establishing a set of leading indicators. We have implemented a series of leader-led, activity-focused KPIs that better measure management behaviors and engagement for safety, as well as enhancements to our technical safety program. While our recordable injury rate of 0.14 in 2019 showed significant progress over 2018, we expect that the improvements in measurement and tracking under the Live Safe program may increase this reported rate in our next reporting cycle, even as we drive improvements.

### **Our approach to safety is multilayered and involves all employees:**

#### **Health & Safety Committees**

(At every manufacturing site, comprising both management and nonmanagement employees)

- Promote overall operations and communications regarding safety
- Ensure messaging reinforces safety programs, recognizes safe behaviors and highlights engagement activities
- Align guidance with ISO 45001 certifications

#### **Managers & Supervisors**

Lead, implement and maintain safe, secure and compliant work areas

#### **All Employees & Contractors**

- Help identify, eliminate and control EHS hazards and risks
- Follow all EHS procedures and applicable legal requirements, including those contained in our Code of Business Conduct and Ethics

## People



Micron's Live Safe approach drives us to actively recognize and control occupational hazards. When risks are identified, Micron removes and mitigates them in our active facilities and from our business through design and commercial means, partnering with our suppliers and vendors. As an example, Micron has implemented process safety management, a risk-based approach of analyzing and controlling hazards for the lifecycle of hazardous chemicals and gases, as a strategy to eliminate and reduce risk directly tied to our production operations.

Micron is an industry leader in the responsible use of chemicals as part of manufacturing processes and focuses on protecting our employees through risk mitigation, controls and employee training. Chemical hazards are identified early through our rigorous approval process, and workers who interact with those materials are made aware of those hazards. Micron also takes a long-term approach of eliminating the use of high-hazard materials from the workplace and working across our industry to develop alternatives with lower risk. Although these are not regulatory requirements for Micron in most countries, we view this as a best practice that positions Micron as an industry leader to ensure the safety of our employees.

### Employee Wellness

Creating an injury-free workplace is a minimum expectation, but it is only one aspect of our efforts to keep employees safe and healthy at work. Choose Well, Live Well is an employee wellness program that is an employee wellness program that combines site level and global programming. Employees can earn financial wellness incentives by participating in the programs and measuring their progress using a wearable wellness tracker.

### Other Benefits

We encourage employees to seek balance between their work and home lives. We offer flexible work arrangements, including those for manufacturing employees who define such arrangements with their managers on a case-by-case basis. Micron follows the RBA's standards on working hours, which state that employees in all functions should work no more than 60 hours per week (which is typical in some international manufacturing environments), except in emergency or unusual situations, with at least one day off every six days.

# People

In 2019, we further expanded our family leave benefits to 12 weeks of paid leave for full-time employees and six weeks of paid leave for part-time employees to bond with a biological or adopted child. Employees can request this leave any time during the 12 months following a child's birth or placement. For employees experiencing a death in their immediate family, we increased paid bereavement leave to five days to give employees more time to be with family, manage preparations and accommodate travel needs. In addition, Micron now offers military differential pay to offset the difference in pay for eligible employees who are performing voluntary or involuntary service in the U.S. uniformed services.

The Employee Stock Purchase Plan (ESPP) encourages Micron employees to have a stake in our success. The program allows participants to buy Micron stock based on the beginning or ending stock price in the period, whichever is lowest, with an additional 15% discount on that stock price. Employees can enroll in the ESPP twice a year and contribute up to 10% of their salary. When the program was introduced, more than 60% of our workforce opted to participate.

## A Listening Ear for Micron Employees

Like anyone else, Micron employees face a range of challenges in their daily lives — not only related to their careers, but also regarding family, finances, health and more. We wanted to create a single resource where employees could seek information, guidance and resources about any of these concerns, so we launched the team member advocate (TMA) program in 2019. The role of TMAs is to provide an unbiased viewpoint that fosters problem-solving and empowers employees to reach their full potential personally and professionally. TMAs are familiar with Micron programs and resources and can help employees take appropriate steps depending on their concerns. We currently have advocates in our major offices in the U.S., Singapore, Taiwan, Malaysia and Japan.

While all conversations with TMAs are confidential, we categorize the types of concerns that employees share. This process has revealed the need for greater mental health and counseling support for employees. In 2019, we conducted on-site trainings for both leaders and our general employee population on mental health awareness and have set a goal to provide 100 counseling sessions during FY20. We continue to offer an assistance program that can help employees with a range of life's ups and downs, including emotional and marital issues, financial and legal matters, and drug and alcohol dependency problems.





# Professional Development

To attract and retain people with exceptional capabilities, we invest in the ongoing learning and development of our employees, fostering a work environment that inspires creativity, leadership and collaboration.

Using a “learn and grow” approach, we create an environment where employees are inspired to grow, empowered to learn and connected to resources and opportunities that enable personal growth and performance. We encourage employees to choose their own development priorities and take initiative in using resources Micron provides to advance their personal development.



## People



Learning can take many forms. Employees have access to computer- and web-based training, distance education, on-site university courses and training on cutting-edge technologies. A rotational program helps new hires get an in-depth understanding of their functional teams through a series of three rotations. Micron employees have direct access to technical and business skills training through our internal learning management system and through systems we access for cultural awareness, personal and professional skills building and industry-relevant research.

In addition, employees can access the Micron-TLP Technical Journal, an in-house, peer-reviewed archival journal with articles published by members of the Technical Leadership Program (TLP), as well as a variety of technical seminars. Micron's learning management system allows employees to view items that have been assigned to them or search the catalog and self-assign items. Users can also request or register for instructor-led learning or access online learning. As employees expand their capabilities and become qualified for new roles, our internal job opportunities allow them to grow within the company.

Micron resources are also available to help our employees prepare their educational plans and select programs that best support their industry interests and career development. Micron offers a continuing education program, providing tuition for eligible employees pursuing higher education degrees, and an education assistance program for those seeking additional industry-related courses and certifications. By providing participating employees with ownership of their learning process, we foster a productive learning mindset that empowers them to identify development priorities, find resources to support their development and intentionally engage in new experiences in a meaningful way.

## 50.2 hours

Average training per full-time employee

(an increase of more than 13 hours from 2018, primarily driven by an expansion of targeted employee workshops)

## 4,700+

People leaders participated in Journey to Higher Performance in 2019

## People



Our employees learn from and teach one another through feedback, coaching and mentoring, which we view as equally important points on the professional development continuum. We define feedback as observations of how employees perform at a specific point in time, coaching as an exercise in inquiry that helps employees reach their potential, and mentoring as a sustained, organic relationship that can help clarify possible new career paths for employees.

