

On a mission to make a difference

Micron
Gives



2023 Micron Gives
year-end summary



Contents

On a mission to make a difference

- 4 On a mission to enrich life for all
- 5 On a mission to create lasting impact
- 6 Giving around the world
- 7 Our focus areas
- 8 Giving by the numbers

On a mission to inspire the future

- 10 Expanding K-12 STEM programs through meaningful partnerships
- 12 Providing real-world access to STEM careers
- 13 Investing in new and creative postsecondary pathways
- 14 Supporting increased collaboration among universities
- 15 Modernizing the semiconductor education experience
- 15 Investing in the educators who make a difference

On a mission to enrich our communities

- 17 Creating economic stability through community-based partnerships
- 18 Helping to end family homelessness
- 18 Strengthening communities through resilience strategies
- 19 Empowering women through skilling and outreach programs
- 19 Fostering an ecosystem of strong nonprofit leaders of color

On a mission to give back

- 21 Fulfilling a duty of service
- 22 Reaching new heights with the Star Light Festival
- 22 Providing companionship and hope for our neighbors
- 23 Extending our philanthropic reach with ERGs
- 24 Continuing our mission

On a mission to **make a difference**

In 2023, our mission to make a difference grew even stronger as we increased our focus on three primary areas – increasing access to STEM education and careers of the future, enriching our communities and creating a culture of giving for Micron team members.



On a mission to enrich life for all

I am proud to share this summary of the Micron Foundation's great work over the past year to make a difference in lives around the world. The stories in these pages illustrate the foundation's three-pronged focus: increasing access to STEM education and careers of the future, enriching our communities, and creating a culture of giving. This year, Micron's team helped lead this mission in many ways.

During 2023, the foundation made great strides in advancing STEM outreach programs worldwide, encouraging eager minds in primary classrooms and supporting brilliant scholars pursuing advanced degrees through our new university networks.

The foundation also brought STEM education programs to student groups we hadn't reached previously. In China, our first Chip Camp was held with sign language translation for hearing-impaired students. In India, I was pleased to join our team and the Learning Links Foundation for the grand opening of the Atal Tinkering Labs we support. This pioneering initiative will benefit over 2,500 students from schools in the Ahmedabad and Sanand areas of Gujarat. We also awarded a grant to UNICEF aiming to foster an interest in STEM skills for vulnerable children in rural and low-income communities within Karnataka and Telangana, India.

In addition, through partnerships with postsecondary institutions, outreach to veteran and rural communities, and support for community-based services like food

banks and housing, we're helping underrepresented and underserved populations worldwide access the skills and resources they need to follow their dreams and achieve success.

Our philanthropic efforts are multiplied through the generosity of Micron team members and our giving culture. We are proud to match our team members' charitable giving, with the foundation doubling their support to the causes that they care about the most with a dollar-for-dollar match. We also provide each of our team members with paid time off to volunteer. We have fostered a culture that contributed more than 200,000 hours to community projects around the world.

I hope you enjoy reading the stories in this summary. Each one of them is a small representation of our collective effort to achieve Micron's vision: transforming how the world uses information to enrich life *for all*.

Sanjay

Sanjay Mehrotra
Micron President, CEO and Chairman of the Micron Foundation Board of Directors

Sanjay Mehrotra and Micron India Country Executive Anand Ramamoorthy with UNICEF India leaders and students from Atal Tinkering Labs



On a mission to create lasting impact

The Micron Foundation is on a mission to make a difference. Over the past year, the foundation has continued to make important progress through philanthropy that improves lives and communities around the world.

Giving is at the core of our Micron culture. I am proud to share that, during 2023, the foundation gave a total of \$11.2 million and team members gave an additional \$2.8 million to worthy nonprofit organizations. It is truly inspiring that team member participation in our programs increases each year, and this year was no exception. In 2023, 81.5% of our Micron team member population gave financially or volunteered their time to 2,532 unique causes.

Micron team members regularly join together to support the causes they feel most passionate about, taking time from their work to collaboratively volunteer and give back to their communities. These team members become familiar faces at the organizations they support and develop friendships as part of their volunteering activities, all contributing to a stronger community, within Micron and beyond.

In Europe, the foundation made significant progress in increasing access to STEM education and creating community spaces, like the Tech and Tinkering Lab in the Deutsches Museum that enables students to participate in STEM activities outside their schools.

Across Asia, this marked the first year that we held Micron Chip Camps in Singapore, Taiwan, China and Japan.

In the U.S., we continued our Girls Going Tech programs and, for the first time, hosted a session in Spanish in Central New York. I have no doubt that, within a few years, our efforts to increase access to STEM for girls will yield great rewards as we see these young women innovate across technology and semiconductor manufacturing. I am proud of the foundation's ongoing efforts to support a future where youth are challenged to thrive and where educators receive the support they need to teach STEM.

The Micron Foundation is creating change that will improve lives for generations. Together, we are truly on a mission to create lasting impact.

