



# Accelerating Sustainability

2019 Sustainability Report



Today's astounding rate of innovation is driven by memory solutions that speed the storage and 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 invest in the best talent, reduce the environmental impact of our operations, source product inputs responsibly and share our success with 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.

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### About This Report

Published in April 2019, this report covers Micron Technology, Inc. sustainability performance in fiscal year 2018, unless otherwise stated, and includes all of Micron's controlled entities.

Our 2019 Sustainability Report has been prepared in accordance with Global Reporting Initiative (GRI) Standards: Core option. The 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. Additional information about Micron can be found in the [About Micron](#) page of our corporate website and in our [2018 Annual Report](#).

2019  
**Just 100**  
*Forbes*

2019  
**Best Companies  
for Diversity**  
*Forbes*

2018 – 2019  
**Top 100 Global  
Innovators**  
*Clarivate Analytics*



## CEO Message

Welcome to our 2019 sustainability report. Micron continues to make significant progress evolving our products and practices to ensure our actions improve the lives of people around the world.

Our vision is to transform how the world uses information to enrich life, and we see enormous opportunity for our innovative technology solutions to help drive dramatic improvements worldwide in the years ahead — in medicine, agriculture, transportation, city infrastructure, and many other fields.

While these technology breakthroughs promise to create sustained, long-term benefits, we must also diligently focus on our own business practices today. I would like to highlight several areas of progress in the past year:

**Environmental leadership in new construction:** Our newest facilities (from manufacturing to design centers) have achieved LEED Gold status or better, saving water and energy and reducing waste.

**Responsible sourcing:** We actively manage our suppliers and drive higher industry standards through participation in multiple sustainability coalitions. With nearly 6,000 suppliers in 52 countries, careful sourcing management helps drive ethical business practices and environmental stewardship that extend well beyond our own business.

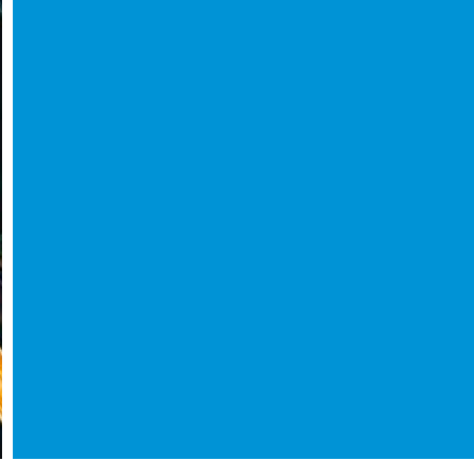
**Sustainability-centered enterprise risk management:** This year, we began expanding our risk analysis to get better insight into the climate-related risks and opportunities we face. We plan to discuss our findings in next year's report.

**Team member diversity and community:** We believe innovation is driven by diverse and engaged teams. We continue to work diligently to attract the broadest possible talent pool and create an inclusive culture. We also engage employees to amplify our impact on our communities. Our team volunteered more than 100,000 hours worldwide in 2018, and we matched \$2 million (USD) in team member-directed giving.

I am proud of our progress and believe the structural changes we are making create a strong foundation for future growth.

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

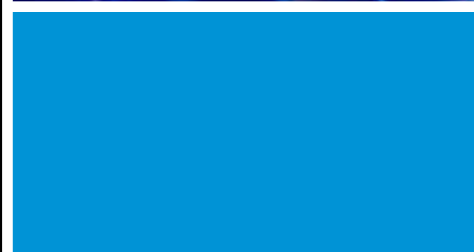
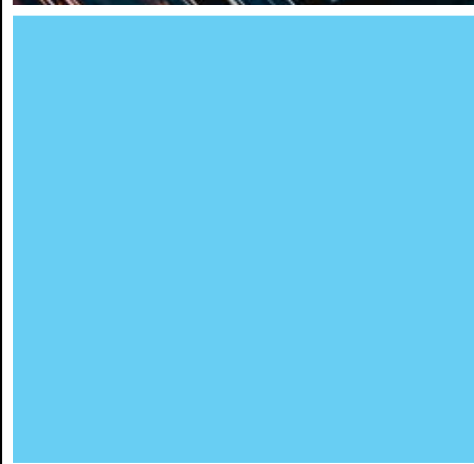
**Sanjay Mehrotra**  
President & CEO, Micron Technology



# How Micron Solutions Can Accelerate Sustainability

The desktop computers of yesteryear might seem to have little in common with the handheld and wearable gadgets of today. But these and all other modern computing devices depend on a shared underlying technology — semiconductor memory and storage — to store and access data. And the pace of innovation in these vital components sets the pace of technology development at large.

As a leader in the semiconductor industry for more than 40 years, Micron has taken part in every stage of this evolution. Rapid advancements in memory and storage have unlocked the innovations that make our way of life possible, from connecting individuals through mobile devices to enabling computing in the cloud. Now, a new generation of technologies has the potential to further enhance what's possible for society and our planet. See how memory and storage solutions like those built by Micron can accelerate sustainable development around the globe.





### Autonomous Vehicles

Self-driving vehicles require massive bandwidth to make hundreds of calculations per second. These smart vehicles could help reduce traffic accidents and ease congestion.

### Big Data

Researchers are using high-powered data processing to find patterns in patient genomes, which could lead to new cures for diseases like cancer.

### Artificial Intelligence

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

### Internet of Things

Advanced sensors enable deeper insights for better decision-making — such as allowing farmers to precisely monitor and manage the health of their fields.

### Augmented Reality

By bringing digital objects into the physical world, augmented reality is unlocking new possibilities for education and job training.

### Mobile Devices

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

# 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 fundamental to technological advancements such as artificial intelligence, machine learning and autonomous vehicles. We assist enterprise customers primarily through a wide range of partnerships with leading technology companies that serve worldwide markets.

