



Rambus Inc. Corporate Social Responsibility Report

September 23, 2021



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. Management Systems

- a. Rambus ensures the physical work environment for its employees and contractors is safe, comfortable, and conducive to the activities being performed. Rambus has policies and programs in place that institute quality Environment Health & Safety (EHS) management practices. Further, we employ a clear management framework focused on environmental, health, safety, and energy management (EHS). This framework is based on the principles of ISO 9001, ISO 14001, ISO 45001 and ISO 50001.
- b. Health and safety operations are spearheaded by our executive leadership team and carried out locally by regional EHS champions who promote excellence and strong communications locally.

3. [Rambus Vendor Code of Conduct](#) and Responsible Business Alliance (RBA) Code of Conduct

- a. Rambus is a full member of the of the Responsible Business Alliance and Rambus’s manufacturing and packaging vendors are all RBA compliant.
- b. Rambus’s existing top suppliers have all certified to Rambus that they comply with the 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 45001 and 50001 certified, and JCET/SCK Korea as well as Rambus’s other packaging supplier are both OHSAS 18001 certified.
- c. In addition, Rambus 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.

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



4. 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.

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

6. Employee Engagement

- a. 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 2020-21.
- b. Rambus has instituted a new wellness program for Rambus personnel to address and promote the elements of workforce wellness.
- c. Rambus has instituted a new training platform, REACH, to assist in the development of Rambus personnel and compliance with important Rambus policies including the Rambus Code.

7. 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](#).
- b. Rambus has posted its [Greenhouse Gas \(GHG\) Inventory](#) on the Rambus website

8. Rambus Corporate Social Responsibility Committee and Governance

- a. Rambus formed a Corporate Social Responsibility (CSR) Committee and other governing bodies that meet regularly to evaluate Rambus’s CSR policies and commitments and to ensure the integrity of our efforts.
- b. The formal governance structure for the Committee includes Charter and Program Framework.
- c. The Corporate Governance/Nominating Committee of our Board of Directors is formally responsible for oversight of ESG/CSR compliance at Rambus.

9. Rambus Diversity, Equity and Inclusion (DEI) Program

- a. Rambus formed a Diversity, Equity and Inclusion (DEI) Committee that meets quarterly to assess and promote DEI issues within the Rambus workforce and workplace.
- b. We invest in the long-term development and engagement of our employees by aspiring to have an increasingly diverse workforce and inclusive environment. Rambus’s DEI metrics are listed below.



10. Covid-19 Response

- a. Rambus has provided a flexible and safe work environment for its personnel throughout the Covid-19 pandemic. Rambus personnel are permitted to work from home and strict safety measures have been implemented at all Rambus facilities.
- b. Rambus adjusted its employee benefits to meet the needs of employees and their families during the pandemic.

11. Information Security Measures

- a. Rambus's 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.
- b. Rambus values information security and our [Information Security Policy](#) sets forth the measures we have in place to ensure the information of our stakeholders remains secure.
- c. In addition, we regularly report (at least annually) to our Board of Directors on information security risks and related protection measures.

12. 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.

13. Air Emissions

- a. Globally, Rambus does not have any significant air emissions from *nitrogen oxides (NOx)*, *sulphur oxides (SOx)*, *non-methane volatile organic compounds (VOCs)*, *particulate matter (PM)* or *hazardous air pollutants (HAPs)*. Rambus decommissioned its remaining diesel emergency generators in 2020 and donated the one company vehicle to charity.
- b. Rambus does not anticipate any changes at this time to its operations warranting the disclosure of specific targets for reducing NOx, SOx, and other significant air emissions.

14. Waste Recycling and Management Program

- a. In 2021, Rambus restructured its comprehensive waste management and recycling program to include business, prototype production, packaging, and consumer product waste. The newly integrated approach works to implement ways for minimizing the amount of waste we produce and reducing the volume of waste sent to landfill. Rambus is aware of the importance of the waste hierarchy and the need to reduce, re-use and re-distribute materials. Our waste management procedures are improving year-on-year and we aim to reduce greenhouse gas (GHG) emissions from waste/recycling per full-time employee by 5% annually from 2021 baseline to 2025 by maximizing reuse, re-distribution, and recycling.

