

***Rambus***

ESG Metrics Report & KPIs  
2021 - 2024



# Faster. Safer. More Sustainable.



Responsible Business Alliance  
Advancing Sustainability Globally



2023 ESG Impact Report

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## SOCIAL PERFORMANCE INDICATORS

	UNIT	2021	2022	2023	2024	2025	Notes
<b>EMPLOYEE DATA</b>							
Total	HC	679	753	613	712	792	
Asia-Pacific/China/Japan	HC	239	262	199	184	243	
Americas	HC	329	378	301	374	404	
Europe	HC	122	121	113	130	145	
Foreign Nationals	%	2%	19%	19%	14%	13%	
Located Offshore	%	55%	63%	51%	44%	48%	
<b>SENIOR MANAGEMENT</b>							
Male	HC	13	9	22	29	30	
Female	HC	1	3	2	2	2	
<b>EMPLOYEE TOTAL BY AGE</b>							
Generation Z (Born 1997-2015)	%	1%	3%	6%	6%	8%	
Generation Y (Born 1980-1997)	%	49%	48%	44%	39%	45%	
Generation X (Born 1965-1979)	%	40%	38%	40%	45%	37%	
Baby Boomers (Born 1946-1964)	%	11%	11%	11%	9%	11%	
Traditionalists (Born 1927-1945)	%	0%	0%	0%	0%	0%	
<b>EMPLOYEE TYPE</b>							
Full-time	HC	681	751	603	698	779	
Part-time	HC	9	10	10	14	13	
<b>EMPLOYEE TURNOVER</b>							
Americas	HC	75	49	30	53	49	
Asia-Pacific/China/Japan	HC	50	30	43	35	32	
Europe	HC	7	14	6	11	6	
<b>NEW HIRES</b>							
Americas	HC	89	96	38	123	81	
Asia-Pacific/China/Japan	HC	43	55	44	46	66	
Europe	HC	67	13	8	28	19	

“-” Currently not disclosed. “NA” Not Applicable to the Company.



## SOCIAL PERFORMANCE INDICATORS

	UNIT	2021	2022	2023	2024	2025	Notes
<b>NEW HIRES BY AGE</b>							
Generation Z (Born 1997-2015)	HC	-	-	-	40	41	
Generation Y (Born 1980-2000)	HC	120	111	303	77	77	
Generation X (Born 1965-1979)	HC	74	40	244	65	43	
Baby Boomers (Born 1946-1964)	HC	5	13	66	15	5	
Traditionalists (Born 1927-1945)	HC	0	0	0	0	0	
<b>ADDITIONAL DIVERSITY DEMOGRAPHICS (VOLUNTARY REPORTING)</b>							
Veterans	HC	0	0	0	3	-	
BIPOC Employees	HC	0	0	0	0	1	
LGBTQ Identifying	HC	0	0	0	1	1	
Employees With Disabilities	HC	3	3	4	12	-	
<b>DIVERSITY AND EQUAL OPPORTUNITY</b>							
Percentage of Female Employees in Exective Management Team	%	7%	13%	22%	20%	20%	
Percentage of Women in Our Global Workforce	%	20%	17%	16%	20%	21%	
Percentage of Women in Our Global Workforce - Management Jobs	%	15%	16%	17%	23%	18%	
Percentage of Women in Our Global Workforce - Non-Technical Jobs	%	36%	36%	37%	41%	44%	
Percentage of Women in Our Global Workforce - Technical Jobs	%	19%	11%	11%	8%	12%	
Percentage of Women on Our Board	%	33%	33%	29%	29%	29%	
<b>U.S. WORKFORCE ETHNICITY</b>							
White	%	48%	47%	41%	33%	31%	
Asian	%	46%	48%	53%	60%	58%	
Hispanic	%	3%	3%	3%	4%	4%	
African American	%	2%	1%	1%	1%	1%	
Other	%	2%	2%	2%	2%	2%	
<b>405-2 RATIO OF BASIC SALARY AND REMUNERATION OF WOMEN TO MEN</b>							
Ratio of Base Salary	Ratio	0.93 : 1	0.98 : 1	0.94:1	0.852:1	0.886:1	
Ratio of Remuneration	Ratio	0.78 : 1	0.77 : 1	0.82:1	0.717:1	0.721:1	
<b>RETURN TO WORK RATES AFTER PARENTAL LEAVE</b>							
Male	%	100%	100%	100%	100%	100%	
Female	%	100%	100%	100%	0%	100%	

“-” Currently not disclosed. “NA” Not Applicable to the Company.