While we do not offer centralized programs around these types of employee interactions, we are working to build awareness of the power of these programs and allow business functions to develop the programs that best suit them. For example, Micron's TLP pairs experienced senior technical leaders with newer employees. The Micron Women's Leadership Network offers a variety of mentoring approaches, such as group, one-on-one and skills-based mentoring with subject matter experts.

We offer a common mentoring playbook that is used across these programs. That handbook, accessible by all employees, is available in English, Simplified and Traditional Chinese, Japanese and Malay.

To further support collaboration across teams, Micron uses the Emergenetics tool, which encourages employees to actively embrace diversity of thought and behaviors. After filling out a questionnaire, employees receive an Emergenetics profile that can be used to gain greater understanding of one's actions at work and at home. Leaders can use their employees' profile results to enhance team effectiveness. Since this program was introduced, more than 13,000 leaders and employees have received their customized profiles. Teams may also participate in in-person or e-learning sessions to learn how to apply profile insights.



# People

## Leadership Development at Every Level

Micron focuses on building capabilities and accelerating the success of leaders at key levels in the company. In 2019, we introduced the Micron leadership attribute model, which defines the attributes and capabilities that all leaders need to be successful. We also launched the Micron Leadership Accelerated ecosystem of experiences and resources, which is based on this attribute model. It supports current and emerging leaders at key transition points during their careers while also providing learning experiences for continued growth, including feedback, coaching and mentoring. Resources are designed globally and delivered locally. Among many online and self-service offerings, it includes the following key programs:

### Leadership Conductor

This experience supports leaders of leaders and focuses on leading self, team and the business. Participants build a strong network and learn about enterprise thinking and decision-making with a simulated leadership exercise customized to their learning objectives.

### Core Management

This is a mandatory learning experience for new managers either promoted within or hired into Micron. This program focuses on managerial and performance fundamentals. In 2020, nearly 700 leaders will learn about Micron's leadership philosophy, behaviors to be successful and their own leadership styles.

### Journey to Higher Performance

This two-day experiential workshop focuses on elevating employee and leader performance throughout the year in concert with the performance management cycle. It emphasizes communication, feedback, coaching, objective-setting and performance conversations driven by values.

### Ignite

Ignite is a five-week program designed for individuals with the potential to move into people leader roles over the next 24 months. Ignite enables these employees to gain exposure to global people leadership expectations and responsibilities prior to committing to a leadership career path.



# Communities

**We do well by doing more for others. Micron is continually reimagining our giving programs to align closely with the priorities of our employees and accelerate our impact.**

## Communities



For decades, Micron has given back to the communities where our employees live and work. We've strengthened this relationship between employee, community and company in recent years by aligning all philanthropic efforts under Micron Gives.

Ultimately, our giving programs revolve around our corporate value of people. We provide support and tools to elevate how employees donate time and resources to their favorite causes. Micron Gives also inspires the next wave of innovators and educators by supporting and developing programs to promote science, technology, engineering and mathematics (STEM) education, with a focus on underrepresented groups. We also invest in our communities, alongside our employees, by supporting charitable causes that address basic human needs.

We measure our influence in a number of ways. In 2019, we exceeded our employee volunteer goal of

150,000 hours. In 2020, we are shifting to a volunteerism participation goal of 50% to inspire even more employees to volunteer.

The Micron Foundation also matches employees' donations to qualified charitable organizations, up to an annual maximum of \$2,000 per employee per year and a companywide maximum of \$2 million. These thresholds more than doubled in 2020 as we joined our global community in supporting health workers and those affected by COVID-19 in our various global locations. Micron Technology and the Micron Foundation also dedicated \$35 million to help those disproportionately affected by COVID-19. This included the creation of a \$10 million relief fund supported by the Micron Foundation, increased employee gift matching from \$2,000 to \$10,000 and a financial assistance fund for employees affected by the COVID-19 pandemic funded by Micron and its employees.





## Micron Foundation

### Vision

Transforming communities through our philanthropy and people

### Mission

Provide grants, programs and volunteers that focus on promoting science and engineering education and addressing basic human needs

### Values

Impact  
Empathy  
Opportunity  
Discovery  
Relevance

#### Inspire Learning

Deploy STEM outreach programs and partnerships to global sites in support of developing the STEM pipeline for the semiconductor industry, with a focus on underrepresented groups.

#### Enrich Our Communities

Distribute \$12.8 million via our global grant program to support STEM education and basic human needs in the communities where we operate and continue to support employee-selected organizations through the Charity of Choice program.