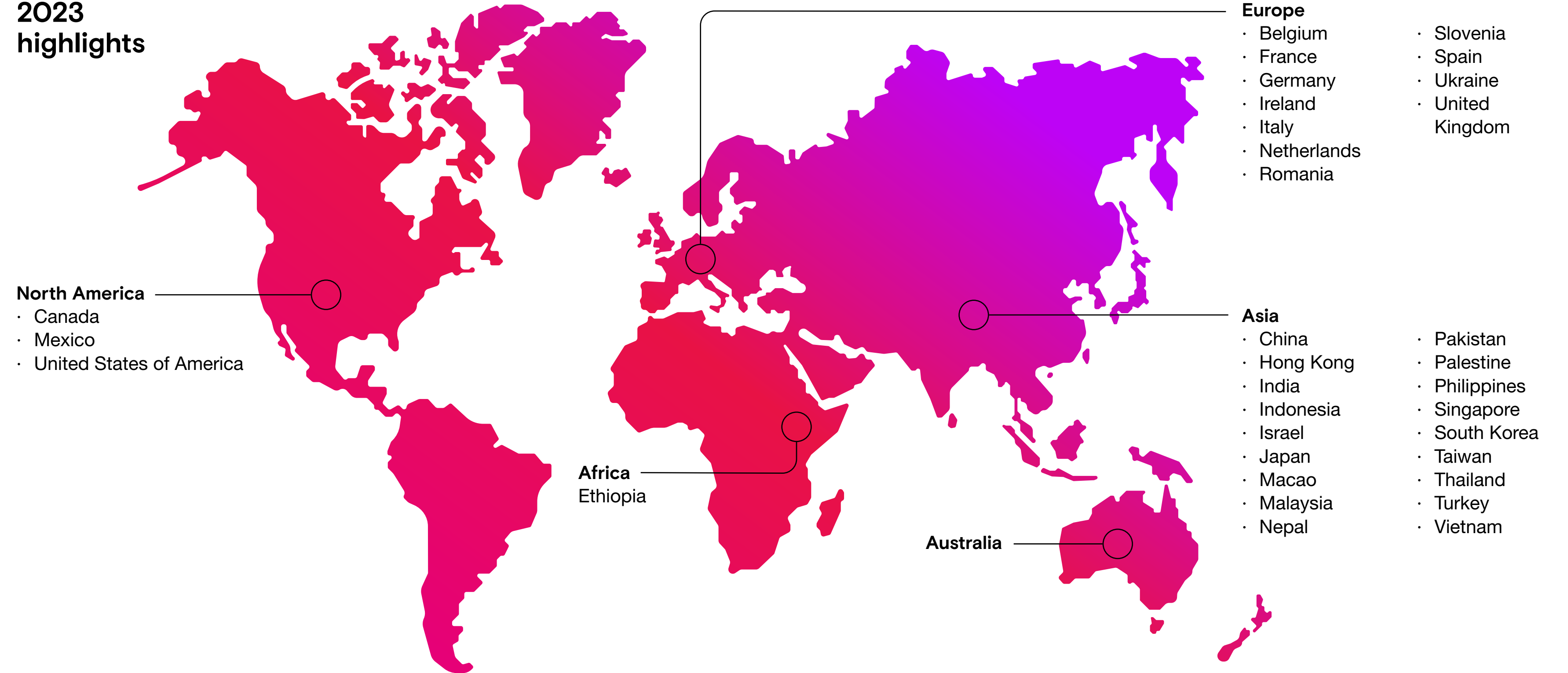
April Arnzen
Micron Executive Vice President, Chief People Officer and President of the Micron Foundation

April Arnzen with Prof. Dr. of Natural Sciences and Director General of the Deutsches Museum Wolfgang M. Heckl, Director of Micron Gives Asia and Europe Antara Lahiri, and Micron Senior Director of the DRAM Engineering Group Markus Balb, who also serves on the Micron Foundation board of directors

Giving around the world

The Micron Foundation is on a mission to uplift our communities and foster a culture of giving that helps our team members make a difference. Around the globe, we take a focused approach to creating and executing strategic programs and philanthropic endeavors to truly drive impact at local levels.