## SOCIAL PERFORMANCE INDICATORS

	UNIT	2021	2022	2023	2024	2025	Notes
<b>RETURN TO WORK RATES AFTER PARENTAL LEAVE</b>							
Male	%	100%	100%	100%	100%	100%	
Female	%	100%	100%	100%	0%	100%	
<b>VOLUNTEERISM</b>							
Rambus Volunteers	HC	46	48	138	-	-	
Rambus Volunteer Hours	HC	165	260	430	-	-	
Number of Volunteer Events	HC	4	9	11	-	-	
Total Financial Value of Volunteer Hours	HC	16,335	20,988	23,190	-	-	
Units of Blood Donated	HC	0	0	56	-	-	
<b>OPERATIONS</b>							
Employee Satisfaction	%	NA	83%	91%	-	-	
Percentage of Operations OHSAS 18001 Certified	%	0	0	0	-	-	
Training Programs / Hours	-	-	-	-	-	-	
Supplier Labor Rights Certification Program	-	-	-	-	-	-	
Independent Accreditation of Its Anti-bribery or Anti-corruption Program	-	-	-	-	-	-	
Use of Corporate Funds for Purposes of Political Advocacy, Lobbying, Campaign Contributions.	-	-	-	-	-	-	
<b>OCCUPATIONAL HEALTH AND SAFETY</b>							
Occupational Health and Safety Management System Coverage	%	100%	100%	100%	100%	100%	
Employee Related Injuries	#	0	0	0	0	0	
Employee Related ILL Health	#	0	1	0	0	0	
Contractor Injuries	#	0	0	0	0	0	
Contractor total recordable injury rate (TRIR)	#	<0.1	<0.1	<0.1	<0.1	<0.1	
Contractor Fatalities	#	0	0	0	0	0	
Monetary Losses from Legal Proceedings from EH&S Violations	#	0	0	0	0	0	
<b>TRAINING AND EDUCATION</b>							
Average Hours of Training per Year per Employee	N/A	N/A	N/A	5:54:00	6.15	4.75	
Female	HC	11:53	22:12	6:32	7:41	6.13	
Male	HC	9:28	20:03	5:43	5:47	4.38	
Full-time	N/A	N/A	N/A	-	6.25	4.82	
Part-time	N/A	N/A	N/A	-	2.75	2.38	
Percentage of Employees Receiving Regular Performance and Career Development Reviews	%	100%	100%	100%	100%	100%	

“-” Currently not disclosed. “NA” Not Applicable to the Company.



## CARBON AND CLIMATE DATA


	UNIT	2021	2022	2023	2024	2025	Notes
<b>SCOPE 1 &amp; 2 EMISSIONS</b>							
Scope 1 emissions	mt CO2e	42	92	30	0.0	-	
Scope 2 (location-based)	mt CO2e	1,111	1,032	1,071	1,186	-	
Scope 2 (market-based)	mt CO2e	0.0	0.0	0.0	0.0	-	
Total Scope 1 + 2	mt CO2e	1,153	1,124	1,101	1,186	-	
<b>ENERGY CONSUMPTION</b>							
Direct energy – fuel	GWh	8.1	9.5	3.9	0.0	-	
Indirect energy – electricity	GWh	3.2	2.6	2.6	2.0	-	
Total energy consumption	GWh	11.3	12.1	6.5	2.0	-	
<b>RENEWABLE ELECTRICITY</b>							
Total electricity consumed	GWh	3.2	2.6	2.6	2.0	-	
Renewable electricity consumed	GWh	3.2	2.6	2.6	2.0	-	
% Renewable electricity	%	100	100	100	100	-	
Onsite Renewable Generation	GWh	0.0	0.0	0.0	0.0	-	
<b>SCOPE 3 EMISSIONS</b>							
Purchased goods & services	t CO2e	-	-	-	71,742	-	
Capital goods	t CO2e	-	-	-	2,938	-	
Upstream transportation & distribution	t CO2e	-	-	-	210	-	
Waste generated in operations	t CO2e	-	-	-	7	-	
Business travel	t CO2e	-	-	-	1,118	-	
Employee commuting	t CO2e	-	-	-	745	-	
Total	t CO2e	-	-	-	76,760	-	
<b>EMISSIONS INTENSITY METRICS</b>							
Emissions intensity	mt CO2e / \$ Rev	3.51	2.47	2.39	2.13	-	
Emissions intensity	mt CO2e / HC	1.7	1.49	1.8	1.67	-	
Emissions intensity	kg CO2e / ft2	-	-	-	4.35	-	
<b>GEOGRAPHIC DISTRIBUTION OF EMISSIONS</b>							
United States	mt CO2e	662	667	620	891	-	
India	mt CO2e	210	195	200	256	-	
Taiwan	mt CO2e	120	115	118	13	-	
Canada	mt CO2e	60	55	58	4	-	
Europe (aggregated)	mt CO2e	92	92	96	19	-	
Total	mt CO2e	1153	1124	1101	1186	-	

“-” Currently not disclosed. “NA” Not Applicable to the Company.