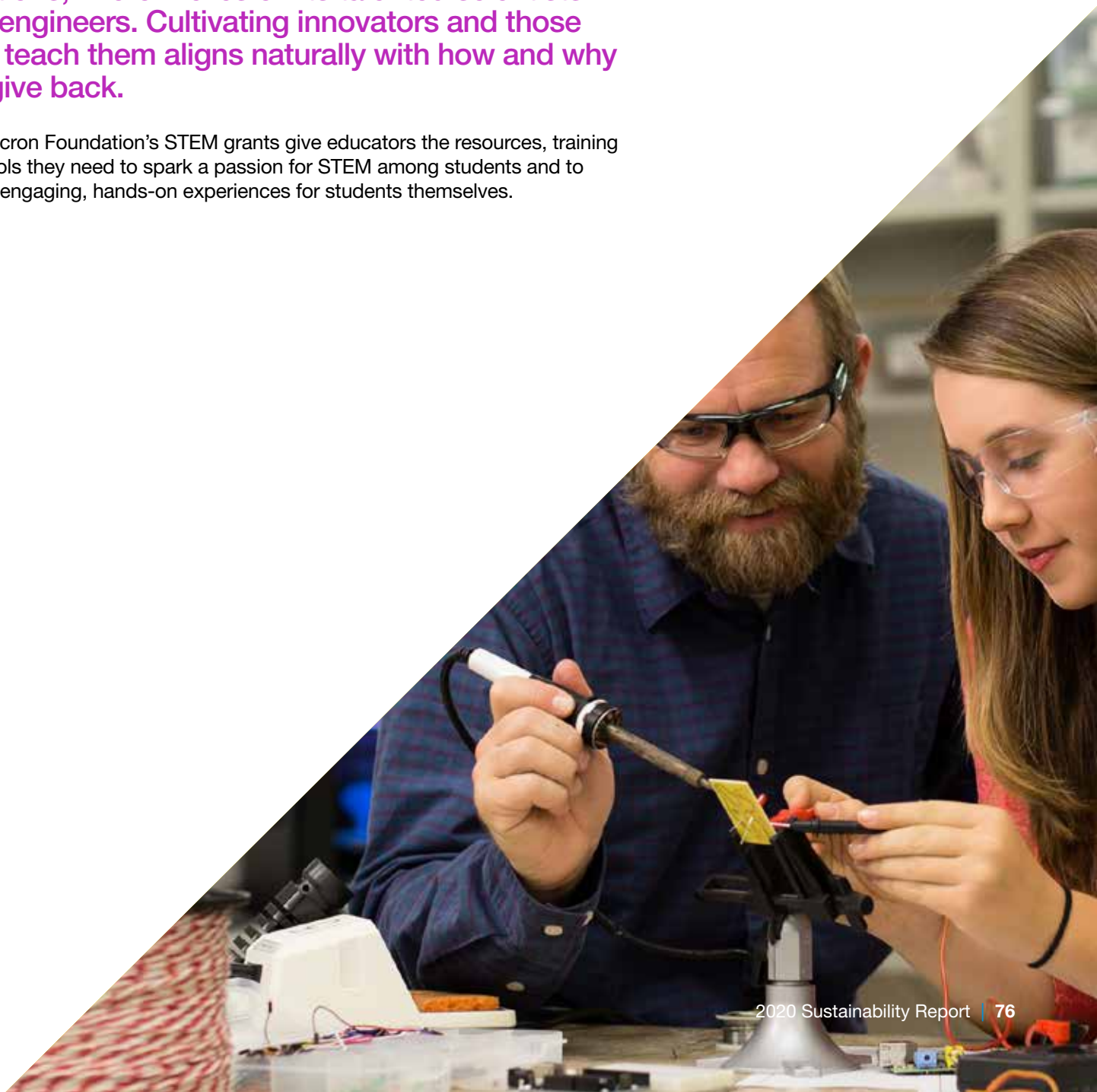
#### Cultivate Giving

Build on the Micron Gives program by achieving a 50% employee volunteer participation rate and matching employee donations.

# Promoting Science & Engineering Education

To be a global leader in memory and storage solutions, Micron relies on its talented scientists and engineers. Cultivating innovators and those who teach them aligns naturally with how and why we give back.

The Micron Foundation's STEM grants give educators the resources, training and tools they need to spark a passion for STEM among students and to create engaging, hands-on experiences for students themselves.





### Here are some recent highlights:

- Our partnership with AI4All, an initial [Advancing Curiosity grant recipient](#), helps provide summer programs for high school students from underrepresented groups, including youth from families that have lower income, potential first-generation college students and others, with training in artificial intelligence. The fund is helping AI4All expand to 11 university sites serving approximately 300 new students.
- With a \$150,000 grant from the Micron Foundation, the Silicon Valley Education Foundation launched Elevate Math, a summer intervention program designed to increase math literacy. The grant supported education of 867 elementary school students and the development of a new curriculum for 4th and 5th graders.

Through its university relations efforts, Micron Gives also provides unique, hands-on opportunities for undergraduate and graduate students in semiconductor-related fields through funding programs that often support underrepresented groups, such as the [diversity and opportunity fund](#). The Micron Foundation also works with educators to support ongoing research efforts and improve engineering education through gifts that involve materials or technologies that shape our industry.



## Communities

In 2019, Micron Gives dedicated its second wave in Advancing Curiosity grants to support the following inspiring projects at universities and nonprofits seeking to channel artificial intelligence (AI) into research that will help humanity and further support diversity, equality and inclusion efforts:

- Graduate students at UCLA studying methods of fighting bias in AI and making machine learning more transparent
- A Rochester Institute of Technology project creating a more inclusive AI assistant technology for hard-of-hearing users
- University of Washington students participating in a program that uses data to find practical solutions to societal problems, as well as supporting a scholarship for underrepresented or disadvantaged groups
- A project at UT-Austin using AI to combat the digital spread of misinformation

These worthy programs follow AI4All, the Berkeley Artificial Intelligence Research Lab and the Stanford Precision Health and Integrated Diagnostics Center, which are former Advancing Curiosity grant recipients.

### Advancing Curiosity Asia

Micron Gives is evaluating opportunities to extend its STEM-focused Advancing Curiosity grant program to Taiwan to support universities or nonprofit organizations that are investigating how artificial intelligence, machine learning and deep learning will improve our lives and advancing the next wave of AI for social good.

