Rambus

Faster. Safer. More Sustainable.

2023 ESG Impact Report

Table of Contents

2023 ESG Impact Report

I. Overview 5
- a. Company Summary
- b. The Rambus Business Model
- c. The Rambus Value Chain
- d. Stakeholder Engagement
- e. Our Material Topics
- f. UN Sustainable Development Goals

II. Responsible Governance 11
- a. Why It Matters
- b. Our Approach
- c. Commitment to Ethics
- d. Human Rights and Social Governance
- e. Risk Management
- f. Cybersecurity and Data Privacy

III. Environmental Impact 20
- a. Why It Matters
- b. Our Approach
- c. Climate Change Mitigation and Adaptation
- d. Prevention of Pollution
- e. Sustainable Resource Use
- f. Water Use
- g. Waste Management
- h. Protection of the Environment, Biodiversity and Restoration of Natural Resources

IV. Product Stewardship 31
- a. Why It Matters
- b. Product and Service Quality
- c. Our Product Life Cycle and Design
- d. Packaging
- e. R&D and Innovation

V. Supplier Sustainability 37
- a. Why It Matters
- b. Our Approach
- c. Supplier Expectations
- d. Respecting Human Rights
- e. Environmental Sustainability
- f. Responsible Minerals Sourcing

VI. Our People 45
- a. Why It Matters
- b. Diversity, Equity and Inclusion
- c. Our Workforce
- d. Workplace Health and Safety
- e. Community Engagement

VII. Appendix 58
- a. GRI Index
- b. SASB Index
- c. TCFD Index
- d. Forward-Looking Statements

About This Report

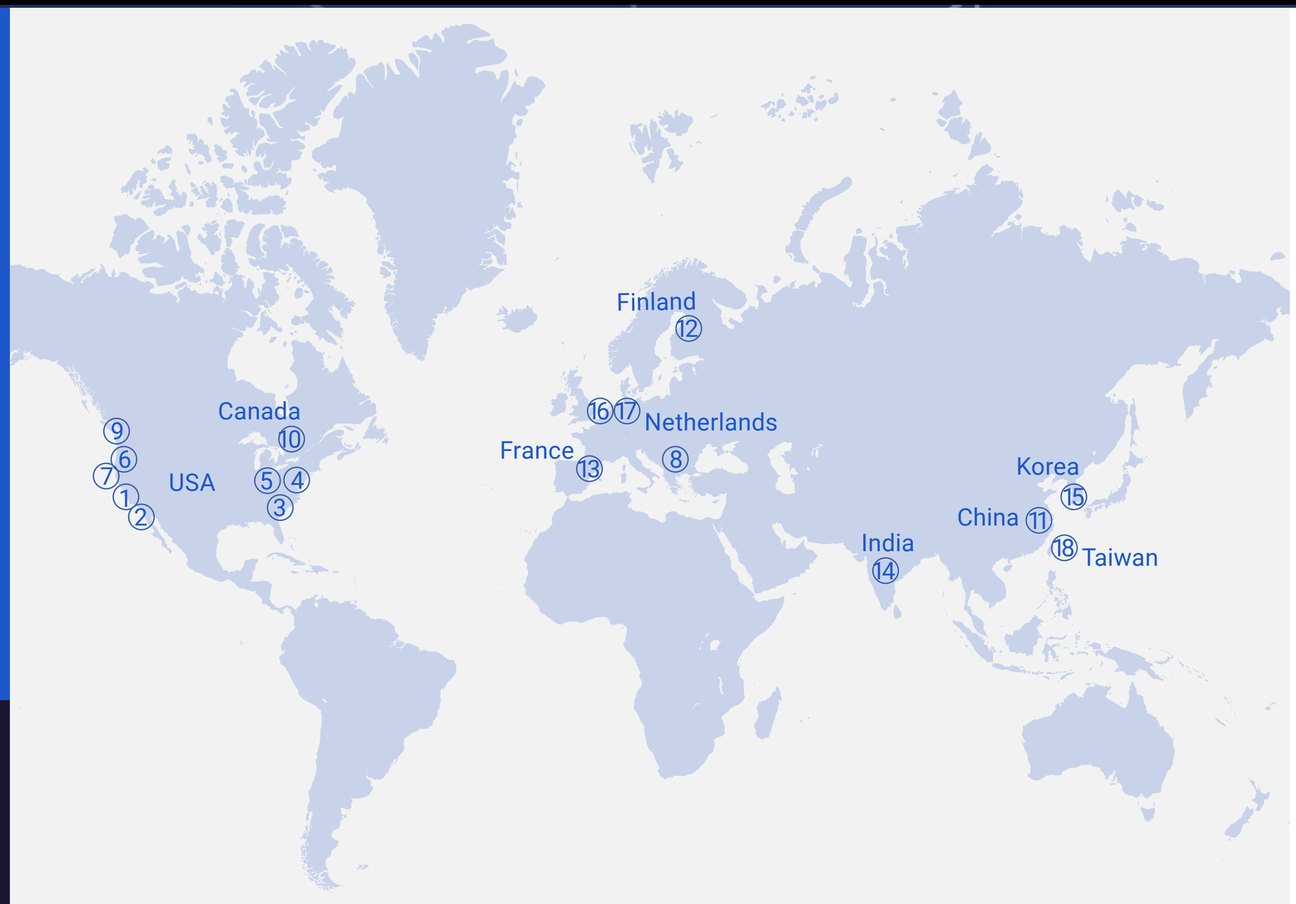
Our 2023 Environmental, Social and Governance (ESG) Impact Report is Rambus' second comprehensive report focused on ESG strategy and performance. This report covers the calendar year 2023 and was published on December 10, 2024. Our previous ESG Impact Report was published in 2021. Key members of the Rambus team and a group of external experts on materiality, environmental, health and safety (EHS) systems, and ESG data management came together to develop this report as a continuation of our ESG strategy and transparent reporting. We seek external assurances for our greenhouse gas emissions data to ensure the quality and accuracy of the qualitative information presented. Rambus' 2023 greenhouse gas emissions data, including Scope 1, Scope 2 and select Scope 3 categories (purchased goods and services, capital goods and business travel), was externally assured by Keramida. This report was reviewed by our ESG Council, inclusive of our Senior Vice President, General Counsel, SVP Human Resources, SVP Global Operations and VP Chief of Staff and Deputy General Counsel.

We set key targets and performance indicators that will be tracked annually across our ESG initiatives. Unless otherwise noted, this report includes data specific to the 2023 fiscal year. Throughout the report, key ESG initiatives discussed may also extend into 2024 and beyond. We have included in this report the material topics we believe our key stakeholders are most interested in as well as those with the potential to impact the Rambus business. This report has been prepared in accordance with Global Reporting Initiative (GRI) Standards: Core option. We also report disclosures to the Sustainability Accounting Standards Board (SASB) Semiconductor Standard and the Task Force on Climate-Related Financial Disclosures (TCFD) framework. See the Appendix for the 2023 GRI, SASB and TCFD Indexes, forward-looking statements and a detailed breakdown of supplier non-conformance audits. The GRI Index includes material topics, their management approaches and relevant metrics as well. Updated data tables can be found in this report and are regularly updated on our website at rambus.com/corporatesocial-responsibility. For questions about the report or reported information, contact Nicole Noutsios at rambus@nmnadvisors.com.

Overview

Company Summary

SAN JOSE HQ
LEED GOLD CERTIFIED



① USA – Silicon Valley
② USA – Agoura Hills
③ USA – Johns Creek
④ USA – Lowell
⑤ USA – Morrisville
⑥ USA – Portland
⑦ USA – San Francisco
⑧ Bulgaria
⑨ Canada – Vancouver
⑩ Canada – Montreal
⑪ China
⑫ Finland
⑬ France
⑭ India
⑮ Korea
⑯ The Netherlands – Rotterdam
⑰ The Netherlands – Vught
⑱ Taiwan

OUR PROGRESS

$461.1 M
In Revenue in 2023

2,200+
Patents*

620+
Team Members

33 Years
Founded in 1990

100%
Renewable Energy Use

2023
Great Place to Work Certified

*Our volume of patents decreased from our previous reporting period because we divested our PHY IP group in 2023.

The Rambus Business Model

Rambus is a provider of industry-leading chips and silicon IP making data faster and safer. With over 30 years of advanced semiconductor experience, we are a pioneer in high-performance memory subsystems that solve the bottleneck between memory and processing for data-intensive systems. Whether in the cloud, at the edge or in a hand-held device, real-time and immersive applications depend on data throughput and integrity. Rambus products and innovations deliver the increased bandwidth, capacity and security required to meet the world's data needs and improve end-user experiences.

The Rambus Business Model

RAMBUS SOLUTIONS

CHIPS

- Memory Interface Chips

SILICON IP

- Interface IP: Memory & SerDes PHYs & Controllers
- Security IP: Secure Cores & Provisioning

INNOVATIONS

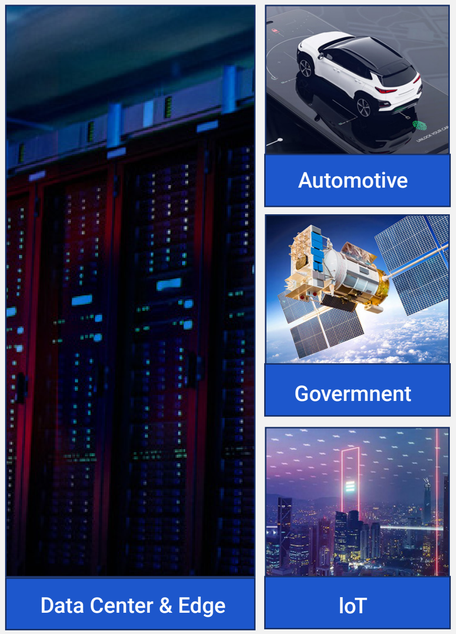
- Foundational Patents & IP

Product Sales

IP Licenses

Patent Licenses

MARKETS SERVED



Data Center & Edge

Automotive

Govermnent

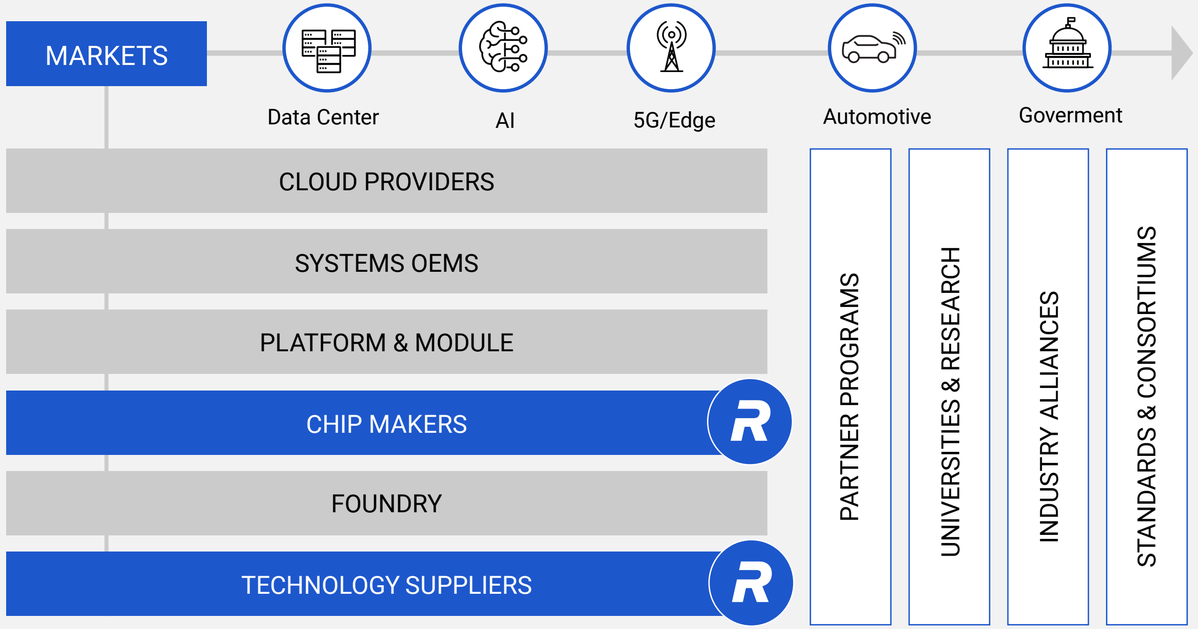
IoT

The Rambus Value Chain

Rambus strives to provide value in meaningful ways across the semiconductor value chain. We work with industry alliances, global standards and robust partner programs to uphold excellence and equality from our suppliers to our customers.

The Company's success, both now and in the future, relies on the strength of our entire value chain ecosystem. We consider it paramount that our ecosystem partners trust us and understand we are committed to making data faster, safer and more sustainable – together.

The Semiconductor Industry Ecosystem Engagement



RAMBUS PARTNER PROGRAM

Collaborations with partners to broaden the value, expertise and offerings provided to customers

INDUSTRY ALLIANCES

Alliances with industry partners and academic institutions to develop and implement solutions

STANDARDS & CONSORTIUMS

Organizations and consortiums facilitating standards to drive technology

Stakeholder Engagement

In addressing our approach to social responsibility, Rambus considers our key stakeholders, which are those most impacted by our operations: our suppliers, employees, customers and investors. The purpose of stakeholder engagement is to help identify our material topics and determine strategic responses to and disclosures of potential negative impacts. We seek to ensure meaningful engagement with our stakeholders by gathering their feedback through annual interviews or surveys. Our Corporate Social Responsibility (CSR) Management System personalizes metrics, principles and interests for these relationships too. When needed, we engage with our most relevant stakeholders through meetings, advisory committees, workshops and conferences, and other channels. We use this information to include our stakeholders' expectations in setting processes and procedures for our operations.

Our relationships include those between:

Rambus and Society: Climate change is a serious environmental, social and economic threat that calls for immediate and collaborative action among all sectors of society. Rambus acknowledges our role in addressing this global issue and we are committed to minimizing our greenhouse gas (GHG) emissions and contributing to a healthier environment. Rambus aims to strengthen the quality of life in our communities through partnerships, relationships and employee giving.

Rambus and Its Stakeholders: Through the Rambus Code of Business Conduct and Ethics, our Vendor Code of Conduct, the Responsible Business Alliance (RBA) Code of Conduct and the Rambus Human Rights Statement, Rambus strives to ensure ethical behavior and respect for our stakeholders' human rights, including the prohibition of discrimination, child labor, human trafficking and slavery practices throughout our business and supply chain partnerships. Our policies and procedures related to human rights are formulated based on our support of the United Nations' Universal Declaration of Human Rights.

Stakeholders and Society: Rambus audits or verifies annually that our existing major suppliers and vendors for memory interface chips comply with the RBA Code of Conduct and most of the Company's top suppliers are also ISO 14001 certified. Our key supplier is well known as a pioneer in green manufacturing. The Dow Jones Sustainability Index has recognized it for 20 consecutive years and it receives best-in-class sustainability ratings from FTSE4Good, Morgan Stanley Capital International (MSCI), Carbon Disclosure Project (CDP) and others. By choosing to partner with suppliers leading our field and maintaining oversight of all suppliers, we construct our supply chain with consideration for our impact on society and the environment. We recognize that our stakeholders and society are likely to have different perspectives and objectives, so we use guidelines to set goals and communicate with each party.

