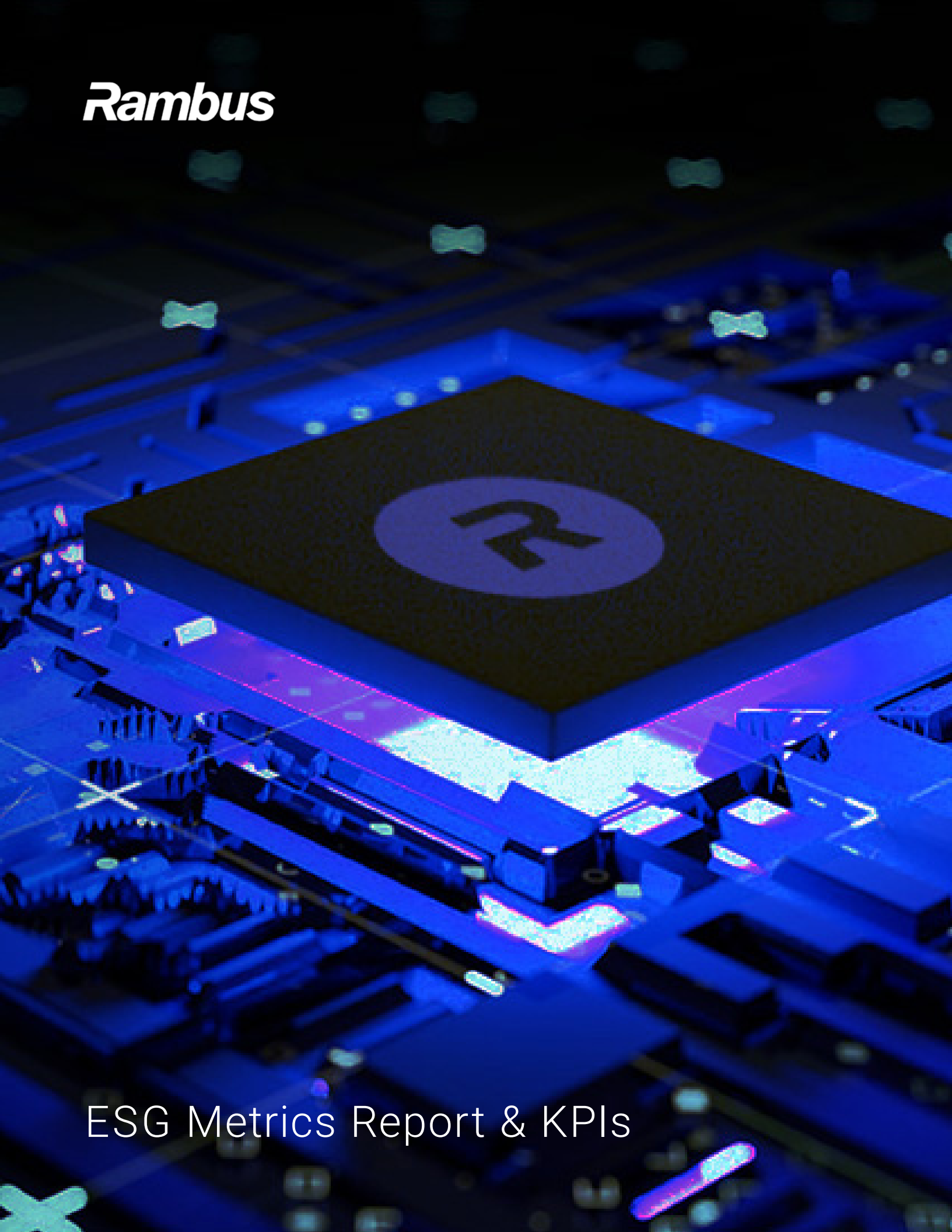


Rambus



ESG Metrics Report & KPIs



**Faster.
Safer.
More
Sustainable.**



RAMBUS 2023 CULTURE SURVEY RESULTS





LABOR PERFORMANCE INDICATORS

Rambus's primary value, respect for people, is embodied in our employees and extends to our customers, partners, the environment, and the communities where we operate around the world. In this section, you will find information on Rambus employees and illness and injury rates.