2023 highlights



2,532

Causes

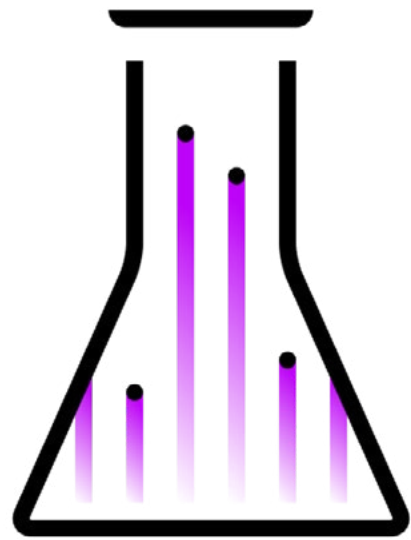
2.3M

People reached via grants

81.5%

Micron team member participation rate

Our focus areas

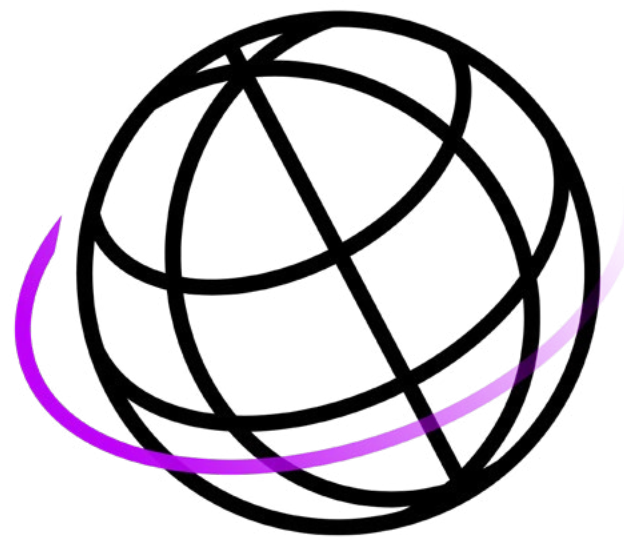


Increasing access to STEM education and careers of the future

From kindergarten to doctorate programs, access to quality education should not depend on a person's neighborhood, hometown, race, religion, gender or socioeconomic status. We firmly believe that education should be *for all*.

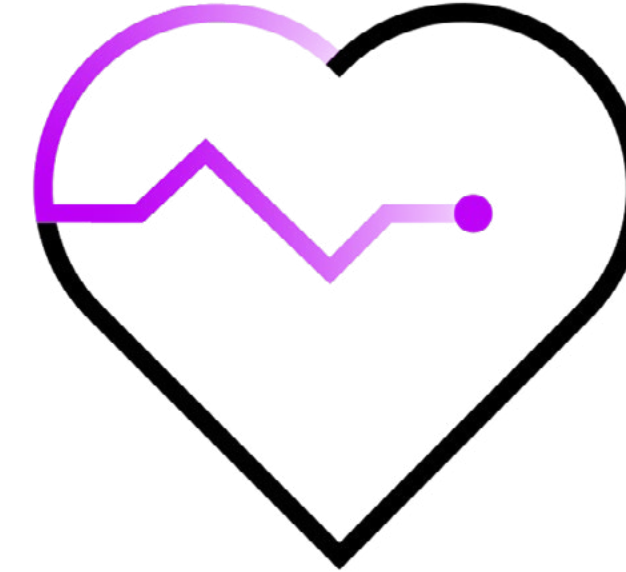
Our programs and grants are designed to increase access to STEM education beginning in elementary school, where children are just starting to explore their interests. The earlier students can access STEM activities, the more likely they are to continue exploring STEM education and careers in the future. In the postsecondary space, we want to help students explore pathways in which "going on" from high school doesn't always require pursuing a four-year degree at a college or university — there are many options to continue their education, like skilling programs, community colleges and specialty training courses.

Our investments show students how they can truly pursue an education that they may have only dreamed about, providing them opportunities to learn from top-notch faculty in facilities with tremendous research capabilities.



Enriching our communities

We know success also starts at home and in our communities. We can't expect children to thrive in school if they don't have a stable environment outside school. This is why we work with many partners to establish programs that remove economic barriers and build the resilience of vulnerable populations and underserved communities to create economic stability. We focus on programs that provide access to food, affordable and safe housing, and childcare, driving toward social impact and equal access. When the need arises in and around Micron communities, we also support aid and relief efforts in response to natural disasters and humanitarian crises.



Creating a culture of giving

Making a difference starts within our own walls. This is why we set high goals and offer programs that encourage our team members to give back. Through our giving programs, we provide dollar-for-dollar matching of donations to increase team member impact and paid time off for volunteering so they can take time to support the causes they are passionate about. Together we are on a mission to make a difference.

Giving by the numbers

The Micron Foundation is a nonprofit legal entity separate from Micron Technology and is the primary funding source for most of our giving. This summary includes data and stories about giving by both the Micron Foundation and Micron Technology's team members.

The Micron Foundation's financial contributions¹ are broken down into three primary types.

Matching gifts

Micron team members have proven time and time again how generous they are, and we are happy to extend that generosity through our matching gifts program. In 2023, we matched Micron team member donations to charitable causes dollar for dollar up to \$5,000 each. This program also augments support during times of crisis and natural disasters, deploying additional funds where and when the world needs them most.

Grants

Our portfolio of grants reflects our focus on direct giving for impact and collaborative philanthropy. We award grants to nonprofits, schools, colleges and universities around the world to partner on initiatives that increase STEM education opportunities and support causes that create lasting social impact.

Program-related investments

To execute world-class programs, we invest in necessary program-related expenses to deliver excellence and efficiently manage a global foundation.

Giving total

\$11.2M

Giving by type



Breakdown of grants



¹ All giving is in U.S. dollars and includes money given by the Micron Foundation only

On a mission to **inspire the future**

We continue to make tremendous strides to invest in the future of educational pathways and the semiconductor industry. From inspiring youth from vulnerable populations or underrepresented communities through our signature K-12 STEM programs to funding nonprofits, strong educational ecosystems and infrastructures, we are using our collective power to encourage today's students to pursue the technology careers of the future.

Expanding K-12 STEM programs through meaningful partnerships

In 2023, our signature K-12 STEM programs expanded to new locations, students and demographics, thanks in part to establishing new partnerships. Our ability to scale these opportunities that increase access to STEM education relies heavily on collaboration and the relationships we create.

In Idaho, we partnered with several organizations to bring **Chip Camp** to new locations and new students throughout Ada and Canyon counties.

