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Sustainable.

RAMBUS 2022 CULTURE SURVEY RESULTS



## LABOR PERFORMANCE INDICATORS

Rambus's primary value, respect for people, is embodied in our employees and extends to our customers, partners, the environment, and the communities where we operate around the world. In this section, you will find information on Rambus employees and illness and injury rates.

	2020	2021	2022
<b>EMPLOYEE DATA</b>			
Asia-Pacific/China/Japan	246	239	262
Americas	316	329	378
Europe	61	122	121
Foreign Nationals	15%	2%	19%
Located Offshore	52%	55%	63%
<b>SENIOR MANAGEMENT</b>			
Male	6	13	9
Female	2	1	3
<b>EMPLOYEE TOTAL (AGE)</b>			
Generation Z (born 1997-2015)	0%	1%	3%
Generation Y (born 1980-1997)	46%	49%	48%
Generation X (born 1965-1979)	41%	40%	38%
Baby Boomers (born 1946-1964)	13%	11%	11%
Traditionalists (born 1927-1945)	0%	0%	0%
<b>EMPLOYEE TYPE</b>			
Full-time	613	681	751
Part-time	10	9	10
<b>EMPLOYEE TURNOVER</b>			
Americas	66	75	49
Asia-Pacific/China/Japan	70	50	30
Europe	145	7	14
<b>NEW HIRES</b>			
Americas	36	89	96
Asia-Pacific/China/Japan	35	43	55
Europe	7	67	13
<b>NEW HIRES BY AGE</b>			
Generation Y (born 1980-2000)	50	120	111
Generation X (born 1965-1979)	22	74	40
Baby Boomers (born 1946-1964)	6	5	13
Traditionalists (born 1927-1945)	0	0	0
<b>ADDITIONAL DIVERSITY DEMOGRAPHICS (VOLUNTARY REPORTING)</b>			
Veterans	0	0	0
BIPOC Employees	0	0	0
LGBTQ Identifying	0	0	0
Employees with disabilities	2	3	3
<b>DIVERSITY AND EQUAL OPPORTUNITY</b>			
405-1 Diversity of governance bodies and employees			
percentage of female employees in executive management team	25%	7%	12.90%
Percentage of women in our global workforce	20%	19.50%	17.00%
Women in our global workforce - management jobs	13.60%	15.0%	15.90%
Women in our global workforce - non-technical jobs	55.20%	35.8%	36.40%
Women in our global workforce - technical jobs	11.50%	19.3%	11.20%
Percentage of women on our Board (%)	25.00%	33.00%	33.00%
<b>US WORKFORCE ETHNICITY</b>			
White	53.50%	47.50%	46.50%
Asian	41.50%	46.00%	48.20%
Hispanic	2.20%	3.00%	2.80%
African American	1.50%	1.50%	0.70%
Other	1.50%	1.90%	1.80%

