2023-24 *CORPORATE RESPONSIBILITY* REPORT

AMD

together we advance_

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FOSTERING A CULTURE OF *COLLABORATION AND INNOVATION*

Mark Papermaster, Executive Vice President
and Chief Technology Officer at AMD

INTRODUCTION

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A MESSAGE FROM DR. LISA SU

AMD Chair and Chief Executive Officer



At AMD, our purpose is to build great products that accelerate next-generation computing experiences and help solve the world's most important challenges. From powering the cloud services that have become an essential part of how we work, game, and connect, to enabling breakthroughs in science, medicine, and industry that improve our daily lives, AMD technology is used by billions of people every day. We are committed to pushing the envelope in high-performance and adaptive computing responsibly and in alignment with our core values and inclusive culture.

In 2023, we delivered annual revenue of $22.7 billion, driven by strong demand for our data center and embedded products. Together with our employees, customers, and partners, we also made progress in meeting our digital impact, environmental sustainability, diversity, belonging and inclusion, and supply chain responsibility goals. For example, from 2021 to 2023, more than 150 universities, research institutions, and non-profit organizations focused on scientific research and education received AMD technology donations through our AI and HPC Fund and STEM initiatives. We also reduced greenhouse gas (GHG) emissions from operations (Scope 1 and 2) by 24.5% in 2023 compared to our 2020 baseline. And we remain on track to achieve our goal of delivering a 30x increase in energy efficiency from 2020 to 2025 for AI training and high-performance computing applications.

Looking ahead, AI is the most important innovation of the last 50 years with the potential to transform every aspect of our lives. While we are in the very early stages of the AI computing era, the technology is already being used to improve healthcare diagnoses, accelerate climate research, and provide powerful tools for content creation.

AMD is one of the only companies in the world with the breadth of compute engines, IP, and expertise needed to power AI from the cloud, to the edge, and across billions of end user devices. Importantly, we are also committed to responsibly developing and deploying AI. In 2023, we launched a Responsible AI Council that made progress on a number of priorities, including establishing AI governance, creating a responsible AI culture, and collaborating on industry best practices. We also expanded our industry coordination efforts in 2023-2024 through our participation in the Responsible AI Institute, including undergoing an evaluation on our internal policies, governance, training, and other areas to inform our strategy moving forward.

While we have delivered significant advances in computing power and efficiency in recent years, I believe the best is yet to come. As we reflect on our achievements and look to the future, our commitment to innovation, responsibility, and inclusion remain critical to our success. You can read more about our progress and priorities throughout this report. Together with our partners, we will continue pushing the boundaries of computing to redefine what is possible and leverage the power of high-performance and adaptive computing to improve the world.



A MESSAGE FROM JUSTIN MURRILL

AMD Director of Corporate Responsibility

At AMD, we put our corporate responsibility (CR) into action by prioritizing key focus areas, investing in strategic initiatives and partnerships, and transparently reporting on our progress. Now 29 years into our sustainability reporting journey, AMD is building on this strong foundation as we deepen stakeholder engagement, leverage value chain collaborations, and prepare for emerging sustainability reporting regulations.

In 2023, we conducted a "double materiality" assessment to prioritize CR issues through two lenses: the potential impact on the business and the potential impact the business has on society and the environment. In parallel, we conducted our first Human Rights Saliency Assessment, which informed updates to our global human rights policy and strategy. The insights underscore the importance of leveraging collaborations where we have influence, like responsible mineral sourcing and supplier sustainability performance – while driving progress where we have control, like reducing operational emissions, advancing energy efficiency, and contributing to our AMD communities.

To help address systemic industry challenges, like decarbonizing Scope 3 emissions and mitigating forced labor risks in the supply chain, AMD holds leadership positions in the largest industry coalition in the world dedicated to supply chain sustainability: the Responsible Business Alliance (RBA). AMD continues to serve on RBA's Board of Directors as well as the Senior Environmental Advisory Team. We also participated in the inaugural RBA Forced Labor Summit in Washington D.C. with global leaders, financially supported the RBA audit fund for the Responsible Minerals Initiative, and steered the RBA environmental strategy roadmap.

As a founding member of the Semiconductor Climate Consortium, we sponsored its Energy Collaborative in 2023 to help improve renewable energy access in Asia-Pacific. Alongside this work, we began developing a climate transition action plan (CTAP) that incorporates climate scenario analyses used to consider potential futures with associated strategic implications, including physical risks and market opportunities. Development of the CTAP is ongoing as we will continue to report on our decarbonization strategy, timeline, and progress.

As examples, from 2020-2023, we more than doubled the percentage of renewable energy in our operations from 18% to 40%. We also continued to increase sustainability collaborations with our "Manufacturing Suppliers," which AMD buys from directly and that provides direct materials and/or manufacturing services. As of 2023, 84% of these suppliers had their own public GHG goals, and 84% of the facilities operated by these suppliers had RBA audits (since 2020). These key metrics are among the eight AMD CR goals that underwent third-party limited-level assurance for 2023.

Looking forward, our foundational CR work puts us in a strong position to meet forthcoming regulations, including the SEC Climate Rule and EU Corporate Sustainability Reporting Directive (CSRD). We thank our employees and partners for their steadfast support to help put AMD CR values into action every day.

Justin Murrill



ABOUT AMD

WHO WE ARE

AMD designs and delivers high-performance and adaptive computing solutions that power the digital services and experiences used by billions of people daily. We work closely with our partners – leaders in industries spanning technology, automotive, telecom, financial services, gaming, entertainment, and more – to bring their visions to life and enable the future of computing and artificial intelligence (AI) across cloud, edge, and end devices. Together, we push the limits of innovation to tackle some of the world's most important challenges.

Shaping the Future

AMD technology has shaped the computing industry for more than 55 years, from the introduction of the industry's first 64-bit x86 processors that are the foundation of modern computing to the world's first exascale supercomputer enabling breakthroughs in critical research. Today, AMD solutions are helping scientists understand cancer and climate change, guiding health care providers and robot-assisted surgeries, enabling new discoveries aboard the NASA Mars Rover, enhancing education with accessible technology in the classroom, delivering immersive entertainment, and so much more.

A Responsible Culture

Corporate responsibility (CR) is an integral aspect of our business and is deeply rooted in our culture. With more than 100 locations worldwide, we embed environmental sustainability efforts across our business, promote safe and responsible workplaces in our global supply chain and advance stronger communities where we live and work.



OUR SOLUTIONS

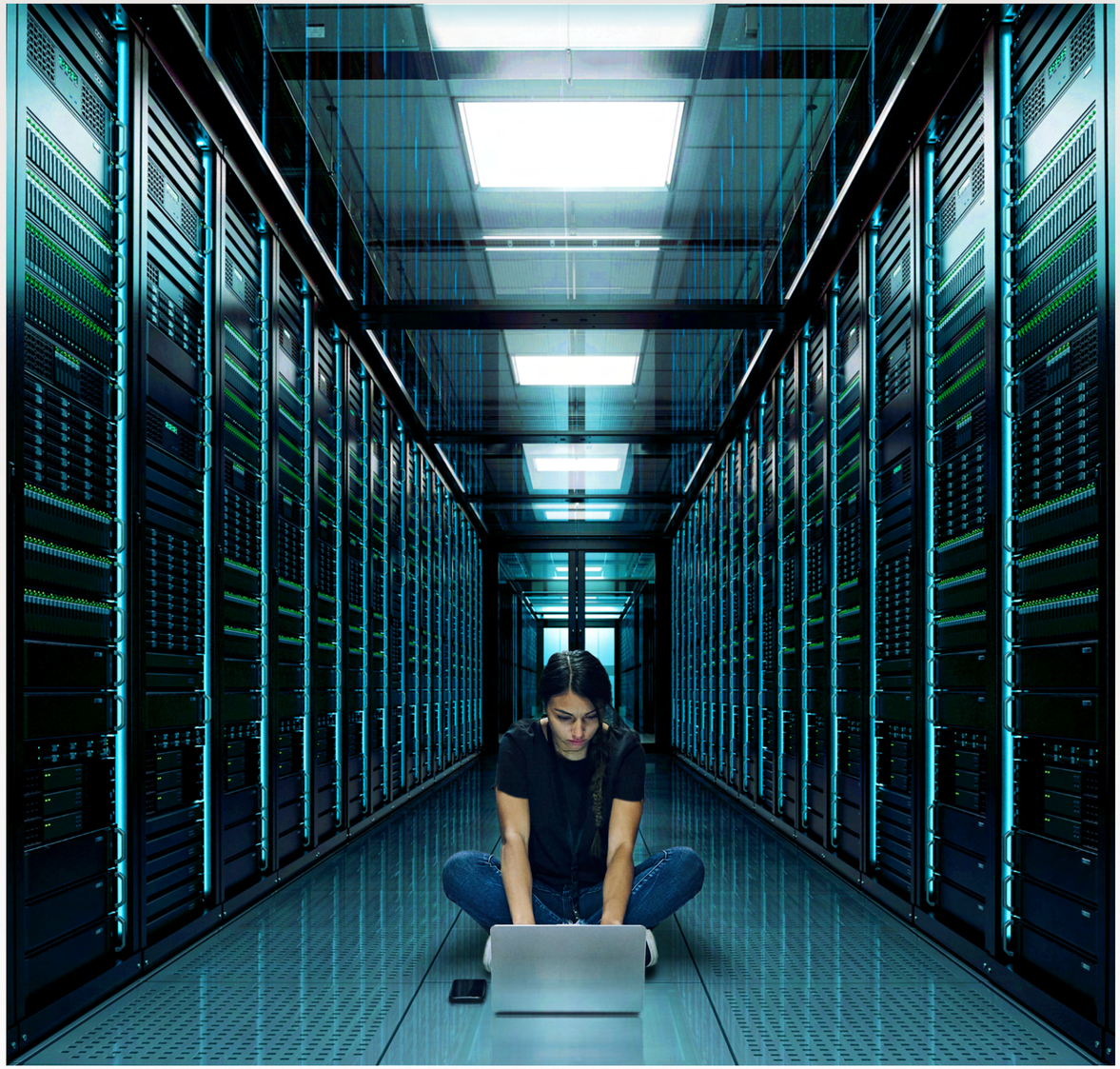
We are accelerating innovation across silicon architecture, advanced packaging, software, and solutions to deliver powerful and efficient computing that advances the next era of technology.

Powering the Data Center

The data center is integral modern infrastructure supporting the digital experiences that play a key role in how we work, live, learn, and connect. With the exponential growth of data and new workloads like generative AI, today's data centers are driving incredible demand for greater compute performance and efficiency. AMD delivers the broadest portfolio of compute products optimized to address the diverse needs of the data center, spanning server CPUs, AI accelerators, networking, DPUs, FPGAs, and adaptive SoCs.

Harnessing Embedded and Adaptive Computing

AMD is the leader in adaptive and embedded computing, with a differentiated portfolio of highly performant processors, FPGAs, adaptive SOCs, and system-on-modules (SOMs). Our customers collaborate with us to address a wide range of compute needs in aerospace, automotive, industrial, medical, telecom, and more.



Transforming PCs and Gaming

AMD powers the devices people use every day, from commercial PC fleets and workstations to personal laptops, gaming rigs, and consoles. AMD CPUs, GPUs, APUs, and semi-custom SoCs deliver premium experiences for a broad range of applications and tasks, from productivity to entertainment and more.

Accelerating AI

As AI adoption accelerates, it is imperative that we continue delivering innovative solutions with the ultimate performance and energy efficiency, leveraging our portfolio of CPUs, GPUs, and adaptive computing solutions to seamlessly transition the right engine for diverse AI workloads.

We believe that an open-source software ecosystem is critical to enabling developers everywhere to create the incredible AI applications that are transforming how we use technology, and we have been contributing to the open-source community for decades. We have made significant progress with our AI software stack over the last year as we enhanced features and support for generative AI across our AMD ROCm™ software platform and released Ryzen AI software to help developers unleash the power of AI for PCs. AMD also acquired AI software leaders Mipsology and Nod.ai to further bolster our capabilities.

With our broad portfolio of compute engines, deep partnerships, and a robust, open software ecosystem, AMD is uniquely positioned to power end-to-end AI infrastructure – from the cloud to the edge and the devices we use every day.

2023-24 IN REVIEW

Powered 157 of the 500 most energy-efficient supercomputers in the world,
including the majority of the top 50 systems (Green500 List June 2024).[i]

92% of employees
said AMD creates an environment where people of diverse backgrounds can succeed (2023 AMDer Survey).

Launched Advancing Women in Tech,
a comprehensive learning experience designed to empower, retain, and support AMD women in technical careers, with over 230 women completing the program in its inaugural year.

Established an AMD Learning Lab
at Maynooth University in Dublin, Ireland to support STEM education for young women, adding to the seven existing labs worldwide.

5,700+ AMDers logged over 25,000 hours of volunteer time
through individual and team-based activities.

Joined the Responsible AI Institute
in 2023 to help inform and establish the AMD Responsible AI Framework in 2024.

95% of AMD Manufacturing Suppliers
across the locations of Malaysia, Taiwan, and Japan that work with labor agents to recruit migrant workers have attended the RBA Forced Labor Prevention workshop (2021-2023).

Our Hiring Our Heroes Corporate Fellowship Program
welcomed the first cohort of veterans in 2023.

Reduced total water withdrawals
from wafer manufacturing with foundries increasing recycled water by 34% (2022-2023).

Founding member of the Semiconductor Climate Consortium
and sponsor of its Energy Collaborative to accelerate renewable energy access in our supply chain within the Asia-Pacific region.

EXTERNAL RECOGNITION

Our commitment to conducting business responsibly comes from within AMD and does not rely on recognition, but it is a welcome and meaningful confirmation of our collective efforts when external organizations rank us alongside top sustainable companies. We are proud to have been honored with these recognitions.[xxiv]















OUR APPROACH TO CORPORATE RESPONSIBILITY

Corporate responsibility (CR) is integral to how we operate as a global business, valued partner, and trusted employer. From advancing high-performance and energy-efficient computing to cultivating an innovative, diverse workforce, we are committed to driving the computing industry forward responsibly. We embed environmental sustainability efforts into our culture and operations, promote safe and responsible workplaces in our global supply chain, and advance stronger communities where we live and work.

We prioritize CR across our value chain by focusing on key topics that have the greatest impact on our business and society. Through ongoing stakeholder engagement and periodic environmental, social, and governance (ESG) materiality[ii] assessments, we identify and evaluate ESG impacts, risks, and opportunities to better understand the overall landscape, set priorities, and evolve our practices, policies, and programs.

We pursue our approach through the four strategic focus areas shown on the right.

Embedding CR across the business requires everyone at AMD to be committed and accountable in their work, whether they are the leaders setting our strategy, the engineers working hands-on to design our products, or the teams driving our CR efforts. Executive leadership and effective cross-functional team coordination enables us to set clear objectives, track progress, and promote accountability through transparent disclosure.

Read more about CR Management and Governance

Digital Impact

Accelerating solutions to the world's most important challenges by designing high-performance and adaptive computing solutions, advancing research, and equipping the workforce of the future.

Environmental Sustainability

We are steadfast in our efforts to promote sustainability by sourcing renewable energy, engaging our employees and suppliers on environmental initiatives, and helping end users reduce energy use and emissions.

Diversity, Belonging, and Inclusion

We encourage and support creative minds from diverse backgrounds to work together in an engaging and open environment.

Supply Chain Responsibility

We work with our suppliers to deliver high-quality products, while helping ensure that working conditions are safe, workers are treated with respect, and manufacturing processes are environmentally responsible.