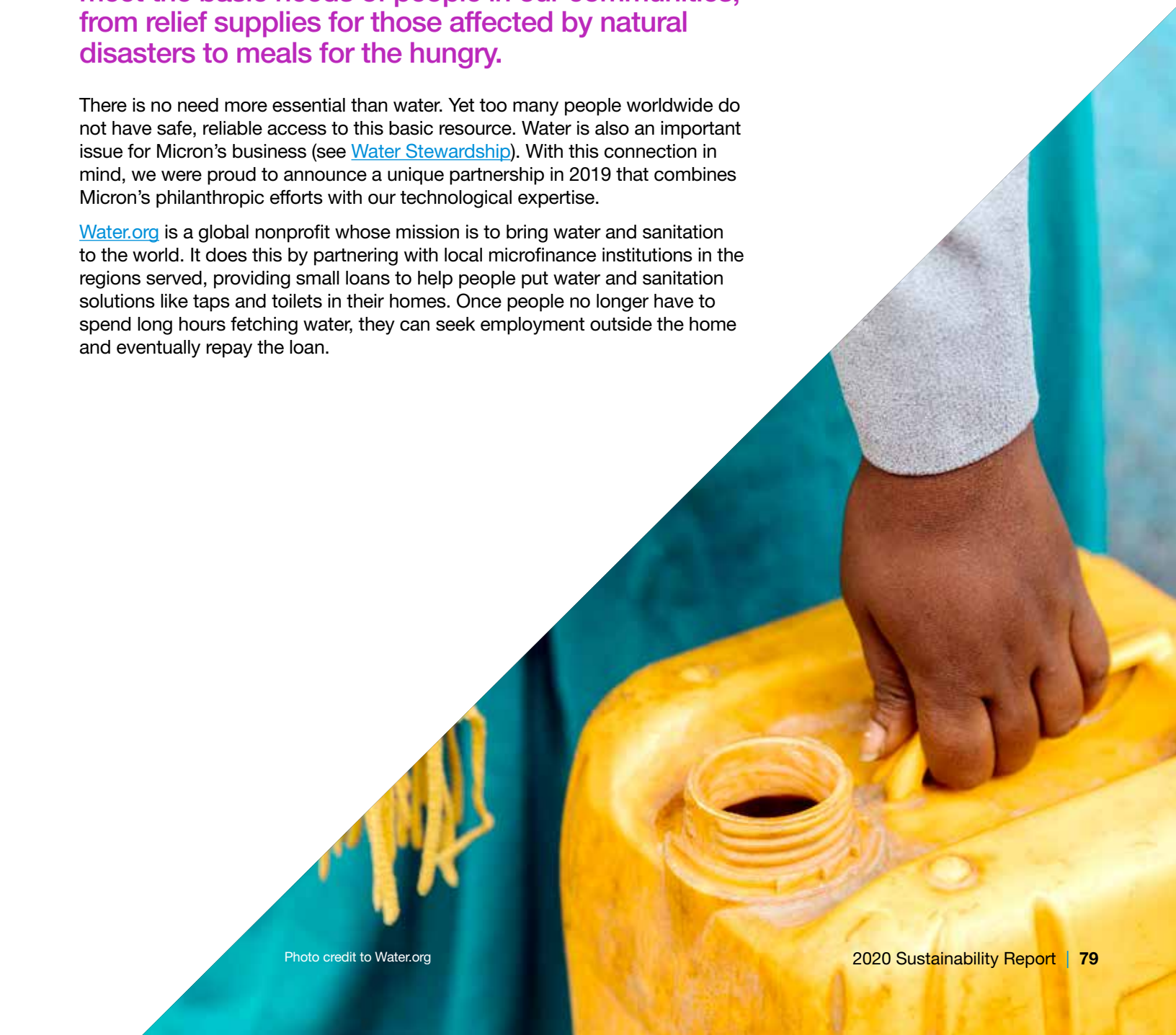


# Addressing Basic Human Needs

Micron's citizenship efforts also include helping meet the basic needs of people in our communities, from relief supplies for those affected by natural disasters to meals for the hungry.

There is no need more essential than water. Yet too many people worldwide do not have safe, reliable access to this basic resource. Water is also an important issue for Micron's business (see [Water Stewardship](#)). With this connection in mind, we were proud to announce a unique partnership in 2019 that combines Micron's philanthropic efforts with our technological expertise.

[Water.org](#) is a global nonprofit whose mission is to bring water and sanitation to the world. It does this by partnering with local microfinance institutions in the regions served, providing small loans to help people put water and sanitation solutions like taps and toilets in their homes. Once people no longer have to spend long hours fetching water, they can seek employment outside the home and eventually repay the loan.





## Communities

Every repaid loan can be used to help another family in need, so identifying partners who will be able to repay is critical. That's where Micron comes in. In 2019, the Micron Foundation made a \$125,000 grant that helped Water.org advance its work around the world and supply fresh water to at least 10,000 people. In addition, Micron's Advanced Computing Solutions team is applying its deep learning accelerator technology to aid Water.org in uncovering key financial patterns and other loan process metrics to better identify loan partners and recipients. To reduce the potential for bias, insights from our neural network supplement, rather than replace, Water.org's own processes for selecting partners. We're excited about the opportunity to put our skills to work in a way that helps Water.org expand its mission of transforming lives and livelihoods.

### Supporting STEM Education and Meeting Basic Human Needs in 2019

**\$12.8 million**

In grants to global communities

**1,561**

Causes supported via matching gifts programs

**5,000**

Students and parents inspired by STEM via the Railways of Popular Science train in Taiwan

**40,000+**

Students reached through STEM programs globally

**\$1 million**

in Advancing Curiosity grants provided to 9 organizations



# GRI Index

| GRI Standard   | Disclosure   | Location   |
|--|--|--|
| <b>General Disclosures</b>                                 |  |  |
| <b>Organizational Profile</b>                              |  |  |
| <b>GRI 102: General Disclosures 2016</b>                   | 102-1 Name of the organization   | <a href="#">About This Report</a>  |
|  | 102-2 Activities, brands, products and services  | <a href="#">Sustainability at Micron   About Micron</a><br><a href="#">Micron 2019 Form 10-K</a><br><a href="#">Micron.com   Products</a>  |
|  | 102-3 Location of headquarters   | <a href="#">Sustainability at Micron   Micron's Global Footprint</a><br><a href="#">Micron 2019 Form 10-K</a>  |
|  | 102-4 Location of operations   | <a href="#">Sustainability at Micron   Micron's Global Footprint</a><br><a href="#">Micron 2019 Form 10-K</a><br><a href="#">Micron.com   Locations</a>  |
|  | 102-5 Ownership and legal form   | <a href="#">Micron 2019 Form 10-K</a>  |
|  | 102-6 Markets served   | <a href="#">Sustainability at Micron   About Micron</a><br><a href="#">Micron 2019 Form 10-K</a>   |
|  | 102-7 Scale of the organization  | <a href="#">Micron 2019 Form 10-K</a>  |
|  | 102-8 Information on employees and other workers   | <a href="#">People</a><br><a href="#">Micron.com   Diversity &amp; Inclusion</a><br><a href="#">2019 Diversity, Equality &amp; Inclusion Report</a><br>Micron's diversity and inclusion report includes headcount by region, diversity metrics by gender (in leadership and technical roles), race and ethnicity in the United States and additional self-reported data on our our LGBTQ+, disabled, and U.S. veteran populations.       |
|  | 102-9 Supply chain   | <a href="#">Responsible Sourcing</a><br><a href="#">Micron 2019 Form 10-K</a><br><a href="#">Micron.com   Supply Chain</a>   |
|  | 102-10 Significant changes to the organization and its supply chain  | <a href="#">Micron 2019 Form 10-K</a>  |
|  | 102-11 Precautionary principle or approach   | The Risk & Resilience program does not currently use the term precautionary principle, but Micron does recognize it is our responsibility to endeavor to prevent any harm from our actions. Micron's Enterprise Risk Management system puts controls in place when we know our actions have the potential to harm. As Micron reviews and creates new corporate policies in the future, the precautionary principle term may be included. |
|  | 102-12 External initiatives  | Specific charters/principles are covered in the relevant section of this sustainability report by topic.   |
|  | 102-13 Membership of associations  | <a href="#">Sustainability at Micron   Stakeholder Engagement</a><br><a href="#">Responsible Sourcing</a>  |
| <b>Strategy</b>  |  |  |
| 102-14 Statement from senior decision-maker                | <a href="#">Accelerating Sustainability   A Message From Our CEO</a>   |  |
| <b>Ethics and Integrity</b>                                |  |  |
| 102-16 Values, principles, standards and norms of behavior | <a href="#">Sustainability at Micron   Code of Conduct</a><br><a href="#">Micron Code of Business Conduct and Ethics</a><br><a href="#">Micron.com   Compliance and Ethics</a> |  |
| 102-17 Mechanisms for advice and concerns about ethics     | <a href="#">Sustainability at Micron   Code of Conduct</a><br><a href="#">Micron.com   Compliance Hotline</a><br><a href="#">Micron Code of Business Conduct and Ethics</a>    |  |