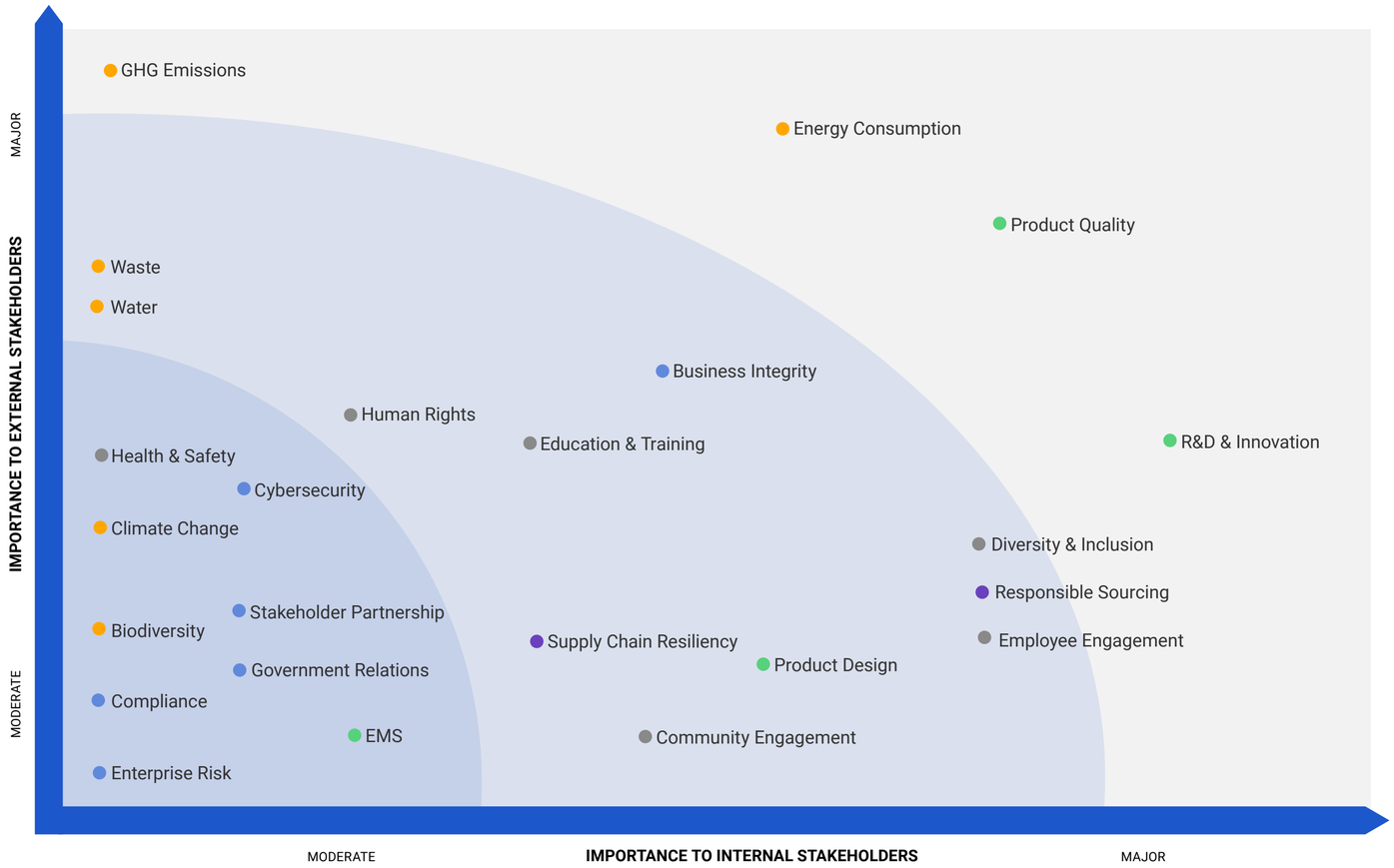
Our Material Topics

In 2023, Rambus partnered with third-party experts to refresh our materiality assessment. We surveyed five key stakeholder groups to identify which topics they view as key ESG issues of importance and understand their perspectives on ESG at Rambus. These stakeholder groups included employees, executives, suppliers, customers and investors. We conducted additional desk research to complement and enrich the insights gathered from stakeholder engagement. We validated the identified material topics through a thorough comparison with industry-specific associations and best practices, ratings and assessments from ESG rating agencies and global reporting frameworks. From this assessment, we identified the following material ESG topics for 2023:

- Product and Service Quality
- Energy Consumption
- R&D and Innovation
- Greenhouse Gas Emissions
- Responsible Sourcing and Procurement
- Diversity and Inclusion
- Waste

We are committed to ensuring our disclosure and transparency related to ESG and impact of our business. We will continue to publish ESG-related metrics in our ESG Metrics Report annually and aim to publish an ESG Impact Report biannually.

Rambus 2023 ESG Materiality Matrix



KEY FOCUS AREAS

- Responsible Governance
- Environmental Impact
- Product Stewardship
- Supplier Sustainability
- Our People

UN Sustainable Development Goals

In 2015, all UN Member States adopted the United Nations 17 Sustainable Development Goals (SDGs). They create a global agenda that directly addresses the barriers to economic, social and environmental progress society needs to address by the year 2030. For Rambus, we know our business and our ESG portfolio can address critical priorities related to the SDGs. Aligning with the key themes of this report, we believe that our core business activities help advance the achievement of the following UN SDGs: Decent Work and Economic Growth, Peace, Justice and Strong Institutions, Industry, Innovation and Infrastructure, Gender Equality, Reduced Inequalities and Partnerships for the Goals.

RESPONSIBLE GOVERNANCE

8 DECENT WORK AND ECONOMIC GROWTH

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

ENVIRONMENTAL IMPACT AND PRODUCT STEWARDSHIP

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

OUR PEOPLE

5 GENDER EQUALITY

10 REDUCED INEQUALITIES

RESPONSIBLE SOURCING

17 PARTNERSHIPS FOR THE GOALS

Responsible Governance

Why It Matters

Achieving real impact requires governance that incorporates ESG practices across multifaceted aspects of our business. Research shows that operational designs that include an ESG approach in multiple elements of the organization (such as decision-making, business processes, culture, etc.) are more likely to be successful in sustainability management. As a result, establishing targets, incentives, regular review processes and oversights that embed social and environmental responsibility are essential to account for sustainability's complex and dynamic nature.

OUR PROGRESS

0
Confirmed Incidents of Corruption and Actions Taken

0
Material Cybersecurity Incidents

Our Approach

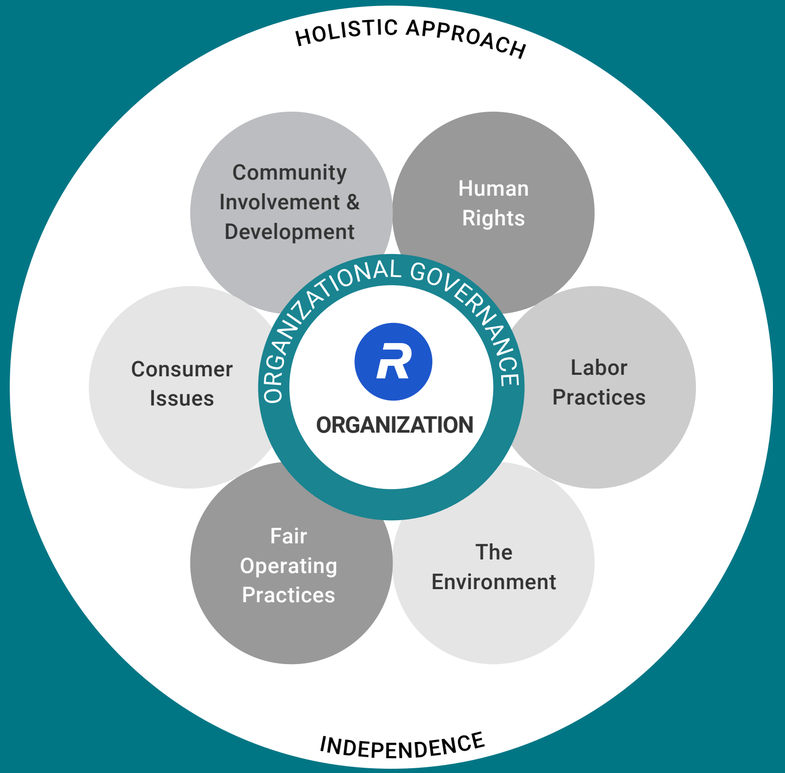
We have integrated ESG practices across our business for the sake of our people, our planet, and our future. Our processes start with sustainability and end with accountability so that we can maintain the highest standards of ethics every day. Social responsibility is embedded in our culture.

OUR PRINCIPLES

Our CSR program is backed by a strong governance structure that is integrated throughout Rambus, from our Board to our leadership teams to each individual business unit. When approaching and practicing social responsibility, our overall objective is to contribute positively to sustainable development. To do so, we follow seven principles and a holistic approach to organizational governance.

Corporate Social Responsibility Core Subjects

1. Accountability
2. Transparency
3. Ethical behavior
4. Respect for stakeholder interests
5. Respect for the rule of law
6. Respect for international standards of behavior
7. Respect for human rights



With these practices in mind, we know that accountability is vital. As a result, we have implemented a formal ESG governance structure, which includes people, management systems and policies.

ESG LEADERSHIP STRUCTURE

Within our governance structure, three management teams are dedicated to auditing, analyzing, and presenting our ESG progress at many levels.

Leadership Team: Our leadership team is a diverse team of nine leaders responsible for the Company's operations and management. Our President and CEO, Luc Seraphin, leads this team and holds the ultimate responsibility for our climate-related risks and opportunities. This team is responsible both for communicating our ESG strategies and progress to our stakeholders and for their effective implementation.

Board of Directors: Our Board of Directors monitors and supports our ESG efforts, providing oversight of and responsibility over our ESG practices (including climate-related risks and opportunities) by following procedures outlined in our Corporate Governance Guidelines and Committee Charters. Our Board-level Corporate Governance / Nominating Committee (CGNC) is responsible for reviewing our ESG programs, policies and practices annually. The CGNC also follows a risk evaluation process that incorporates climate risks as needed on an annual basis.

ESG Committee: This committee is comprised of two groups: an ESG Council (ESGC), which includes leadership from our legal, global operations and human resources departments and an Operational Working Group (OWG), a cross-functional team comprised of members from facilities, legal, marketing, operations, human resources and supply chain teams.

- The ESGC reviews policies, strategies, activities, and targets that reflect our commitment to ESG practices, demonstrate our principles, promote ESG initiatives with our communities (employees, customers, suppliers and partners), and monitor trends and risks. This group meets at least biannually and reports on an ESG work plan annually. See our ESG Committee Charter, reviewed annually, for more information.
- The OWG manages our ESG program based on our management system, meets at least annually to report on activities related to our ESG programs, monitors the implementation of our policies and initiatives and surveys our work environment to maintain a safe, respectful, ethical and inclusive workplace.

MANAGEMENT SYSTEM

In addition to our robust ESG team structure, we use a Corporate Social Responsibility Management System (CSRMS) that is aligned with ISO 26000:2010 to provide a framework for integrating socially responsible behavior into our business. We continue to evolve our CSRMS system, which develops a set of principles, impacts, interests and expectations.

Governance Guidelines and Policies

- Code of Business Conduct and Ethics
- Conflict Minerals Policy
- Global Anti-Corruption Policy
- Rambus Information Security Policy
- Vendor Code of Conduct
- Governance Documents (Committee Charters and Other Guidelines)

OUR BOARD'S COMMITMENT TO ESG PRACTICES

FOCUS AREA	CURRENT PRACTICES	SELECT HIGHLIGHTS
Addressing Sustainability And Climate Change Threats	• Measuring, tracking, reducing and reporting our climate footprint by subscribing to the principle of the TCFD • Setting goals and objectives to address significant climate and other environmental impacts and risks • Factoring sustainability considerations into our planning, training and workplace investment strategies	**Currently disclose Scope 1 and 2 and select Scope 3 emissions** **Headquarters is a LEED gold-certified building**
Prioritizing Human Capital Management	• Developing and engaging employees and aspiring for a diverse and inclusive workforce • Providing training, resources and systems to effectuate our commitment to health and safety • Broadening educational opportunities in communities through science fairs, STEM education and scholarships	**58% of U.S. employees are diverse and 16% are female** **Zero worldwide work-related injuries or fatalities**
Overseeing ESG Efforts	• CGNC oversees ESG efforts across Rambus • Our ESG Committee reports to the Board and meets at least biannually to evaluate Rambus' ESG policies and commitments to ensure the integrity of our efforts • Regular Member of the RBA. Rambus adheres to the social, environmental and ethical industry standards set by the RBA code of conduct and requires the same from its supply chain • Published formal corporate responsibility report in 2020 that details our ESG efforts and data	**Published Policies:** Climate Change Environmental Health & Safety Human Rights Conflict Minerals Anti-Corruption Supply Chain Quality Human Rights Policy Modern Slavery Statement

Commitment to Ethics

BUSINESS ETHICS AND COMPLIANCE

Rambus is committed to conducting business with the highest ethical standards and in compliance with all applicable laws, rules and regulations. Our Code of Business Conduct and Ethics explains the principles we expect all employees, contractors and Board members to respect in carrying out their responsibilities at Rambus. The code directly addresses a broad range of issues, including compliance, public disclosure and accounting practices, conflicts of interest, privacy, confidentiality, anti-competitive behavior, antitrust and competition, fair dealing, insider trading and other important topics related to the conduct of Rambus employees and representatives. All employees and Board members are required to read, acknowledge receipt of, and comply with the code.

ANTI-CORRUPTION

In addition to Rambus's robust Code of Business Conduct and Ethics, Rambus' Global Anti-Corruption Policy strives to ensure that our practices meet or exceed all applicable legal and ethical standards. All employees are expected to sign and adhere to the policy and relevant team members receive anti-corruption training regularly. This policy also outlines our process for reporting ethical concerns anonymously and protecting people who report concerns.

REPORTING AND GRIEVANCES

Violations of these policies can be anonymously reported through Rambus' Open Door Helpline at Open Door, rambus.com or through an anonymous whistleblower and grievance hotline at 1-800-461-9330. All reports submitted online or through the hotline are investigated thoroughly. Rambus is committed to taking all appropriate action to protect the identity of whistleblowers and ensure no retaliatory action toward these anonymous reporters.

TRAINING

We also conduct training on relevant aspects of ethics and compliance, including business ethics awareness and the anti-corruption training mentioned above. Business ethics trainings are available anytime to employees on Rambus Online Learning and in email communications. All trainings are available in English.

In 2023, we had zero confirmed incidents of corruption and actions taken and zero inquiries, complaints or issues received by the legal or compliance office via internal reporting systems (such as whistleblowers). Rambus tracks and maintains records of employee completion rates of anti-corruption trainings through our learning management system (LMS).

In 2023, we did not incur any monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations.

0	0
Incidents of Corruption	Monetary Losses

Human Rights and Social Governance

Our commitment to human rights is fundamental to our values. We are also committed to the values outlined by the UN Universal Declaration of Human Rights and the Responsible Business Alliance. We have based our policies and procedures on these values. Rambus' Human Rights Policy, Modern Slavery Statement, and Code of Business Conduct and Ethics detail our commitment to the fundamental rights, freedoms and standards of treatment to which all people are entitled, including (without limitation) women, minority, LGBTQ, veteran, contract and direct employees. This applies to all our internal and external stakeholders and globally to all Rambus operations regardless of geographic location.

In order to ensure we are upholding our responsibilities, we actively:

- Assess our potential and actual impacts on human rights via the RBA self assessment annually.
- Provide acknowledgment to all employees of our Human Rights Policy.
- Provide training for employees and management with direct responsibility for supply chain management that includes training on human trafficking and slavery.
- Work with our vendors, employees, management and Board of Directors to uphold our Human Rights Policy and revisit it as necessary.
- Employ formal grievance reporting processes for all stakeholders that include a confidential reporting system available on the company intranet.
- Maintain Board-level oversight and engagement with senior executives about ESG priorities, the Human Rights Statement and related policies and practices.

In 2023, 100 percent of our foundry and contract manufacturing suppliers submitted the RBA supplier Self-Assessment Questionnaire (SAQ), which yields a risk-level rating. We use this SAQ score as an additional input to assign a risk-level rating to each supplier. We are pleased to share that all of our suppliers received a Low Risk Rating for their social and environmental assessments in 2023.

LABOR RIGHTS

Human rights violations may lead to indecent treatment or discrimination towards employees, workers and other stakeholders—which may contribute to broader systemic economic and social inequities. Labor-related items across our operations may impact employees, local communities, suppliers and customers.

Through these policies and processes, we work to instill ethical behavior and respect for our stakeholders' human rights, including the prohibition of discrimination, child labor, compulsory and forced labor, human trafficking and slavery practices throughout our business and supply chain partnerships.

Forced, bonded (including debt bondage) or indentured labor, involuntary or exploitative prison labor, slavery or trafficking of persons are not permitted, including transporting, harboring, recruiting, transferring or receiving persons by means of threat, force, coercion, abduction or fraud for labor or services. See our GRI Index, Human Rights Policy and Vendor Code of Conduct for details.

These stakeholders are engaged through multiple channels and their input is integrated into our assessments. In addition, we strive to provide a physical work environment that is safe, comfortable and conducive to the activities being performed. We promote and maintain the highest degree of physical, mental and social well-being of workers and prevention of harm to health caused by working conditions. As outlined in our internal CSRMS Policy, we enforce our standards through our Environmental Health and Safety and Energy Management System (EHSEnMS) which is based upon the principles of ISO 14001:2015, ISO 45001:2018 and ISO 50001:2018.

In 2023, there were zero incidents of non-conformance related to young workers in our operations or our suppliers' operations. See our GRI Index for more on child labor.

FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

We conduct an annual supply chain risk analysis to assign our suppliers' risk levels and assessment tools to prioritize suppliers within our audit program. Suppliers identified as presenting a high risk of forced labor may be required to submit a specialized assessment designed to identify the risk of forced labor at the employment site.

In conformance with local law, it is our policy to respect the right of all workers to form and join trade unions of their own choosing, to bargain collectively and to engage in peaceful assembly as well as respect the right of workers to refrain from such activities. Workers and/or their representatives shall be able to openly communicate and share ideas and concerns with management regarding working conditions and management practices without fear of discrimination, reprisal, intimidation or harassment.

In 2023, there were zero incidents of non-conformance related to freedom of association and collective bargaining in our operations or our suppliers' operations. See our GRI Index for more on freedom of association and collective bargaining.

TRAINING

Rambus' employee onboarding training includes a human rights component. We provide Rambus personnel with training, resources and systems to effectuate our commitment to protecting human rights. Rambus' employee training includes training on human trafficking and slavery for its employees and management with direct responsibility for supply chain management.

Risk Management

Risk management requires a holistic framework consistently iterated to meet today's needs. Our risk management process is a multi-disciplinary, company-wide process that inherently integrates ESG risks based on ISO 9001 and Business Continuity Management System (BCMS). We have actively worked to include the potential effects of natural disasters, adverse weather events and other environmental impacts on our business globally.

We assess external and internal risks and opportunities through our annual internal audit process and implement key changes to our risk management and security protocols with key leadership teams. The Rambus security team assesses risks and opportunities regularly and publishes Rambus' Top 5 Risks and Opportunities through Rambus internal communications channels. These risks are shared annually as a part of the security management review meeting. In addition, the CEO and CEO's direct staff, along with the CGNC, have overall responsibility for Rambus's ESG programs which include monitoring progress against targets once set.