OUR GOALS AND PROGRESS

	GOAL	PROGRESS
DIGITAL IMPACT	100 million people to benefit from AMD and AMD Foundation philanthropy and partnerships that enable STEM education, scientific research, and the workforce of the future from AMD donations initiated by 2025 (base year 2020)	**61 million** people benefited from our HPC Fund and STEM initiatives between 2021-2023[iii]
ENVIRONMENTAL SUSTAINABILITY	30x increase in energy efficiency for AMD processors and accelerators powering servers for artificial intelligence-training and high-performance computing by 2025 (base year 2020)[iv]	**13.5x** improvement in 2023 compared to 2020[v]
	50% absolute reduction in greenhouse gas emissions from AMD operations (Scope 1 and 2) by 2030 (base year 2020)	**24.5%** reduction in emissions in 2023[vi]
	100% of AMD Manufacturing Suppliers[vii] to have a public greenhouse gas emissions reduction goal by 2025	**84%** of these suppliers had public GHG goals in 2023[viii]
	80% of AMD Manufacturing Suppliers to source renewable energy[ix] by 2025	**71%** of these suppliers sourced renewable energy in 2023[viii]
DIVERSITY, BELONGING, AND INCLUSION	70% of our employees to participate in AMD employee resource groups and/or other AMD inclusion initiatives by 2025[x]	**56%** of AMD employees contributed to activities under this goal
SUPPLY CHAIN RESPONSIBILITY	100% of AMD Manufacturing Supplier factories to have a Responsible Business Alliance (RBA) audit or equivalent by 2025 (base year 2020)	**84%** of these suppliers had audits between 2020-2023[viii]
	80% of AMD Manufacturing Suppliers by spend to participate in a capacity building activity by 2025	**88%** of these suppliers participated in 2023[xi]

ESG MATERIALITY ASSESSMENT

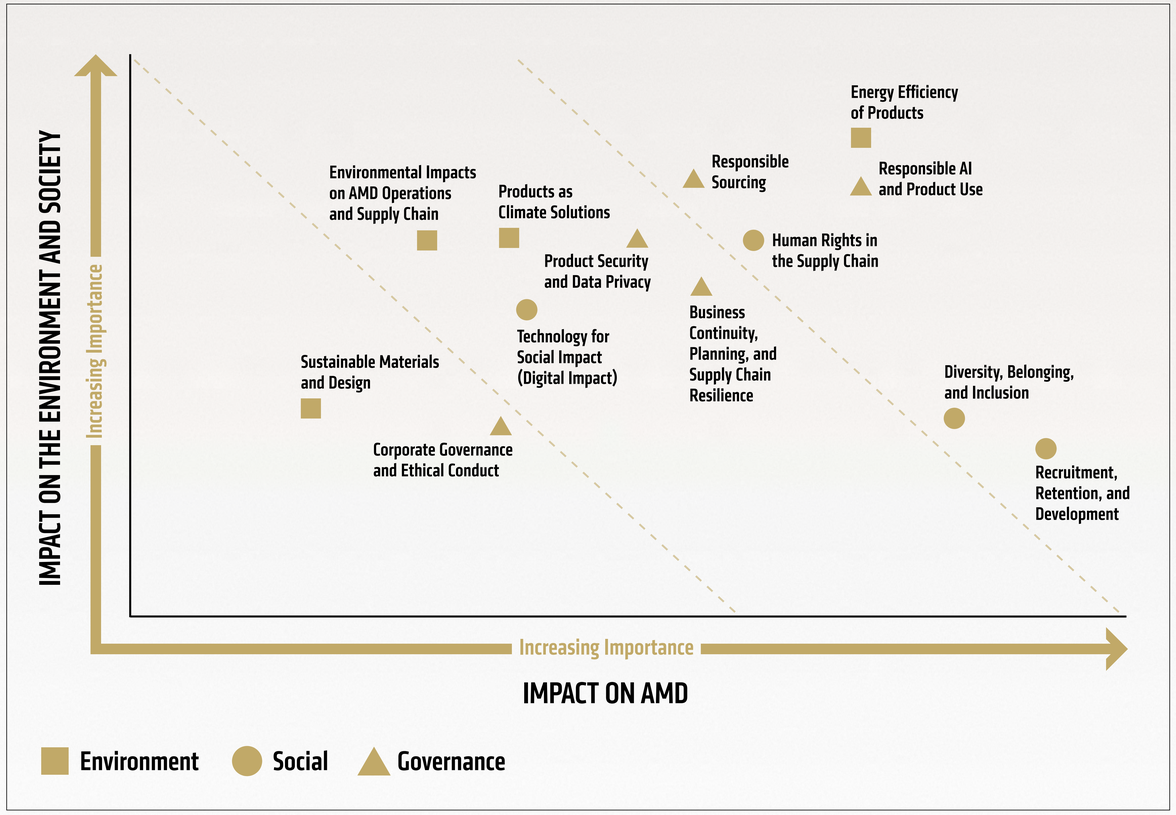
A materiality[ii] assessment helps us prioritize ESG issues within our approach and goal setting, and it guides our engagement with key stakeholders. It also helps us focus our reporting and transparency efforts on the issues that have the largest impact on our business, as well as the environment and society.

Double Materiality Approach

In 2023, we engaged with BSR to complete an ESG materiality assessment, which considers how a company's actions affect the economy, environment, and people. This assessment took into account the continued evolution of our business, investor and stakeholder ESG information needs, and reporting expectations informed by organizations such as the Global Reporting Initiative (GRI) and the Sustainability Accounting Standards Board (SASB, now part of the IFRS Foundation).

The methodology included assessing sustainability and human rights trends in our industry, identifying key issues, gathering internal and external perspectives through interviews and research, analyzing data, and validating findings through workshops with senior leadership.

BSR evaluated 13 ESG issues for their relative importance. The resulting ESG materiality matrix reflects this importance based on two perspectives: the potential impact of ESG issues on the business ("financial materiality") and the potential impact the business has on society and the environment ("impact materiality"). In this way, the assessment adopts a "double materiality" approach.



Although this 2023 assessment resulted in some changes to the placement of topics within our matrix compared to previous years, the issues remain largely consistent. The biggest shift is the emergence of responsible AI and product use as a top-tier issue. Human rights in the supply chain and responsible sourcing moved up in importance as well, reflecting external stakeholders' increasing focus on issues related to workers' rights. Additionally, two issues – workforce recruitment, retention, and development and diversity, belonging, and inclusion (DB&I) – shifted to the right, reflecting the increasing importance of these topics to our business. This report directly addresses these key topics, along with our approach and actions, through new or expanded sections.

The results of the materiality assessment reaffirm our company's CR strategic focus areas (see page 9) while providing valuable insight into new issues that need to inform our business strategy and operations moving forward. We also consider several of the issues noted in the matrix as part of our foundational approach to conducting business responsibly. These issues include responsible sourcing, corporate governance, ethical conduct, product security, data privacy, business continuity planning, and supply chain resilience.

Read more about our latest materiality assessment

STAKEHOLDER ENGAGEMENT

We strive to create shared value through ongoing communication with our stakeholders and to understand their interests and concerns, respond transparently to evolving issues, and incorporate their input into our planning and programs.

Our key stakeholders include employees, suppliers, customers, shareholders, governments, and communities where we operate. Their input helps us align our corporate responsibility strategy and needs of the business with those of the people, organizations, and communities that have an interest in AMD. We collaborate through direct engagement, surveys, industry forums, and capacity building and continually look for better ways to communicate and obtain feedback.

Here are the ways we engaged our valued stakeholders in 2023.

Employees

We engage with employees in creating a purpose-driven culture and a workplace where people feel heard and included. The annual AMDer survey is a valuable tool to measure employee engagement and satisfaction and to hear their ideas for how we can continue to improve.

We leverage additional surveys to communicate with employees at various points throughout their careers to inform our efforts to make AMD an even better place to work. Our company wide, quarterly Worldcast and business unit All-Hands meetings provide an open forum for AMDers to ask leadership questions directly.

Customers

AMD collaborates with customers to create innovative products that meet emerging needs and brings these products to market responsibly. Customers communicate with us through questionnaires and in direct meetings on corporate responsibility-related topics. Through surveys, we establish a rolling measurement of AMD customers' satisfaction on a range of topics to deepen our relationships.

Suppliers

We work with our direct suppliers in support of their continuous improvement on corporate responsibility performance, such as as setting climate goals and managing human rights risks, conducting annual surveys, and completing supplier performance scorecards. We also provide capacity-building resources through various training opportunities and individual engagement.

Governments and Regulators

AMD engages with governments and regulators about issues impacting our core businesses. We also work with policymakers and industry stakeholders to advance policies related to improving the overall semiconductor ecosystem. In addition to direct meetings with government, AMD also engages with trade associations, industry groups, and thought leaders to communicate on issues critical to our company.

Investors and Shareholders

We connect with investors and shareholders through our annual shareholder meeting and proxy statement, quarterly earnings calls, disclosures through U.S. Securities and Exchange Commission filings, and meetings, conferences, and calls with them.

In 2023, we also held meetings with many of our institutional stockholders focused on ESG topics. In addition, we engage with the global investment community by responding to rating and ranking agencies such as Sustainalytics, Institutional Shareholder Services (ISS), and MSCI.

Communities

We engage with communities and provide support through corporate giving, employee giving, and employee volunteering. Community members can share feedback directly with our company through informal and formal mechanisms, such as AMD Aware.

Non-Governmental Organizations

We engage with non-governmental organizations (NGOs) on challenges and solutions to issues affecting our stakeholders. Topics vary around the world, and they include the deployment of technology to deliver public services, workforce development, research, trade, product energy efficiency, renewable energy, human rights, and supply chain practices.

We hold topical meetings and engage through multistakeholder groups. AMD and the AMD Foundation directly support community-based NGOs that are best suited to address the challenges where we operate.

COLLABORATION

AMD embraces collaboration and innovation in the technology sector. We recognize that meaningful improvement in corporate responsibility requires collaboration on a global scale, which can be transformative when it is done well. We appropriately engage with governments and authorities, NGOs, industry peers, and other groups to deepen our understanding of different issues and viewpoints and to share our experience and expertise.[xii]

ORGANIZATIONS WITH WHICH WE COLLABORATE ON CR TOPICS AND INITIATIVES

Organization	Engagement Areas
BSR	In 2023, AMD was a member of BSR, which is a sustainable business network and consultancy focused on creating a world in which all people can thrive on a healthy planet. AMD worked with BSR on our recent ESG Materiality Assessment and Human Rights Saliency Assessment.
CDP	AMD participates in CDP's annual disclosure system to share strategies, data, and progress across our operations, supply chain, and products. CDP, a not-for-profit organization, runs the global disclosure system for investors, companies, cities, states, and regions to manage their environmental impacts.
China Electronics Standardization Association (CESA)	AMD is a member of CESA, which promotes social responsibility in the electronic information industry in Greater China. AMD shares best practices in CR to help inform upstream and downstream enterprises in the industrial supply chain.
DigitalEurope	We participate in meetings led by DigitalEurope, including product compliance and sustainability topics, to support a regulatory environment in Europe that enables public agencies, citizens, and businesses to prosper from digital technologies.
Environmental Protection Agency (EPA) Green Power Partner	AMD has been an EPA Green Power Partner since 2000 by sourcing renewable energy in the U.S. and reporting procurement amounts each year.
Information Technology Industry Council (ITI)	We are a member of ITI and actively participate in several committees, including Product Stewardship Climate, the Green Grid organization, and Environment and Sustainability, where we advise on how the broader technology industry contributes to responsible sourcing within global supply chains and addressing climate change.
Responsible AI Institute	In 2023, AMD became a member of the Responsible AI Institute (RAI Institute), a non-profit with a global network of responsible AI experts that is dedicated to enabling successful responsible AI efforts in organizations, offering valuable insights that improve the social and economic well-being of society.

Organization	Engagement Areas
Responsible Business Alliance (RBA)	AMD is a founding member of the RBA, the world's largest industry coalition for responsible business conduct in supply chains. In 2023, AMD continued serving on the RBA Board of Directors and the Senior Environmental Advisory Task Group. AMD also actively participated in the process to update the RBA Code of Conduct and presented at the annual RBA conference.
Responsible Labor Initiative (RLI)	AMD is a full RLI member, and we actively participate in the Worker Voice Working Group, helping us keep current on emerging risks such as migrant labor. In 2023, AMD attended a discussion arranged by RLI and heard from former migrant workers and advocates. We utilize RLI's tools to support a harmonized approach to address the root cause of forced labor risks.
Responsible Minerals Initiative (RMI)	The RMI helps members advance responsible mineral sourcing by promoting common tools, assessments, training, and on-the-ground projects, and AMD has been a member since it was founded. Through RMI, we work with our suppliers and industry to promote the responsible sourcing of raw minerals. We participate in the Smelter Engagement Workgroup, and we encourage our suppliers to utilize RMI tools and best practices to realize industry alignment across the value chain.
U.S. Semiconductor Industry Association (SIA)	AMD Chair and CEO Dr. Lisa Su serves on the SIA Board of Directors, and AMD staff participate in SIA committees to promote through public policy a responsible, vibrant semiconductor industry with its contributions in health, travel, communication, scientific discovery, education, and more.
Semiconductor Climate Consortium	AMD is a founding member of the Semiconductor Climate Consortium, bringing together companies across the semiconductor value chain to accelerate decarbonization efforts. In 2023, AMD sponsored the Energy Collaborative, focused on increasing access to low-carbon energy sources in the Asia-Pacific region.

Note: The table does not include all organizations AMD collaborates with in CR efforts.

RESPECTING HUMAN RIGHTS

At AMD, we work to respect human rights throughout our company and value chain, from raw minerals sourcing to product use. This encompasses everything, from how we design our products to how our supply chain partners manufacture and how our customers use our technology. Our work is grounded in the AMD Human Rights Policy. We continually work to assess and mitigate potential human rights impacts in our activities and business relationships and evolve our strategy using stakeholder feedback.

Our Approach

The AMD Human Rights Policy sets out our aim to uphold internationally recognized human rights defined by the International Bill of Human Rights and the International Labour Organization's (ILO's) eight core conventions. Our approach draws upon internationally recognized human rights standards, including the United Nations Guiding Principles on Business and Human Rights (UNGPs), the Organisation for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises, and OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas. In 2024, we updated the policy based on our Human Rights Saliency Assessment.

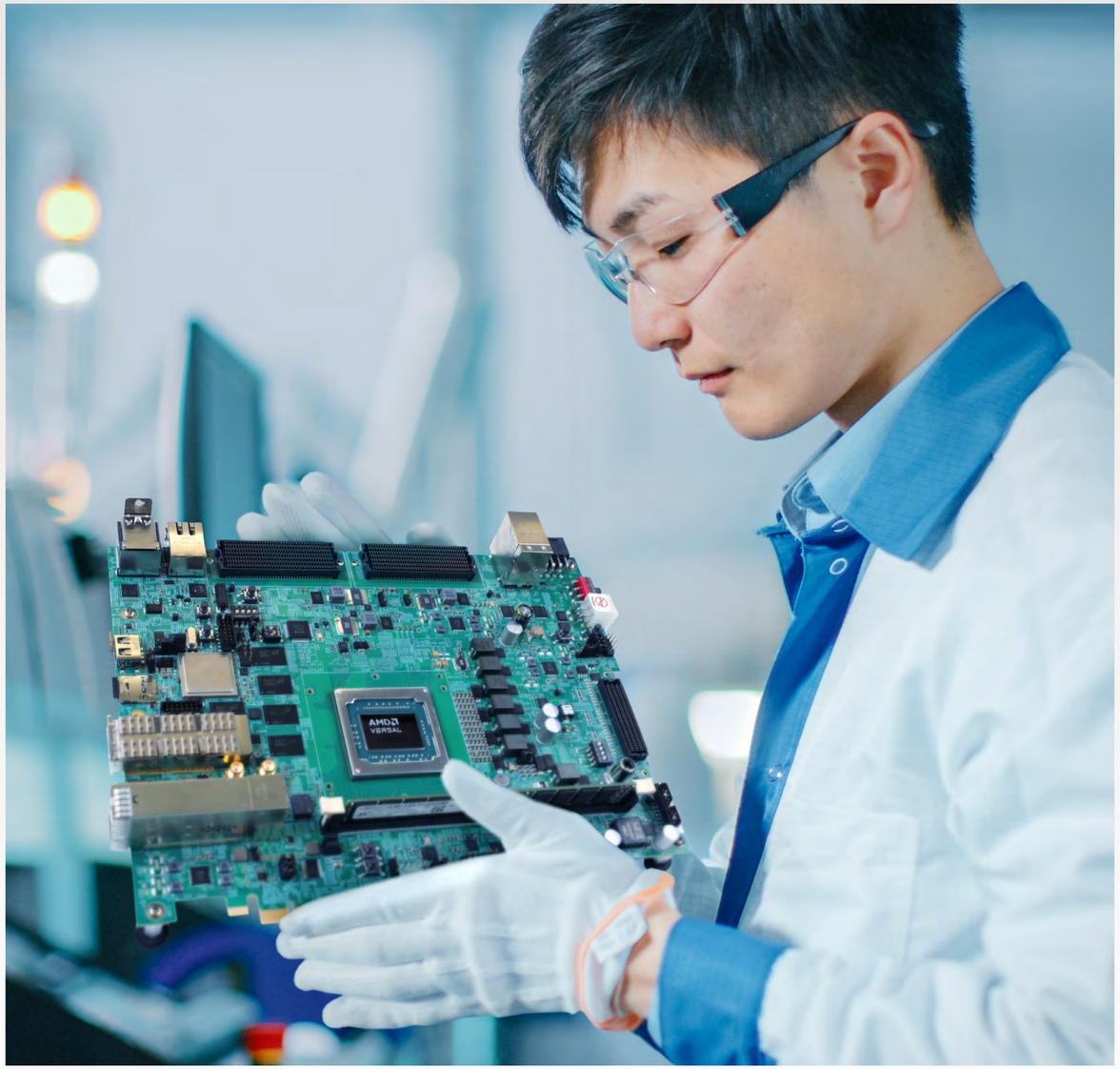
The AMD Worldwide Standards of Business Conduct (WWSBC) includes our commitment to conduct business in a fair, ethical, and honest manner. These standards provide guidelines for a broad range of ethics, policy, and compliance issues and include our Human Rights Policy.

Governance

The AMD Corporate Responsibility team guides the Human Rights strategy and related initiatives by working across multiple teams to integrate our policy commitments. The ESG Executive Steering Committee, comprising senior representatives from across the company, including the AMD Chief Compliance Officer, receives quarterly updates and provides guidance on corporate responsibility efforts.

The AMD Board of Directors' Nominating and Corporate Governance (NCG) Committee has oversight of ESG, including human rights. Our annual Statement Against Modern Slavery is reviewed and approved by the NCG Committee and signed by a representative of the Board of Directors. The AMD Board of Directors has governing authority with oversight responsibility of all business ethics issues. Our Corporate Compliance Committee is responsible for oversight of the AMD WWSBC.

All employees are required to complete the WWSBC training when hired and every three years thereafter. Starting in 2024, this requirement will be annual. Employees who procure goods or services from



a supplier on behalf of AMD or are included in the supplier selection process must take the AMD Supply Chain Responsibility Training upon onboarding and biannually thereafter. This training features an overview of the AMD Supplier Code of Conduct, salient risks in our supply chain, and our due diligence approach, including how the Procurement team can support risk mitigation. See "Human Rights in the Supply Chain" for details on the training.

Salient Human Rights

In 2023, alongside our ESG materiality refresh with BSR, we also conducted our first Human Rights Saliency Assessment. We prioritized the timing of this exercise to follow our major acquisitions in 2022 and reflect the expansion of our global presence and products. BSR conducted the assessment informed by the UNGP's approach to human rights due diligence to identify the most salient human rights issues for AMD, based on the risk of severity of impact to rightsholders and the likelihood of their occurrence. The process included input from AMD executives, customers, suppliers, and international NGOs serving as legitimate representatives for workers in our supply chain.

The assessment results for AMD, which are similar to those of many technology companies, are primarily related to the unintended use of our products and unacceptable working conditions in the supply chain. We are using the information to prioritize our focus areas, review policies, and evaluate collaborations with value chain partners. The insights and opportunities we identified are informing our broadening and more formalized governance approach to human rights.

