

Faster.
Safer.
More
Sustainable.



30 YEARS OF IMPACT

A Message from our President & CEO

For over 30 years, Rambus has been inventing ways to move and protect data. As we look to the future of ever-greater connectivity and the widespread advancement of AI, continuous improvements in computing will drive exponential growth in data usage. Rambus products and technologies are accelerating that future, not just by making data faster and safer, but also more sustainable.

Today, we have weathered two years of a global pandemic whose effects have been felt by everyone around the world. It is a pivotal time for individual businesses and collective industries across the globe to step back and evaluate our impact. Our experiences have helped us to realize the importance of family and friends, the power of technology to bring us together, and the immediate effect our behavior as a human race can have on the environment.

Rambus has always been passionate about corporate social responsibility and philanthropic efforts. We work diligently to harness that passion and strengthen our focus on key environmental, social and governance (ESG) programs. Our goal is to drive sustainability across our business practices, support diversity and inclusion in the workplace and improve the communities across our global footprint.

We are actively applying our core values of innovation and performance to our work in sustainability programming. We increasingly believe that our success will be driven by a continued culture of quality, excellence, accountability, transparency, and integrity at every level.

I am very proud of the progress we have made toward building a responsible, sustainable and inclusive vision of the future. I know there is more work to do as we continue our journey, but I am inspired by the tireless dedication and ingenuity of the Rambus family and look forward to sharing our future achievements.

Sincerely,



Luc Seraphin, President & CEO



“ We are actively applying our core values of innovation and performance to our work in sustainability programming. We increasingly believe that our success will be driven by a continued culture of quality, excellence, accountability, transparency, and integrity at every level. ”

LUC SERAPHIN, PRESIDENT & CEO



Rambus provides industry-leading chips and silicon IP that make data faster and safer. With more than 30 years of advanced semiconductor experience, Rambus is 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 your hand, real-time and immersive applications depend on data throughput and integrity. Our products and innovations deliver increased bandwidth, capacity and security required to meet the world's data needs and drive ever-greater end-user experiences.

INTRODUCTION

SAN JOSE HQ



**LEED
GOLD
CERTIFIED**

CELEBRATED

30
years

OF OPERATIONS IN 2020

3000+
PATENTS

HEADQUARTERS
MOVED TO SAN JOSE
CALIFORNIA IN 2020

690+
TEAM MEMBERS

\$328.3 million

IN REVENUE IN 2021



- ① USA – Silicon Valley
- ② USA – Agoura Hills
- ③ USA – Chapel Hill
- ④ USA – Portland

- ⑤ Canada
- ⑥ China
- ⑦ Finland
- ⑧ France

- ⑨ Bulgaria
- ⑩ India
- ⑪ Japan
- ⑫ Korea

- ⑬ The Netherlands – Rotterdam
- ⑭ The Netherlands – Vught
- ⑮ Taiwan

The Rambus Business Model

Rambus creates products and innovations that address the fundamental challenges of accelerating and protecting data in data centers and other growing markets. Dedicated to making data faster, safer and more sustainable, we deliver industry-leading chips and silicon IP that improve the bandwidth, capacity and security of data-intensive systems.

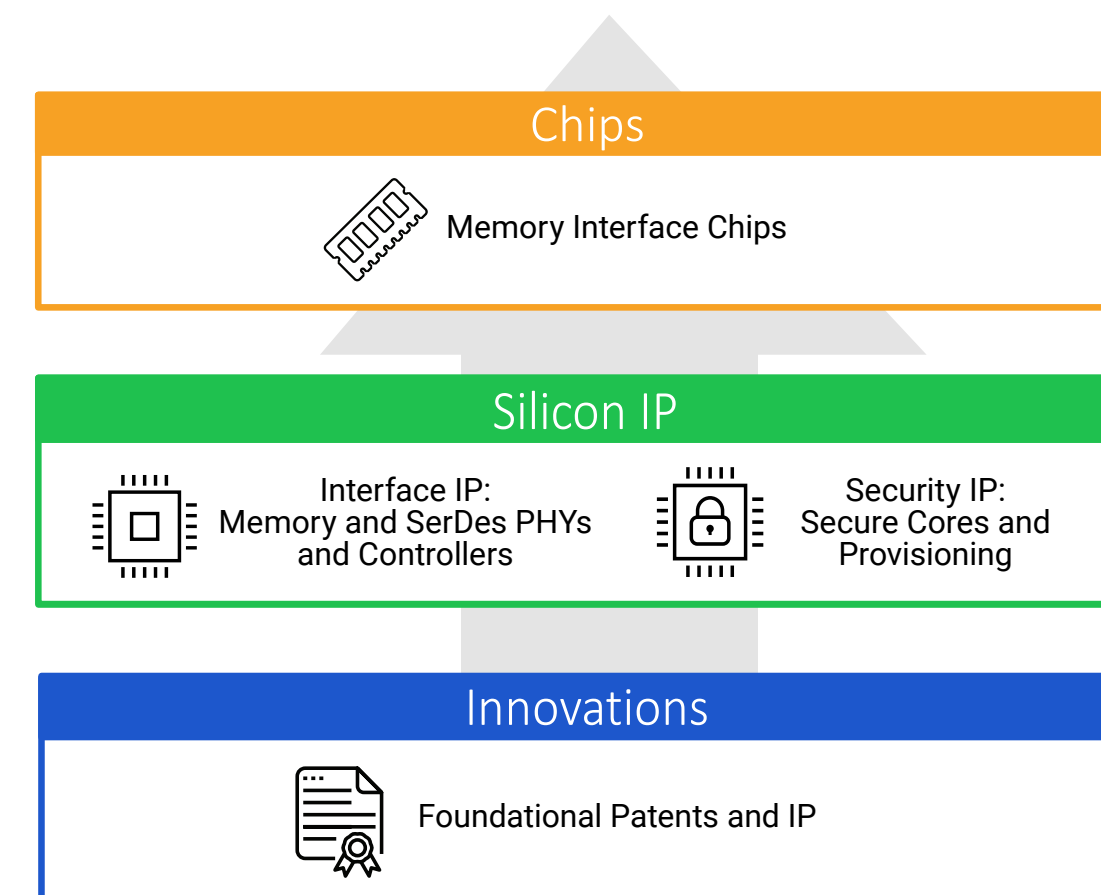
With a history of over 30 years of innovation, our portfolio of more than 3000 patents and applications fuels our technology roadmap and serves as a foundation for our semiconductor products. We are focused on developing market-leading solutions for our customers and forging strong relationships with our partners to fuel a future of technology leadership and growth.

“Rambus is well-positioned in our marketplace for growth and evolution across multiple market segments. Our increasing emphasis on responsible, sustainable business practices is central to our long-term strategy and will further extend our industry leadership and opportunities for growth.”