## CARBON AND CLIMATE DATA TARGET SUMMARIES

Achieved

 Renewable Electricity Sourcing

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**100%** renewable electricity coverage\*

Full coverage since 2021

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TARGET DESCRIPTION

Rambus targets 100% renewable electricity coverage for Scope 2 electricity consumption through the procurement of qualifying energy attribute certificates (EACs) and participation in utility green tariff programs.

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 PROGRESS SUMMARY

In 2024, 100% of electricity consumption within Rambus's operational boundary was covered by qualifying renewable electricity instruments. Rambus has maintained full coverage annually since 2021.

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 SCOPE AND BOUNDARY

Scope 2 electricity consumption; market-based accounting approach.

\*100% renewable electricity coverage refers to market-based Scope 2 accounting through qualifying energy attribute certificates and utility green tariff programs.

On Track

 Scope 3 Supplier Engagement

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**65.2%** direct spend meets criteria

As of 2024

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TARGET DESCRIPTION

Rambus has established a supplier engagement target under which suppliers representing approximately 70% of direct supplier spend are expected to have SBTi-aligned climate targets and water reduction targets by 2030.

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 PROGRESS SUMMARY

As of 2024, suppliers representing 65.2% of direct supplier spend meet Rambus's supplier engagement criteria. Progress reflects ongoing supplier outreach and data validation efforts.

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 SCOPE AND BOUNDARY

Scope 3 value chain engagement, assessed based on supplier coverage by spend; does not represent Scope 3 emissions reductions.

This target reflects supplier engagement and target setting coverage, not qualified Scope 3 emissions reductions.



## WASTE AND TOXICITY DATA

	UNIT	2021	2022	2023	2024	2025	Notes
<b>HAZARDOUS AND NON-HAZARDOUS WASTE</b>							
Non-Hazardous Waste Generated	Metric Tons	299.6	32.2	42.9	63.6	-	
Non-Hazardous Waste Recycled	Metric Tons	81.4	23.3	22.4	29.2	-	
Non-Hazardous Waste Landfilled	Metric Tons	218.3	9	3.6	19.8	-	
Non-Hazardous Waste Incinerated	Metric Tons	0	0	0	0	-	
Non-Hazardous Waste Landfill Diversion Rate	%	0.3	0.7	0.9	0.7	-	
Non-Hazardous Waste Composted	Metric Tons	0	0	16.8	14.6	-	
Hazardous Waste Generated	Metric Tons	0	0	0	0.9	-	
Hazardous Waste Recycled/Reused	Metric Tons	0	0	0	0.9	-	
Hazardous Waste Treated Off-Site	Metric Tons	0	0	0	0.1	-	
Hazardous Waste Incinerated	Metric Tons	0	0	0	0	-	
Hazardous Waste Landfilled	Metric Tons	0	5.3	0	0	-	
Total Waste Generated	Metric Tons	299.6	37.5	42.9	64.5	-	
Total Waste Generated per Revenue	Metric Ton/\$	0.9	0.1	0.1	0.1	-	

“-” Currently not disclosed. “NA” Not Applicable to the Company.

Notes:

- WT1 Scope & operational boundary:** Waste data reflects Rambus’ operational boundary within leased, multi-tenant office facilities and includes routine office waste, packaging, furniture, office equipment, electronic waste, and tenant-directed minor refurbishment or improvement waste. Rambus does not conduct manufacturing or production activities at these locations.
- WT2 Non-hazardous waste:** Non-hazardous waste consists primarily of municipal solid waste, recyclables, compostables (where available), packaging, furniture, office equipment, and non-regulated refurbishment debris. Collection, hauling, and treatment are managed by landlords or municipal authorities.
- WT3 Hazardous & regulated waste:** Rambus’ office operations do not routinely generate hazardous waste; however, limited quantities of regulated waste may occur from electronic waste, batteries, lamps, and certain construction or refurbishment materials (including treated wood, coatings, adhesives, sealants, contaminated debris, and wood pallets where regulated). All such waste is reviewed for alignment with Rambus internal policies and applicable regulatory requirements and is managed through approved reuse, recycling, or disposal pathways in accordance with local laws and waste service provider standards. Volumes are immaterial.
- WT4 Recycling, incineration & landfill pathways:** Rambus supports recycling and diversion through on-site segregation and participation in landlord-provided programs. Percentages recycled, incinerated, or landfilled are not directly measured due to landlord-controlled waste services and are therefore disclosed qualitatively.