2023 was the first year that Chip Camp went to a rural Title I school. We partnered with the **YMCA**, Wilder Elementary and Boise State University (BSU) to provide

a spring break camp fully focused on STEM. Together, we provided students with transportation to each location to experience STEM activities outside their hometowns. Campers did activities at their own schools, the Canyon County YMCA aquatics center, BSU's esports arena and Albertsons Stadium, where they launched rockets on the famous blue turf!

With the College of Western Idaho (CWI), we hosted the first Chip Camp in rural Canyon County, with registration made available in multiple languages to families. Students received free transportation to and from Chip Camp from their home schools, removing a critical access barrier for rural schools.

In Central New York, we hosted additional Chip Camps with the aid of local school districts, colleges and community spaces. Through partners like the Liverpool Central School District, Syracuse City School District, North Syracuse Central School District, Cornell University, Onondaga Community College (OCC) and **Milton J. Rubenstein Museum of Science and Technology**, we were able to increase access to STEM exploration all around the region. We also expanded our **Girls Going Tech** program with the help of the **Spanish Action League of Onondaga Country** (La Liga) and OCC to offer the program in Spanish for the first time.



Chip Camp Junior in Wilder, Idaho



Girls Going Tech en Español at Onondaga Community College

K-12 STEM program reach

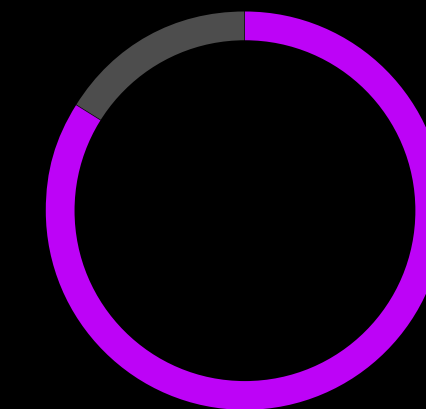
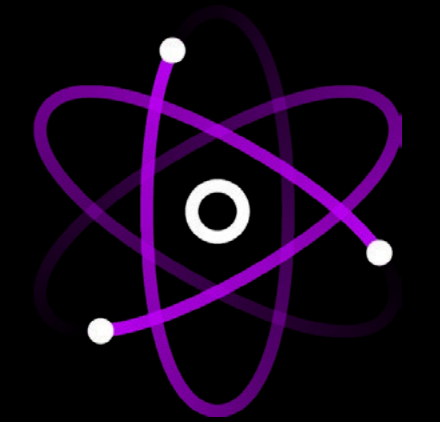


173K

students and educators reached²

109

STEM grants and outreach events



84%

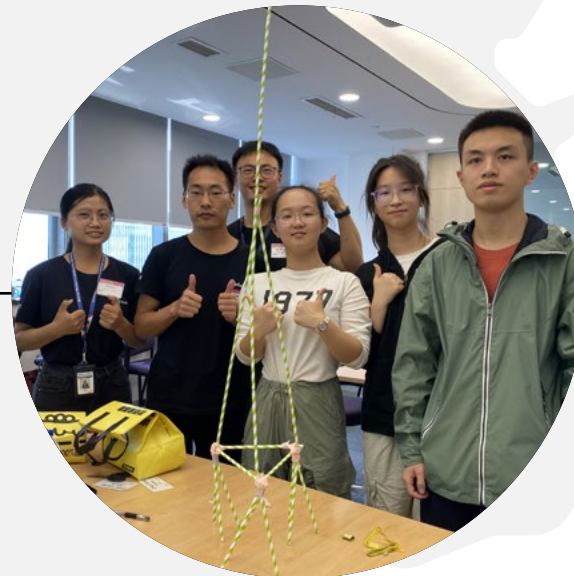
STEM engagements that reached underserved populations

² Data reflects 2023 K-12 programming provided through grants or directly by the Micron Foundation

2023 also marked the first year of Micron Chip Camps held in Asia

Shanghai, China

In Shanghai, we held not only our first Chip Camp in China, but our first Chip Camp for children with disabilities. Members of the Micron Women's Leadership Network employee resource group (ERG) helped the Micron Foundation host Chip Camp for hearing-impaired high school students at Micron's Shanghai office, running activities to provide hands-on, experiential learning opportunities for the students. The Capable ERG also helped by translating the activities into sign language.



Singapore

In Singapore, we partnered with [Yayasan MENDAKI](#) and the [Science Centre Singapore](#) to bring Chip Camp there for the first time. Chip Camp Singapore served Malay/Muslim lower secondary students enrolled in the Yayasan MENDAKI program. The Science Centre Singapore hosted several activities and experiments that allowed the students to explore the principles of digital electronics and microchips while experiencing the fun and magic of the science museum. Students also enjoyed a day trip to Micron's Singapore facility to see how memory chips are made in a real factory setting.



Hiroshima, Japan

In Hiroshima, we partnered with [Girl Scouts of Japan](#) to host our first Chip Camp solely for female students, and together we established a Chip Camp badge program. To achieve the badges, the girl scouts participated in two days of hands-on robotics and binary-logic workshops. On the third day, female leaders and engineers from Micron Japan spoke to the girls about their STEM career journeys and led the scouts on a tour of Micron's advanced manufacturing facilities in Hiroshima.