	2020	2021	2022	2023	2024	2025
EMPLOYEE DATA						
Asia-Pacific/China/Japan	246	239	262	199		
Americas	316	329	378	301		
Europe	61	122	121	113		
Foreign Nationals	15%	2%	19%	-		
Located Offshore	52%	55%	63%	51%		
SENIOR MANAGEMENT						
Male	6	13	9	22		
Female	2	1	3	2		
EMPLOYEE TOTAL BY AGE						
Generation Z (born 1997-2015)	0%	1%	3%	6%		
Generation Y (born 1980-1997)	46%	49%	48%	44%		
Generation X (born 1965-1979)	41%	40%	38%	40%		
Baby Boomers (born 1946-1964)	13%	11%	11%	11%		
Traditionalists (born 1927-1945)	0%	0%	0%	0%		
EMPLOYEE TYPE						
Full-time	613	681	751	603		
Part-time	10	9	10	10		
EMPLOYEE TURNOVER						
Americas	66%	75%	49%	30%		
Asia-Pacific/China/Japan	70%	50%	30%	43%		
Europe	145%	7%	14%	6%		
NEW HIRES						
Americas	36	89	96	38		
Asia-Pacific/China/Japan	35	43	55	44		
Europe	7	67	13	8		
NEW HIRES BY AGE						
Generation Z (born 1997-2015)	-	-	-	-		
Generation Y (born 1980-2000)	50	120	111	303		
Generation X (born 1965-1979)	22	74	40	244		
Baby Boomers (born 1946-1964)	6	5	13	66		
Traditionalists (born 1927-1945)	0	0	0	0		
ADDITIONAL DIVERSITY DEMOGRAPHICS (VOLUNTARY REPORTING)						
Veterans	0	0	0	No Metrics		
BIPOC Employees	0	0	0	No Metrics		
LGBTQ Identifying	0	0	0	No Metrics		
Employees With Disabilities	2	3	3	4		
DIVERSITY AND EQUAL OPPORTUNITY						
405-1 Diversity of Governance Bodies and Employees						
<i>Percentage of Female Employees in Executive Management Team</i>	25%	7%	13%	22%		
<i>Percentage of Women in Our Global Workforce</i>	20%	20%	17%	16%		
<i>Percentage of Women in Our Global Workforce - Management Jobs</i>	14%	15%	16%	17%		
<i>Percentage of Women in Our Global Workforce - Non-Technical Jobs</i>	55%	36%	36%	37%		
<i>Percentage of Women in Our Global Workforce - Technical Jobs</i>	12%	19%	11%	11%		
<i>Percentage of Women on Our Board</i>	25%	33%	33%	29%		



