Table of Contents

GRI 1: Foundation 2021

Foundation 2021

GRI 1: Foundation 2021 / Foundation 2021

Reporting principles applied, requirements, and use/referencing of GRI Standards.

☑ This report reflects GRI 1: Foundation 2021.

GRI 2: General Disclosures 2021

The organization and its reporting practices

Organizational Details GRI 2-1

GRI 2: General Disclosures 2021 / The organization and its reporting practices / Organizational Details GRI 2-1

Organizational details

Legal name: Rambus Inc.
Nature of ownership and legal form: Corporation
Location of headquarters: 4453 N First Street, Suite 100 San Jose, CA 95134
Countries of operation: United States, India, Korea, The Netherlands, Canada, Finland

References:

📄 [2023 10K](#)

📄 [2023 Proxy Statement](#)

Entities Included in the Organization's Sustainability Reporting GRI 2-2

GRI 2: General Disclosures 2021 / The organization and its reporting practices / Entities Included in the Organization's Sustainability Reporting GRI 2-2

Entities included in the organization's sustainability reporting

List entities included in sustainability reporting: Rambus, Inc.
Specify differences between the list of entities included in financial reporting and sustainability reporting:
Multiple entities, explain the approach used for consolidating the information:

References:

📄 [2023 10K](#)

📄 [2023 Proxy Statement](#)

Reporting Period, Frequency and Contact Point GRI 2-3

GRI 2: General Disclosures 2021 / The organization and its reporting practices / Reporting Period, Frequency and Contact Point GRI 2-3

Reporting period, frequency and contact point

Specify reporting period for, and the frequency of, sustainability reporting: 1 January 2022 to 31 December 2022; Annually	
Specify reporting period for financial reporting and, if it does not align with sustainability reporting, explain the reason: 1 March 2022 to 28 February 2023	
Publication date:	2-24-2023

Specify contact point for questions:
Investor Contact

- Nicole Noutsios
- NMN Advisors
- 510-315-1003
- rambus@nmnadvisors.com

References:

📄 2023 10K

📄 2023 Proxy Statement

Restatements of Information GRI 2-4

GRI 2: General Disclosures 2021 / The organization and its reporting practices / Restatements of Information GRI 2-4

Restatements of information

Report restatements of information made from previous reporting periods and explain reasons and effect:

External Assurance GRI 2-5

GRI 2: General Disclosures 2021 / The organization and its reporting practices / External Assurance GRI 2-5

External assurance

Describe policy and practice for seeking external assurance: Rambus seeks external assurances for its greenhouse gas emissions data to ensure the quality and accuracy of qualitative information presented. Rambus' 2022 greenhouse gas emissions data, including scope 1, scope 2, and select scope 3 categories (purchased goods and services, capital goods, and business travel), were externally assured by Keramida.
Details on the external assurance of the sustainability report: Only emissions data including scope 1, scope 2, and select scope 3 categories (purchased goods and services, capital goods, and business travel) presented in this report has been externally assured. Keramida did not assure any information presented in the report regarding financial statements or employee representation or diversity.

References:

📄 2023 GHG Verification

Activities and workers

Activities, Value Chain and Other Business Relationships GRI 2-6

GRI 2: General Disclosures 2021 / Activities and workers / Activities, Value Chain and Other Business Relationships GRI 2-6

Activities, value chain and other business relationships

Activities, Value Chain and Other Business Relationships			
Sector: Semiconductor	Describe Value Chain: The major elements of Rambus' supply chain include product design and development; contract manufacturing; outsourced assembly and test; and outsourced product logistics and distribution to customers (original equipment manufacturers).	Relevant Business Relationships: Responsible Business Alliance	Significant Changes:

References:

📄 2023 Proxy Statement

Employees GRI 2-7

GRI 2: General Disclosures 2021 / Activities and workers / Employees GRI 2-7

Employees

Reporting period:		2022					
Employees by Gender			Female	Male	Other (as specified by employee)	Not disclosed	TOTAL
Number of employees (head count / FTE):							765
Number of permanent employees (head count / FTE):							
Number of temporary employees (head count / FTE):							
Number of non-guaranteed hours employees (head count / FTE):							
Number of full-time employees (head count / FTE):							
Number of part-time employees (head count / FTE):							
Breakout by Region							
Region: Number of employees (head count / FTE):							
Region: Number of permanent employees (head count / FTE):							
Region: Number of temporary employees (head count / FTE):							
Region: Number of non-guaranteed hours employees (head count / FTE):							
Region: Number of full-time employees (head count / FTE):							
Region: Number of part-time employees (head count / FTE):							
Describe methodologies and assumptions used to compile data:							
Report contextual information necessary to understand data:							
Describe significant fluctuations in the number of employees during the reporting period and between reporting periods:							

Additional Comments

In 2022, there were 12 members in the executive management team. Three members were female, representing 25% of the executive management team.

References:

📄 2023 Proxy Statement

📄 2023 10K   Page(s) 4

Workers who are not Employees GRI 2-8

GRI 2: General Disclosures 2021 / Activities and workers / Workers who are not Employees GRI 2-8

Workers who are not employees

Total number of workers who are not employees:	
Describe the most common worker types/contractual relationship/type of work performed:	
Describe methodologies and assumptions used to compile data:	
Describe significant fluctuations in the number of workers who are not employees:	

Reason for Omission:
Unavailable

Governance

Governance Structure and Composition GRI 2-9

GRI 2: General Disclosures 2021 / Governance / Governance Structure and Composition GRI 2-9

Governance structure and composition

Governance structure and composition	
Rambus's board members have oversight of our Environmental, Social and Governance (ESG) / Corporate Social Responsibility (CSR) practices which include climate-related issues. The Corporate Governance / Nominating Committee (CGNC) oversees and makes recommendations to the Board of Directors regarding Rambus's corporate governance policies and practices. On a quarterly basis, the CGNC reviews our CSR and ESG policies, programs, initiatives and reports as they are developed and presented by the ESG Council and CSR/ESG Committee	
Committee name	Composition of the committee
Committee name: Corporate Governance / Nominating Committee (CGNC)	Describe the composition of the committee: The Corporate Governance / Nominating Committee (CGNC) reviews Rambus's CSR and ESG policies, programs, initiatives, and reports.

References:

📄 2023 10K

📄 2023 Proxy Statement

Nomination and Selection of the Highest Governance Body GRI 2-10

GRI 2: General Disclosures 2021 / Governance / Nomination and Selection of the Highest Governance Body GRI 2-10

Nomination and selection of the highest governance body

> Describe nomination and selection processes:
> Our Board of Directors is composed of eight members who are divided into two classes with overlapping two-year terms. At each annual meeting of stockholders, a class of directors is elected for a term of two years to succeed those directors whose terms expire on the annual meeting date. A director serves in office until his or her respective successor is duly elected and qualified or until his or her earlier death or resignation. Any additional directorships resulting from an increase in the number of directors will be distributed among the two classes so that, as nearly as possible, each class will consist of an equal number of directors. Any vacancy occurring mid-term will be filled by a majority of the other current members of the Board of Directors. There is no family relationship between any of our directors.

> Describe criteria used for nomination and selection:
> Three Class II directors are to be elected during the Annual Meeting for a two-year term ending in 2025. Based on the recommendation of our Corporate Governance/Nominating Committee, our Board of Directors has nominated Emiko Higashi, Steven Laub, and Eric Stang for election as Class II directors. If any of these persons nominated by the Board of Directors is unable or declines to serve as a director at the time of the Annual Meeting, proxies will be voted for a substitute nominee or nominees designated by the Board of Directors.
>
> The Company's bylaws provide that in uncontested elections, nominees will be elected to the Board of Directors if the votes cast for a nominee's election exceed the votes cast against such nominee's election. The Board of Directors, after taking into consideration the recommendation of the Corporate Governance/Nominating Committee of the Board of Directors, will determine whether or not to accept the pre-tendered resignation of any nominee for director, in an uncontested election, who receives a greater number of votes "AGAINST" his or her election than votes "FOR" such election. There are no cumulative voting rights in the election of directors. Stockholders as of the Record Date may vote their shares for or against some, all or none of the Class II nominees. In the election of directors, any abstentions in respect of a nominee will not impact the election of that nominee. In tabulating the voting results for the election of directors, only "FOR" and "AGAINST" votes are counted.

References:

📄 2023 Proxy Statement

Chair of the Highest Governance Body GRI 2-11

GRI 2: General Disclosures 2021 / Governance / Chair of the Highest Governance Body GRI 2-11

Chair of the highest governance body

Is the chair of the highest governance body also a senior executive?

No

References:

📄 2023 Proxy Statement

Role of the Highest Governance Body in Overseeing the Management of Impacts GRI 2-12

GRI 2: General Disclosures 2021 / Governance / Role of the Highest Governance Body in Overseeing the Management of Impacts GRI 2-12

Role of the highest governance body in overseeing the management of impacts

> Describe the role of the highest governance body and of senior executives:
> See 2023 CDP Section - C1. Governance

> Describe the role of the highest governance body in overseeing the organization's due diligence:
> See 2023 CDP Section - C1. Governance

> Describe the role of the highest governance body in reviewing effectiveness:
> See 2023 CDP Section - C1. Governance

References:

📄 CDP Climate Questionnaire 2023

Delegation of Responsibility for Managing Impacts GRI 2-13

Delegation of responsibility for managing impacts

Describe how the highest governance body delegates responsibility: See 2023 CDP Section - C1. Governance
Describe process and frequency for senior executives or other employees to report back to the highest governance body: See 2023 CDP Section - C1. Governance

References:

CDP Climate Questionnaire 2023

Role of the Highest Governance Body in Sustainability Reporting GRI 2-14

GRI 2: General Disclosures 2021 / Governance / Role of the Highest Governance Body in Sustainability Reporting GRI 2-14

Role of the highest governance body in sustainability reporting

Is the highest governance body responsible for sustainability reporting?

Yes   Describe process: Rambus's board members have oversight of our Environmental, Social and Governance (ESG) / Corporate Social Responsibility (CSR) practices which include reporting and climate-related issues.
The Corporate Governance / Nominating Committee (CGNC) oversees and makes recommendations to the Board of Directors regarding Rambus's corporate governance policies and practices.
On a quarterly basis, the CGNC reviews our CSR and ESG policies, programs, initiatives and reports as they are developed and presented by the ESG Council and CSR/ESG Committee. Climate-related issues are a regularly scheduled agenda item at the CGNC meeting.

References:

CDP Climate Questionnaire 2023

Conflicts of Interest GRI 2-15

GRI 2: General Disclosures 2021 / Governance / Conflicts of Interest GRI 2-15

Conflicts of interest

Describe the processes for the highest governance body: All of our directors and executive officers are subject to our Code of Business Conduct and Ethics, and our directors are guided in their duties by our Corporate Governance Guidelines. Our Code of Business Conduct and Ethics requires that our directors and executive officers avoid situations where a conflict of interest might occur or appear to occur. In general, our directors and executive officers should not have a pecuniary interest in transactions involving us or a customer, licensee, or supplier of the Company, unless such interest is solely a result of routine investments made by the individual in publicly traded companies. In the event that a director or executive officer is going to enter into a related party transaction with a relative or significant other, or with a business in which a relative or significant other is associated in any significant role, the director or executive officer must fully disclose the nature of the related party transaction to our Chief Financial Officer. For directors and executive officers, such related party transaction then must be reviewed and approved in advance by the Audit Committee. For other conflicts of interest that may arise, the Code of Business Conduct and Ethics advises our directors and executive officers to consult with our General Counsel. In addition, each director and officer is required to complete a Director and Officer Questionnaire on an annual basis and upon any new appointment, and provide quarterly updates, which requires disclosure of any related-party transactions pertaining to the director or executive officer. Our Board of Directors will consider such information in its determinations of independence with respect to our directors under applicable Nasdaq and SEC rules. In order to help ensure our directors remain free from conflicts or the appearance of conflicts, our Corporate Governance Guidelines require that each director deliver an irrevocable resignation from the Board of Directors, to be effective upon the occurrence of both (i) a significant change in his or her status and appointments or positions with other companies during his or her tenure as a director on the Board of Directors, and (ii) the Board of Directors' acceptance of such resignation.
Report whether conflicts of interest are disclosed to stakeholders:

References:

2023 Proxy Statement

Communication of Critical Concerns GRI 2-16

GRI 2: General Disclosures 2021 / Governance / Communication of Critical Concerns GRI 2-16

Communication of critical concerns

Total number of critical concerns:
Describe whether and how critical concerns are communicated: 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 3 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.
Report nature of critical concerns communicated:

References:

📄 Code of Business Conduct and Ethics

📄 Vendor Code of Conduct

📄 RBA code of conduct

📄 Human Rights Policy

Collective Knowledge of the Highest Governance Body GRI 2-17

GRI 2: General Disclosures 2021 / Governance / Collective Knowledge of the Highest Governance Body GRI 2-17

Collective knowledge of the highest governance body

Report measures taken to advance collective knowledge:

Reason for Omission:
Unavailable

Evaluation of the Performance of the Highest Governance Body GRI 2-18

GRI 2: General Disclosures 2021 / Governance / Evaluation of the Performance of the Highest Governance Body GRI 2-18

Evaluation of the performance of the highest governance body

Describe the processes for evaluating the performance of the highest governance body:
Report whether the evaluations are independent:
Describe actions taken in response to evaluations:

Reason for Omission:
Unavailable

Remuneration Policies GRI 2-19

GRI 2: General Disclosures 2021 / Governance / Remuneration Policies GRI 2-19

Remuneration policies

Remuneration Type	Details
Fixed pay and variable pay:	
☐ Performance-based pay ☐ Equity-based pay ☐ Bonuses ☐ Deferred or vested shares	
☐ Sign-on bonuses or recruitment incentive payments	
☐ Termination payments	
☐ Clawbacks	
☐ Retirement benefits	
Describe how the remuneration policies for members of the highest governance body and senior executives relate to their objectives and performance:	

Additional Comments

See 2023 Proxy Statement

References:

📄 2023 Proxy Statement

Process to Determine Remuneration GRI 2-20

GRI 2: General Disclosures 2021 / Governance / Process to Determine Remuneration GRI 2-20

Process to determine remuneration

Describe process for designing remuneration policies and determining remuneration:
Report the results of votes of stakeholders and shareholders:

Additional Comments

See 2023 Proxy Statement

References:

📄 2023 Proxy Statement

Annual Total Compensation Ratio GRI 2-21

GRI 2: General Disclosures 2021 / Governance / Annual Total Compensation Ratio GRI 2-21

Annual total compensation ratio

Annual total compensation ratio:
Change in the annual total compensation ratio:
Report contextual information necessary to understand the data:

Additional Comments

See 2023 Proxy Statement

References:

📄 2023 Proxy Statement

Strategy, policies and practices

Statement on Sustainable Development Strategy GRI 2-22

GRI 2: General Disclosures 2021 / Strategy, policies and practices / Statement on Sustainable Development Strategy GRI 2-22

Statement on sustainable development strategy

Report a statement about the relevance of and strategy for sustainable development:
At Rambus, we are committed to ethical, responsible and sustainable business practices. ESG and corporate social responsibility ("CSR") is an enterprise-wide commitment and our Board of Directors monitors and supports our CSR efforts. Our 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.

References:

📄 [2021 Rambus ESG Report](#)

Policy Commitments GRI 2-23

GRI 2: General Disclosures 2021 / Strategy, policies and practices / Policy Commitments GRI 2-23

Policy commitments

Describe policy commitments for responsible business conduct: **Rambus has several policies listed on its Corporate Social Responsibility page.**
Describe policy commitment to respect human rights: 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.
Provide policy commitment links or explanation: [Rambus-Human-Rights-Policy-_Oct_2023.pdf](#)
Report commitment approval level:
Report extent to which policy commitments apply to activities and business relationships:
Describe communication to workers, business partners, and other relevant parties:

References:

📄 [Human Rights Policy Oct '23](#)

📄 [Modern Slavery Statement](#)

Embedding Policy Commitments GRI 2-24

GRI 2: General Disclosures 2021 / Strategy, policies and practices / Embedding Policy Commitments GRI 2-24

Embedding policy commitments

Describe how policy commitments for responsible business conduct are embedded:

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 2 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.

References:

📄 Human Rights Policy Oct '23

📄 Modern Slavery Statement

Processes to Remediate Negative Impacts GRI 2-25

GRI 2: General Disclosures 2021 / Strategy, policies and practices / Processes to Remediate Negative Impacts GRI 2-25

Processes to remediate negative impacts

Describe commitments to provide for or cooperate in remediation of negative impacts:
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 2 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.

Describe approach to identify and dress grievances:
If an individual suspects or becomes aware of any action related to bribery, recordkeeping or internal controls that he or she believes may be illegal, unethical or inappropriate, or otherwise in violation of this Policy, the person should immediately report the situation to the Legal Department or other member of senior management. Any manager, member of senior management, or Human Resources representative who receives a report of a potential violation of this Policy or the law must immediately inform the Legal Department. If an individual is uncomfortable reporting a concern in person or otherwise "on the record", you may also report the concerns via the Company's confidential and anonymous whistleblower hotline web site at http://www.mysafeworkplac... or by making a toll-free telephone call to 1-800-461-9330. The Company will not permit retaliation of any kind against anyone who makes a report or complaint in good faith with a reasonable basis for believing that a violation of this Policy or other illegal, unethical or inappropriate conduct has occurred. The Company encourages and highly values such good faith reporting of potential conduct that may violate Anti-Corruption Laws or related laws or regulations.

Describe additional remediation processes other than grievance mechanisms:

Describe stakeholder involvement:

Describe effectiveness tracking and examples:

References:

📄 Anti-Corruption Policy

Mechanisms for Seeking Advice and Raising Concerns GRI 2-26

GRI 2: General Disclosures 2021 / Strategy, policies and practices / Mechanisms for Seeking Advice and Raising Concerns GRI 2-26

Mechanisms for seeking advice and raising concerns

Describe mechanisms for seeking advice and raising concerns:
If an individual suspects or becomes aware of any action related to bribery, recordkeeping or internal controls that he or she believes may be illegal, unethical or inappropriate, or otherwise in violation of this Policy, the person should immediately report the situation to the Legal Department or other member of senior management. Any manager, member of senior management, or Human Resources representative who receives a report of a potential violation of this Policy or the law must immediately inform the Legal Department. If an individual is uncomfortable reporting a concern in person or otherwise "on the record", you may also report the concerns via the Company's confidential and anonymous whistleblower hotline web site at http://www.mysafeworkplac... or by making a toll-free telephone call to 1-800-461-9330. The Company will not permit retaliation of any kind against anyone who makes a report or complaint in good faith with a reasonable basis for believing that a violation of this Policy or other illegal, unethical or inappropriate conduct has occurred. The Company encourages and highly values such good faith reporting of potential conduct that may violate Anti-Corruption Laws or related laws or regulations.

References:

📄 Anti-Corruption Policy

Compliance with Laws and Regulations GRI 2-27

GRI 2: General Disclosures 2021 / Strategy, policies and practices / Compliance with Laws and Regulations GRI 2-27

Compliance with laws and regulations

Instances of non-compliance with laws and regulations		
Instances for which fines were incurred:	0	
Instances for which non-monetary sanctions incurred:		
Total instances of non-compliance:	0	
Breakdown of fines for instances of non-compliance with laws and regulations		
Reporting Currency: USD	Current reporting period	Previous reporting periods
Total number of fines:	0	
Total monetary value of fines:	0	
Description of significant instances of non-compliance:		
Description of how instances of non-compliance are determined:		

References:

📄 2023 10K

Membership Associations GRI 2-28

GRI 2: General Disclosures 2021 / Strategy, policies and practices / Membership Associations GRI 2-28

Membership associations

Membership associations
Responsible Business Alliance

References:

📄 Rambus Corporate Social Responsibility Report

📄 RBA code of conduct

Stakeholder engagement

Approach to Stakeholder Engagement GRI 2-29

Approach to stakeholder engagement

Describe approach to engaging with stakeholders:
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.

References:

📄 [2021 Corporate Social Responsibility Report](#)

Collective Bargaining Agreements GRI 2-30

GRI 2: General Disclosures 2021 / Stakeholder engagement / Collective Bargaining Agreements GRI 2-30

Collective bargaining agreements

Percentage of total employees covered by collective bargaining agreements (%):

Report for employees not covered by collective bargaining agreements:
As of December 31, 2022, we had 765 employees, of which approximately 38% were in the United States and 62% in other global regions. Additionally, approximately 71% of our employees were engineers with the remaining employees in sales, general and administrative positions. None of our employees are covered by collective bargaining agreements.

References:

📄 [2023 10K](#)   Page(s) 4

GRI 3: Material Topics 2021

Disclosures on material topics

Process to Determine Material Topics GRI 3-1

GRI 3: Material Topics 2021 / Disclosures on material topics / Process to Determine Material Topics GRI 3-1

Process to determine material topics

Describe process to determine material topics:
In 2023, Rambus partnered with third-party experts to refresh our materiality assessment. We engaged five key stakeholder groups via survey to identify the ESG issues most important to our internal and external stakeholders and their impacts. To complement and enrich the insights gathered from stakeholder engagement, we conducted additional desk research. The identified material topics were validated through a thorough comparison with industry-specific associations and best practices, ratings and assessments from ESG rating agencies, and global reporting frameworks.

Specify stakeholders and experts whose views informed process to determine material topics:
Rambus engaged both internal and external stakeholders to determine material topics. These stakeholder groups included employees, suppliers, customers, and investors.

List of Material Topics GRI 3-2

GRI 3: Material Topics 2021 / Disclosures on material topics / List of Material Topics GRI 3-2

List of material topics

Material topics
Economic topics
Procurement Practices
Environmental topics
Energy
Water and Effluents
Emissions
Waste
Social topics
Training and Education
Diversity and Equal Opportunity
Freedom of Association and Collective Bargaining
Child Labor
Forced or Compulsory Labor
Local Communities
Supplier Social Assessment
Changes to list of material topics

Management of Material Topics GRI 3-3

GRI 3: Material Topics 2021 / Disclosures on material topics / Management of Material Topics GRI 3-3

Management of Material Topics

Describe impacts on the economy, environment, and people: Please refer to each material topic.
Report involvement with negative impacts: Please refer to each material topic.
Describe policies and commitments: Please refer to each material topic.
Describe actions taken to manage topic and related impacts: Please refer to each material topic.
Report information about tracking of effectiveness of actions taken: Please refer to each material topic.
Describe stakeholder engagement: Please refer to each material topic.

Economic

Economic Performance

Management of Material Topics: Economic Performance GRI 3-3

Economic / Economic Performance / Management of Material Topics: Economic Performance GRI 3-3

Management of material topics (Economic Performance)

Describe impacts on the economy, environment, and people:	
Report involvement with negative impacts:	
Describe policies and commitments:	
Describe actions taken to manage topic and related impacts:	
Report information about tracking of effectiveness of actions taken:	
Describe stakeholder engagement:	

Direct Economic Value Generated And Distributed GRI 201-1

Economic / Economic Performance / Direct Economic Value Generated And Distributed GRI 201-1

Direct economic value generated and distributed

Currency:							
[report in millions]	Value generated	Value distributed					Value retained
Country, region, or market level	Revenues	Operating costs	Wages & benefits	Payments to providers of capital	Payments to governments	Community investments	(generated less distributed)

Financial Implications And Other Risks And Opportunities Due To Climate Change GRI 201-2

Economic / Economic Performance / Financial Implications And Other Risks And Opportunities Due To Climate Change GRI 201-2

Financial implications and other risks and opportunities due to climate change

Type	Category	Description	Impact Description	Financial Implications	Methods Used to Manage Risk	Costs of Actions

Defined Benefit Plan Obligations and Other Retirement Plans GRI 201-3

Economic / Economic Performance / Defined Benefit Plan Obligations and Other Retirement Plans GRI 201-3

Defined benefit plan obligations and other retirement plans

Retirement plans offered to employees are based on:	
Separate fund exists to pay the plan's pension liabilities	
Estimated value of liabilities in your reporting currency	
Fund set up to pay the plan's pension liabilities is:	
Percentage of salary contributed by employee or employer	
Type and level of participation in retirement plans	

Financial Assistance Received From Government GRI 201-4

Financial assistance received from government

Reporting Currency:	2022	2021	2020	2019
Tax relief/credits (Country)				
Total tax relief/credits:				
Subsidies (Country)				
Total subsidies:				
Investment grants, research and development grants, and other relevant types of grants (Country)				
Total investment grants, research and development grants, and other relevant types of grants:				
Awards (Country)				
Total awards:				
Royalty holidays (Country)				
Total royalty holidays:				
Financial assistance from Export Credit Agencies (ECAs) (Country):				
Total financial assistance from Export Credit Agencies (ECAs):				
Financial incentives (Country)				
Total financial incentives:				
Other financial benefits received from any government for any operation (Country)				
Total other financial benefits received or receivable from any government for any operation:				
Government is present in the shareholding structure:				

Market Presence

Management of Material Topics: Market Presence GRI 3-3

Economic / Market Presence / Management of Material Topics: Market Presence GRI 3-3

Management of material topics (Market Presence)

Describe impacts on the economy, environment, and people:
Report involvement with negative impacts:
Describe policies and commitments:
Describe actions taken to manage topic and related impacts:
Report information about tracking of effectiveness of actions taken:
Describe stakeholder engagement:

Ratio of Standard Entry Level Wage by Gender Compared to Local Minimum Wage GRI 202-1

Economic / Market Presence / Ratio of Standard Entry Level Wage by Gender Compared to Local Minimum Wage GRI 202-1