Taichung, Taiwan

In Taichung, we hosted the first Chip Camp Junior in Asia for low-income students in grades 3-6. These students got to put their hands on engaging STEM activities, with support from over 60 Micron volunteers. They also gained experience working in a fabrication facility using virtual reality headsets and took a tour of Micron's Taiwan facility in real life.



Providing real-world access to STEM careers

Across our network of Micron sites, we invited local high school students and career counselors to see what a future working in STEM actually looks like. Students got an exclusive view inside a working fab and learned how Micron products power the devices they use every day.

Our Micron sites regularly host high school students from surrounding cities and counties. In the summer of 2023, our Manassas site hosted the first group of K-12 students from New York to visit a Micron site. We partnered with [On Point for College](#) to provide a unique opportunity for Central New York students to travel to Virginia and experience our campus and manufacturing

facilities. Since 1999, On Point for College has actively helped traditional and nontraditional students earn college degrees. Serving students in a six-county area in Central New York and in partnership with the Goddard-Riverside Options Center and New Settlement College Access Center in the New York City region, On Point has assisted more than 4,000 students to earn college degrees. While 90% of On Point students are identified as first-generation college students, alumni of On Point are not only beating the odds, they are also setting the pace as leaders in their communities and in various STEM-related fields.



On Point for College students visit Micron's Manassas, Virginia, fab

Investing in new and creative postsecondary pathways

There are many ways to prepare for a new career, but postsecondary education continues to be a strong pathway. Costs and lack of accessible programs can often be prohibitive factors. Our grants and partnerships help students have options so they can pave their way to strong careers in technology.

One example is our partnership with [Morgan State University](#) (Morgan). This innovative collaboration allows community college students to experience a four-year institution and get the help they need to transfer there. Morgan is Maryland's largest historically Black college and university and a Carnegie-classified high research (R2) institution with over 140 degree programs, including construction management, computer science, electrical engineering and physics.

With a grant from the Micron Foundation, Morgan created a program with local community colleges to establish pathways for their students to continue their education at Morgan's Clarence M. Mitchell, Jr., School of Engineering (MSOE). The program includes

coordinated academic advising and dual enrollment in engineering courses/programs that are not available at their schools. They also get library access, student outreach opportunities, internships, co-ops, and select engineering event programming. Community college students also become eligible for a scholarship to offset differential tuition costs.

With the College of Idaho, we were pleased to be an early contributor to the [Elgin & Elaine Baylor Opportunity Fund](#), an endowment that will be used to fund full-tuition scholarships to students with financial need from underrepresented populations. The first recipient of the Elgin & Elaine Baylor Opportunity Fund has already been selected: Nimo Abdi of Capital High School in Boise, Idaho.



Nimo Abdi of Capital High School in Boise, Idaho, the first recipient of the Elgin & Elaine Baylor Opportunity Fund scholarship

Supporting increased collaboration among universities

Created in 2023, Micron’s university networks provide strong pathways to careers in semiconductors and technology by collectively developing a common set of objectives and goals to increase connections for students worldwide to pursue opportunities beyond traditional university programming. Through these networks, students gain access to modernized curriculum, as defined by the **American Semiconductor Academy (ASA) Initiative and SEMI**; experiential learning; cleanrooms; and exchange program opportunities. The networks also support faculty, research and diversity initiatives.

The Northeast University Semiconductor Network links 28 universities across seven states.

- Barnard University
- Binghamton University
- Brown University
- Carnegie Mellon
- Clarkson University
- Columbia University
- Cornell University
- Dartmouth College
- Harvard University
- Hofstra University
- Le Moyne College
- Massachusetts Institute of Technology
- New York University
- Oswego State University
- Pennsylvania State University
- Polytechnic Institute
- Princeton University
- Rensselaer Polytech Institute
- Rochester Institute of Technology
- Syracuse University
- The City College of New York
- University of Albany
- University of Buffalo
- University of Maryland, Baltimore County
- University of Pennsylvania
- University of Rochester
- University of Virginia
- Virginia Tech

The Northwest University Semiconductor Network connects 14 universities across six states.

- Boise State University
- Idaho State University
- Montana State University
- Oregon State University
- Portland State University
- San Jose State University
- Stanford University
- University of California, Berkeley
- University of California, Davis
- University of Idaho
- University of Oregon
- University of Utah
- University of Washington
- Washington State University

The U.S.-Japan University Partnership for the Workforce Advancement and Research & Development in Semiconductors (UPWARDS) for the Future network connects 11 university partners across the U.S. and Japan.