## Core Technologies

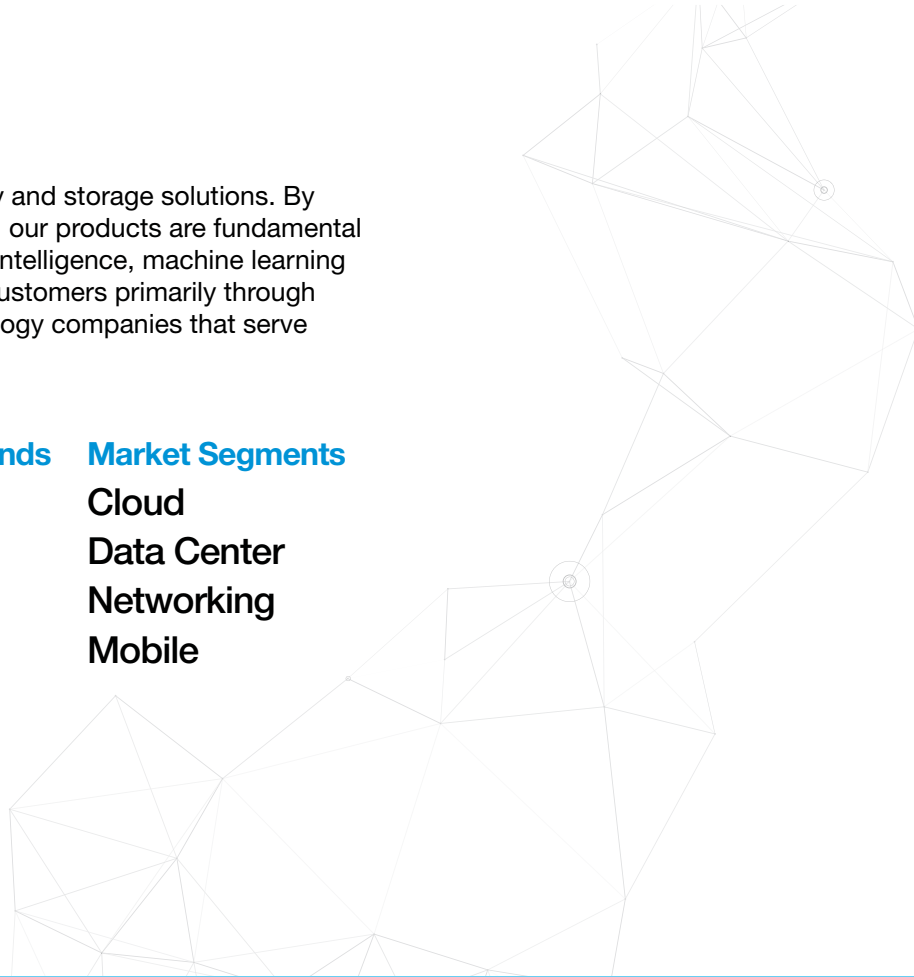
DRAM  
NAND  
NOR Flash  
3D XPoint

## Retail & E-Tail Brands

Crucial  
Ballistix

## Market Segments

Cloud  
Data Center  
Networking  
Mobile

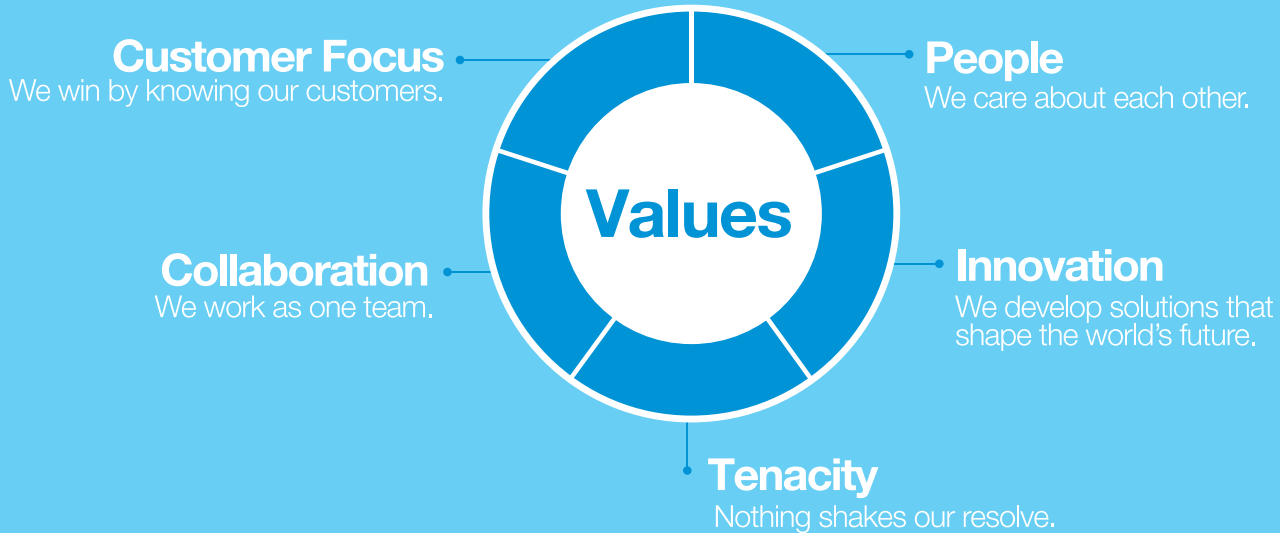


## Vision

Transforming how the world uses information to enrich life

## Mission

Be a global leader in memory and storage solutions



Founded 40 years ago  
on October 5, 1978

Headquartered in  
Boise, Idaho, USA

**\$30.4B**

FY18 annual revenue

**4th**

Largest semiconductor  
company in the world

**105**

On the 2019 Fortune 500

**40,000**

Patents granted and growing

**18**

Countries

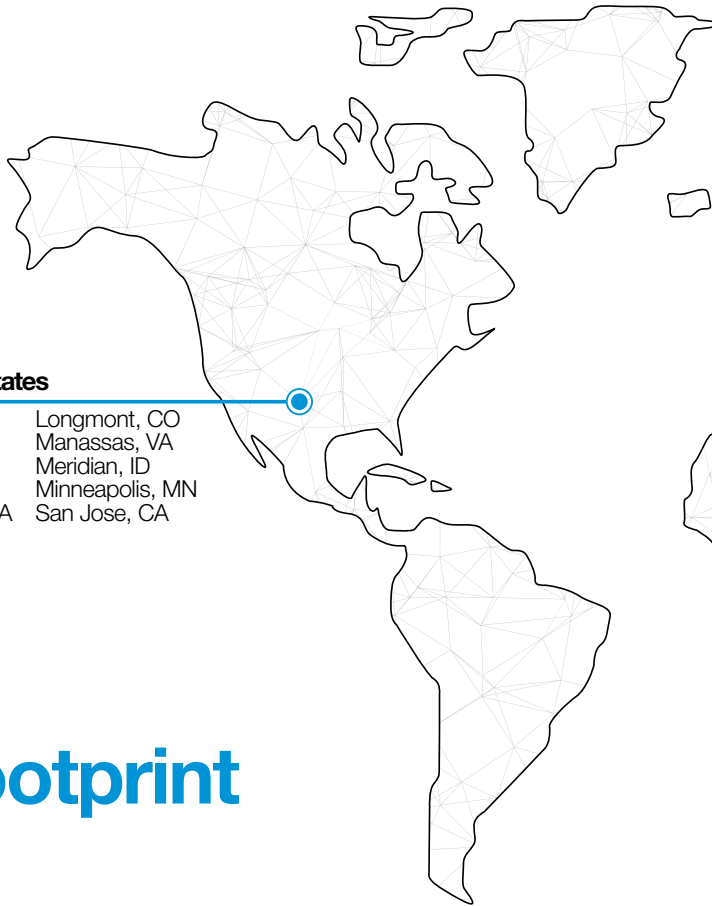
**13**

Manufacturing sites and  
13 customer labs

**34,000**

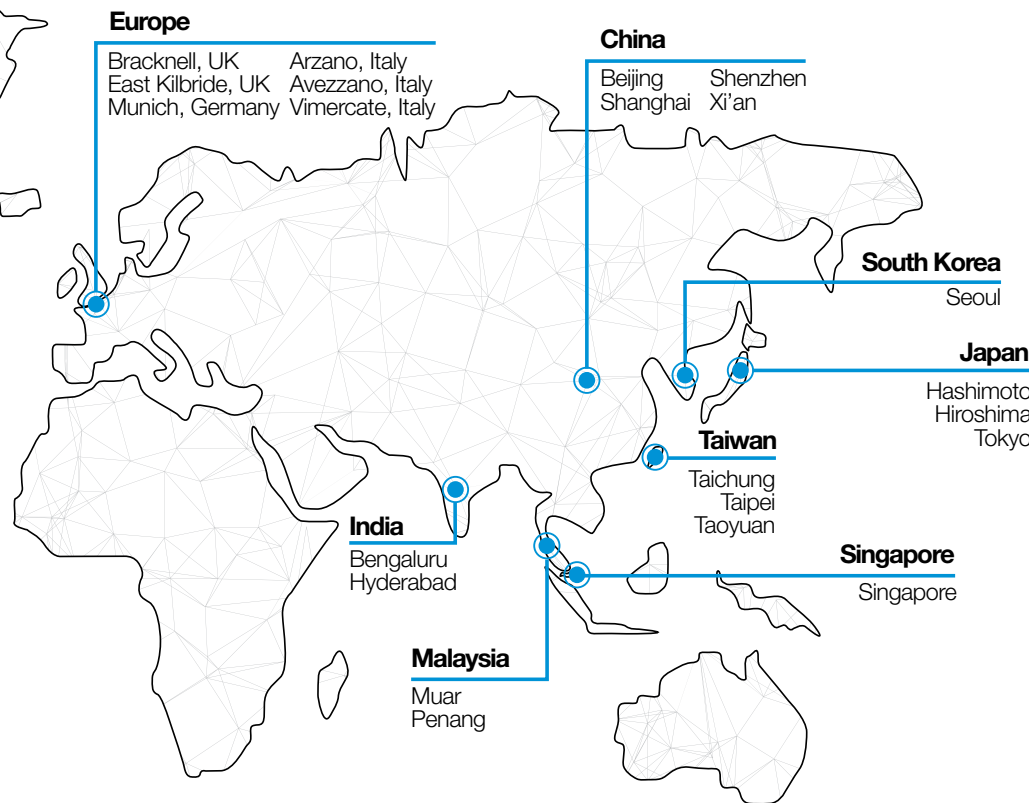
Team members

# Micron's Global Footprint



## United States

- Allen, TX
- Austin, TX
- Boise, ID
- Detroit, MI
- Folsom, CA
- Lehi, UT
- Longmont, CO
- Manassas, VA
- Meridian, ID
- Minneapolis, MN
- San Jose, CA



## Europe

- Bracknell, UK
- East Kilbride, UK
- Munich, Germany
- Arzano, Italy
- Avezzano, Italy
- Vimercate, Italy

## China

- Beijing
- Shanghai
- Shenzhen
- Xi'an

## South Korea

- Seoul

## Japan

- Hashimoto
- Hiroshima
- Tokyo

## Taiwan

- Taichung
- Taipei
- Taoyuan

## India

- Bengaluru
- Hyderabad

## Malaysia

- Muar
- Penang

## Singapore

- Singapore

Micron's global footprint map highlights locations that include our manufacturing sites, centers of excellence, customer labs and large offices.



# Sustainability Strategy

Micron's products and technologies enable a wide range of applications that benefit society in myriad ways, yet we are mindful that our business, operations and sourcing practices impact our employees, the communities in which we operate and the planet, as well as our customers' sustainability performance. We strive to make this impact as positive as possible over time through a sustainability strategy that is focused on:

- Operating thoughtfully
- Empowering people
- Sourcing responsibly

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

## Opportunity and Risk

Integrating sustainability into our business is strategically important, helping Micron to both capitalize on opportunities and better manage risks. Sustainability, for example, can be a differentiator when recruiting potential employees in a highly competitive talent market and can provide 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 in turn can directly enhance our bottom line. And conducting our business with integrity and in a socially responsible manner supports our 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 and natural disasters, as well as carbon pricing, pose risks to our supply chains, operations and markets. We work to better understand and address these 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 aligned with financial disclosure standards and exploring additional science-based goals and targets. More about how these efforts are being used to build resilience into our strategy, processes and decisions can be found in the Enterprise Risk Management section below.



### 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 other related topics. Customers include this information in supplier performance evaluations and purchasing decisions, alongside quality, delivery, technology, service and price. In 2018, sustainability became a fully integrated sales performance metric at Micron. Our sales team leaders, account managers and sustainability leaders work closely with our customers to share information about our sustainability efforts and performance, drive action and build trust.

### 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.

### 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 risk committee is appointed by our CEO and reports major findings to the Board of Directors and the Board’s audit committee.

When risks are identified, risk management personnel conduct 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. We prioritize issues based on the company’s overall risk exposure. The risk management team then recommends actions, and Micron leaders are accountable for managing risks affecting their areas of responsibility. 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 ERM 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, such as workforce, facilities, information technology or supply chain.



**Roles:**

- Formulate sustainability strategy
- Monitor performance
- Serve as sustainability champions and experts within their organizations

**Roles:**

- Facilitate corporate sustainability strategy
- Drive transparency through public reporting and other external and internal communications

### 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.

Once every three years, Micron conducts a materiality assessment, an exercise that organizations use 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 on p. 12). A 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 most important to 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

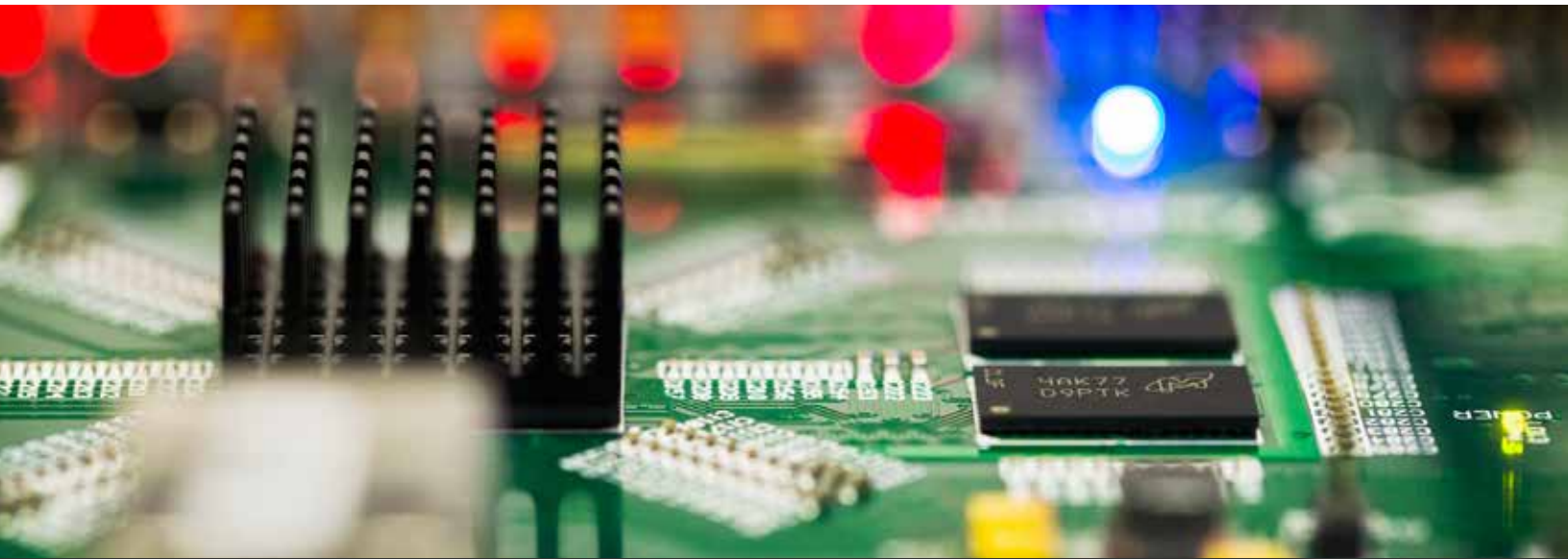
### Additional Significant issues

- Workplace Health & Safety
- Product Use & Integrity
- Ethical Conduct
- Operations & Facility Management
- Diversity & Inclusion
- Energy
- Water

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

### Micron conducted our latest materiality assessment in FY18, and the priorities identified are:





## Code of Conduct

Today's laws and standards of business conduct are complex, and our [Code of Business Conduct and Ethics](#) 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 maintenance of the Code, which is available to the public. In addition to the Code, we have adopted global policies including those regarding conflict minerals; environment, health and safety (EHS); human rights; slavery and human trafficking and more.

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 an internal SharePoint 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 hours of every day and accessible through all commonly used languages. It provides anonymous reporting capability and executes protocols designed to help avoid potential conflicts of interest.

# Stakeholder Engagement

Stakeholders, both internal and external, drive our business success. We take measures to understand our local impacts and the effects our products have on customers, consumers and the global economy. 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 impact 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>	Ongoing supervisor interactions Meetings hosted by senior leaders Compliance hotline for reporting concerns Intranet with global and local content where employees can share sustainability-related suggestions	To create a culture in which all employees contribute to our success
<b>Customers</b>	Regular meetings Customer scorecards Customer requirement documents Membership in industry organizations	To understand how we are performing from customers' perspective and build industry consensus on social and environmental issues
<b>Governmental Organizations</b>	<b>Membership in organizations where we operate, such as:</b> American Chamber of Commerce in Taipei European Automotive Technology Council European Research Platform Idaho Association of Commerce & Industry Italy Industry Trade Association Northern Virginia Technology Council Silicon Valley Leadership Group U.S. Chamber of Commerce U.S. Information Technology Office U.S.-Taiwan Business Council Virginia Manufacturers Association	To help us understand and conform to the laws that govern our business conduct
<b>Shareholders</b>	Annual shareholder meeting Quarterly earnings calls One-on-one analyst meetings Annual report and sustainability report Email	To foster transparency and ensure we are meeting the needs of our shareholders and the investor and analyst community
<b>Suppliers</b>	Compliance hotline for reporting concerns Reviews of supplier performance Third-party audits Responsible Business Alliance membership Supplier quality requirements document Trainings Contract terms Risk profiling	To maintain an open dialogue about our expectations with respect to social and environmental criteria
<b>Communities</b>	STEM education support Engagement in local, regional and national public policy dialogues Financial donations Employee volunteerism	To build relationships and shared value among 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 them faster and more efficient.