- WT5 Packaging & materials:** Packaging waste arises primarily from inbound office supplies, IT equipment, furniture, fixtures, and refurbishment activities. Rambus prioritizes suppliers that minimize packaging and increase the use of recyclable, compostable, recycled-content, or renewable materials where practicable.
- WT6 Packaging data limitations:** Total packaging weight and recycled, renewable, recycled, or composted content percentages are not quantitatively tracked due to landlord-controlled waste systems and are addressed through procurement standards and supplier engagement.
- WT7 Waste hierarchy & plastics minimization:** Waste management follows a lifecycle prioritization of procurement & specification → reduction → reuse / redeployment → recycling → disposal (last resort). Rambus seeks to minimize single-use plastics and, where practicable, substitute compostable, reusable, or recyclable alternatives, subject to building capabilities and local regulations.
- WT8 Electronic waste (reuse & recycling):** Electronic waste is managed in accordance with applicable international and local requirements. Rambus prioritizes reuse, redeployment, refurbishment, or return-to-vendor before certified recycling through authorized programs. Electronic waste is not disposed of via municipal landfill streams.
- WT9 Waste estimation methodology:** General office waste is estimated using an average daily waste-generation factor per employee applied to headcount and working days. Non-general office waste (e.g., furniture, equipment, packaging, refurbishment materials, pallets) is estimated based on documented or observed volumes, converted to weight using standard material density factors where required.

- WT10 Targets & continual improvement:** Waste-reduction efforts focus on procurement controls, asset reuse, refurbishment planning, plastics minimization, on-site segregation, and employee engagement. Quantitative diversion targets are not set due to limited operational control and lack of site-specific waste data; progress is reviewed periodically under environmental management processes.
- WT11 Materiality & financial risk:** Waste generated from office operations is low in volume and intensity. Waste-related operational, regulatory, and financial risks are assessed as low, with low likelihood and low potential impact, and are not expected to materially affect operations, leases, capital allocation, or enterprise value, consistent with ISSB S2 materiality principles.
- WT12 Waste audits & training assurance:** Rambus engages third-party external auditors, where feasible, to periodically review outgoing waste streams, primarily to confirm that Facilities, janitorial, and employee staff are appropriately trained and that segregation practices conform with local regulations and waste service provider requirements. Audit scope and frequency are risk-based.



## WATER DATA

Description (Quantitative Metrics)	UNIT	2021	2022	2023	2024	2025	Notes
Total water withdrawn (m <sup>3</sup> )	m <sup>3</sup>	1.2	1.6	5.2	1.9	2.2	
Water withdrawal by source – Surface water (m <sup>3</sup> )	m <sup>3</sup>	1.2	1.6	5.2	1.9	-	
Water withdrawal by source – Groundwater (m <sup>3</sup> )	m <sup>3</sup>	0	0	0	0	0	
Water withdrawal by source – Seawater (m <sup>3</sup> )	m <sup>3</sup>	0	0	0	0	0	
Water withdrawal by source – Produced water (m <sup>3</sup> )	m <sup>3</sup>	0	0	0	0	0	
Water withdrawal by source – Third-party water (m <sup>3</sup> )	m <sup>3</sup>	0	0	0	0	0	
Water withdrawal by location (including water-stressed areas)							
United States	m <sup>3</sup>	-	-	-	-	0.99	
Canada	m <sup>3</sup>	-	-	-	-	0.07	
Finland	m <sup>3</sup>	-	-	-	-	0.12	
France	m <sup>3</sup>	-	-	-	-	0.03	
Netherlands	m <sup>3</sup>	-	-	-	-	0.12	
South Korea	m <sup>3</sup>	-	-	-	-	0.05	
Taiwan	m <sup>3</sup>	-	-	-	-	NA	
India	m <sup>3</sup>	-	-	-	-	0.82	
Water withdrawals From Areas With High Water Stress							
Aix-en-Provence, France	m <sup>3</sup>	-	-	-	-	0.03	
Bangalore (Bengaluru), India	m <sup>3</sup>	-	-	-	-	0.82	
Total water discharged (m <sup>3</sup> )	m <sup>3</sup>	1.2	1.6	5.2	1.9		
Water discharge by destination – Surface water (m <sup>3</sup> )	m <sup>3</sup>	1.2	1.6	5.2	1.9	-	
Water discharge by destination – Groundwater (m <sup>3</sup> )	m <sup>3</sup>	0	0	0	0	0	
Water discharge by destination – Seawater (m <sup>3</sup> )	m <sup>3</sup>	0	0	0	0	0	
Water discharge to third-party facilities (m <sup>3</sup> )	m <sup>3</sup>	0	0	0	0	0	
Water discharge by treatment level (e.g., treated, untreated)	m <sup>3</sup>	0	0	0	0	0	
Water discharge quality indicators (as required by regulations)	-	NA	NA	NA	NA	NA	
Chemical Oxygen Demand (COD)							
COD Emissions	kg	NA	NA	NA	NA	NA	
Total COD Emissions pe Revenue	t/usd	NA	NA	NA	NA	NA	