## LABOR PERFORMANCE INDICATORS

	2020	2021	2022
<b>405-2 RATIO OF BASIC SALARY AND REMUNERATION OF WOMEN TO MEN</b>			
Ratio of base salary	0.94 : 1	0.93 : 1	0.98 : 1
Ratio of remuneration	0.82 : 1	0.78 : 1	0.77 : 1
<b>RETURN TO WORK RATES AFTER PARENTAL LEAVE</b>			
Male	100%	100%	100%
Female	100%	100%	100%
<b>WELL-BEING</b>			
Worldwide Injury and Illness Case Rate (per 100 workers)	0	0	0.2
Rambus U.S. Injury and Illness Case Rates (per 100 workers)	0	0	0.1
OSHA Case Rate - Private Industry	2.7	2.7	2.7
OSHA Case Rate - Computer/Electronic Product Mfg	0.9	0.9	1.1
OSHA Case Rate - Technical/Engineering Services	0.7	0.9	0.6
U.S. Lost Work Days Case Rate (per 100 workers)	1.7	1.7	1.7
Near Miss Frequency Rate (NMFR)?	0	0	0
Total number of injuries among its contractors?	0	0	0
Total recordable injury rate (TRIR) of its contractors?	0	0	0
Total number of fatalities among its contractors?	0	0	0
<b>VOLUNTEERISM</b>			
Rambus Volunteers	46	46	48
Rambus Volunteer Hours	147	165	260
Number of Volunteer Events	3	4	9
Total Financial Value of Volunteer Hours	14,553	16,335	20,988
Units of Blood Donated	0	0	0
<b>OPERATIONS</b>			
Employee Satisfaction	NA	NA	83%
Percentage of Operations OHSAS 18001 Certified	0	0	0
Training Programs / Hours	-	-	-
<b>OCCUPATIONAL HEALTH AND SAFETY</b>			
403-8 Workers covered by an occupational health and safety management system	100%	100%	100%
403-9 Work-related injuries	0	0	1
403-10 Work-related ill health	0	0	0
Total amount of monetary losses as a result of legal proceedings associated with employee health and safety violations	0	0	0
<b>TRAINING AND EDUCATION</b>			
404-1 Average hours of training per year per employee			
Female	-	11.89	22.20
Male	-	9.46	20.05
Full-time	-	9.96	20.28
Part-time	-	1.74	9.32
404-3 Percentage of employees receiving regular performance and career development reviews	100%	100%	100%
<b>NON-DISCRIMINATION</b>			
406-1 Incidents of discrimination and corrective actions taken	0	0	0
<b>FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING</b>			
407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	0	0	0
<b>CHILD LABOR</b>			
408-1 Operations and suppliers at significant risk for incidents of child labor	0	0	0

## LABOR PERFORMANCE INDICATORS

	2020	2021	2022
<b>FORCED OR COMPULSORY LABOR</b>			
409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	0	0	0
<b>SECURITY PRACTICES</b>			
410-1 Security personnel trained in human rights policies or procedures	NA	NA	NA
<b>RIGHTS OF INDIGENOUS PEOPLES</b>			
411-1 Incidents of violations involving rights of indigenous peoples	0	0	0
<b>HUMAN RIGHTS</b>			
412-1 Operations that have been subject to human rights reviews or impact assessments	10	15	-
412-2 Employee training on human rights policies or procedures	0	0	-
<b>LOCAL COMMUNITIES</b>			
413-1 Operations with local community engagement, impact assessments, and development programs	0	0	0
413-2 Operations with significant actual and potential negative impacts on local communities	0	0	0
<b>SUPPLIER SOCIAL ASSESSMENT</b>			
414-1 New suppliers that were screened using social criteria	100%	100%	100%
414-2 Negative social impacts in the supply chain and actions taken	0	0	0
<b>CUSTOMER HEALTH AND SAFETY</b>			
416-1 Assessment of the health and safety impacts of product and service categories	100%	100%	100%
416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	0	0	0
<b>CUSTOMER PRIVACY</b>			
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	0	0	0
<b>PRODUCT LIFECYCLE MANAGEMENT</b>			
Percentage of products by revenue that contain IEC 62474 declarable substances	0	0	0
Processor energy efficiency at a system-level for: (1) servers, (2) desktops, and (3) laptops	0.75W	0.75W	0.75W

## ENVIRONMENTAL PERFORMANCE INDICATORS

Rambus collects environmental data from company-owned and operated assembly and test, major research and development and major administrative/design sites worldwide. The following table provides data on our electricity use, water use, and waste generation.