Business units identify risks that could impact their operations and climate-related issues are considered in this process when relevant. Our financial planning processes account for initiatives and strategies related to managing climate risks and mitigating climate impacts and depending on the specific initiative or strategy, the element of financial planning influence would be indirect costs or capital, or both. In addition, risks are incorporated into the business unit's risk register, managed by the assigned risk owners, and evaluated periodically.

In 2024, we are conducting a climate risk assessment that will include scenario analysis and quantitative and qualitative impacts.

Rambus also evaluates its operating environment, including the markets it serves and the capabilities required to serve its markets. We connect this evaluation to our regular enterprise risk assessments and take a stakeholder-specific approach, understanding which risks are pertinent to key market stakeholders for Rambus. Risks and opportunities then fall into key priority areas including staffing, processes, product quality, outsourced manufacturing and government regulations and policies. Risks and opportunities are reviewed quarterly to ensure product quality and business continuity.

We also employ a rigorous program for our suppliers to ensure supply chain risk management – see Supplier Expectations for more.

RISK MANAGEMENT LEADERSHIP AND RESPONSIBILITIES DIVIDED ACROSS

The Board of Directors meets regularly to receive reports from its committees, as well as from management with respect to areas of material risk to the Company, including legal, operational, financial and strategic risks.

WE DIVIDE RISK MANAGEMENT LEADERSHIP AND RESPONSIBILITIES ACROSS THESE FUNCTIONS:

- **Audit Committee**
- **Compensation & Human Resources Committee**
- **Corporate Governance & Nominating Committee**
- **Corporate Development Committee**
- **Cyber Risk Committee**

Cybersecurity and Data Privacy

INFORMATION SECURITY

As technology and security become increasingly sophisticated, we have robust systems in place to protect information technology use and data security as outlined in our Cyber Risk Committee Charter and our Information Security Policy. Additionally, our Information Security Management System includes security policies, procedures and guidelines developed in accordance with the ISO 27001 Standard and is designed to abide by laws, regulations and agreements with suppliers, contractors and clients.

Our Board of Directors has a Cyber Risk Committee focused on overseeing specific information security risks and protection measures. Our Senior Vice President of Information Security reports on these topics on a quarterly basis to the Cyber Risk Committee and at least annually to the entire Board.

DATA PRIVACY

Data collection and protection are of the utmost importance to us. We strive to protect personal information and/or any information or assets of the Company's customers, employees and business partners. In the event of a data security incident, we stand prepared to respond with all relevant policies and procedures in place. Additionally, our management team would review the root cause and remediation efforts.

To ensure that our cyber risk management program remains effective, we identify, evaluate and respond to compliance security risks and audits on a regular basis. We currently report on material cybersecurity incidents and periodically provide internal updates about previously reported cybersecurity incidents.

We had zero substantiated complaints concerning breaches of customer privacy and losses of customer data in 2023.

Environmental Impact

Why It Matters

As semiconductors are embedded in more products, demand for silicon chips is booming. However, producing these silicon chips requires heavy use of water and electricity. Carbon emissions arise not only from the process of manufacturing semiconductors but also during their use. To combat these issues, we strive to create a healthier world by minimizing our environmental footprint.

OUR PROGRESS

↘ Since 2021
0.07 MT CO^2e/$ million
Scope 1 & 2 Market-Based GHG Emissions Intensity

↘ Since 2021
30 MT CO^2e
Total Scope 1 & 2 Market-Based GHG Emissions

↘ Since 2021
0.006 GWh/$ million (revenue)
Energy Intensity

→ Since 2021
0
Water: Zero Megaliters Consumed

↗ Since 2021
91%
Of Total Waste Diverted From Landfill

Our Approach

Our commitment to innovation and invention in our business extends to the way we view environmental excellence at Rambus. We actively work to mitigate environmental impacts through both our own operations and our value chain.

Climate-related risks and opportunities influence our operations and how we are working to reduce our impact on the climate. We take an integrated approach through four pillars:

- Climate Change Mitigation and Adaptation
- Sustainable Resource Use
- Prevention of Pollution
- Protection of the Environment, Biodiversity and Restoration of Natural Habitats

Through these four pillars, we rolled out programs and management systems to measure, record and report data related to GHG emissions, energy consumption, water consumption and biodiversity. We actively work to identify the sources of pollution and waste in our business activities and reduce negative effects. We measure, record and report data from our top suppliers related to water consumption, waste emissions, packaging materials and energy consumption, recognizing most of Rambus' emissions footprint exists as Scope 3 emissions from our manufacturing supply chain.

To help us meet our environmental targets and manage all environmental risks and opportunities, we use a global Environmental, Health and Safety and Energy Management System with a framework that is based on the principles of ISO 14001:2015 standards for environmental management, ISO 45001:2018 standard for occupational health and safety management systems, and the ISO 50001:2018 standards for energy management.

In addition, we adhere to our Global Environmental, Health and Safety Policy that is aligned with ISO 50001 standards for energy management. These standards provide a framework for setting objectives and taking action. We communicate this policy within our organization and updated it as needed.

We focus on measuring our impact and maximizing efficiency as we implement our strategies. We continue to share our environmental performance data annually through our Annual ESG Metrics PDF. Additionally, we collect environmental data from our suppliers to understand our value-chain impacts more accurately.

Ultimately, Executive Management at Rambus is responsible for providing a safe, healthful and environmentally responsible workplace. Executive Management ensures that the responsibilities and authorities for relevant roles are assigned and communicated within the organization. They also appoint the Senior Director of Facilities and Operations as the leader of the EHSEnMS development and implementation, who is supported by designated Regional EHS Champions, business partners and additional resources as needed.

BENCHMARKING OUR ENVIRONMENTAL PRACTICES

In 2023, we engaged an external environmental consulting firm to conduct an environmental benchmarking assessment on Rambus-controlled operations for GHG emissions, energy use, waste and biodiversity. This assessment delivered decision-useful insights on peer best practices, current and potential alignment with leading ESG reporting frameworks, and recommendations for improving our ESG performance and disclosure. As a result, our short- and long-term targets outlined in the subsequent sections reflect this analysis.

Climate Change Mitigation and Adaptation

At Rambus, we know we have a role to play in addressing climate change as a global issue. Our Environmental and Climate Change Statement acknowledges this role as well as our commitment to minimizing our GHG emissions and contributing to a healthier environment.

We evaluate climate-related risks as an integral part of our wider risk management frameworks that are aligned with ISO 9001 and our BCMS. The Board of Directors meets regularly to receive reports from its committees, as well as from management with respect to areas of material risk to the Company, including legal, operational, financial and strategic risks. Currently, the Rambus Enterprise Risk Management (ERM) program does not include climate-related risks. Rather, climate risks are considered as an input when relevant and are integrated into the management systems. We publicly share our climate change management approach and performance annually through our CDP Climate Change Questionnaire and TCFD Index.

Our actual and potential risks as well as their impacts on our businesses, strategy and financial planning include employee attraction and retention, physical risks affecting our operations, supply chain interruptions and compliance with regulations and public disclosure requirements. They are also detailed in our 10-K, CDP Climate Change Questionnaire and TCFD Index.

Our leaders in operations, human resources, technology partnerships and corporate development integrate business continuity into our strategy and operations while also promoting continual improvement of the BCMS.

A cross-functional working group supports these leaders by reviewing internal and external issues on a regular basis, supporting the implementation of business continuity initiatives and ensuring the effectiveness of the management systems.

LOOKING AHEAD

In the coming years, we will continue to assess and examine ways to further incorporate climate-related risks into our overall ERM program. We believe that the updated ERM program will allow us to further account for climate-related risks throughout the organization and streamline the process of identifying, assessing and managing these risks.

Although our outlook is influenced by climate-related risks and opportunities, we seek to take our goal setting a step further by setting targets aligned with the Science Based Targets initiative (SBTi) for formal recognition of their alignment with a 1.5°C world.

We are also considering climate change in our new product design and technology development efforts and enhancing energy efficiency in our processes and products to promote smarter energy use. For more information, see this report's Product Stewardship section.

Prevention of Pollution

Effective management of our climate impact begins with a reliable understanding of our carbon footprint. Chronic and acute physical climate risks have the potential to affect employees and customers. Physical assets affected by local climate risks may also pose an ecological risk. As we strive to minimize pollution generated from our operations and those of our supply chain, our strategy aims to reduce operational emissions. As such, we are committed to help minimize our GHG emissions by taking actions to measure, track, reduce and report our climate footprint, including emissions/usage resulting from our operations.

In 2023, we conducted a comprehensive GHG emissions inventory across Scope 1 and 2 and select Scope 3 emissions for the fourth consecutive year. We also measured, strategized and set goals around Scope 1 and 2 GHG emissions. Based on more accurate information and the Greenhouse Gas Protocol, we have updated our greenhouse gas methodology to better reflect our operations. Additionally, we purchased Renewable Energy Certificates (RECs) to retroactively cover our electricity usage and as such have updated our Scope 2 market-based emissions for previous years (2021 and 2022) to reflect this.

GHG EMISSIONS

Our Progress

Scope 1 GHG Emissions (MT CO^2e)

2021: 42
2022: 92
2023: 30

Location-Based Scope 2 GHG Emissions (MT CO^2e)

2021: 1,111
2022: 1,032
2023: 1,071

Market-Based Scope 2 GHG Emissions (MT CO^2e)

2021: 0
2022: 0
2023: 0

Market-Based GHG Emissions Intensity
Scope 1 & 2 Market-Based GHG Emissions/Revenue (MT / $ million (revenue))

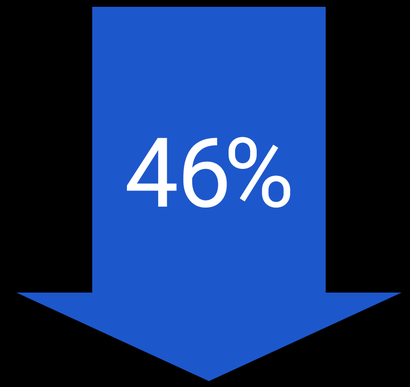
2021: 0.13
2022: 0.2
2023: 0.07

Estimated Scope 3 Emissions (MT CO^2e)

2021: 33,220
2022: 67,191
2023: 36,089

Amount of Total Emissions From Perfluorinated Compounds

2021: 0
2022: 0
2023: 0



Our absolute emissions decreased by 46% in 2023 compared to 2022*.

*This reduction was driven by the use of supplier-specific data where available, as well as reduction in spend due to the divestiture of our PHY IP group in 2023.

Rambus has no sources of emissions to report from nitrogen oxides, sulphur oxides, volatile organic compounds, particulate matter, ozone-depleting substances or hazardous air pollutants.

Keramida provided independent, limited assurance GHG verification of our 2023 Scope 1, Scope 2 (location- and market-based) and select Scope 3 GHG emissions inventory. See here for the verification statement.

Since our baseline year of 2021, our business has grown by 40 percent in revenue. Even so, with the retroactive purchase of RECs for 2021, 2022 and 2023, our Scope 1 and 2 emissions decreased by 29 percent and emissions intensity decreased by 46 percent compared to our base year 2021 on a market basis. Our absolute emissions also decreased by 46 percent in 2023 compared to 2022 largely because we decreased our direct spend, which led to a related decrease in Scope 3 emissions.

We have worked diligently to reduce our emissions footprint by strategizing across our executive management teams and our Environmental, Health, and Safety and Energy Committee to maximize efficiency and by pursuing renewable energy.

We also incorporate recognized standards and practices for managing, reducing, tracking and reporting on our GHG emissions using our CSRMS, developed on the principles of ISO 26000:2010.

While we are proud of the work we have done, we also realize that the majority of our GHG emissions occur in our supply chain. As a result, we work with our contract manufacturers and facilities to collect available data and monitor trends for potential improvement goals in alignment with our EHSEnMS. Together, we are working to reduce total GHG emissions across the industry.

Our complete emissions inventory will be contained in our upcoming 2023 Climate Change Questionnaire. For more information, see the Appendix for our GRI and SASB and TCFD Indexes.

We will continue to track and report our emissions annually, finance quality offset projects and purchase RECs to work toward our target listed on page 26.

Sustainable Resource Use

We know that energy, water and waste stewardship are integral to producing our best-in-class semiconductor products and hold ourselves and our vendors to internationally recognized environmental standards. As a member of the Responsible Business Alliance, we have adopted the RBA Code of Conduct and relied on it to create the Rambus Vendor Code of Conduct. We utilize this relationship to drive our energy use and water and waste management.

We are committed to identifying the sources of energy, water and other important resources used throughout our supply chain and are working to ensure those resources are renewable whenever possible. We also measure, record and report data from our top suppliers related to energy and water consumption.

100%
Grid Electricity in 2023

100%
Renewable in 2023

ENERGY USE

Our Progress

Absolute Energy Use (GWh)
2021: 3.2 2022: 2.6 2023: 2.6
Renewable Energy Consumed (GWh)
2021: 3.2 2022: 2.6 2023: 2.6
Nonrenewable Energy Consumed (GWh)
2021: 0.0 2022: 0.0 2023: 0.0
Energy Intensity* (GWh/$ million (Revenue))
2021: 0.01 2022: 0.006 2023: 0.006

*Our energy intensity metric is our absolute energy consumed within our organization including but not limited to fuel, electricity, heating and cooling, divided by our annual revenue (GWh/$ Million (Revenue)).

ENERGY MANAGEMENT

Fossil-fuel-based energy and consumption contribute to significant environmental impacts, including climate change. As a result, we strive to improve our energy intensity metrics through energy efficiency and the use of renewables. We maintain an energy management system that is certified to ISO 50001:2018 standards.

Both our operations and revenue have increased over the last three years; meanwhile, we decreased our energy consumption by 18.8 percent. We shifted our headquarters in San Jose and our office in India to 100 percent renewable energy in 2021, and our office in France in 2022. Additionally, we purchased RECs to retroactively cover 100% of our electricity usage from 2021 onward. See page 24 for a detailed breakdown of our 2023 Scope 1, 2 and 3 GHG emissions.

Our energy intensity strategy focused on reducing energy consumption from non-renewable and increasing the use of renewable by prioritizing green certifications across Rambus sites, including LEED, Fitwel and WELL that promote energy- and water-efficient buildings that reduce costs associated with utility consumption. Additionally, we continue to explore and implement energy efficiency projects to reduce energy consumption used in our facilities. For example, we replaced air-handling units in our Bangalore, India office and retrofitted our office in Aix-en-Provence, France, with more efficient lighting.

LOOKING AHEAD

To continue to reduce our emissions by revenue, our total emissions output and our energy consumption, we set a specific target for 2030.

Target:

- We commit to continue active annual sourcing of 100 percent renewable electricity through 2030.

We consider this a science-based target, and we commit to seek validation of this target by the SBTi in the next two years. While most of our emissions reside in Scope 3, we are working to meet these targets through internal and external mechanisms.

WATER USE

We are committed to managing and overseeing water use throughout Rambus-controlled operations as well as those of our contract manufacturing suppliers. Potential water-related risks across our operations may impact employees, local communities, suppliers and customers. As a result, we recognize our responsibility to carefully steward shared water resources with fellow communities where these sites are located. These stakeholders are engaged through multiple channels and their input is integrated into our assessments.

Water Use in Our Operations

Rambus is a tenant within multi-tenant facilities, so we have no direct responsibility over wastewater discharge or management. Our Environmental and Climate Change Statement details our commitment to contribute to a healthier environment, which includes our commitment to avoid risks associated with water withdrawal or scarcity and our preference to have LEED-certified facilities that help to use less water. Our controlled operations, which are offices with administrative activities, source water from local municipal supplies and use water for only domestic purposes. As a result, our controlled operations have very minimal water-related impacts. Our water withdrawal in our operations comes from water use at our leased office locations. We have no industrial process water uses. As our employees returned to the office in 2023, our water consumption increased year over year.

TOTAL WATER MANAGEMENT FOR RAMBUS-CONTROLLED OPERATIONS

Water Withdrawal (megaliters)
2021: 1.2 2022: 1.6 2023: 5.2
Water Consumption (megaliters)
2021: 0 2022: 0 2023: 0
Water Discharge (megaliters)
2021: 1.2 2022: 1.6 2023: 5.2
Total Water Consumed (percentage of each region in regions with high or extremely high baseline water stress)
2021: 60% 2022: 51% 2023: 51%

However, we conduct an annual water stress assessment using the World Resources Institute's (WRI) Aqueduct Water Risk Atlas to evaluate if any of our facilities are in an area of high water stress. Activities in this assessment include all Rambus locations, covering 100% of relevant operations.

Rambus leases an office space in Bangalore, India which is considered a region with high water stress. However, water consumption at the Bangalore office is limited and water is solely used for sanitation, drinking water and building mechanical systems. No process water is used. We anticipate water usage at our other office facilities to be minimal and tied to drinking water, restroom and sink usage. Our San Jose location also uses recycled water for irrigation.

The combination of the Aqueduct tool with internal company knowledge has helped us better understand our water-related risks. In addition, we manage all wastewater from our operations, which comes from sanitary use at leased office locations, and we aim to guarantee that it goes to the local publicly owned treatment works sewer systems. We conduct routine monitoring on our wastewater treatment and containment systems and ensure all water discharged complies with the wastewater laws and regulations of each respective country and region.