“-” Currently not disclosed. “NA” Not Applicable to the Company.



## WATER DATA

Description (Quantitative Metrics)	UNIT	2021	2022	2023	2024	2025	Notes
Total water consumption (m <sup>3</sup> ) – calculated as	m <sup>3</sup>	0	0	0	0	0	
Water consumption by location (including water-stressed areas)	m <sup>3</sup>	0	0	0	0	0	
North America	m <sup>3</sup>	0	0	0	0	0	
Asia	m <sup>3</sup>	0	0	0	0	0	
Europe	m <sup>3</sup>	0	0	0	0	0	
Water Consumption from Areas With High Water Stress	m <sup>3</sup>	0	0	0	0	0	
Water Use in Contract Manufacturing							
Water Use/Revenue							
Water Use/Square Feet							
Water Use/Staff							

“-” Currently not disclosed. “NA” Not Applicable to the Company.

### NOTES:

- W1 Organizational Water Operating Boundary:** Rambus operates exclusively within leased, multi-tenant office environments and does not own, operate, or control base-building water systems. Water reporting is limited to tenant-controlled fixtures within Rambus-occupied premises. All other water uses, including building systems, landscaping, fire suppression, production, laboratory processes, and cooling infrastructure, fall outside Rambus’s operational control and are excluded.
- W2 Water Source:** All water used within Rambus’s operational boundary is supplied by municipal potable water providers. Rambus does not abstract surface water, groundwater, seawater, or third-party water sources.
- W3 Tenant-Controlled Water Uses:** Tenant-controlled water use varies by site and is limited to specific fixtures as identified in the Site-Level Water Context Table. Depending on location, tenant-controlled uses include sinks, toilets, dishwashers, and showers. Where a dash (—) is shown, Rambus does not directly control any water-using fixtures within the leased space.
- W4 Water Withdrawal Definition:** Water supplied to tenant-controlled fixtures is classified as municipal potable water withdrawal. Where quantitative disclosure is requested, withdrawals may be estimated using occupancy-based methodologies and clearly identified as estimates.
- W5 Water Consumption:** Rambus does not materially consume water. There is no irrigation, evaporation, incorporation into products, or process loss within Rambus’s operational boundary.
- W6 Water Discharge:** All wastewater generated from tenant-controlled fixtures is discharged to municipal wastewater systems. Rambus does not directly discharge water to surface water bodies, groundwater, or non-municipal treatment facilities.
- W7 Metering and Data Availability:** Tenant-level water sub-metering is generally not available across Rambus locations. Rambus does not control base-building meters; estimates or landlord-provided data are used where necessary.
- W8 Water Stress and Physical Risk Screening:** Rambus evaluates water-related physical risk on a location-based basis using basin-level water stress tools such as WRI Aqueduct.
- W9 Risk Materiality Assessment:** Water-related risks are assessed as potential physical climate risks rather than operational constraints. Due to limited reliance on water, water scarcity is not considered a material operational risk.
- W10 Risk Mitigation Approach:** Mitigation actions include landlord engagement, efficient tenant fixtures, employee awareness, and operational flexibility.
- W11 Targets and Performance:** Rambus does not maintain volumetric water reduction targets and instead uses enablement-based objectives focused on transparency and risk management.
- W12 Value Chain Considerations:** Water-intensive manufacturing activities occur within Rambus’s value chain and are addressed through supplier ESG engagement.
- W13 Governance and Review:** Responsibility for water-related disclosures resides within Rambus’s ESG and Facilities functions, with periodic review.
- W14 Evidence and Assurance:** Rambus maintains supporting documentation including lease confirmations, site-level classifications, basin assessments, and internal approvals.
- W15 Human Right to Water and Sanitation:** Rambus recognizes access to safe drinking water and sanitation as a fundamental human right and manages its limited, tenant-controlled water use in a manner intended to respect that right and avoid adverse impacts.
- W16 Water Recycling:** Rambus does not operate on-site recycling systems; however, select multi-tenant campuses, including San Jose and Bangalore, reuse collected water for landscape irrigation through landlord-managed systems. Operational discharge is limited to sanitary use.
- W17 Water Reduction:** Rambus’ water use is limited to sanitary consumption within leased office facilities, resulting in low operational water intensity. The company monitors usage where available and incorporates efficiency measures such as low-flow plumbing fixtures within its occupied space, while addressing material water impacts through supplier engagement in semiconductor manufacturing.
- W18 Chemical Oxygen Demand (COD) Emissions:** Not Applicable – Rambus generates only domestic sanitary wastewater and does not operate processes that produce industrial wastewater requiring COD monitoring.