SEAN FAN, SVP AND
CHIEF OPERATION OFFICER

THE RAMBUS BUSINESS MODEL

Rambus Solutions

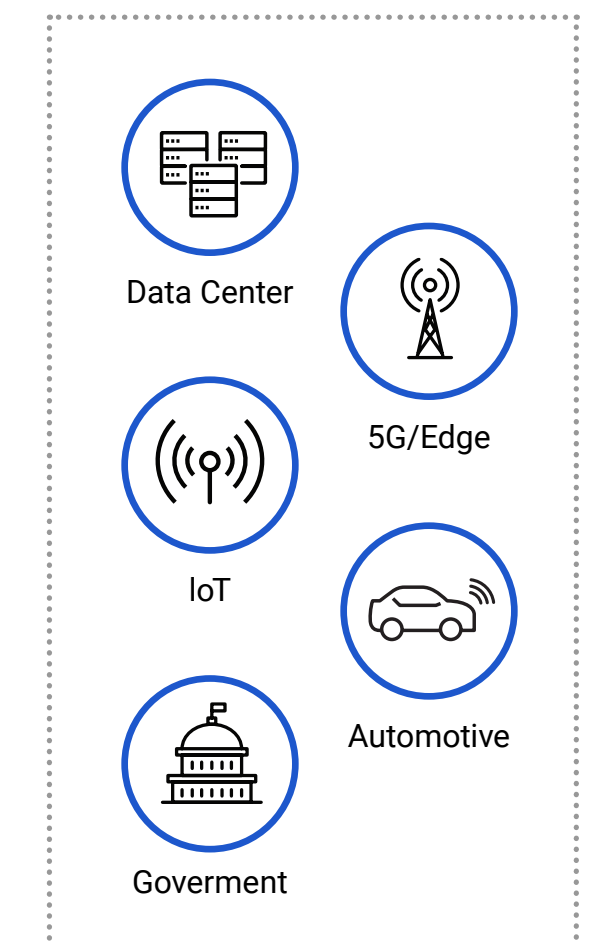


Product Sales

IP Licenses

Patent Licenses

Data-Intensive Markets

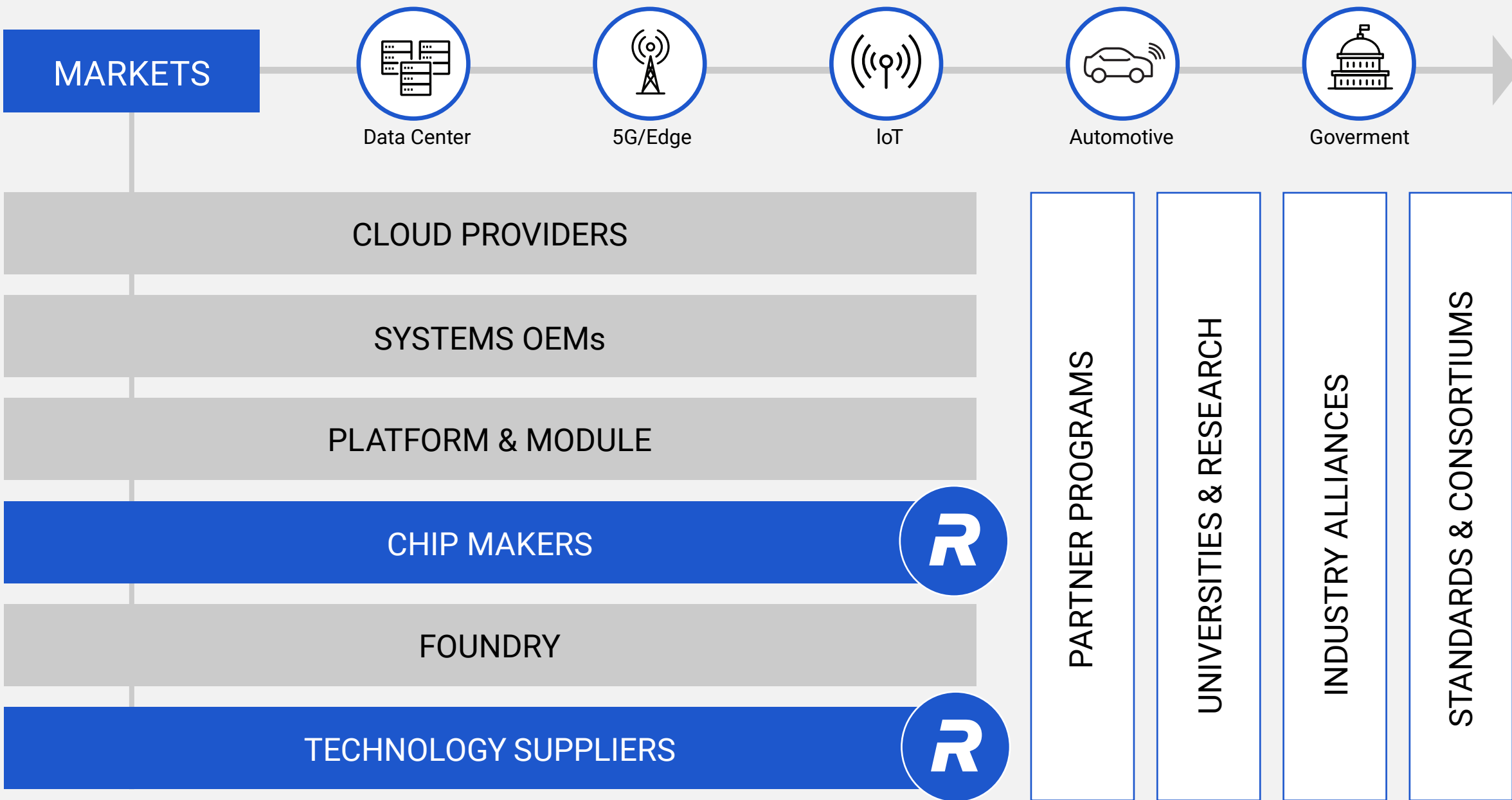


The Rambus Value Chain

Rambus engages in meaningful ways across the semiconductor value chain. From our robust Partner Program to active participation in industry-spanning alliances and standards-setting bodies, to high impact collaboration with universities and research institutes, Rambus is dedicated to providing value to the semiconductor industry.

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. The semiconductor industry is built on leading-edge IP that directly connects our success with the success and long-term sustainability of our ecosystem partners.

THE SEMICONDUCTOR INDUSTRY ECOSYSTEM ENGAGEMENT



RAMBUS PARTNER PROGRAM

Rambus collaborates 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 and solution adoption

UNIVERSITIES & RESEARCH

Cutting edge IP development with academia and research-based organizations

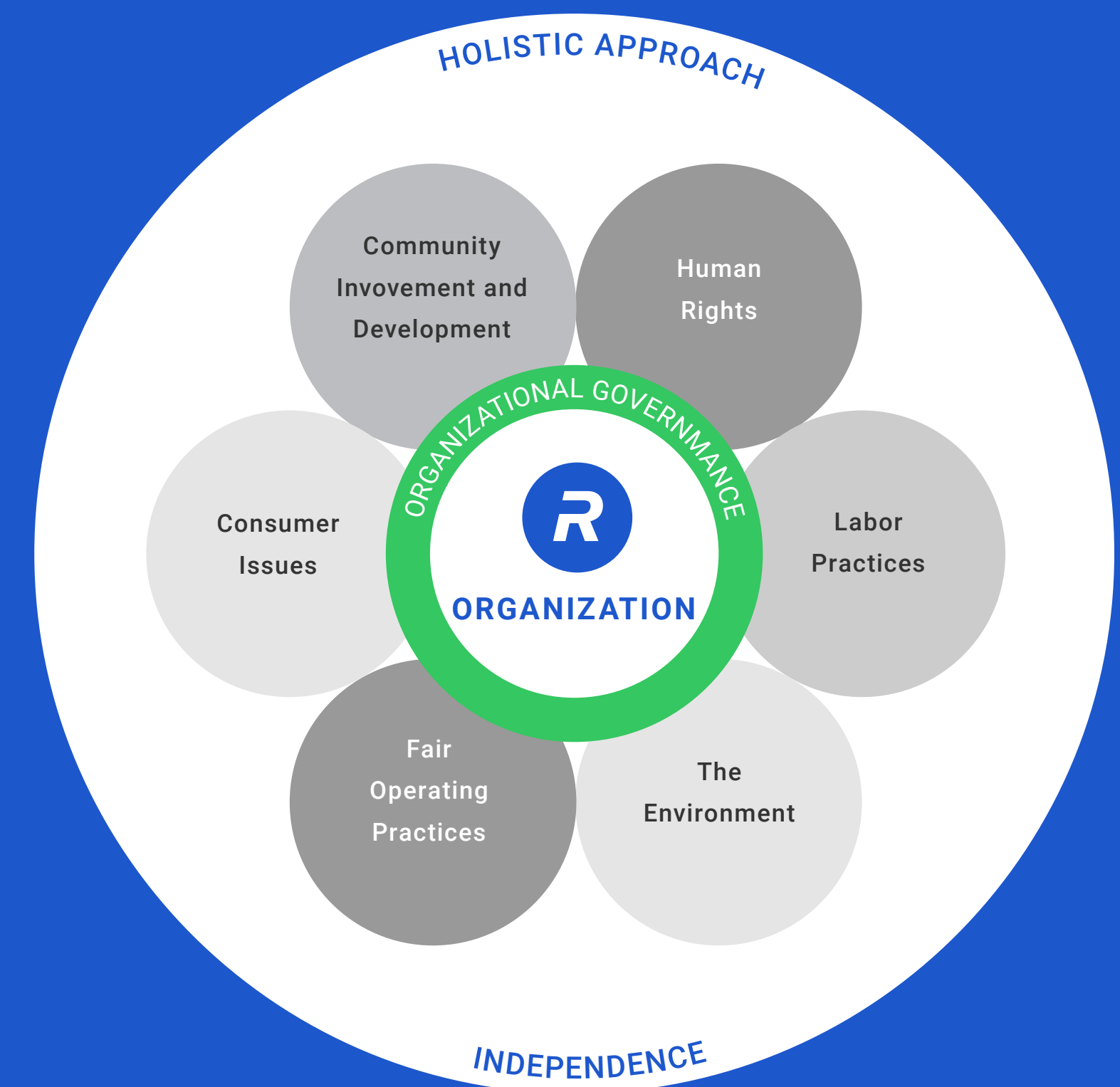
ESG at Rambus

In 2020, Rambus developed a Corporate Social Responsibility Management System (CSRMS) to provide a strong framework for integrating socially responsible behavior across our business. The CSRMS has evolved since to encompass both our CSR and ESG programming and aligns with the principles of ISO 25000:2010. This management system developed a set of principles, impacts, interests, and expectations and outlined the company's key stakeholders and the standards we will set for communicating with and exceeding the expectations of those stakeholders. Our 7 principles outline our approach to corporate social responsibility. They emphasize the importance of environmental excellence, health and safety, greenhouse gas management, energy management, environmental design, and other key areas.