	2020	2021	2022
<b>ENERGY</b>			
Absolute Energy Use (GWh)	3.64	11.26	12.10
San Jose	0.00	8.50	10.12
Bangaluru	0.91	0.89	0.81
Vught	0.12	0.04	0.13
Espoo	0.04	0.04	0.04
Chapel Hill	0.26	0.24	0.24
Toronto	0.23	0.25	0.21
Agora Hills	0.15	0.17	0.18
Sunnyvale	0.94	0.82	0.00
Others sites combined	1.01	0.31	0.35
Renewable Energy Use (GWh)	0.00	1.30	1.55
Other	0.00	0.00	0.00
Non Renewable Energy Use (GWh)	0.00	9.96	10.55
Total Energy/Revenue (KWh/\$)	0.01	0.0343	0.0266
302-2 Energy consumption outside of the organization	Rambus began tracking energy consumption from our contract manufacturers; however, the data is not available at this moment.		
302-4 Reduction of energy consumption	-	-	-
302-5 Reductions in energy requirements of products and services	Rambus does not currently track downstream energy requirements of products and services.		
Electricity (Indirect Energy, GWh)	3.64	3.17	2.62
San Jose	0.00	0.41	0.65
Bangaluru	0.91	0.89	0.81
Vught	0.12	0.04	0.13
Espoo	0.04	0.04	0.04
Chapel Hill	0.25	0.24	0.24
Toronto	0.23	0.25	0.21
Agora Hills	0.15	0.17	0.18
Sunnyvale	0.94	0.82	0.00
Others sites combined	1.01	0.31	0.35
Energy Use (Direct, GWh)	0.00	8.09	9.48
San Jose	0.00	8.09	9.47
Bangaluru	0.00	0.00	0.00
Vught	0.00	0.00	0.00
Espoo	0.00	0.00	0.00
Chapel Hill	0.00	0.00	0.00
Toronto	0.00	0.00	0.00
Agora Hills	0.00	0.00	0.00
Sunnyvale	0.00	0.00	0.00
<b>EMISSIONS</b>			
Scope 1 GHG Emissions (MTCO2e)	0.00	1546.51	1853.39
San Jose	0.00	1513.09	1770.58
Bangaluru	0.00	22.52	26.43
Vught	0.00	10.10	55.16
Espoo	0.00	0.00	0.00
Chapel Hill	1.06	0.80	1.23
Toronto	0.00	0.00	0.00
Agora Hills	0.00	0.00	0.00
Sunnyvale	0.00	0.00	0.00
All other sites combined	0.00	0.00	0.00
Scope 2 GHG Emissions (MTCO2e)	1,455	1,111	1,032
San Jose	0	84	157

## ENVIRONMENTAL PERFORMANCE INDICATORS

	2020	2021	2022
Bangaluru	644.03	648	591
Vught	52.35	13	48
Espoo	6.02	4	4
Chapel Hill	77.03	71	69
Toronto	65.45	38	28
Agora Hills	30.53	35	44
Sunnyvale + Colo	428	169	0
All other sites combined	152	50	90
Total Scope 1 and 2 GHG Emissions (MTCO2e)	2911.429	2,657.6	2,884.9
Goal by 2020 (MTCO2e)	-	-	-
Goal Performance (% reduction)	-	-	-
GHG Emissions/Revenue (Scope 1 and 2 gCO2e/\$)	11.82	8.09	6.34
GHG Emissions/FTE (Scope 1 and 2/person)	4.75	3.90	3.84
Estimated SCOPE 3 GHG Emissions (MTCO2e)	3,436.0	173,435.3	267,578.8
Product Use	Did not calculate	140,216.2	200,386.7
Contract Manufacturers	3,436.0	11,253.3	55,007.0
Business Travel	210.2	40.1	521.4
Employee Commutes	333.0	122.3	76.1
Product Logistics/Shipping	-	658.0	47.0
Waste Generated in Operations	78.3	124.2	8.9
Other Emissions (NOx, SOx)	-	-	-
Amount of total emissions from perfluorinated compounds	0	0	0
305-6 Emissions of ozone-depleting substances (ODS)	-	-	-
Climate Targets	-	-	-
<b>WASTE</b>			
Non-Hazardous Waste Generated (metric Tons)	163.28	299.6	32.24
Non-Hazardous Waste Recycled (metric Tons)	58.99	81.35	23.25
Non-Hazardous Waste Landfilled (metric tons)	104.29	218.3	8.99
Non-Hazardous Waste Landfill Diversion Rate (%)	0.36	27%	72%
Hazardous Waste (HW) Generated (Metric Tons)	0.00	0	5.29
Hazardous Waste Recycled/Reused (metric tons)	0.00	0	0
Hazardous Waste Treated Off-Site (metric tons)	0.00	0	0
Hazardous Waste Incinerated (metric tons)	0.00	0	0
Hazardous Waste Landfilled (metric tons)	0.00	0	5.29
Total Waste Generated (metric tons)	163.28	299.6	37.53
Total Waste Generated per Revenue (metric ton/\$)	0.66	0.91	0.08
Contract Manufacturing Hazardous Waste Generated (metric tons)	-	-	-
<b>WATER AND EFFLUENTS</b>			
303-3 Water withdrawal (megaliter)	1.0	1.2	1.6
303-4 Water discharge (megaliter)	1.0	1.2	1.6
303-5 Water consumption (megaliter)	0	0	0
"Total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress"	2%	60%	51%
Water Use in Contract Manufacturing (million liters)	-	-	-
Water Use/Revenue (ML/\$)	0.0041	0.0038	0.0035
<b>COMPLIANCE</b>			
Number of Environmental Non-Compliances	0	0	0
Number of Health or Safety Non-Compliances	0	0	0
Fines (USD)	\$0	\$0	\$0



