



Rambus Inc. Corporate Social Responsibility Report

September 4, 2020



Rambus Inc.
Corporate Social Responsibility Report

Rambus is committed to ethical, responsible and sustainable business practices – for our people, communities and society at large. Rambus’s practices and policies support this commitment as follows:

1. The Rambus Code

- a. Rambus operates under a Code of Business Conduct and Ethics (the “Rambus Code”), which identifies our values and principles and demonstrates our commitment to ethical conduct. The Code applies to all individuals working with and/or performing services for Rambus, including our employees, directors, contractors, and consultants. Our personnel regularly review, receive training on, and acknowledge compliance with the Rambus Code.
- b. The Rambus Code highlights Rambus’ expectations from its business partners related to social responsibility. Business partners include suppliers and supplier manufacturing facilities, including all subcontracting, packaging, and distribution facilities.¹

2. Rambus Vendor Code of Conduct and RBA Code of Conduct:

- a. Rambus’s existing top suppliers have all certified to Rambus that they comply with the Responsible Business Alliance (RBA) Code of Conduct, and Rambus audits/confirms such compliance annually. Rambus’s top suppliers include TSMC and JCET/SCK Korea, who make up a majority of Rambus’s chip production spend and are both ISO 14001 certified. TSMC is also ISO 50001 certified, and JCET/SCK Korea is OHSAS 18001 certified.
- b. In addition, Rambus has adopted a Vendor Code of Conduct (“Vendor Code”) based upon the RBA Code of Conduct that applies to all new key suppliers and also reflects policies and practices that Rambus follows in its own operations.

3. Human Rights Statement

- a. Rambus believes in the value and fundamental rights of humans. The Rambus Human Rights Statement sets forth our Human Rights Principles, Approach and Implementation. Rambus is unaware of any specific salient risks that our activities and business relationships pose on human rights.
- b. We invest in the long-term development and engagement of our employees by aspiring to have an increasingly diverse workforce and inclusive environment. To this end, Rambus has conducted internal reviews of the diversity of our workforce, and metrics are available below.
- c. Rambus cares about the safety of our personnel. Rambus is happy to report that we did not have any work-related injuries or fatalities in 2019.

4. Through the Rambus Code, our Vendor Code, the RBA Code of Conduct, and Rambus’s Human Rights Statement, Rambus ensures ethical behavior and respect for our stakeholders’ human rights, including the prohibition of discrimination, child labor, human trafficking, and slavery

¹ Rambus does not have significant investments nor joint venture partners as they are not part of our core business model.



practices throughout our business and supply chain partnerships. Rambus supports the Universal Declaration of Human Rights, which informs our efforts.

5. Rambus Environmental and Climate Change Statement:
 - a. Rambus's commitment to the Environment and mitigating the impacts of Climate Change are set forth in our Rambus Environmental and Climate Change Statement.

6. Rambus Corporate Social Responsibility Committee:
 - a. Rambus has formed a Corporate Social Responsibility Committee that meets quarterly to evaluate Rambus's CSR policies and commitments and ensure the integrity of our efforts.

7. Grievance mechanisms:
 - a. Violations of Rambus policies can be anonymously reported by using the MySafeWorkplace.com web site at <http://www.mysafeworkplace.com> or by making a toll-free telephone call to 1-800-461-9330.

8. Communities & Philanthropy
 - a. At Rambus, we are dedicated to strengthening and improving the quality of life in our communities through partnerships, engagement and employee giving, more information available here.

CSR Data

Report Section	Current	
Diversity and Inclusion *as of June 30, 2020		
Percentage of women in our global workforce	19.9%	
<i>Women in our global workforce - management jobs</i>	13.6%	
<i>Women in our global workforce - non-technical jobs</i>	55.2%	
<i>Women in our global workforce - technical jobs</i>	11.5%	
Percentage of women on our Board (%) ⁸	25.0%	
US Workforce Ethnicity *as of June 30, 2020		
White	53.5%	
Asian	41.5%	
Hispanic	2.2%	
African American	1.5%	
Other	1.5%	
Employee Health and Safety * as of June 30, 2020		
Worldwide work-related injuries and fatalities	0	
Product Recalls		
Total product recalls and units recalled	0	
Environmental Sustainability - Supplier Combined Data (Attributable to Rambus; represents over 90% of Rambus chip production spend) *as of December 31, 2019		
	Unit	2019
Greenhouse Gas / Energy Usage		
Electricity consumption	kwh	5,188,034.57
Diesel consumption	Liter	426.34
LNG consumption	Nm ³	52,519.19
LPG consumption	kg	0.60
Gasoline consumption	Liter	9.88
Renewable Energy Usage		
Solar power	kwh	447.35
Water Consumption		
Water consumption	ton	70,710.98
Water reuse	ton	64,954.42
Waste Emissions		
Waste amount	ton	109.74
Waste sales/recycled	ton	104.68
Packaging Materials		
Total weight of packaging per 10Ku shipment	kg	7.64 - 8.9
Percentage made from recycled or renewable materials	average %	30%
Percentage that is recyclable or compostable	average %	40%