Our work in ESG is centered on 7 core subjects detailed throughout this report:

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





In addressing our approach to social responsibility, Rambus considers the following relationships:

BETWEEN RAMBUS AND SOCIETY	BETWEEN RAMBUS AND ITS STAKEHOLDERS	BETWEEN THE STAKEHOLDERS AND SOCIETY
<p>Climate change is a serious environmental, social, and economic threat that calls for immediate and collaborative action among all sectors of society. Rambus acknowledges its role in addressing this global issue and is committed to minimizing its greenhouse gas (GHG) emissions and contributing to a healthier environment. Rambus is also dedicated to strengthening the quality of life in our communities through partnerships, relationships and employee giving.</p>	<p>Through the Rambus Code of Conduct, our Vendor Code of Conduct, the RBA Code of Conduct, and the Rambus 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. Our policies and procedures related to human rights are formulated based on our support of the United Nations’ Universal Declaration of Human Rights.</p>	<p>Rambus audits or verifies annually that its existing major suppliers and vendors for memory interface chips comply with the RBA Code of Conduct and a majority of the company’s top suppliers are also ISO 14001 certified. Our key supplier TSMC is well known as a pioneer in green manufacturing. TSMC has been recognized by the Dow Jones Sustainability Index for 20 consecutive years and receives best-in-class sustainability ratings from FTSE4Good, MSCI, CDP, and others. By choosing to partner with suppliers leading our field like TSMC, and maintaining oversight of all suppliers, we ensure our supply chain is built with consideration for our impact on society and the environment.</p>

RAMBUS STAKEHOLDERS

We have also worked hard to identify our key stakeholders both internally and externally, including:

INTERNAL STAKEHOLDERS

- Employees
- Executive Management
- Corporate Social Responsibility Committee
- Engineering
- Quality and Supply Chain
- Regional EHS Champions

EXTERNAL STAKEHOLDERS

- Customers
- Suppliers and Vendors
- Contractors and Subcontractors
- Industry Organizations (i.e. RBA)
- Partners and Providers
- Regulatory Agencies
- Third-party Consultants
- Communities

Materiality

In 2020, Rambus partnered with a leading sustainability platform to conduct a materiality assessment and gather insights on the issues most impactful to Rambus in environmental, social and governance (ESG) strategy. We approach ESG in a way that considers both the expectations of our stakeholders and the relevant, material impact ESG issues can have for our business. Throughout 2020 and 2021, we used this materiality process to set a clear, forward-looking strategy for ESG at Rambus. Our materiality assessment included exploratory interviews and roundtable discussions with Rambus employees across business units and geographic locations. The assessment also collected quantitative data from key stakeholders to evaluate relevant ESG topics and their potential to influence our observations. From this assessment, we have identified six key areas of focus:

1. *Leading a Responsible Company*

At Rambus, our commitment to ethics, responsibility and sustainability means operating our business with these principles in mind. We consider our stakeholders' expectations in setting processes and procedures for our operations.

2. *Engaging Our Workforce*

We know our people are our greatest asset. We strive to create a culture that emphasizes excellence, integrity and quality in everything we do. We work to ensure our people are engaged, informed and understand the role we all have to play in making Rambus a stronger company today and for many years to come.

3. *Supply Chain Responsibility*

Rambus engages meaningfully across the semiconductor supply chain. We are committed to collaboration with our partners and active participation in industry alliances. Proactive engagement with our customers and suppliers means conducting our business with uncompromising integrity and requiring the same values in our chosen partners.

4. *Environmental Performance*

At Rambus, we address climate change directly and strive to minimize our environmental footprint to contribute to a healthier world. Our commitment to innovation and invention in our business extends directly to the way we view environmental excellence at Rambus. We look for innovative opportunities to improve our environment and diminish our footprint through technology and partnerships.

5. *Innovation in Technology and Data*

The semiconductor industry is built on leading-edge IP that directly connects our success with the success and long-term sustainability of our ecosystem partners. Our success, both now and in the future, relies on the strength of our entire value chain. We consider it paramount that our ecosystem partners trust us and understand we are committed to making data faster, safer, and more sustainable.

6. *Measuring Our Impact*

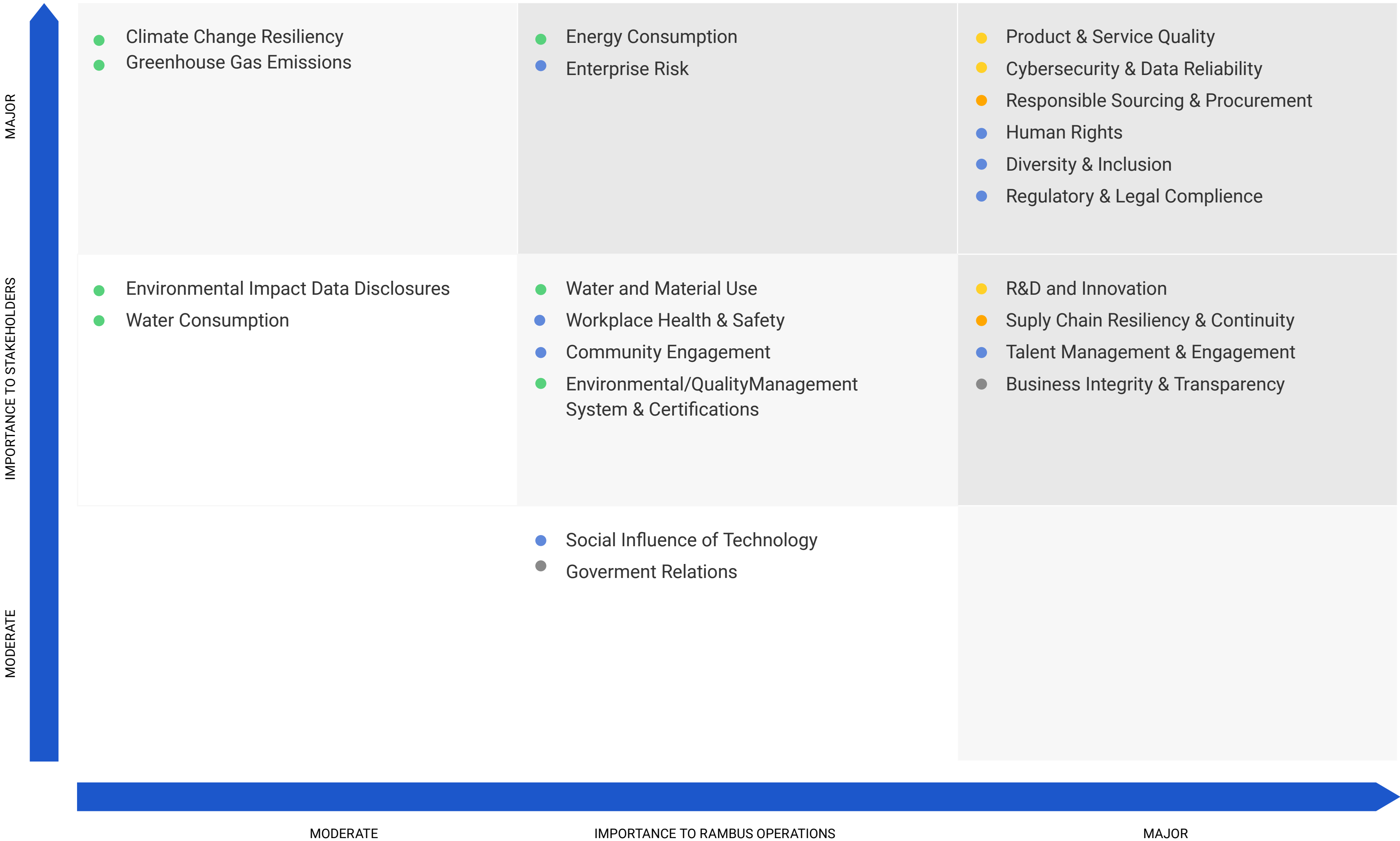
Rambus is committed to ensuring our disclosure and transparency related to ESG and impact of our business is best in class. Our 2021 ESG Impact Report includes the material topics we feel our key stakeholders are most interested in as well as those with the potential to impact Rambus' business. We will continue to publish an ESG Impact Report annually.