## AIR EMISSIONS

	UNIT	2021	2022	2023	2024	2025	Notes
Nitrogen Oxides (NOx)	#	NA	NA	NA	NA	NA	
Sulfur Oxides (SOx)	#	NA	NA	NA	NA	NA	
Particulate Matter (PM)	#	NA	NA	NA	NA	NA	
Volatile Organic Compounds (VOCs)	#	NA	NA	NA	NA	NA	
Hazardous Air Pollutants (HAPs)	#	NA	NA	NA	NA	NA	
Ozone-Depleting Substances (ODS)	#	NA	NA	NA	NA	NA	

“-” Currently not disclosed. “NA” Not Applicable to the Company.

NOTES:

**A1 Air Emissions:** Rambus is a fabless semiconductor technology company and does not operate manufacturing or fuel-combustion processes. The company occupies leased office and R&D facilities within multi-tenant commercial buildings and holds no air emission permits. Accordingly, Rambus does not generate direct emissions of NOx, SOx, particulate matter, VOCs, or hazardous air pollutants within its operational control. Environmental air emissions associated with semiconductor fabrication occur upstream at foundry and OSAT suppliers and are addressed through supplier environmental engagement aligned with Responsible Business Alliance expectations and Scope 3 management practices. Rambus periodically screens its operations to confirm the absence of regulated emission sources.



### MANAGEMENT CERTIFICATION BY SYPLIER CATEGORY

**SDSP**   
Strategic Direct  
Supply Partners

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**~94%** direct supply  
chain spend  
in 2024

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ISO 9001.....	100%
ISO 14001.....	100%
ISO 45001.....	100%
ISO 50001.....	75%
ISO 17025.....	0%
ISO 27001.....	75%
IATF 16949 .....	100%

**ESP**   
Extended Direct  
Suppliers

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**~5%** direct supply  
chain spend  
in 2024

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ISO 9001.....	100%
ISO 14001.....	67%
ISO 45001.....	56%
ISO 50001.....	33%
ISO 17025.....	33%
ISO 27001.....	44%
IATF 16949 .....	44%

**RSP**   
Residual Direct  
Suppliers

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**~1%** direct supply  
chain spend  
in 2024

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ISO 9001 .....	100%
ISO 14001 .....	67%
ISO 45001 .....	67%
ISO 50001 .....	20%
ISO 17025 .....	33%
ISO 27001 .....	47%
IATF 16949 .....	40%



