



RAMBUS INC.
HUMAN RIGHTS POLICY
(Updated October 1, 2023)

Our Principles

This policy applies to all Rambus Inc. entities, including all subsidiaries, affiliates, and respective global business units (“Rambus”), as well as Rambus’s suppliers, vendors, and partners.

Rambus believes human rights are 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. Respect for human rights is rooted in our values and applies wherever we do business. We are aligned to the UN Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises. We expect our suppliers to respect internationally recognized human rights and to adhere to the UN Guiding Principles on Business and Human Rights. Stakeholder involvement in developing our human rights policy, its implementation, and ensuring an effective outcome are essential. We require that private security forces under our control (if any) respect these human rights.

Rambus opposes the use of child or other forced labor in any aspect of our business and supply chain. We are committed to sourcing minerals for our products in a manner that does not contribute to such human rights violations.

Rambus treats workers with dignity and respect, and makes employment decisions based on qualifications, skills, performance, and ability and willingness to do the job.

Rambus respects the rights of workers to join or refrain from joining worker unions and organizations and respects their right to freely associate with these groups.

Rambus is committed to providing a healthy work environment for its personnel, an injury-free workplace, and a safety-based culture, with safe and secure facilities and ready access to clean, potable water. Rambus acknowledges that all humans have a right to water.

We promote a healthy lifestyle and encourage employee health and wellness and work-life balance.

Rambus is dedicated to fostering and maintaining the highest ethical standards in all aspects of our business. Bribery and corruption are not tolerated.

Our Approach and Implementation

In furtherance of these principles and other values enshrined within the Universal Declaration of Human Rights, Rambus has adopted multiple policies and practices, including the Rambus Code of Business Conduct and Ethics and Rambus Vendor Code of Conduct (which is based on the Responsible Business



Alliance (RBA) Code of Conduct; such Rambus codes, collectively, the “Rambus Codes”). Rambus is committed to working with its vendors, partners, employees, management, and Board of Directors to uphold this Policy and revisit it as necessary. Rambus expects our vendors to follow the standards set forth in the Rambus Codes, as well as all applicable laws and regulations.

The Rambus Codes require Rambus personnel and vendors to respect personal privacy, treat workers with dignity and respect, and comply with all applicable laws pertaining to freedom of association, collective bargaining, immigration, working time, wages, benefits and hours, safe and healthy working conditions, as well as laws prohibiting forced, compulsory and child labor, human trafficking, harassment, and employment discrimination. Assessments are conducted annually to evaluate high risk suppliers’ performance in the area of human rights. We track the number of employees or contractors that do not meet standards on slavery and trafficking and have a corrective action system.

Rambus’ employee onboarding training includes a Human Rights component. We provide Rambus personnel with training, resources, and systems to effectuate our commitment to protecting human rights. Rambus’ employee training includes training on human trafficking and slavery for its employees and management with direct responsibility for supply chain management

The Rambus Codes and Rambus Global Anti-Corruption Policy require personnel to comply with all applicable laws regarding bribery and corruption, *e.g.*, the United States Foreign Corrupt Practices Act. We train our personnel on this requirement regularly.

The Rambus Conflict Mineral Policy requires us to follow applicable law to ensure we, and our applicable vendors, are sourcing minerals for our products in a manner that does not contribute to human rights violations.

Rambus maintains board-level oversight and engagement with senior executives regarding our corporate responsibility priorities, including this Human Rights Statement and the policies and practices mentioned herein. We prohibit retaliation against any employee for reporting, in good faith, a suspected violation of law, or any other Rambus code or policy. We regularly assess our top suppliers to evaluate their conformance with Rambus’s Vendor Code of Conduct and the human rights-related obligations therein. If any issues arise, Rambus will properly address them.

Grievance and Remedy

The Rambus Code of Business Conduct and Ethics details how to report potential violations of the code, including Human Rights-related violations, and details how we handle investigations.

Threats of Retaliation are not tolerated. Open communication of issues and concerns without fear of retribution or retaliation is vital to our corporate culture and the successful implementation of this Code. We will not tolerate any threats, retribution, reprisals or retaliation against any person who has in good faith reported a suspected violation of law, this Code or other Rambus policies, or any person who is



assisting in any related investigation or process. Anyone who discriminates or retaliates against any person in these contexts will be subject to disciplinary action, up to and including termination of employment or service with the company.

Communication about this Statement

This Rambus Human Rights Statement is publicly available at rambus.com, internally posted, and is referenced in the Rambus Vendor Code of Conduct.

Supporting Documents:

- [Rambus Code of Business Conduct and Ethics](#)
- [Rambus Modern Slavery Statement](#)
- [Rambus Vendor Code of Conduct](#)
- [Rambus Global Anti-Corruption Policy](#)
- [Rambus Conflict Mineral Policy](#)
- [Rambus Form SD](#)
- Rambus Quality Policy
- [Rambus Corporate Governance and Nominating Committee Charter](#)
- [RBA Code of Conduct](#)
- [Universal Declaration of Human Rights](#)