Our identified material topics are mapped here to designate their importance to both external and internal stakeholders.

**RAMBUS 2021
ESG MATERIALITY MATRIX**

KEY FOCUS AREAS

- Responsible Operations, Policy and Strategy
- Supplier Sustainability
- Environmental Performance
- Innovation in Technology and Data
- Measuring Our Impact



Contributing to the United Nations Sustainable Development Goals

The United Nations 17 Sustainable Development Goals and associated targets were adopted by all UN member states in 2015. They create a global agenda that directly addresses the barriers to economic, social, and environmental progress we need to address by the year 2030. For Rambus, we know our business and our ESG portfolio can address key priorities related to the SDGs. Aligning with the key themes of this report, we address the UN SDGs in the following ways:

INVENTION AND INNOVATION

9 INDUSTRY, INNOVATION
AND INFRASTRUCTURE



11 SUSTAINABLE CITIES
AND COMMUNITIES



Rambus is committed to setting aggressive goals to reduce our environmental impact. We are setting goals and policies that address climate change and will continue to invest in projects that emphasize energy efficiency and renewable energy. We know our products and the technology solutions we provide have a role to play in empowering other companies, cities, and communities to reduce their environmental footprints and support sustainable lifestyles.

RESPONSIBLE OPERATIONS

3 GOOD HEALTH
AND WELL-BEING



4 QUALITY
EDUCATION



5 GENDER
EQUALITY



8 DECENT WORK AND
ECONOMIC GROWTH



Our employees are our most important stakeholder group. By investing in their health, safety, and wellness goals, we work to promote good health and well being across our global footprint. We also ensure our employees are well supported with strong benefit and compensation practices. Further, we are investing in building a strong diversity, equity and inclusion practice at Rambus that will encourage women and underrepresented minorities in the Rambus workforce. This commitment also extends to quality technology education goals supported by Rambus' philanthropic programs and commitment to STEM education.

OUR SUPPLY CHAIN

12 RESPONSIBLE
CONSUMPTION
AND PRODUCTION



13 CLIMATE
ACTION



Rambus believes in driving partnerships with our suppliers and the entire value chain to address the challenge of climate change. Our decision to join the Responsible Business Alliance further emphasizes our commitment to meeting the social, environmental, and ethical standards expected in our industry.

About This Report

Our 2021 ESG Impact Report is the first comprehensive ESG-focused report from Rambus. 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 and launch the ESG strategy at Rambus. We plan to set key targets and performance indicators that will be tracked annually to showcase our performance in ESG initiatives.

Our 2021 ESG Impact Report includes data specific to the 2021 fiscal year at Rambus. Throughout the report, key ESG initiatives discussed may also extend into 2022 and beyond. We have included in this report the material topics we feel 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 reference the Sustainability Accounting Standards Board (SASB) Semiconductor Standard and the Task Force on Climate-Related Financial Disclosures (TCFD) framework. Updated data tables can be found in this report and regularly updated on our website at www.rambus.com/corporate-social-responsibility.

“Rambus is committed to ensuring our disclosures related to ESG match the rigor of our financial disclosures. This report is a meaningful step in that direction, providing our stakeholders with the kind of transparency and data they expect from our company.”

KEITH JONES, VP, FINANCE AND INTERIM CFO





RESPONSIBLE OPERATIONS

At Rambus, our commitment to ethics, responsibility and sustainability starts from the inside. We drive and support a culture of quality, excellence, accountability, transparency, and integrity. The integrity of our responsible operation efforts requires a multi-pronged approach that emphasizes our people, our planet, our policies and our community partners and stakeholders.



In Our Workplace

The Rambus team is made up of inventors who believe in solving big problems. We harness our ingenuity and work collaboratively to create the technology of tomorrow. We have established strong corporate values that act as a guide for all Rambus team members.

WORKPLACE HEALTH AND SAFETY

Our commitment to our employees begins with their safety. We assure the physical work environment is safe, comfortable, and conducive to the activities being performed. The Rambus Environmental, Health and Safety Policy outlines our commitment to continuous improvement in environmental, health, safety, and energy (EHS) management practices and our dedication to our employees to provide a safe and healthy workplace. Further, we employ a clear management framework focused on EHS management. This framework is based on the principles of ISO 14001 and ISO 45001. 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.

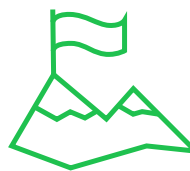
Rambus employees receive regular training on safety practices, and we ensure we meet or exceed all local regulations related to occupational health and safety. This commitment to training and safety also extends to our contract manufacturing partners. As a member of RBA, we are committed to soliciting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

OUR VALUES



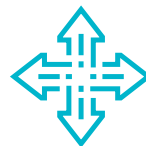
PEOPLE FIRST

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.



COMMITTED 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.

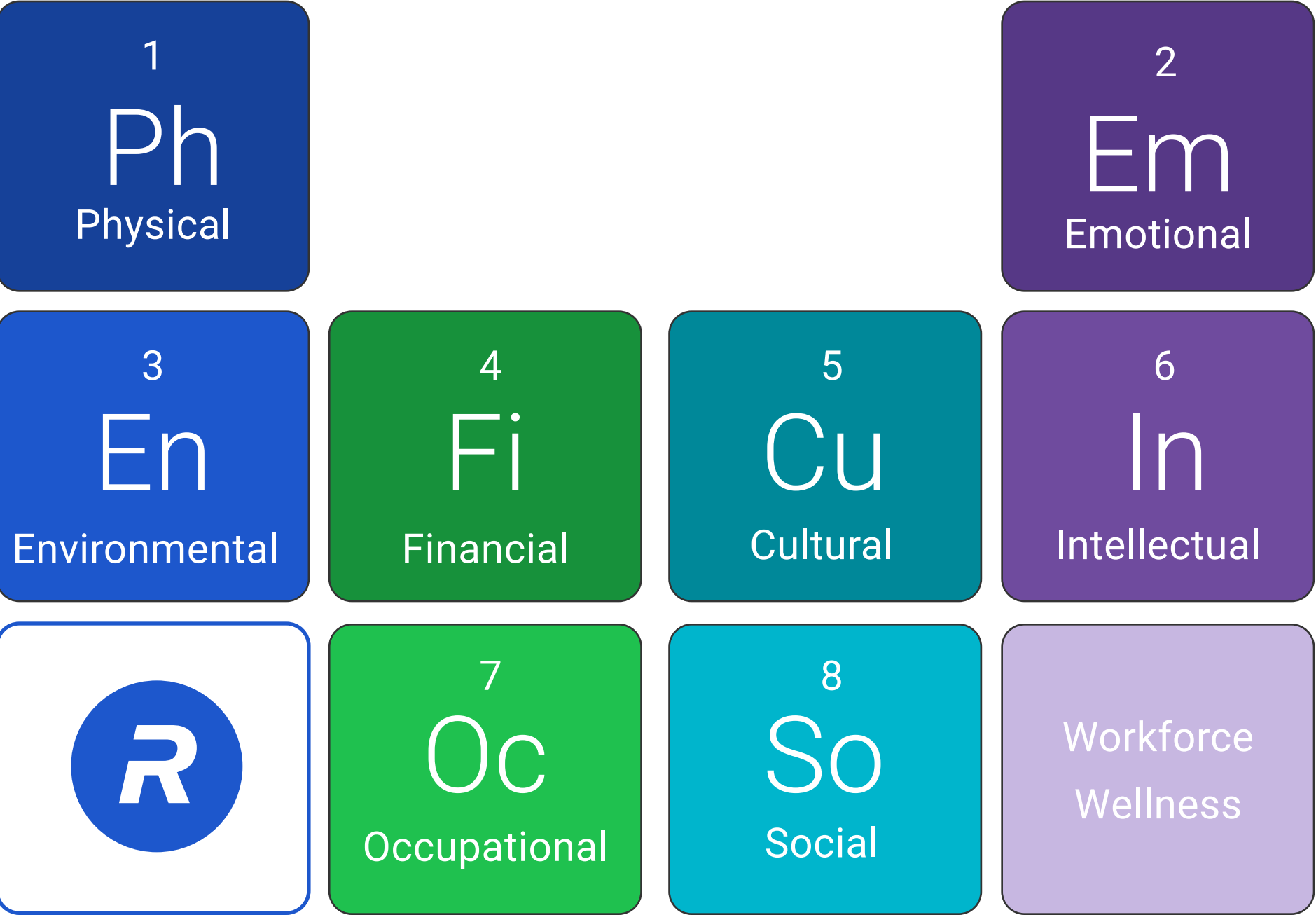


EMPLOYEE WELLNESS

In 2020, as Rambus employees globally coped with the effects of the COVID-19 pandemic, the company recognized our team was in need of additional resources for their wellbeing. Throughout the year, the Rambus leadership and human resource teams communicated with employees on specific wellness topics related to physical, mental, and emotional health for our employees and their families. As 2021 began, these focus areas were formalized into the Rambus 8 Elements of Wellness – a framework for holistic wellbeing that considers all areas of an employee’s life and work. We broke wellness into 8 actionable elements: physical, environmental, emotional, intellectual, financial, occupational, social, and cultural.