LABOR PERFORMANCE INDICATORS

	2020	2021	2022	2023	2024	2025
U.S. WORKFORCE ETHNICITY						
White	54%	48%	47%	41%		
Asian	42%	46%	48%	53%		
Hispanic	2%	3%	3%	3%		
African American	2%	2%	1%	39%		
Other	2%	2%	2%	2%		
405-2 RATIO OF BASIC SALARY AND REMUNERATION OF WOMEN TO MEN						
Ratio of Base Salary	0.94 : 1	0.93 : 1	0.98 : 1	0.94 : 1		
Ratio of Remuneration	0.82 : 1	0.78 : 1	0.77 : 1	0.82 : 1		
RETURN TO WORK RATES AFTER PARENTAL LEAVE						
Male	100%	100%	100%	100%		
Female	100%	100%	100%	100%		
WELL-BEING						
Worldwide Injury and Illness Case Rate (Per 100 workers)	0	0	0.2	0		
Rambus U.S. Injury and Illness Case Rates (Per 100 Workers)	0	0	0.1	0		
OSHA Case Rate - Private Industry	2.7	2.7	2.7	-		
OSHA Case Rate - Computer/Electronic Product Mfg	0.9	0.9	1.1	-		
OSHA Case Rate - Technical/Engineering Services	0.7	0.9	0.6	-		
U.S. Lost Work Days Case Rate (Per 100 Workers)	1.7	1.7	1.7	-		
VOLUNTEERISM						
Rambus Volunteers	46	46	48	138		
Rambus Volunteer Hours	147	165	260	430		
Number of Volunteer Events	3	4	9	11		
Total Financial Value of Volunteer Hours	14,553	16,335	20,988	23,190		
Units of Blood Donated	0	0	0	56		
OPERATIONS						
Employee Satisfaction	NA	NA	83%	91%		
Percentage of Operations OHSAS 18001 Certified	0	0	0	0		
Training Programs / Hours	-	-	-	-		
Supplier Labor Rights Certification Program	-	-	-	-		
Independent Accreditation of Its Anti-bribery or Anti-corruption Program	-	-	-	-		
Use of Corporate Funds for the Purposes of Political Advocacy, Including Lobbying, Campaign Contributions, and Contributions to Tax-exempt Groups Including Trade Associations	-	-	-	-		
OCCUPATIONAL HEALTH AND SAFETY						
403-8 Workers Covered by an Occupational Health and Safety Management System	100%	100%	100%	100%		
403-9 Work-related Injuries	0	0	0	0		
403-10 Work-related Ill Health	0	0	1	0		
Total Amount of Monetary Losses as a Result of Legal Proceedings Associated With Employee Health and Safety Violations	0	0	0	0		
TRAINING AND EDUCATION						
404-1 Average Hours of Training per Year per Employee	-	-	-	5:54:00		
<i>Female</i>	-	11.89	22.20	-		
<i>Male</i>	-	9.46	20.05	-		
<i>Full-time</i>	-	9.96	20.28	-		
<i>Part-time</i>	-	1.74	9.32	-		
404-3 Percentage of Employees Receiving Regular Performance and Career Development Reviews	100%	100%	100%	100%		



LABOR PERFORMANCE INDICATORS

	2020	2021	2022	2023	2024	2025
NON-DISCRIMINATION						
406-1 Incidents of Discrimination and Corrective Actions Taken	0	0	0	0		
FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING						
407-1 Operations and Suppliers in Which the Right to Freedom of Association and Collective Bargaining May Be at Risk	0	0	0	0		
CHILD LABOR						
409-1 Operations and Suppliers at Significant Risk of Incidents of Forced or Compulsory Labor	0	0	0	0		
FORCED OR COMPULSORY LABOR						
409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	0	0	0	0		
SECURITY PRACTICES						
410-1 Security Personnel Trained in Human Rights Policies or Procedures	NA	NA	NA	NA		
RIGHTS OF INDIGENOUS PEOPLES						
411-1 Incidents of Violations Involving Rights of Indigenous Peoples	0	0	0	0		
HUMAN RIGHTS						
412-1 Operations That Have Been Subject to Human Rights Reviews or Impact Assessments	10	15	15	15		
412-2 Employee Training on Human Rights Policies or Procedures	0	0	0	0		
LOCAL COMMUNITIES						
413-1 Operations With Local Community Engagement, Impact Assessments, and Development Programs	0	0	0	0		
413-2 Operations with Significant Actual and Potential Negative Impacts on Local Communities	0	0	0	0		
SUPPLIER SOCIAL ASSESSMENT						
414-1 New Suppliers That Were Screened Using Social Criteria	100%	100%	100%	100%		
414-2 Negative Social Impacts in the Supply Chain and Actions Taken	0	0	0	0		
CUSTOMER HEALTH AND SAFETY						
416-1 Assessment of the Health and Safety Impacts of Product and Service Categories	100%	100%	100%	100%		
416-2 Incidents of Non-compliance Concerning the Health and Safety Impacts of Products and Services	0	0	0	0		
CUSTOMER PRIVACY						
418-1 Substantiated Complaints Concerning Breaches of Customer Privacy and Losses of Customer Data	0	0	0	0		
PRODUCT LIFECYCLE MANAGEMENT						
Percentage of Products by Revenue That Contain IEC 62474 Declarable Substances	0	0	0	0		



ENVIRONMENTAL PERFORMANCE INDICATORS

Rambus collects environmental data from company-owned and operated assembly and test, major research and development and major administrative/design sites worldwide. The following table provides data on our electricity use, water use, and waste generation.