### SUPPLIER COMPLIANCE DATA (Initial Audit)

NON-CONFORMANCE	2021		2022		2023		2024		2025	
	MAJOR	MINOR	MAJOR	MINOR	MAJOR	MINOR	MAJOR	MINOR	MAJOR	MINOR
<b>LABOR</b>	<b>4</b>	<b>1</b>	<b>1</b>	<b>3</b>	<b>2</b>	<b>0</b>	<b>12</b>	<b>2</b>	<b>18</b>	<b>3</b>
Child Labor Avoidance	-	-	-	-	-	-	-	-	-	-
Freedom of Association	2	-	-	-	-	-	-	-	-	-
Prohibition of Forced Labor	-	-	-	-	-	-	-	-	-	1
Humane Treatment	-	-	-	-	-	-	2	-	2	-
Labor Provision Good Practices	-	-	-	-	-	-	-	-	-	-
Non-Discrimination	-	1	-	1	-	-	-	-	-	-
Wages and Benefits	-	-	1	-	-	-	1	-	2	-
Working Hours	2	-	-	2	2	-	-	-	2	-
Risk Assessment	-	-	-	-	-	-	3	-	3	1
Control Processes	-	-	-	-	-	-	4	-	5	1
Communications	-	-	-	-	-	-	-	2	2	-
Performance Review and Continuous Improvement	-	-	-	-	-	-	2	-	2	-
<b>HEALTH AND SAFETY</b>	<b>3</b>	<b>7</b>	<b>8</b>	<b>6</b>	<b>7</b>	<b>5</b>	<b>7</b>	<b>8</b>	<b>27</b>	<b>9</b>
Emergency Preparedness	1	2	3	3	1	-	3	2	2	1
Food, Sanitation, and Housing	1	1	2	-	1	-	1	-	3	-
Health & Safety Provision Good Practices	-	-	-	-	-	-	-	-	-	-
Health and Safety Communication	-	-	-	-	1	2	-	-	2	-
Industrial Hygiene	-	-	-	-	1	1	-	-	2	-
Machine Safeguarding	-	2	-	-	-	-	-	-	2	-
Occupational Injury and Illness	-	1	1	-	-	1	-	-	3	-
Occupational Safety	1	1	2	2	2	1	1	1	3	1
Physically Demanding Work	-	-	-	-	-	-	-	-	1	-
Risk Assessment	-	-	-	-	-	-	-	2	2	1
Control Processes	-	-	-	-	2	-	-	2	3	4
Communications	-	-	-	-	-	1	1	1	3	1
Performance Review and Continuous Improvement	-	-	-	-	-	-	1	-	3	1

"-" Currently not disclosed. "NA" Not Applicable to the Company.



### SUPPLIER COMPLIANCE DATA (Initial Audit)

NON-CONFORMANCE	2021		2022		2023		2024		2025	
	MAJOR	MINOR	MAJOR	MINOR	MAJOR	MINOR	MAJOR	MINOR	MAJOR	MINOR
<b>ENVIRONMENT</b>	<b>2</b>	<b>-</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>6</b>	<b>14</b>	<b>3</b>
Air Emissions	-	-	-	-	-	-	-	-	2	-
Energy Consumptions and Greenhouse Gas Emissions	-	-	-	-	-	-	1	-	2	-
Environment Provision Good Practices	-	-	-	-	-	-	-	-	-	-
Environmental Permits and Reporting	-	-	-	-	-	-	-	-	-	-
Hazardous Substances	-	-	-	-	-	-	-	-	1	-
Materials Restrictions	-	-	-	-	-	-	-	-	-	-
Pollution Prevention and Resource Reduction	-	-	-	-	-	-	-	-	-	-
Solid Waste	-	-	-	-	-	-	-	-	1	-
Water Management	-	-	-	-	-	-	-	-	1	-
Risk Assessment	-	-	-	-	-	-	-	2	2	1
Control Processes	-	-	-	-	-	-	-	-	2	-
Communications	-	-	-	-	1	-	-	2	2	1
Performance Review and Continuous Improvement	-	-	-	-	-	-	-	2	1	1
Control Processes	-	-	-	-	-	-	-	-	2	-
<b>ETHICS</b>	<b>-</b>	<b>2</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>9</b>	<b>3</b>	<b>10</b>	<b>1</b>
Business Integrity	-	-	-	-	-	-	-	-	-	-
Disclosure of Information	-	1	-	-	-	-	-	-	-	-
Ethics Provision Good Practices	-	-	-	-	-	-	-	-	-	-
Fair Business, Advertising, and Competition	-	-	-	-	-	-	1	-	-	-
Intellectual Property	-	-	-	-	-	-	-	-	-	-
No Improper Advantage	-	-	-	-	-	-	-	-	-	-
Privacy	-	1	-	-	-	-	-	-	-	-
Protection of Identity and Non-Retaliaiton	-	-	-	-	-	-	1	-	-	-
Responsible Sourcing of Minerals	-	-	-	-	-	-	-	-	-	-
Risk Assessment	-	-	-	-	-	-	3	-	3	-
Control Processes	-	-	-	-	-	-	2	1	3	1
Communications	-	-	-	-	-	-	-	2	2	-
Performance Review and Continuous Improvement	-	-	-	-	-	-	2	-	2	-

“-” Currently not disclosed. “NA” Not Applicable to the Company.