|  |   |   |
|--|---|---|
| <b>GRI 102: General Disclosures 2016</b> | <b>Governance</b>   |   |
|  | 102-18 Governance structure   | <a href="#">Sustainability at Micron   Sustainability Strategy   Sustainability Governance</a><br><a href="#">Micron 2019 Form 10-K</a><br><a href="#">Micron.com   Corporate Governance</a>                      |
|  | <b>Stakeholder Engagement</b>   |   |
|  | 102-40 List of stakeholder groups   | <a href="#">Sustainability at Micron   Stakeholder Engagement</a>   |
|  | 102-41 Collective bargaining agreements   | 8% of Micron's work force is covered by collective bargaining agreements.   |
|  | 102-42 Identifying and selecting stakeholders   | <a href="#">Sustainability at Micron   Stakeholder Engagement</a>   |
|  | 102-43 Approach to stakeholder engagement   | <a href="#">Sustainability at Micron   Stakeholder Engagement</a><br><a href="#">Sustainability at Micron   Sustainability Strategy</a>   |
|  | 102-44 Key topics and concerns raised   | <a href="#">Sustainability at Micron   Materiality Assessment</a>   |
|  | <b>Reporting Practice</b>   |   |
|  | 102-45 Entities included in the consolidated financial statements                     | <a href="#">Micron 2019 Form 10-K</a>   |
|  | 102-46 Defining report content and topic boundaries                                   | <a href="#">Sustainability at Micron   Materiality Assessment</a><br><a href="#">2018 Micron Sustainability Priorities</a><br>Our report content is informed by our materiality assessment and the GRI Standards. |
|  | 102-47 List of material topics  | <a href="#">Sustainability at Micron   Materiality Assessment</a>   |
|  | 102-48 Restatements of information  | <a href="#">Environment   Performance at a Glance</a>   |
|  | 102-49 Changes in reporting   | No significant changes from prior reporting periods.  |
|  | 102-50 Reporting period   | <a href="#">About This Report</a><br>This annual report covers Micron's sustainability performance in fiscal year 2019 unless otherwise stated.   |
|  | 102-51 Date of most recent report   | <a href="#">Micron.com   Sustainability</a><br>Our previous sustainability report was issued in April 2019.   |
|  | 102-52 Reporting cycle  | <a href="#">Micron.com   Sustainability</a><br>Micron reports our sustainability information annually.  |
|  | 102-53 Contact point for questions regarding the report                               | Sustainability@micron.com<br>Director of Sustainability   |
|  | 102-54 Claims of reporting in accordance with the GRI Standards                       | <a href="#">About This Report</a>   |
| 102-55 GRI content index                 | <a href="#">GRI Index</a>   |   |
| 102-56 External assurance                | The sustainability report and GRI disclosures were not subject to external assurance. |   |



## Material Topics

### 200 Series (Economic Topics)

|  |   |  |
|--|---|--|
| <b>GRI 103: Management Approach 2016</b> | <b>103-1</b> Explanation of the material topic and its boundary | <a href="#">Micron 2019 Form 10-K Sustainability at Micron Products &amp; Innovation Communities</a> |
|  | <b>103-2</b> The management approach and its components         |  |
|  | <b>103-3</b> Evaluation of the management approach              |  |

### Economic Performance

|   |  |   |
|---|--|---|
| <b>GRI 201: Economic Performance 2016</b> | <b>201-1</b> Direct economic value generated and distributed | <a href="#">Micron 2019 Form 10-K Communities</a> |
|---|--|---|

### Anti-Corruption

|                                     |   |  |
|-------------------------------------|---|--|
| <b>GRI 205: Anticorruption 2016</b> | <b>205-1</b> Operations assessed for risks related to corruption                      | In FY19, 100% of Micron's operations were assessed for risks related to corruption. Zero significant risks were identified.  |
|                                     | <b>205-2</b> Communication and training about anti-corruption policies and procedures | <a href="#">Micron Code of Business Conduct and Ethics</a><br>Our Code of Business Conduct and Ethics informs employees and business partners about our compliance protocols to avoid corruption. This information is communicated to all of Micron's governance body members and employees (full-time, part-time and contractors) via the company intranet and at new employee onboarding. In FY19, 100% of governance body members and employees in all of Micron's regions completed an annual certification to abide by the Code. Micron and its subsidiaries expect suppliers to adopt and implement the RBA Code of Conduct and Micron Code of Business Conduct and Ethics regardless of local business practices or social customs. Micron's Supplier Requirements Standard communicates code of conduct expectations annually through the training and business reviews. |
|                                     | <b>205-3</b> Confirmed incidents of corruption and actions taken                      | All reports made in good faith are investigated thoroughly and appropriate action is taken in cases that are substantiated. In FY19, Micron did not record any confirmed incidents of corruption in employees or business partners.  |

### Anti-Competitive Behavior

|  |   |  |
|--|---|--|
| <b>GRI 206: Anti-Competitive Behavior 2016</b> | <b>206-1</b> Legal actions for anti-competitive behavior, anti-trust, and monopoly practice | <a href="#">Micron 2019 Form 10-K</a> (pages 17-18 and 65-66)<br>In FY19, Micron did not incur monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations. |
|--|---|--|

# GRI Index

## 300 Series (Environmental Topics)

### GRI 103: Management Approach 2017

**103-1** Explanation of the material topic and its boundary

**103-2** The management approach and its components

[Environment](#)

**103-3** Evaluation of the management approach

## Energy

### GRI 302: Energy 2016

**302-1** Energy consumption within the organization

[Environment | Performance at a Glance](#)  
[Environment | Energy & GHG Emissions](#)  
[Micron CDP Climate Change Disclosure](#)

#### Energy Consumption & Savings

|                          | 2015      | 2016      | 2017      | 2018      | 2019      |
|--------------------------|-----------|-----------|-----------|-----------|-----------|
| Purchased Electricity    | 4,340,652 | 5,114,263 | 5,224,270 | 5,612,231 | 6,105,748 |
| Purchased Steam          | 94,076    | 87,586    | 84,263    | 82,522    | 81,541    |
| Purchased Cooling        | 119,572   | 119,469   | 115,714   | 112,814   | 112,593   |
| Fuel                     | 1,961,186 | 2,077,142 | 2,007,458 | 2,143,649 | 2,265,111 |
| Total Energy Consumption | 6,515,487 | 7,398,459 | 7,431,705 | 7,951,216 | 8,564,993 |
| Energy Saving            | 55,048    | 202,443   | 93,998    | 53,339    | 53,981    |

Energy consumptions and savings in megawatt hours (MWh)

Information is collected and reported to CDP annually.

Data assumptions and calculations are consistent with the Greenhouse Gas Protocol and IPCC Guidelines for National Greenhouse Gas Inventories, 2006.

CY19 data does not include Micron's former 200mm fabrication facility in Singapore.