Ratio of standard entry level wage by gender compared to local minimum wage

Significant location of operations used for the ratio of employee entry level wage to local minimum wages:										
Ratio of employee entry level wages to the minimum wage at significant locations of operations			2022		2021		2020		2019	
Significant location of operations	Local minimum wage	Gender or Total Workforce	Minimum wage used	Ratio of entry level wage to minimum wage	Minimum wage used	Ratio of entry level wage to minimum wage	Minimum wage used	Ratio of entry level wage to minimum wage	Minimum wage used	Ratio of entry level wage to minimum wage
Ratio of other workers entry level wages to minimum wage at significant locations of operations:										

Proportion Of Senior Management Hired From The Local Community GRI 202-2

Economic / Market Presence / Proportion Of Senior Management Hired From The Local Community GRI 202-2

Proportion of senior management hired from the local community

	2022	2021	2020	2019
Percentage of senior management at significant locations of operation that are hired from the local community:				
Definition of 'senior management':				
Geographical definition of 'local':				
Definition used for 'significant locations of operation':				

Indirect Economic Impacts

Management of Material Topics: Indirect Economic Impacts GRI 3-3

Economic / Indirect Economic Impacts / Management of Material Topics: Indirect Economic Impacts GRI 3-3

Management of Material Topics (Indirect Economic Impacts)

| Describe impacts on the economy, environment, and people: |
| Report involvement with negative impacts: |
| Describe policies and commitments: |
| Describe actions taken to manage topic and related impacts: |
| Report information about tracking of effectiveness of actions taken: |
| Describe stakeholder engagement: |

Infrastructure Investments And Services Supported GRI 203-1

Economic / Indirect Economic Impacts / Infrastructure Investments And Services Supported GRI 203-1

Infrastructure investments and services supported

Name of investment/service	Extent of development of significant infrastructure investments and services supported:	Current or expected (positive and negative) impacts on communities and local economies:	Investments and Services Type

Significant Indirect Economic Impacts GRI 203-2

Economic / Indirect Economic Impacts / Significant Indirect Economic Impacts GRI 203-2

Significant indirect economic impacts

| Examples of indirect economic impacts, both positive and negative: | |
| Significance of the impacts in the context of external benchmarks and stakeholder priorities, such as national and international standards, protocols, and policy agenda: | |

Procurement Practices

Management of Material Topics: Procurement Practices GRI 3-3

Economic / Procurement Practices / Management of Material Topics: Procurement Practices GRI 3-3

Management of Material Topics (Procurement Practices)

| Describe impacts on the economy, environment, and people: |
| Report involvement with negative impacts: |
| Describe policies and commitments: |
| Describe actions taken to manage topic and related impacts: |
| Report information about tracking of effectiveness of actions taken: |
| Describe stakeholder engagement: |

Proportion Of Spending On Local Suppliers GRI 204-1

Economic / Procurement Practices / Proportion Of Spending On Local Suppliers GRI 204-1

Proportion of spending on local suppliers

	2022	2021	2020	2019
Percentage of the procurement budget used for significant locations of operation spent on suppliers local to that operation (such as percentage of products and services purchased locally):				
Geographic definition of "local":				
Definition used for 'significant locations of operation':				

Anti-Corruption

Management of Material Topics: Anti-Corruption GRI 3-3

Economic / Anti-Corruption / Management of Material Topics: Anti-Corruption GRI 3-3

Management of Material Topics (Anti-Corruption)

Describe impacts on the economy, environment, and people:
Report involvement with negative impacts:
Describe policies and commitments:
Describe actions taken to manage topic and related impacts:
Report information about tracking of effectiveness of actions taken:
Describe stakeholder engagement:

Operations Assessed for Risks Related to Corruption GRI 205-1

Economic / Anti-Corruption / Operations Assessed for Risks Related to Corruption GRI 205-1

Operations assessed for risks related to corruption

	2022	2021	2020	2019
Total number of business units analyzed for risks related to corruption				
Percentage of business units analyzed for risks related to corruption				
Significant risks related to corruption identified through the risk assessment:				

Communication and Training about Anti-Corruption Policies and Procedures GRI 205-2

Economic / Anti-Corruption / Communication and Training about Anti-Corruption Policies and Procedures GRI 205-2

Communication and training about anti-corruption policies and procedures

			2022		2021		2020		2019	
Communication on anti-corruption policies and procedures			Total	Percentage	Total	Percentage	Total	Percent	Total	Percent
Governance body members				%		%		%		%
Employees				%		%		%		%
Business partners				%		%		%		%
Training on anti-corruption										
Governance body members				%		%		%		%
Employees				%		%		%		%
Has the organization communicated its anti-corruption policies and procedures to other persons or organizations?										

Confirmed Incidents of Corruption and Actions Taken GRI 205-3

Economic / Anti-Corruption / Confirmed Incidents of Corruption and Actions Taken GRI 205-3

Confirmed incidents of corruption and actions taken

	2022	2021	2020	2019
Total number of confirmed incidents of corruption:				
Total number of confirmed incidents in which employees were dismissed or disciplined for corruption:				
Total number of confirmed incidents when contracts with business partners were not renewed due to violations related to corruption:				
Nature of confirmed incidents of corruption:				
Public legal cases regarding corruption brought against the organization or its employees during the reporting period:				

Anti-Competitive Behavior

Management of Material Topics: Anti-Competitive Behavior GRI 3-3

Economic / Anti-Competitive Behavior / Management of Material Topics: Anti-Competitive Behavior GRI 3-3

Management of Material Topics (Anti-Competitive Behavior)

Describe impacts on the economy, environment, and people:
Report involvement with negative impacts:
Describe policies and commitments:
Describe actions taken to manage topic and related impacts:
Report information about tracking of effectiveness of actions taken:
Describe stakeholder engagement:

Legal Actions for Anti-Competitive Behavior, Anti-trust, and Monopoly Practices GRI 206-1

Economic / Anti-Competitive Behavior / Legal Actions for Anti-Competitive Behavior, Anti-trust, and Monopoly Practices GRI 206-1

Legal actions for anti-competitive behavior, anti-trust, and monopoly practices

	2022	2021	2020	2019
Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices:				
Main outcomes of completed legal actions, including any decisions/judgments:				

Tax

Management of Material Topics: Tax GRI 3-3

Economic / Tax / Management of Material Topics: Tax GRI 3-3
Management of Material Topics (Tax)

Describe impacts on the economy, environment, and people:
Report involvement with negative impacts:
Describe policies and commitments:
Describe actions taken to manage topic and related impacts:
Report information about tracking of effectiveness of actions taken:
Describe stakeholder engagement:

Approach to Tax GRI 207-1

Economic / Tax / Approach to Tax GRI 207-1
Approach to tax

Tax Strategy
Tax strategy, oversight, compliance, and the link to sustainable development:
Formal reviewer/approver:
Frequency of Review:
Approach to regulatory compliance:
How tax approach is linked to the business and sustainable development strategies:

Tax Governance, Control, and Risk Management GRI 207-2

Economic / Tax / Tax Governance, Control, and Risk Management GRI 207-2

Tax governance, control, and risk management

Tax governance, control, and risk management
Governance body or executive-level position accountable for compliance with the tax strategy:
How approach to tax is embedded within the organization:
Approach to tax risks:
How compliance with the tax governance and control framework is evaluated:
Mechanisms for reporting concerns about unethical/unlawful behavior and the organization's integrity in relation to tax:
Assurance process for disclosures on tax, and if applicable, a reference to the assurance report, statement, or opinion:

Stakeholder Engagement and Management of Concerns Related to Tax GRI 207-3

Economic / Tax / Stakeholder Engagement and Management of Concerns Related to Tax GRI 207-3

Stakeholder engagement and management of concerns related to tax

Stakeholder Engagement and Management of Concerns
Approach to engagement with tax authorities:
Approach to public policy advocacy on tax:
The processes for collecting and considering the views and concerns of stakeholders, including external stakeholders:

Country-by-Country Reporting GRI 207-4

Economic / Tax / Country-by-Country Reporting GRI 207-4

Country-by-country reporting

Country-by-Country Reporting												
Jurisdiction	Names of resident entities	Primary activities	Number of employees	Basis of calculation	Revenue from third-party sales	Revenues from intra-group transactions with other tax jurisdictions	Profit/loss before tax	Tangible assets other than cash and cash equivalents	Corporate income tax paid on a cash basis	Corporate income tax accrued on profit/loss	Reasons for difference between income tax accrued on profit/loss and tax due if statutory tax rate is applied	Time period covered
												Start Date End Date
Country-by-Country Additional Reporting												
Jurisdiction	Total employee remuneration	Taxes withheld and paid on behalf of employees	Taxes collected from customers	Industry related and other taxes or payments to governments	Significant uncertain tax positions	Balance of intra-company debt held by entities in the jurisdiction	Basis of calculation of interest paid on the debt					

Environmental

Materials

Management of Material Topics: Materials GRI 3-3

Environmental / Materials / Management of Material Topics: Materials GRI 3-3

Management of Material Topics (Materials)

Describe impacts on the economy, environment, and people:
Report involvement with negative impacts:
Describe policies and commitments:
Describe actions taken to manage topic and related impacts:
Report information about tracking of effectiveness of actions taken:
Describe stakeholder engagement:

Materials Used By Weight Or Volume GRI 301-1

Environmental / Materials / Materials Used By Weight Or Volume GRI 301-1

Materials used by weight or volume

	Unit (weight or volume)	% internally sourced	% externally sourced
Raw materials used			
Total non-renewable materials			
Total renewable materials used			
	TOTAL:		
Data publicly available:			

Recycled Input Materials Used GRI 301-2

Environmental / Materials / Recycled Input Materials Used GRI 301-2

Recycled input materials used

	2022	2021	2020	2019
% recycled input materials used:				
Data Publicly Available:				

Reclaimed Products and their Packaging Materials GRI 301-3

Environmental / Materials / Reclaimed Products and their Packaging Materials GRI 301-3

Reclaimed products and their packaging materials

Category of product sold	% of reclaimed products and their packaging materials in 2022	% of reclaimed products and their packaging materials in 2021	% of reclaimed products and their packaging materials in 2020	% of reclaimed products and their packaging materials in 2019	How data was collected

Energy

Management of Material Topics: Energy GRI 3-3

Environmental / Energy / Management of Material Topics: Energy GRI 3-3

Management of Material Topics (Energy)

Describe impacts on the economy, environment, and people:
Energy is a key resource used for manufacturing semiconductor devices and new technologies may potentially consume more energy. Fossil-fuel based energy and consumption contribute to significant environmental impacts, including climate change.

Report involvement with negative impacts:

Describe policies and commitments:
Rambus' Environmental and Climate Change statement details our commitment to contribute to a healthier environment, which includes our aim to enhance energy efficiency and promote smarter energy use. Rambus also uses renewable energy where possible.

Describe actions taken to manage topic and related impacts:
Rambus manages energy use by working with its contract manufacturer and Rambus facilities to collect available data and monitor trends for potential improvement goals, in alignment with Rambus' environmental, health & safety and energy management system (EHSEnMS).

Part of Rambus's lease renewal strategy is to leverage negotiations to address environmental, as well as health and wellness, aspects of its workplaces. This includes the prioritization of green certifications such as LEED, Fitwel, WELL, etc. which promote energy and water-efficient buildings that reduce costs associated with utility consumption. Additionally, we continue to explore and implement energy efficiency projects to reduce energy consumption used in our facilities, for example, replacing air handling units in our Bangalore, India office and relighting our office in France with more efficient lighting.

Report information about tracking of effectiveness of actions taken:
Rambus evaluates energy use data and trends through periodic internal management reviews and supplier business reviews.

Describe stakeholder engagement:
Energy-related items across our operations may impact employees, local communities, suppliers and customers. These stakeholders are engaged through multiple channels and their input is integrated into our assessments.