Each of these elements has aspects that resonate with some employees more than others. Recognizing it is unrealistic for employees to work to improve all dimensions at once, Rambus utilizes regular communications to help employees and teams achieve a balanced approach to overall betterment. Our Human Resources team continues to roll out additional information, services and activities involving each of the elements of wellness throughout the year.

THE RAMBUS 8 ELEMENTS OF WELLNESS



- | | | | | | | | |
|-----------------------------------|---|---------------------------------------|--|-----------------------------------|--|--------------------------------------|---|
| <div>1
Ph
Physical</div> | Physical wellness is recognizing the need for physical activity, healthy foods and sleep | <div>3
En
Environmental</div> | Environmental wellness is occupying pleasant, stimulating surroundings that support well-being | <div>4
Fi
Financial</div> | Financial wellness is satisfaction and comfort with current and future fiscal situations | <div>7
Oc
Occupational</div> | Occupational wellness is gaining personal satisfaction and enrichment from one's work |
| <div>2
Em
Emotional</div> | Emotional wellness is the ability to cope effectively with life and create satisfying relationships | <div>6
In
Intellectual</div> | Intellectual wellness is recognizing one's creative abilities and expanding knowledge and skills | <div>5
Cu
Cultural</div> | Cultural wellness is valuing diversity in the community and respecting other individuals | <div>8
So
Social</div> | Social wellness is a sense of connection, belonging and a well-developed support system |



Employee Wellness (Continued)

Our commitment to employee wellness focuses on a variety of key benefit programs that support our employees’ health and wellbeing. The Rambus benefit programs vary globally based on local need and regulation. These benefits include health insurance, dental and vision coverage, and in many locations insurance that covers life, accident, disability, and other key coverage areas. In many geographies, we also provide access to an onsite health club or reimbursement of fitness center membership fees. Some countries offer pension plans and other retirement incentives. Globally, we work diligently to ensure we are caring for the financial wellness of our employees. Rambus prides itself on ensuring our employees are compensated fairly and have access to the strongest financial tools in the industry to effectively care for their financial wellbeing. For example, in the United States, Rambus employees have access to the Rambus 401(k) Retirement Savings plan immediately upon hire. Rambus matches contributions at \$.50 on each \$1.00 on the first 6% of employee deferrals. In addition, we offer an Employee Stock Purchase Plan allowing employees to buy stock directly from Rambus at a discount. Employees can set aside up to 15% of their regular salary through payroll deductions to purchase Rambus stock.

We know caring for our employees’ health is a direct investment in our success, allowing our employees to focus on holistic wellbeing at work and at home. In January 2021, Rambus rolled out a global Work Place Options Employee Assistance Program (EAP) to help all employees be more successful at meeting their responsibilities at home and at work. Through EAP, practice information and counseling on a variety of topics are available at no cost to employees, 24 hours a day, 7 days a week, 365 days a year. Employees can access 6 counseling sessions per issue, per year.

CASE STUDY

Making Wellness Interactive

In 2021, Rambus introduced a mobile wellness technology platform for employees, helping to design our wellness program with a full-service technology-focused partner. Through this platform, employees have access to wellness challenges and employee rewards initiatives focused on our 8 Elements of Wellness. In addition, employees can access a broad content library filled with health information as well as on-demand fitness classes throughout the year.

The COVID-19 pandemic affected every country globally throughout 2020. But in spring of 2021, India was devastated by a second wave of COVID-19 infections that ultimately resulted in more than 30 million cases of COVID across India and 400,000 deaths. The state of Karnataka, where our office is located, experienced nearly 3 million cases.

CASE STUDY

COVID-19 Response in India

Globally, Rambus implemented numerous protections for employees around the world throughout the COVID-19 pandemic including remote work opportunities, health resources, and more. In India, we recognized the need for particular assistance and resources necessary for our employees and their families. We worked diligently to provide resources for our employees including meal delivery, transportation, information related to home health care treatment, and other resources. We also allowed employees to submit certain expenses for reimbursement.

Across India, health care facilities experienced a shortage of hospital beds and medical supplies. Our team identified resources and key information hubs for our team members and their families. We partnered

with an online platform that directly assessed health resource availability across the region. This platform also provided contact information for local doctors to enable employees to ask questions and find resources for themselves and their families.

As vaccinations became more readily available, we held vaccine drives for our team members and their families, as well as contractors and vendor staff members embedded in our location.

We are proud of the work our entire India team has done throughout the pandemic to help keep our employees safe and to enable access to medical resources when team members or their families became ill.





TALENT MANAGEMENT AND ENGAGEMENT

Rambus team members are some of the best engineers and scientists in the world. They are the future of technology, and actively shape tomorrow’s high-growth markets. They are inventors, and we are committed to providing a culture that fosters genius and allows out-of-the-box thinking to flourish.

Goal setting and employee communication are key elements to our success. The Rambus Employee and Career Hub (REACH) launched in 2021 and allows employees and their managers to use an online tool for semi-annual assessments and 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.

LEADERSHIP DEVELOPMENT

In September 2020, after seeing the extraordinary levels of resilience and adaptability in team members around the world during the COVID-19 pandemic, Rambus launched an innovative new leadership development program. Luc Seraphin, chief executive officer at Rambus said, “Just as we had to adapt and deliver when the virus hit, this program will require us to move swiftly, be decisive, and innovate. The essence of this program is the Rambus Evolution, but we simply call it REVO.” The REVO program identifies employees within the company who demonstrate leadership traits essential to the success of the company. The program builds skills for those individuals to thrive in ambiguity, work across organizational boundaries and take risks. REVO will emphasize creativity, accountability and commitment to success for individuals and for Rambus.

Rambus is dedicated to ensuring our employees are developing by learning from key executives at the company. Our “Ask Me Anything” program brings together management team members with employees in each region quarterly. 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 enterprise.

HUMAN RIGHTS

We are committed to the values outlined by the United Nations’ Universal Declaration of Human Rights. Rambus’ Corporate Human Rights Statement details 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 commitment to human rights is rooted in our values and applies wherever we do business.

DIVERSITY, EQUITY, AND INCLUSION

At Rambus, we take pride in being innovators and inventors, but we cannot live up to those ideals without diverse perspectives across the company. We strive to develop effective strategies across the spectrum of diversity, equity, and inclusion (DEI) at Rambus. This commitment starts with our CEO and leadership team, who are collectively committed to valuing differences in backgrounds, experiences, and ideas. We know these differences are what works to enhance collaboration, teamwork, engagement, and innovation as a top-tier semiconductor solutions company.

In 2020, we formed a cross-functional team to explore the key DEI topics and initiatives we can implement at Rambus and thereby form a strategic directive for the full company. This team first worked to understand the key DEI issues at play in our business and industry and then to develop strategies to implement best-practice initiatives at Rambus.



Diversity, Equity, and Inclusion (Continued)

The team focused on four key areas of improvement:

1. Education to Improve Diversity Awareness

Our Diversity & Inclusion training modules were launched in April 2021, targeting 100% completion for core modules by the end of 2022. To date, more than 75% of Rambus team members have taken this mandatory training.

2. Hiring to Increase Underrepresented Groups

Rambus has partnered with Textio, an augmented writing platform that helps to make job descriptions more diversity friendly. By the end of 2021, all Rambus job descriptions were created with Textio, ensuring job postings use language that reflects our commitment to DEI in our values and culture. We are also actively partnering with key recruitment sites including the Society of Women Engineers, National Society of Black Engineers, Global Semiconductor Alliance Women's Leadership Initiative, Veteran Talent Search, and others to share job postings with a more diverse candidate pool.

3. Retention to Develop Our Current Talent.

Gender representation has long been an issue of concern across the semiconductor industry and continues to be a point of concern at Rambus as well. We know we have work to do to in attracting and retaining women at Rambus. Our DEI team is creating multiple professional development offerings and opportunities specifically for women at Rambus, including attending key conferences such as the Society of Women Engineers National Conference, GSA WLI Women in Semiconductor Hardware Conference, and others. We are also working to identify key female leaders at Rambus to join committees with each of these organizational partners, thereby strengthening our relationships and providing a leadership development opportunity for Rambus women. We are also actively working to implement additional mentoring and training opportunities in every Rambus business unit specifically aimed at promoting women to upper management opportunities.