Water Use in Our Supply Chain

Rambus contracts with manufacturing partners in the semiconductor market to produce our products, which is a highly water-intensive process. As the majority of our water footprint lies in our supply chain, we work together with our strategic contract manufacturing suppliers – which represent the majority of our total direct spend – to collect, monitor, and assess available water data allocated to the production of our products. Two of our three key suppliers are members of the RBA, and all three adhere to Rambus' Vendor Code of Conduct.

Additionally, each of our key suppliers completes an annual Self-Assessment Questionnaire, conducts water risk assessments, tracks water data, and has set water polices and water-related targets. We monitor our wafer foundry suppliers on a quarterly basis for water efficiency and water dependence. We also require direct wafer manufacturing suppliers to respond to surveys on an annual basis and provide their water quality data. Through our environmental performance measurement system, we are working to implement water-related supplier engagement activities through which we will set incentives and performance indicators specific to the manufacturing of our products as well.

LOOKING AHEAD

Moving forward, we are going to continue screening for water risk by conducting water risk assessments for Rambus locations and identify sites with high water stress, as well as identify contract manufacturing sites that have high water stress and collect data on how manufacturers manage water risk.

In the long term, we are planning for resiliency by evaluating water risk in our supply chain and its impact on Rambus, integrating water risk management in business continuity/ERM planning and partnering with organizations to improve water resource management in local communities at Rambus sites with high water stress.

In 2023, 100% of contract manufacturing suppliers responded to our surveys for information related to water management.

WASTE MANAGEMENT

The materials used in the production of semiconductor products can have harmful impacts on the environment if released into the environment in the form of water pollution, air emissions and solid waste. These materials include metals, non-metallic minerals, plastics, textiles and more. These also have the potential to impact local communities and employees. Our Global EHS policy details our commitment to protect our employees, community and the environment by committing to pollution prevention in our direct operations.

Our Environmental and Climate Change Statement details our commitment to adopting policies on hazardous waste disposal, waste management and recycling.

During 2023, we engaged an external environmental consulting firm to conduct a benchmarking assessment on Rambus-controlled operations for waste management.

In addition, we are in the process of improving our business waste management and recycling program to align with a Zero-Waste program, taking action to move toward Zero-Waste at all Rambus operating sites. Over the next two years, we aim to publish our new Zero-Waste policy in which we aspire to achieve company-wide Zero-Waste and circularity through sustainable materials management. This approach prioritizes the use of materials in the most productive way possible, with an emphasis on using less and viewing environmental impacts throughout a material's entire lifecycle.

In establishing our Zero-Waste program, we are evaluating our solid, non-hazardous waste across all operations. In this new program, we strive to prioritize the management of materials through reduction, reuse, recycling and composting, and landfill and incineration, respectively. We aim to monitor and report this information through annual waste audits conducted by project-specific diversion reports detailing materials that were reused or recycled, and invoice monitoring and weight tracking toward Zero-Waste and circularity goals. Our facilities managers and Facilities Site Operations Senior Manager will be responsible for these activities.

We do not have operational control over production waste because we outsource these activities to third parties. A consumer product recycling program is not applicable as we do not sell direct-to-consumer.

While we do not generate hazardous waste in our offices or from manufacturing, the new hazardous waste management program will be in place in the event business operations change. Our electronic management program recycles electronic waste and product prototypes, defined as universal waste, through an authorized agency per international guidelines.

Our electronic management program recycles electronic waste and product prototypes, defined as universal waste, through an authorized agency per international guidelines.

Across our supply chain, the highest waste generation occurs in contract manufacturing. As a result, we manage our waste generation by working with our contract manufacturers and Rambus facilities to collect available data and monitor trends for potential improvement goals, in alignment with Rambus' EHSEnMS, as well as waste management plans in place to reduce production waste.

We also continue to track and report our total waste publicly through our annually updated ESG Metrics Report.

WASTE PERFORMANCE INDICATORS

Total Waste Generated (metric tons)

2021: 299.6
2022: 37.5
2023: 42.9

Hazardous Waste (metric tons)

2021: 0
2022: 5.3
2023: 0

Non-Hazardous Waste (metric tons)

2021: 299.6
2022: 32.2
2023: 42.9

Waste Recycled (metric tons)

2021: 81.4
2022: 23.3
2023: 22.4

Percentage of Total Waste Recycled

2021: 27%
2022: 62%
2023: 52%

Waste Intensity (outsourced production)

2021: 0.9
2022: 0.1
2023: 0.1

Hazardous Waste Intensity (outsourced production)

2021: 0
2022: 0
2023: 0

Non-Hazardous Waste Diversion Rate

2021: 30%
2022: 70%
2023: 91%

91% of waste diverted in 2023

Our total amount of waste generated in 2023 was 42.9 metric tons, 52 percent of which was recycled. In addition, we diverted 91 percent of our non-hazardous waste from the landfill – a 203 percent increase from our baseline year of 2021 — with zero non-hazardous or hazardous waste disposed of through incineration. For traditional waste, we look to recycle and compost where this is available in each municipality. As more employees transitioned back to the office after the COVID-19 pandemic, the amount of waste we generated from our facilities increased from the previous year. Our waste levels also decreased from 2021, during which we had temporarily heightened levels of waste while we constructed our new headquarters in San Jose.

Additionally, we decreased our waste levels by including recycling receptacles in our offices and increasing employee awareness of their use.

LOOKING AHEAD

This year, we set waste-specific targets incorporating life cycle and circular economy strategies for 2030 and 2050.

Short-term Target:

- By 2030, achieve zero total waste to landfill and implement circular economy strategies for 60 percent of our contract manufacturing waste streams in partnership with our suppliers.

Long-term Targets:

- By 2050, aim for a 100 percent recycling rate of returned products, intending to recover and reuse all materials from products returned by customers.
- By 2050, achieve zero total waste to landfill and implement circular economy strategies for 100 percent of our manufacturing waste streams in partnership with our suppliers.

To achieve these goals, we plan to design for circularity by conducting a materials journey map(s) or life cycle assessment(s) to identify product components that can be designed for “next use” once reclaimed through a product-takeback program.

In the long term, we will pursue reduction together with our partners by designating zero-waste contract manufacturing sites, conducting a materials journey map(s) to pinpoint waste that can be refined into raw materials for reuse within Rambus’ supply chain or sold to other industries, naming partners for recovered waste outlets and identifying customers for product-takeback program partnerships.

Protection of the Environment, Biodiversity and Restoration of Natural Resources

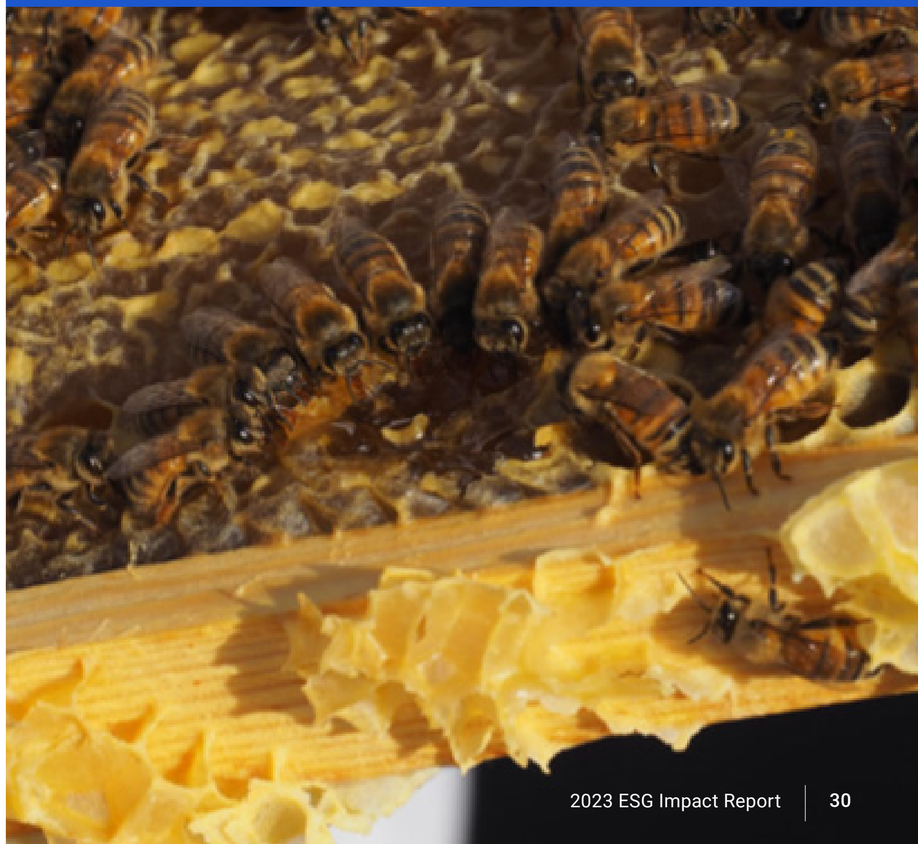
We recognize the importance of our planet's biodiversity. As a result, we are committed to taking measures to prevent or minimize impacts on biodiversity when present by developing a strong approach to monitoring and managing biodiversity-related issues. Our commitment to LEED certification of our locations minimizes possible environmental impacts and takes into consideration land use in our decision-making process.

We have **zero**:

- Operational sites owned, leased, managed in or adjacent to, protected areas and areas of high biodiversity value outside protected areas.
- Significant impacts of activities, products and services on biodiversity.
- The International Union for Conservation of Nature (IUCN) Red List species and national conservation list species with habitats in areas affected by operations.

As the majority of our environmental impact falls within our supply chain, it is important for us to assess the impacts of our products on biodiversity. Our supplier performance measurement system includes biodiversity performance measurements so that we can monitor whether our products manufactured are causing any direct or indirect negative impacts on biodiversity. Our top foundry and Outsourced Semiconductor Assembly and Test (OSAT) suppliers have shown their commitments to ensuring biodiversity by creating eco-friendly corridors around the facilities, a diverse, protected environment for an array of animal and plant species.

Our San Jose headquarters highlights ways we approach biodiversity at our sites. In addition to its LEED Gold certification, the site uses recycled water, is home to native plants, a vegetable garden and a beehive, and lives adjacent to hiking trails nearby. We also make an effort to incorporate local plants and a connection to wildlife on our site.



Product Stewardship

Why It Matters

While we seek to minimize our environmental impact, we strive to maximize our product stewardship and efficiency. In an evolving industry, innovation is key to keep up with changing technology, shortages and environmental changes. Innovative design technology and advanced manufacturing can help curb emissions from both the wafer-processing life cycle and the power consumption of chips while they are in use.

OUR PROGRESS

Since 2021

$156.8M

Invested in R&D

Product and Service Quality

Climate change risks and opportunities influence our product design and services strategy. We recognize the need for Rambus to provide products with lower energy consumption (and therefore lower emissions) for the benefit of our business, our customers and our society. We are committed to pursuing strategies to improve the energy efficiency of our products and reduce the life-cycle emissions. Rambus is exploring various ways to reduce the life-cycle emissions and circularity of our products, from product design to manufacturing processes, and our talented engineers are consistently updating our production processes to increase material efficiency over our product life cycle.

Our products and manufacturing processes incorporate materials including metals, non-metallic minerals, plastics, textiles and more. We measure our product and service quality in terms of their impact by measuring processor energy efficiency improvement. This aims to contribute to our goal of reducing GHG emissions in our supply chain and acting as strong stewards for the environment in our product development and production.

Over the past three years, we have maintained processor energy efficiency at 0.75 watts despite our company's growth in revenue and production. While our products' energy efficiency levels are also tied to customer needs and specifications and vary by industry, our contract manufacturers strive to ensure product efficiency. Many of our customers took a step forward this year with products that outperform their predecessors in terms of energy efficiency, some exceeding energy efficiency ratings by local governments. Some of our customers' end products are also recognized with ecolabels and energy efficiency ratings such as Carbon Trust's "Reducing CO2" label, ENERGY STAR and EPEAT.

As we move forward with our product stewardship plans, we look forward to setting targets to achieve energy efficiency gains in our products.

PRODUCT SAFETY

As a pioneer of industry-leading chips and silicon IP, we strive for our products to enable critical performance improvements for the continued evolution of the data center. To do so, we implemented and maintain a Quality Management System certified to ISO 9001:2015 in our Buffer Chip Division and Security Business Unit. We also perform safety tests and assessments in product design and production processes and conduct staff training and facility maintenance. Quality engineering upholds a stringent framework for nonconformity and corrective action to guarantee the safety of products and employees.

Learn more in our BCMS, TCFD Index and 2022 CDP Climate Change Questionnaire. Our 2023 CDP Climate Change Questionnaire will be published in 2024.

Product Design Process

PLANNING	DESIGN IDEAS	DETAILED DESIGN	TESTING / PROTOTYPE	PRODUCTION & LAUNCH	PRODUCT REVIEW
Consider environmental aspects and life-cycle thinking, align with Rambus policies, conduct environmental analysis, prioritize based on benefits and feasibility	Conduct life-cycle analysis, formulate measurable targets, develop design concepts, meet environmental requirements	Apply design ideas, finalize product. specifications including life-cycle considerations	Verify specifications by testing prototypes, review life-cycle considerations	Publish environmental aspects, best use and disposal of the product	Consider and evaluate experiences, environmental aspects and impacts

Our Product Life Cycle and Design

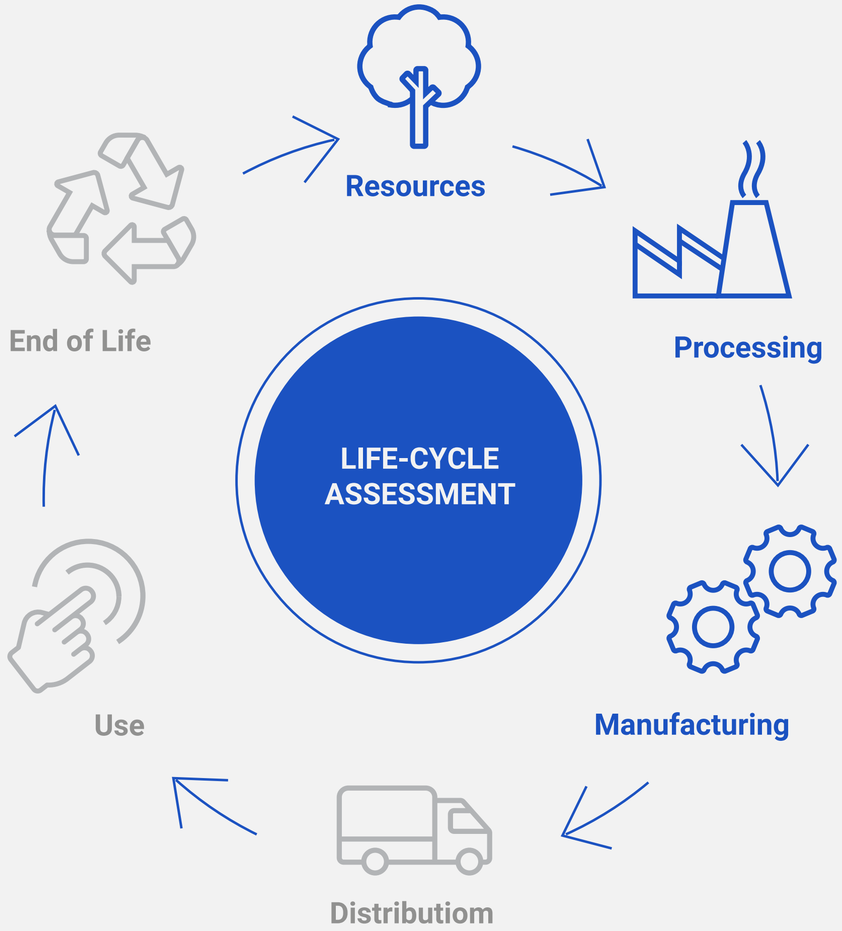
We conduct environmental life-cycle assessments (LCA) on our products as part of our approach to innovation and sustainability. Our life-cycle assessment process follows the guidelines of ISO 14044. We aim to start sharing our formal LCA results within the next two years.

Our products are intermediary products, which means they are used as inputs in the production of other goods before reaching the end consumer. As a result, our LCA will be a "cradle-to-gate" evaluation which will span the phases from raw material extraction to when the product is ready to ship for distribution from the factory gate.

In our LCA, we will identify the inputs and outputs of the manufacturing process so that we can calculate the GHG emissions associated with each material and phase within the cradle-to-gate scope. These LCA findings, in addition to reviewing our suppliers' disclosures, will allow us to explore the energy and water management, material efficiency, climate-related issues and management of substances of concern as well. The majority of our suppliers report on these topics through public disclosures like the Carbon Disclosure Project, the RBA Self-Assessment Questionnaire, other public sources and/or internal audits.

The final products' end of life is guided by our end customers' electronic waste policies, many of which aim for a Zero Waste policy in the coming years. This would mean at least 90 percent of solid waste from data centers is diverted from landfills by target dates.