### SUPPLIER COMPLIANCE DATA (Initial Audit)

NON-CONFORMANCE	2021		2022		2023		2024		2025	
	MAJOR	MINOR	MAJOR	MINOR	MAJOR	MINOR	MAJOR	MINOR	MAJOR	MINOR
<b>MANAGEMENT SYSTEM</b>	<b>2</b>	<b>2</b>	<b>6</b>	<b>1</b>	-	-	-	-	-	-
Audits and Assessments	1	-	1	-	-	-	-	-	-	-
Certifications	-	-	-	-	-	-	-	-	-	-
Communications	-	-	-	-	-	-	-	-	-	-
Company Commitment	-	-	-	-	-	-	-	-	-	-
Corrective Action Process	-	-	1	-	-	-	-	-	-	-
Documentation and Records	-	-	-	-	-	-	-	-	-	-
Improvement Objectives	-	-	1	-	-	-	-	-	-	-
Legal and Consumer Requirements	-	-	1	-	-	-	-	-	-	-
Management Accountability and Responsibility	1	1	1	-	-	-	-	-	-	-
Management System Provision Good Practices	-	-	-	-	-	-	-	-	-	-
Risk Assessment and Risk Management	-	-	-	-	-	-	-	-	-	-
Supplier Responsibility	-	-	1	1	-	-	-	-	-	-
Training	-	-	-	-	-	-	-	-	-	-
Worker Feedback and Participation	-	1	-	-	-	-	-	-	-	-
<b>SUPPLY CHAIN MANAGEMENT</b>							<b>7</b>		<b>6</b>	<b>1</b>
Company Commitment	-	-	-	-	-	-	1	-	1	-
Responsible Sourcing of Minerals	-	-	-	-	-	-	-	-	1	-
Supplier Responsibility	-	-	-	-	-	-	6	-	4	1
<b>GRAND TOTAL</b>	<b>11</b>	<b>12</b>	<b>16</b>	<b>12</b>	<b>10</b>	<b>7</b>	<b>36</b>	<b>19</b>	<b>75</b>	<b>17</b>

“-” Currently not disclosed. “NA” Not Applicable to the Company.



### SUPPLIER COMPLIANCE DATA (Closure Audit)

NON-CONFORMANCE	2021		2022		2023		2024		2025	
	MAJOR	MINOR	MAJOR	MINOR	MAJOR	MINOR	MAJOR	MINOR	MAJOR	MINOR
LABOR	-	-	2	-	-	-	-	-	-	-
HEALTH & SAFETY	-	-	-	-	-	-	-	-	-	-
ENVIROMENT	-	-	-	-	-	-	-	-	-	-
EHITCS	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SYSTEM	-	-	-	-	-	-	-	-	-	-
SUPPLY CHAIN MANAGEMENT	-	-	-	-	-	-	-	-	-	-
<b>GRAND TOTAL</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

“-” Currently not disclosed. “NA” Not Applicable to the Company.

### CORRECTIVE ACTION TO MITIGATE NON-CONFORMANCE

	2021	2022	2023	2024	2025
LABOR	0	0	0	0	0
HEALTH & SAFETY	0	0	0	0	0
ENVIROMENT	0	0	0	0	0
EHITCS	0	0	0	0	0
MANAGEMENT SYSTEM	0	0	0	0	0
SUPPLY CHAIN MANAGEMENT	0	0	0	0	0
<b>GRAND TOTAL</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

“-” Currently not disclosed. “NA” Not Applicable to the Company.



# Forward Looking Statements

This report contains forward-looking statements regarding future events. All statements other than statements of historical facts are statements that could be deemed forward-looking statements. These statements are based on current expectations, estimates, forecasts and projections about the industries in which we operate and the beliefs and assumptions of our management. Readers are cautioned that these forward-looking statements are only predictions and are subject to risks, uncertainties, and assumptions that are difficult to predict, including those identified in our most recent filings with the Securities and Exchange Commission on Form 10-K and Form 10-Q. Forward-looking statements speak only as of the date they are made, and we do not undertake any obligation to update any forward-looking statement.

Rambus continuously strives for transparency in our reporting on our environmental, social and governance initiatives, goals and progress. We set goals knowing that they may be difficult to fully achieve, and we may not ultimately achieve them, but we strive to meet them within the designated time frames all the same. Acquiring other companies, among other factors, can potentially impact our progress towards our ESG goals. We will transparently report on our progress from time to time, including any material impacts from acquisitions or other factors.