4. Community Outreach on Key DEI Initiatives

We are working to identify up to three key community partners in each of Rambus' largest geographic locations. In the United States, we partnered with Techbridge Girls, a nonprofit organization re-engineering the way that STEM education is taught, experienced, and represented for BIPOC girls who experience economic insecurity.





For Our Environment

We know climate change is a serious environmental, social, and economic threat. All sectors of society must take immediate and collaborative action to protect the future of our planet. At Rambus, we are addressing climate change directly, minimizing our environmental footprint to contribute to a healthier world. Our commitment to innovation and invention in our business extends directly to the way we view environmental excellence at Rambus. We are actively seeking out technology innovation opportunities to ensure our manufacturing processes, materials sourcing and technological advances are environmentally friendly. The Rambus Environmental, Health and Safety Policy is aligned with ISO 50001 standards for energy management and ensures local champions for EHS actively work towards environmental excellence globally at Rambus.

To reduce our environmental impacts, Rambus utilizes an integrated approach that emphasizes four key focus areas:

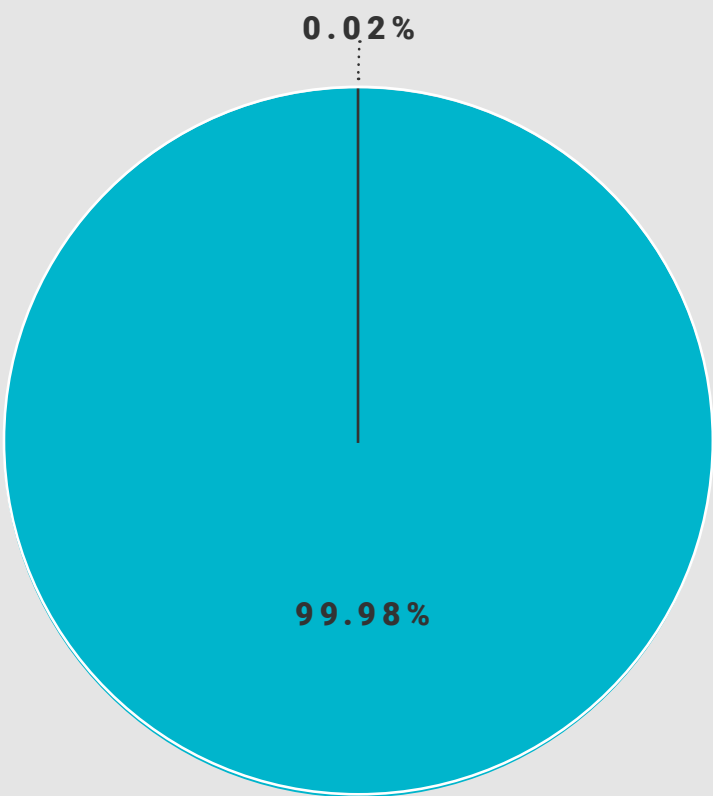
1. *Prevention of Pollution*

At Rambus, we know our decisions and activities can directly affect our surrounding environment. We actively work to identify the sources of pollution and waste in our business activities and reduce these 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.

2020 GHG EMISSIONS FOOTPRINT

GHG Emissions by Scope

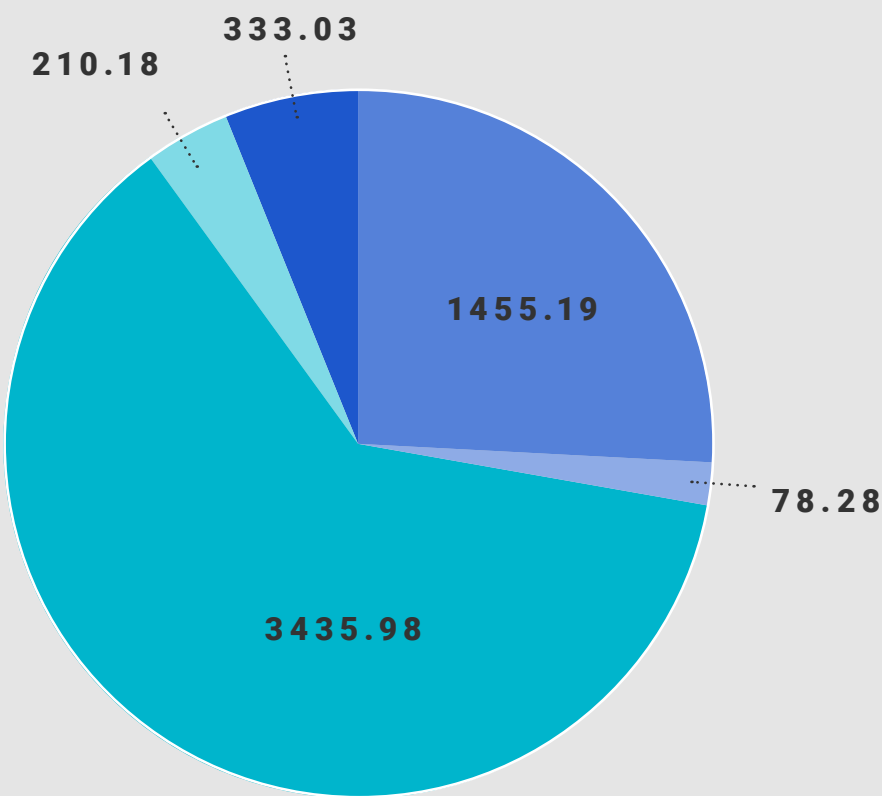
- Scope 1 = 0.02%
- Scope 2 = 0%
- Scope 3 = 99.98%



Scope 3 Emissions Categories

- Upstream Leased Assets: 1455.19
- Waste: 78.28
- Contract Manufacturing: 3435.98
- Business Travel: 210.18
- Employee Commute: 333.03

Scope 3 Total: 5,165.35 Tonnes CO2e



BSI conducted an independent quality assurance review and representative validation of greenhouse gas emissions calculations for Rambus completed by Rambus’ third-party consultant. This review was dependent on environmental data provided by Rambus and others for calendar year 2020. There is a possibility that conditions may exist that could not be identified within the scope of the review or which were not reasonably identifiable from the available information. BSI has exercised due and customary care in the data collection review and validation of the representative data, but has not, save as specifically stated, completely verified data provided by others. No other warranty, express or implied, is made in relation to the data contents.

2. *Sustainable Resource Use*

We are committed to identifying the sources of energy, water and other key resources used throughout our supply chain and working to ensure those resources are renewable whenever possible. In 2021, our Rambus headquarters in San Jose, California achieved Leadership in Energy and Environmental Design (LEED) Gold certification. Going forward, we will preferentially select facilities that are LEED certified, helping us to use less water and energy and reduce our greenhouse gas emissions. In 2021, we engaged in discussions with CBRE related to our headquarters in San Jose and as a result will be moving to 100% renewable energy for our headquarters in 2022.

3. *Climate Change Mitigation and Adaption*

The Rambus Environmental and Climate Change Statement acknowledges our role in addressing climate change as a global issue. In this Statement, we commit to identifying the risks of our business activities on the environment. We are actively working to set goals and targets for our climate impact and look forward to sharing these goals directly in our 2022 ESG Impact Report.

We are also considering climate change in our new product design and development efforts, enhancing energy efficiency in our processes and products to promote smarter energy use.

4. *Protection of the Environment, Biodiversity and Restoration of Natural Habitats*

Protecting our environment means identifying potential adverse effects on natural habitats. We are committed to identifying those impacts and taking measures to prevent or minimize impacts when present. Our commitment to LEED certification of our locations minimizes possible environmental impacts and takes into consideration land use in our decision-making process.

CASE STUDY

San Jose Headquarters – LEED Gold and Bloom Partnership



In 2019, Rambus announced our headquarters would move from Sunnyvale to North San Jose. The move means a more central location for employees, reducing commute times and providing many amenities in the surrounding neighborhood. It also presented the company with an opportunity to invest in a truly green building. The new Rambus headquarters was recognized in 2021 with LEED Gold certification. LEED is the most widely used green building rating system in the world. The LEED framework for healthy, highly efficient and cost saving green buildings is recognized globally as a standard for sustainability achievement and leadership.

In San Jose, we are also proud to partner with Bloom Energy to provide a cleaner, more dependable

energy source for the Rambus headquarters building. Also based in San Jose, Bloom Energy recognizes the severity of California's wildfires have had a frightening effect for companies based in the area and their reliance on the traditional power grid during times of crisis. Partnering with Bloom Energy, Rambus installed a Bloom solid oxide fuel cell on site to convert fuel to electricity, without combustion, to deliver reliable, resilient, clean and affordable energy for our facility.