As an example, related to responsible product development, in 2023-24 our cross-functional Responsible AI team reviewed the assessment, examined human rights risks and opportunities as they relate to AI, and defined the "Human Centric" pillar of the company's Responsible AI Principles. Additionally, we continue our efforts to thwart post-sale diversion of our products, for example by unauthorized brokers. A primary objective of our anti-diversion efforts is to mitigate the potential for malign use of the products that could negatively impact human rights.

2023-24 Priority Actions

- Updated the AMD Global Human Rights Policy.
- Integrated human rights into our Responsible AI framework.
- Worked with suppliers to address and mitigate risks of forced labor through trainings and remediation.
- Implemented downstream due diligence to mitigate adverse impacts to human rights where possible.
- Expanded responsible minerals due diligence efforts with priority materials.
- Conducted a Privacy Program Evaluation and Maturity assessment with an external third party.

Additionally, we are implementing a Privacy Automation Platform to identify important personal data across the company and generate data maps and records of processing activities.

AMD HUMAN RIGHTS SALIENCY MATRIX

Salient Risk	Stakeholder Groups			
	AMD Employees	Supply Chain Workers	Customers and End Users	Wider Society
Responsible Product Use			■	■
Responsible Product Development	■		■	■
Responsible Sourcing		■		
Privacy and Security	■		■	■
Environment and Human Rights	■	■		■
Working Conditions	■	■		
Freedom of Association and Collective Bargaining	■	■		
Diversity, Belonging, and Inclusion	■			
Business Ethics and Corruption	■	■		■

In alignment with the UNGPs and OECD Guidance on Due Diligence, we will conduct ongoing human rights due diligence and continuously work to put the AMD Global Human Rights Policy into practice. Situations that may trigger risk assessment include acquisitions, new product launches, such as for AI products, stakeholder engagement, and repeat saliency assessments.

Read more about Responsible Product Use

RESPONSIBLE ARTIFICIAL INTELLIGENCE

AI is the defining technology shaping the next generation of computing and our company's most strategic long-term growth opportunity. Breakthrough AI technologies present immense opportunities to advance new solutions to complex challenges in climate science, health care, life sciences, and more. These powerful capabilities require that we balance innovation with responsibility.

Our Approach

AMD is committed to the responsible and ethical development and deployment of AI. AMD believes that policies and standards should enable innovation and AI advancement within the bounds of responsibility. We aim to maximize the positive benefits of AI that is responsibly developed, deployed, and scaled while mitigating risk to people, society, the environment and our company. Our approach is focused on implementing policies and procedures to guide our internal development and use of AI, collaborating across the industry, and advancing the open-source ecosystem. We focus on use cases of AI, and we apply guidelines and guardrails that are commensurate with risks associated with specific AI use cases and AI system deployment. We review the AI procedures and initiatives across the ecosystem to further improve our policies and practices.

Safeguarding Internal AI Use

In 2023, AMD established a Responsible AI Program to implement oversight of the internal use of AI solutions and development of AI systems. Our Responsible AI Council is the steering body for the program and includes AMD senior executives. The Council oversees a cross-functional RAI execution team comprised of members from Engineering, Business groups, IT, HR, Legal, Corporate Responsibility, Enterprise Risk Management, Government Relations, Research, and Marketing. The execution team evaluates risks and identifies mitigations for AI use cases and AI systems, bringing them to an executive level decision making body for review and approval.

Our RAI Principles are based on international standards and best practices, such as the NIST AI framework, the AI Bill of Rights, the EU's Ethics Guidelines for Trustworthy AI, and the OECD AI principles. We operationalize these guiding principles with a risk management framework, which is aligned with NIST and identifies and assesses risks for each use case while establishing guardrails to mitigate them. The risk mitigation approaches include data and model reviews, human oversight, red teaming, and vendor assessment. We use this risk management framework to guide the development and use of AI applications and AI system development within the company, and to date we have applied the framework to extensive applications.



Industry Collaboration

AMD is an active participant in public-private consortia and other initiatives to share industry best practices, assess policies and procedures, and collaborate on developing responsible AI frameworks and methodologies as the technology continues to rapidly evolve. For example, in 2023 AMD joined the Responsible AI Institute, which conducted an independent evaluation of the company's organizational maturity to provide tangible recommendations for improving our responsible AI practices and inform our strategy moving forward. Additional collaborations include participating in the NIST AI Safety Institute Consortium and being a founding member of the AI Alliance.

In addition, AMD is working with pioneering institutions like the Allen Institute for AI, enabling its efforts to achieve scientific breakthroughs by constructing AI systems with reasoning, learning, and reading capabilities. Research initiatives focused on solving the complex challenges our world faces are also being organized to bring researchers together to spur AI innovation. For example, the AMD-powered Frontier and LUMI Supercomputers enable researchers to accelerate cancer research and innovate in the fight against climate change.

Advancing the Open Ecosystem

An important aspect of our company's approach is to enable an open and industry standard AI ecosystem. In many respects, the open ecosystem drives the speed and breadth of innovation and has multiple benefits, including transparency and interoperability. An open ecosystem also enables broad access to the latest advancements, fostering a thriving and competitive environment for many companies. AMD is collaborating with open-source innovators and open frameworks, including Hugging Face, PyTorch, and DeepSpeed to democratize tools, libraries, and other ML innovations.

AMD RAI GUIDING PRINCIPLES

PRIVACY & SECURITY
AI systems, models, and data are secure and respect privacy

HUMAN FOCUSED
AI systems respect human rights and align with human interests

FAIRNESS & INCLUSIVITY
AI systems empower everyone and minimize harmful bias

SAFETY & RELIABILITY
AI systems demonstrate consistent, safe, and secure operation

TRANSPARENCY
Clarity and openness in AI systems

ACCOUNTABILITY
Clear responsibility and auditability exist for AI systems

EXPLAINABILITY
AI systems decision making is explainable

SUSTAINABILITY
AI systems are energy efficient

WE DEMONSTRATE *COLLABORATIVE SPIRIT* INCLUSIVE OF DIVERSE PERSPECTIVES

Robert Gama, Senior Vice President
and Chief Human Resources Officer at AMD

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DIGITAL IMPACT

WHY IT MATTERS

Our lives are increasingly dependent on – and intertwined with – technology. Much of what we thought was impossible yesterday is not only possible today; it is fast becoming part of the fabric of our lives. Combined with human ingenuity, our advances in high-performance and adaptive computing are accelerating scientific research to enable the solutions we need for our increasingly digital future.

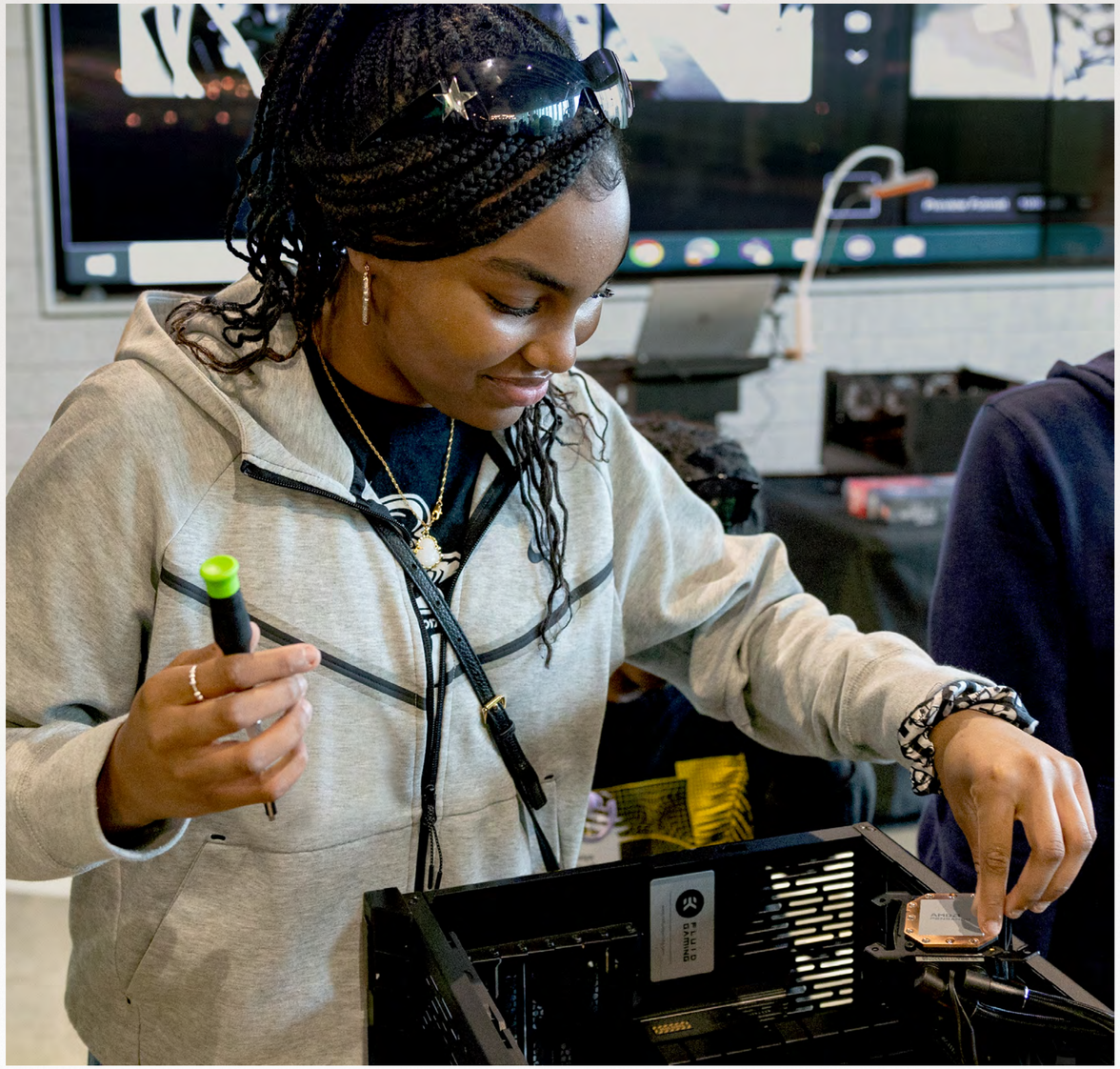
The future semiconductor workforce that will enable this digital transformation depends on a strong education today in science, technology, engineering, and math (STEM). Yet research shows the COVID-19 pandemic set back students' STEM proficiency levels.[xiii] Investing in STEM programs is key to addressing future labor shortages and skills gaps that can risk the transformational benefits of advanced technologies.

These same technologies that can help improve lives, promote equity, and increase efficiency could also be deployed in ways that potentially disadvantage vulnerable communities or contribute to environmental degradation. The goal is to improve our world, but we understand the potential unintended negative impact our technology could have. While we take the opportunity to extend our impact by putting leading-edge technology in the hands of the world's researchers, entrepreneurs, and creators, we recognize our industry's role in respecting and enabling people's right to share in scientific advancement and the benefits it brings.

Our Approach

We believe that when processing power meets brainpower, the future comes alive. In the hands of the best and brightest, our technology can help address our shared challenges, so we can craft a better future together. At AMD, we do not operate in isolation; we work together with our customers, partners, and communities to pursue a shared vision. Our approach includes embracing open standards, which are key to bringing the ecosystem together around innovation, collaboration, and widespread adoption.

Through donating technology to stimulate students' sense of discovery, creating solutions that enable scientists to responsibly push the boundaries of what's possible, and many other initiatives, we are working to meet our 2025 goal: for 100 million people to benefit from AMD and AMD Foundation philanthropy and partnerships.



We take a collaborative approach across three areas to make a positive digital impact:

Advancing Scientific Research

At AMD, we are focused on fostering innovation to accelerate solutions for the world's most important challenges. We bring our commitment to advancing scientific research to life through the AMD University Program, which empowers academics with AMD technologies and educational resources to support classroom teaching. Our efforts include the AMD AI & HPC Fund and the collaborative AMD Heterogeneous Accelerated Compute Clusters (HACCs) program.

Empowering STEM Education

Education plays a key role in advancing the workforce of the future; we empower the engineering leaders of tomorrow by inspiring them to pursue STEM education, helping enable them to make a positive impact on society. For example, AMD Learning Labs around the world give students and educators access to cutting-edge technologies, so they can gain the skills and experience they need to take the next steps in STEM.

Addressing Responsible Product Use

While we focus on harnessing the opportunities technology can bring, we also recognize its potential risks and the need to create guardrails that balance innovation with responsibility. AMD is committed to the responsible and ethical development of innovative technology, and to taking actions to disrupt any malign use of our products that cause negative impacts.

Goal and Progress

100 million people to benefit from AMD and AMD Foundation philanthropy and partnerships that enable STEM education, scientific research, and the workforce of the future from AMD donations initiated by 2025 (base year 2020).

Since 2020, more than 150 universities, research institutions, and non-profit organizations have received donated AMD technology through our AI and HPC Fund and STEM initiatives, benefiting approximately 61 million people through scientific research and education.[iii] For example, in 2023, AMD made donations to 12 additional institutions working in areas such as AI and Machine Learning systems and applications research, incorporating AI in scientific applications and various HPC and AI teaching and training initiatives.

We continued to support institutions using our hardware to perform medical research related to epidemiology and corresponding drug discovery. Additionally, AMD awarded STEM-related grants to more than 50 nonprofit organizations and schools in 2023. These grants aim to increase access to STEM concepts through fun, hands-on activities such as robotics, coding, and building computers.

AMD

together we advance_scientific research

Fueling the Engine of Scientific Research: AMD and HPE Power El Capitan Exascale-Level Supercomputer



Several years in the making, the National Nuclear Security Administration (NNSA)'s first exascale supercomputer – El Capitan – is nearing completion. An exascale supercomputer can calculate at least 1 exaflop – 1 quintillion (10^{18}) calculations per second. Powered by AMD and HPE, El Capitan is projected to be the world's most powerful supercomputer, able to calculate more than 2 exaflops.

Funded by NNSA's ASC program, El Capitan is being developed at the Lawrence Livermore National Laboratory (LLNL), a Top500 high-performance computing (HPC) site, in collaboration with two other NNSA labs, Los Alamos and Sandia. Powered by AMD Instinct™ MI300A APUs, LLNL projects it to be 16 times faster than its existing supercomputer.

El Capitan will enable predictive modeling and simulation to foster the safety, security, and reliability of the country's nuclear stockpile without the need for underground testing, as well as advancing other key areas of scientific research. In April 2024, researchers said that the new AMD Instinct MI300A APUs powering the system are already representing a leap forward for HPC that could have significant implications for computational science.[xiv] From aerospace and automotive engineering to materials science and climate research, the opportunities arising from more efficient and accurate simulations for real-world scientific problems in high energy density physics is significant.

ADVANCING SCIENTIFIC RESEARCH

The AMD University Program (AUP) empowers academics with AMD technologies to enhance teaching, enrich learning, and advance state-of-the-art research. Through strategic collaborations with academic institutions, the program creates a vibrant, global ecosystem with students, researchers, and educators at its core.

AMD University Program

Academic communities around the world benefit from a wide range of resources from AMD experts, including software development tools, hardware products, training, and technical support. The AUP program keeps professors up to date with the latest developments, ensuring they can deliver curricula that prepare students for the evolving needs of industry and society.

We take pride in our partnerships with academia and remain committed to the continuous advancement of teaching and research through our University Program. For example, our engagements with the University of Strathclyde in Glasgow, Scotland date back more than 20 years. Recently the AUP-sponsored the RFSoC textbook, authored by Professor Bob Stewart's team, that has been downloaded more than 6,000 times by readers in more than 90 countries worldwide.



In India, the Special Manpower Development Program, also known as the Chips to Startup (C2S) Program, is a five-year program run by India's Ministry of Electronics and Information Technology. The program reaches the top 100 academic institutions in India and aims to train 85,000 specialists for the workforce by incorporating System-on-Chip (SoC) and System Level Design at the bachelor's, master's, and research level, thereby catalyzing the growth of fabless design startups. We have worked closely with our academic partner CoreEL Technologies Bengaluru and our sales organization to proliferate AMD technologies throughout academia in India. In 2023, the Indian government's C2S program procured 5,000 AMDVivado™ software licenses and almost 3,000 development systems, targeting AMD adaptive compute devices.

We also co-developed the Urbana development system with Real Digital, our academic board development partner, and academic colleagues at the Digital Systems Laboratory at the University of Illinois Urbana-Champaign (UIUC). The three partners collaborated to make the board and course material open source for broader university adoption.

The Urbana development system is a low-cost, FPGA-based educational platform designed to host a wide range of project-based learning in digital systems and microprocessor design. The system comprises the Urbana board and a fully featured version of AMD Vivado professional design tools for design entry, simulation, synthesis, and FPGA programming, at no additional cost. The related course covers a broad range of topics, including combinational and sequential logic, timing analysis, microprocessor design, software/hardware co-design, and system-on-a-chip methodology.

In 2023, we also released Riallto, a new exploration framework for AMD Ryzen™ AI PCs. Through a set of open-source materials, Riallto introduces students, educators, researchers, professional engineers, and hobbyists to the newly emerging AI topics of spatial computing and neural processing units (NPUs) to help them develop a conceptual understanding of these exciting ideas and a strong intuition for how they work and what they can do.

Additionally, we collaborated with the GPU Technologies and Engineering Group to donate AI laboratory equipment to the College of Electrical and Computer Engineering at National Yang Ming Chiao Tung University (NYCU) and the College of Electrical Engineering and Computer Science at National Tsing Hua University (NTHU), in Taiwan. The donations will establish the Pervasive AI Computing and Communications (PACC) Lab that showcases our company's unique range of server-to-edge AI technologies. AMD is well positioned to power the end-to-end infrastructure enabling AI solutions that support a wide range of innovative teaching and research in academia.