Phases of Our Life-Cycle Assessment



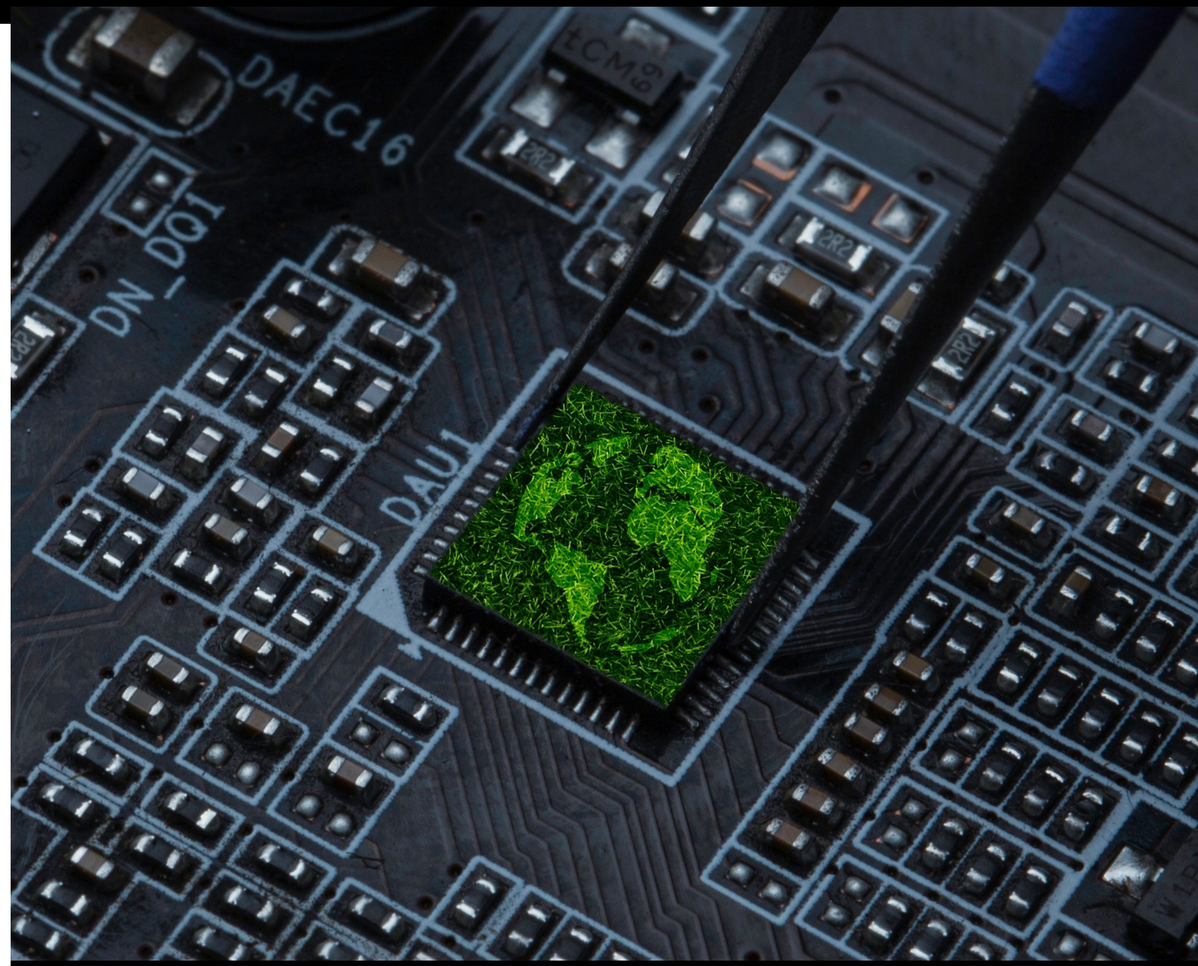
OUR ECO-DESIGN

To work toward a more sustainable future, we use an Environmental Product Stewardship Framework management system based on the principles of ISO 9001 for quality management systems and the principles of ISO 14001, 14006 and 14062 for environmental management systems. Our framework outlines the importance of implementing an eco-design policy in our product design process to reduce adverse environmental impacts throughout the life cycle of our products. Through this framework—and findings from the LCA—we can strategically design for the environment with sustainability in mind throughout the entire life cycle.

As we move forward with our product stewardship plans, we look forward to setting targets to achieve energy efficiency gains in our products. Considering the performance of our products in terms of performance per watt of energy, energy efficiency improvement and ultimately total cost of ownership will meaningfully contribute to Rambus' goals in reducing GHG emissions in our supply chain and acting as strong stewards for the environment in our product development and production.

For us, this means:

- Investing in cutting-edge technology to decrease energy use and maximize performance of our products.
- Continually improving processes related to product design.
- Actively working to reduce the environmental impacts of our products throughout their life cycle, recognizing that shifting environmental impacts from one life cycle to another or one category to another does not result in a net reduction of negative environmental impacts.
- Conducting periodic reviews of product-related environmental objectives.
- Allocating dedicated staff, training and financial resources to eco-design improvements.
- Integrating ISO 14001 certification requirements for our direct suppliers.
- Engaging with our stakeholders directly to create new opportunities throughout the life cycle of our products.



Zero Rambus products contain IEC 62474 declarable substances.

Packaging

Packaging materials are used for the shipping and handling of our products. All Rambus products are shipped in bulk rather than individually wrapped, reducing our total packaging weight. We use material like cardboard, paper, and plastic, some of which is 100 percent recyclable.

While the packaging is managed by outsourced contract manufacturing suppliers, we specify packaging criteria that aims to maximize the percent of recycled and recyclable materials utilized. We strive to reduce the environmental impact of our packaging throughout its lifecycle through our waste management program that aims to meet Zero Waste standards in the coming years. See our Waste Management section for details.

To ensure that packaging materials are meeting our criteria, we measure, record and report data from our top suppliers related to packaging materials.

2023 Packaging Materials Results

Packing Materials:	Average Recycled Material Content	Average Packing Material That Is Recyclable	Annual Usage: Total Weight (lbs)*
Cardboard (Inner & outer boxes)	86%	100%	21,802
Paper (Humidity indicator)	83%	100%	257,524
Wood	0%	0%	0
Plastic (FOSB)	0%	0%	0
Plastic	0%	0%	37,881
Plastic (TRAY)	18%	53%	1,677,408
Plastic (T/R)	0%	0%	151
Metal (Al bag)	0%	0%	36
Others (Specify): Desiccant	0%	0%	19

*Data is inclusive of Rambus' contract manufacturers and was calculated using direct procurement information.

R&D and Innovation

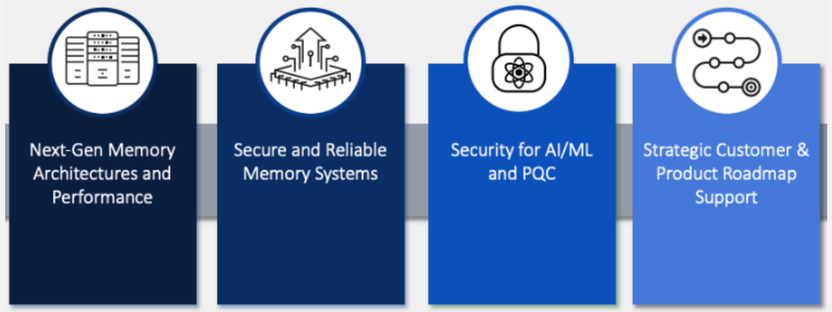
With 33 years of pioneering research and innovation, our research and development (R&D) practices are a fundamental part of making data faster, safer and more sustainable. We actively seek out technology innovation opportunities to ensure our manufacturing processes, materials sourcing and technological advances are environmentally friendly. In 2023, we continued to invest in innovative products that both adapt to industry needs and sustainable long-term practices. As a result, as of December 2023, we had 2,221 patents and 547 patent applications pending in our portfolio as well as a product roadmap expansion. We strove to increase memory bandwidth for greater computing performance in data centers through high-performance memory, high-speed interfaces and hardware security as AI-fueled memory relevance.

R&D INVESTMENT (in millions)

2021: $135.7
2022: $158.8
2023: $156.8

As a result, in 2023 we had more pending publications than ever before, with our total grant and pending publications totaling over 400. This R&D feeds product development. We support our entire value chain in the process as our relevant portfolio was regularly cited by major industry players including Micron Technology, Inc., Samsung Electronics Co., Ltd., Intel Corporation and SK Hynix, Inc.

Our Rambus Labs enable next-generation data centers through innovation and R&D. In 2023, our key focus areas were:



We were also proud to win a GSA Award for the Most Respected Emerging Public Semiconductor Company, which recognizes excellence through innovation and performance in the semiconductor industry.

Supplier Sustainability

Why It Matters

Companies and their suppliers can significantly influence advancing human rights, fair labor practices and environmental progress by working together. Over the last few years, our industry has experienced unprecedented demand for semiconductor technology, requiring a solid supply chain. The link between resilient and responsible supply chains is clear. Consequently, stakeholder expectations for transparency and data-driven results remained a focus in 2023. Together with our supply chain and industry partners, we embrace the opportunity to help drive social and environmental progress in the supply chain.

OUR PROGRESS

95% of Rambus strategic contract manufacturing suppliers have onsite, independent, third-party-validated VAP audits within the last three years.

90% of Rambus strategic contract manufacturing suppliers participate in capacity-building activities.

95% of Rambus strategic contract manufacturing suppliers have publicly shared emission reduction goals.

95% of Rambus strategic contract manufacturing suppliers source renewable energy.

Note: Strategic contract manufacturing suppliers are the suppliers that make up the top 90% of our total direct spend.

Our Approach

As a fabless semiconductor company, our manufacturing operations depend on a carefully selected network of suppliers. We work with a variety of suppliers that are local, international and/or owned by underrepresented minorities. With these partners, we aim to advance supply chain resilience, respect for human rights and environmental sustainability. We take a partnership approach with our suppliers to promote continuous improvement and drive positive change across our value chain.

We follow a comprehensive management plan for sustainable procurement. We outline our approach in our Sustainable Procurement Guidance, which is based on ISO 20400. Our Supply Chain Responsibility program encompasses sourcing raw materials and the manufacturing of our products by suppliers located in Asia and the United States.

In addition, we are a regular member of the Responsible Business Alliance. We also collaborate with other industry groups, peers, suppliers and other stakeholders to make supply chains across the industry ethical and sustainable.

In order to source products responsibly, we follow our 10 principles of sustainable procurement.

10 PRINCIPLES OF SUSTAINABLE PROCUREMENT AT RAMBUS

ACCOUNTABILITY	We are accountable for our impacts on society, the economy and the environment, especially those on the supply chain, with a life-cycle perspective on goods and services.
TRANSPARENCY	We are transparent in decisions and activities that impact our environment, society and the economy. We have an open dialogue and collaboration with our stakeholders.
ETHICAL BEHAVIOR	Rambus employees behave ethically and promote ethical behavior in our supply chain.
FULL & FAIR OPPORTUNITY	We avoid bias and prejudice in all decision making and give suppliers of all sizes an opportunity to compete.
RESPECT FOR STAKEHOLDER INTEREST	We respect, consider and respond to the interests of stakeholders impacted by procurement activities.
RESPECT FOR THE RULE OF LAW	Suppliers abide by all applicable laws and Rambus audits suppliers to verify compliance.
RESPECT FOR HUMAN RIGHTS	We respect internationally recognized human rights in our supply chain.
INTEGRATION	We believe sustainablity is an integral part of busines and aim to maximize sustainable outcomes through procurement practices.
ANALYSIS OF ALL COSTS	We consider cost incurred over the life cycle, and benefits and costs for society, the envrironment and the economy in our procurement practices.
CONTINUAL IMPROVEMENT	We work to continually improve our sustainability practices and outcomes.

Supplier Expectations

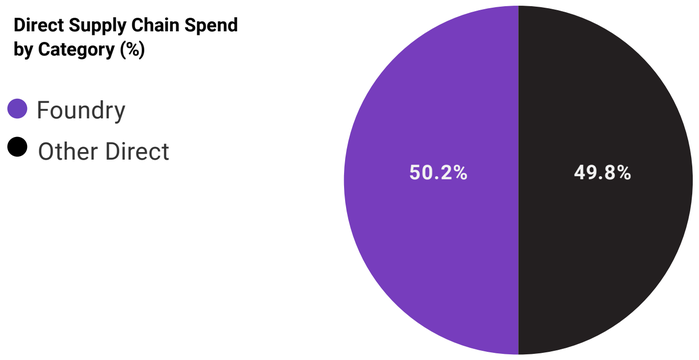
We hold ourselves to high ethical standards and expect our suppliers to do the same. We expect all of our suppliers to adhere to our Vendor Code of Conduct, which is based upon the Responsible Business Alliance Code of Conduct, and all national and local laws and regulations, to the extent they are applicable to the vendor's business. This code outlines our standards for labor, health and safety, environment, ethics and management systems. The Rambus Code of Business Conduct and Ethics outlines our expectations for our ethical conduct and these standards extend to our business partners. We further expect that each supplier will, in turn, communicate to their suppliers the same expectations and implement reasonable mechanisms to monitor compliance.

We share our expectations and relevant resources with our manufacturing suppliers through our regularly scheduled business reviews. Our standard contractual terms and conditions for the procurement of goods and services require conformance to applicable laws and regulations, and we reinforce our expectations regarding responsible social, ethical and environmental conduct. Training is made available to suppliers through the RBA's e-Learning Academy. Topics cover social and environmental issues and may be assigned to suppliers based on knowledge gaps that we have identified.

SUPPLY CHAIN SPEND

Our value chain starts with the design process. Our wafer-foundry suppliers source raw materials and create a silicon wafer. The wafer is fabricated into chips, assembled into a package, tested and shipped as a semiconductor ready to be used by our customers. Approximately 49.8 percent of our supplier spend is with foundries that supply these wafers. Another 50.2 percent of our spend is with suppliers that provide a range of services and inputs needed to create our products. This concentration of supplier spend allows us to take a long-term approach with key suppliers, which is paramount to our success.

Direct Supply Chain Spend by Category (%)



Policies & Guidelines

- Rambus Human Rights Policy
- Rambus Vendor Code of Conduct
- Modern Slavery Statement
- Conflict Minerals Policy
- Code of Business Conduct and Ethics

LOOKING FORWARD:

In 2022, we set specific targets for suppliers as we strive to consistently become more sustainable as a value chain – together.

Short-term Targets:

- By 2025, 100 percent of Rambus strategic contract manufacturing suppliers will have third-party-validated VAP audits.
- By 2025, 100 percent of Rambus strategic contract manufacturing suppliers will participate in capacity-building activities.
- By 2025, 100 percent of Rambus strategic contract manufacturing suppliers will have publicly shared emission reduction goals.

As of 2023, we are on track to hit all of these goals.

RISK ASSESSMENT AND SUPPLIER AUDITS

We take a risk-based approach to managing our supply chain. We annually conduct a supply chain risk analysis through a third-party software to gain deeper insights into inherent geographical risks related to labor, health and safety, environment, business ethics and management systems. In accordance with our Vendor Code of Conduct, we aim for all suppliers to establish a process to monitor and identify the legal compliance, environmental, health and safety, labor practice and ethics risks, including the risks of severe human rights and environmental impacts, associated with their operations. To ensure their accountability, we also promote written performance objectives, targets and implementation plans to improve their social, environmental and health and safety performance, including a periodic assessment of their performance in achieving those objectives.

In 2023, 100 percent of our foundry and contract manufacturing suppliers submitted the RBA Self-Assessment Questionnaire, which yields a risk-level rating. We are pleased to share that all of our suppliers received a Low-Risk Rating in 2023.

Based on the risk analysis and SAQ rating, we assign risk assessment tools and prioritize suppliers within our audit program. We may require an RBA Validated Assessment Program (VAP) onsite audit to learn more about a supplier's practices. Suppliers identified as presenting a high risk of forced labor may be required to submit a specialized assessment designed to identify the risk of forced labor at the employment site. In 2023, audits took place across Greater China, South Korea and the United States across environmental and social topics including labor and ethics and health, safety and environmental management. The average initial RBA VAP audit score for Rambus suppliers in 2023 outperformed the overall RBA average over the same period, demonstrating their high standards.

See our Appendix for data on supplier non-conformance by type and region in 2023 and corrective actions to mitigate environmental non-conformance.

In 2023, there were zero incidents of non-conformance related to freely chosen employment, child workers and freedom of association across all regions.

ACCOUNTABILITY

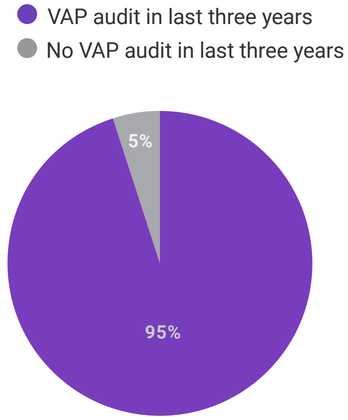
We use scorecards to hold suppliers accountable for their performance against Rambus supply-chain-responsibility expectations. Rambus employees from the procurement and corporate responsibility teams participate in supplier business reviews which include a discussion on the scorecard. Performance metrics include:

- Social and environmental commitment and management
- RBA audit performance
- Timely closure of non-conformances, if any
- Environmental management and performance

REMEDIATION

We track audit findings, including non-conformances with social and environmental expectations, from the release of the audit report through the auditor's closure report. If warranted, suppliers are required to create a corrective action plan (CAP) and submit it to Rambus per the deadlines and requirements informed by the RBA VAP protocol, including onsite third-party closure audits. If priority non-conformances are found across social, environmental or any other expectations, the process is for Rambus to contact the supplier and request details on the actions the site is implementing to immediately address the non-conformance prior to creating the longer-term corrective action plan. Depending on the severity of the issue, discussions may be elevated for a more in-depth conversation between company executives. Regardless, if a supplier is not following the RBA corrective action plan closure timeline, Rambus executives will be informed for appropriate action.