References:

[CDP Climate Questionnaire 2023](#)

[Environmental and Climate Change Statement](#)

Energy Consumption Within the Organization GRI 302-1

Environmental / Energy / Energy Consumption Within the Organization GRI 302-1

Energy consumption within the organization

Consumption by Fuel Type (Renewable)	Unit	2022	2021	2020	2019
Electricity	Gigajoules (GJ)	5573	4680		
Total consumption from renewable fuel sources:	Gigajoules (GJ)	5573	4680		
Consumption by Fuel Type (Non-renewable)	**Units**	**2022**	**2021**	**2020**	**2019**
Electricity	Gigajoules (GJ)	3870	6878		
Natural Gas	Gigajoules (GJ)	34110	29118		
Fuel Oil #2	Gigajoules (GJ)	17	11		
Total consumption from non-renewable fuel sources:	Gigajoules (GJ)	37997	36007		
Energy Consumed	**Units**	**2022**	**2021**	**2020**	**2019**
Electricity Consumed	Megawatt hours (MWh)	2623	3170		
Heating Consumed					
Cooling Consumed					
Steam Consumed					
Total electricity, heating, cooling, and steam consumed		2623	3170		
Energy Sold	**Units**	**2022**	**2021**	**2020**	**2019**
Electricity Sold					
Heating Sold					
Cooling Sold					
Steam Sold					
Total electricity, heating, cooling, and steam sold					
Calculation for total energy consumption within the organization	**Units**	**2022**	**2021**	**2020**	**2019**
Total non-renewable fuel consumed	Gigajoules (GJ)	37997	36007		
Total renewable fuel consumed	Gigajoules (GJ)	5573	4680		
Total electricity, heating, cooling, and steam purchased for consumption					
Self-generated electricity, heating, cooling, and steam, which are not consumed					
Total electricity, heating, cooling, and steam sold (units may differ from above, please apply conversion factors)					
Total energy consumption within the organization:		43570	40687		
Standards, methodologies, and assumptions used:					
Source of the conversion factors used:					

References:

[CDP Climate Questionnaire 2023](#)

Energy Consumption Outside of the Organization GRI 302-2

Environmental / Energy / Energy Consumption Outside of the Organization GRI 302-2

Energy consumption outside of the organization

Unit (joules or multiples of joules):	2022	2021	2020	2019
Renewable Energy Categories/Activities				
Total external renewable energy consumption				
Non-renewable Energy Categories/Activities				
Total external non-renewable energy consumption				
Total External Energy Consumption				
Standards, methodologies, and assumptions:				
Source of conversion factors used:				
☐ Publicly disclose a breakout of renewable energy sources used:				

Energy Intensity GRI 302-3

Environmental / Energy / Energy Intensity GRI 302-3

Energy intensity

	Unit	2022	2021	2020	2019	
Numerator	GwH	12.10	11.26			
Denominator	million $ revenue	455	328			
Energy Intensity		0.0265934066	0.0343292683			Type of energy measured in energy intensity ratio All (Fuel, Electricity, Heating, Cooling, Steam)

Reduction of Energy Consumption GRI 302-4

Environmental / Energy / Reduction of Energy Consumption GRI 302-4

Reduction of energy consumption

	Unit	2022	2021	2020	2019	Base year	Types of energy included
Fuel							
Electricity							
Heating							
Cooling							
Steam							
Total Energy Saved							
Basis for calculating reductions in energy consumption (e.g. base year / baseline), and the rationale for choosing it:							
Standards, methodologies, and assumptions used:							

Reductions in Energy Requirements of Products and Services GRI 302-5

Environmental / Energy / Reductions in Energy Requirements of Products and Services GRI 302-5

Reductions in energy requirements of products and services

Product/Service(s)	Unit	2022	2021	2020	2019
Total reductions in the energy requirements of sold products and services achieved					
Base year/Baseline:					
Rationale for choosing base year/baseline:					
Standards, methodologies, and assumptions used:					

Water and Effluents

Management of Material Topics: Water and Effluents GRI 3-3

Environmental / Water and Effluents / Management of Material Topics: Water and Effluents GRI 3-3

Management of Material Topics (Water and Effluents)

Describe impacts on the economy, environment, and people:
Rambus assess water risk for our operations at a local and global level using WRI's Aqueduct Water Risk Atlas. Based on the Aqueduct Analysis for all operating locations, we have identified 1 location in Bangalore, India that falls under overall extremely high water risk. Rambus does not have manufacturing operations, so water quality/quantity is not a high risk to Rambus business operations. The combination of the Aqueduct tool with internal company knowledge has helped us better understand our water-related risks. Although 1 of our sites is located in a water-stressed area, we have not identified a substantive water risk at this time given that our water withdrawals are not a significant portion of our operating costs.

Report involvement with negative impacts:

Describe policies and commitments:
Rambus' Environmental and Climate Change statement details our commitment to contribute to a healthier environment, which includes our commitment to avoid risks associated with water withdrawal or scarcity and our preference to have LEED certified facilities which help to use less water.

Describe actions taken to manage topic and related impacts:
Rambus monitors its wafer foundry suppliers on a quarterly basis for water efficiency and water dependence. We require direct wafer manufacturing suppliers to respond to surveys on an annual basis and provide their water quantity data.

Report information about tracking of effectiveness of actions taken:
In 2022, 100% of contract manufacturing suppliers responded to our surveys for information related to water management.

Describe stakeholder engagement:
Potential water-related risks across our operations may impact employees, local communities, suppliers and customers. These stakeholders are engaged through multiple channels and their input is integrated into our assessments.

References:

📄 Environmental and Climate Change Statement

📄 CDP Water Questionnaire 2023

Interactions With Water as a Shared Resource GRI 303-1

Environmental / Water and Effluents / Interactions With Water as a Shared Resource GRI 303-1

Interactions with water as a shared resource

How our organization interacts with water:
Approach used to identify water-related impacts:
How water-related impacts are addressed:
Process for setting water-related goals and targets:

Management of Water Discharge-Related Impacts GRI 303-2

Environmental / Water and Effluents / Management of Water Discharge-Related Impacts GRI 303-2

Water Withdrawal GRI 303-3

Environmental / Water and Effluents / Water Withdrawal GRI 303-3

Water withdrawal

Total Water Withdrawal (megaliters)	2022	2021	2020	2019
Surface water				
Groundwater				
Seawater				
Produced water				
Third-party water				
Total water withdrawal	1.61			
Withdrawal from Water Stressed Areas (megaliters)	2022	2021	2020	2019
Surface water				
Groundwater				
Seawater				
Produced water				
Third-party water				
Total water withdrawal from areas with water stress	26-50%			
Surface water breakdown (megaliters)	2022	2021	2020	2019
Freshwater (total)				
Freshwater (stressed areas)				
Other water (total)				
Other water (stressed areas)				
Groundwater breakdown (megaliters)	2022	2021	2020	2019
Freshwater (total)				
Freshwater (stressed areas)				
Other water (total)				
Other water (stressed areas)				
Seawater breakdown (megaliters)	2022	2021	2020	2019
Freshwater (total)				
Freshwater (stressed areas)				
Other water (total)				
Other water (stressed areas)				
Produced water breakdown (megaliters)	2022	2021	2020	2019
Freshwater (total)				

	2022	2021	2020	2019
Freshwater (stressed areas)				
Other water (total)				
Other water (stressed areas)				
Third-party water breakdown (megaliters)	**2022**	**2021**	**2020**	**2019**
Surface water (via third party) from water stressed areas				
Ground water (via third party) from water stressed areas				
Seawater water (via third party) from water stressed areas				
Produced water (via third party) from water stressed areas				
Freshwater (total)				
Freshwater (stressed areas)				
Other water (total)				
Other water (stressed areas)				
Contextual Information				

References:

CDP Water Questionnaire 2023

Water Discharge GRI 303-4

Environmental / Water and Effluents / Water Discharge GRI 303-4

Water discharge

Total Water Discharged (megaliters)	2022	2021	2020	2019
Surface water				
Groundwater				
Seawater				
Third-party water				
Third-party water sent for use to other organizations				
Total water discharged	1.61			
Discharge by total dissolved solids category (megaliters)	2022	2021	2020	2019
Freshwater				
Other water				
Discharge to water stressed areas by total dissolved solids category (megaliters)	2022	2021	2020	2019
Freshwater				
Other water				
A breakdown of total water discharge to all areas by level of treatment (Megaliters)	2022	2021	2020	2019
Primary				
Secondary				
Tertiary				
Additional Information	2022	2021	2020	2019
The number of occasions on which discharge limits were exceeded				
Percentage of suppliers with significant water-related impacts from water discharge that have set minimum standards for the quality of their effluent discharge				
Priority substances of concern				
Contextual information				
How the treatment levels were determined				

References:

📄 CDP Water Questionnaire 2023

Water Consumption GRI 303-5

Environmental / Water and Effluents / Water Consumption GRI 303-5

Water consumption

Water Consumption (megaliters)	2022	2021	2020	2019
Total water consumption	0			
Consumption from all areas with water stress				
Change in water storage				
Contextual information				

References:

📄 CDP Water Questionnaire 2023

Biodiversity

Management of Material Topics: Biodiversity GRI 3-3

Environmental / Biodiversity / Management of Material Topics: Biodiversity GRI 3-3

Management of Material Topics (Biodiversity)

Describe impacts on the economy, environment, and people:
Report involvement with negative impacts:
Describe policies and commitments:
Describe actions taken to manage topic and related impacts:
Report information about tracking of effectiveness of actions taken:
Describe stakeholder engagement:

Operational Sites Owned, Leased, Managed In, or Adjacent To, Protected Areas and Areas of High Biodiversity Value Outside Protected Areas GRI 304-1

Environmental / Biodiversity / Operational Sites Owned, Leased, Managed In, or Adjacent To, Protected Areas and Areas of High Biodiversity Value Outside Protected Areas GRI 304-1

Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas

Geographic location	Subsurface and/or underground land that may be owned, leased or managed	Position in relation to the protected area (in the area, adjacent to, or containing portions of the protected area) or the high biodiversity value area outside protected areas	Type of operation (office, manufacturing or production, or extractive)	Size of operational site in km2	Biodiversity value characterized by: 1) the attribute of the protected area and high biodiversity value area outside protected area, and 2) listing of protected status

Significant Impacts of Activities, Products, and Services on Biodiversity GRI 304-2

Environmental / Biodiversity / Significant Impacts of Activities, Products, and Services on Biodiversity GRI 304-2

Significant impacts of activities, products and services on biodiversity

Habitats Protected Or Restored GRI 304-3

Environmental / Biodiversity / Habitats Protected Or Restored GRI 304-3

Habitats protected or restored

Geographic location	Size (in km2 if larger than one km2)	Success of the restoration was/is approved by independent professionals	Status of area at close of reporting period
Partnerships with 3rd parties to protect or restore habitat areas not listed above:	Standards, methodologies, and assumptions used:		

IUCN Red List Species and National Conservation List Species with Habitats in Areas Affected by Operations GRI 304-4

Environmental / Biodiversity / IUCN Red List Species and National Conservation List Species with Habitats in Areas Affected by Operations GRI 304-4

IUCN Red List species and national conservation list species with habitats in areas affected by operations

Habitat affected by operations that include species on the IUCN Red List and on national conservation lists	# of Critically Endangered species	# of Endangered species	# of Vulnerable species	# of Near Threatened species	# of Least Concern species

Emissions

Management of Material Topics: Emissions GRI 3-3

Environmental / Emissions / Management of Material Topics: Emissions GRI 3-3

Management of Material Topics (Emissions)

Describe impacts on the economy, environment, and people: The semiconductor industry generates greenhouse gas emissions, largely through its manufacturing. Chronic and acute physical climate risks have the potential to affect employees and customers. Physical assets affected by local climate risks may also pose an ecological risk.
Report involvement with negative impacts:
Describe policies and commitments: Rambus' Environmental and Climate Change statement details our commitment to contribute to minimizing our greenhouse gas emissions along with taking actions to measure, track, reduce and report our climate footprint, including emissions/usage resulting from our operations.
Describe actions taken to manage topic and related impacts: In 2020, Rambus developed a Corporate Social Responsibility Management System (CSRMS) to provide a strong framework for integrating socially responsible behavior across the Rambus business. The CSRMS was developed based on the principles of ISO 26000:2010 and includes Rambus's standards and practices relating to managing and reducing our greenhouse gas emissions. Additionally, our approach to addressing climate change is outlined in our ESG report as well as in our annual CDP report. Rambus manages its emissions by working with its contract manufacturer and Rambus facilities to collect available data and monitor trends for potential improvement goals, in alignment with Rambus' environmental, health & safety and energy management system (EHSEnMS).
Report information about tracking of effectiveness of actions taken:
Describe stakeholder engagement:

References:

📄 Environmental and Climate Change Statement

📄 CDP Climate Questionnaire 2023

Direct (Scope 1) GHG Emissions GRI 305-1

Environmental / Emissions / Direct (Scope 1) GHG Emissions GRI 305-1

Direct (Scope 1) GHG emissions

GHG emissions in metric tons of CO2e	2022	2021	2020	2019	Emissions in base year Year: 2020
Gross direct (Scope 1) GHG emissions	1853	1547	1.059	8.33	1.059
Biogenic CO2 emissions					
Gases included in the calculation of gross direct (Scope 1) GHG emissions: CO2 CH4 N2O HFCs PFCs					
Rationale for choosing base year:					
Context of significant changes in emissions that triggered recalculations of the base year emissions:					
Source of emissions factors and the GWP rates used: Source: eGRID 2020, Table 1, Subregion Output Emission Rates, Jan 2023 GWP rates: AR5					
Direct (Scope 1) GHG emissions consolidation approach: Operational Control					
Standards, methodologies, assumptions, and/or calculation tools used for direct (Scope 1) GHG emissions: The GHG Protocol Corporate Standard was followed in the determination of Scope 1 and Scope 2 GHG emissions.					