In 2021, we engaged in discussions with CBRE to continue implementation of clean energy options in our San Jose headquarters and will be moving to 100% renewable energy in 2022.

“Bloom’s philosophy of addressing both the causes and consequences of climate change resonated strongly with us at Rambus. Moving to San Jose presented an opportunity to walk our talk and show our employees and customers we are committed to clean energy goals today and in the future.”

STEPHEN KELLY, SENIOR DIRECTOR, GLOBAL WORKPLACE

CASE STUDY

Offsetting Our Carbon Emissions

Rambus is dedicated to decreasing our carbon footprint wherever possible. As we work diligently internally to manage and decrease emissions, we know carbon offsets can be a practical way to counteract our emissions today as we work toward a carbon negative future. In 2021, Rambus took steps with global partner 3Degrees to offset all Scope 1 emissions as well as Scope 3 emissions related to Business Travel, Employee Commute and Upstream Leased Electricity. This marked our first steps in offsetting our carbon emissions and presented a unique opportunity to identify an offset project in a region of the world that contributes strongly to the success of the electronics industry. Our first carbon offset project is with the BioLite Improved Stove Program in Uganda. The program distributes fuel-efficient cook stoves to Ugandan households. BioLite HomeStoves are ultra-clean burning fan-assisted wood stoves that cut toxic pollutant emissions by 90%. This project choice recognizes our responsibility to the entire electronics ecosystem globally and invests in a location that matches our commitment to the United Nations Sustainable Development Goals.



CASE STUDY

The Flight of the Italian Honeybee

In 2021, Rambus began a relationship with Alvéole, the urban beekeeping company, to bring honeybee hives to the Rambus headquarter rooftop. Bees are an integral part of ensuring the health of ecosystems all over the world. Their pollination protects ecosystems, and beehives like the one installed in San Jose contribute directly to sustainable urban environments. With the help of Alvéole, beehives on our rooftop will protect our ecosystems and provide opportunities for our team to engage in bee-related education and harvest honey throughout the year.

“If the bee disappears from the surface of the Earth, man would have no more than four years left to live.”

ALBERT EINSTEIN





In Our Community

To support successful businesses, our communities must be resilient and thriving. We believe in strengthening the communities where we operate, live and work. By doing so, we are investing in the inventors of tomorrow and supporting the plans for prosperity our communities need to thrive.

COMMUNITY PARTNERSHIPS

In the United States, Rambus partners with the Silicon Valley Community Foundation, the largest community foundation in the nation, to identify key partners and to distribute funds. In 2020, some of our key nonprofit partners included:

- Light the Night with The Leukemia and Lymphoma Society (LLS). The Rambus relationship with LLS and the Light the Night initiative began when a former Rambus employee’s daughter was diagnosed with leukemia. The Rambus community came together to support the family and has since continued to support LLS annually. In 2020, the Light the Night fundraising initiative was led by Kit Rogers, our SVP, Technology Partnerships and Corporate Development. Kit says, “It’s incredible to see the passion of Rambus employees as we raise funds for Light the Night. This past year, I challenged our executive team to personally raise \$5,000 each and their dedication was phenomenal.” Rambus and its employees raised over \$25,000 for LLS in 2020.
- Rebuilding Together makes essential repairs to help families stay in their homes. In 2020, Rambus supported the organization with a \$25,000 grant and provides volunteer support to work on homes and community buildings in East Palo Alto and Daly City, California.

Rambus India emphasizes corporate social responsibility in compliance with Section 135 of The Companies Act of 2013, ensuring we dedicate 2% of average profit to key community partners. In India, our CSR committee is comprised of local employees who work to identify partners and distribute funds. In 2021, as India experienced devastating challenges related to the COVID-19 pandemic, the CSR committee there quickly turned their attention and funds to healthcare organizations who could directly support on-the-ground needs for oxygen and other key needs in the community. This committee worked alongside India’s human resources and operations teams to organize wellness sessions for employees and their families and extend the company’s COVID-19 outreach into the community.

EMPLOYEE VOLUNTEERISM AND GIVING

Rambus understands our most important connections to the communities where we operate are the employees who live and work in those communities. We are dedicated to listening to employees, understanding their passion for community service, and providing them the tools and resources necessary to give of their time and resources to organizations and causes they care about most.

In the United States, Rambus matches employee donations to community organizations. 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 is working actively to expand our community volunteerism program, developing corporate sanctioned and employee-led initiatives to give back with our time and resources in our communities.



Rambus employees participate in Rebuilding Together



In Our DNA

Having socially and environmentally responsible operations means setting ethical principles and standards. Our internal policies and procedures match our commitment to integrity and align with the expectations of all stakeholders.

GOVERNANCE STRUCTURE

The Rambus leadership team, led by President and CEO Luc Seraphin, is a diverse team of eight key leaders responsible for the company’s operations and management. The Rambus Board of Directors sets high standards for Rambus employees, officers and directors. Implicit in this philosophy is the importance of sound corporate governance. It is the duty of the Board of Directors to serve as a prudent fiduciary for shareholders and to oversee the management of the company’s business. The Board of Directors follows key procedures outlined in our Corporate Governance Guidelines and Committee Charters, all of which can be found on the company’s Investor Relations website. The Board of Directors includes four key committees: Audit, Compensation, Corporate Governance/ Nominating, and Corporate Development. We have also recently formed a Cyber Risk Committee focusing on specific information security risks and related protection measures. In 2021, the Corporate Governance/Nominating Committee formally became the oversight entity for ESG governance at Rambus, led by Board member Emiko Higashi.

ENTERPRISE RISK

The Rambus framework for security, risk and quality is organized based on ISO 9001:2015 standards and emphasizes the issues and requirements that impact Rambus’ ability to consistently provide products and services to its customers. We actively 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.

Rambus also evaluates its operating environment, including the markets it serves, and 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.

INFORMATION SECURITY

Rambus is committed to ensuring our stakeholders’ information remains secure in our hands. 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. We report regularly (annually, at a minimum) to our Board of Directors and quarterly to our new Cyber Risk Committee on specific information security risks and related protection measures.

ESG RISK

Rambus’ enterprise risk management process has always included a focus on business continuity and resiliency in managing risk. We have actively worked to include the potential effects of natural disasters, adverse weather events,

and other environmental impacts on our business globally. As we have built our sophistication in ESG at Rambus in recent years, our risk management processes are also evolving to include additional aspects related to ESG risk and resiliency. In 2022, we will implement a more robust enterprise risk management system, a framework that is based on ISO standards and includes additional aspects of ESG risk to our business.

REGULATORY AND LEGAL COMPLIANCE

The Rambus 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 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 employees and Rambus representatives. All employees and Board members are required to read, acknowledge receipt of, and comply with the Code.

In addition to our robust Code of Business Conduct and Ethics, Rambus has in place a Global Anti-Corruption Policy. Violations of these policies can be anonymously reported through Rambus’ Open Door Helpline at opendoor.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.



Rambus engages meaningfully across the semiconductor value chain. We are committed to collaboration with our partners and participation in industry alliances. Proactive engagement with our customers and suppliers means conducting our business with uncompromising integrity and choosing partners with the same values.

SUPPLIER SUSTAINABILITY



RESPONSIBLE SOURCING

With a network of global suppliers, we know strong partnerships across our value chain can have a direct effect on the kinds of environmental and social impacts we want to have as a leader in our industry. We are committed to sourcing from suppliers whose values and ethics match our own. Because we adhere to the highest standards of responsible business conduct, we require the same from our vendors.

Throughout 2020 and 2021, Rambus actively worked to formalize our sustainable procurement policies and model of excellence for the future at Rambus. In September 2020, we adopted our first Vendor Code of Conduct, based on the Responsible Business Alliance (RBA) Code of Conduct, which is in turn informed by the Universal Declaration of Human Rights. This Code of Conduct establishes 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. Rambus expects our vendors to comply with the RBA code and with the Rambus Code of Business Conduct and Ethics, as well as all national and local laws and regulations.

In 2021, we compiled a comprehensive management plan for sustainable procurement, applying the most positive environmental, social and economic impacts across the life cycle of Rambus products to minimize adverse effects. This structure focuses on our commitment to innovation, performance, and sustainability in all we do. We are committed to engaging in practices that protect our stakeholders’ human rights, including workers’ rights, in our supply chain.

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 AND 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 stakehodlers 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 beleive sustainability 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 environment and the economy in our procurement practices.
CONTINUAL IMPROVEMENT	We work to continually improve our sustainability practices and outcomes.