Learn more about the AMD University Program

AMD AI and HPC Fund

The AI and HPC Fund program, part of the AMD University Program, puts computational power in the hands of those conducting groundbreaking research to accelerate solutions to the world's toughest challenges. Originally established as the AMD HPC Fund in 2020, it saw a change in 2023: With AI opening the door to a new world of possibilities, we expanded the scope of the program to focus on AI and rebranded it as the AMD AI and HPC Fund.

This program aims to assist global researchers working on solving the biggest problems facing society today. It enables high-impact AI and HPC research and education by putting AMD computing technology into the hands of academic researchers and educators through donations of on-premises equipment and remote access to AMD clusters.

Using this processing power, researchers address significant challenges in areas ranging from Large Language Models optimization to quantum chemistry, while educators develop course content and training materials that are made available to the greater community. Through the AI and HPC Fund, AMD has had engagements with more than 40 academic institutions since 2020, including some of the top AI schools in the world, such as Stanford University, University of Toronto, and Carnegie Mellon University. This processing power is helping to tackle previously intractable problems, accelerate response timelines, and understand biological and medical data at a deeper level.

Since our acquisition of Xilinx in 2022, the AMD AI and HPC Fund and Xilinx Adaptive Compute Clusters (XACC) program have integrated to form a new sub-program, AMD Heterogeneous Accelerated Compute Clusters (HACC). This new program gives researchers access to AMD EPYC™ CPUs, AMD Instinct™ GPUs, AMD Alveo™ adaptive compute accelerators, and AMD Versal™ Adaptive SoCs to advance research in areas including climate change, health care, transportation, and big data.

The additional computing resources made available through the HACC program build on the original fund, bringing the total amount of computing capacity donated by AMD since 2020 to over 25 petaflops, with a total market value of more than US$32.7 million, as of the end of 2023. The combined processing power donated through the AMD AI and HPC Fund would rank among the fastest supercomputers in the world, according to the TOP500 list (June 2024).[i]

The HACC program is a joint initiative between AMD and six of the world's leading universities. These clusters provide critical infrastructure and funding to support novel research in high-performance heterogeneous computing. The newest HACC was added this year at the Indian Institute of Science Bangalore. This partnership will help advance AI and high-performance computing in India.

This community continues to grow. More than 550 researchers worldwide have participated in the program since 2020, and their work has resulted in over 63 publications to date, including two that won best paper awards at international conferences.

Learn more about the AMD AI and HPC Fund

EMPOWERING STEM EDUCATION

STEM careers are projected to grow nearly 11% from 2022-2032, outpacing the rate of non-STEM careers by more than four times.[xv] With the rapid pace of technology, it is essential to nurture the next generation of STEM professionals who will be at the forefront of innovation.

AMD invests in STEM education programs worldwide to help prepare students for and help them envision themselves in STEM professions. Our initiatives include AMD Learning Labs, coding classes, science and engineering fairs, women in STEM programs, robotics competitions, and AI developer contests.

Equipping Learning Labs to Support Tomorrow's Rising STEM Stars

Education holds immense power in shaping the leaders and innovators of tomorrow, and we are passionate about preparing students for the demands of the 21st century workforce. This is why we partner with schools, educators, and local nonprofit organizations to outfit AMD Learning Labs with AMD processor-based equipment, helping empower teachers and inspire students to pursue STEM education.

As of December 2023, AMD sponsored labs are installed in Dublin, Markham, Shanghai, Singapore, Penang, Austin, and San Jose. These AMD Learning Labs support the expansion of STEM curricula and opportunities for under-resourced educational programs. Students gain real-world experience with computer hardware and software and engage with AMD employee volunteers. They also develop skills in robotics, coding, app development, and website and game design, as well as improving their digital literacy skills. This supports reasoning and skills development, giving them a foundation for future success.



> We are hugely excited to roll out STEM Passport for Inclusion nationwide. Our goal is to enroll 5,000 students by December 2024 from underrepresented schools across Maynooth University, Munster Technological University, and Atlantic Technological University. With the generous support of AMD, we conducted over 50 mentoring sessions and provided STEM education to over 480 students. The invaluable contribution from supporters like AMD is instrumental in making this project a reality.
>
> **DR KATRIONA O'SULLIVAN** DIGITAL SKILLS LECTURER
> MAYNOOTH UNIVERSITY & BEST SELLING AUTHOR

Maynooth University
National University of Ireland Maynooth

In 2023, AMD and Maynooth University came together to establish an AMD Learning Lab in Dublin, Ireland to support the "STEM Passport for Inclusion" program, created by Dr. Katriona O'Sullivan, a Digital Skills Lecturer at Maynooth University. The program addresses inequalities with access to STEM careers among secondary school female students in socially disadvantaged communities. Maynooth uses a well-designed pathway that provides educational qualification, education support, and mentoring from industry role models to help students progress to tertiary (university-level) education and achieve a STEM qualification.

In addition to providing 30 AMD-powered Lenovo laptops, more than 30 AMD employees volunteered as mentors to 800 students over 16 days at the Dublin office.

Meanwhile, in the U.S. the Ann Richards School for Young Women Leaders, a unique public school, is providing out-of-the-box education strategies and enrichment opportunities that incorporate real-world, hands-on projects that prepare and equip students to tackle big problems with big ideas. High school students complete a college-to-career pathway in STEM fields where women are historically underrepresented. AMD initially funded a Learning Lab in 2019, and we provided additional funding in 2023, when the school's Media Technology Pathway's animation and filmmaking curriculum needed an infusion of technology to meet today's demands. We were able to provide a professional level AMD EPYC processor-powered file server and AMD Ryzen processor-based video editing workstations, allowing students to better edit, render, and collaborate on projects faster and more efficiently.

Two AMD-Sponsored Robotics Teams Competed in FIRST® Championship

Every team in the FIRST Robotics Competition program uses the RoboRIO controller from National Instruments (now part of Emerson), which is driven by an AMD Zynq™ adaptive SoC, to build their robots. AMD has sponsored several teams over the years.

One of the AMD-sponsored teams – Up a Creek Robotics (Team 1619) from Longmont, Colorado – took home the first-place prize at the annual FIRST® Championship in Houston, Texas in 2022, and they were looking for a repeat performance in 2023.

"It was exciting to win the championship," said Derek Curd, a mentor of the team. "It takes years of practice to get teams to compete at that level, and a lot of things have to go your way." After a weekend of competitions, the team ranked #20 out of more than 600 in total. They ended the competition with a 9-5-0 record and a 34-11-1 record for the season.

Another AMD-sponsored team that fought for the championship trophy in 2023 is Team Rolling Thunder (Team 1511), based at Penfield High School near Rochester, NY. Since the team was launched in 2004, it has embraced all facets of the FIRST program, including a focus on community impact. Over the years, the team has qualified to attend the FIRST Championship event in 16 of its 19 years and has earned several Impact awards for community outreach. At the 2023 nationals' competition, they earned a #38 ranking with a 5-5-0 record.



"This past year, we've done 95 community events – both state and local-level advocacy events that give students access to science, technology, engineering, arts, and math (STEAM) learning," said Nick Vessa, Penfield senior and team captain.

The AMD sponsorship makes a big difference, according to Vessa: "This money allows us to purchase parts, pay for travel costs, and up our game in terms of how competitive we are," he said. "We only get six weeks to build a robot, so having funds to source parts quickly is so crucial to our performance."

AMD Empowers Global AI Innovation with AMD Pervasive AI Developer Contest

In November 2023, AMD announced the AMD Pervasive AI Developer Contest, a competition designed to spark AI innovation among developers worldwide. This has challenged AI developers to create innovative projects on select AMD hardware and compete in three exciting categories: Generative AI with the AMD Instinct™ MI210 accelerator and Radeon™ GPUs, Robotics AI with AMD Kria™ KR260 SoC, and AMD Ryzen AI-powered PCs. Each category has a top prize of US$10,000 and additional prizes for second and third-place winners. To foster innovation and inclusion in academia, the AMD University Program is also offering a US$2,500 cash prize to a winning project submitted by a university team, among other prizes.

To date, the AMD Pervasive AI contest has garnered over 8,000 registrations globally, with developers from more than 80 countries enthusiastically participating. In addition, the contest has received more than 1,500 project proposals, showcasing widespread interest and engagement from the developer community. The competition is scheduled to conclude in July 2024; we eagerly anticipate the unveiling of the final projects, and we are excited to witness the innovative solutions that emerge from this competition.

By hosting competitions like the AMD Pervasive AI Developer Contest and offering special incentives for university students and women in technology, AMD has played a crucial role in nurturing a diverse and vibrant ecosystem of AI innovators.

ADDRESSING RESPONSIBLE PRODUCT USE

Being a leader in high-performance and adaptive computing means helping our partners, customers, and developers create scalable, differentiated, and intelligent solutions that have the power to promote human welfare everywhere. The programmability and adaptability of many AMD products, including our line of highly flexible FPGA devices, enable rapid innovation across a variety of beneficial technologies. Our products are delivering breakthrough AI inference and signal processing performance, while our innovations in developer tools have fueled our customers' ambitions for more than two decades.

At AMD, our policy is that we do not support the use of our products to violate human rights. As a component and platform provider, we recognize that we cannot fully control how our products will ultimately be used, nor can we vet and restrict all potential future uses of a general-purpose system that includes our products, prevent every potential malign use of such systems, or monitor all uses of AMD products in the field. However, to reduce the risk of potential malign use of our products in a way that would harm human rights, we operate compliance and monitoring programs to prevent and remediate post-sale movement of AMD products into and within unauthorized channels.

Example efforts include enhanced supply chain security processes, authorized distribution requirements, regular cooperation with government and law enforcement communities in the detection and prevention of counterfeit products, and working with NGOs and research organizations to help map downstream supply chains. In response to any information indicating sales or shipments of our products into restricted countries or regions, whether they were authorized by AMD or not, we take immediate measures to disrupt such product flows.

We cross-check customers against the restrictions set by U.S. agencies. We require customers, resellers, and distributors to follow U.S. export control laws, as well as all applicable restrictions on the sale, distribution, and use of our products. If we lack sufficient information on a potential customer to make an informed decision, we use a third party to provide independent research to help reduce the risk that AMD makes a sale prohibited by law or regulation. Where possible, we act against unauthorized distribution and re-sales to disrupt supply routes to prevent impact to human rights.



PARTNERING TO SOLVE THE WORLD'S MOST IMPORTANT CHALLENGES

Leadership products and deep partnerships help advance the world together. From aerospace and automotive, through energy and climate, to health care and beyond, our partnerships advance almost every facet of the world we live in. Together, we turn the hardest problems into the greatest possibilities.



Design and Manufacturing

Phison Electronics Accelerates EDA and SSD Validation with AMD EPYC™ CPUs

AMD is helping Phison, one of the world's largest independent suppliers of Electronic Design Automation (EDA) and Solid State Drive (SSD) validation product types, meet its environmental goals. Founded in 2000, Phison makes extensive use of compute power for its EDA and SSD validation.

Taking advantage of the performance of AMD EPYC™ 9004 CPUs, the company was able to double the number of SSDs it could validate on a single server. The power and efficiency of AMD EPYC CPUs has enabled Phison to reduce its energy consumption, aligning with the company's sustainability strategy and marking a significant step towards its environmental milestones.

Read the case study

Health Care

Topcon Tackles Eye Disease Screening with AMD Technology

Patients with certain eye conditions can get a faster diagnosis, and therefore access treatment sooner, thanks to eye care products utilizing AMD technology. Topcon makes high-end eye care equipment, including 3D OCT systems, which offer comprehensive screening for glaucoma, diabetic retinopathy, and other diseases. The equipment has been primarily sold to hospitals, but the company is extending its reach to optometrists and other professionals offering preventative eyecare services.

AMD helps Topcon equipment scan the fundus area of the eye and make 3D OCT imaging possible. Topcon is using AMD Kintex™ FPGAs to process the imaging data on its Maestro 2 and Triton product lines to enable quick disease diagnosis.

Read the case study

Scientific Research

Advancing Particle Research with Cornell University

AMD technology is helping Cornell University unlock discoveries in the world of physics and further our understanding of the universe. Cornell's work is part of a long-standing series of experiments that calculate the "magnetic moment" of either electrons or "muons" – particles formed in the upper atmosphere that look like electrons but are 200 times heavier. More than 150 researchers and 100 theorists are currently involved in the project.

In 2022, the team made waves in the scientific community when its findings confirmed the results of earlier research that found that the earth's magnetic field is a bit stronger than theory is telling us it should be. Further experiments could fundamentally change our understanding of the universe and laws of physics. There are close to 2,000 AMD Kintex™ 7 FPGAs being used in the experiment; most of these control data acquisition, while others manage data flow and communication with the outside world. The longevity and reliability of AMD products has been crucial to their work.

Learn more

Public Safety and Communications

AMD SoC and FPGA-Enabled Silvus Radios Help First Responders Battle Wildfires

Emergency situations like wildfires can be complex and unpredictable, and first responders are often in life-threatening situations. Technology has the potential to help keep them safe, but to be useful, it needs to be flexible, reliable, and powerful. New AMD FPGA and SoC-enabled Silvus radios fulfil these requirements, enabling pilots with Courtney Aviation to provide accurate pictures to firefighters battling wildfires on the ground.

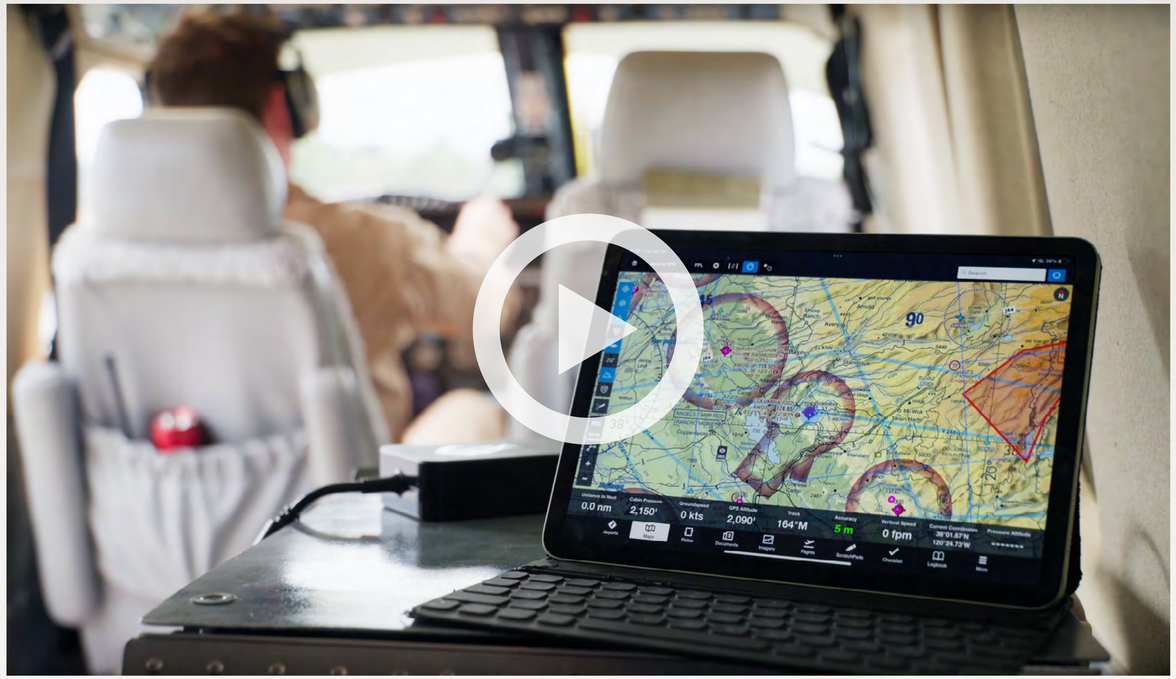
Silvus has a mission to solve the toughest tactical communications problems on the planet, providing first responders with network connectivity in any operational environment. When the company decided to develop an advanced tactical data radio solution for use in complex operations, they neededa technology partner that could deliver performance not bound by current limitations.

"We couldn't deliver on our mission without a powerful SoC and partner, like AMD, that gives us the horsepower, performance, reliability, and flexibility to continue to innovate communications technology at the tactical edge," said Greg Dunbar, Director of Public Safety and Commercial Sales at Silvus.

Silvus StreamCaster MANET radios and MN-MIMO waveform technology enable users to create massively scalable mesh communications networks in complex and RF congested environments. With Silvus StreamCaster MANET radios enabled by powerful AMD Zynq™ SoCs, Courtney Aviation can stream aerial video and mapping data to frontline firefighters, giving them visibility that can help keep them safe.

"AMD FPGAs and SoCs were a perfect fit in terms of both processing power and flexibility," said Weijun Zhu, vice president of engineering at Silvus Technologies. "AMD provided the best combination of performance, cost, and size."

Read the case study



REGIONAL SPOTLIGHTS

AMD in Canada

Combining Financial Support and Engagement to Inspire Young Scientists

Throughout the 2023-2024 school year, 60 workshops ignited the curiosity of over 1,400 young scientists, sparking their interest in STEM education and its global significance.

AMD partnered with Scientists in School, a Canadian STEM-enrichment charity, to offer the workshops. Children aged 4 to 14 had a chance to take part in hands-on STEM activities in Markham and Vancouver, and some of the workshops will support schools serving remote communities in British Columbia and Alberta.

The Scientists in School formula is simple: Young Scientists + Investigative Materials + STEM Experts = Learning + Discovery.

Expert scientist-presenters guide children as they use the materials Scientists in School provides to conduct experiments and make discoveries, inspiring them to embark on lifelong journeys of learning.

AMD was also proud to partner with Visions of Science in Canada, a non-profit with a mission to transform communities, society, and the planet through equitable access to STEM. Our 2023 grant supported their STEM Pathways programming for Black and racialized youth from low-income communities. This included year-round community-based programming that aims to build STEM knowledge and leadership skills for young people aged 8 to 25. AMDers also volunteered as judges in the organization's Visionary Expo. At the event, over 100 young people (ages 12 to 25) showcased their STEM learning and achievements.