References:

CDP Climate Questionnaire 2023   Page(s) 14

Energy Indirect (Scope 2) GHG Emissions GRI 305-2

Environmental / Emissions / Energy Indirect (Scope 2) GHG Emissions GRI 305-2

Energy indirect (Scope 2) GHG emissions

GHG Emissions in metric tons of CO2e	2022	2021	2020	2019	Emissions in base year Year: 2019
Gross location-based indirect (Scope 2) GHG emissions	1032	1111	1455		1455
Gross market-based indirect (Scope 2) GHG emissions	275	379			
☑ Total GHG Emissions					
Total direct (Scope 1) GHG emissions	1853	1547	1.059		
☑ Location Based (Scope 2) ☐ Market Based (Scope 2)	1032	1111	1455		
Total (Scope 1) + (Scope 2) GHG emissions	2885	2658	1456.059		
Gases used to calculate indirect (Scope 2) GHG emissions: CO2 CH4 N2O HFCs PFCs					
Rationale for choosing base year:					
Context of significant changes in emissions that triggered recalculations of the base year emissions:					
Source of emissions factors and the GWP rates used: Source: eGRID 2020, Table 1, Subregion Output Emission Rates, Jan 2023 GWP rates: AR5					
Consolidation approach for Direct (Scope 1) and Indirect (Scope 2) GHG emissions: Operational Control					
Standards, methodologies, assumptions, and/or calculation tools used for Scope 1 and Scope 2 GHG emissions: The GHG Protocol Corporate Standard was followed in the determination of Scope 1 and Scope 2 GHG emissions.					

References:

CDP Climate Questionnaire 2020   Page(s) 13

CDP Climate Questionnaire 2023

2022 EHS and Climate Disclosure

Other Indirect (Scope 3) GHG Emissions GRI 305-3

Environmental / Emissions / Other Indirect (Scope 3) GHG Emissions GRI 305-3

Other indirect (Scope 3) GHG emissions

GHG emissions in metric tons CO2e	2022	2021	2020	2019	Emissions in base year Year 2020
Gross other indirect (Scope 3) GHG emissions	267,579	173435	6017.5	5165.35	
Biogenic CO2 emissions					
Gases included in the calculation: CO2 CH4 N20 HFCs PFCs					
Other indirect (Scope 3) GHG emissions categories and activities included in the calculation:					
Rationale for choosing base year:					
Context of significant changes in emissions that triggered recalculations of the base year emissions:					
Source of emissions factors and the GWP rates used:					
Standards, methodologies, assumptions, and/or calculation tools used for indirect (Scope 3) GHG emissions: The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition) US EPA Center for Corporate Climate Leadership: Indirect Emissions From Purchased Electricity US EPA Center for Corporate Climate Leadership: Direct Emissions from Stationary Combustion Sources US EPA Emissions & Generation Resource Integrated Database (eGRID)					

References:

CDP Climate Questionnaire 2020 Page(s) 13-18

GHG Emissions Intensity GRI 305-4

Environmental / Emissions / GHG Emissions Intensity GRI 305-4

GHG Emissions Intensity

	Denominator	2022	2021	2020	2019
GHG emissions intensity ratio:					
List of gases included:	Types of greenhouse gas emissions included:				

Reduction Of GHG Emissions GRI 305-5

Environmental / Emissions / Reduction Of GHG Emissions GRI 305-5

Reduction of GHG emissions

Unit:	Denominator	2022	2021	2020	2019
Total GHG reductions:	Type of GHG emissions that have been reduced Indirect (Scope 2)	79			
List of gases included:	Base year or baseline:				
Rationale for choosing base year:					
Standards, methodologies, and assumptions used					

Emissions Of Ozone-Depleting Substances (ODS) GRI 305-6

Environmental / Emissions / Emissions Of Ozone-Depleting Substances (ODS) GRI 305-6

Emissions of ozone-depleting substances (ODS)

		2022	2021	2020	2019
Production of ODS	Metric tons of CFC-11 equivalent				
Imports of ODS	Metric tons of CFC-11 equivalent				
Exports of ODS	Metric tons of CFC-11 equivalent				
Total ODS	Metric tons of CFC-11 equivalent				
Substances included in the calculation	Standards, methodologies, and assumptions used:				
Source of the emission factors used:					

Nitrogen Oxides (NOx), Sulfur Oxides (SOx), and Other Significant Air Emissions GRI 305-7

Environmental / Emissions / Nitrogen Oxides (NOx), Sulfur Oxides (SOx), and Other Significant Air Emissions GRI 305-7

Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions

Emissions Types (specify units for each)	2022	2021	2020	2019	Target (year):
SOx emissions Units:					
Data coverage (as % of denominator):					
SOx intensity. Factored against base figure:					
☐ Do not track					
NOx emissions Units:					
Data coverage (as % of denominator):					
NOx intensity. Factored against base figure:					
☐ Do not track					
Particulate matter emissions Units:					
Persistent organic pollutant (POP) emissions Units:					
Hazardous air pollutants (HAP) Units:					
☐ Do not track					
Volatile organic compound (VOC) emissions Units:					
Data coverage (as % of denominator):					
Specify the base factor:					
☐ Do not track					
Dust Emissions Units:					
Data coverage (as % of denominator):					
We do not track Dust Emissions ☐ Do not track					
Other Air Emissions:					
Standards, methodologies, and assumptions used:					
Source of emission factors used:					
Third Party Verification:					
Data is made publicly available about NOx, SOx, and other significant air emissions and sources Data publicly available:					
Emissions publicly disclosed					

Waste

Management of Material Topics: Waste GRI 3-3

Environmental / Waste / Management of Material Topics: Waste GRI 3-3

Management of Material Topics (Waste)

Describe impacts on the economy, environment, and people: The materials used in the production of semiconductor products can have harmful impacts on the environment if released into the environment in the form of water and air emissions, and solid waste. These also have the potential to impact local communities and employees.
Report involvement with negative impacts:
Describe policies and commitments: Our Global EHS policy details our commitment to protect our employees, community, and the environment by committing to pollution prevention. Our Environmental and Climate Change Statement details our commitment to adopting policies on Hazardous Waste Disposal, Waste Management, and Recycling.
Describe actions taken to manage topic and related impacts: 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.
Report information about tracking of effectiveness of actions taken:
Describe stakeholder engagement: Waste-related items across our operations may impact employees, local communities, suppliers and customers. These stakeholders are engaged through multiple channels and their input is integrated into our assessments.

References:

📄 Environmental and Climate Change Statement

📄 Environmental, Health and Safety Policy

📄 2021 Rambus ESG Report

Waste Generation and Significant Waste-related Impacts GRI 306-1

Environmental / Waste / Waste Generation and Significant Waste-related Impacts GRI 306-1

Waste generation and significant waste-related impacts

Inputs, activities, and outputs that lead or could lead to these impacts
Identify whether impacts relate to waste generated in the organization's own activities or to upstream or downstream in value chain

Management of Significant Waste-related Impacts GRI 306-2

Environmental / Waste / Management of Significant Waste-related Impacts GRI 306-2

Management of significant waste-related impacts

Waste generation prevention and impact management
Third party waste management and oversight processes
Processes used to collect and monitor waste-related data

Waste Generated GRI 306-3

Environmental / Waste / Waste Generated GRI 306-3

Waste generated

Waste Composition	Waste Generated in metric tons (t) 2022	Waste Generated in metric tons (t) 2021	Waste Generated in metric tons (t) 2020	Waste Generated in metric tons (t) 2019
Category: Non-Hazardous Waste	32.24	299.6	163.3	
Category: Hazardous Waste	5.29			
Total Waste	37.53	299.6	163.3	
Contextual Information:				

Waste Diverted from Disposal GRI 306-4

Environmental / Waste / Waste Diverted from Disposal GRI 306-4

Waste diverted from disposal

Waste Composition Reporting Year 2022	Waste Diverted in metric tons (t)		
Category: Non-Hazardous	23.25		
Total Waste Diverted	23.25		
Hazardous waste Reporting Year 2022	Onsite in metric tons (t)	Offsite in metric tons (t)	Total
Preparation for reuse			
Recycling			
Other recovery operations			
Total			
Non-hazardous waste Reporting Year 2022	Onsite in metric tons (t)	Offsite in metric tons (t)	Total
Preparation for reuse			
Recycling			
Other recovery operations			
Total			
Waste Prevented			
Total waste prevented in metric tons (t)		Baseline and methodology for this calculation	
Contextual information			

References:

📄 [2021 Corporate Social Responsibility Report](#)   Page(s) 5-6

Waste Directed to Disposal GRI 306-5

Environmental / Waste / Waste Directed to Disposal GRI 306-5

Waste directed to disposal

Waste Composition Reporting Year	Waste Directed in metric tons (t)		
Category:			
Total Waste			
Hazardous waste Reporting Year	Onsite in metric tons (t)	Offsite in metric tons (t)	Total
Incineration (with energy recovery)			
Incineration (without energy recovery)			
Landfilling			
Other disposal operations			
Total			
Non-hazardous waste Reporting Year	Onsite in metric tons (t)	Offsite in metric tons (t)	Total
Incineration (with energy recovery)			
Incineration (without energy recovery)			
Landfilling			
Other disposal operations			
Total			
Contextual information			

References:

2021 Corporate Social Responsibility Report   Page(s) 5-6

Supplier Environmental Assessment

Management of Material Topics: Supplier Environmental Assessment GRI 3-3

Environmental / Supplier Environmental Assessment / Management of Material Topics: Supplier Environmental Assessment GRI 3-3

Management of Material Topics (Supplier Environmental Assessment)

Describe impacts on the economy, environment, and people:
The semiconductor industry relies on certain materials as key components for finished products. These materials are often concentrated in select countries that experience geopolitical uncertainty and conflict. Their sourcing has potential impacts on land use, climate change and resource scarcity.

Report involvement with negative impacts:

Describe policies and commitments:
The Rambus Vendor Code of Conduct clearly outlines our expectations on our suppliers, including environmental criteria.

Describe actions taken to manage topic and related impacts:
Through the Responsible Business Alliance program, we actively conduct audits and screening exercises to ensure that our vendors are compliant with these requirements.

We work with our suppliers and our industry through the Responsible Mineral Initiative (RMI) to ensure the responsible sourcing of raw minerals, focusing on those from conflict-affected and high-risk areas. The RMI is a central actor that helps members advance responsible mineral sourcing by promoting common tools, assessments and training for the electronics industry and beyond. We encourage our suppliers to utilize RMI tools and best practices to ensure industry alignment across the value chain.

Report information about tracking of effectiveness of actions taken:
We use supplier scorecards to hold suppliers accountable for their performance against Rambus supply chain responsibility expectations. Rambus employees from the Procurement and Corporate Responsibility teams participate in supplier business reviews which include a discussion on the scorecard.

In 2022, 99 percent of our foundry and contract manufacturing suppliers submitted the RBA supplier self-assessment questionnaire (SAQ), which yields a risk level rating.

Describe stakeholder engagement:
Sourcing-related items across our operations may impact employees, local communities, suppliers and customers. These stakeholders are engaged through multiple channels and their input is integrated into our assessments.

References:

📄 Vendor Code of Conduct

📄 Supply Chain Responsibility 2022

📄 Modern Slavery Statement

New Suppliers that were Screened Using Environmental Criteria GRI 308-1

Environmental / Supplier Environmental Assessment / New Suppliers that were Screened Using Environmental Criteria GRI 308-1
New suppliers that were screened using environmental criteria

% of new suppliers screened from total of new suppliers:

References:

📄 Vendor Code of Conduct

Negative Environmental Impacts in the Supply Chain and Actions Taken GRI 308-2

Environmental / Supplier Environmental Assessment / Negative Environmental Impacts in the Supply Chain and Actions Taken GRI 308-2

Negative environmental impacts in the supply chain and actions taken

Number of suppliers subject to environmental impact assessments:	
Number of suppliers identified as having significant actual and potential negative environmental impacts:	0
Significant actual and potential negative environmental impacts identified in the supply chain:	
Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which improvements were agreed upon as a result of assessment:	0%
Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which relationships were terminated as a result of assessment:	0%
Reason(s) for negative environmental impact terminations:	

Additional Comments

We conduct regular audits for our suppliers which includes environmental aspects. Please refer to our 2022 Supply Chain Responsibility report for more information.