	2020	2021	2022	2023	2024	2025
ENERGY						
Absolute Energy Use (GWh)	3.6	3.2	2.6	2.6		
San Jose	0.0	0.4	0.6	0.8		
Bangaluru	0.9	0.9	0.8	0.9		
Vught	0.1	0.0	0.1	0.1		
Espoo	0.0	0.0	0.0	0.0		
Chapel Hill	0.3	0.2	0.2	0.2		
Toronto	0.2	0.2	0.2	0.4		
Agora Hills	0.1	0.2	0.2	0.2		
Sunnyvale	0.9	0.8	0.0	0.0		
Others Sites Combined	1.0	0.3	0.4	0.4		
Renewable Energy Use (GWh)	0.0	3.2	2.6	2.6		
Other	0.0	0.0	0.0	0.0		
Non Renewable Energy Use (GWh)	0.0	0.0	0.0	0.0		
Total Energy/Revenue (KWh/\$)	0.0	0.0	0.0	0.0		
302-2 Energy Consumption Outside of the Organization	Rambus began tracking energy consumption from our contract manufacturers; however, the data is not available at this moment.					
302-4 Reduction of Energy Consumption	-	-	-	-		
302-5 Reductions in Energy Requirements of Products and Services	Rambus does not currently track downstream energy requirements of products and services.					
Electricity (Indirect Energy, GWh)	3.6	3.2	2.6	2.6		
San Jose	0.0	0.4	0.6	0.8		
Bangaluru	0.9	0.9	0.8	0.9		
Vught	0.1	0.0	0.1	0.1		
Espoo	0.0	0.0	0.0	0.0		
Chapel Hill	0.3	0.2	0.2	0.2		
Toronto	0.2	0.2	0.2	0.4		
Agora Hills	0.1	0.2	0.2	0.2		
Sunnyvale	0.9	0.8	0.0	0.0		
Others Sites Combined	1.0	0.3	0.4	0.4		
Energy Use (Direct, GWh)	0.0	8.1	9.5	0.0		
San Jose	0.0	8.1	9.5	0.0		
Bangaluru	0.0	0.0	0.0	0.0		
Vught	0.0	0.0	0.0	0.0		
Espoo	0.0	0.0	0.0	0.0		
Chapel Hill	0.0	0.0	0.0	0.0		
Toronto	0.0	0.0	0.0	0.0		
Agora Hills	0.0	0.0	0.0	0.0		
Sunnyvale	0.0	0.0	0.0	0.0		
EMISSIONS						
Scope 1 GHG Emissions (MT CO2e)	0.0	42.0	92.0	30.0		
San Jose	0.0	8.7	8.7	7.3		
Bangaluru	0.0	22.5	26.4	21.2		
Vught	0.0	10.1	55.2	0.0		
Espoo	0.0	0.0	0.0	0.0		
Chapel Hill	1.1	0.8	1.2	1.7		
Toronto	0.0	0.0	0.0	0.0		
Agora Hills	0.0	0.0	0.0	0.0		
Sunnyvale	0.0	0.0	0.0	0.0		
All other sites combined	0.0	0.0	0.0	0.0		