AMD in Greater China

Inspiring Children to Promote STEM Education

More than 1,000 students in 45 schools across five cities in China attended STEM lessons in 2023 through our Inspire the Future initiative, growing their enthusiasm for science and technology.

The AMD Shanghai Research and Development Center (SRDC) launched Inspire the Future in 2018 with the aim of providing children with a general education in semiconductors, computer science, and AI, as well as engaging in social responsibility and promoting the AMD brand. The initiative has since expanded to Beijing, and in 2023, we added a new site in Suzhou.

Through the initiative, we offer children from kindergarten through middle school age-appropriate programs and provide teaching aids and presentations. This year saw developments in the courses, with upgrades to cater to the children's preferences in five main categories: Computer Hardware, Computer Software, AI, Chips, and Graphics. The enhanced courses have received positive feedback and attracted more employees to volunteer.

In 2023, AMD visited schools and gave children the chance to experience advanced technology. An extraordinary aspect of this program is that the tutors were not only AMDers, but also parents of the students: more than 70 employees visited their children's schools and delivered informative STEM classes. As a result, Inspire the Future also supported homeschooling and parent-child interactions.

AMD in India

Harnessing the Transformative Power of Collaboration to Boost STEM Education

In India, there is growing demand for skilled professionals in the semiconductor industry. But due to the limited access to quality education, and financial constraints that many young people face, there are educational gaps.

For AMD, a skilled, resilient, and diverse workforce is essential, and to create this, we partner with organizations to support young people in their careers. Two of our initiatives in 2023 aimed to increase the employability and income prospects of disadvantaged youth and to encourage students to pursue a STEM education.

In partnership with United Way of Delhi, AMD supported the Special Workforce Development in Electronic System Design and Manufacturing (ESDM) program. Over the course of six months, more than 200 people aged 18 to 29 from socio-economically underserved communities received 300 hours of structured training and apprenticeship, focused on providing practical skills essential for the sector.

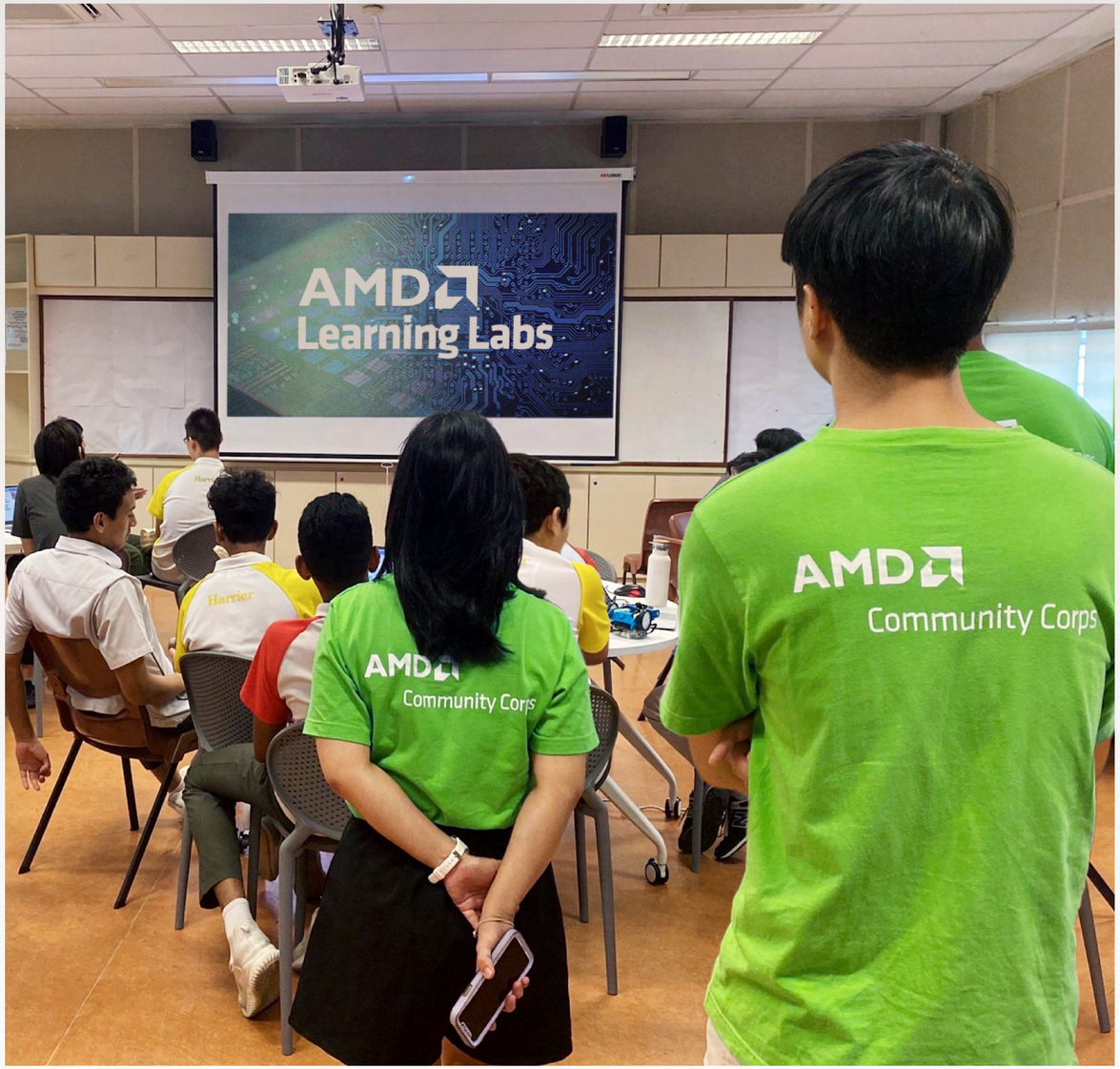
Following an admissions process, participants attended counseling sessions, site visits to relevant institutions, and a comprehensive three-month ESDM course, with training ranging from industrial electronic product design to testing and measurement instruments application.

AMD also supports and empowers students in India through our partnerships with ten NGOs in Delhi, Hyderabad, and Bangalore to champion STEM education and foster transformative change. Through 13 projects strategically implemented at 142 Government schools and 7 Government colleges in 2023, over 32,000 students gained a deeper understanding of STEM concepts and learned to build robots.

The projects include EcosySTEM, led by Quest Alliance, a nonprofit trust that enables self-learning, which resulted in a 30% increase in parent-teacher meeting attendance, and Robotics in Academics, led by Soham Academy of Human Excellence, where over 5,000 school children learned robotics. AMD also partnered with the United Way of Delhi on the STEM Lab on Wheels initiative, in collaboration with the Education Department of Government of National Capital Territory of in Delhi, to close STEM education gaps for socio-economically underserved communities in urban and rural areas.

As well as imparting knowledge, these projects also nurture curiosity, critical thinking, and problem-solving skills, paving the way for a brighter and more innovative future.





AMD in Singapore

Taking Students Behind the Scenes for STEM Inspiration

Students in Singapore got an injection of engineering inspiration from AMD in 2023 through three Digital Impact initiatives held in collaboration with education and industry partners.

For the second time, AMD teamed up with Changkat Changi Secondary School (CCSS) to run an AMD Learning Lab focused on robotics and STEM in August 2023, giving students a glimpse into the world of engineering and encouraging them to pursue a career in STEM. AMD engineers developed the program and worked with CCSS to further improve it. The students toured the AMD Singapore campus and took part in two workshops on robotics and coding. Afterward, participants shared that they felt anyone could learn to code. Highlighting the success of the program, the AMD Learning Lab received the Asia Responsible Enterprise Award (AREA) for Social Empowerment 2023.

AMD also participated in the Teacher Work Attachment program, which saw the company hosting two teachers for 10 days. Teachers gained experience of working in the industry, which they could then take back to the classroom to inspire their students. AMD received the Partner of the Academy of Singapore Teachers (AST) Award for participation in the Program.

Later in the year, AMD collaborated with the Ministry of Education and Economic Development Board to host students and showcase the various functions that make our innovations come to life. In a two-week STEM work attachment program, students were introduced to AMD high-performance and adaptive computing products through introductory lectures and a visit to the AMD engineering labs.

Designed by a team of early career engineers and interns, the program provided hands-on learning experiences, including 3D printing, coding, and the Amazing Race – a challenge requiring teamwork and strategy that took them through the full process of chip design planning, design implementation, design testing, and failure analysis.

Additionally, AMD hosted 60 university students for the Singapore Semiconductor Industry Association Integrated Circuit (IC) Design Summer Camp, giving them a peek into the world of design behind AMD products. Lectures and an “ask me anything” session addressed students’ questions about IC design. We also collaborated with Synopsys to give students the experience of IC design on the Synopsys Cloud – a first for Synopsys Singapore, AMD engineers, and the students.

ENVIRONMENTAL SUSTAINABILITY

WHY IT MATTERS

As the high performance and adaptive computing leader, AMD has a role to play in helping to tackle environmental challenges and to advance environmental solutions – including making our products more energy efficient and powering the research that support the transition to a low-carbon economy. According to the World Economic Forum's Global Risks Report 2023, five of the top six most severe risks we face as a global community over the next decade are related to climate and environmental risks.

This is not only a future challenge – climate-related risks are already manifesting, bringing challenges that include more intense heat waves, melting glaciers, and sea level rise. Global temperatures in 2023 were the warmest on record, exceeding the previous record set in 2016. The International Panel on Climate Change has stated that an average temperature increase of 1.5°C is the threshold for dangerous global warming. Beyond this, they foresee a risk of severely destabilizing social and economic structures around the world.[xvi]

For the first time, the average temperature was more than 1°C above the pre-industrial (1850-1900) level on every day within a year (2023) and more than 1.5°C higher on close to 50% of those days.

An immediate and meaningful global response is required to address the climate crisis. Accelerating the transition to a sustainable low-carbon economy aims to produce benefits for economic growth, promote the health of people and our environment, and increase resilience to natural disasters.[xvii]

The technology sector plays a critical part in increasing product energy efficiency and enabling opportunities to reduce greenhouse gas (GHG) emissions across society.



Our Approach

At AMD, we embrace the role to protect our planet and help ourselves and others save energy and reduce GHG emissions. Our environmental programs and initiatives extend across our value chain, and we set ambitious goals and publicly report annually on our progress.

Our approach to environmental sustainability is based on three pillars:

- **Addressing environmental impacts at AMD and in our supply chain**
  Reducing AMD operational GHG emissions in line with science-based targets, while working closely with Manufacturing Suppliers to track and improve environmental metrics.
- **Advancing environmental performance for IT users**
  Optimizing system-level energy efficiency to help our customers and end users save energy and advance their sustainability goals.
- **Innovating on collaborative solutions to address environmental challenges**
  Enabling innovative solutions that optimize renewable energy generation, enhance smart solutions, and power cutting-edge climate and scientific research.

These pillars are grounded in planning, collaborations, and goals. In late 2023, we began developing a climate transition action plan (CTAP). Working with advisors, the process began by gathering input on forward-looking trends from various teams at AMD, including Corporate Responsibility, EHS/Facilities, Enterprise Risk Management, Finance, Legal, Sales, Strategy, and Supply Chain.

The next step was to assess the current state of the company's climate efforts and disclosure maturity. We then inventoried the various climate risks and opportunities facing the company and prioritized a subset for more detailed evaluation.

During this process, we conducted quantitative scenario analysis and delved into detailed modeling for four specific risks and opportunities which had distinct strategic implications. This analysis looked at the acute physical risks of extreme weather events affecting strategic supplier manufacturing facilities, as well as the market opportunities of continuing to lead on product energy efficiency and help others reduce energy and associated GHG emissions. Developing the CTAP also involves evaluating decarbonization strategies and related short, medium, and long-term actions, which will be shared in a forthcoming CTAP.

Collaboration is central to our approach on environmental sustainability, largely because AMD operates in a fabless business model with carefully selected external suppliers manufacturing our products. Our strategy considers where we have control and influence. For instance, AMD continues to pursue a science-based GHG emissions reduction goal for our operations (aligned with a 1.5˚C scenario)[xviii] while charting a bold path to advance energy efficiency for accelerated computing applications. At the same time, our efforts are increasingly focused on reducing emissions that occur in our supply chain, known as Scope 3 emissions. CDP estimates that global supply chain emissions are on average 11.4 times higher than operational emissions.[xix]

During 2023, and continuing into 2024, AMD further mobilized and scaled collaborations on supply chain decarbonization, including the following efforts:

- Expanding engagements with our Manufacturing Suppliers to increase the efficient use of resources and renewable energy.
- Serving on the Responsible Business Alliance's Senior Environmental Advisory Taskforce, in addition to our continued role serving on the Alliance's Board of Directors, to shape the sustainability strategy for the world's largest industry coalition dedicated to corporate responsibility in global supply chains.
- Participating as founding and active member of the Semiconductor Climate Consortium and its Energy Collaborative, which focus on industry approaches to addressing Scope 3 emission "hot spots" across the electronics value chain, such as accelerating clean energy access in the Asia-Pacific region.

Environmental Policies and Reporting

- Environmental Data Tables
- Environmental, Health, and Safety (EHS) Policy
- Climate Change Policy
- GRI Standards Content Index
- CDP Climate Change Submission
- CDP Water Submission
- SASB and TCFD Reporting
- UN Sustainable Development Goals
- ISO 14001 Site Certifications (select sites)

Our Goals and Progress

50% reduction in absolute GHG emissions from AMD operations (i.e. Scope 1 and 2 emissions) by 2030 (base year 2020).

- In 2023, we achieved a 24.5% reduction in our Scope 1 and 2 emissions compared to 2020.[vi]

  (See AMD disclosure for the California Climate and Carbon Disclosure Requirements (AB-1305).[xx])

30x increase in energy efficiency for AMD processors and accelerators powering servers for artificial intelligence training and high-performance computing from 2020-2025.[iv]

- In 2023, we achieved a 13.5x improvement in energy efficiency for accelerated compute nodes from the 2020 baseline.[v]

100% of AMD Manufacturing Suppliers have public emissions reduction goals by 2025.

- In 2023, 84% of these suppliers had public GHG goals.[viii]

80% of AMD Manufacturing Suppliers source renewable energy by 2025.

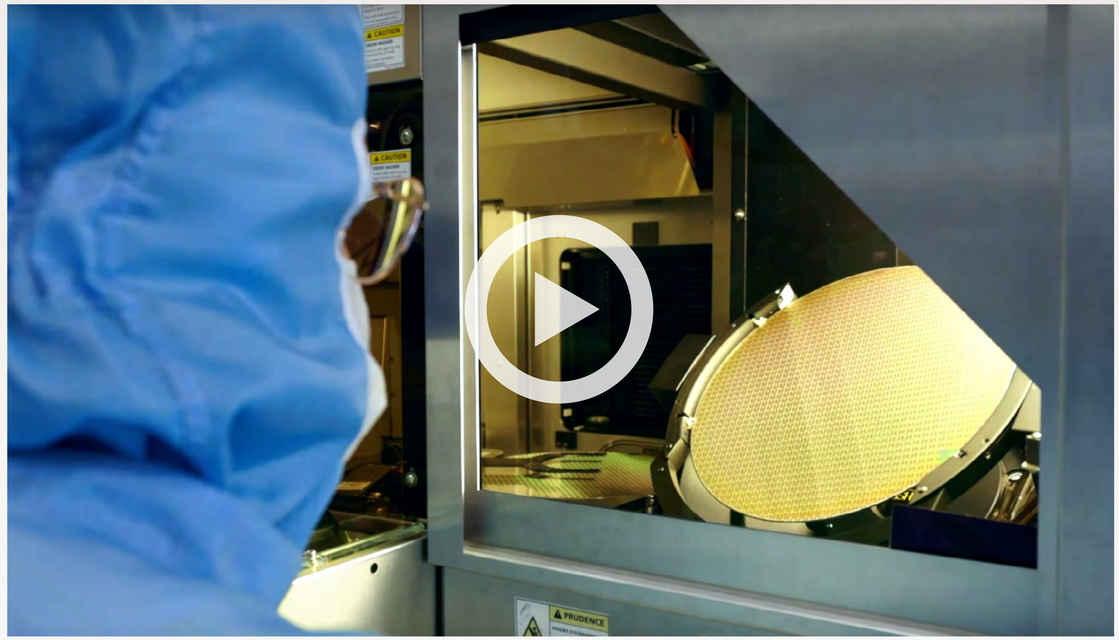
- In 2023, 71% of these suppliers sourced renewable energy.[viii]

AMD

together we advance_sustainable computing

With AMD EPYC™ Processors, STMicroelectronics Makes Faster, More Sustainable Chips

How can an R&D data center meet its sustainability goals while keeping pace with increasing chip design complexity? Europe's largest semiconductor company, STMicroelectronics, wanted to boost chip design speed while keeping costs down and meeting sustainability goals at the same time – and AMD technology provided the solution.



STMicroelectronics designs and manufactures semiconductors; each of its factories has at least two data centers, and the business infrastructure relies on another and the cloud. The company's data center demand is growing fast: with every new generation of computer chips, transistors get smaller, but complexity increases exponentially, which leads to accelerating demand for data storage and compute.

3rd Gen AMD EPYC™ processors enabled STMicroelectronics to provide much faster chip design delivery to its customers while achieving a significant reduction in GHG emissions. STMicroelectronics achieved up to 12% better performance, up to 30% lower cost per core, and up to 33% lower data center electricity consumption.

"We are incredibly happy to have an alternative to the other CPUs on the market and a partner like AMD," said Olivier Joubert, DTIT Senior Infrastructure Architect, STMicroelectronics.

The company is now testing 4th Gen AMD EPYC™ processors, resulting in achieving up to 25% more performance than the previous generation.