References:

📄 [Supply Chain Responsibility 2022](#)

Social

Employment

Management of Material Topics: Employment GRI 3-3

Social / Employment / Management of Material Topics: Employment GRI 3-3

Management of Material Topics (Employment)

Describe impacts on the economy, environment, and people:
Report involvement with negative impacts:
Describe policies and commitments:
Describe actions taken to manage topic and related impacts:
Report information about tracking of effectiveness of actions taken:
Describe stakeholder engagement:

New Employee Hires and Employee Turnover GRI 401-1

Social / Employment / New Employee Hires and Employee Turnover GRI 401-1

New employee hires and employee turnover

New Employee Hires			2022		2021		2020		2019	
Area of Operations	Age Group	Employee Category	Total Number	Rate	Total Number	Rate	Total Number	Rate	Total Number	Rate
Employee Turnover										
Public Disclosure										

Benefits Provided to Full-Time Employees that are Not Provided to Temporary or Part-Time Employees GRI 401-2

Social / Employment / Benefits Provided to Full-Time Employees that are Not Provided to Temporary or Part-Time Employees GRI 401-2

Benefits provided to full-time employees that are not provided to temporary or part-time employees

Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operations:

- [ ] Life insurance
- [ ] Accident insurance
- [ ] Adoption or fertility assistance programs
- [ ] Disability/invalidity insurance
- [ ] Mortgages and loans
- [ ] Pension plans/retirement provision
- [ ] Maternity and/or paternity leave
- [ ] Child care
- [ ] Job security initiatives for redeployment, including retraining, relocation, work-sharing and outplacement services
- [ ] Flexible workschemes and work-sharing
- [ ] Recall rights for laid-off employees
- [ ] Stock ownership
- [ ] Vacation
- [ ] Paid sick days
- [ ] PTO (including any of the following: unspecified, vacation and/or sick days)
- [ ] Insurance: Healthcare Employee
- [ ] Insurance: Healthcare Family
- [ ] Insurance: Healthcare Domestic Partner
- [ ] Insurance: Dental
- [ ] Insurance: Vision
- [ ] Insurance: AD&D
- [ ] Insurance: Short Term Disability
- [ ] Insurance: Long Term Disability
- [ ] Employee Assistance Program
- [ ] Education Benefits: Employee
- [ ] Education Benefits: Family
- [ ] Sabbatical Program
- [ ] Relocation Assistance
- [ ] Work/Life Support Program
- [ ] Wellness/Fitness Program
- [ ] Onsite Fitness Facilities
- [ ] Onsite Recreation Facilities
- [ ] Stock Options
- [ ] Stock Purchase Plan
- [ ] Employee Profit Sharing
- [ ] Retirement: Defined Benefit Plan (including pension plans)
- [ ] Childcare: Other
- [ ] Bereavement Leave
- [ ] Tuition reimbursement (other than career training)
- [ ] Gym facilities or gym fee reimbursement programs
- [ ] Higher education scholarship programs, for either employees or their relatives
- [ ] Preventative healthcare programs
- [ ] Flex scheduling
- [ ] Telecommuting options
- [ ] Public transportation subsidy
- [ ] Carpooling support programs
- [ ] Employee recognition programs
- [ ] Paid time off for employee volunteers
- [ ] Workforce training, skills, and leadership development programs
- [ ] Matching gift program
- [ ] Mentoring Program
- [ ] Others
- [ ] No additional benefits offered

- [ ] We publicly disclose one or more of the benefits we offer employees (This does not count disclosure found in the company's required filing with the SEC).

Parental Leave GRI 401-3

Social / Employment / Parental Leave GRI 401-3

Parental leave

	2022	2021	2020	2019
Number of female employees by gender that were entitled to parental leave:				
Number of male employees by gender that were entitled to parental leave:				
Number of female employees by gender that took parental leave:				
Number of male employees by gender that took parental leave:				
Number of female employees who returned to work after parental leave ended:				
Number of male employees who returned to work after parental leave ended:				
Number of female employees who returned to work after parental leave ended who were still employed twelve months after their return to work:				
Number of male employees who returned to work after parental leave ended who were still employed twelve months after their return to work:				
Return to work and retention rates of female employees who returned to work after leave:				
Return to work and retention rates of male employees who returned to work after leave:				

Labor/Management Relations

Management of Material Topics: Labor/Management Relations GRI 3-3

Social / Labor/Management Relations / Management of Material Topics: Labor/Management Relations GRI 3-3

Management of Material Topics (Labor/Management Relations)

Describe impacts on the economy, environment, and people:
Report involvement with negative impacts:
Describe policies and commitments:
Describe actions taken to manage topic and related impacts:
Report information about tracking of effectiveness of actions taken:
Describe stakeholder engagement:

Minimum Notice Periods Regarding Operational Changes GRI 402-1

Social / Labor/Management Relations / Minimum Notice Periods Regarding Operational Changes GRI 402-1

Minimum notice periods regarding operational changes

Minimum number of weeks notice typically provided to employees and their elected representatives prior to the implementation of significant operational charges that could substantially affect them:

Occupational Health and Safety

Management of Material Topics: Occupational Health and Safety GRI 3-3

Social / Occupational Health and Safety / Management of Material Topics: Occupational Health and Safety GRI 3-3

Management of Material Topics (Occupational Health and Safety)

Describe impacts on the economy, environment, and people:
Report involvement with negative impacts:
Describe policies and commitments:
Describe actions taken to manage topic and related impacts:
Report information about tracking of effectiveness of actions taken:
Describe stakeholder engagement:

Occupational Health and Safety Management System GRI 403-1

Social / Occupational Health and Safety / Occupational Health and Safety Management System GRI 403-1

Occupational health and safety management system

Statement of implementation
Description of OHS management system scope

Hazard Identification, Risk Assessment, and Incident Investigation GRI 403-2

Social / Occupational Health and Safety / Hazard Identification, Risk Assessment, and Incident Investigation GRI 403-2

Hazard identification, risk assessment, and incident investigation

Process to identify work-related hazards and risks:
Process for worker reporting:
Policy or process for workers to remove themselves from unsafe situations:
Process to investigate work-related incidents:

Occupational Health Services GRI 403-3

Social / Occupational Health and Safety / Occupational Health Services GRI 403-3

Occupational health services

Occupational health services' functions:

Worker Participation, Consultation, and Communication on Occupational Health and Safety GRI 403-4

Social / Occupational Health and Safety / Worker Participation, Consultation, and Communication on Occupational Health and Safety GRI 403-4

Worker participation, consultation, and communication on occupational health and safety

Details of worker participation and consultation:
Details of joint management-worker health and safety committees:

Worker Training on Occupational Health and Safety GRI 403-5

Social / Occupational Health and Safety / Worker Training on Occupational Health and Safety GRI 403-5

Worker training on occupational health and safety

Description of training:

Promotion of Worker Health GRI 403-6

Social / Occupational Health and Safety / Promotion of Worker Health GRI 403-6

Promotion of worker health

Worker access to non-occupational medical and healthcare services:
Health promotion services and programs:

Prevention and Mitigation of Occupational Health and Safety Impacts Directly Linked by Business Relationships GRI 403-7

Social / Occupational Health and Safety / Prevention and Mitigation of Occupational Health and Safety Impacts Directly Linked by Business Relationships GRI 403-7

Prevention and mitigation of occupational health and safety impacts directly linked by business relationships

Approach to preventing or mitigating business relationship impacts:

Workers Covered by an Occupational Health and Safety Management System GRI 403-8

Social / Occupational Health and Safety / Workers Covered by an Occupational Health and Safety Management System GRI 403-8

Workers covered by an occupational health and safety management system

	2022	2021	2020	2019
Number of covered employees...				
...as percentage of total work force.				
Number of employees covered by internally audited system...				
...as percentage of total work force.				
Number of employees covered by externally audited system...				
...as percentage of total work force.				
Exclusions:				
Contextual information:				

Work-Related Injuries GRI 403-9

Social / Occupational Health and Safety / Work-Related Injuries GRI 403-9

Work-related injuries

Employees	2022	2021	2020	2019
Number of fatalities:				
Rate of fatalities:				
Number of high-consequence work-related injuries:				
Rate of high-consequence work-related injuries:				
Number of recordable work-related injuries:				
Rate of recordable work-related injuries:				
Number of hours worked:				
Main types of work-related injury:				
Non-Employees	2022	2021	2020	2019
Number of fatalities:				
Rate of fatalities:				
Number of high-consequence work-related injuries:				
Rate of high-consequence work-related injuries:				
Number of recordable work-related injuries:				
Rate of recordable work-related injuries:				
Number of hours worked:				
Main types of work-related injury:				
Risks of high-consequence injury:				
Action to eliminate work-related hazards:				
Rates calculated based on 200,000 or 1,000,000 hours worked:				
Exclusions:				
Contextual information:				

Work-Related Ill Health GRI 403-10

Social / Occupational Health and Safety / Work-Related Ill Health GRI 403-10

Work-related ill health

Employees	2022	2021	2020	2019
Number of fatalities as a result of work-related ill health:				
Number of cases of recordable work-related ill health:				
Main types of work-related ill health:				
Non-Employees	2022	2021	2020	2019
Number of fatalities as a result of work-related ill health:				
Number of cases of recordable work-related ill health:				
Main types of work-related ill health:				
Work-related hazards that pose a risk of ill health:				
Exclusions:				
Contextual information:				

Training and Education

Management of Material Topics: Training and Education GRI 3-3

Social / Training and Education / Management of Material Topics: Training and Education GRI 3-3

Management of Material Topics (Training and Education)

Describe impacts on the economy, environment, and people: Highly skilled employees are a key resource for the semiconductor industry. Not hiring or training local talent can create risks related to perceived social implications in the host and countries of workers.
Report involvement with negative impacts:
Describe policies and commitments: We are committed to the development of our employees.
Describe actions taken to manage topic and related impacts: Our REACH program was launched in 2021 which allows employees and their managers to use an online tool for semi-annual assessments and goal-setting processes. We have also launched a leadership development program to builds skills for those individuals to thrive in ambiguity, work across organizational boundaries and take risks.
Report information about tracking of effectiveness of actions taken:
Describe stakeholder engagement: Training-related items across our operations may impact employees, local communities, suppliers and customers. These stakeholders are engaged through multiple channels and their input is integrated into our assessments.

Average Hours of Training Per Year Per Employee GRI 404-1

Social / Training and Education / Average Hours of Training Per Year Per Employee GRI 404-1

Average hours of training per year per employee

Employee category	Male 2022	Female 2022	Male 2021	Female 2021	Male 2020	Female 2020	Male 2019	Female 2019
	20.05	22.2	9.46	11.89				
Overall Average:								

References:

Rambus Corporate Governance and Social Responsibility Policy

Page(s) 1

Programs for Upgrading Employee Skills and Transition Assistance Programs GRI 404-2

Social / Training and Education / Programs for Upgrading Employee Skills and Transition Assistance Programs GRI 404-2

Programs for upgrading employee skills and transition assistance programs

The Rambus Employee and Career Hub (REACH) was launched in 2021, which 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

References:

📄 [Rambus Corporate Governance and Social Responsibility Policy](#)   Page(s) 1

📄 [2021 Rambus ESG Report](#)

Percentage of Employees Receiving Regular Performance and Career Development Reviews GRI 404-3

Social / Training and Education / Percentage of Employees Receiving Regular Performance and Career Development Reviews GRI 404-3

Percentage of employees receiving regular performance and career development reviews

Employee Category	Male 2022	Female 2022	Total 2022	Male 2021	Female 2021	Total 2021	Male 2020	Female 2020	Total 2020	Male 2019	Female 2019	Total 2019
Total workforce	100	100	100	100	100	100	100	100	100	100	100	100

References:

📄 [Rambus Corporate Governance and Social Responsibility Policy](#)   Page(s) 1

Diversity and Equal Opportunity

Management of Material Topics: Diversity and Equal Opportunity GRI 3-3

Social / Diversity and Equal Opportunity / Management of Material Topics: Diversity and Equal Opportunity GRI 3-3

Management of Material Topics (Diversity and Equal Opportunity)

Describe impacts on the economy, environment, and people: Increasing diversity, equity and inclusion in the workplace contributes to a more just and inclusive society, where everyone has an opportunity to succeed.
Report involvement with negative impacts:
Describe policies and commitments: Rambus has developed effective strategies across the spectrum of diversity, equity, and inclusion (DEI). This commitment starts with our CEO and leadership team, who are committed to valuing differences in backgrounds, experiences, and thoughts/ideas at Rambus.
Describe actions taken to manage topic and related impacts: In 2020, we formed a cross-functional team to explore the key DEI topics and initiatives we can implement at Rambus and form a strategic directive for the full company around DEI. Four focus areas identified include: 1. Education to improve diversity awareness training 2. Hiring to improve underrepresented groups 3. Retention to develop current talent population with emphasis on gender representation 4. Community outreach to work with other organizations on key DEI initiatives
Report information about tracking of effectiveness of actions taken:
Describe stakeholder engagement: Diversity-related items across our operations may impact employees, local communities, suppliers and customers. These stakeholders are engaged through multiple channels and their input is integrated into our assessments.

References:

📄 [Code of Business Conduct and Ethics](#)

Diversity of Governance Bodies and Employees GRI 405-1

Social / Diversity and Equal Opportunity / Diversity of Governance Bodies and Employees GRI 405-1

Diversity of governance bodies and employees

	Male			Female			Minority or Vulnerable Group			Age groups		
	Number	%		Number	%		Number	%		% <30 yrs old	% 30-50 yrs old	% >50 yrs old
Governance body (e.g., board) members	6	66		3	33		4	44				
	Male			Female			Minority Groups			Age groups		
Employees by job category (per company breakout)	Global number	% in home country	Global %	Global number	% in home country	Global %	Global number	% in home country	Global %	% <30 yrs old	% 30-50 yrs old	% >50 yrs old
Total			83			17						
Managers			84			16						
Employee Average Age:												
Data publicly available:												

Additional Comments

Rambus' governance body represents our Board of Directors.