Strategic Supplier Third-Party VAP Audits



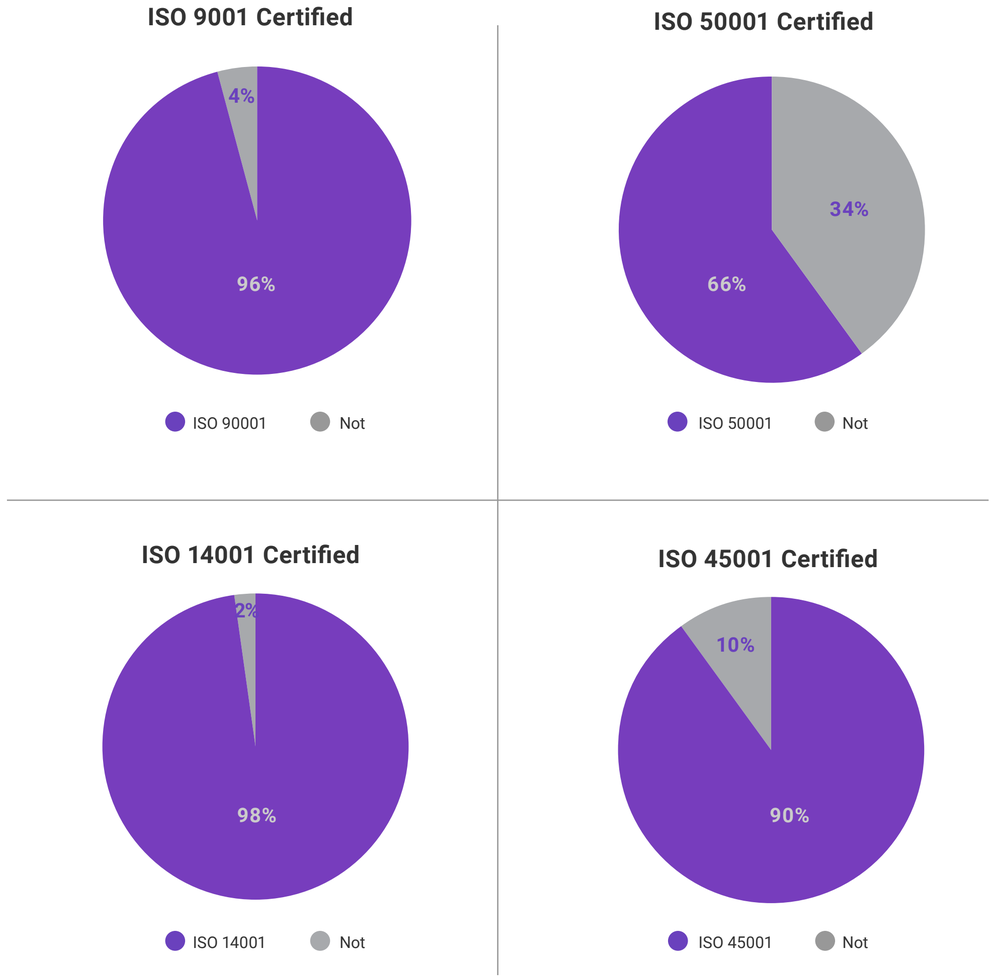
CASE STUDY

Our Pioneering Partners

We are proud to partner with companies that strive for sustainable practices so that we can work toward a more sustainable value chain together. Our key supplier is well known as a pioneer in green manufacturing. The Dow Jones Sustainability Index has recognized the Company for 22 consecutive years, and it receives best-in-class sustainability ratings from FTSE4Good, MSCI, CDP and others. By choosing to partner with leading suppliers like this company and by maintaining oversight across our supply chain, we strive to ensure our supply chain is built with consideration for our impact on society and the environment.

Similar to the majority of our suppliers, this supplier is ISO certified across 9001, 12001, 45001 and 50001.

Supplier ISO Certification (by percent of direct spend)



Respecting Human Rights

The Rambus and RBA codes are both informed by and aligned with international norms and standards including the United Nations Universal Declaration of Human Rights (UDHR), the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, the United Nations Guiding Principles on Business and Human Rights (UNGPs) and the Organisation for Economic Co-operation (OECD) Guidelines for Multinational Enterprises.

These codes establish standards to ensure that working conditions in the electronics industry and its supply chains are safe, that workers are treated with respect and dignity, and that business operations are environmentally responsible and conducted ethically. Our code also reflects the values set forth in the Rambus Human Rights Policy, which has been updated to reflect our commitment to the UNGPs.

ASSESSING IMPACT AND OPPORTUNITIES

The Rambus corporate responsibility and procurement teams are responsible for establishing and coordinating the policies, programs and processes governing our approach to human rights. Our efforts to identify human rights risks and impacts, if they occur, include a thoughtful selection of Rambus suppliers and due diligence within our supply chain. Through assessments of manufacturing suppliers, we have identified working hours and health and safety as salient human rights risks.

Unfortunately, in the electronics supply chain, some workers are at risk of conditions that contribute to forced labor including recruitment fees, unethical recruitment practices and a lack of transparency about their actual working conditions. Migrants and other vulnerable workers are particularly at risk.

We require suppliers to commit to freely chosen employment and monitor risks that could lead to forced labor conditions. Our Vendor Code of Conduct includes a standard on freely chosen labor, including prohibiting workers from paying recruitment fees. Supply chain due diligence is an ongoing process. We continuously work toward preventing, detecting and remediating forced labor, if found in our supply chain.

HEALTH AND SAFETY FOR WORKERS

We value the health and safety of workers in our supply chain. We utilize RBA audits to identify health and safety code violations, which most often relate to emergency preparedness. Like in our own operations, we prohibit our suppliers from any forced or child labor, discrimination or inhuman treatment, and require freedom of association and collective bargaining as well as compensation paid to workers in conformance with applicable laws.

Environmental Sustainability

We are steadfast in our commitment to environmental sustainability, and that includes working with our manufacturing suppliers to evaluate and continuously improve performance. Given the amount of energy and water needed in the wafer-fabricating process, silicon wafer manufacturing represents the bulk of our environmental footprint in our supply chain. We have set 2025 performance metrics for our wafer-foundry suppliers, and track progress each quarter. In addition, we track water use, energy use, greenhouse gas emissions and waste across 89 percent (by spend) of our manufacturing suppliers.

We onboarded our top direct suppliers to the Carbon Disclosure Project supplier platform and will begin to collect more detailed, granular data from these suppliers. On an annual basis, we will monitor, assess and provide continuous improvement mechanisms and take corrective actions with suppliers. This process will also assist in the selection of new suppliers and actively communicate the results of annual assessments to decision makers and internal stakeholders. We will benchmark our work in this area against leaders in our field using RBA's standards for excellence.

Our suppliers also consistently report according to international environmental standards. For example, the majority of our suppliers' CDP Climate scores ranged between an A and a B in 2023.

Environmental Declaration of Compliance:

We are committed to a clean environment and the health and safety of our communities. We make the following efforts to ensure that our products do not contain the chemical substances listed in the various global regulations and directives. As a 100 percent fabless semiconductor company, we rely on our suppliers who manufacture our products to disclose any presence of these regulated chemical substances and ensure if present they do not exceed restricted thresholds. We have not tested products to verify the statements made by suppliers.

Global Regulations, Directives and Restrictions:

- EU Regulation 1907/2006 (REACH): Registration, Evaluation , Authorisation and Restriction of Chemicals
- EU Directive 2011/65/EU (RoHS 2): Restriction of Hazardous Substances in Electrical and Electronic Equipment
- UN Treaty: Stockholm Convention on Persistent Organic Pollutants, including perfluorooctanoic acid (PFOS)
- JS709B: Definition of "low halogen" for electronic products
- IEC 61249-2-21: Reinforced base materials, clad and unclad – Non-halogenated epoxide woven e-glass-reinforced laminated sheets of defined flammability (vertical burning test), copper clad; the limits a material must meet to be considered halogen-free.
- California Proposition 65: Safe Drinking Water and Toxic Enforcement Act of 1986
- 15 US Code 2605(a) Section 6(a) of the US EPA Toxic Substances Control Act (TSCA): regulating the manufacture (including import), processing, distribution in commerce, use, or disposal of certain chemical substances and mixtures.

Over 95% of Rambus strategic contract manufacturing suppliers (by spend) have publicly shared emission-reduction goals and source renewable energy.

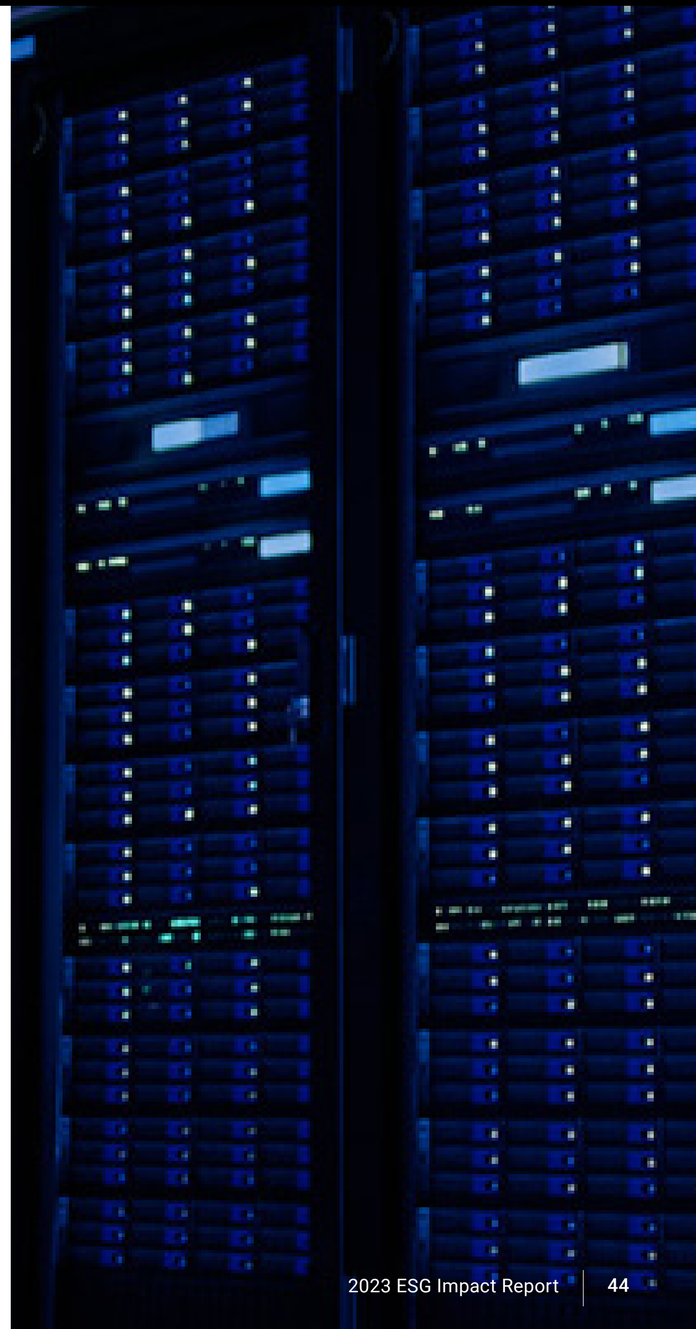
Responsible Minerals Sourcing

Our commitment to socially and environmentally responsible sourcing extends to the materials used by our diverse ecosystem of suppliers and is articulated in our Conflict Minerals Policy.

We work with our suppliers and our industry through the Responsible Mineral Initiative (RMI) to ensure the responsible sourcing of raw minerals, focusing on those from conflict-affected and high-risk areas. The RMI is a central actor that helps members advance responsible mineral sourcing by promoting common tools, assessments and training for the electronics industry and beyond. We encourage our suppliers to utilize RMI tools and best practices to ensure industry alignment across the value chain.

We are committed to the responsible sourcing of minerals used in our products. Tin, tantalum, tungsten and gold (3TG), defined as conflict minerals under law, are used in consumer goods and are integral to electronic products. The mining, sale and use of minerals from conflict-affected and high-risk areas, including the Democratic Republic of the Congo and adjoining countries, have been associated with negative social and environmental impacts.

Rambus' efforts to break the link between the minerals trade and conflict in the Democratic Republic of the Congo began in 2008. Through industry initiatives and collaboration with our supply chain, we support the responsible sourcing of minerals from conflict-affected and high-risk areas. Our view and insight into the minerals supply chain have developed beyond 3TG to include cobalt and mica. As we learn more about potential social and environmental impacts, we continue to assess our supply chain and prioritized minerals for additional due diligence.



Our People

Why It Matters

Diverse work environments create room for different perspectives, promote novel ways of thinking, enhance problem solving and spur innovation. Our Diversity, Equity and Inclusion (DEI) Program is especially critical in the technology industry as they are proven to drive higher retention rates, customer satisfaction and creativity. However, the technology industry has been historically slow to include diverse talent from different genders, cultures and backgrounds. As the semiconductor industry grows, it is more important than ever to overcome talent gaps by welcoming people with different backgrounds, perspectives and insights.

Great Place To Work. Certified JAN 2023–JAN 2024 USA

Great Place To Work. Certified FEB 2023 – FEB 2024 INDIA

Great Place To Work. Certified FEB 2023 - FEB 2024 CANADA

Great Place To Work. Certified JAN 2023-JAN 2024 BGR

Great Place To Work. Certified JAN 2023–JAN 2024 NL

Great Place To Work. Certified JAN 2023 - JAN 2024 FRANCE

Great Place To Work. Certified FEB 2023–FEB 2024 CHN

OUR PROGRESS

17% Women in Management

Since 2021

100% Employee Completion of DEI Training Module

Since 2021

Diversity, Equity and Inclusion

As innovators, we seek the best and the brightest people from all backgrounds and believe that a diverse, supported workforce can enhance our innovation as a top-tier semiconductor solutions company.

We are committed to creating and maintaining a welcoming, inclusive workplace that is safe and free from discrimination or harassment. We want to ensure that each individual working at Rambus is treated with respect, dignity and as a valued member of our team. Our Code of Business Conduct and Ethics highlights this commitment.

Our CEO and management team are committed to bringing this idea to life as they oversee the implementation of our DEI strategy. Our DEI Committee implements measures to promote equal opportunities and diversity by removing barriers.

The Chief Human Resources Officer provides direction for the DEI Committee. This cross-functional team works to understand key DEI issues at play in our business and industry and to devise a strategy of best-practice initiatives. The resulting four-pillar strategy focuses on education, hiring, retention and community outreach. We are working to establish measurable, time-bound goals around each pillar.

1. Education to Improve Diversity Awareness

We encourage employees to practice awareness, inclusivity and respect through training programs driven by the DEI Committee. All employees are required to complete diversity and inclusion training modules, with completion monitored and confirmed by human resources. Our HR team also raises awareness through ongoing communication, workshops and online materials.

Our diversity and inclusion training modules were launched in April 2021, targeting 100 percent completion for core modules. In 2023, we achieved our goal with 100 percent of Rambus team members completing this mandatory training.

Rambus had a goal of increasing female employees to 18% of our workforce and 7% of combined underrepresented minorities (ex: Hispanic, African-American, and two or more races) in 2023.

58% of our employees are considered diverse (of a minority or vulnerable group).

2. Hiring to Increase Underrepresented Groups

We closely monitor diversity rates within our organization and set time-bound goals to improve the representation of underrepresented candidates through a hiring process that seeks out qualified candidates from all backgrounds and reduces bias in the process.

To help achieve our goal, we encouraged and incentivized employee referrals and conscious hiring of qualified candidates from underrepresented groups. We augmented our talent pipeline by adjusting our Employee Referral Program (ERP) when needed to incentivize employees to help create a diverse talent pipeline. To eliminate potential bias, we used technology platforms to create impartial job descriptions and postings that are fair and equitable for all. Beginning in 2022, we developed all Rambus job descriptions using this technology. In addition, we actively partner with key recruitment sites to share job postings with a more diverse candidate pool.

To cast a broader net, we also list job postings with diverse professional organizations such as The National Society of Black Engineers, the Society of Hispanic Engineers, the National Society of Black Engineers and the Institute of Electrical and Electronics Engineers.

3. Developing and Retaining Diverse Talent

We seek and engage diverse employees through mentorship and training programs. Through the Business Continuity Management System and many other channels, we regularly seek feedback from our employees, evaluate and improve employee satisfaction as well as ensure training programs are in place to develop and maintain our talent pipeline. We value our differences and have developed tools to encourage inclusion for employees from underrepresented groups. For example, we invest in developing and retaining female employees through initiatives such as sponsoring participation in female professional associations like the Global Semiconductor Alliance's Women's Leadership Initiative quarterly, which generates internal and external recognition. We regularly review pay equity to ensure employees with similar job functions are paid comparably regardless of their gender, race, ethnicity or other statuses.

4. Community Outreach

At Rambus, we strive to support our local communities by partnering and volunteering with philanthropic organizations. Our focus is on elevating underprivileged and minority groups through STEM education, basic human needs and equitable opportunities in alignment with the CHIPS and Science Act.

Our employee retention rate in 2023 was 81%.

TRAINING

We systematically approach training needs to develop skills and knowledge by identifying content and timing intervals between module updates for all Rambus employees. Our Human Resources Business Partners (HRBP) review and report on all mandatory training content monthly and annually within respective regions to evaluate the training programs after they have been completed. Our annual mandatory trainings are renewed based on date of hire or completion to ensure all employees are up to date.