## ENVIRONMENTAL PERFORMANCE INDICATORS

	2020	2021	2022
<b>MATERIALS</b>			
301-1 Materials used by weight or volume	0	0	0
301-2 Recycled input materials used	0	0	0
301-3 Reclaimed products and their packaging materials	0	0	0
<b>BIODIVERSITY</b>			
304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	0	0	0
304-2 Significant impacts of activities, products and services on biodiversity	0	0	0
304-3 Habitats protected or restored	0	0	0
304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	0	0	0
<b>SUPPLIER ENVIRONMENTAL ASSESSMENT</b>			
308-1 New suppliers that were screened using environmental criteria	100%	100%	100%
308-2 Negative environmental impacts in the supply chain and actions taken	0	0	0



## ECONOMIC PERFORMANCE INDICATORS

In this section, we provide information about Rambus's corporate revenues and our social investment.

	2020	2021	2022
Total Revenue (In millions)	\$246.30	\$328.30	\$454.80
Research & Development (In millions)	\$139.80	\$135.70	\$158.80
Net Income (loss) (In millions)	(\$40.50)	\$18.30	(\$14.30)
Total Operating Expense (In millions)	\$229.60	\$233.60	\$270.30
<b>SOCIAL INVESTMENT</b>			
Cash and In-Kind Giving (USD)	\$166,400	\$206,143	\$243,218
<b>CASH AND IN-KIND GIVING BY REGION</b>			
Americas	\$120,000	\$135,000	\$165,000
Europe	\$0	\$0	\$0
Asia-Pacific/China/India	\$46,400	\$71,143	\$78,218
<b>CASH AND IN-KIND GIVING BY CATEGORY</b>			
Education	\$20,000	\$37,500	\$65,000
Community Development	\$146,400	\$171,143	\$178,218
<b>RAMBUS POLITICAL ACTION COMMITTEE (PAC)</b>			
Disbursements	\$0	\$0	\$0
<b>PUBLIC POLICY</b>			
415-1 Political contributions	\$0	\$0	\$0
<b>ECONOMIC PERFORMANCE</b>			
201-1 Direct economic value generated and distributed	Reported in 10k	Reported in 10k	Reported in 10k
Total production (chip units shipped)	43.7 million	41.8 million	73.9 million
Percentage of production from owned facilities	0%	0%	0%
<b>MARKET PRESENCE</b>			
202-2 Proportion of senior management hired from the local community	-	-	-
<b>ANTI-CORRUPTION</b>			
205-2 Communication and training about anti-corruption policies and procedures	100%	100%	100%
205-3 Confirmed incidents of corruption and actions taken	0	0	0
<b>ANTI-COMPETITIVE BEHAVIOR</b>			
206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	\$0	\$0	\$0
Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	\$0	\$0	\$0
<b>MARKETING AND LABELING</b>			
417-2 Incidents of non-compliance concerning product and service information and labeling	0	0	0
417-3 Incidents of non-compliance concerning marketing communications	0	0	0