*“During my career I’ve seen memory technologies move from lab projects to consumer staples that changed how we interact with the world, creating more opportunities to connect across vast distances. The next decade will be filled with technologies that bring more clarity to the world immediately around us — better understanding for how traffic moves through our cities, better environmental information and better health knowledge.”*

**Sanjay Mehrotra**  
Micron CEO

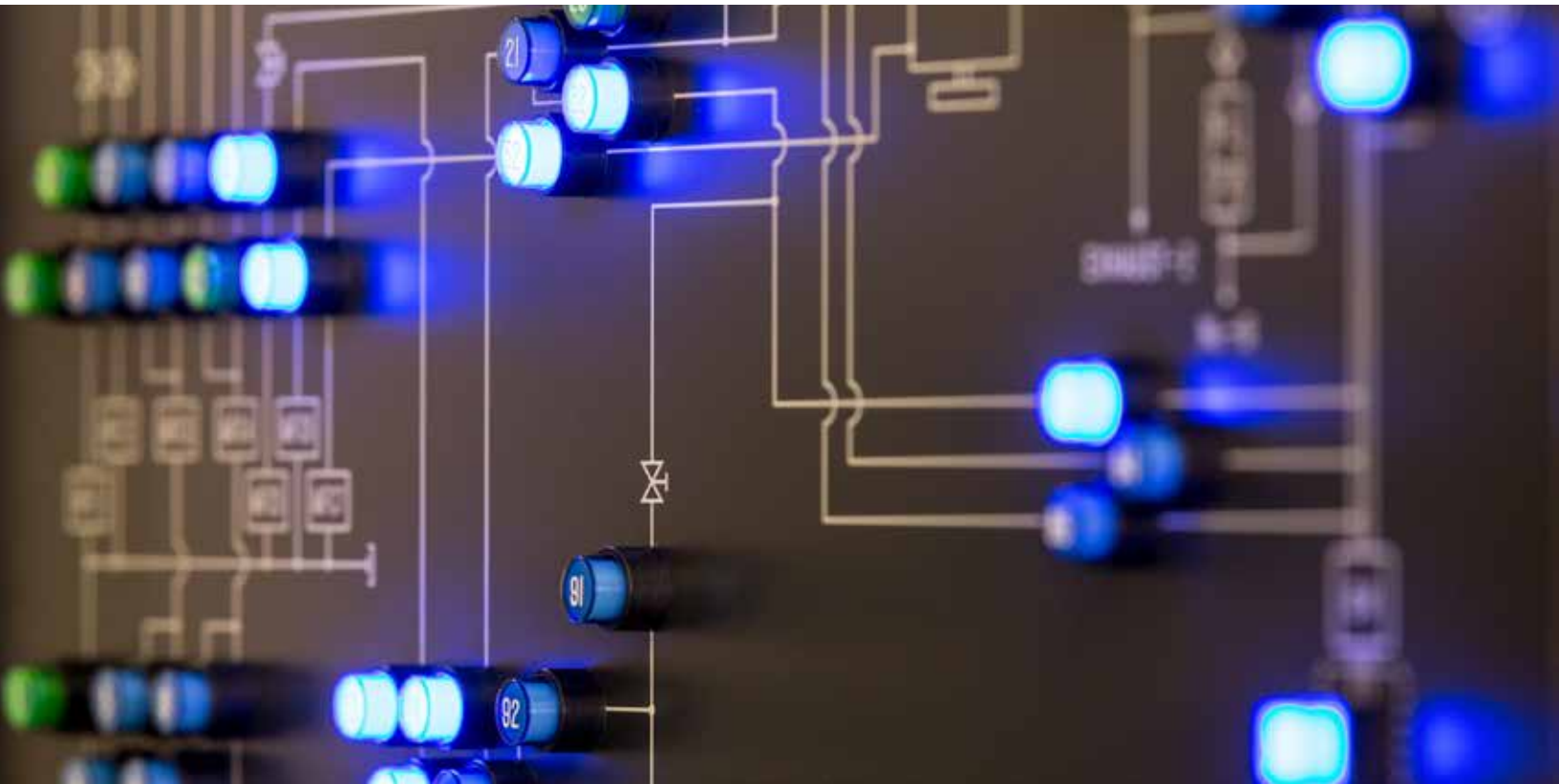
As a global leader in memory and storage technology, Micron’s solutions play a vital role in some of today’s most significant advances, including artificial intelligence, industrial automation, the IoT (Internet of Things), autonomous vehicles and cloud computing. And as innovations like these enter the mainstream and demands for memory and storage increase, the need to analyze, access and act on data has only grown.

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 new types of intelligent memory and storage architectures. This creates opportunities for us to work with customers to better understand their needs.

Memory and storage components 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 to ensure hazardous materials in our products.

**Investing in the Future of Tech**

In 2018, Micron held our inaugural Insight event, where the technology industry’s top minds gathered to discuss the future technology landscape and how memory and storage technologies bring it to life. At the event, Micron Ventures announced it will invest up to \$100 million in venture funding targeted at technology startups focused on artificial intelligence (AI), with 20% aimed at startups led by women and other underrepresented groups. Launched in 2006, Micron Ventures invests in technology startups aligned with Micron’s strategic interests.



## Product Efficiency

The energy demand of our products contributes to the global environmental impact 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 and architecture and design decisions.

For example, as demand for ever-greater compute and data processing capabilities on handheld devices grows, it is essential that these devices do not trade energy efficiency for performance. In 2018, Micron began production of the industry's highest-capacity and first monolithic 12-gigabyte, low-power, double-data-rate 4x (LPDDR4x) DRAM for mobile devices and applications. The LPDDR4x DRAM is produced based on 1Y-nm (10-nanometer-class) process technology, resulting in improved efficiency and reduced battery power consumption. It offers similar data rates as previous-generation DRAM technology but uses up to 10% less power.

# 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.

A specific area of growth, and vulnerability, is 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. Global research and advisory company Gartner estimates that by 2020, more than 25% of identified enterprise attacks will involve IoT. The threat is far-reaching, given how susceptible embedded systems, which are in everything from factory automation equipment to automobiles to smart home devices, are 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. This unique security solution has increased Micron's value as a memory provider for IoT devices. In 2018, we introduced a new MT25Q NOR flash enabled with Authentica technology. This memory solution introduces a new level of hardware-based security that not only enhances the integrity of the connected device itself, but also extends protection to the software that runs on the device.

Technologies like Authentica build upon 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.



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# 25%

of identified enterprise attacks will involve IoT



# Hazardous Substances & Export Compliance

Another sustainability focus area specific to products is hazardous substances that may pose risks to customers or the environment.

Micron's EHS and Product Compliance experts 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.

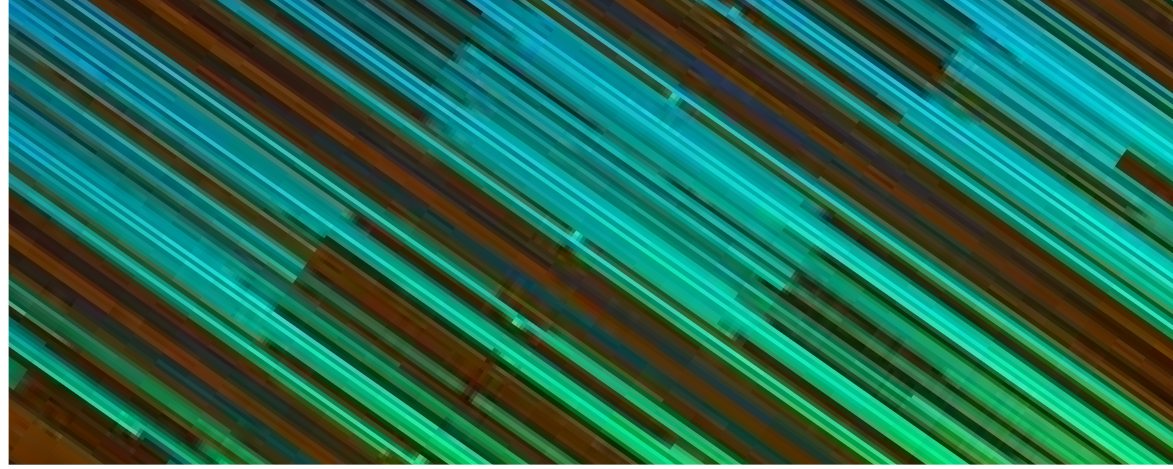
High-purity chemicals, some with hazardous properties, are also required in Micron's manufacturing processes. See p. 26 for more information about how we manage these substances during manufacturing.

Regular reviews of content and packaging 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 customer and legal 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 their use of any regulated items.

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

In addition, Micron and all our subsidiaries comply with all applicable export and economic sanctions laws and regulations. Compliance with export laws is vital to protecting the safety and security of the countries in which we operate and to ensuring our products, software and technology do not fall into the hands of entities and persons that seek to do harm.





# 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.



## To guide us in our efforts, Micron set goals in 2017 to increase our water and waste recycling and decrease energy use and associated greenhouse gas (GHG) emissions.

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 minimize the impact of these operations by improving energy efficiency, recycling and reusing water, reducing reliance on local groundwater supplies, properly and safely managing chemicals used in the manufacturing process, and reviewing all materials we bring into our manufacturing environment to identify potential risks.

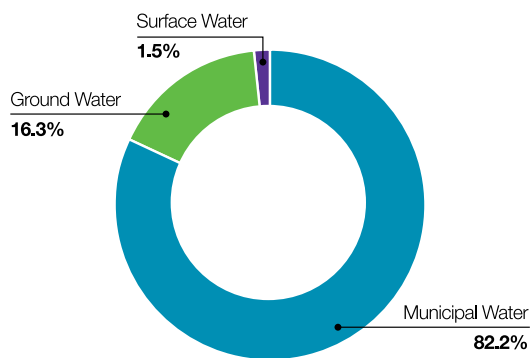
To guide us in our efforts, Micron set goals in 2017 to increase our water and waste recycling and decrease energy use and associated greenhouse gas (GHG) emissions. We continue to make progress toward these goals, including implementing energy savings projects to achieve a 10% savings by 2022, using 2016 as our baseline year. We are conducting a review of these goals in 2019 and expect to provide updates in our 2020 reporting. Our performance is highlighted in the section below.



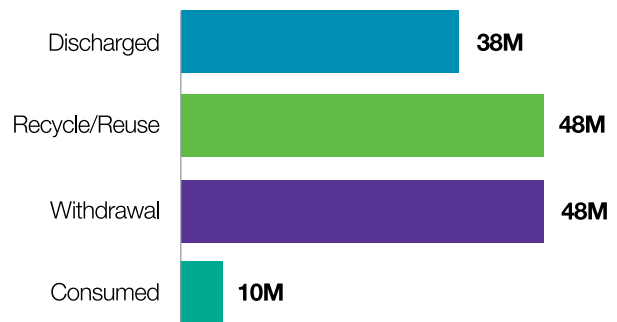
# 2018 Performance At-A-Glance

## Water

### CY2018 Water Withdrawal by Source

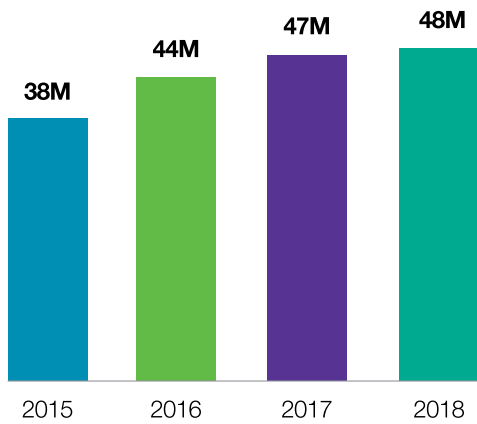


### 2018 Water Mass Balance (Water Volume – m3)

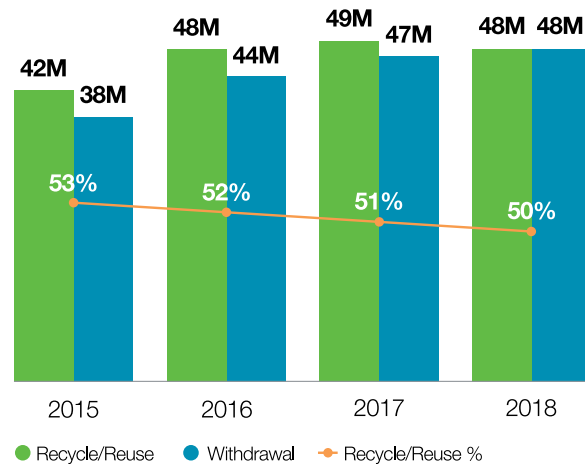


Wastewater discharge details can be found in the GRI Index, p. 59

### Water Withdrawal (m3)



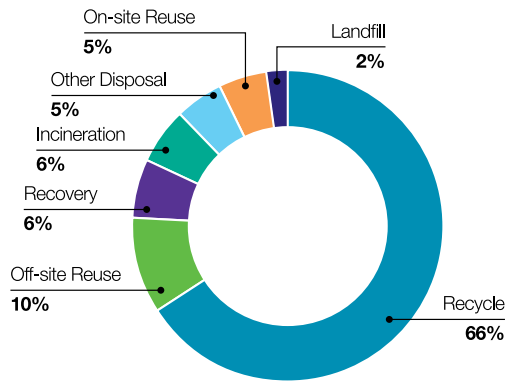
### Water Use & Recycle (Water Use – m3)