It is in partnership with the National Science Foundation and Japan industry partner, Tokyo Electric Ltd. (TEL)

- Boise State University
- Purdue University
- Rensselaer Polytech Institute
- Rochester Institute of Technology
- University of Washington
- Virginia Tech
- Hiroshima University
- Kyushu University
- Nagoya University
- Tohoku University
- Tokyo Institute of Technology (Tokyo Tech)

Modernizing the semiconductor education experience

In October 2022, we launched a multiyear public-private partnership with the U.S. [National Science Foundation](#) (NSF) with two \$5 million commitments to support the growth of advanced manufacturing and semiconductor education. The first NSF grant will support two solicitations so far:

- The first is the [Experiential Learning for Emerging and Novel Technologies](#) (ExLENT) program. Through this program, the NSF and Micron will jointly fund the development of rigorous and engaging instructional material and experiential opportunities for students to improve their education at the nation's institutions of higher education. The program spans two-year colleges and four-year universities and leverages strong industry-academic partnerships to strengthen the semiconductor manufacturing workforce.
- The second is the [Improving Undergraduate STEM Education: Directorate for STEM Education \(IUSE: EDU\) program](#), a core NSF STEM education program that seeks to promote novel, creative and transformative approaches to generating and using new knowledge about STEM teaching and learning to improve STEM education for undergraduate students.

Investing in the educators who make a difference

In addition to the first grant with its two solicitations, the second Micron and NSF \$5 million grant will also support a multitude of programs designed to increase students' access to STEM education by increasing the focus on educator equity and resources. In 2023, the [Robert Noyce Teacher Scholarship Program solicitation was announced](#), addressing the critical need for recruiting, preparing and retaining highly effective elementary and secondary mathematics and science teachers in high-need school districts. This program also includes Research Experiences in STEM Settings (RESS), providing more opportunities for pre-service and in-service teachers.

Teach For All is a global organization working to improve outcomes in classrooms and schools. In 2022, as an initial funder, we helped establish the [Future of Work Initiative](#) under Teach For All and have played a pivotal role in its development. The initiative centers on the goal that all

children, particularly those in low-income communities, deserve access to the education, support and opportunity that will equip them to not only navigate the world but ultimately lead it. The initiative started in 37 countries, reaching more than 2,760 teachers and 166,000 students with programs in four content areas (STEM, career education, digital literacy and financial education) that were identified by stakeholders as critical to preparing students for the world of work.

Our global engagement with [Teach For All](#) also enables us to collaborate with some of its network of partners, such as Teach For India and Teach For Malaysia. In 2023, we expanded our investment to include Teach For Italy. More than 495 students have already been directly impacted by the Micron-supported STEM teaching fellows in India and Malaysia this year.



—
Teach For All, India

On a mission to **enrich our communities**

Providing for basic needs such as housing and food is important for people to thrive in all parts of their lives. We work with many partners and leaders who are helping to build community ecosystems that can play a role in creating and strengthening services for those who need them.

Creating economic stability through community-based partnerships

In India, we are working with [Udayan Care](#) to support children aging out of governmental childcare institutions and alternative care programs (known as “care leavers”) so that they have pathways to employment and education. Udayan Care’s programs provide them with hope, confidence, skills and access to varied opportunities for their holistic development. In 2023, we collaborated with Udayan Care and the [Asian Venture Philanthropy Network \(AVPN\)](#) to create the Economic Pathfinder Group, which brings together stakeholders (corporations, foundations, nonprofits and others) in India to create system-level impact to increase access to sustainable economic pathways for youth in vulnerable situations, especially care leavers.

We are also preparing India’s youth to become leaders and reach economic stability through our partnership with [UNICEF for its Passport to Earning](#) (P2E) e-learning platform. It connects young people to relevant skilling and employment opportunities to help them to become financially independent and able to prosper. With our support, P2E has already reached 30 districts in the state of Karnataka, resulting in the skilling of more than 14,500 young people through courses on digital

productivity and financial literacy. Of these P2E students, 65% were young women, which is also in line with the partnership’s focus on increasing access for girls.

In Atlanta, Georgia, we support the United Way of Greater Atlanta (UWGA), an organization that focuses on ending the inequities that children and youth often experience, including segregation, inadequate infrastructure and fragmented support. Some of these challenges include limited access to transportation, quality education, healthcare and housing, which can all lead to a lack of access to jobs with family-sustaining wages. The UWGA created the [CareerReady ATL](#) program to address the needs of children living in communities of low child wellbeing, where the zip code is highly determinate of future success. CareerReady ATL is a youth-centered workforce development initiative that creates and funds apprenticeship programs aligned to high-demand occupations that can provide young adults with pathways to strong careers with opportunities for growth and economic mobility. We are excited to invest in this program and support its goal to work across industries to create 4,000 high-quality youth apprenticeships in the Greater Atlanta region by 2027.



© UNICEF/UN0800438/Kaur

UNICEF
Passport to Earning in India



Chip Camp Atlanta

Helping to end family homelessness

The Campaign to End Family Homelessness is an initiative to reduce the number of families who are experiencing homelessness and bring the waitlist for help to zero in the greater Treasure Valley area of Idaho. Our Path Home is a public-private partnership working to end homelessness that brings together many partner agencies to address systemic issues. It operates from the service model and philosophy that permanent housing is the solution to homelessness.

Since its launch in 2021, the number of families on waitlists for housing has been reduced by nearly 55%. While the campaign has many facets, one of the main ways it has made this much progress is by launching a housing crisis helpline to centralize inquiries from individuals and families at risk or currently experiencing homelessness. This effort consolidated a variety of incoming crisis communications channels into one main channel for better response rates and issue management, while also making it easier for families to navigate.