**302-4** Reduction of energy consumption

[Environment | Performance at a Glance](#)  
[Environment | Energy & GHG Emissions](#)  
[Micron CDP Climate Change Disclosure](#)

**302-5** Reductions in energy requirements of products and services

[Products & Innovation](#)  
[Micron CDP Climate Change Disclosure](#)

## Water

### GRI 303: Water 2016

**303-1** Water withdrawal by source

[Environment | Performance at a Glance](#)  
[Environment | Water Stewardship](#)  
[Micron CDP Water Security Disclosure](#)

## Emissions

### GRI 305: Emissions 2016

**305-1** Direct (Scope 1) GHG emissions

[Environment | Performance at a Glance](#)  
[Environment | Energy & GHG Emissions](#)  
[Micron CDP Climate Change Disclosure](#)

**305-2** Energy indirect (Scope 2) GHG emissions

[Environment | Performance at a Glance](#)  
[Environment | Energy & GHG Emissions](#)  
[Micron CDP Climate Change Disclosure](#)

**305-4** GHG emissions intensity

0.000188 MTCO<sub>2</sub>e (Scope 1+2)/\$ revenue  
[Micron CDP Climate Change Disclosure](#)

**305-5** Reduction of GHG emissions

[Environment | Performance at a Glance](#)  
[Environment | Energy & GHG Emissions](#)  
[Environment | Sustainability Aspirations](#)  
[Micron CDP Climate Change Disclosure](#)

## Effluents and Waste

|  |   |  |             |             |
|--|---|--|-------------|-------------|
| <b>GRI 306: Effluents and Waste 2016</b>   | <b>306-1</b> Water discharge by quality and destination | <a href="#">Environment   Performance at a Glance</a><br><a href="#">Environment   Water Stewardship</a><br><a href="#">Micron CDP Water Security Disclosure</a>                               |             |             |
|  | <b>Wastewater Discharge</b>                             |  |             |             |
|  |   | <b>2017</b>  | <b>2018</b> | <b>2019</b> |
|  | Discharge to POTW (m <sup>3</sup> )                     | 30,278,183   | 32,430,556  | 32,844,397  |
|  | Discharge to Water Body (m <sup>3</sup> )               | 5,971,758  | 5,538,003   | 6,012,551   |
|  | <b>% Treatment at POTW</b>                              | <b>84%</b>   | <b>85%</b>  | <b>85%</b>  |
| POTW: Publicly Owned Treatment Works<br>Water volume in cubic meters (m <sup>3</sup> ) |   |  |             |             |
|  | <b>306-2</b> Waste by type and disposal method          | <a href="#">Environment   Performance at a Glance</a><br><a href="#">Environment   Hazardous Substances &amp; Waste Management</a>   |             |             |
|  | <b>306-4</b> Transport of hazardous waste               | <a href="#">Environment   Performance at a Glance</a><br><a href="#">Environment   Hazardous Substances &amp; Waste Management</a><br>In CY19 Micron did not import or export hazardous waste. |             |             |

## Compliance

|   |  |   |
|---|--|---|
| <b>GRI 307: Environmental Compliance 2016</b> | <b>307-1</b> Noncompliance with environmental laws and regulations | <a href="#">Micron Code of Business Conduct and Ethics</a><br>In FY19 Micron had zero significant fines or nonmonetary actions for noncompliance with environmental laws and regulations. |
|---|--|---|

## Supplier Environmental Assessment

|  |   |  |
|--|---|--|
| <b>GRI 308: Supplier Environmental Assessment 2016</b> | <b>308-1</b> New suppliers that were screened using environmental criteria        | <a href="#">Responsible Sourcing</a><br><a href="#">Micron.com   Supplier Expectations</a><br><a href="#">Micron.com   Sourcing Responsibly</a><br><a href="#">Micron Code of Business Conduct and Ethics</a><br>As of the end of CY19, Micron screens 100% of all new suppliers (over 725 in CY19) for environmental criteria. Throughout 2019 and earlier, Micron screened 100% of all new suppliers that directly support Micron's manufacturing processes. |
|  | <b>308-2</b> Negative environmental impacts in the supply chain and actions taken | <a href="#">Responsible Sourcing</a><br><a href="#">Micron.com   Supplier Expectations</a><br>We assess 100% of suppliers that directly support Micron's manufacturing for environmental impacts upon onboarding and assess and score our strategic suppliers annually. In FY19, more than 200 suppliers committed to improvement plans. No suppliers were found to meet criteria for termination as a result of noncompliance with environmental issues.      |



# GRI Index

## 400 Series (Social Topics)

|  |   |   |
|--|---|---|
| <b>GRI 103: Management Approach 2017</b> | <b>103-1</b> Explanation of the material topic and its boundary | <a href="#">Responsible Sourcing</a><br><a href="#">People</a><br><a href="#">Communities</a> |
|  | <b>103-2</b> The management approach and its components         | <a href="#">2019 Diversity, Equality &amp; Inclusion Report</a>                               |
|  | <b>103-3</b> Evaluation of the management approach              |   |

## Employment

|                                 |   |   |
|---------------------------------|---|---|
| <b>GRI 401: Employment 2016</b> | <b>401-1</b> New employee hires and employee turnover   | Micron considers this information to be confidential and therefore does not publicly disclose it. |
|                                 | <b>401-2</b> Benefits provided to full-time employees that are not provided to temporary or part-time employees | <a href="#">Micron Candidate Website</a><br><a href="#">People   Safe, Healthy &amp; Secure</a>   |

## Occupational Health and Safety

|   |  |   |
|---|--|---|
| <b>GRI 403: Occupational Health and Safety 2018</b> | <b>403-1</b> Occupational health and safety management system  | <a href="#">Environment   EHS Approach</a><br><a href="#">People   Safe, Healthy &amp; Secure</a>   |
|   | <b>403-2</b> Hazard identification, risk assessment and incident investigation   | <a href="#">People   Safe, Healthy &amp; Secure</a><br><a href="#">Micron Code of Business Conduct and Ethics   Safety in Our Workplace</a> |
|   | <b>403-3</b> Occupational health services  | <a href="#">People   Safe, Healthy &amp; Secure</a><br><a href="#">Micron Code of Business Conduct and Ethics</a>                           |
|   | <b>403-4</b> Worker participation, consultation and communication on occupational health and safety                        | <a href="#">People   Safe, Healthy &amp; Secure</a><br><a href="#">Micron Code of Business Conduct and Ethics</a>                           |
|   | <b>403-5</b> Worker training on occupational health and safety   | <a href="#">People   Safe, Healthy &amp; Secure</a>   |
|   | <b>403-6</b> Promotion of worker health  | <a href="#">People   Safe, Healthy &amp; Secure</a>   |
|   | <b>403-7</b> Prevention and mitigation of occupational health and safety impacts directly linked by business relationships | <a href="#">People   Safe, Healthy &amp; Secure</a><br><a href="#">Micron Code of Business Conduct and Ethics</a>                           |