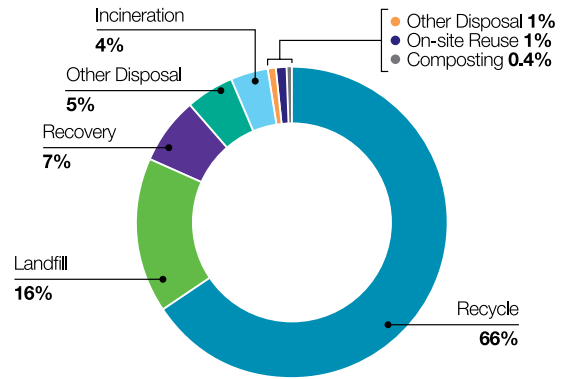
● Recycle/Reuse ● Withdrawal — Recycle/Reuse %

Waste

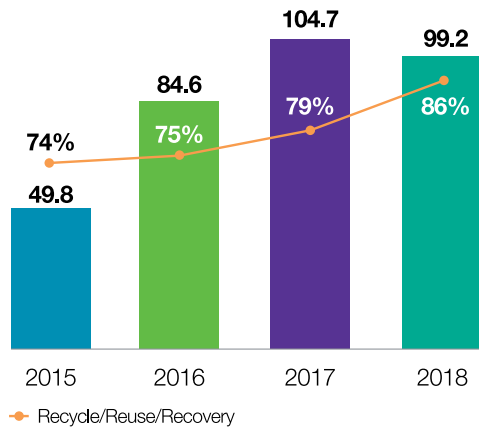
### CY2018 Hazardous Waste Breakdown



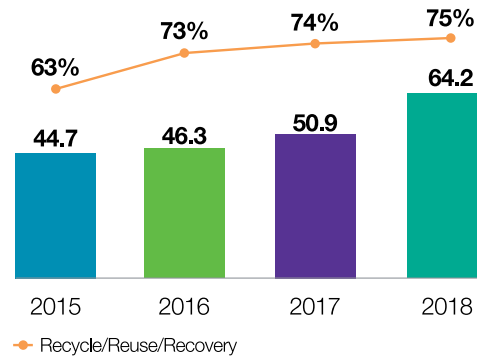
### CY2018 Nonhazardous Waste Breakdown



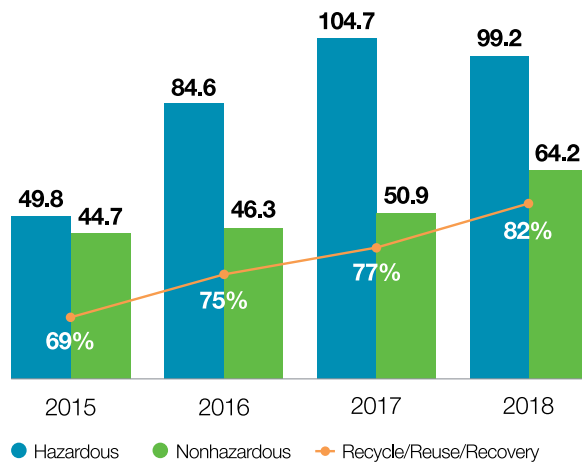
### Hazardous Waste (Total Waste – million kg)



### Nonhazardous Waste (Total Waste – million kg)

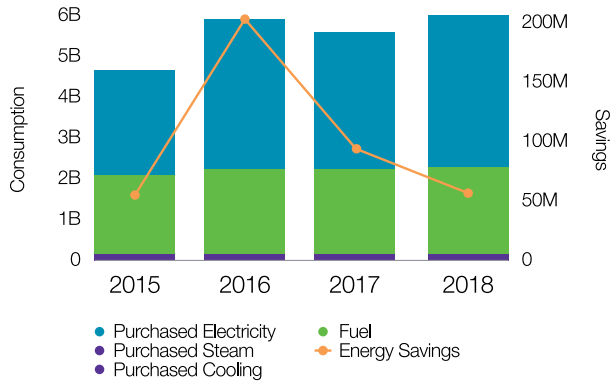


### Total Waste & Recycle (Total Waste – million kg)



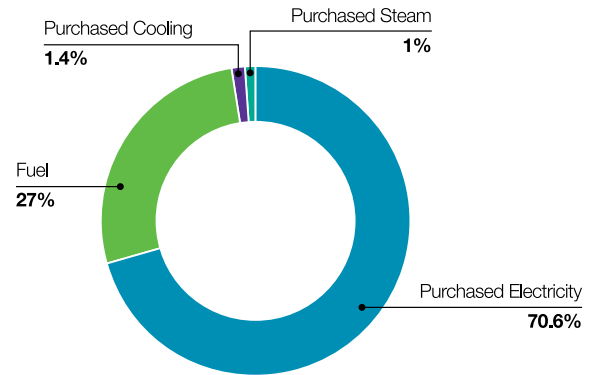
Energy

### Energy Consumption & Savings (MWh)



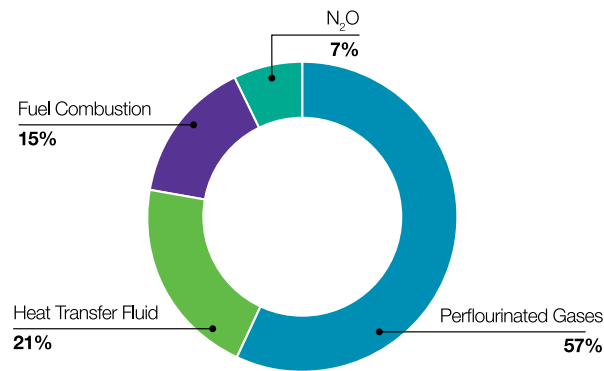
Detailed figures can be found in the GRI Index, p. 57

### 2018 Energy Breakdown by Source

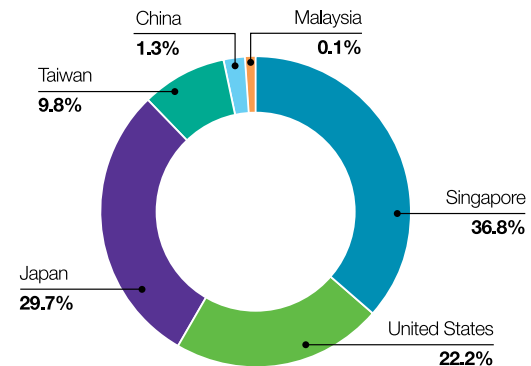


### Emissions

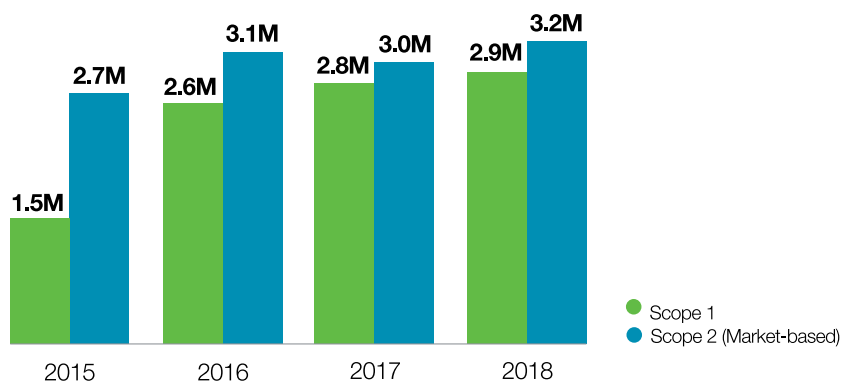
### Scope 1 Emissions by Source



### Scope 1 Emissions by Country/Region



### Total Metric Tons of CO<sub>2</sub>e per Year



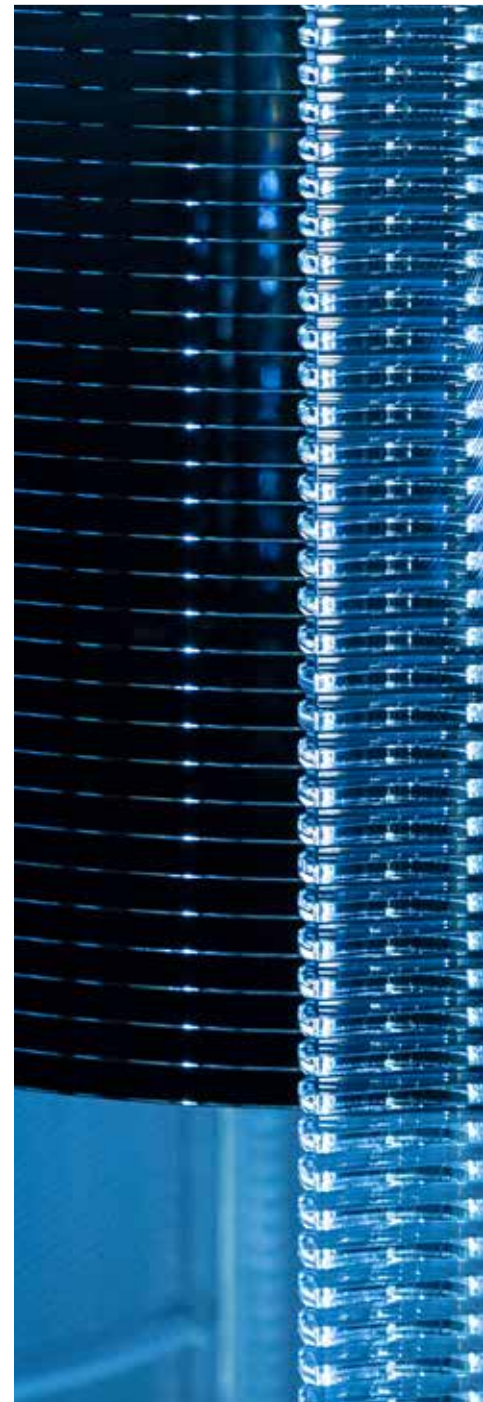
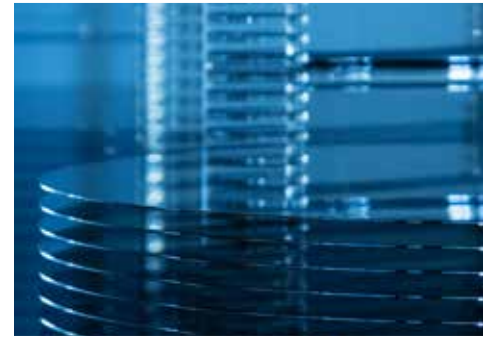
# EHS Approach

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 the communities where we operate. This requires a blend of global strategy and local adaptation. We do this in a number of ways:

- Engaging our robust network of site-based Environmental, Health and Safety (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 OHSAS 18001:2007 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

In recent years, we have significantly strengthened our up-front integration of EHS considerations into facility design and construction, including the adoption of energy, water and waste efficiency; 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.



# 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 are dependent 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. 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.

### 2018 Performance

Our total water withdrawal in CY18 was 48,311,910 cubic meters (m<sup>3</sup>) for our front-end and back-end manufacturing sites. This figure is up from our CY17 usage and reflects an increase in manufacturing capacity. While this water consumption figure is large, our global water recycling initiatives at our manufacturing sites achieved an approximate 50% recycling rate on average in that same time period.