SUPPLY CHAIN RESILIENCY AND CONTINUITY

Rambus employs a rigorous approach to risk management and adopts a detailed framework to navigate risks both globally and locally. The COVID-19 pandemic affected Rambus and every vendor in our supply chain in unique ways. We acted as a partner and a leader for our industry during this time to address the risks and challenges faced internally and by our supply chain partners.

As we consider major risks in our business and the businesses of our major vendors, climate change remains top of mind globally. Our membership in RBA provides access to the environmental impact tools necessary to build industry capacity and performance for us and our vendors. Suppliers are expected, to the extent feasible, to participate in RBA’s programs including capacity building, factory LEED Certification, self-assessment, and the Validated Assessment Program (VAP) for onsite compliance certification. We will assess or audit suppliers yearly to demonstrate compliance with the Rambus and RBA Codes of Conduct and will implement improvement plans for any identified shortcomings.

In 2022, we will also implement a performance measurement system for suppliers that enables a baseline measurement associated with key sustainability goals and performance indicators. 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.

95%

OF OUR SUPPLY CHAIN CONSISTS OF CONTRACT MANUFACTURING PARTNERS IN THE GLOBAL SEMICONDUCTOR MARKET. RAMBUS HAS LONG-TERM RELATIONSHIPS WITH 5 KEY SUPPLIERS IN THIS MARKETPLACE.

SUPPLIER SPOTLIGHT:
TAIWAN SEMICONDUCTOR MANUFACTURING

While Rambus’ entire supply chain includes various suppliers of goods and services globally, 88% of our supply chain spending is related to three key contract manufacturing partners in the global semiconductor market. One of those key partners is globally recognized Taiwan Semiconductor Manufacturing Company (TSMC). TSMC brings to the table a best-in-class focus on ESG. TSMC has been recognized by the Dow Jones Sustainability World Index for 20 consecutive years and has been recognized by DJSI’s emerging markets index specifically. They have also received top ratings from MSCI, FTSE4Good, World Benchmarking Alliance and from CDP related to Climate Change and Water Security. Rambus is proud to maintain a strong relationship with TSMC and considers them integral to achieving our supply chain sustainability goals.



PRODUCT STEWARDSHIP

Rambus technology is present in high-performance memory subsystems required to meet the data needs for individuals, businesses, and municipalities all around the world. We work diligently to ensure our products are improving the lives and livelihoods of users, while minimizing the long-term environmental impact of those products.

We continue to invest in cutting-edge technology to decrease energy use and maximize performance of our products. We know we have a major role to play in making technology safer, faster and more sustainable, and energy efficiency plays a leading role in achieving that promise.

In 2021, Rambus completed a detailed management systems framework related to product stewardship based on the principles of ISO 9001 for quality management systems and ISO 14001, 14006 and 14062 for environmental management systems. This framework outlines the importance of implementing an ecodesign policy in our product stewardship process, reducing adverse environmental impacts throughout the life cycle of our products. For Rambus, this means:

- Continually improving processes related to product design.
- Actively working to reduce the environmental impacts of our products throughout their lifecycle, 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 ecodesign improvements.
- Integrating ISO 14001 certification requirements for our direct suppliers.
- Engaging with our stakeholders directly to create new opportunities throughout the lifecycle of our products.

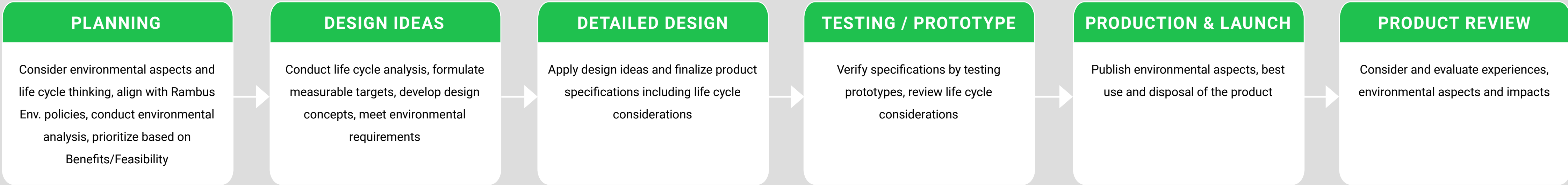
Our product design and development process evaluate environmental targets and specifications at each stage.

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.

HUMAN RIGHTS

Rambus believes in the value and fundamental rights of humans. Our Human Rights Statement sets forth our Human Rights Principles, Approach, and Implementation. The Rambus Vendor Code of Conduct aligns with the RBA code of conduct and directly addresses our commitment to human rights in our operations and those of our suppliers. We are committed to the highest standards of labor ethics in our operations and expect our suppliers to have the same commitment to human rights.

PRODUCT DESIGN PROCESS



CASE STUDY

Joining Responsible Business Alliance

In 2021, Rambus joined the Responsible Business Alliance (RBA). RBA is the world's largest industry coalition dedicated to corporate social responsibility in global supply chains. Comprised of electronics, retail, auto and toy companies, members of RBA are committed to supporting the rights and well-being of workers and communities worldwide affected by the global supply chain. Members are held accountable to a common Code of Conduct and utilize a range of RBA training and assessment tools to support continual improvement in the social, environmental and ethical responsibility of their supply chains.



Responsible Business Alliance

Advancing Sustainability Globally

Jeffrey Moore, Ph.D. is Senior Vice President, Global Operations at Rambus, and answered some key questions about Rambus' decision to join RBA.

Q: What led to Rambus' decision to join RBA in 2021?

A: As a recognized leader in establishing ethical and responsible business practices, Rambus has mirrored the RBA Code of Conduct in our own practices for many years. Many of our customers are RBA members and require adherence to that Code for customer compliance. Formalizing our relationship with RBA today, and our commitment to their Code of Conduct, was a natural step in our evolution of corporate responsibility at Rambus and streamlines our relationship with our customers.

Q: How has RBA been a leader in global supply chain ethics and responsibility? How will Rambus' RBA membership add to that leadership?

A: RBA has a long history of leadership, driving best practices and in responsible, ethical business strategies for companies in the electronics industry. RBA was founded in 2004 and has grown to become the leading coalition for our field. Rambus also has a long history of strength in our supply chain. Founded in 1990, the last 31 years at Rambus have been focused on high-speed technology development and partnership with the leaders in our field to advance our work and theirs. Together with RBA and its members, we can continue this focus on innovation, incorporating ESG in all of our business strategies.

Q: How does RBA help Rambus to address risk in our supply chain?

A: RBA's Risk Assessment Model helps to ensure supply chain sustainability for all its members. RBA provides a rating model with a dynamic picture of risk in our supply chain, allowing all RBA members

to understand the dynamic changes in our supply chain at any given moment. The entire value chain of our business and every business in 2020 was affected by the COVID-19 pandemic. We saw then more than ever the need for comprehensive risk management in our supply chain and look forward to working with RBA to implement their best practice learnings.

Q: Rambus has made strong statements on environmental responsibility and the threat of climate change in our business. How will RBA membership help to address these concerns?

A: One of the five pillars of RBA's Code of Conduct is environmental sustainability. We know it is our responsibility as a leader in our industry to address the threat of climate change directly in our business and with our customers and suppliers. Requiring our suppliers to adhere to the RBA Code of Conduct in the same way our customers have required of us will bring our entire value chain ahead, engaging in environmentally sustainable progress.

Q: Rambus was introduced to RBA by its customers. How will Rambus continue to bring others into the RBA and encourage its supply chain partners to adopt key ESG initiatives?

A: RBA's Validated Assessment Program (VAP) is our industry's leading standard for onsite compliance verification and effective, sharable audits. We will rely on their robust VAP protocol to ensure our key suppliers are achieving high levels of VAP recognition. Rambus has been a part of many VAP audits as a supplier ourselves, and we have seen the value and clarity these processes can bring. We look forward to continuing to implement VAP ourselves and with our suppliers to ensure we all are sharing our audit results and processes to make the entire industry more responsible.



GRI INDEX

Rambus is proud to report based on the Global Reporting Initiative (GRI) Standards: Core option for the first time in 2021. Click the link below to access our full GRI data table for 2020.

GRI INDEX



Rambus is proud to report on the Sustainability Accounting Standards Board (SASB) semiconductor Standard for the first time in 2021. Click the link below to access our full SASB data table for 2020.

[SASB INDEX](#)

SASB INDEX



Rambus is proud to report on the Task Force on Climate-related Financial Disclosures (TCFD) for the first time in 2021. Click the link below to access our full TCFD data table for 2020.

[TCFD INDEX](#)

TCFD INDEX