Read the case study

ADDRESSING ENVIRONMENTAL IMPACTS

Our commitment to environmental sustainability is reflected in our long-standing corporate values and culture. For 29 years, we have been transparently reporting on our environmental initiatives and performance. Our manufacturing operations are outsourced, so we include supply chain manufacturing in the scope of our environmental initiatives and goals in addition to our global operations and product designs.

Our Operations

Within AMD operations, we aim to increase our renewable energy use as well as aggressively reducing our Scope 1 and 2 GHG emissions; our targets have been designed to align with a 1.5°C scenario since 2014. This applies to all our sites worldwide: as of December 31, 2023, AMD operated more than 100 locations, including engineering facilities, sales and business service sites, and corporate offices. Across our facilities, we strive to apply the highest level of integrity and stewardship. For example, we require all employees to take our Global Health, Safety, Security, and Environment Workplace Orientation training, which includes topics like waste management practices at AMD. In 2023, 67% of AMDers globally completed this course or received equivalent credit.



Our Global EHS Standards provide the corporate-level environmental, health, and safety framework for the development of best-in-class programs for our worldwide operations. These internal Standards are consistent with widely recognized management systems, such as the International Organization for Standardization (ISO) 14001 standard for environmental management. Two of our sites– in San Jose, California and Singapore – are certified to the ISO 14001 standard.

In line with the ISO 14001 standard, our Global EHS Standards cover key environmental elements, including:

- Global Climate Protection
- Pollution Prevention and Resource Conservation
- Waste Management
- Stormwater Protection
- Industrial Wastewater Management

AMD conducts periodic EHS risk assessments at the site and corporate level as required by the Standards. We use the results to identify focus areas and close gaps. We select sites for site-specific assessments based on level of complexity and local regulations; in 2023, we completed these EHS assessments at approximately 30% of AMD-managed sites.[xxi]

Energy and GHG Emissions

At AMD, we strive for continuous improvement in environmental performance. After exceeding our 2014-2020 GHG goal for operations, we set a new science-based target (aligned with a 1.5˚C scenario)[xx]: a 50% absolute reduction in GHG emissions from AMD operations – Scope 1 and 2 – emissions by 2030 (2020 base year). In 2023, we achieved a 24.5% reduction in operating emissions (market-based) compared to our 2020 baseline. Our Scope 1 and 2 GHG emissions have received external limited assurance.

Within our operations, our major corporate campuses account for the greatest energy use and associated GHG emissions. Our global energy use increased by 17% from 2020 to 2023, and 12% from 2022 to 2023, largely driven by new sites and site expansions.

We increased the sourcing of renewable energy in 2023 to 94 GWh for the combined company, amounting to 40% of our total global energy use (compared to the revised 2020 baseline of 18%).

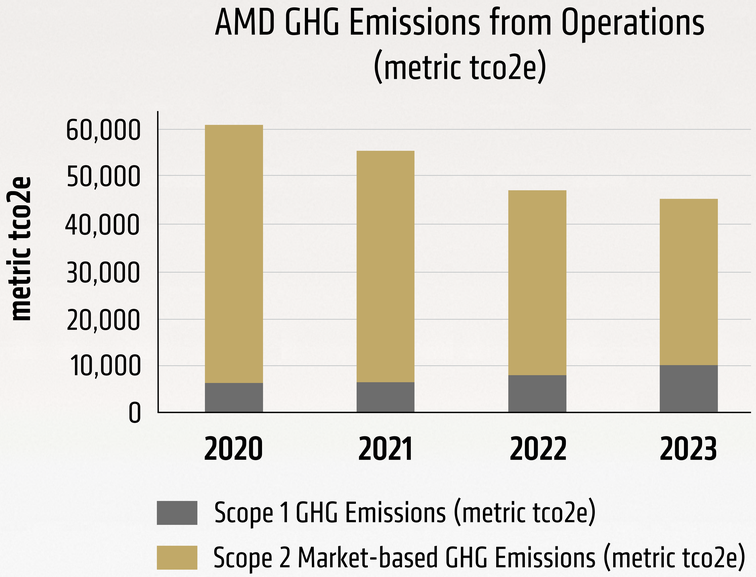
AMD plans to continue increasing the amount of renewable energy sourced through 2030 to reduce non-renewable energy use and Scope 2 GHG emissions, aligned with our business strategies and our goal to reduce operational GHG emissions by 50% (2020-2030).

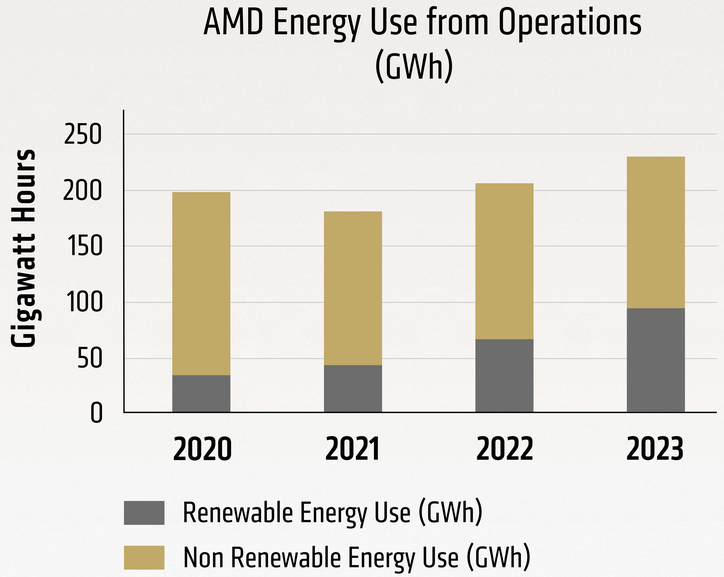
In addition to sourcing renewable energy from third parties, our San Jose campus utilizes onsite solar generation using a large 1.4 MW solar system comprised of 3,600 panels, which is elevated in the parking lot to provide shade for 500 employee parking spaces. The campus also features an additional 600 kW rooftop solar installation. The solar configuration can store excess energy generation in a 1 MWh battery storage system for later use when building loads are high and when utility rates are most expensive.

We are also able to send surplus energy back to the power grid for the local community to use.

To reduce energy and GHG emissions as outlined in our internal Global EHS Standards, major AMD sites maintain an inventory of emissions of global warming substances, including GHG emissions resulting from the sites' direct energy use and potential emission sources of ozone-depleting substances (ODSs).

We employ strategies to reduce the emission of global warming substances, eliminate or reduce the use of ODSs, and decrease the sites' energy use. We have also identified and implemented additional conservation projects to save electricity. In 2023, we realized 886 megawatt hours of energy savings from 25 projects implemented in 2022 or 2023, including equipment upgrades, lighting retrofits, and other equipment optimizations.[xxii]





> EPA applauds AMD for its leadership position in the green power marketplace. AMD is an excellent example for other organizations in reducing greenhouse gas emissions through green power investment and use.

JAMES CRITCHFIELD PROGRAM MANAGER
EPA'S GREEN POWER PARTNERSHIP

EPA United States Environmental Protection Agency

Water and Wastewater

Given that AMD operates a fabless business model, water quantity and quality are more applicable to our manufacturing supply chain, as covered on page 33. Nevertheless, recognizing the importance of water for the communities where we live and work and the planet more broadly, we aim to conserve our water resources and comply with our internal Pollution Prevention Standard.

To do this, we assess major site activities and processes that could have significant impacts on the environment and put reduction strategies in place. We closely manage the environmental impacts of our wastewater and establish industrial wastewater, stormwater, and groundwater strategies where needed.

In 2023, we used 225 million liters of water in our operations, an increase of 23% from 2022. The annual increase was driven by numerous site and lab expansions, increased employee headcount in AMD offices, and record heat in some locations leading to increased cooling and irrigation. We continue to utilize harvested rainwater in Austin and reuse gray water at facilities in Bengaluru and Hyderabad. As a result, the demand for treated municipal water was reduced by approximately 28 million liters in communities where we live and work.[xxii]

Waste

AMD aims to reduce the amount of waste produced through pollution prevention practices and to divert waste from the landfill through recycling, composting, and reuse. We characterize, track, and manage the chemical, electronic, and other regulated waste generated onsite and through final disposition.

Successful waste management relies on commitment throughout the company, and we require all employees to take training that includes an overview of waste management at AMD. The waste management facilities and transporters we use for the management of regulated waste are audited and approved prior to use and periodically to promote a high level of care.

Our total amount of waste generated in 2023 was 1,348 metric tons, a 67% increase over 2022. The additional number of office buildings, product labs, and employees, and return-to-office after the pandemic contributed to the increase. The total waste generated was comprised of 94% non-hazardous and 6% hazardous waste streams. The non-hazardous waste diversion rate, or the amount kept out of landfill, was 63% in 2023, down from 83% in 2022. Increased waste recycling in 2022 in India due to delays in shipments during the pandemic and a waste vendor change in Canada contributed to this decrease. Efforts include recycling and composting 755 metric tons of non-hazardous materials. The amount of regulated hazardous waste generated, namely in product testing labs, was 80 metric tons in 2023.[xxii]

See our environmental data tables for complete data and footnotes



OUR SUPPLY CHAIN

Our approach to addressing supply chain environmental issues is multifaceted. We actively participate in industry groups, including in positions that are driving sustainability in the global supply chain, like the Responsible Business Alliance and the Semiconductor Climate Consortium. Many of these efforts include aligning the sector towards a 1.5°C pathway.

We also work with our Manufacturing Suppliers to advance environmental sustainability across a variety of metrics, including emissions related to AMD purchased goods and services (Scope 3 emissions). Our engagement with our direct suppliers is informed by each supplier's situation and looks toward assertive, forward-looking, and measurable progress. For example, in 2023, we met individually with numerous suppliers to learn more about their current sustainability efforts and maturity level to identify milestones for 2024-25.

Silicon wafer manufacturing accounts for the bulk of our environmental footprint within our supply chain. Since 2014, we have partnered with our direct wafer suppliers to track performance against EHS metrics for AMD wafer production. Our work together aims to improve performance metrics that include energy use, GHG emissions, water use, hazardous waste recycling, and injury and illness rates.

A powerful example of how AMD is helping our foundry wafer partners reduce impacts is through modular "chiplet" architecture. Instead of designing for one large monolithic chip, AMD engineers reconfigured the component IP building blocks using a flexible, scalable connectivity fabric. By breaking our designs up into smaller chiplets, we can get more chips per wafer, lowering the probability that a defect will land on any one chip. As a result, the number and yield percentage of "good" chips per wafer goes up, and the wasted cost, raw materials, energy, emissions, and water goes down. Producing 4th Gen AMD EPYC™ CPUs with up to 12 separate compute chiplets instead of one monolithic die saved ~132,000 metric tCO2e in 2023 through avoidance of wafers manufactured, 2.8 times more than the annual operational CO2e footprint of AMD in 2023.[xxiii]

Looking ahead to 2025, we have public goals for all our Manufacturing Suppliers, and we report on our progress annually. By 2025, we aim for 100% of them to have their own public GHG reduction goal(s) and 80% to source renewable energy.[ix]

We made continued progress in 2023 toward suppliers setting GHG emissions reduction goals: 84% of our Manufacturing Suppliers had public GHG goals, up from 76% in 2022. Suppliers sourcing renewable energy remained steady at 71% from 2022. When viewed as a percentage of total manufacturing spend, which is a proxy measurement for environmental impact, the suppliers with public GHG goals and sourcing renewable energy[ix] in 2023 represented 97% and 95% of total manufacturing spend, respectively.

The steady number of suppliers sourcing renewable energy is attributed to newer and smaller suppliers that are earlier on their sustainability journeys and/or have limited access to renewable energy. While this will make it challenging to reach our 2025 goal, we are in contact with Manufacturing Suppliers in these situations to support their progress and provide available industry resources. We are also actively involved in industry efforts to increase the availability of renewable energy in key areas.

As a founding member of the Semiconductor Climate Consortium in 2022, followed by our 2023 sponsorship and participation in its Energy Collaborative, we are actively working with industry partners to identify and address key opportunities and barriers for advancing renewable energy infrastructure in the Asia-Pacific region. AMD serves on the Steering Committee of the Energy Collaborative to continue to collectively tackle this industry challenge with an aim toward rapid acceleration of renewable energy availability and adoption in the second half of this decade.

Energy and GHG Emissions

GHG emissions in our supply chain are primarily generated at silicon wafer manufacturing facilities, known as "fabs," mainly using electricity but also fuel. Key strategies to address GHG emissions from wafer manufacturing include implementing energy conservation measures at fabs that reduce fuel and/or electricity use and increasing the amount of renewable energy available for and used by the fabs.

Most AMD wafers come from TSMC, which implemented more than 800 energy savings measures in 2023, saving approximately 92,960 MWh of energy and 46,000 metric tons of CO2e attributed to AMD wafer production. In September 2023, TSMC announced an accelerated renewable energy roadmap, increasing its 2030 target from 40% to 60% of the total energy supply, and pulling in its 100% renewable energy target from 2050 to 2040. In the near term the amount of renewable energy available in Taiwan is very limited. However, across the AMD supply chain, through various supplier efforts, total AMD Scope 3 GHG emissions from our purchased goods and services decreased approximately 3% from 2022-2023, equal to about 100,000 metric tCO2e.

Water

More advanced wafer technology nodes require more water use during the contracted manufacturing phase. Before manufacturing, in the design phase, architectural decisions can have implications for water use later. Producing 4th Gen AMD EPYC™ CPUs with up to 12 separate compute chiplets instead of one monolithic die saved 1,110 million liters in 2023 through avoidance of wafers manufactured; this is 4.9 times more than the total AMD operational water use in 2023.[xxii]

We continue to work closely with our direct foundry wafer suppliers to understand water risks at the locations where AMD products are manufactured, and to track and manage water use. These efforts are particularly important at fabs in high water risk regions where we expect suppliers to demonstrate water conservation and recycling, as well as water-related risk mitigation efforts.[xxvi]

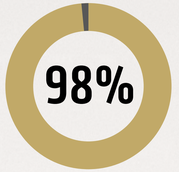
The total amount of water used for manufacturing AMD wafers in 2023 decreased by 1% from 2022, a reduction of 151 million liters of water. An important factor in achieving the reduction was a 34% annual increase in recycled water use from fabs producing wafers for AMD. Much of those gains stemmed from a new TSMC reclaimed water plant that came online in late 2022 in the Southern Taiwan Science Park. It supplies 10,000 million liters per day of industrial reclaimed water, helping TSMC effectively reuse each drop of water 3.5 times.[xxvii] Another strategic foundry partner, Global Foundries implemented a new process in its New York fab to collect and reuse wastewater that utilizes a new ultrafiltration system, resulting in approximately 26,000 million liters of water savings per year.

Waste

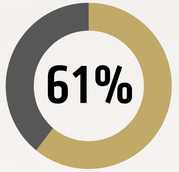
We collaborate with our wafer foundry suppliers to address the generation of waste in our supply chain, including the generation of materials classified as hazardous or non-hazardous, and the associated recycling rate. Total waste generated for AMD wafer manufacturing decreased by 11% in 2023 from 2022; this breaks down to an 8% and 16% decrease in hazardous and non-hazardous waste generated, respectively.

Recycling these waste streams is a key strategy to keep materials in a closed loop and reduce raw material use extraction. These foundry suppliers recycled 100% of their hazardous waste generated in 2023, same as in 2022.[xxviii] The non-hazardous waste recycling rate in 2023 was 94%, down slightly from 96% in 2022. AMD continues to work with wafer foundry suppliers and other Manufacturing Suppliers to track waste metrics and aim to improve performance in areas including material reuse and waste reduction and diversion programs.

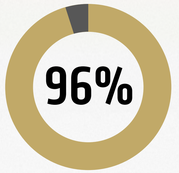
2023 Survey of AMD Manufacturing Suppliers[xxv]



98% HAVE ISO 14001 ENVIRONMENTAL MANAGEMENT SYSTEM CERTIFICATION



61% HAVE ISO 50001 ENERGY MANAGEMENT CERTIFICATION



96% HAVE WATER RECLAMATION PROCESSES IN PLACE

Learn more about these supply chain initiatives

ADVANCING ENVIRONMENTAL PERFORMANCE FOR IT USERS

We strive to create products that improve people's lives and help our customers and end users reduce their own energy use and GHG emissions. We collaborate closely with our customers and partners on product design and system-level optimizations to advance environmental sustainability, including by reducing environmental impacts and energy use.

Product Energy Efficiency

Increasing the computing performance delivered per watt of energy consumed is a vital aspect of our business strategy. Based on engagements with our customers, while product energy efficiency is not as significant a driver of demand for our products as total cost of ownership as well as compute performance, our customers recognize the role that energy efficiency may play in total cost of ownership over time. In addition, many of our customers have energy efficiency and GHG emissions goals of their own. Our products' cutting-edge chip architecture, design, and power management features have resulted in significant energy efficiency gains. Global electricity consumption trends show a collective trajectory to consume more energy than the market can support within the next two decades.[xxix] The need for innovative energy solutions is becoming increasingly important – perhaps nowhere more so than in the data center.

AMD EPYC processors power some of the most energy efficient x86 servers, delivering exceptional performance and reducing energy costs.[xxx] These AMD powered servers can meet performance demands with fewer physical servers, which can result in a reduced data center footprint and associated energy use and GHG emissions.

For example, achieving the same amount of compute (10,000 units of integer performance) is estimated to require 11 Intel servers (2P 60 core Xeon Platinum 8490H CPUs) or six AMD servers (2P 96 core 9654 EPYC CPUs).[xxxi] The difference of five servers amounts to estimated operational savings of up to 45% less power, which over a three-year period can avoid up to 107 metric tons of CO2e and up to $37,700 in energy costs. This does not include the environmental and financial benefits of avoiding the extraction, manufacturing, shipping, and end of life management of the five servers that are not needed due to higher performance of the AMD solution.