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 our 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.



We recycled

# 50%

of water used in 2018.



In 2018, we conducted a water risk assessment using the World Resources Institute (WRI) Aqueduct tool. Through this assessment, we learned that 35% of Micron’s total water withdrawals are sourced from water-stressed areas, primarily our manufacturing locations in Singapore and China. Taiwan and Japan are additional water-stressed areas where we have significant manufacturing 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.

In Boise, Idaho, we are mindful of our potential impact on the local aquifer that supplies the majority of our water in that location. We were early investors in technology that allows us to replenish the aquifer and mitigate withdrawal impacts.

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 employ 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 CY18, we discharged 37,968,559 m3 of treated wastewater, with 85% of that discharge sent to publicly operated treatment works.

*Micron is innovating water resiliency by adapting our water strategy to site risks and opportunities.*

**70%** We exceeded 70% reclamation rates of water at several Asia manufacturing sites and continue to invest in reclamation infrastructure across the globe.

At our Boise site, we help maintain aquifer health via regular replenishment.



**96%**

In Singapore, we derive 96% of our water from rain capture, on-site recycling and NEWater. NEWater is a centralized treatment of used water that is repurposed for nonpotable use, which helps reduce the demand on reservoirs for potable water.

# 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, and our objective is to reduce landfill disposal and identify new recycling opportunities for any waste we produce.

This starts with a rigorous chemical review process that ensures only approved chemicals reach our facilities. This 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 helps us track and understand our chemical usage profile for assessment of chemical reduction and elimination initiatives.

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 on a periodic basis 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
- Sending 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 exploring methods to reduce chemical consumption and waste production, as well as identifying new opportunities to increase our waste recycle rate.

Micron also engages our employees in waste reduction. Employees can earn rewards for participating in our global wellness program, which includes tips for saving energy and water and 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.





Micron saved

**50,000**  
**MWh** of energy through conservation  
 efforts in 2018.

## Energy & GHG Emissions

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

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 5% savings compared to energy use in 2016. Overall, our 2018 energy consumption worldwide was 7,951,216 megawatt hours (MWh), including all manufacturing sites.

### Bringing Our Efforts Together Through LEED

Micron is making progress in energy savings by focusing on the areas where our potential for impact 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. Our newest fabrication building, back-end operation and design center have each achieved LEED status.



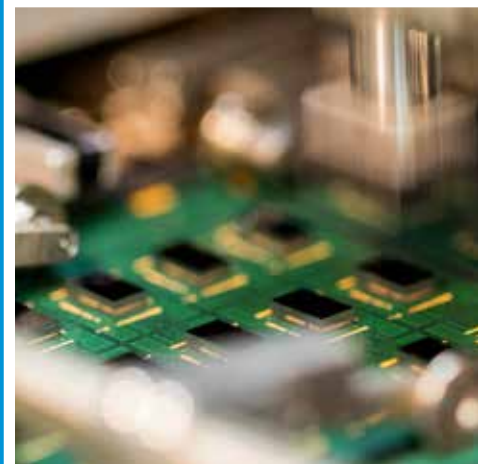
Micron’s 2018 Fab 10 expansion in Singapore recently earned LEED Gold status. The 255,000-square-foot fab earned the distinction due to its design and construction using strategies to save energy, conserve water and improve indoor air quality. For example, photochromatic glass on the building’s exterior automatically darkens in sunlight, reducing the energy required for heating and cooling. Rooftop rainwater harvesting tanks and a system for recycling process water decrease the building’s water needs. As a result, this expansion is 30% more energy- and water-efficient than standard fabs. In addition to LEED Gold, the facility received the BCA Green Mark Platinum Award, Singapore’s highest honor for sustainable design.

Micron’s Taiwan Backend (MTB) also recently earned LEED Gold status. The project has a total of 804,523 gross square feet, including five stories above ground and three stories underground. The project has reduced potable water use by 38% by installing low-flow water fixtures and an advanced water supply system. The facility also reduced energy costs by 19%, reused 94% of the existing structural elements, diverted 80% of construction waste generated on site from landfills and used recycled content for 23% of building materials.

Our site in Vimercate, Italy, has been certified LEED Platinum, the highest certification level achievable. Innovations incorporated into this building include photocatalytic precast concrete panels that abate pollutants, volatile organic compounds and nitrogen oxides; reduced water demand with features that increase water recharge to local aquifers; LED lighting in office areas; and carbon dioxide sensors in meeting rooms that adjust air flow and lighting based on usage.

MTB  
reduced  
energy  
costs by

**19%**



Fab 10 expansion is

**30%**

more energy- and water-efficient  
than industry-standard fabs.

### Greenhouse Gas (GHG) Emissions

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 2018, we continued to improve our efforts and disclosures and received scores of B- on CDP's climate and water security lists. Also in 2018, Micron began climate risk assessment and science-based target scenario work with third-party firms to gain better insight into the climate-related risks and opportunities we face in our operations and supply chains and to explore ways to reduce energy use and associated GHG emissions. We expect to integrate findings from these assessments into our efforts in 2019.

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, no suitable substitutes currently exist. 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.

Micron also focuses on reducing our emissions through upgrades to building controls and HVAC systems, installation of light sensors, replacement of aging equipment, and installation of solar panels that will reduce grid power demand for an administrative building in Singapore.

*Micron began climate risk assessment and science-based target scenario work with third-party firms to gain insight into the climate-related risks and opportunities we face in our operations and supply chains.*

In 2018, we received scores of

**B-**

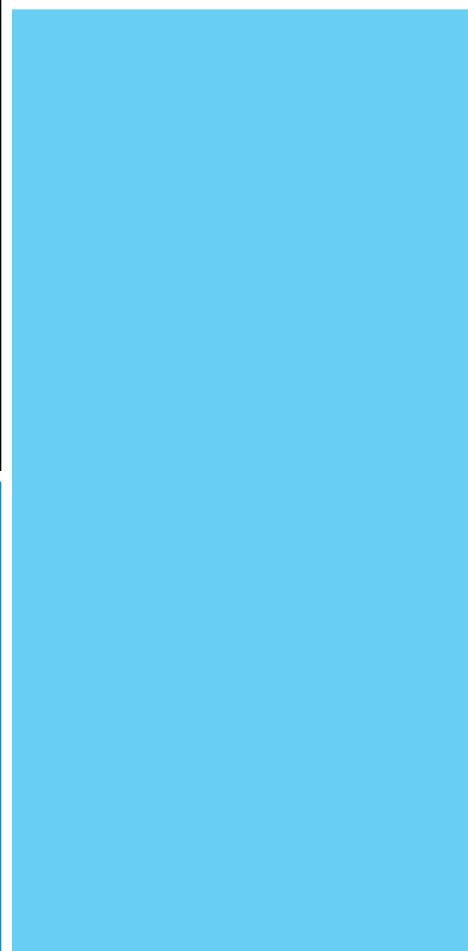
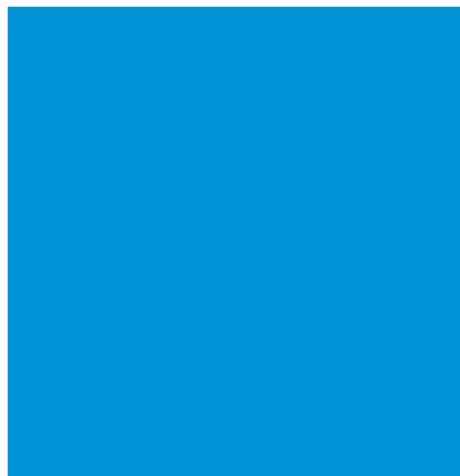
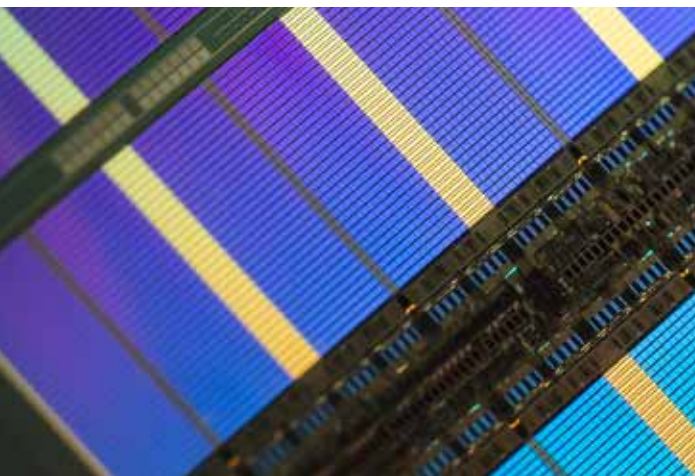
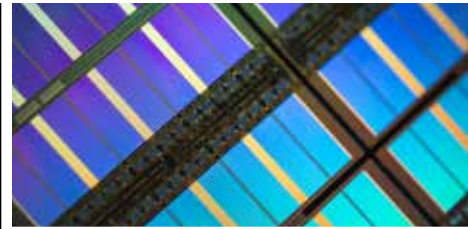
on CDP's climate and water security lists, an improvement over our scores of C in 2017 and D in 2016.





# 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 improvement in human rights and environmental stewardship across our industry.





**Micron Suppliers CY18**

**5,950**  
Utilized suppliers

**6,812**  
Supplier sites

**80%**  
Of spend with  
**107**  
Top suppliers

**\$15.6B**  
Total spend supporting manufacturing

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 5,950 suppliers in 52 countries in 2018, managing our supply base is a critical undertaking. It 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. 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.

**Locations of Top 10 Suppliers**

- Japan
- United States
- Singapore
- China
- Malaysia
- Taiwan
- Switzerland
- South Korea
- United Kingdom
- Netherlands

# Supply Chain Risk Assessment

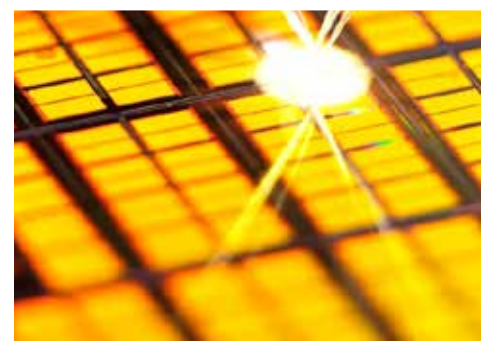
We monitor and address myriad potential supply chain risks, from natural disasters to financial vulnerability to human rights infractions.

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 training: In 2018, Micron implemented a training program that focused on responsibilities and expectations for our suppliers, and more than 1,100 supplier representatives were trained.

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. Requested information includes:

- 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



## 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:



Micron is also a 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. In 2018, all 13 Micron manufacturing facilities earned perfect scores of 200 on RBA audits, qualifying these sites for RBA Platinum recognition.

# Forced Labor & Child Labor

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

Our Code of Business Conduct 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, and our human rights policy requires employees to be 16 or older. 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 and child labor and forced labor laws. During 2018, we worked to articulate our perspective through a new [human rights policy](#) published in early 2019.

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 antiharassment
- 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 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.





The RBA code of conduct 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.

Micron is currently working with the RBA and several suppliers in Taiwan to better understand foreign migrant workers' experiences and address any violations that may be occurring

in these locations. During an assessment of two of these suppliers in 2018, we found that they do not charge fees to these workers and do not have issues related to working hours. As part of the assessment, we discovered some dorm overcrowding at one supplier site due to an increase in workers. We expect this supplier to make improvements promptly to its workers' living conditions. Micron will continue to investigate foreign worker journeys from home country to working country among our key suppliers and address any forced labor violations. By undertaking efforts beyond internal training and moving toward greater understanding of the risk profile of each facility, Micron can stay ahead of any issues that may arise in our supply chain.

**Micron actively works to uphold the highest level of labor ethics in our own operations.**

### 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 are able to support the efforts of our key suppliers to maintain responsible operations. We can 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 the 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 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, Micron updated our program in 2018 to focus on responsible minerals, encompassing a broader reach of minerals and geographies.

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 as conflict-free by third-party audit. To this end, we seek to align to 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 a conflict-free supply chain. Reflecting this philosophy, Micron is a founding member of the Responsible Minerals Initiative (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. In 2018, Micron actively supported the expansion of the industry's nonbattery cobalt reporting program. We have investigated all potential cobalt usage within our entire supply chain and will report cobalt as applicable when the RMI's industry program is launched in late 2019.