Strengthening communities through resilience strategies

In 2023, the Micron Foundation kicked off a partnership with Resilient Cities Network to enable Penang Island and Seberang Perai city councils in Malaysia to join the network. This partnership supports the two cities' efforts to institutionalize readiness within their governance systems, advance urban adaptability practices and create opportunities for the state of Penang's most vulnerable communities.

As the year ended, we celebrated an important milestone — the appointment of chief resilience officers (CROs) in Penang state, Seberang Perai and Penang Island, under the aegis of the Chief Minister of Penang and senior leadership from Micron and the Resilient Cities Network. The CROs and their teams will develop a joint strategy allowing them to advance holistic urban resilience in the Penang region to fulfill the goals of this partnership.



The Honorable (YB) Zairil Khir Johari, Penang State Executive Councillor for Infrastructure and Transport (second from left), the Most Honorable (YAB) Chow Kon Yeow, Chief Minister of Penang (third from left), and Micron Corporate Vice President and head of Micron Malaysia Amarjit Sandhu (fifth from left) at the CRO appointment ceremony

Empowering women through skilling and outreach programs

We are pleased to partner with [UN Women](#) to launch the [Empowering Women in STEM program](#). This program helps young women from tribal areas in the Indian state of Madhya Pradesh who are already enrolled in higher or vocational STEM education courses to pursue STEM careers and share the skills they learn with their communities. Focused on motivating and supporting such girls and women, the program will enhance their employability skills and improve their access to higher education, internships, apprenticeships and future job opportunities to help them achieve financial independence.



Orientation with students from Government Polytechnic College in Chhindwara, Madhya Pradesh

Fostering an ecosystem of strong nonprofit leaders of color

We recognize that our work in the community is nearly impossible without strong partners. This is why we support nonprofit leaders with educational opportunities. In the U.S. specifically, nonprofit leaders of color often aren't afforded the same funding opportunities as their white peers³. To contribute to addressing this issue, we partnered with Georgetown Center for Public Policy to launch the [Micron Nonprofit Leaders of Color Fellowship](#). Announced in late 2022, the first cohort officially commenced in the spring of 2023. Fellows receive a full-tuition scholarship to attend the Nonprofit Management Executive Certificate program at Georgetown University. They get the opportunity to become part of a network of nonprofit leaders of color committed to working across organizations, communities and sectors to address public needs. We are excited to sponsor these leaders — as they are beacons of hope in communities across the U.S.

³ [Bridgespan](#) and the [Chronicle of Philanthropy](#)

On a mission to **give back**

Our culture of giving is proof that strength lies in numbers. Whether a single team member has chosen to coach youth sports or a team of engineers or accountants has adopted a family or packed hundreds of pounds of food at their local food banks, our Micron team members are helping their communities thrive. In 2023, nearly 82% of Micron team members gave their time and/or money to the causes of their choosing, truly giving back to their communities.

Fulfilling a duty of service

“Proud to serve” is a mantra that our Veterans Employee Resource Group (VERG) embodies and demonstrates. Long after their formal military service has ended, our veterans look for ways to give back; they are truly ambassadors for Micron in our communities. With chapters in Boise, Idaho, and Manassas, Virginia, VERG’s service spans the country. Its members focus on activities that help active-duty military personnel, veterans and their families.

Honoring the past by connecting to the future is an important mission for our VERG team. For example, the Boise chapter of VERG helped with the [Wall That Heals](#), a three-quarter replica of the Vietnam Memorial that travels the country. VERG members volunteered to set it up and stayed for the tour to help vets and family members find their loved ones on the wall.

Manassas VERG members partnered with the nonprofit [Willing Warriors](#). VERG regularly sends team members to the Willing Warrior Retreat to clean up the grounds and help with whatever tasks are requested by the staff. VERG also provides breakfasts for the [annual warrior bike ride](#). The proceeds from this ride go directly to the Warrior Retreat at Bull Run, which provides cost-free retreat stays and nonmedical services that facilitate the recovery of wounded, ill, and injured service members and disabled veterans. In true fashion, VERG members not only volunteer their time, they also help with fundraising. This year, they selected Willing Warriors to receive a 2023 Micron Gives Employee Resource Group (ERG) grant.

Team member participation

81.5%

Participation rate

\$5.3M

Donated with Micron Foundation matching gifts

202K

Volunteer hours

2,532

Unique causes

35.8K

Volunteered or donated

34

Locations

Reaching new heights with the Star Light Festival

Micron team members across Taiwan, Japan, Malaysia, Singapore and China had another impressive Star Light Festival, showcasing how much our Micron team truly does embody a culture of giving. This cross-site effort encourages team members to volunteer to enrich the communities where they live, work and play. Each location plans and executes a variety of events like charitable walks, trash cleanups, food drives, virtual volunteering and fundraising opportunities. Throughout the monthlong campaign, team members donated 26,451 kilograms of food to local food banks and collected 9,400 kilograms of garbage, surpassing the records set in 2022!