On average, each employee received five hours and 54 minutes of trainings. We met our goal of 100 percent employee completion of our DEI training module.

WORKING TOWARD GENDER EQUALITY IN MANAGEMENT

Gender representation has long been an issue of concern across the semiconductor industry and is a focus at Rambus as well. In 2023, three female employees were promoted to executive management level, reporting directly to Rambus' Chief Executive Officer. Since 2021, the percentage of women in management positions at Rambus increased from 15 percent to 17 percent. As a result, to meet our goal of 18 percent women in management, improving gender diversity through hiring and retention practices is a fundamental part of our DEI strategy. Our DEI Committee creates multiple professional development offerings and opportunities specifically for women at Rambus. In 2022, we introduced our first Employee Resource Group (ERG), Women in Action, which is centered around fostering gender representation at Rambus and in the industry. We encourage our women professionals to participate in this internal group and to hold leadership positions in professional associations that can cultivate rewarding relationships and provide leadership development opportunities. We encourage each business unit to provide mentoring and training opportunities aimed at preparing women for upper management positions.

Proportional Representation of Women in Management*

	2021	2022	2023
Percentage of women in management positions	15%	16%	17%
Percentage of women in the overall workforce	20%	17%	16%

Gender Parity in the Executive Management Team*

	2021	2022	2023
Percentage of women on our Board	33%	33%	29%
Percentage of the executive management team who are women	7%	13%	22%

*Metrics as of December 31, 2023.

In 2023, we supported two diversity initiatives: our DEI Committee and Women in Action. Women in Action, an employee resource group, also supported gender diversity at Rambus by planning and hosting an event for International Women's Day, hosting quarterly meetings for the Global Semiconductor Alliance Women's Leadership Initiative and attended the California Conference for Women.

PAY EQUITY

We are committed to providing equal pay for equal work. To achieve our goal, we periodically review our pay practices and publicly share the results. This transparency holds us accountable to our stakeholders and contributes to change. While our ratio of remuneration between women and men has improved since 2022, we know we have work to do to improve pay equity. We are striving to do so by increasing the number of women in management positions and by using our Equity Pay Policy to increase awareness and advocacy around pay equity, aid negotiation skills for women and increase corporate diversity and inclusion initiatives.

Ratio of Base Salary and Remuneration of Women:Men

	2021	2022	2023
Ratio of Base Salary	0.93:1 93%	0.98:1 98%	0.94:1 94%
Ratio of Remuneration	0.78:1 78%	0.77:1 77%	0.82:1 82%

EQUAL OPPORTUNITY

We support and are committed to the principle of Equal Employment Opportunity. In all employment processes, including recruiting, hiring, developing and promoting employees, we make decisions based on job qualifications and merit and not on other factors, as outlined in our Code of Business Conduct and Ethics. Everyone should be permitted to work in a business-like atmosphere that promotes equal employment opportunities and prohibits discriminatory practices, including harassment.

Our Workforce

Our employees have been the force behind our technology and will continue to be the future of innovation. As a result, we support our employees' professional development, health, safety, wellness and growth. Our holistic framework for employee well-being guides our approach to management, leadership development, and safety.

We strive to provide a culture that fosters innovation and allows out-of-the-box thinking. Goal setting and employee communication are key elements to our success. The Rambus Employee and Career Hub (REACH) allows employees and their managers to use an online tool for semiannual assessments and annual goal-setting processes. Moving to a sophisticated online platform allows employees to have open and regular communications with their leadership, assisted by a readily available tool to track progress throughout the year.

PROFESSIONAL DEVELOPMENT

Through our innovative leadership development program, we identify employees within the Company who demonstrate leadership traits essential to the success of the Company and provide opportunities for those individuals to build skills to thrive. Additionally, our leadership development program brings together management team members with employees in each region, on a quarterly basis, to ensure our employees have access to key executive leaders at the Company. Through this program, executives share their perspectives, lessons learned and personal insights that are important to how they thrive at Rambus. They also share with employees new and interesting projects at Rambus and host an open forum for questions that range from personal to professional. These conversations keep an open line of communication and encourage learning and development across the organization.

We care about what our employees think about their experience at Rambus, so we conduct employee engagement surveys on a biannual basis with pulse surveys on alternate years to ensure ongoing alignment between staff, management and company culture.

For our formal employee engagement surveys, we use an independent third-party process and consistently receive positive feedback from these surveys. We use the survey results to better understand what our employees want.

We are especially proud of the results from latest employee engagement survey conducted through the independent global Great Place to Work program. Our global overall survey score was 83 percent with 87 percent of our employees answering affirmatively to the statement "Rambus is a Great Place to Work." Due to the strength of our scores, we achieved certification badges for our operations in the Netherlands, France, Bulgaria, the U.S., Canada, Taiwan and India for 2023.

OUR VALUES

PEOPLE FIRST
People are the foundation of our company, and we strive to create an inspiring environment and supportive culture where everyone can excel.

PIONEERS
Our innovative and entrepreneurial spirit drives us to develop new products and technologies that move the industry forward.

AGILE
We are decisive and move with exceptional velocity to meet critical industry needs and support customer successes.

COMMITED TO EXCELLENCE
We take great pride in our work, act with integrity and are committed to exceptional quality and best-in-class execution.

CUSTOMER FOCUSED
We work collaboratively with our partners and utilize diverse problem-solving methods that accelerate our ability to deliver on time, every time.

Rambus addresses employee wellness holistically through our Eight Elements of Wellness framework, which considers all areas of an employee's life and work: physical, environmental, emotional, intellectual, financial, occupational, social and cultural. We communicate regularly with our employees and teams to help them thrive across each of these dimensions. Our human resources team provides information, services and activities involving each of the elements of wellness throughout the year.

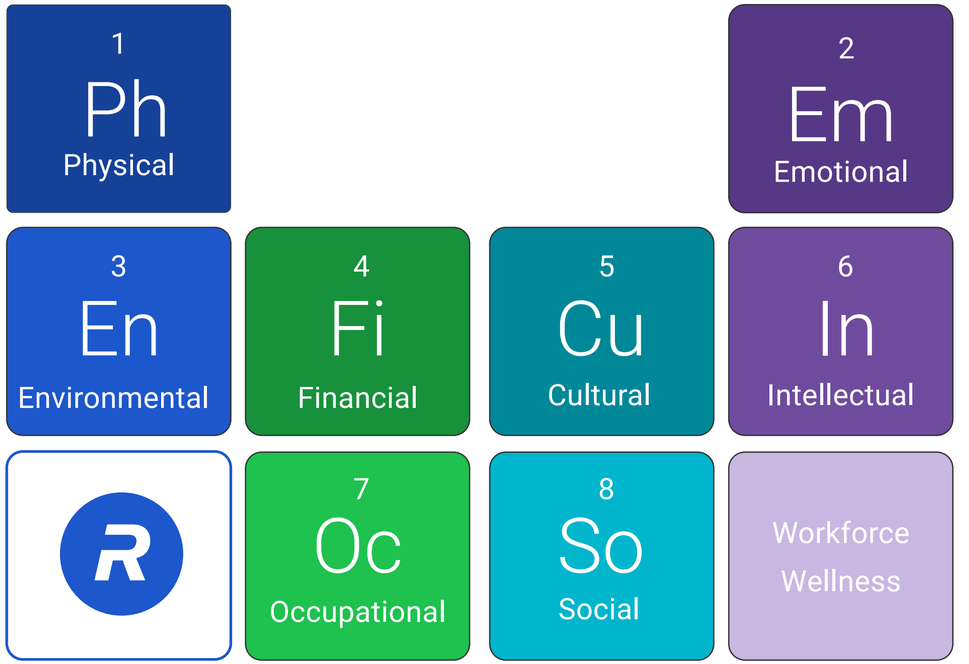
SUPPORTING OUR EMPLOYEES

We know caring for our employees' health is a direct investment in our success, allowing our employees to focus on holistic well-being at work and at home. In January 2021, we rolled out the global Work Place Options Employee Assistance Program (EAP) to help all employees be more successful at managing their responsibilities at home and at work. Our EAP supports our employees and their family members by offering services and referrals to aid their own personal mental, physical and emotional well-being, and provide information on issues such as child care, elder care, legal and financial resources and daily living support. Employees also have access to a wealth of online resources.

PROFESSIONAL DEVELOPMENT

Based on a culture of growth of innovation, one way we invest in our future is by investing in our employees' training and development. Each of our employees receives an average of five hours and 54 minutes of training per year as well as biannual performance and career development reviews. Our employees can also get support on upgrading their skills by goal setting with managers in reviews.

THE RAMBUS 8 ELEMENTS OF WELLNESS



1 Ph Physical — Physical wellness is recognizing the need for physical activity, healthy foods and sleep

2 Em Emotional — Emotional wellness is the ability to cope effectively with life and create satisfying relationships

3 En Environmental — Environmental wellness is occupying pleasant, stimulating surroundings that support well-being

4 Fi Financial — Financial wellness is satisfaction and comfort with current and future fiscal situations

5 Cu Cultural — Cultural wellness is valuing diversity in the community and respecting other individuals

6 In Intellectual — Intellectual wellness is recognizing one's creative abilities and expanding knowledge and skills

7 Oc Occupational — Occupational wellness is gaining personal satisfaction and enrichment from one's work

8 So Social — Social wellness is a sense of connection, belonging and a well-developed support system

MENTAL HEALTH AT RAMBUS

Mental health in particular is a rising concern across the country. We strive to support our employees' mental health with a variety of tools. In addition to our formal EAP and wellness values, in 2023, we took measures to prevent and address mental health problems by promoting mental health awareness and alleviation through our online wellness platform. Employees have immediate access to guided mindfulness, meditation and breathwork programs to help overcome anxiety, self-doubt, difficult emotions and challenges—including workplace stress management. These exercises can also help boost concentration and productivity.

Alongside this online platform, we promote mental health awareness and reduce mental health stigmas through internal communication channels and incentives for employees to engage in mental and physical health challenges. We also offer trainings for all employees, including managers, on mental health risks in the workplace. Our flexible work plan also offers employees the opportunity to manage their workload in a way that best suits their health needs.

In addition, we create spaces that contribute to mental health benefits by providing employees in our offices access to natural light, a dedicated quiet room, common break areas, access to an exercise room and fitness facility and more. Rambus insurance plans include psychological support for employees as well. For those who need to take time away from work to support their mental health, we offer return-to-work programs for their transition back to the workforce.

We also evaluate the mental, physical and emotional health of our employees through surveys such as those offered through Fitwel and Great Place to Work, internal pulse surveys, and regular check-ins with managers.

WORK-LIFE BALANCE

Finding the balance between life at work and outside of work can be nuanced and personal. We are committed to helping our employees strike the balance that works for them. We respect the family responsibilities of our employees by providing reasonable working hours, parental leave and, when possible, child care and other facilities that can help workers achieve a proper work-life balance. We also offer a variety of options to personalize the experience for each employee, as described below.

FLEXIBLE WORK OPTIONS

Through the Rambus Global Flexible Work Program, we offer flexible work schedules as part of our commitment to curating a safe, healthy and rewarding experience with Rambus. Work styles vary based on team makeup and responsibilities. Employees are encouraged to talk with their manager to identify what arrangement works best for their needs, desires and work requirements.

This program offers ultimate flexibility for employees to design their schedules to focus on well-being at work and at home. Hybrid or "flex" work is the default workstyle for employees who have not been assigned any other workstyle designation unless local labor law mandates otherwise. Flexible time includes remote work, flexitime, compressed work weeks, time banking and the flexibility to choose from various part-time working hours. For employees interested in the Rambus Global Flexible Work Program, the three workplace designations include:

- **Resident Worker**: Expected to work at least four days of the week in their Rambus facility, with some roles requiring 100 percent work time in their local Rambus office.
- **Flex Worker**: Expected to work one to three days of the week in their Rambus facility or serviced office with the option to increase time in the office as desired and needed. Flex work is also known as "hybrid" or "telecommuting" work.
- **Remote Worker**: Not expected to work at a Rambus facility.

We also offer a global, quarterly employee-appreciation day in which all Rambus employees receive the same paid day off. The goal is to show appreciation for our employees and provide additional time to focus on family and friends by providing a day for staff around the world to fully disconnect from work and come back to minimal notifications and new emails. The date is announced each quarter at our all-hands staff event.

LEAVE OF ABSENCE

As detailed in our regional policies and U.S. Leave of Absence Policy, we provide leaves of absence for our employees, including but not limited to dependent, medical, pregnancy, family medical, organ/bone marrow donor, worker's compensation, military, educational and personal leave. As a global company, we embrace the concept of considering local regulations and practices with policies varying regionally. As a result, the duration of dependent and parental leave is consistent with local regulatory requirements. We also have local policies like our Netherlands Family Friendly Policy, U.S. Flexible Time Off and India Employee Time Off Policy which details maternity, paternity, parental, short- and long-term leave for specific regions.

EMPLOYEE BENEFITS

We demonstrate our commitment to employee wellness by providing highly competitive benefits that are designed around our employee demographics. These benefit programs include but are not limited to those shown below. See our Careers page for more detail.

Rambus provides a comprehensive suite of benefits, including:

- **Competitive Compensation:** Including stock awards (in certain countries).
- **Time Off:** Employees can take time off in adherence to local policies, guidelines and laws.
- **Comprehensive Health Coverage**: Health, dental and vision, life, accident and disability and other coverage to maximize employee well-being.
- **Family Forming Benefits**: Assistance with pregnancy, surrogacy and adoption.
- **Pension Plans and Other Retirement Incentives**: Rambus matches contributions to our 401(k) Retirement Savings Plan in the U.S. at $0.50 on each $1.00 on the first 6 percent of employee deferrals. Pension programs are offered in our other regions.
- **Employee Stock Purchase Plan**: Employees in the U.S. and India may purchase stock directly from Rambus at a discount. Employees can set aside up to 15 percent of their regular salary through payroll deductions to purchase Rambus stock.
- **Employee Assistance Program**: 24/7 confidential and convenient access to professional counseling and work/life services to help employees and their families. Employees can access six counseling sessions per issue, per year. Counselors are available in-person, over the phone and via chat.
- **Dependent Care: Referrals and support available through the EAP**. U.S. employees may take advantage of the Dependent Care Flexible Spending Account (FSA) which allows the use of tax-exempt funds for child care expenses and qualifying dependent adults.
- **Elder Care**: Rambus' Elder Care Program provides assistance to U.S. employees with their Elder Care navigation needs.
- **Commute**: Carpools, transit and parking options.
- **Spot Bonus Program:** Ad hoc cash incentives and recognition to employees (full and part time) for meaningful contributions.
- **Tuition Reimbursement**: For eligible courses taken from an accredited college, university, or vocational school.

HEALTHY WORKPLACES

For those in our offices, we also strive to make our buildings safe and accessible for all. In 2023, we worked with Fitwel to conduct an evidence-based assessment of our buildings across the indoor and outdoor environment, building access, location, water supply and more. As a result of our evaluation process, in 2024 we officially received a 3-star Fitwel certification in our San Jose, California headquarters and a 2-star Fitwel certification in our Bangalore, India office.

"Exceptional work environment."

– Rambus employee, 2023 survey

Workplace Health and Safety

Our commitment to our employees begins with their safety. We strive to create a physical work environment that is safe, comfortable and conducive to the activities being performed. Our executive management team is ultimately responsible for providing a safe, healthful and environmentally responsible workplace. Our Environmental, Health and Safety program is implemented by the Rambus Senior Director of Global Workplace with support from our EHS Council, which is comprised of regional EHS champions who promote excellence and strong communications locally.

We have an EHS Policy that outlines our expectations for employees, suppliers and contractors to integrate and continually improve our Environmental, Health, Safety and Energy Management System. This policy is supported and implemented through our EHS management framework, which is based on the principles of ISO 14001, ISO 45001 and ISO 50001.

In order to consistently meet ever-changing standards of excellence, our program administrator annually reviews this program to ensure that it reflects current Rambus EHS policies and practices, complements management responsibilities, and incorporates any relevant changes in facilities, processes and personnel.

Rambus maintains a formal system for continuing inspection, training, medical accident or injury, and industrial hygiene and employee exposure records.

INJURY PREVENTION

Our EHSEnMS is furthered supported by additional policies and statements which address various aspects of employee safety in the workplace. An important part of a safety program is preventing injuries from occurring in the first place. We are developing a formal Illness and Injury Prevention Program as well as an Ergonomics Program to promote employee wellness and decrease the number and severity of work-related musculoskeletal disorders.

EMERGENCY RESPONSE

To protect employees, contractors, visitors and the environment, we have developed a Health and Safety Program for Emergency Action and Fire Prevention which aims to ensure that Rambus and our employees are prepared to rapidly and appropriately respond to emergency situations. This program assigns roles and responsibilities and describes procedures for managing emergency incidents, as well as addresses issues related to fire prevention. This program has been developed based on the requirements of the California Division of Industrial Relations, Occupational Safety and Health Administration (Cal/OSHA). We apply this program globally.

We also maintain a Health and Safety Program for Hazard Communication to inform employees of chemical hazards in the workplace through the use of labels, safety data sheets and training. This program has been also developed based on OSHA and CalOSHA guidelines and covers all our employees and operations globally.