To help Micron achieve our responsible mineral policy objectives, we require suppliers to comply with our responsible mineral programs. Supplier compliance includes:

- 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 2018, our average time to have a nonconformant smelter removed from our supply chain was 4.25 weeks, much sooner than our 13-week target.

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](#).

*Collaboration among government, industry and communities is key to achieving a conflict-free supply chain.*



# 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 own plants and those of our peers. We have the potential to steer the industry toward innovations that reduce water and energy use.

Micron has begun actively engaging our supply chain in sustainability efforts, including GHG emissions reduction. In 2018, we received a score of A- from the CDP for engagement of suppliers on climate change issues, well above the sector average score of C. All suppliers receive our supplier quality requirements document (SQRD), 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.

In 2018, we received a score of

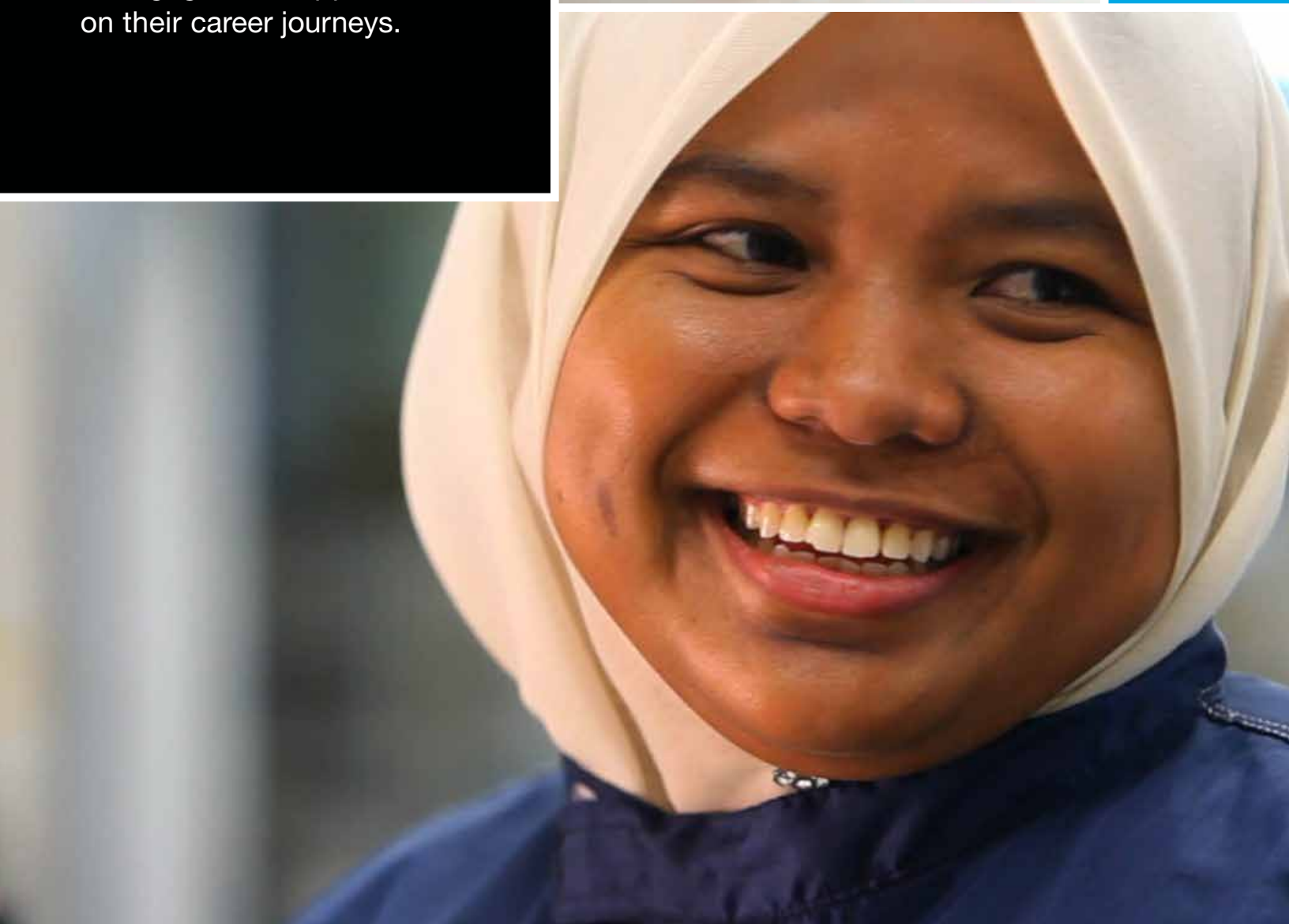
# A-

on CDP’s engagement of suppliers on climate change issues.



# 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.



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. Creating a unified culture across functions and geographies, therefore, 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, diverse and inclusive.

*“Culture is truly the only lasting competitive advantage that an organization possesses.”*

**Sanjay Mehrotra**  
President and CEO



Our employees  
are located in

**18**

different countries

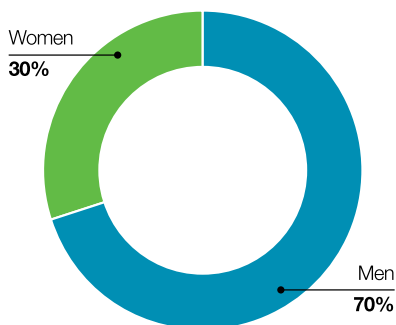


# 2018 Performance At-A-Glance

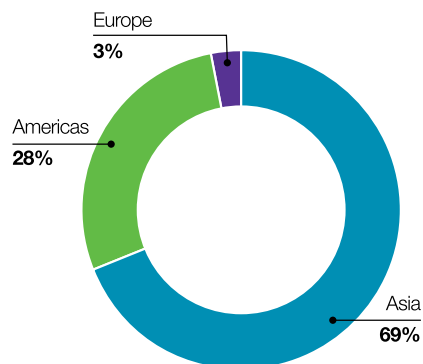


# 34,000+ Micron Employees

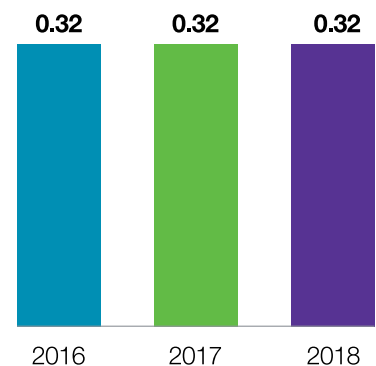
### Employees by Gender



### Employees by Region



### Recordable Injury Rate



# Engagement & Retention

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

During the past year, we have increased investment in programs to amplify employee engagement and retention. Employees who are engaged at work tend to thrive professionally, and our performance is better as a result.

For example, responses to insights gained through employee engagement surveys were once handled at the corporate level. But this level of oversight often meant that changes were slow to take effect. A new program, Engage!, helps increase engagement between leaders and their teams by together reviewing, discussing and acting on the results of a biannual survey. Engage! is more than just a survey; it is designed to trigger regular conversations about engagement within teams, with the survey creating accountability and helping to 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.” Participation rate in the July 2018 Engage! survey was 93%, and favorability ratings have increased since the survey was first conducted. We have set a goal of reaching at least 60% agreement with the statement “I find Micron’s culture to be personally engaging and motivating.”

*“At work, I am respected for who I am.”*

**Engage Survey  
Employee Response**



**Employee Referral Program**

There is no better endorsement of the benefits of the Micron experience than a recommendation from someone you know. That is why 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-two percent of employees have participated in the program — and now, 22% of all external hires originate with a referral.



## Diversity & 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 possible talent pool in the regions where we operate. A growing focus on recruiting from universities and programs that yield high rates of women and minority candidates is helping us assemble a workplace that is rich in many forms of diversity. At the same time, we cultivate an inclusive culture in which all employees can grow and thrive.

Recognizing that this work has no finish line, we challenge ourselves to further embed diversity and inclusion into the way we operate. Micron CEO Sanjay Mehrotra is a vocal advocate for diversity and a signatory to the CEO Action for Diversity & Inclusion. Micron recently established a standalone diversity and inclusion (D&I) function with employees in the U.S. and Japan. Strategic and tactical bodies bring business insight, ambassadorship and accountability to the effort. These include the D&I Executive Council, comprising key Micron executives, and the D&I Advisory Committee, with representatives spanning a wide range of Micron functions and locations.

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 salary to men and women in similar roles in all our worldwide locations. At the start of FY19, we invested \$2.3 million in additional compensation to ensure less than a 1% difference. We will continue to prioritize salary parity across our workforce and invest the funds needed to address any gaps that may exist.





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, more than 3,000 Micron employees have joined an ERG, with more than 28 chapters across the globe.

In 2018, we released gender and race/ethnicity statistics within Micron to ignite dialogue among our employees, publishing the information in our first annual diversity and inclusion report. The report provides a baseline for tracking 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 in markets like Singapore, where 30% of engineers are women, as well as creating transparency and accountability in areas for ongoing focus, such as increasing representation of women in leadership roles.

## Highlights from Our 2018 Diversity & Inclusion Report

Providing unconscious bias training to more than

**1,400**

leaders and providing self-paced online learning for all employees.

Launching a sponsorship program to accelerate the advancement of high-potential women at Micron and build a culture of sponsorship companywide.

[Download the 2018 diversity and inclusion report](#)

Announcing a new ongoing goal to reach

**50%**

hiring of women and increase hiring from underrepresented groups.



# Safe, Healthy & Secure

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

Micron has implemented a comprehensive strategy for safety that focuses on culture, robust management systems and effective safety programs. Close coordination between our management and safety teams globally is accomplished as we further develop our data management tools, key performance indicators (KPIs), audit processes and formalized feedback loops to ensure risks are systematically removed from the business.

A culture of care and concern drives us to pursue excellence in safety. 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 safe operations and communications
- Ensure messaging reinforces safety programs, recognizes safe behaviors and highlights engagement activities
- Align guidance with OHSAS 18001 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 EHS procedures and applicable legal requirements, including those contained in our Code of Business Conduct and Ethics

Micron has a program to actively recognize and control occupational hazards. When identified, Micron removes and mitigates risks 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. Although this is not a regulatory requirement 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.



Micron’s investment in developing a unified corporate culture and common safety practices across our global facilities includes strengthening our safety KPIs. We are implementing a series of KPIs that better measure management behaviors and engagement for safety, as well as a technical safety program. The measures are designed to drive and track those efforts that continue us on a path of world-class safety performance. We continue to report a recordable injury rate of 0.32.

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. The Choose Well, Live Well program 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.

In addition, we encourage employees to seek balance between their work and home lives. We rolled out new flexible work arrangement guidelines globally in 2018. Micron is implementing the Responsible Business Alliance’s guidelines on working hours, which state that employees in all functions should work no more than 60 hours per week, with one day off every six days. We are also expanding offerings to support employee mental health. The Guidance Resources Team Member Assistance program can help with a range of life’s ups and downs, including emotional and marital issues, financial and legal matters, and drug and alcohol dependency problems.

*A culture of care and concern drives us to pursue excellence in safety.*

**A Great Place to Work**

Micron is proud to have received the Great Place to Work award in 2018 based on independent research and analysis by the Great Place to Work Institute. Micron earned this credential based on our people-centric programs and feedback provided by our employees in anonymous surveys, including The Trust Index® Employee Survey and the Culture Audit® Management Questionnaire. This certification reflects our ongoing commitment to provide an engaging work environment that is ethical, diverse and inclusive, enabling employees to thrive throughout their Micron careers.



# 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 support their personal development.

Learning can take many forms. Employees have access to computer- and web-based training, distance education, and on-site university courses and training on cutting-edge technologies. 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. They can also 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.

# 37 hours

average training per full-time employee.



## Employee Stock Purchase Plan

The Employee Stock Purchase Plan (ESPP) allows Micron employees to have a stake in our success. Introduced in 2018, 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, roughly half of our workforce opted to participate.

Our employees also have much to learn from and teach one another. Across Micron, employees have a variety of opportunities to be mentored or serve as mentors themselves. 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.