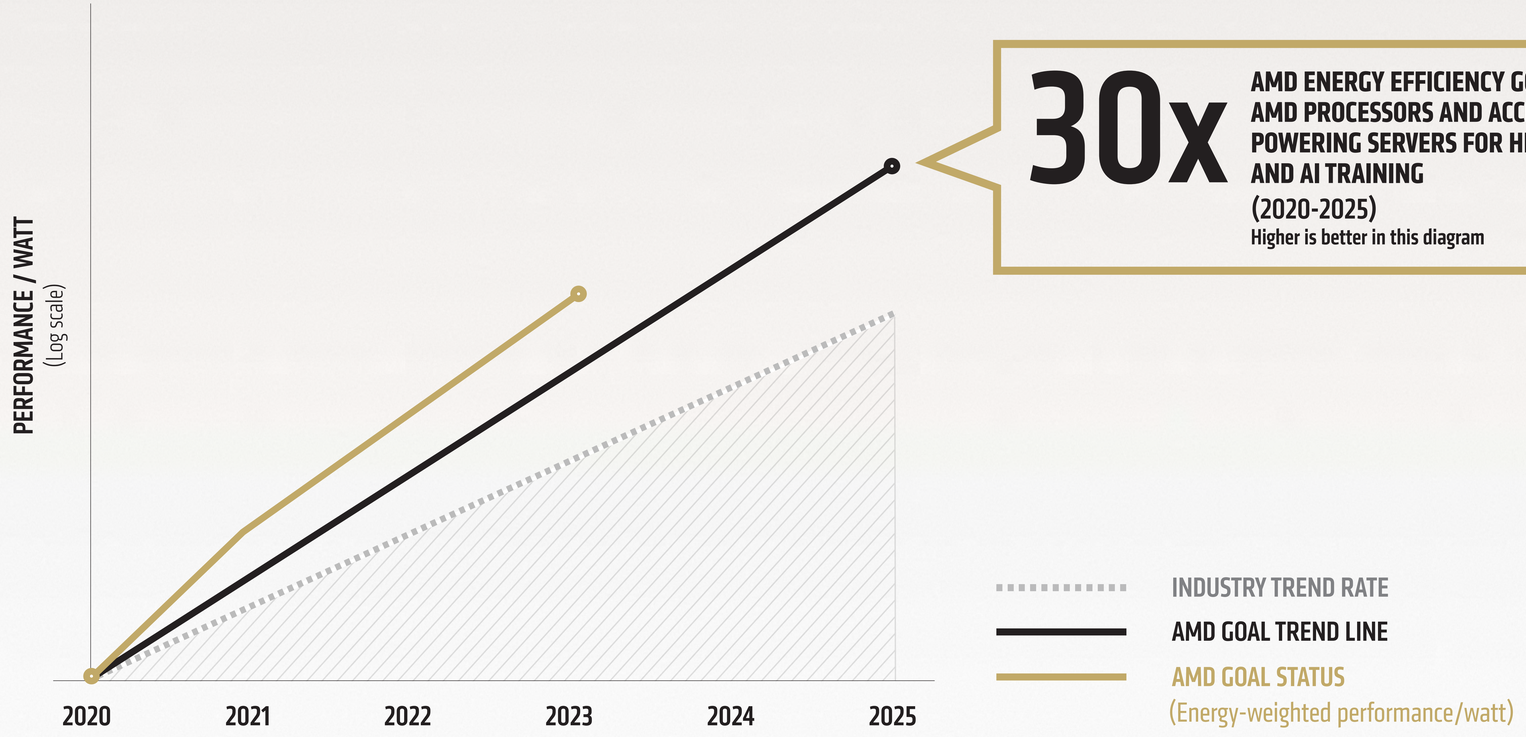
Energy efficiency is paramount when it comes to workloads that require more compute performance, such as AI and supercomputing, which is the concentration of processing power across multiple parallel computers. This is why we set a bold goal to achieve a 30x improvement in energy efficiency for AMD processors and accelerators powering HPC and AI training by 2025.[iv] If all AI and HPC server nodes globally were to make similar gains to the AMD 30x25 goal, we estimate billions of kilowatt-hours of electricity could be saved in 2025, relative to baseline trends.[xxxii] Achieving the goal would also mean we would accelerate past the industry trendline at 2.5 times the rate of 2015-2020, as measured by the worldwide energy consumption for these computing



segments and reducing energy use per computation by up to 97% as compared to 2020. When creating the goal, AMD worked with the renowned compute energy efficiency researcher and author Dr. Jonathan Koomey to validate the goal measurement methodology.

As of late 2023, we achieved a 13.5x improvement in energy efficiency for AMD processors and accelerators from the 2020 baseline, using a configuration of four AMD Instinct MI300A APUs (4th Gen AMD EPYC™ CPU with AMD CDNA™ 3 Compute Units).[v] We will continue to report our progress toward this goal. We are also proud that AMD powers 157 of the most energy efficient supercomputers, including the majority of the top 50, according to the Green500 List published in June 2024.[i]

Learn more about our energy efficiency goals and data center sustainability efforts, including underlying data and assumptions



LIFECYCLE MANAGEMENT

AMD can help make better use of our planet's limited natural resources by engineering our products for longer life, reducing the number of devices and silicon wafers potentially needed to begin with, piloting product takeback initiatives, and, in some cases, designing for backward compatibility with our customers' existing systems.

Modular Design and Architecture

At AMD, we think holistically about lifecycle management, starting with product design. The modular approach of AMD chiplets helps to conserve natural resources during wafer manufacturing by reducing waste associated with silicon wafer defects. The smaller the area of the chip, the more chips can be generated per 300 mm wafer and the lower the probability that a defect will land on any one chip. As a result, the number and yield percentage of 'good' chips per wafer goes up, and the wasted cost, raw materials, energy, emissions, and water usage goes down, when compared to using one large monolithic chip.

AMD measured the 2023 climate benefits of chiplets in the wafer manufacturing process for one product line. Producing 4th Gen AMD EPYC CPUs with up to 12 separate compute chiplets instead of one monolithic die saved about ~132,000 metric tons of CO2e in 2023 through avoidance of wafers manufactured, 2.8 times more than the annual operational CO2e footprint of AMD in 2023.[xxxiii]

Learn more about how AMD pioneered the chiplet approach in this AMD Advanced Insights podcast

Equipment Consolidation

Using energy efficient servers can mean fewer physical servers are needed to meet computing demands, which can have a cascading effect of avoided environmental impacts – less raw materials, manufacturing, shipping, energy use, and data center space. This is critical for companies needing to modernize data center infrastructure and increase compute capabilities while also aggressively pursuing sustainability goals. An assessment published in February 2024 found that 15 old servers (popular in the 2019-2021 timeframe) could be replaced with three 4th Gen AMD EPYC servers.

As part of their strategy to reach carbon neutrality by 2027, Europe's largest semiconductor company STMicroelectronics slashed electricity consumption by up to 33% while increasing compute performance, through upgrading their server processors to AMD EPYC.

Cloud computing is a powerful sustainability tool to consolidate physical equipment. By running multiple virtual machines on a single physical server, organizations can significantly reduce the number of devices, leading to lower power consumption, reduced space requirements, and less e-waste to manage.[xxxiv] It is estimated that cloud computing can prevent more than 1 billion metric tons of CO2 from 2021-2024, due to higher server utilization rates, more energy efficient operations, and more renewable energy sourcing.[xxxv]

CDW StudioCloud, which provides cloud-based rendering workloads in the media and entertainment industry, deployed AMD EPYC CPUs to fit up to three to four times more compute into each data center rack compared to its previous VFX rendering vendor. The dramatic improvement in energy efficiency helped CDW reduce about 55,000 metric tons of CO2e while improving its StudioCloud service to give content producers the flexible resources they need to deliver animation and VFX as quickly and cost-effectively as possible.

Extended Lifespan of Equipment

Extending the number of years a product can be used helps to avoid or delay the environmental impacts associated with manufacturing new equipment. Virtualization helps in this regard because it can reduce the amount of hardware needed in a computer: users can access large files and more current programs in the cloud. Designing long-lasting embedded products, which are used in markets like industrial, automotive, aerospace, and medical, can also help reduce the environmental impacts associated with manufacturing new products. For example, AMD announced an extended product lifecycle for all AMD 7 Series devices launched between 2011 and 2015, to at least 2035.

Product Takeback

AMD offers takeback programs in the EU for potential customer rebates on energy-efficient AMD Ryzen processor-based systems when trading in select old PCs. In 2023, AMD offered a pilot product takeback program in Germany, and we are expanding it to France and the United Kingdom (UK) in 2024. We are adjusting the program to address return mechanisms and running a targeted effort in the UK that incentivizes users to trade in older devices for discounts on select Ryzen PRO processors. Similar pilot product takeback campaigns in Indonesia, Vietnam, and Korea demonstrated high interest, as indicated by the high traffic to the campaign webpage, but they are not being continued in 2024 due to lower than expected actual trade-in volume from end users. AMD is reviewing trade-in incentive models to evaluate potential adjustments to our product takeback programs.

Reducing Hazardous Substances

AMD works on responsible chemicals management through compliance efforts and beyond, including collaborations with customers and Manufacturing Suppliers. As chemical reporting and restrictions requirements continue to evolve – particularly concerning per- and polyfluoroalkyl substances, or PFAS substances – AMD is evaluating PFAS in our products and in our manufacturing supply chain. AMD is actively participating with trade associations and manufacturers to understand which options may be available in this space, with the aim to eliminate PFAS presence by sourcing suitable substitutions.

AMD products are also required to comply with certifications and standards, such as RoHS and REACH in the EU, which establish high requirements for quality, safety, and environmental protection.

Read more about product environmental compliance

Product Packaging

Through our suppliers, we use packaging materials for the shipping and handling of our products on their journeys to consumers – this includes processors in a box (PIBs), graphics cards, FPGAs and adaptive SoCs, evaluation boards, system-on-modules, and AMD Alveo accelerator cards. AMD specifies the packaging materials used, including the recyclability of materials and the use of recycled content, and continuously seeks to incorporate environmentally preferable packing materials, including non-toxic dyes. We offer packaging that meets the amended requirements of the EU Packaging Directive (94/62/EC). In recent years we have focused on shrinking the size of certain packaging. In mid-2024, we began replacing recyclable foam end cap packing in certain product packaging with an alternative that is not only generally recyclable in most jurisdictions, but also utilizes recycled materials and offers reduced storage space requirements.

INNOVATING ON COLLABORATIVE SOLUTIONS TO ADDRESS ENVIRONMENTAL CHALLENGES

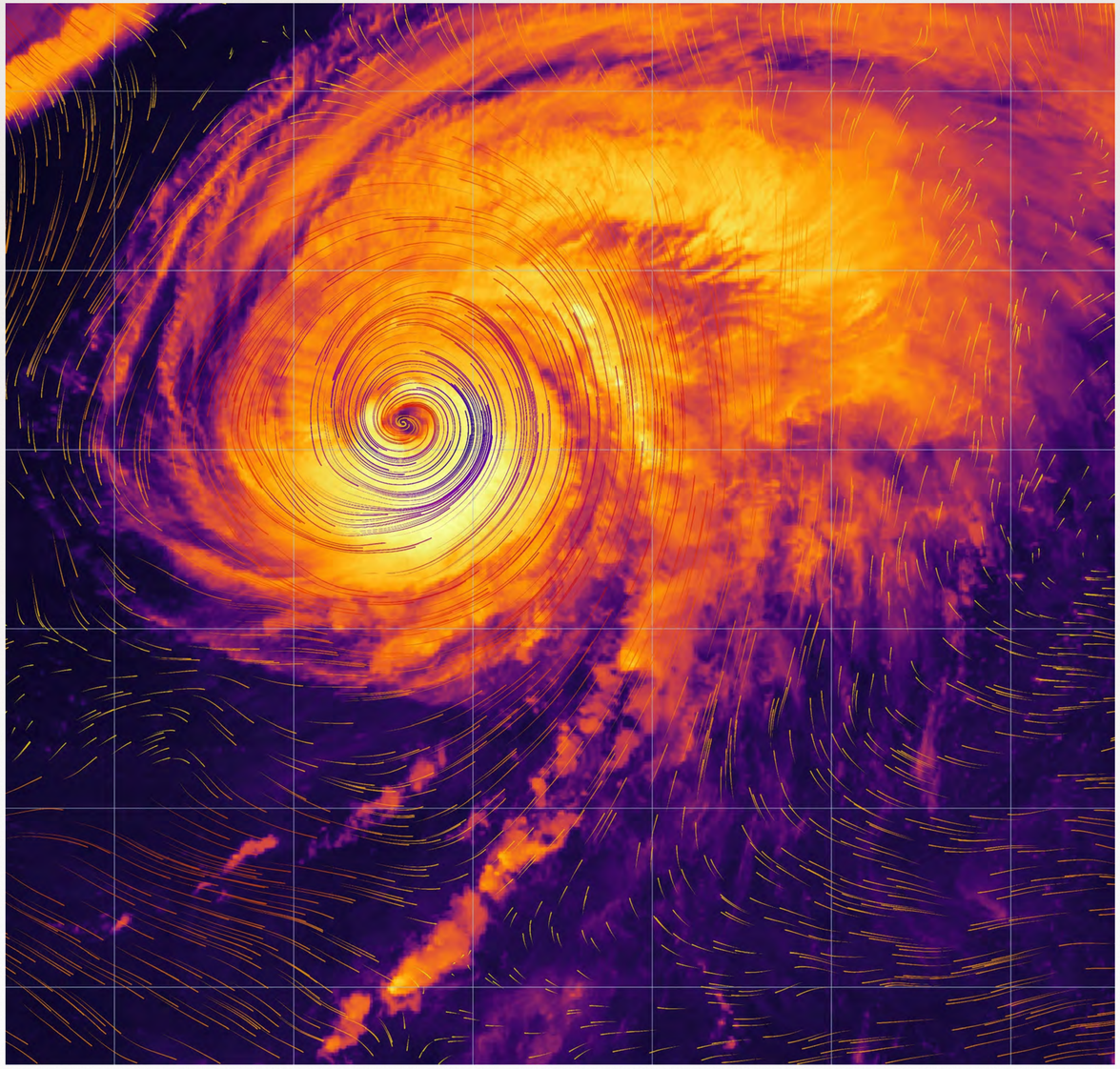
AMD collaborates with enterprises, researchers, and others to help them put our technology to work solving some of the world's most pressing environmental challenges. By understanding our customers' computing needs, together we can apply AMD technology to tackle tough challenges like advancing climate research, electrification of vehicles, and power grid resilience.

Climate Research

AMD aims to help researchers better understand the interrelated forces contributing to climate change and develop solutions to help mitigate the impact. By analyzing massive and complex data sets, scientists can gain insights into the causes of climate change and even predict the impact of extreme weather and help save lives.

In 2023, Climavision shared how it uses 3rd Gen AMD EPYC processors to bring more data and smarter analysis to weather forecasting. The critical information helps industries like agriculture, transportation, insurance and risk, and renewable energy better prepare for extreme weather events by providing more accurate and timely data.

The AMD-powered LUMI Supercomputer arms climate researchers with cutting-edge computing power in the fight against climate change. Launched in 2022, the Destination Earth initiative aims to build a digital twin of the earth by 2030, down to the square kilometer. The first phase examines impacts from climate change through select use cases such as wildfires, energy grid mix, and urban heat island effect. The streamed climate simulation data can be used in decision-making when planning measures to adapt and mitigate climate change. In 2023, LUMI won the Readers' Choice Top Energy Efficient HPC Achievement Award from HPC Wire.



Power Grid and Distribution

New approaches are needed to transmit power, incorporate renewable energy, and adapt to increasing extreme weather events disrupting electrical grids. AMD FPGAs and adaptive SoCs are helping to keep the lights on and improve the resilience and security of power grids in the face of increasing risks.

Schweitzer Engineering Laboratories (SEL) helps power companies keep the lights on, even in rural areas, with dependable power line protectors for both overhead and underground electrical lines. AMD FPGAs and adaptive SoCs help utilities quickly identify the source of line failures and proactively reduce downtime, thereby delivering reliable performance that helps SEL meet the requirements of its demanding customer base.

Hitachi Energy is developing High-Voltage Direct Current (HVDC) technology to enable high efficiency power transmission over long distances. HVDC helps increase energy security by integrating renewable energy sources and connecting remote power grids. AMD FPGAs and adaptive SoCs are used in Hitachi protection and control gear, transformers, switches, and converters, providing the processing power, flexibility, and long lifecycles that enable Hitachi Energy to deliver these systems worldwide.

Electric Vehicles

As the energy transition unfolds, there is a growing role for electric vehicles (EVs) to help reduce carbon emissions. To accommodate this demand, the EV charging infrastructure needs to expand, with more recharging points alongside roadways and in parking areas. These charging stations also need to enable faster, more efficient charging to power the next generation of EVs. This is where AMD technology is making a difference.

Advantech, a leading provider of single-board computers (SBCs) targeted for use in EV charging systems and stations, wanted to develop modular EV chargers for an infrastructure that can be deployed, serviced, and upgraded efficiently and economically. Built on AMD Ryzen™ Embedded R2000 Series processors, Advantech's Single-Board Computers deliver high-performance compute and graphics versatility, helping system integrators to improve the design and efficiency of Level 3 rapid EV charging systems.



Eco-labels

AMD works closely with Original Equipment Manufacturers (OEMs) during product design and after product launch to increase the proportion of products meeting various eco-labels. As companies around the world look to incorporate sustainability requirements into their IT buying decisions, they may use standards such as ENERGY STAR, EPEAT, TCO Certified, and other standards and considerations in their public procurement tenders. Most eco-labels and certifications are evaluated at the system level (i.e., a computer or server), but the processor can contribute to how well a system performs on a given standard.

For example, AMD works with our customers to help improve ENERGY STAR ratings by optimizing processor energy efficiency, as measured at the system level, in conjunction with other components, and peripheral devices. AMD also helps OEMs to meet the system-level eco-label certification EPEAT, which includes environmental criteria such as supply chain greenhouse gas reductions, materials selection, and environmental management system certification.