- b. Rambus does not directly generate chemical waste, but we do generate a minimal amount of hazardous waste from prototype development work in San Jose, USA, Toronto, Canada and Bangalore, India. Historically, Rambus has generated less than 2 kilograms (kg) per annum of hazardous waste. In 2020, Rambus generated zero kilograms of hazardous waste worldwide. All such hazardous waste is stored, transported, and disposed of in accordance with all applicable laws and regulations. Rambus aims to eliminate all hazardous waste by 2025 by replacing hazardous substances used with environmentally-friendly alternatives.

Rambus Waste & Recycling (kg) January – December 2020

LOCATION	SUNNYVALE	SAN JOSE	SAN FRANCISCO	AGOURA HILLS	CHAPEL HILL	OREGON	INDIA	TORONTO	FINLAND	NETHERLANDS	SEOUL	TOTAL
Office Construction Waste	10,707	11,000	6,000	-	-	-	1,700	-	-	-	-	29,407
Composting	-	-	780	-	-	-	-	-	30	-	-	810
Recycled waste	45	83,400	12,690	1,000	5,280	3,500	4,700	50	45	733	100	111,543
Universal waste	-	-	41	4	19	-	-	-	1	2,404	165	2,633
Hazardous waste	-	-	-	-	-	-	-	-	-	-	-	-
Electronic waste	1,451	-	4,046	-	3,000	-	-	-	-	-	-	8,497
Landfill	113	-	500	18,000	26,000	3,500	-	-	-	-	-	48,113

15. Rambus's Global Reporting Initiative (GRI) Index data is available [here](#).



CSR Data

Report Section	Current		
Diversity and Inclusion *as of May 31, 2021			
Percentage of women in our global workforce	16.3%		
<i>Women in our global workforce - management jobs</i>	15.0%		
<i>Women in our global workforce - non-technical jobs</i>	35.8%		
<i>Women in our global workforce - technical jobs</i>	9.3%		
Percentage of women on our Board (%) ⁹	33.0%		
US Workforce Ethnicity *as of May 31, 2021			
White	47.5%		
Asian	46.0%		
Hispanic	3.0%		
African American	1.5%		
Other	1.9%		
Employee Health and Safety * as of June 30, 2021			
Worldwide work-related injuries and fatalities	0		
Product Recalls			
Total product recalls and units recalled	0		
Security Breaches			
Total security breaches for January 2019-August 2021 ²	0		
Environmental Sustainability - Contract Manufacturing Suppliers (Attributable to Rambus; represents majority of Rambus chip production spend) *as of December 31, 2020			
	Unit	2020	2019
Greenhouse Gas / Energy Usage			
Electricity consumption	kwh	6,582,854.31	5,188,034.57
Diesel consumption	Liter	608.33	426.34
LNG consumption	Nm ³	55,043.79	52,519.19
LPG consumption	kg	.52	0.60
Gasoline consumption	Liter	1,097.52	9.88
Renewable Energy Usage			
Solar power	kwh	453.88	447.35
Water Consumption			
Water consumption	ton	29,451.20	70,710.98
Water reuse	ton	59,003.24	64,954.42
Waste Emissions			
Waste amount	ton	142.78	109.74
Waste sales/recycled	ton	134.71	104.68

² Rambus detected an isolated information security breach 53 months ago. There was no evidence of any data leak, and no penalties nor settlement were incurred.

	Unit	2020	2019
Packaging Materials			
Total weight of packaging per 10Ku shipment	kg average	7.64 - 8.9	7.64 - 8.9
Percentage made from recycled or renewable materials	% average	30%	30%
Percentage that is recyclable or compostable	%	40%	40%