We conducted a survey in 2018 to understand the value and impact of these various mentoring programs. Of those who responded, 79% said being involved in mentoring increased their job satisfaction and engagement, and 72% said it increased their desire to stay at Micron.

To 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 help maximize team effectiveness. Since this program was introduced, more than 11,000 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.

## Leadership Development at Every Level

Micron connects high-potential employees with opportunities to develop leadership and technical skills. Leadership development programs are designed to go beyond the classroom to challenge current and future leaders to solve critical business cases using newly developed skills and behaviors.

### Senior Leaders

Micron Leadership in Action (MLA)

- 12-week program
- Receive guidance from coaches and executive skill champions on real-world business problems

### Mid-Level Leaders

- Gain skills necessary to become future senior leaders
- Contribute to projects impacting Micron’s bottom line
- Gain and refine leadership and networking skills necessary to drive the company’s evolution

### Leaders of Tomorrow

Future Leaders Program

- Retain and engage future leaders
- Maintain talent pipeline

### Micron Technologists

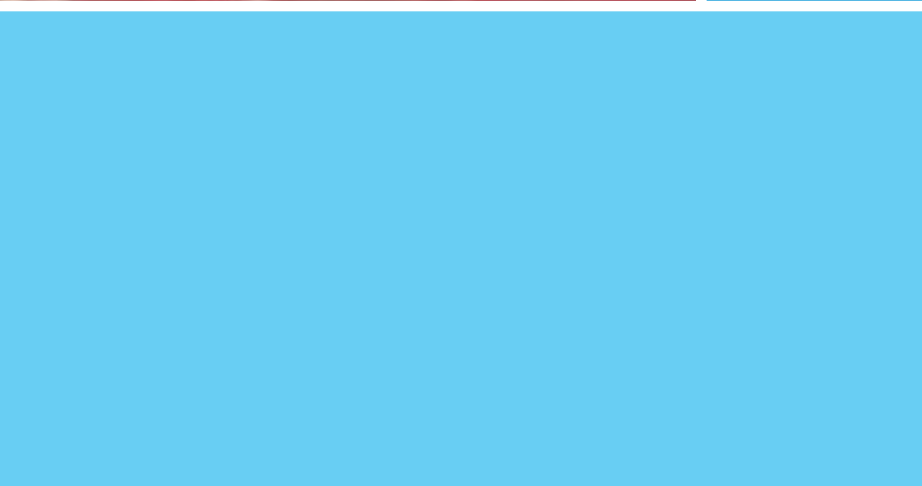
Technical Leadership Program

- Employees nominated by sponsor
- Opportunity to contribute to internal technical journal, seminars, forums
- Recognition and rewards that distinguish TLP members within Micron
- Encourages technologists who do not necessarily want to become people leaders to thrive as individual contributors



# Communities

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





We set a goal of collectively volunteering

**100,000**  
hours during the year, which we reached  
two months ahead of schedule.

Micron has a well-established tradition of giving back to the communities where our employees live and work. And for the past two decades, the Micron Foundation has served as the heart of these efforts. Through the Foundation, we support and help develop programs to promote STEM education, address basic human needs, and align our giving practices more closely with the priorities and values of our employees and communities. Our giving programs support our first corporate value: People. The benefits of giving back to communities are easily understood, but it's also important to underscore how important corporate social responsibility is to engage our employees and recruit the next generation of talent by being a responsible corporate citizen and creating a culture of giving back.

We continue to drive Micron's new corporate values and goals to all aspects of the company — including our philanthropy and volunteerism. During 2018, we revamped our giving strategy and organized all volunteer and matching gift efforts under a new program called Micron Gives. The program encourages a stronger focus on volunteerism with new programs and improved resources for giving back to the communities and organizations that matter most to our employees.

To kick off the program, we set a goal of collectively volunteering 100,000 hours during the year. Employees reached the goal nearly two months ahead of schedule, and Micron has challenged employees to exceed this goal in 2019 with a goal of 150,000 hours. To help them contribute to this goal, we have put in place a global policy that allows full-time employees up to 16 hours of paid leave to perform community service, and part-time employees and interns receive eight hours.

*Our giving programs support  
our first corporate value: People.*



Micron also matches employees' donations to qualified charitable organizations, up to an annual maximum of \$2,000 (USD) per employee per year and a companywide maximum of \$2 million. With a giving campaign launch on Giving Tuesday in November 2018, the Foundation matched \$1.3 million in donations in just three weeks.

Employee donations can include gifts to each site's charity of choice. Through this program, employees vote on the charities that matter most to them and their communities. The site then focuses its volunteer efforts for the year and provides a monetary donation to the winning organization.

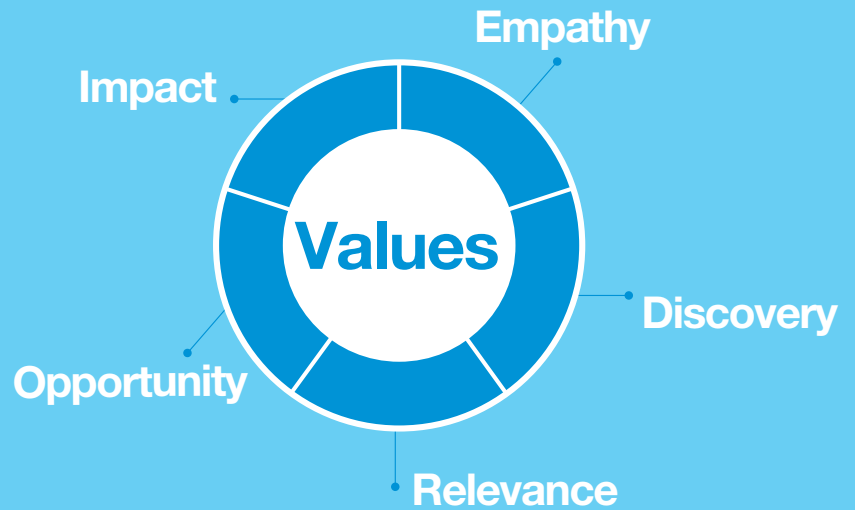
**Micron Foundation**

**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.



**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 \$13.5 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 Micron Gives program by achieving 150,000 employee volunteer hours and matching employee donations up to \$2 million.

# Promoting Science & Engineering Education

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

The 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. Signature programs include:

- Chip Camp, a free three-day summer camp for students who have completed 7th or 8th grade. The camp focuses on hands-on science and engineering activities related to the semiconductor industry. Activities are led by Micron engineers and professionals and include a visit to Micron's global headquarters in Boise, Idaho.
- The Girls Going Tech program, designed to expose young women to technical career options and advanced courses in math, science and technology. In 2018, this program was expanded to Taiwan.
- Taiwan Railways of Popular Science, a program through which a train travels across Taiwan to bring hands-on science experiments to kids in remote regions, helping to bridge STEM education gaps between urban and rural areas.

The Micron Foundation's university relations efforts help create the future with student-focused funding programs that provide unique, hands-on opportunities for undergraduate and graduate students in semiconductor-related fields. This includes fellowships, support of student competitions and participation in research symposia. The Foundation also works with educators to support ongoing research efforts and improve engineering education through gifts, many of which are inspired by Micron engineers and involve the advancement of semiconductor materials, devices and processes.



## Focus On: Virginia, USA

The Micron Foundation has committed \$1 million to Virginia's colleges and universities to help educate the next generation of technicians, scientists and engineers. The Diversity and Opportunity Fund for Virginia Institutions of Higher Education will support programs in the area of cleanroom and nanotechnology labs, unmanned and autonomous automotive systems, robotics, big data, embedded systems and networking applications. With a focus on women and underrepresented groups, programs that support low-income and first-time college student programs will receive special consideration.



# Addressing Basic Human Needs

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

## Meeting Basic Human Needs Worldwide

This work reflects the contributions of Micron employee volunteers.

Noteworthy projects in 2018:

**\$160K**

Raised for California wildfire relief

**60**

Bunk beds built by

**300**

Volunteers for families in need

**3,600**

Meals funded and sorted at a local food bank

**\$28K**

Raised for flood relief in Kerala, India

**60**

Buses transported

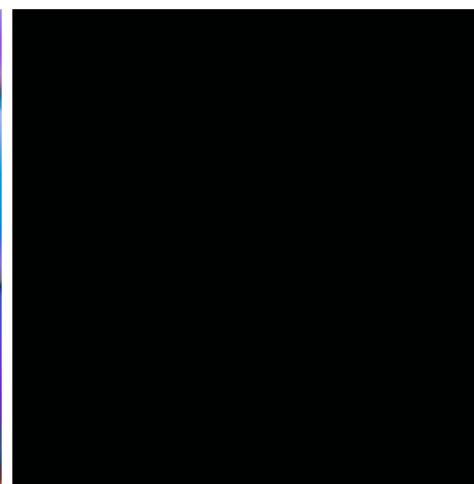
**1,600**

Employees to local charities during giving season





# GRI Index



GRI Standard	GRI Standards Disclosure	Page of Sustainability Report	Location/Explanatory Notes
<b>General Disclosures</b>			
<b>Organizational Profile</b>			
GRI 102: General Disclosures 2016	102-1 Name of the organization	2	2019 Sustainability Report — About Micron
	102-2 Activities, brands, products, and services	4-6, 13	2019 Sustainability Report — About Micron <a href="#">Micron Form 10-K p1-5</a>
	102-3 Location of headquarters	7	2019 Sustainability Report — About Micron
	102-4 Location of operations	7	2019 Sustainability Report — About Micron
	102-5 Ownership and legal form		<a href="#">Micron Form 10-K</a>
	102-6 Markets served	7	2019 Sustainability Report — About Micron <a href="#">Micron Form 10-K p1-5</a>
	102-7 Scale of the organization	7	2019 Sustainability Report — About Micron <a href="#">Micron Form 10-K</a>
	102-8 Information on employees and other workers	39-48	2019 Sustainability Report — People <a href="#">2018 Diversity &amp; Inclusion Report</a>
	102-9 Supply chain	30-31	2019 Sustainability Report — Responsible Sourcing <a href="#">Micron Form 10-K p6</a>
	102-10 Significant changes to the organization and its supply chain		<a href="#">Micron 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 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 2019 Sustainability Report by topic.
	102-13 Membership of associations	12	2019 Sustainability Report — Sustainability Strategy and Stakeholder Engagement
<b>Strategy</b>			
	102-14 Statement from senior decision-maker	3	2019 Sustainability Report — CEO Message
<b>Ethics and Integrity</b>			
	102-16 Values, principles, standards, and norms of behavior	6	2019 Sustainability Report — Vision, Mission & Values <a href="#">Micron Code of Business Conduct and Ethics</a>
	102-17 Mechanisms for advice and concerns about ethics	11, 32-33	2019 Sustainability Report — Code of Conduct <a href="#">Micron Code of Business Conduct and Ethics p3</a>

GRI Standard	GRI Standards Disclosure	Page of Sustainability Report	Location/Explanatory Notes
	102-18 Governance structure	9	Micron Form 10-K p9-11 Micron Corporate Governance website: <a href="http://www.micron.com/about/our-commitment/operating-thoughtfully/governance">www.micron.com/about/our-commitment/operating-thoughtfully/governance</a> 2019 Sustainability Report — Sustainability Strategy
	<b>Stakeholder Engagement</b>		
	102-40 List of stakeholder groups	12	2019 Sustainability Report — Stakeholder Engagement
	102-41 Collective bargaining agreements		12% of Micron's workforce is covered by collective bargaining agreements.
	102-42 Identifying and selecting stakeholders	12	2019 Sustainability Report — Stakeholder Engagement
	102-43 Approach to stakeholder engagement	12	2019 Sustainability Report — Stakeholder Engagement
	102-44 Key topics and concerns raised	10	2019 Sustainability Report — Materiality Assessment
	<b>Reporting Practice</b>		
	102-45 Entities included in the consolidated financial statements		Micron Form 10-K
	102-46 Defining report content and topic boundaries	10	Our report content is informed by our materiality assessment and the GRI Standards. See 2019 Sustainability Report — Materiality Assessment.
	102-47 List of material topics	10	2019 Sustainability Report — Materiality Assessment
	102-48 Restatements of information		In December 2018 we updated 2017 nonhazardous waste figures in the 2018 Sustainability Report to reflect accurate information.
	102-49 Changes in reporting	10	Our material topics have been updated to reflect our 2018 materiality exercise. See 2019 Sustainability Report — Materiality Assessment.
	102-50 Reporting period		This annual report covers Micron's sustainability performance in fiscal year 2018 unless otherwise stated.
	102-51 Date of most recent report		Our previous sustainability report was issued in June 2018.
	102-52 Reporting cycle		Micron reports our sustainability information annually.
	102-53 Contact point for questions regarding the report		<a href="mailto:Sustainability@micron.com">Sustainability@micron.com</a> / Director of Sustainability
	102-54 Claims of reporting in accordance with the GRI Standards	2	2019 Sustainability Report — About This Report
	102-55 GRI content index	54 onward	2019 Sustainability Report — GRI Index
	102-56 External assurance		The 2019 Sustainability Report and GRI disclosures were not subject to external assurance.

