

Rambus Inc. ESG Committee Charter

This charter (the “Charter”) sets forth the duties and responsibilities and governs the operations of the Environmental, Social and Governance (“ESG”) Committee (the “Committee”). Rambus is a provider of industry-leading chips and silicon IP making data faster and safer. With over 30 years of advanced semiconductor experience, we are a pioneer in high-performance memory subsystems that solve the bottleneck between memory and processing for data-intensive systems. Whether in the cloud, at the edge or in your hand, real-time and immersive applications depend on data throughput and integrity. Rambus products and innovations deliver the increased bandwidth, capacity and security required to meet the world’s data needs and drive ever-greater end-user experiences.

Rambus has approached its corporate social responsibility (CSR) and philanthropic efforts with the same level of passion and dedication as designing advanced technology solutions. To support and advance our efforts, Rambus has convened a Corporate Social Responsibility¹/ESG Committee (also known as the ESG Council) (ESGC) that is composed of the following key stakeholders:

1. SVP, General Counsel
2. SVP, Human Resources
3. SVP, Global Operations
4. VP, Chief of Staff & Deputy GC

The purpose of ESGC is to integrate social responsibility into Rambus’s business strategy and operations, uphold Rambus’s responsibilities to society and the environment, and support the continual improvement of Rambus’s ESG program and initiatives. The ESGC is responsible for:

- Reviewing and approving policies, strategies, and targets that reflect Rambus’s commitment to social responsibility and ensuring alignment with Rambus’s overall business strategy;
- Demonstrating leadership commitment and exemplifying the seven principles of social responsibility: accountability, transparency, ethical behavior, respect for stakeholder interests, respect for the rule of law, respect for international norms of behavior, and respect for human rights;
- Reviewing, approving, and funding activities associated with implementing Rambus’s ESG program;
- Monitoring external/internal trends, developments, and risks that could materially impact Rambus’s CSR program and reputation;
- Promoting Rambus’s ESG initiatives and encouraging the participation of employees, customers, suppliers, and partners, where appropriate; and
- Reviewing the ESG Charter annually to evaluate its effectiveness and recommending changes, as needed.

The ESGC is supported by an Operational Working Group (OWG), a cross-functional team that is composed of members from at least the following functions within Rambus:

1. Facilities
2. Legal
3. Marketing
4. Global Operations

¹ “Corporate Social Responsibility” and “Environmental, Social and Governance” are used interchangeably in this document.

5. HR
6. Supply Chain

The OWG is responsible for:

- Establishing, managing, and implementing Rambus's ESG program based on the Rambus CSR Management System Framework;
- Meeting as-needed (at least twice per year) to provide accurate, cogent and concise reporting on activity related to Rambus's CSR/ESG program;
- Monitoring and supporting the implementation of Rambus's ESG policies and initiatives, including but not limited to environment and climate action, human rights, governance, and community involvement;
- Monitoring Rambus's work environment to maintain a workplace that is safe, respectful, ethical, and inclusive;