Ratio of Basic Salary and Remuneration of Women to Men GRI 405-2

Social / Diversity and Equal Opportunity / Ratio of Basic Salary and Remuneration of Women to Men GRI 405-2

Ratio of basic salary and remuneration of women to men

Employee Category / Location	2022 Ratio	2021 Ratio	2020 Ratio	2019 Ratio
Definition of "significant location":				

Non-Discrimination

Management of Material Topics: Non-Discrimination GRI 3-3

Social / Non-Discrimination / Management of Material Topics: Non-Discrimination GRI 3-3

Management of Material Topics (Non-Discrimination)

Describe impacts on the economy, environment, and people:
Report involvement with negative impacts:
Describe policies and commitments:
Describe actions taken to manage topic and related impacts:
Report information about tracking of effectiveness of actions taken:
Describe stakeholder engagement:

Incidents of Discrimination and Corrective Actions Taken GRI 406-1

Incidents of discrimination and corrective actions taken

	2022	2021	2020	2019		
Total number of incidents of discrimination						
Incidents (reporting year only)					Status of incident	Corrective actions taken
					☐ Reviewed ☐ Remediation plan being implemented ☐ Remediation plan implemented, results reviewed through routine internal management review process ☐ Incident no longer subject to attention	
					☐ Reviewed ☐ Remediation plan being implemented ☐ Remediation plan implemented, results reviewed through routine internal management review process ☐ Incident no longer subject to attention	
					☐ Reviewed ☐ Remediation plan being implemented ☐ Remediation plan implemented, results reviewed through routine internal management review process ☐ Incident no longer subject to attention	
					☐ Reviewed ☐ Remediation plan being implemented ☐ Remediation plan implemented, results reviewed through routine internal management review process ☐ Incident no longer subject to attention	
					☐ Reviewed ☐ Remediation plan being implemented ☐ Remediation plan implemented, results reviewed through routine internal management review process ☐ Incident no longer subject to attention	

Freedom of Association and Collective Bargaining

Management of Material Topics: Freedom of Association and Collective Bargaining GRI 3-3

Social / Freedom of Association and Collective Bargaining / Management of Material Topics: Freedom of Association and Collective Bargaining GRI 3-3

Management of Material Topics (Freedom of Association and Collective Bargaining)

Describe impacts on the economy, environment, and people: Human rights violations may lead to indecent treatment or discrimination towards employees, workers, and other stakeholders - which may contribute to broader systemic economic and social inequities.
Report involvement with negative impacts:
Describe policies and commitments: At Rambus, we respect human rights throughout our company, operations and supply chain. We work to uphold the relevant fundamental rights and freedoms of all people across the business, aligned with the United Nations Universal Declaration of Human Rights (UDHR), the International Labour Organization's (ILO's) Declaration on Fundamental Principles and Rights at Work, the United Nations Guiding Principles on Business and Human Rights (UNGPs) and the OECD Guidelines for Multinational Enterprises. We have updated our Human Rights Policy to reflect our commitment to the UNGPs. This policy extends to our supply chain and the Rambus Vendor Code of Conduct further incorporates human rights requirements expressed in international norms and standards.
Describe actions taken to manage topic and related impacts: We utilize third-party risk analytics to conduct a supply chain risk analysis. Through our annual analysis, we gain deeper insights into inherent geographical risks related to labor, health and safety, environment, business ethics and management systems. We use the results of the analysis to assign risk assessment tools and prioritize suppliers within our audit program.
Report information about tracking of effectiveness of actions taken: In 2022, 99 percent of our foundry and contract manufacturing suppliers submitted the RBA supplier self-assessment questionnaire (SAQ), which yields a risk level rating. We use this SAQ score as an additional input to assign a risk level rating to each supplier. We are pleased to share that all of our suppliers received a Low Risk Rating in 2022.
Describe stakeholder engagement: Labor-related items across our operations may impact employees, local communities, suppliers and customers. These stakeholders are engaged through multiple channels and their input is integrated into our assessments.

References:

📄 Vendor Code of Conduct

📄 Human Rights Policy Oct '23

📄 Supply Chain Responsibility 2022

Operations and Suppliers in which the Right To Freedom of Association and Collective Bargaining May Be At Risk GRI 407-1

Social / Freedom of Association and Collective Bargaining / Operations and Suppliers in which the Right To Freedom of Association and Collective Bargaining May Be At Risk GRI 407-1

Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk

Rambus reserves the right to verify supplier compliance with company standards and the RBA Code of Conduct. We take a risk-based approach to managing our supply chain and utilize third-party risk analytics to conduct a supply chain risk analysis. Through our annual analysis, we gain deeper insights into inherent geographical risks in our supply chain related to labor, health and safety, environment, business ethics, and management systems. We use the results of the analysis to assign risk assessment tools and prioritize suppliers within our audit program. Based on the results of the risk assessment, Rambus decides which tool will be most effective to evaluate the supplier. For example, we may require an RBA Validated Assessment Program (VAP) onsite audit to learn more. Suppliers identified as presenting a high risk of forced labor may be required to submit a specialized assessment designed to identify the risk of forced labor at the employment site.

In 2022, there were 0 incidents of non-conformance related to freedom of association.

References:

📄 Code of Business Conduct and Ethics Page(s) 3

📄 Supply Chain Responsibility 2022

Child Labor

Management of Material Topics: Child Labor GRI 3-3

Social / Child Labor / Management of Material Topics: Child Labor GRI 3-3

Management of Material Topics (Child Labor)

<table>
<tr><td>Describe impacts on the economy, environment, and people:
Human rights violations may lead to indecent treatment or discrimination towards employees, workers, and other stakeholders - which may contribute to broader systemic economic and social inequities.</td></tr>
<tr><td>Report involvement with negative impacts:</td></tr>
<tr><td>Describe policies and commitments:
We hold ourselves to high ethical standards and expect our suppliers to do the same. Rambus is a regular member of the Responsible Business Alliance (RBA). In addition, we collaborate with other industry groups, peers, suppliers and other stakeholders to make supply chains across the industry ethical and sustainable. Rambus has adopted a Vendor/Supplier Code of Conduct that is based on the RBA Code of Conduct. The RBA Code is aligned with international norms and standards including the Universal Declaration of Human Rights, ILO International Labour Standards and the OECD Guidelines for Multinational Enterprises. It outlines our standards for labor, health and safety, environment, ethics and management systems. The Rambus Code of Business Conduct and Ethics outlines our expectations for our ethical conduct and these standards extend to our business partners. We further expect that each supplier will, in turn, communicate to their suppliers the same expectations and implement reasonable mechanisms to monitor compliance</td></tr>
<tr><td>Describe actions taken to manage topic and related impacts:
We utilize third-party risk analytics to conduct a supply chain risk analysis. Through our annual analysis, we gain deeper insights into inherent geographical risks related to labor, health and safety, environment, business ethics and management systems. We use the results of the analysis to assign risk assessment tools and prioritize suppliers within our audit program.

Based on the results of the risk assessment, Rambus decides which tool will be most effective to evaluate each supplier. For example, we may require an RBA Validated Assessment Program (VAP) onsite audit to learn more about a supplier's practices.</td></tr>
<tr><td>Report information about tracking of effectiveness of actions taken:
In 2022, audits took place across Greater China, South Korea, and the United States. The average initial RBA VAP audit score for Rambus suppliers in 2022 outperformed the overall RBA average over the same period demonstrating their high standards. 0 nonconformances were found related to young workers.</td></tr>
<tr><td>Describe stakeholder engagement:
Labor-related items across our operations may impact employees, local communities, suppliers and customers. These stakeholders are engaged through multiple channels and their input is integrated into our assessments.</td></tr>
</table>

References:

📄 Vendor Code of Conduct

📄 Human Rights Policy Oct '23

📄 Supply Chain Responsibility 2022

Operations and Suppliers at Significant Risk for Incidents of Child Labor GRI 408-1

Social / Child Labor / Operations and Suppliers at Significant Risk for Incidents of Child Labor GRI 408-1

Operations and suppliers at significant risk for incidents of child labor

Rambus reserves the right to verify supplier compliance with company standards and the RBA Code of Conduct. We take a risk-based approach to managing our supply chain and utilize third-party risk analytics to conduct a supply chain risk analysis. Through our annual analysis, we gain deeper insights into inherent geographical risks in our supply chain related to labor, health and safety, environment, business ethics, and management systems. We use the results of the analysis to assign risk assessment tools and prioritize suppliers within our audit program. Based on the results of the risk assessment, Rambus decides which tool will be most effective to evaluate the supplier. For example, we may require an RBA Validated Assessment Program (VAP) onsite audit to learn more. Suppliers identified as presenting a high risk of forced labor may be required to submit a specialized assessment designed to identify the risk of forced labor at the employment site.

In 2022, there were 0 incidents of non-conformance related to young workers.

References:

📄 Vendor Code of Conduct   Page(s) 2

📄 Supply Chain Responsibility 2022

Forced or Compulsory Labor

Management of Material Topics: Forced or Compulsory Labor GRI 3-3

Social / Forced or Compulsory Labor / Management of Material Topics: Forced or Compulsory Labor GRI 3-3

Management of Material Topics (Forced or Compulsory Labor)

Describe impacts on the economy, environment, and people: Human rights violations may lead to indecent treatment or discrimination towards employees, workers, and other stakeholders - which may contribute to broader systemic economic and social inequities.
Report involvement with negative impacts:
Describe policies and commitments: We hold ourselves to high ethical standards and expect our suppliers to do the same. Rambus is a regular member of the Responsible Business Alliance (RBA). In addition, we collaborate with other industry groups, peers, suppliers and other stakeholders to make supply chains across the industry ethical and sustainable. Rambus has adopted a Vendor/Supplier Code of Conduct that is based on the RBA Code of Conduct. The RBA Code is aligned with international norms and standards including the Universal Declaration of Human Rights, ILO International Labour Standards and the OECD Guidelines for Multinational Enterprises. It outlines our standards for labor, health and safety, environment, ethics and management systems. The Rambus Code of Business Conduct and Ethics outlines our expectations for our ethical conduct and these standards extend to our business partners. We further expect that each supplier will, in turn, communicate to their suppliers the same expectations and implement reasonable mechanisms to monitor compliance.
Describe actions taken to manage topic and related impacts: At Rambus, we take a risk-based approach to managing our supply chain. We utilize third-party risk analytics to conduct a supply chain risk analysis. Through our annual analysis, we gain deeper insights into inherent geographical risks related to labor, health and safety, environment, business ethics and management systems. We use the results of the analysis to assign risk assessment tools and prioritize suppliers within our audit program. Based on the results of the risk assessment, Rambus decides which tool will be most effective to evaluate each supplier. For example, we may require an RBA Validated Assessment Program (VAP) onsite audit to learn more about a supplier's practices. Suppliers identified as presenting a high risk of forced labor may be required to submit a specialized assessment designed to identify the risk of forced labor at the employment site.
Report information about tracking of effectiveness of actions taken: In 2022, 99 percent of our foundry and contract manufacturing suppliers submitted the RBA supplier self-assessment questionnaire (SAQ), which yields a risk level rating. We use this SAQ score as an additional input to assign a risk level rating to each supplier. We are pleased to share that all of our suppliers received a Low Risk Rating in 2022. In 2022, audits took place across Greater China, South Korea, and the United States. The average initial RBA VAP audit score for Rambus suppliers in 2022 outperformed the overall RBA average over the same period demonstrating their high standards. 0 nonconformances were found related to forced labor.
Describe stakeholder engagement: Labor-related items across our operations may impact employees, local communities, suppliers and customers. These stakeholders are engaged through multiple channels and their input is integrated into our assessments.

References:

📄 Vendor Code of Conduct

📄 Human Rights Policy Oct '23

📄 Supply Chain Responsibility 2022

Operations and Suppliers at Significant Risk for Incidents of Forced or Compulsory Labor GRI 409-1

Social / Forced or Compulsory Labor / Operations and Suppliers at Significant Risk for Incidents of Forced or Compulsory Labor GRI 409-1

Operations and suppliers at significant risk for incidents of forced or compulsory labor

Rambus reserves the right to verify supplier compliance with company standards and the RBA Code of Conduct. We take a risk-based approach to managing our supply chain and utilize third-party risk analytics to conduct a supply chain risk analysis. Through our annual analysis, we gain deeper insights into inherent geographical risks in our supply chain related to labor, health and safety, environment, business ethics, and management systems. We use the results of the analysis to assign risk assessment tools and prioritize suppliers within our audit program. Based on the results of the risk assessment, Rambus decides which tool will be most effective to evaluate the supplier. For example, we may require an RBA Validated Assessment Program (VAP) onsite audit to learn more. Suppliers identified as presenting a high risk of forced labor may be required to submit a specialized assessment designed to identify the risk of forced labor at the employment site.

In 2022, there were 0 incidents of non-conformance related to freely chosen employment.