GRI 102: General Disclosures 2016



GRI Standard	GRI Standards Disclosure	Page of Sustainability Report	Location/Explanatory Notes
<b>Material Topics</b>			
<b>200 Series (Economic Topics)</b>			
<b>GRI 103: Management Approach 2016</b>	<b>103-1</b> Explanation of the material topic and its boundary	3-5,14	2019 Sustainability Report — Introduction, Products
	<b>103-2</b> The management approach and its components	3-5,14	2019 Sustainability Report — Introduction, Products
	<b>103-3</b> Evaluation of the management approach	3-5,14	2019 Sustainability Report — Introduction, Products
<b>Economic Performance</b>			
<b>GRI 201: Economic Performance 2016</b>	<b>201-1</b> Direct economic value generated and distributed	3, 50-53	<a href="#">Micron Form 10-K</a> For Micron Foundation annual contribution, see our 2019 Sustainability Report — Communities.
<b>Anticorruption</b>			
<b>GRI 205: Anticorruption 2016</b>	<b>205-2</b> Communication and training about anticorruption policies and procedures	11	2019 Sustainability Report — Code of Conduct <a href="#">Micron Code of Business Conduct and Ethics</a> p31-32
	<b>205-3</b> Confirmed incidents of corruption and actions taken		Micron considers this information to be confidential and does not publicly disclose it. However, all reports made in good faith are investigated thoroughly. Appropriate action is taken in cases that are substantiated.
<b>300 Series (Environmental Topics)</b>			
<b>GRI 103: Management Approach 2016</b>	<b>103-1</b> Explanation of the material topic and its boundary	18-29	2019 Sustainability Report — Environment
	<b>103-2</b> The management approach and its components	18-29	2019 Sustainability Report — Environment
	<b>103-3</b> Evaluation of the management approach	18-29	2019 Sustainability Report — Environment

GRI Standard	GRI Standards Disclosure	Page of Sustainability Report	Location/Explanatory Notes		
<b>Energy</b>					
GRI 302: Energy 2016	302-1 Energy consumption within the organization	22	2019 Sustainability Report — Environment Performance At-A-Glance <a href="#">2018 Micron CDP Climate Change Disclosure</a> 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.		
	<b>Energy Consumption &amp; Savings</b>				
	<b>Kwh</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>
	<b>Purchased Electricity</b>	4,340,652,461	5,114,262,681	5,224,270,265	5,612,231,416
	<b>Purchased Steam</b>	94,076,410	87,585,939	84,262,883	82,521,524
<b>Purchased Cooling</b>	119,572,023	119,468,793	115,714,091	112,813,921	
<b>Fuel</b>	1,961,186,165	2,077,141,689	2,007,457,781	2,143,649,294	
<b>Energy Saving</b>	55,047,940	202,442,520	93,998,457	57,236,877	
	302-4 Reduction of energy consumption	22	2019 Sustainability Report — Environment Performance At-A-Glance <a href="#">2018 Micron CDP Climate Change Disclosure</a>		
	302-5 Reductions in energy requirements of products and services	15	2019 Sustainability Report — Products & Innovation — Product Efficiency <a href="#">2018 Micron CDP Climate Change Disclosure</a>		
<b>Water</b>					
GRI 303: Water 2016	303-1 Water withdrawal by source	20	2019 Sustainability Report — Environment Performance At-A-Glance <a href="#">2018 Micron CDP Water Security Disclosure</a>		
<b>Emissions</b>					
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	22	2019 Sustainability Report — Environment Performance At-A-Glance <a href="#">2018 Micron CDP Climate Change Disclosure</a>		
	305-2 Energy indirect (Scope 2) GHG emissions	22	2019 Sustainability Report — Environment Performance At-A-Glance <a href="#">2018 Micron CDP Climate Change Disclosure</a>		
	305-4 GHG emissions intensity		0.000222 MTCO <sub>2</sub> e (Scope 1+2)/\$ revenue <a href="#">2018 Micron CDP Climate Change Disclosure</a>		
	305-5 Reduction of GHG emissions	22	2019 Sustainability Report — Environment Performance At-A-Glance <a href="#">2018 Micron CDP Climate Change Disclosure</a>		

GRI Standard	GRI Standards Disclosure	Page of Sustainability Report	Location/Explanatory Notes	
<b>Effluents and Waste</b>				
GRI 306: Effluents and Waste 2016	306-1 Water discharge by quality and destination	20	2019 Sustainability Report — Environment Performance At-A-Glance <a href="#">2018 Micron CDP Water Security Disclosure</a>	
	Wastewater Discharge			
	Year	Treatment: Publicly Owned Treatment Works (POTW)	Water Body	% Treatment — POTW
	2017	30,278,182.95 m3	5,971,758 m3	83.5%
	2018	32,430,555.93 m3	5,538,003 m3	85.4%
	306-2 Waste by type and disposal method	21	2019 Sustainability Report — Environment Performance At-A-Glance	
	306-4 Transport of hazardous waste	21	2019 Sustainability Report — Environment Performance At-A-Glance	
<b>Supplier Environmental Assessment</b>				
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	30-33	2019 Sustainability Report — Responsible Sourcing	
<b>400 Series (Social Topics)</b>				
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	30-53	2019 Sustainability Report — Responsible Sourcing, People, and Communities <a href="#">2018 Diversity &amp; Inclusion Report</a>	
	103-2 The management approach and its components	30-53	2019 Sustainability Report — Responsible Sourcing, People, and Communities <a href="#">2018 Diversity &amp; Inclusion Report</a>	
	103-3 Evaluation of the management approach	30-53	2019 Sustainability Report — Responsible Sourcing, People, and Communities <a href="#">2018 Diversity &amp; Inclusion Report</a>	
<b>Employment</b>				
GRI 401: Employment 2016	401-1 New employee hires and employee turnover		Micron considers this information to be confidential and therefore does not publicly disclose it.	

GRI Standard	GRI Standards Disclosure	Page of Sustainability Report	Location/Explanatory Notes
<b>Occupational Health and Safety</b>			
<b>GRI 403: Occupational Health and Safety 2018</b>	<b>403-1</b> Occupational health and safety management system	23, 45-46	2019 Sustainability Report — Environment — EHS Approach 2019 Sustainability Report — People — Safe, Healthy & Secure
	<b>403-2</b> Hazard identification, risk assessment, and incident investigation	45-46	2019 Sustainability Report — People — Safe, Healthy & Secure <a href="#">Micron Code of Business Conduct and Ethics</a>
	<b>403-3</b> Occupational health services	45-46	2019 Sustainability Report — People — Safe, Healthy & Secure <a href="#">Micron Code of Business Conduct and Ethics</a>
	<b>403-4</b> Worker participation, consultation, and communication on occupational health and safety	45-46	2019 Sustainability Report — People — Safe, Healthy & Secure <a href="#">Micron Code of Business Conduct and Ethics</a>
	<b>403-5</b> Worker training on occupational health and safety	45-46	2019 Sustainability Report — People — Safe, Healthy & Secure <a href="#">Micron Code of Business Conduct and Ethics</a>
	<b>403-6</b> Promotion of worker health	45-46	2019 Sustainability Report — People — Safe, Healthy & Secure <a href="#">Micron Code of Business Conduct and Ethics</a>
	<b>403-7</b> Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	45-46	2019 Sustainability Report — People — Safe, Healthy & Secure <a href="#">Micron Code of Business Conduct and Ethics</a>
<b>Training and Education</b>			
<b>GRI 404: Training and Education 2016</b>	<b>404-1</b> Average hours of training per year per employee	47-48	2019 Sustainability Report — People — Professional Development
	<b>404-2</b> Programs for upgrading employee skills and transition assistance programs	47-48	2019 Sustainability Report — People — Professional Development
<b>Diversity and Equal Opportunity</b>			
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	<b>405-1</b> Diversity of governance bodies and employees	43-44	2019 Sustainability Report — People — Diversity & Inclusion <a href="#">2018 Diversity &amp; Inclusion Report</a> As of the end of FY18, Micron's Board of Directors consisted of six males and one female, all of whom are over 50 years of age. Micron's Executive leadership includes seven males and one female, four of whom are over 50 years of age and four of whom are between 30-50 years. Micron has ethnic minority diversity representation on both our Board of Directors and our Executive team.
	<b>405-2</b> Ratio of basic salary and remuneration of women to men	43	2019 Sustainability Report — People — Focus On: Pursuit of Pay Parity

GRI Standard	GRI Standards Disclosure	Page of Sustainability Report	Location/Explanatory Notes
<b>Nondiscrimination</b>			
<b>GRI 406: Nondiscrimination 2016</b>	<b>406-1</b> Incidents of discrimination and corrective actions taken	43-44	2018 Diversity & Inclusion Report — People — Diversity & Inclusion <a href="#">Micron Code of Business Conduct and Ethics</a>
<b>Freedom of Association and Collective Bargaining</b>			
<b>GRI 407: Freedom of Association and Collective Bargaining</b>	<b>407-1</b> Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	30-35	2019 Sustainability Report — Responsible Sourcing <a href="#">Micron Code of Business Conduct and Ethics</a> p8 <a href="#">Micron Human Rights Policy</a>
<b>Child Labor</b>			
<b>GRI 408: Child Labor 2016</b>	<b>408-1</b> Operations and suppliers at significant risk for incidents of child labor	30-35	2019 Sustainability Report — Responsible Sourcing <a href="#">Micron Code of Business Conduct and Ethics</a> p8 <a href="#">Micron Human Rights Policy</a>
<b>Forced or Compulsory Labor</b>			
<b>GRI 409: Forced or Compulsory Labor 2016</b>	<b>409-1</b> Operations and suppliers at significant risk for incidents of forced or compulsory labor	30-35	2019 Sustainability Report — Responsible Sourcing <a href="#">Micron Code of Business Conduct and Ethics</a> p8 <a href="#">Micron Human Rights Policy</a>
<b>Human Rights Assessment</b>			
<b>GRI 412: Human Rights Assessment 2016</b>	<b>412-2</b> Employee training on human rights policies or procedures	30-35	2019 Sustainability Report — Responsible Sourcing <a href="#">Micron Code of Business Conduct and Ethics</a> p8 <a href="#">Micron Human Rights Policy</a> We are strongly committed to respecting and protecting human rights wherever we operate (see Fair Labor Standard in our Code of Conduct.) 100% of Micron's workforce at manufacturing sites are educated on eliminating forced labor, slavery and human trafficking from the Global Supply Chain and our Slavery and Human Trafficking Statement.
<b>Local Communities</b>			
<b>GRI 413: Local Communities 2016</b>	<b>413-1</b> Operations with local community engagement, impact assessments, and development programs	49-53	2019 Sustainability Report — Communities

GRI Standard	GRI Standards Disclosure	Page of Sustainability Report	Location/Explanatory Notes
<b>Supplier Social Assessment</b>			
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	30-38	2019 Sustainability Report — Responsible Sourcing
	414-2 Negative social impacts in the supply chain and actions taken	30-38	2019 Sustainability Report — Responsible Sourcing
<b>Customer Health and Safety</b>			
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	17	2019 Sustainability Report — Products & Innovation — Hazardous Substances & Export Compliance
<b>Marketing and Labeling</b>			
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling		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. WEEE 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.
<b>Customer Privacy</b>			
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data		Primarily operating in the business-to-business market, Micron collects limited personal data from customers. Micron considers the total number of breaches confidential and therefore does not publicly disclose it.



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