Micron volunteers showcasing their service during Star Light Festival



Providing companionship and hope for our neighbors

The strength of our culture of giving is in our team members' commitment to making a difference in the communities where they live. A team of facilities workers at Micron's Taiwan site launched an initiative to rally their team members from several internal organizations, as well as local suppliers, to volunteer for the [Hsiang Shang Social Welfare Foundation](#). Throughout the year, 11 volunteer activities were organized, mobilizing over 146 volunteers who dedicated more than 580 hours. Through their work with this organization, they offered one-on-one companionship and assistance to children with disabilities

and elderly people with dementia. These initiatives provided opportunities for the children and senior citizens to adapt to external environments, fulfilling their social engagement needs. The activities included Mother's Day and Father's Day gift shopping, Halloween costume parades, Thanksgiving gratitude events, Christmas parades, and trips to dementia patients' hometowns. Through this outreach and volunteerism, team members embodied a culture of giving, not only for Micron but also with our suppliers and external partners, to truly make a difference.

Micron team members volunteering at the Hsiang Shang Social Welfare Foundation

Extending our philanthropic reach with ERGs

Since 2020, the Micron Foundation has partnered with Micron’s employee resource groups (ERGs) to identify nonprofit organizations to receive dedicated grant money. Each year, the Micron Foundation invests \$500,000 in causes that the ERGs choose.

In 2023, the ERGs were empowered to localize the grants by country or region. By giving smaller yet significant amounts at a local level — rather than awarding fewer grants at a higher level — our ERG grants go further and support even greater impact for nonprofits in their communities.

2023 Micron Gives ERG grant recipients

Asian American & Pacific Islander Network

- [Asian Mental Health Collective](#)
- [South Pacific Islander Organization](#)

Black Employee Network

- [Barbershop Books](#)

Capable

- [China Women’s Development Foundation](#)
- [Autismo Abruzzo Onlus](#)
- [Samarthanam Trust for the Disabled](#)
- [Nicoloop](#)
- [Cerebral Palsy \(Spastic\) Children’s Association of Penang](#)
- [TomoWork](#)
- [Syin-Lu Social Welfare Foundation](#)
- [Disability Rights Advocates](#)

Micron Hispanic Professionals

- [Hispanic Heritage Foundation](#)
- [Hispanic Scholarship Fund](#)

Mosaic

- [China Women’s Development Foundation](#)
- [Bhushan Educational Society of Tadepalligudem](#)
- [The Nippon Foundation](#)

- [Rotary Club of Muar](#)
- [Yayasan MENDAKI](#)
- [One-Forty](#)
- [American Indian Science and Engineering Society](#)

Micron Women’s Leadership Network

- [China Women’s Development Foundation](#)
- [Cooperativa Sociale New Hope](#)
- [Rural Development Foundation Telangana](#)
- [Girl Scouts of Japan](#)
- [Penang Science Cluster: Girls in STEM](#)
- [Zonta Club of Singapore: Project Pari Fund](#)
- [The Garden of Hope Foundation](#)
- [Women’s and Children’s Alliance](#)

Micron Young Professionals

- [China Women’s Development Foundation](#)
- [Fondazione Santobono Pausilipon Onlus](#)
- [Ashray Akruiti](#)
- [Manabinominato](#)
- [Penang Science Cluster](#)
- [Arc Children’s Centre](#)
- [Teach For Taiwan](#)
- [National Consortium of Graduate Degrees for Minorities in Engineering \(GEM\)](#)

PRIDE+Allies

- [Arcigay](#)
- [PURE India Trust](#)
- [ReBit](#)
- [Omprakash](#)
- [Taiwan LGBT Family Rights Advocacy](#)
- [Services and Advocacy for LGBTQ+ Elders \(SAGE\)](#)

Tenured & Experienced at Micron

- [China Women’s Development Foundation](#)
- [E.V.A. Società Cooperativa Sociale](#)
- [Child Welfare and Holistic Organization for Rural Development \(CHORD\)](#)
- [Sandankyo-Ota River Basin Research Association](#)
- [Blossom Seeds](#)
- [Huashan Social Welfare Foundation](#)
- [Bull Run Mountains Conservancy](#)

Veterans Employee Resource Group

- [Willing Warriors](#)
- [Wyakin Foundation](#)



Dee Mooney with participants of Girls Going Tech en Español

Continuing our mission

As demonstrated in this year’s summary, we truly are on a mission to make a difference. Through innovative programs, strategic initiatives and collaborative partnerships, we have continued to benefit our communities. Our refined strategies show how focused approaches to increasing access to STEM education and careers of the future, enriching our communities and creating a culture of giving for Micron team members have helped us achieve our ambitious goals.

These giving stories demonstrate creative and inspiring ways that the foundation and our Micron team members have given back to our communities. We increased access to STEM education for underrepresented

and underserved populations, and we helped create stronger community ecosystems through public-private partnerships. The generosity, enthusiasm and unwavering dedication of our team members and our partners have been the driving forces behind every success story and every life touched by our foundation’s work.

Our Micron volunteers and their charitable contributions illustrate how our people, programs and philanthropy come together for a common mission – to uplift our communities. And I’m pleased to say that many new communities were indeed uplifted due to new strategies reaching new locations, students and demographics.

As we conclude another impactful year at the Micron Foundation, I find myself inspired by the collective efforts of our team members and our partners to advance our mission. And as we look toward the future, we remain committed – because together, we are on a mission to make a difference.

Dee Mooney
Executive Director, Micron Foundation



Learn more about our mission to make a difference
and how you can be a part of it at
micron.com/gives