WORKPLACE RISK MANAGEMENT

Risk management should be a continual process. We adhere to RBA standards in occupational safety, emergency preparedness, occupational injury and illness, industrial hygiene, physically demanding work, machine safeguarding, sanitation, food and housing, health and safety communication and other key attributes of a best-in-class EHS management framework. In line with RBA standards, we conduct regular risk assessments of our operations in order to determine applicable regulations, threats and vulnerabilities and their potential impact to our people and operations.

Our risk assessments for environmental, health and safety include: production areas, storage facilities, laboratories and test areas, sanitation facilities (bathrooms) and the kitchen/cafeteria areas of Rambus operations. In laboratories, our risk assessments include the measurement of concentration levels. Engineering controls include ventilation, enclosure of hazards and regular maintenance of equipment when relevant to the Rambus location.

In addition to risk assessments, certain sites undergo a third-party RBA audit to validate adherence to criteria outlined in the RBA Code of Conduct.

SAFETY TRAINING

We have numerous health and safety programs, including regular training on safety practices and processes to ensure we meet or exceed all local regulations related to occupational health and safety. This commitment to training and safety also extends to our contract manufacturing partners. As an RBA member, we are committed to soliciting the input of our employees to identify and solve health and safety issues in the workplace.

Instruction on substances and their hazards is provided to relevant employees and made clear through proper labeling. Employees in labs are trained on safe handling of relevant substances. Before starting work, new employees are given general and job-specific training related to fire prevention safety and emergency preparedness based on their location. Retraining is conducted whenever a change has been made to the existing program, and when a program review indicates a need for more frequent training. We also provide personal protective equipment when necessary.

EMPLOYMENT SECURITY AND RESPONSIBLE WORKFORCE RESTRUCTURING

Secure, rewarding employment benefits both employees and society. As a result, we are committed to providing employment security and fairness in workforce restructuring strategies or operational changes that affect employment. When possible, we strive to avoid compulsory redundancies by enacting hiring freezes and reducing operating costs, including reduced travel and strategic payment deferments. When redundancies are unavoidable, we seek to aid affected employees through a variety of measures to mitigate the impact. This includes providing reasonable notice and timely information, following local practices and regulations.

Globally, we provide complete severance packages and access to the Employee Assistance Program to help employees and their families. In the U.S. and Canada, affected employees receive an additional month of health insurance and other coverage for which they are enrolled. In several countries, we offer outplacement services to help the employee find new employment. We do not have a redundancy appeals procedure.

TYPES OF EMPLOYMENT

We have a strong, established workforce of regular employees to meet the Company's day-to-day needs, and, as a result, are committed to limited non-regular employment. Through workforce planning, we actively plan to avoid the use of work performed on a casual basis or the excessive use of work performed on a temporary basis. However, to meet our business objectives, we may choose to occasionally engage contingent workers whose primary role is a specific, temporary assignment, or when the nature of the work is genuinely short-term or seasonal.

In instances where we are unable to meet our goals effectively — either due to a temporary shift in priorities, the extended absence of a regular employee, or the need for outside expertise — we may choose to engage contingent workers, which include those in the role of temporary worker, independent contractor and/or consultant.

We also limit the employment of part-time employees. Employment of these workers follows our Contingent Workforce Guidelines, which are designed to:

- Handle the fluctuating workloads that occur due to our business conditions.
- Accomplish business objectives in which there may be shifts in priorities and change in needed skill sets.
- Accomplish special projects that cannot be performed by regular employees.
- Provide us with specialized expertise that is not a part of its regular workforce.
- Ensure we are legally compliant.

All contingent workers are brought on board for a period of no more than six months at a time. Managers are responsible for classifying workers and are responsible for following the guidelines provided in engaging contingent workers, particularly with respect to the time limits placed on the length of their assignments.

0

Total recordable fatalities, injury rate and near-miss frequency rate for both employees and contractors.

Community Engagement

At Rambus, we believe that to support successful businesses, our communities must be resilient and thriving. We strive to strengthen the communities in which we operate, live and work. By doing so, we believe we are investing in the inventors of tomorrow and supporting the prosperity that our communities need to thrive.

CORPORATE COMMUNITY PARTNERSHIPS

In the United States, we partner with the Silicon Valley Community Foundation, the largest community foundation in the nation, to identify key partners and to distribute funds. We devote 1 percent of our gross profits to community involvement activities and 1 percent of employees' time for volunteerism. Employees can request a match of up to $1,000 per person each year to qualifying nonprofits. We look forward to expanding this program to additional geographies in the coming years.

Rambus India emphasizes ESG in compliance with Section 135 of The Companies Act of 2013, ensuring we dedicate 2 percent of average profit to key community partners. In India, our Corporate Social Responsibility Committee is comprised of local employees who work to identify partners and distribute funds.

ENVIRONMENTAL COMMUNITY PARTNERSHIPS

We also work with community partners to maintain healthy ecosystems and a healthy climate. Bees provide an essential ecosystem service: pollination. To help address the biodiversity crisis, we partnered with beekeepers across the world in 2023 to sponsor 16 beehives throughout the U.S., the Netherlands, Bulgaria and Finland. For example, at our San Jose headquarters, we partner with Alvéole, an urban beekeeping company that brings honeybee hives to our rooftop. Beehives like the ones at our offices both promote a healthy ecosystem and more sustainable urban environments. These installations also provide an opportunity to raise employee awareness and encourage employees to adopt environmentally responsible practices outside of the workplace.

EMPLOYEE VOLUNTEERS AND GIVING

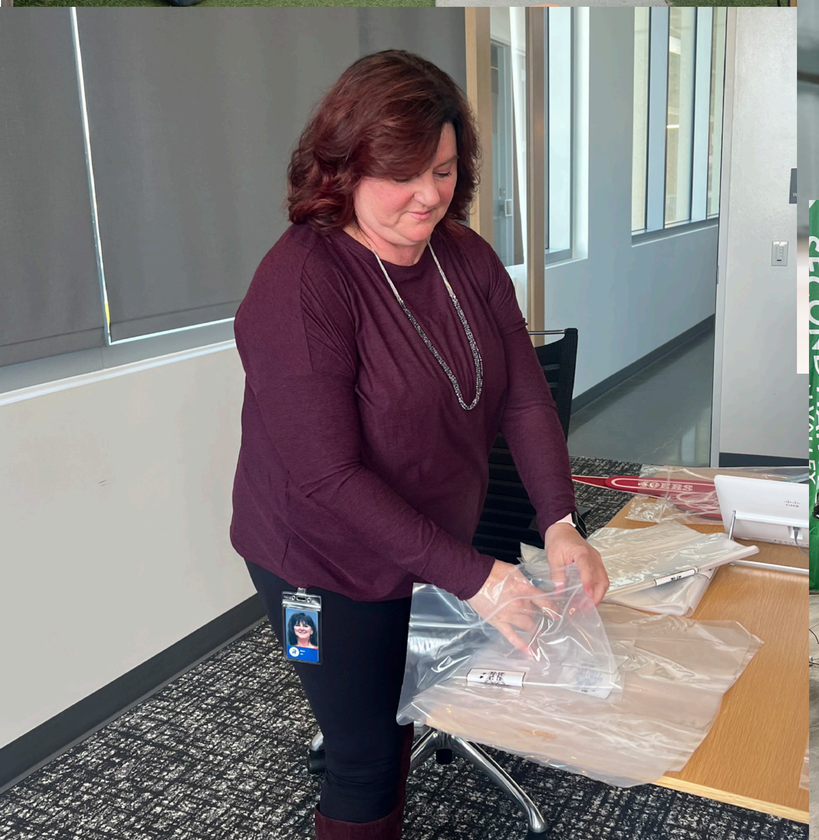
We encourage our employees to give their time, talent and resources to worthy causes. As responsible corporate citizens, we support employee efforts to enrich the communities where we have operations. Employees can choose between three types of giving:

- **Cash and Kind**: Activities directed by Rambus via donation or time.
- **Employee Match**: Donation to a charity, nonprofit or tax-exempt organization with corporate match.
- **Scholarships**: Rambus-sponsored scholarship opportunities to prepare students for careers in STEM.

According to our Volunteer Policy, Rambus-sponsored volunteerism activities are focused on four areas: basic needs, medical advancement, environment and education. Employees may volunteer for up to 1 percent of their annual time or 20 hours per year with pay.

This year, we had almost three times as many employees volunteer in 2023 as in 2022 with 430 total volunteer hours logged. This increase stemmed from the two new volunteer events we hosted, bringing our total number of volunteer events to 11, and widespread interest in our volunteer programs. This increased the total financial value of volunteer hours logged to $23,190 in 2023.

Rambus In The Community	2021	2022	2023
Rambus Volunteers	46	48	138
Rambus Volunteer Hours	165	260	430
Number of Volunteer Events	4	9	11
Total Financial Value of Volunteer Hours	$16,335	$20,988	$23,190



In 2023, Rambus contributed over $157,000 to charitable organizations in cash and in-kind giving globally. We do not collect management costs in our community spending.

GRI Index

Rambus is proud to report based on the Global Reporting Initiative Standards: Core option. Click the link below to access our full GRI data table for 2023. In this index, you will find complete responses to our GRI material topics, management approaches and metrics.

GRI INDEX

SASB Index

Rambus is proud to report on the Sustainability Accounting Standards Board semiconductors standard. Click the link below to access our full SASB data table for 2023.

SASB INDEX

TCFD Index

Rambus is committed to managing and reporting on our climate-related financial risks. As such, we are sharing our progress on these commitments in our fourth disclosure to the Task Force on Climate-related Financial Disclosures. While we recognize that the International Sustainability Standards Board (ISSB) IFRS S1 and IFRS S2 standards now fully encompass the recommendations of the TCFD, we will continue to issue a TCFD index until such time as we transition to using the ISSB sustainability disclosure standards. Click the link below to access our full TCFD index for 2023.

TCFD INDEX

Forward-Looking Statements

This report contains forward-looking statements regarding future events. All statements other than statements of historical facts are statements that could be deemed forward-looking statements. These statements are based on current expectations, estimates, forecasts and projections about the industries in which we operate and the beliefs and assumptions of our management. Readers are cautioned that these forward-looking statements are only predictions and are subject to risks, uncertainties, and assumptions that are difficult to predict, including those identified in our most recent filings with the Securities and Exchange Commission on Form 10-K and Form 10-Q. Forward-looking statements speak only as of the date they are made, and we do not undertake any obligation to update any forward-looking statement.

Rambus continuously strives for transparency in our reporting on our environmental, social and governance initiatives, goals and progress. We set goals knowing that they may be difficult to fully achieve, and we may not ultimately achieve them, but we strive to meet them within the designated time frames all the same. Acquiring other companies, among other factors, can potentially impact our progress towards our ESG goals. We will transparently report on our progress from time to time, including any material impacts from acquisitions or other factors.

2023 Supplier Non-Conformance Audit Results

PRIORITY NON-CONFORMANCE INDEX

	2019		2020		2021		2022		2023	
	MINOR	MAJOR	MINOR	MAJOR	MINOR	MAJOR	MINOR	MAJOR	MINOR	MAJOR
LABOR	**1**	**2**	**1**	**4**	**0**	**2**	**1**	**0**	**6**	**4**
Child Labor Avoidance	1	0	1	0	0	0	0	0	1	0
Freedom Of Association	0	0	0	0	0	0	0	0	0	0
Freely Chosen Employment	0	0	0	2	0	0	0	0	2	0
Humane Treatment	0	0	0	0	0	0	0	0	0	0
Labor Provision Good Practices	0	0	0	0	0	0	0	0	0	0
Non-Discrimination	0	0	0	1	0	0	1	0	0	0
Wages & Benefits	0	0	0	1	0	0	0	0	1	0
Working Hours	0	2	0	0	0	2	0	0	2	4
HEALTH & SAFETY	**4**	**0**	**7**	**6**	**1**	**0**	**2**	**2**	**2**	**2**
Emergency Preparedness	2	0	2	2	0	0	2	1	0	1
Food, Sanitation & Housing	0	0	1	0	0	0	0	1	0	0
Health & Safety Provision Good Practices	0	0	0	0	0	0	0	0	0	0
Health & Safety Communication	0	0	0	0	0	0	0	0	1	0
Industrial Hygiene	0	0	0	0	0	0	0	0	0	0
Machine Safeguarding	0	0	1	0	1	0	0	0	1	0
Occupational Injury & Illness	1	0	1	1	0	0	0	0	0	1
Occupational Safety	1	0	2	3	0	0	0	0	0	0
Physically Demanding Work	0	0	0	0	0	0	0	0	0	0

	2019		2020		2021		2022		2023	
	MINOR	MAJOR	MINOR	MAJOR	MINOR	MAJOR	MINOR	MAJOR	MINOR	MAJOR
ENVIRONMENT	**0**	**0**	**0**	**0**	**0**	**0**	**2**	**0**	**0**	**2**
Air Emissions	0	0	0	0	0	0	0	0	0	0
Energy Consumption & Greenhouse Gas Emissions	0	0	0	0	0	0	0	0	0	0
Environment Provision Good Practices	0	0	0	0	0	0	0	0	0	0
Environmental Permits & Reporting	0	0	0	0	0	0	0	0	0	0
Hazardous Substances	0	0	0	0	0	0	0	0	0	2
Materials Restrictions	0	0	0	0	0	0	0	0	0	0
Pollution Prevention & Resource Reduction	0	0	0	0	0	0	0	0	0	0
Solid Waste	0	0	0	0	0	0	0	0	0	0
Water Management	0	0	0	0	0	0	1	0	0	0
ETHICS	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
Business Integrity	0	0	0	0	0	0	0	0	0	0
Disclosure Of Information	0	0	0	0	0	0	0	0	0	0
Ethics Provision Good Practices	0	0	0	0	0	0	0	0	0	0
Fair Business, Advertising & Competition	0	0	0	0	0	0	0	0	0	0
Intellectual Property	0	0	0	0	0	0	0	0	0	0
No Improper Advantage	0	0	0	0	0	0	0	0	0	0
Privacy	0	0	0	0	0	0	0	0	0	0
Protection Of Identity & Non-Retaliation	0	0	0	0	0	0	0	0	0	0
Responsible Sourcing of Minerals	0	0	0	0	0	0	0	0	0	0

	2019		2020		2021		2022		2023	
	MINOR	MAJOR	MINOR	MAJOR	MINOR	MAJOR	MINOR	MAJOR	MINOR	MAJOR
MANAGEMENT SYSTEM	**0**	**0**	**2**	**4**	**0**	**0**	**1**	**0**	**0**	**1**
Audits & Assessments	0	0	0	0	0	0	0	0	0	0
Certifications	0	0	0	0	0	0	0	0	0	0
Communication	0	0	0	1	0	0	0	0	0	0
Company Commitment	0	0	0	0	0	0	0	0	0	0
Corrective Action Process	0	0	0	0	0	0	0	0	0	0
Documentation & Records	0	0	0	0	0	0	0	0	0	0
Improvement Objectives	0	0	0	0	0	0	0	0	0	0
Legal & Customer Requirements	0	0	0	1	0	0	0	0	0	0
Management Accountability & Responsibility	0	0	0	0	0	0	0	0	0	0
Management System Provision Good Practices	0	0	0	0	0	0	0	0	0	0
Risk Assessment & Risk Management	0	0	0	0	0	0	0	0	0	0
Supplier Responsibility	0	0	2	2	0	0	1	0	0	1
Training	0	0	0	0	0	0	0	0	0	0
Worker Feedback & Participation	0	0	0	0	0	0	0	0	0	0
ANNUAL TOTAL	**5**	**2**	**10**	**14**	**1**	**2**	**6**	**2**	**8**	**9**

DIRECT SUPPLIER NON-CONFORMANCE 3RD PARTY ON-SITE INITIAL AUDIT BY REGION

	2019		2020		2021		2022		2023	
	MINOR	MAJOR	MINOR	MAJOR	MINOR	MAJOR	MINOR	MAJOR	MINOR	MAJOR
LABOR	**1**	**2**	**1**	**4**	**0**	**2**	**1**	**0**	**6**	**4**
Chinese Taipei	0	2	0	0	0	2	0	0	0	4
Japan	0	0	1	3	0	0	0	0	6	0
South Korea	2	0	0	1	0	0	0	0	0	0
HEALTH & SAFETY	**4**	**0**	**7**	**6**	**1**	**0**	**2**	**2**	**2**	**2**
Chinese Taipei	0	0	2	2	1	0	1	0	1	0
Japan	1	0	3	2	0	0	0	0	1	2
South Korea	0	0	2	2	0	0	1	2	0	0
ENVIRONMENT	**0**	**0**	**0**	**0**	**0**	**0**	**2**	**0**	**0**	**2**
Chinese Taipei	0	0	0	0	0	0	1	0	0	1
Japan	0	0	0	0	0	0	0	0	0	1
South Korea	0	0	0	0	0	0	1	0	0	0
ETHICS	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
Chinese Taipei	0	0	0	0	0	0	0	0	0	0
Japan	0	0	0	0	0	0	0	0	0	0
South Korea	0	0	0	0	0	0	0	0	0	0
MANAGEMENT SYSTEM	**0**	**0**	**2**	**4**	**0**	**0**	**1**	**0**	**0**	**1**
Chinese Taipei	0	0	0	0	0	0	1	0	0	0
Japan	0	0	2	0	0	0	0	0	0	1
South Korea	0	0	0	4	0	0	0	0	0	0
GRAND TOTAL	**5**	**2**	**10**	**14**	**1**	**2**	**6**	**2**	**8**	**9**

Rambus

2023 ESG Impact Report