## Training and Education

|   |   |   |
|---|---|---|
| <b>GRI 404: Training and Education 2016</b> | <b>404-1</b> Average hours of training per year per employee                                      | <a href="#">People   Professional Development</a>   |
|   | <b>404-2</b> Programs for upgrading employee skills and transition assistance programs            | <a href="#">People   Professional Development</a><br>Micron provides global transitional assistance programs for those team members affected by a reduction in workforce or those who participated in the 2019 early retirement program. Transitional assistance includes career guidance, resume writing and access to career opportunities both regionally and globally. In 2019, Micron offered a one-time voluntary retirement program to eligible team members globally. |
|   | <b>404-3</b> Percentage of employees receiving regular performance and career development reviews | In FY19, 100% of eligible employees received a performance review. Eligible employees make up 80% of Micron's total workforce and are those with at least three months of performance in the fiscal year, not including contractors, union workers, fixed-term employees, codice identificativo di gara, or those who participated in Micron's voluntary retirement offering or were separated with a severance package.  |

# GRI Index

## Diversity and Equal Opportunity

|  |  |  |
|--|--|--|
| <b>GRI 405: Diversity and Equal Opportunity 2016</b> | 405-1 Diversity of governance bodies and employees           | <a href="#">People   Diversity, Equality &amp; Inclusion</a><br><a href="#">2019 Diversity, Equality &amp; Inclusion Report</a><br><a href="#">Micron 2019 Form 10-K</a> |
|  | 405-2 Ratio of basic salary and remuneration of women to men | <a href="#">People   Diversity, Equality &amp; Inclusion</a><br><a href="#">2019 Diversity, Equality &amp; Inclusion Report</a>   Our Commitment to Pay Equity           |

## Nondiscrimination

|  |  |   |
|--|--|---|
| <b>GRI 406: Nondiscrimination 2016</b> | 406-1 Incidents of discrimination and corrective actions taken | <a href="#">Micron Code of Business Conduct and Ethics</a><br><a href="#">2019 Diversity, Equality &amp; Inclusion Report</a><br><a href="#">People</a><br>Micron reports internally on all allegations, including discrimination. In CY19, we began to provide this report to the SVP of Human Resources and CEO monthly, and the board of directors' audit committee on a quarterly basis. All allegations of discrimination reported through HR, compliance, or other channels are fully investigated and documented, and appropriate actions are taken. |
|--|--|---|

## Freedom of Association and Collective Bargaining

|  |  |   |
|--|--|---|
| <b>GRI 407: Freedom of Association and Collective Bargaining</b> | 407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk | <a href="#">Responsible Sourcing</a><br><a href="#">Micron Code of Business Conduct and Ethics</a><br><a href="#">Micron Human Rights Policy</a><br><a href="#">Micron.com   Sourcing Responsibly</a> |
|--|--|---|

## Child Labor

|                                  |   |   |
|----------------------------------|---|---|
| <b>GRI 408: Child Labor 2016</b> | 408-1 Operations and suppliers at significant risk for incidents of child labor | <a href="#">Responsible Sourcing</a><br><a href="#">Micron Code of Business Conduct and Ethics</a><br><a href="#">Micron Human Rights Policy</a><br><a href="#">Micron.com   Sourcing Responsibly</a> |
|----------------------------------|---|---|

## Forced or Compulsory Labor

|   |  |  |
|---|--|--|
| <b>GRI 409: Forced or Compulsory Labor 2016</b> | 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor | <a href="#">Responsible Sourcing</a><br><a href="#">Micron Code of Business Conduct and Ethics</a><br><a href="#">Micron Human Rights Policy</a><br><a href="#">Micron.com   Slavery and Human Trafficking</a> |
|---|--|--|

## Human Rights Assessment

|  |  |  |
|--|--|--|
| <b>GRI 412: Human Rights Assessment 2016</b> | 412-2 Employee training on human rights policies or procedures | <a href="#">Micron Code of Business Conduct and Ethics</a><br><a href="#">Micron Human Rights Policy</a><br>We are strongly committed to respecting and protecting human rights wherever we operate (see Fair Labor Standard in our Code of Conduct.) In FY19, 100% of Micron's workforce at manufacturing sites were educated on our Slavery and Human Trafficking Statement and on eliminating forced labor, slavery and human trafficking from the global supply chain. |
|--|--|--|

## Local Communities

|  |  |  |
|--|--|--|
| <b>GRI 413: Local Communities 2016</b> | 413-1 Operations with local community engagement, impact assessments, and development programs | <a href="#">Communities</a><br><a href="#">Stakeholder Engagement</a><br>Our publicly available compliance hotline also enables stakeholders to share issues and concerns. |
|--|--|--|

## Supplier Social Assessment

|   |  |  |
|---|--|--|
| <b>GRI 414: Supplier Social Assessment 2016</b> | <b>414-1</b> New suppliers that were screened using social criteria        | <a href="#">Responsible Sourcing</a><br><a href="#">Micron.com   Sourcing Responsibly</a><br><a href="#">Micron Code of Business Conduct and Ethics</a><br><a href="#">Micron.com   Slavery and Human Trafficking</a><br><a href="#">Micron Human Rights Policy</a><br><a href="#">Micron.com   Supplier Expectations</a><br>As of the end of CY19 Micron screened 100% of all new suppliers (more than 725 in CY19) for social criteria. Throughout 2019 and earlier, Micron screened 100% of all new suppliers that directly support Micron's manufacturing processes. |
|   | <b>414-2</b> Negative social impacts in the supply chain and actions taken | <a href="#">Micron.com   Supplier Expectations</a><br><a href="#">Micron.com   Slavery and Human Trafficking</a><br><a href="#">Micron Human Rights Policy</a><br>We assess 100% of suppliers that directly support Micron's manufacturing for social impacts upon onboarding and assess and score our strategic suppliers annually. In FY19, more than 200 suppliers committed to improvement plans. No suppliers were found to meet criteria for termination as a result of noncompliance with social issues.  |

## Customer Health and Safety

|   |  |  |
|---|--|--|
| <b>GRI 416: Customer Health and Safety 2016</b> | <b>416-1</b> Assessment of the health and safety impacts of product and service categories | <a href="#">Product &amp; Innovation   Hazardous Substances &amp; Trade Compliance</a><br>Micron assesses the health and safety impacts and potential for improvement of all product categories. |
|---|--|--|