References:

📄 Vendor Code of Conduct   Page(s) 1

📄 Supply Chain Responsibility 2022

📄 Modern Slavery Statement

Security Practices

Management of Material Topics: Security Practices GRI 3-3

Social / Security Practices / Management of Material Topics: Security Practices GRI 3-3

Management of Material Topics (Security Practices)

| Describe impacts on the economy, environment, and people: |
| Report involvement with negative impacts: |
| Describe policies and commitments: |
| Describe actions taken to manage topic and related impacts: |
| Report information about tracking of effectiveness of actions taken: |
| Describe stakeholder engagement: |

Security Personnel Trained in Human Rights Policies or Procedures GRI 410-1

Social / Security Practices / Security Personnel Trained in Human Rights Policies or Procedures GRI 410-1

Security personnel trained in human rights policies or procedures

	2022	2021	2020	2019
Percentage of security personnel who have received formal training in the organization's human rights policies or specific procedures and their application to security				
Training requirements regarding human rights issues also apply to third party organizations providing security personnel				

References:

📄 Human Rights Statement Page(s) 1

Rights of Indigenous Peoples

Management of Material Topics: Rights of Indigenous Peoples GRI 3-3

Social / Rights of Indigenous Peoples / Management of Material Topics: Rights of Indigenous Peoples GRI 3-3

Management of Material Topics (Rights of Indigenous Peoples)

| Describe impacts on the economy, environment, and people: |
| Report involvement with negative impacts: |
| Describe policies and commitments: |
| Describe actions taken to manage topic and related impacts: |
| Report information about tracking of effectiveness of actions taken: |
| Describe stakeholder engagement: |

Incidents of Violations Involving Rights of Indigenous Peoples GRI 411-1

Social / Rights of Indigenous Peoples / Incidents of Violations Involving Rights of Indigenous Peoples GRI 411-1

Incidents of violations involving rights of indigenous peoples

	2022	2021	2020	2019		
Total number of identified incidents involving indigenous rights						
Incidents (reporting year only)					Status of incident	Actions taken
					☐ Reviewed ☐ Remediation plan being implemented ☐ Remediation plan implemented, results reviewed through routine internal management review process ☐ Incident no longer subject to attention	

Local Communities

Management of Material Topics: Local Communities GRI 3-3

Social / Local Communities / Management of Material Topics: Local Communities GRI 3-3

Management of Material Topics (Local Communities)

Describe impacts on the economy, environment, and people: Providing support for local communities via charitable donations and volunteering has the potential to stimulate local economies and increase community well-being.
Report involvement with negative impacts:
Describe policies and commitments: 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.
Describe actions taken to manage topic and related impacts: 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.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 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.
Report information about tracking of effectiveness of actions taken:
Describe stakeholder engagement: Community-related items across our operations may impact employees, local communities, suppliers and customers. These stakeholders are engaged through multiple channels and their input is integrated into our assessments.

References:

📄 2021 Rambus ESG Report

Operations with Local Community Engagement, Impact Assessments, and Development Programs GRI 413-1

Social / Local Communities / Operations with Local Community Engagement, Impact Assessments, and Development Programs GRI 413-1

Operations with local community engagement, impact assessments, and development programs

% of operations with implemented local community engagement, impact assessments, and development programs:	100

Additional Comments

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.

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

References:

📄 [2021 Rambus ESG Report](#)

Operations with Significant Actual and Potential Negative Impacts on Local Communities GRI 413-2

Social / Local Communities / Operations with Significant Actual and Potential Negative Impacts on Local Communities GRI 413-2

Operations with significant actual and potential negative impacts on local communities

Operations with significant potential or actual negative impacts on local communities	Location of the operations with significant potential or negative impacts	Potential or actual negative impacts of operations

Supplier Social Assessment

Management of Material Topics: Supplier Social Assessment GRI 3-3

Social / Supplier Social Assessment / Management of Material Topics: Supplier Social Assessment GRI 3-3

Management of Material Topics (Supplier Social Assessment)

Describe impacts on the economy, environment, and people:
Human rights violations may lead to indecent treatment or discrimination towards employees, workers, and other stakeholders - which may contribute to broader systemic economic and social inequities. The semiconductor industry relies on certain materials as key components for finished products. These materials are often concentrated in select countries that experience geopolitical uncertainty and conflict. Their sourcing has potential impacts on land use, climate change and resource scarcity.

Report involvement with negative impacts:

Describe policies and commitments:
We hold ourselves to high ethical standards and expect our suppliers to do the same. Rambus is a regular member of the Responsible Business Alliance (RBA). In addition, we collaborate with other industry groups, peers, suppliers and other stakeholders to make supply chains across the industry ethical and sustainable. Rambus has adopted a Vendor/Supplier Code of Conduct that is based on the RBA Code of Conduct. The RBA Code is aligned with international norms and standards including the Universal Declaration of Human Rights, ILO International Labour Standards and the OECD Guidelines for Multinational Enterprises. It outlines our standards for labor, health and safety, environment, ethics and management systems. The Rambus Code of Business Conduct and Ethics outlines our expectations for our ethical conduct and these standards extend to our business partners. We further expect that each supplier will, in turn, communicate to their suppliers the same expectations and implement reasonable mechanisms to monitor compliance.

Describe actions taken to manage topic and related impacts:
At Rambus, we take a risk-based approach to managing our supply chain. We utilize third-party risk analytics to conduct a supply chain risk analysis. Through our annual analysis, we gain deeper insights into inherent geographical risks related to labor, health and safety, environment, business ethics and management systems. We use the results of the analysis to assign risk assessment tools and prioritize suppliers within our audit program.

Based on the results of the risk assessment, Rambus decides which tool will be most effective to evaluate each supplier. For example, we may require an RBA Validated Assessment Program (VAP) onsite audit to learn more about a supplier's practices. Suppliers identified as presenting a high risk of forced labor may be required to submit a specialized assessment designed to identify the risk of forced labor at the employment site.

Report information about tracking of effectiveness of actions taken:
In 2022, 99 percent of our foundry and contract manufacturing suppliers submitted the RBA supplier self-assessment questionnaire (SAQ), which yields a risk level rating. We use this SAQ score as an additional input to assign a risk level rating to each supplier. We are pleased to share that all of our suppliers received a Low Risk Rating in 2022.

In 2022, audits took place across Greater China, South Korea, and the United States. The average initial RBA VAP audit score for Rambus suppliers in 2022 outperformed the overall RBA average over the same period demonstrating their high standards. 0 nonconformances were found related to forced labor.

Describe stakeholder engagement:
Labor-related items across our operations may impact employees, local communities, suppliers and customers. These stakeholders are engaged through multiple channels and their input is integrated into our assessments.

References:

📄 Vendor Code of Conduct

📄 Human Rights Policy Oct '23

📄 Supply Chain Responsibility 2022

New Suppliers that were Screened Using Social Criteria GRI 414-1

Social / Supplier Social Assessment / New Suppliers that were Screened Using Social Criteria GRI 414-1

New suppliers that were screened using social criteria

	2022	2021	2020	2019
Percentage (%) of new suppliers that were screened using social criteria:	%	%	%	%

References:

📄 2021 Corporate Social Responsibility Report   Page(s) 2

Negative Social Impacts in the Supply Chain and Actions Taken GRI 414-2

Social / Supplier Social Assessment / Negative Social Impacts in the Supply Chain and Actions Taken GRI 414-2

Negative social impacts in the supply chain and actions taken

	2022	2021	2020	2019
Number of suppliers assessed for social impacts:				
Number of suppliers identified as having significant actual and potential negative social impacts:				
Significant actual and potential negative social impacts identified in the supply chain:				
Percentage (%) of suppliers identified as having significant actual and potential negative social impacts				
Suppliers with which improvements were agreed upon as a result of assessment:	0%			
Suppliers with which relationships were terminated as a result of assessment:	0%			
Details on the termination of relationships as a result of assessment:				

Additional Comments

We conduct regular audits for our suppliers which includes social aspects. Please refer to our 2022 Supply Chain Responsibility report for more information.

References:

📄 Supply Chain Responsibility 2022

Public Policy

Management of Material Topics: Public Policy GRI 3-3

Social / Public Policy / Management of Material Topics: Public Policy GRI 3-3

Management of Material Topics (Public Policy)

Describe impacts on the economy, environment, and people:
Report involvement with negative impacts:
Describe policies and commitments:
Describe actions taken to manage topic and related impacts:
Report information about tracking of effectiveness of actions taken:
Describe stakeholder engagement:

Political Contribution GRI 415-1

Social / Public Policy / Political Contribution GRI 415-1

Political contributions

Reporting Currency:	2022	2021	2020	2019
Recipient: Country:				
Data publicly available:				

References:

📄 Code of Business Conduct and Ethics   Page(s) 13

Customer Health and Safety

Management of Material Topics: Customer Health and Safety GRI 3-3

Social / Customer Health and Safety / Management of Material Topics: Customer Health and Safety GRI 3-3

Management of Material Topics (Customer Health and Safety)

Describe impacts on the economy, environment, and people:
Report involvement with negative impacts:
Describe policies and commitments:
Describe actions taken to manage topic and related impacts:
Report information about tracking of effectiveness of actions taken:
Describe stakeholder engagement:

Assessment of the Health and Safety Impacts of Product and Service Categories GRI 416-1

Social / Customer Health and Safety / Assessment of the Health and Safety Impacts of Product and Service Categories GRI 416-1

Assessment of the health and safety impacts of product and service categories

	2022	2021	2020	2019
Percentage of significant product or service categories that are covered by and assessed for compliance with company procedures for assessing product/service health and safety impacts:				

Incidents of Non-Compliance Concerning the Health and Safety Impacts of Products and Services GRI 416-2

Social / Customer Health and Safety / Incidents of Non-Compliance Concerning the Health and Safety Impacts of Products and Services GRI 416-2

Incidents of non-compliance concerning the health and safety impacts of products and services

	2022	2021	2020	2019
Total number of incidents of non-compliance with health and safety regulations resulting in a fine or penalty:				
Total number of incidents of non-compliance with health and safety regulations resulting in a warning:				
Total number of incidents of non-compliance with voluntary codes for health and safety:				
Please describe any product safety controversies the company has experienced within the last three years. Include information about any fines, settlements, or court-imposed awards and indicate dates, amounts and any cases involving fatalities:				

Marketing and Labeling

Management of Material Topics: Marketing and Labeling GRI 3-3

Social / Marketing and Labeling / Management of Material Topics: Marketing and Labeling GRI 3-3

Management of Material Topics (Marketing and Labeling)

Describe impacts on the economy, environment, and people:
Report involvement with negative impacts:
Describe policies and commitments:
Describe actions taken to manage topic and related impacts:
Report information about tracking of effectiveness of actions taken:
Describe stakeholder engagement:

Requirements for Product and Service Information and Labeling GRI 417-1

Social / Marketing and Labeling / Requirements for Product and Service Information and Labeling GRI 417-1

Requirements for product and service information and labeling

Product/service information					Required for product/service labeling
The sourcing of components of the product or service					
Content, particularly with regard to substances that might produce an environmental or social impact					
Safe use of the product or service					
Disposal of the product and environmental/social impacts					
Other (please explain):					
	2022	2021	2020	2019	
Percentage of significant product or service categories that are covered by and assessed for compliance with company procedures for product and service information and labeling:					

Incidents of Non-Compliance Concerning Product and Service Information and Labeling GRI 417-2

Social / Marketing and Labeling / Incidents of Non-Compliance Concerning Product and Service Information and Labeling GRI 417-2

Incidents of non-compliance concerning product and service information and labeling

	2022	2021	2020	2019
Total number of incidents of non-compliance with product and service information and labeling regulations resulting in a fine or penalty:				
Total number of incidents of non-compliance with product and service information and labeling regulations resulting in a warning:				
Total number of incidents of non-compliance with voluntary codes for product and service information and labeling:				

Incidents of Non-Compliance Concerning Marketing Communications GRI 417-3

Social / Marketing and Labeling / Incidents of Non-Compliance Concerning Marketing Communications GRI 417-3

Incidents of non-compliance concerning marketing communications

Non-Compliance with Regulations and Voluntary Codes Concerning Marketing Communications	2022	2021	2020	2019
Total number of incidents of non-compliance with regulations resulting in a fine or penalty:				
Total number of incidents of non-compliance with regulations resulting in a warning:				
Total number of incidents of non-compliance with voluntary codes:				

Customer Privacy

Management of Material Topics: Customer Privacy GRI 3-3

Social / Customer Privacy / Management of Material Topics: Customer Privacy GRI 3-3

Management of Material Topics (Customer Privacy)

Describe impacts on the economy, environment, and people:
Report involvement with negative impacts:
Describe policies and commitments:
Describe actions taken to manage topic and related impacts:
Report information about tracking of effectiveness of actions taken:
Describe stakeholder engagement:

Substantiated Complaints Concerning Breaches of Customer Privacy and Losses of Customer Data GRI 418-1

Social / Customer Privacy / Substantiated Complaints Concerning Breaches of Customer Privacy and Losses of Customer Data GRI 418-1

Substantiated complaints concerning breaches of customer privacy and losses of customer data

	2022	2021	2020	2019
○ Company has identified substantiated complaints of breaches of customer privacy ○ Company has not identified substantiated complaints of breaches of customer privacy				
Total number of complaints concerning breaches of customer privacy received from outside parties and substantiated by the organization:				
Total number of complaints concerning breaches of customer privacy received from regulatory bodies:				
Total number of identified leaks, thefts, or losses of customer data:				
☐ Amount of substantiated complaints concerning customer privacy and loss of customer data is publicly disclosed.				