ENVIRONMENTAL PERFORMANCE INDICATORS

	2020	2021	2022	2023	2024	2025
Scope 2 Market-Based GHG Emissions (MT CO2e)	1455.2	0.0	0.0	0.0		
Scope 2 Location-Based GHG Emissions (MT CO2e)	1455.2	1111.1	1032.0	1071.0		
San Jose	0.0	84.5	157.0	189.0		
Bangaluru	644.0	647.5	591.1	683.0		
Vught	52.4	13.0	47.9	22.0		
Espoo	6.0	4.0	4.2	4.0		
Chapel Hill	77.0	70.7	69.2	54.0		
Toronto	65.5	32.0	24.9	5.0		
Agora Hills	30.5	34.6	43.9	39.0		
Sunnyvale + Colo	427.6	169.4	0.0	0.0		
All Other Sites Combined	152.2	55.4	93.8	75.0		
Total Scope 1 and 2 GHG Emissions (MTCO2e)	2911.4	1153.1	1124.0	1101.0		
Goal by 2020 (MTCO2e)	-	-	-	-		
Goal Performance (% reduction)	-	-	-	-		
GHG Emissions/Revenue (Scope 1 and 2 gCO2e/\$)	11.8	1.1	1.6	1.5		
GHG Emissions/FTE (Scope 1 and 2/person)	4.7	3.5	2.5	2.4		
Estimated SCOPE 3 GHG Emissions (MTCO2e)	3436.0	33220.0	67191.0	36089.0		
Product Use	Did not calculate	TBD	TBD	0.0		
Contract Manufacturers	3436.0	TBD	TBD	14689.0		
Business Travel	210.2	TBD	TBD	478.0		
Employee Commutes	333.0	TBD	TBD	453.0		
Product Logistics/Shipping	0.0	TBD	TBD	513.0		
Waste Generated in Operations	78.3	TBD	TBD	4.0		
Other Emissions (NOx, SOx)	0.0	0.0	0.0	0.0		
Amount of Total Emissions From Perfluorinated Compounds	0.0	0.0	0.0	0.0		
Emissions of Ozone-Depleting Substances (ODS)	0.0	0.0	0.0	0.0		
Climate Targets	-	-	-	-		

WASTE						
Non-Hazardous Waste Generated (Metric Tons)	163.3	299.6	32.2	42.9		
Non-Hazardous Waste Recycled (Metric Tons)	59.0	81.4	23.3	22.4		
Non-Hazardous Waste Landfilled (Metric Tons)	104.3	218.3	9.0	3.6		
Non-Hazardous Waste Incinerated (Metric Tons)	0.0	0.0	0.0	0.0		
Non-Hazardous Waste Landfill Diversion Rate (%)	0.4	0.3	0.7	0.9		
Non-Hazardous Waste Composted (Metric Tons)	0.0	0.0	0.0	16.8		
Hazardous Waste Generated (Metric Tons)	0.0	0.0	5.3	0.0		
Hazardous Waste Recycled/Reused (Metric Tons)	0.0	0.0	0.0	0.0		
Hazardous Waste Treated Off-Site (Metric Tons)	0.0	0.0	0.0	0.0		
Hazardous Waste Incinerated (Metric Tons)	0.0	0.0	0.0	0.0		
Hazardous Waste Landfilled (Metric Tons)	0.0	0.0	5.3	0.0		
Total Waste Generated (Metric Tons)	163.3	299.6	37.5	42.9		
Total Waste Generated per Revenue (Metric Ton/\$ Million)	0.7	0.9	0.1	0.1		
Contract Manufacturing Hazardous Waste Generated (Metric Tons)	-	-	-	-		

WATER AND EFFLUENTS						
303-3 Water Withdrawal (Megaliter)	1.0	1.2	1.6	5.2		
303-4 Water Discharge (Megaliter)	1.0	1.2	1.6	5.2		
303-5 Water Consumption (Megaliter)	0.0	0.0	0.0	0.0		
Total Water Consumed, Percentage of Each in Regions with High or Extremely High Baseline Water Stress	2%	60%	51%	40%		
Water Use in Contract Manufacturing (Million Liters)	0.0	0.0	0.0	0.0		
Water Use/Revenue (ML/\$ Million)	0.0	0.0	0.0	0.0		

**ENVIRONMENTAL PERFORMANCE INDICATORS**

	2020	2021	2022	2023	2024	2025
COMPLIANCE						
Number of Environmental Non-Compliances	0.0	0.0	0.0	0.0		
Number of Health or Safety Non-Compliances	0.0	0.0	0.0	0.0		
Fines (USD)	0.0	0.0	0.0	0.0		
MATERIALS						
301-1 Materials Used by Weight or Volume	0.0	0.0	0.0	0.0		
301-2 Recycled Input Materials Used	0.0	0.0	0.0	0.0		
301-3 Reclaimed Products and Their Packaging Materials	0.0	0.0	0.0	0.0		
BIODIVERSITY						
304-1 Operational Sites Owned, Leased, Managed in or Adjacent to, Protected Areas and Areas of High Biodiversity Value Outside Protected Areas	0.0	0.0	0.0	0.0		
304-2 Significant Impacts of Activities, Products and Services on Biodiversity	0.0	0.0	0.0	0.0		
304-3 Habitats Protected or Restored	0.0	0.0	0.0	0.0		
304-4 IUCN Red List Species and National Conservation List Species With Habitats in Areas Affected by Operations	0.0	0.0	0.0	0.0		
SUPPLIER ENVIRONMENTAL ASSESSMENT						
308-1 New Suppliers That Were Screened Using Environmental Criteria	1.0	1.0	1.0	0.0		
308-2 Negative Environmental Impacts in the Supply Chain and Actions Taken	0.0	0.0	0.0	0.0		