## Marketing and Labeling

|   |  |  |
|---|--|--|
| <b>GRI 417: Marketing and Labeling 2016</b> | <b>417-1</b> Requirements for product and service information and labeling | Micron embeds environmental and regulatory compliance in the product design process, ensuring our products are aligned to requirements in a number of different jurisdictions. Suppliers are required to comply with Micron's environmental product compliance spec. The spec contains a list of banned and restricted substances. Solid-state drive product labels bear multiple safety/emissions/substance marks: CE-EU EMI/RoHS, FCC — US EMI, VCCI — Japan, BSMI - EMI/RoHS, ICES — Canada EMI, RCM — AUS/NZ EMI, KC — Korea EMI, Morocco — Morocco EMI, UL — US/Canada safety, TUV — Germany safety, or China RoHS. Halogen-free text is included where applicable. WEE symbol is also included per customer request; however, Micron's current obligation is just to notify the customer of material content. Module product labels bear the CE mark, indicating EMI/RoHS compliance. RoHS and low halogen compliance is built into the part number. |
|---|--|--|

## Customer Privacy

|                                       |   |  |
|---------------------------------------|---|--|
| <b>GRI 418: Customer Privacy 2016</b> | <b>418-1</b> Substantiated complaints concerning breaches of customer privacy and losses of customer data | In FY19, Micron had zero leaks, thefts or losses of customer data and received zero substantiated complaints from customers, outside parties or regulatory bodies concerning breaches of customer privacy and losses of customer data. |
|---------------------------------------|---|--|



# **SASB Index**

# SASB Index

| Topic   | Accounting Metric  | Unit of Measure                                  | Code         | Disclosure Location   |
|---|--|--|--------------|---|
| <b>Greenhouse Gas Emissions</b>                                   | (1) Gross global Scope 1 emissions and (2) amount of total emissions from perfluorinated compounds   | Metric tons (t)<br>CO <sub>2</sub> -e            | TC-SC-110a.1 | <a href="#">Environment   Performance at a Glance</a><br><a href="#">Environment   Energy &amp; GHG Emissions</a><br><a href="#">Micron CDP Climate Change Disclosure</a>   |
| <b>Greenhouse Gas Emissions</b>                                   | Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets | Discussion and analysis                          | TC-SC-110a.2 | <a href="#">Environment   Performance at a Glance</a><br><a href="#">Environment   Energy &amp; GHG Emissions</a><br><a href="#">Environment   Our Sustainability Aspirations</a><br><a href="#">Micron CDP Climate Change Disclosure</a>   |
| <b>Energy Management in Manufacturing</b>                         | (1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable   | Megawatt hours (MWh)<br>Percentage (%)           | TC-SC-130a.1 | <a href="#">GRI Index   302-1 Energy consumption within the organization</a><br><a href="#">Micron CDP Climate Change Disclosure</a>  |
| <b>Water Management</b>   | (1) Total water withdrawn, (2) total water consumed, percentage of each in regions with high or extremely high baseline water stress                                   | Cubic meters (m <sup>3</sup> )<br>Percentage (%) | TC-SC-140a.1 | <a href="#">Environment   Water Stewardship</a><br><a href="#">Micron CDP Water Security Disclosure</a><br><a href="#">GRI Index   306-1 Water discharge by quality and destination</a>   |
| <b>Waste Management</b>   | Amount of hazardous waste from manufacturing, percentage recycled  | Million kilograms (kg)<br>Percentage (%)         | TC-SC-150a.1 | <a href="#">Environment   Performance at a Glance</a><br><a href="#">Environment   Hazardous Substances &amp; Waste Management</a>  |
| <b>Employee Health &amp; Safety</b>                               | Description of efforts to assess, monitor and reduce exposure of employees to human health hazards   | Discussion and analysis                          | TC-SC-320a.1 | <a href="#">Environment   EHS Approach</a><br><a href="#">People   Safe, Healthy &amp; Secure</a>   |
| <b>Employee Health &amp; Safety</b>                               | Total amount of monetary losses as a result of legal proceedings associated with employee health and safety violations   | Reporting currency                               | TC-SC-320a.2 | In FY19, Micron did not incur monetary losses as a result of legal proceedings associated with employee health and safety violations.<br><a href="#">People   Safe, Healthy &amp; Secure</a>  |
| <b>Recruiting &amp; Managing a Global &amp; Skilled Workforce</b> | Percentage of employees that are (1) foreign nationals and (2) located offshore  | Percentage (%)                                   | TC-SC-330a.1 | Micron's <a href="#">Diversity, Equality and Inclusion Report</a> includes headcount by region, diversity metrics by gender (in leadership and technical roles), race and ethnicity in the United States and additional self-reported data on our LGBTQ+, disabled, and U.S. veteran populations. Percentage of foreign nationals is not disclosed. |
| <b>Product Lifecycle Management</b>                               | Percentage of products by revenue that contain IEC 62474 declarable substances   | Discussion and analysis                          | TC-SC-410a.1 | We do not disclose a single percentage defined by this metric. Our approach to product hazardous substances can be found in <a href="#">Products &amp; Innovation   Hazardous Substances</a> .  |

# SASB Index

| Topic  | Accounting   | Unit of Measure         | Code         | Disclosure Location   |
|--|--|-------------------------|--------------|---|
| <b>Product Lifecycle Management</b>                                | Processor energy efficiency at a system-level for: (1) servers, (2) desktops and (3) laptops                           | Discussion and analysis | TC-SC-410a.2 | We do not disclose the single percentage specified by this metric. Our approach to product efficiency and data about some of our recent products can be found in <a href="#">Products &amp; Innovation   Product Efficiency</a> and <a href="#">Micron 2019 Form 10-K</a> (page 2-4).   |
| <b>Materials Sourcing</b>  | Description of the management of risks associated with the use of critical materials                                   | Discussion and analysis | TC-SC-440a.1 | <a href="#">Responsible Sourcing</a><br><a href="#">Micron 2019 Form 10-K</a> (page 10)<br><a href="#">Micron.com   Supply Chain</a>  |
| <b>Intellectual Property Protection &amp; Competitive Behavior</b> | Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations | Reporting currency      | TC-SC-520a.1 | In FY19, Micron did not incur monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations.<br><a href="#">Micron 2019 Form 10-K</a> (pages 17-18 and 65-66)<br><a href="#">GRI Index   GRI 206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices</a> |





Learn more at [micron.com/sustainability](https://www.micron.com/sustainability)

**About This Report**

Published in June 2020, this report covers Micron Technology, Inc.'s sustainability performance in FY19, unless otherwise stated, and includes all of Micron's controlled entities. In addition to this PDF, our full report is available in a web version linked from [www.micron.com/sustainability](https://www.micron.com/sustainability).

Our 2020 sustainability report has been prepared in accordance with Global Reporting Initiative (GRI) Standards: Core option. GRI is the most widely accepted global standard for sustainability reporting and allows companies to measure, evaluate and communicate corporate sustainability information in a consistent and comparable manner. We are also reporting to the Sustainability Accounting Standards Board (SASB) Semiconductors Standard.