ECONOMIC PERFORMANCE INDICATORS

In this section, we provide information about Rambus's corporate revenues and our social investment.

	2020	2021	2022	2023	2024	2025
Total Revenue (In Millions)	\$246.3	\$328.3	\$454.8	\$461.1		
Research & Development (In Millions)	\$139.8	\$135.7	\$158.8	\$156.8		
Net Income (Loss) (In Millions)	(\$40.5)	\$18.3	(\$14.30)	\$333.9		
Total Operating Expense (In Millions)	\$229.60	\$233.6	\$270.3	\$204.1		
SOCIAL INVESTMENT						
Cash and In-Kind Giving (USD)	\$166,400	\$206,143	\$243,218	\$157,116		
CASH AND IN-KIND GIVING BY REGION						
Americas	\$120,000	\$135,000	\$165,000	\$84,971		
Europe	-	-	-	-		
Asia-Pacific/China/India	\$46,400	\$71,143	\$78,218	\$72,145		
CASH AND IN-KIND GIVING BY CATEGORY						
Education	\$20,000	\$37,500	\$65,000	\$5,227		
Community Development	\$146,400	\$171,143	\$178,218	-		
RAMBUS POLITICAL ACTION COMMITTEE (PAC)						
Disbursements	\$0	\$0	\$0	\$0		
PUBLIC POLICY						
415-1 Political Contributions	\$0	\$0	\$0	\$0		
ECONOMIC PERFORMANCE						
201-1 Direct Economic Value Generated and Distributed	Reported in 10k	Reported in 10k	Reported in 10k	Reported in 10k		
201-2 Financial Implications and Other Risks and Opportunities Due to Climate Change	-	-	-	-		
201-3 Defined Benefit Plan Obligations and Other Retirement Plans	-	-	-	-		
201-4 Financial Assistance Received From Government	-	-	-	-		
Total Production (Chip Units Shipped in Millions)	43.7	41.8	73.9	-		
Percentage of Production from Owned Facilities	0%	0%	0%	0%		
MARKET PRESENCE						
202-1 Ratios of Standard Entry-Level Wage by Gender Compared to Local Minimum Wage	1.3:1	-	-	-		
202-2 Proportion of Senior Management Hired From the Local Community	100	100	100	100		
INDIRECT ECONOMIC IMPACTS						
203-1 Infrastructure Investments and Services Supported	-	-	-	-		
203-2 Significant Indirect Economic Impacts	-	-	-	-		
PROCUREMENT PRACTICES						
204-1 Proportion of Spending on Local Suppliers	-	-	-	-		
ANTI-CORRUPTION						
205-1 Operations Assessed for Risks Related to Corruption	-	-	-	-		
205-2 Communication and Training About Anti-corruption Policies and Procedures	100%	100%	100%	100%		
205-3 Confirmed Incidents of Corruption and Actions Taken	0	0	0	0		
ANTI-COMPETITIVE BEHAVIOR						
206-1 Legal Actions for Anti-competitive Behavior, Anti-trust, and Monopoly Practices	\$0	\$0	\$0	\$0		
Total Amount of Monetary Losses as a Result of Legal Proceedings Associated With Anti-competitive Behavior Regulations	\$0	\$0	\$0	\$0		
MARKETING AND LABELING						
417-2 Incidents of Non-compliance Concerning Product and Service Information and Labeling	0	0	0	0		
417-3 Incidents of Non-compliance Concerning Marketing Communications	0	0	0	0		