DIVERSITY, BELONGING, AND INCLUSION

WHY IT MATTERS

At AMD, we push the limits of innovation to help solve the world's most important challenges, and our people make this possible. As we strive for execution excellence, we recognize the value of diversity among the people who will design, deliver, and use our technologies. Inclusivity is a critical element of this.

To continue to empower AMDers as we work together to transform lives through high-performance and adaptive computing, we seek to foster a culture of inclusivity, which creates safe and respectful work environments where everyone feels empowered to voice their ideas and perspectives. This means respecting all voices and differences and building a diverse and inclusive team. It also requires us all to think globally, challenge the known way of doing things, and embrace change.

The newest generation entering the workforce has different needs and expectations, and inclusivity is an increasingly important factor. According to Deloitte, Gen Z, or iGen, forms opinions of potential employers based on their ethics, practices, and social impact.[xxxvi]

At the same time, iGen women are less likely than men to seek employment in tech, exacerbating the existing challenge of women being significantly underrepresented in the industry. And while we are seeing some progress in diversity measures, Black and Hispanic workers also remain underrepresented in the STEM workforce in the United States.

Our Approach

We strive to attract, acquire, develop, and advance the most engaged, diverse, and inclusive workforce in the semiconductor industry, including appropriately growing our population of women and other underrepresented groups across all levels of the organization. With a more diverse and inclusive workforce, we can continue to provide exceptional leadership products and deliver strong business performance.

With this foundation, we work to foster an inclusive workplace where innovation thrives. We elevate our talent and improve business outcomes by encouraging employees to bring their whole selves to work, empowering each employee to unleash their full potential. We are committed to growing our global team to include as many unique voices as possible and to creating opportunities to encourage interest in STEM careers among underserved groups. Our Multi Voice Initiative encourages and supports AMDers who champion and, if needed, challenge our company culture with their unique perspectives.



This in turn creates a sense of community and purpose – what we at AMD call Belonging. Our long-term Diversity, Belonging, and Inclusion (DB&I) strategy provides the framework for our efforts to maintain a sense of belonging, encourage a culture of respect, and build a diverse pipeline of talent that boosts innovation. The strategy sets out how we aim to appropriately increase representation of women and other underrepresented groups (URGs), drive Employee Resource Group (ERG) growth and impact, and create development opportunities.

Under this strategic framework are five key focus areas:

Incorporating DB&I Strategy into Existing Talent Strategies

We aim to align our DB&I strategy with our business strategies and priorities, and we leverage talent insights to help embed DB&I initiatives into our approach to talent and recruiting. This includes considering the needs of our diverse workforce by encouraging employees to share their feedback through the annual AMDer Survey, and by evaluating employee compensation, benefits, and talent programs annually to foster a culture of belonging and attachment to AMD.

Developing and Strengthening ERGs and Expanding Their Impact Globally

Our ERGs are vital to embedding diversity, belonging, and inclusion at AMD. We aim to develop and strengthen them by increasing the capabilities of ERG leaders and expanding ERG impact globally. We also implement mentoring programs for ERG members and leaders, helping extend their impact throughout AMD.

Building Capacity and Increased Awareness of DB&I

We aim to increase development opportunities globally to educate, train, and communicate diversity, belonging, and inclusion internally. For example, we are working to reduce unconscious bias in the workplace through education, supporting and building a diverse pipeline of next-generation leaders, and embedding DB&I into our management learning programs.

Advancing Mid-Career+ Pipeline

We enhance diversity and inclusivity throughout AMD by expanding opportunities for women and other URGs across all levels of the organization. We have implemented comprehensive programs that provide the necessary resources, training, and support to help diverse and underrepresented individuals grow and advance in their roles. Our focus on development is a key driver to career advancement and success for all employees. For example, we have seen our population of female Fellows, our most accomplished engineers at AMD, double over the last couple years.

Building the Next Generation of Talent

Our University Relations program contributes to our inclusive and innovative culture by building strong relationships with strategic universities and hiring interns and new college graduates, which strengthen our pipeline and bring unique perspectives to the workplace. This program enhances our brand among younger generations who place a high value on companies that demonstrate a commitment to community impact and inclusion.

At AMD, we understand the power of role models and communities for women to thrive. Our leadership reflects this commitment, with women holding key positions, including Chair and CEO Dr. Lisa Su; Executive Vice President (EVP), CFO and Treasurer Jean Hu; Senior Vice President (SVP) of Marketing, Communications, and Human Resources Ruth Cotter; SVP and General Counsel Ava Hahn; and Independent Lead Director Nora Denzel. Notably, 33% of our Board of Directors are women, further underscoring our dedication to gender diversity at the highest levels of decision-making.

The AMD Women's Forum is our largest Employee Resource Group, with 23 chapters globally, and we are proud to have over 4,000 women employed as engineers. To support their growth, we provide focused development opportunities such as Female Fellow Pipeline Mentoring and Advancing Women in Tech Programs. We are also implementing global mentoring programs with a focus on Women in Engineering. Externally, we are deepening our relationships in the United States with Historically Black Colleges and Universities (HBCUs) and Hispanic-Serving Institutions (HSIs).

We recognize the importance of external partnerships in advancing the semiconductor industry through thought leadership and collaboration, as well as programs which serve to elevate women in the industry. AMD is a proud sponsor of the Global Semiconductor Alliance (GSA) and its Women's Leadership Initiative (WLI). AMD participated in WLI university events and panels throughout the year.

Our approach is working. In the annual AMDer Survey, we ask multiple questions on how our culture and processes support our commitment to DB&I. In recent years, scores for these questions have consistently landed within the top 10% of external benchmarks for high-performing companies in the tech industry (see page 57).

We are committed to creating a diverse and inclusive company and industry, and while external recognition is not our sole motivation, it serves to amplify and celebrate our progress. In 2023, we were recognized by the Bloomberg Gender Equality Index (GEI) for the sixth consecutive year, a testament to our unwavering dedication to gender equality at all levels of the company. This is complemented by our inclusion in Forbes Magazine's list of World's Top Companies for Women in 2023, a recognition of our efforts to empower and support women in all aspects of the business.

Additionally, Profiles in Diversity Journal recognized our outstanding talent with AMD being represented across the Women Worth Watching category, the Black Leadership Awards, and the Latin Leadership Awards, underscoring our commitment to building a truly diverse and inclusive workforce. We are proud of these accolades and will continue to strive for even greater progress and recognition in the future.

Our Goal and Progress

70% of our employees to participate in AMD employee resource groups and/or other AMD inclusion initiatives by 2025.[x]

In 2023, 56% of AMD employees contributed to activities under this goal through participation in ERG membership, employee volunteerism and charitable donations, and targeted development programs. Participation was up by 5% from 2022, through an increased focus on ERG membership at sites with low ERG involvement and a push for attendees of ERG-hosted celebrations to become ERG members. In 2024, we will connect further with business units with low engagement to drive participation in our inclusion activities.

Diversity is integral to our business at AMD, and we want to lead the fabless semiconductor industry in diversity and inclusion. These efforts to include as many unique voices as possible remain an important component of our culture and values moving forward.

Representation of female engineers and other URGs increased at AMD over the past five years.[xxxvii] In 2023, we continued realizing an employee base more diverse than previous years. Additionally, our ability to engage and retain female engineers is a competitive advantage, and retention has been consistently high over the last several years. Engagement and belonging scores from our annual AMDer Survey also remain strong for female engineers and other URGs.[xxxvii]

In 2024 and beyond, we will seek continued improvement in the representation, retention, and growth of URGs and female engineers through various company-wide initiatives.

AMD

together we advance_inclusivity

Advancing Women in Tech



Promoting equal opportunities for women is part of our broader work to build a more inclusive culture, and this requires intentional effort and continuous change. Our approach to improving the representation of women involves providing mentorship, training, and programs specifically tailored to address the unique challenges they face in our industry.

In 2023, we launched Advancing Women in Tech (AWT), a comprehensive learning experience designed to empower, retain, and support AMD women in technical careers. Research shows that many women leave the engineering workforce after about 4 to 10 years because they feel their employer is not investing in them, a sense of isolation due to the lack of a network of peers, and not knowing how to navigate a path forward in their career.[xxxviii] To help address these challenges, our AWT program targets AMD women at the Senior Engineer and Member of Technical Staff (MTS) levels.

The program includes sessions on career development, presentation skills, filing a patent, networking, and addressing the confidence gap. The AWT team travels to AMD sites and holds these workshops locally. Our Creative Studio filmed panel sessions with senior executive and technical women at AMD to allow every participant to learn from the same leaders, regardless of their location. Each section of content opens with one of these recorded panels. The program is extremely interactive, and participants come away enabled to better navigate the unique challenges of women in technical careers, with an expanded network of women and tools to enable them to advance in their careers.

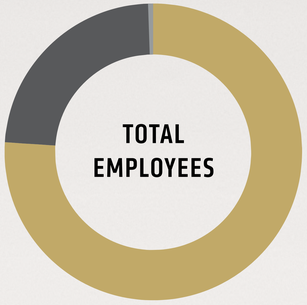
In 2023, we held six programs, in San Jose, California, Markham, Canada, and Austin, Texas. We review feedback from participants and adjust content for constant improvement, which has led to the program evolving over time. Feedback has been overwhelmingly positive, and we are expanding our offerings for 2024. We visited our Hyderabad site in February 2024 and hosted two well-received and impactful sessions. Looking forward, we will revisit the sites from 2023, expand with two additional sites, and offer alumni events for past participants.

Our Global Workforce

AMD publishes workforce diversity statistics as part of our annual CR reporting. We also review our DB&I strategies and metrics with members of the AMD Board of Directors. We are constantly striving to improve our gender and diversity representation in areas with underrepresented groups through appropriate and specific programs. The diversity summary data on the right is based on calendar year 2023 and covers a total of more than 25,700 AMD employees.

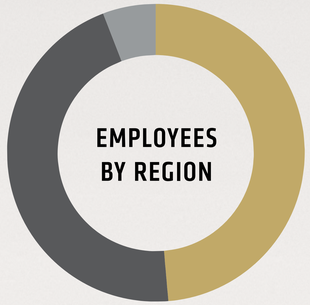
View more of our social performance data

TOTAL EMPLOYEES



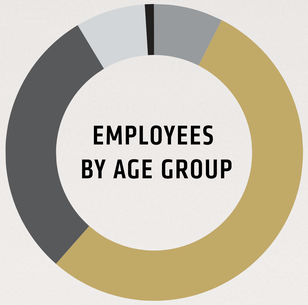
- 76% Male
- 24% Female
- <0.1% Genderqueer

EMPLOYEES BY REGION



- 49% Americas
- 45% Asia-Pacific/China/Japan
- 6% Europe/Africa

EMPLOYEES BY AGE GROUP



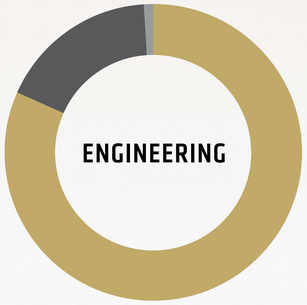
- 9% iGen (born 1997 or later)
- 54% Millennials (born 1981-1996)
- 31% Generation X (born 1965-1980)
- 6% Baby Boomers (born 1946-1964)
- <1% Traditionalists (born 1927-1945)

U.S. EMPLOYEES BY ETHNICITY



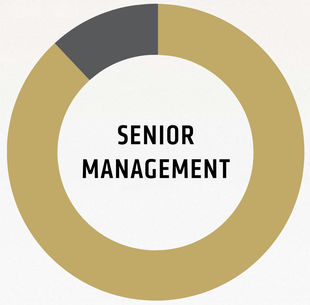
- 6% Hispanic/Latinx
- 1% Black/African American
- <1% Native American
- <1% Pacific Islander
- 2% Two or More Races
- 41% White
- 50% Asian

ENGINEERING



- 81% Male
- 19% Female
- <1% Genderqueer

SENIOR MANAGEMENT



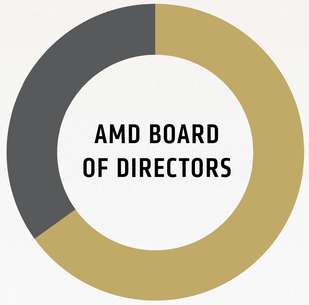
- 86% Male
- 14% Female

EXECUTIVE MANAGEMENT



- 83% Male
- 17% Female

AMD BOARD OF DIRECTORS



- 66% Male
- 34% Female

TALENT ATTRACTION AND RETENTION

Competition for talent is intense in the semiconductor industry. Aware of the critical value of skilled individuals for innovation, companies must ensure they are offering an attractive place to work. AMD strives to be an employer of choice in this industry, and our workforce of passionate, innovative, fully engaged employees is a testament to our efforts.

In line with our commitment to diversity, belonging, and inclusion, AMD is an equal opportunity employer. We take affirmative action in accordance with US federal government subcontractor requirements as well as our own values, to ensure equal opportunity for all applicants without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, veteran status, or other legally protected characteristics. AMD is committed to working with and providing reasonable accommodation to applicants with physical and/or mental disabilities.

Our efforts do not end at talent attraction – we also aim to retain the skilled employees who drive innovation at AMD, including fostering a culture of belonging, providing development opportunities, and offering a range of benefits. The success of our approach to retention is reflected in our voluntary turnover, which was 4.1% in 2023 – significantly lower than 2022 and consistently low compared to semiconductor industry benchmarks.

See our new hire, turnover, career development, and parental leave data



Recruitment

Inclusivity is embedded in our organizational structure; we recognize that seeking out and building diverse teams allows us to foster a workforce with many perspectives. With the aim of becoming the employer of choice on global university campuses, AMD is expanding on efforts to provide opportunities for underrepresented groups and women in engineering. Talent is everywhere – we continue to broaden our search to include diverse groups and tap into networks within universities and communities to make sure opportunities are equally accessible.

In 2023, we were consistent in our drive to create authentic connections while sharing perspectives that emphasize our commitment to a diverse culture. We made it a goal to share our mission on campuses and cement long and trusting partnerships.

In the U.S. we were able to collaborate again with Global Semiconductor Alliance's Women in Leadership Initiative to focus on the recruitment of female engineers at the University of Texas at Austin (UT Austin) and the Massachusetts Institute of Technology (MIT). At Howard University, one of our HBCU partner universities, we had a number of engagements, including a Student Reception, a WE ARE AMD Lobby Day, and a breakfast with faculty members.

Our Discover AMD Speaker Series is another effort to expand our talent pool nationwide and bring new perspectives and diverse backgrounds. It allows students from any university to participate and get insight into AMD.

In Canada, AMD participated in a Hackathon organized by ELLE Hacks, a speed networking event that focuses on women and genderqueer students in STEM. The University of Toronto Women in Engineering Chapter

invited women engineers from AMD to a TED Talk to speak about their career experiences with the students.

In October 2023, many top-level female STEM students attended an event in London – "IT's not just for the boys." AMDers participated in the event, which is designed to empower female identifying students pursuing STEM education at a UK university and offer support in their passion for a career in tech. We also ran a virtual "Women in Engineering" engagement, along with targeted events held across EMEA. All these efforts directly resulted in an increase in the number of female applicants.

AMD had a successful year driving our message of inclusivity in the workplace in Singapore. The Society of Women Engineers (SWE) Internship Day offered an opportunity for two of our female engineers to share insights about their career development, why they chose the semiconductor industry, and why they chose AMD. It was great to have one of our former female interns attend and talk about how she used her experience to land a full-time position at AMD. The Singapore team also had the opportunity to invite students from the Society of Women Engineers (SWE) for a site visit and welcome them to AMD.

Saluting Our First Cohort of Veterans

AMD welcomed our first cohort of veterans in late 2023 through the Hiring Our Heroes (HOH) Corporate Fellowship Program, strengthening our workforce and underlining our commitment to diversity and inclusion. Eighteen months after the start of the process, four veterans have joined AMD: Michael Nguyen (US Army), Jason Harris (US Navy), Ziwei Peng (US Army), and Matthew Hermann (US Air Force).

Veterans can face many challenges when transitioning to civilian life. Many have not interviewed for over a decade, and despite often extensive experience, translating this work not only on a resume but also in a civilian environment is a daunting task to undergo alone. The HOH Program, developed by the U.S. Chamber of Commerce, immerses transitioning service members, veterans, military spouses, and military caregivers in the civilian workforce, creating economic opportunity by building their experience and increasing the possibility of a job in the industry.

As Jason Harris explained,

> "Having done the same job since I was 18, it makes you nervous getting out of the military. Through HOH, you get to go and actually work at a company and see the corporate structure, which helps ease the transition."

Through the U.S. Department of Defense (DoD) Skillbridge Program, HOH internships are provided in which transitioning military members, who are still paid by the DoD, can be placed with civilian companies. The networking, professional development, and hands-on learning at the core of the engagement enable the participants to build a foundation for their civilian careers: the 12-week placement involves four days a week of working and one day dedicated to development, including certification.

For the veterans in the first cohort, this has been a valuable experience. Ziwei Peng, Program Manager at AMD said:



> "HOH helps by getting to know the industry – how to apply, building network outside of the military. On top of managing overhead, they also hold candidates' hands through the entire internship with networking opportunities, skills workshops, speakers, resume, and interviewing training, and more."

AMD is proud to support our veterans and bring their diverse experience into our workforce. AMD plans to continue this program in 2024.

Read more about the Hiring Our Heroes Program

EMPLOYEE EXPERIENCE

Our talent management activities support the complex and dynamic nature of our business, but our goal is simple: deliver our strategy by having the right talent in place now and in the future.

Talent management

Our talent strategy supports our goal to shepherd the employee experience from onboarding through development, engagement, retention, recognition, and sunsetting by providing integrated talent processes across the employee lifecycle, including:

- Identification of top and emerging talent through Organizational HR Planning, with specific attention paid to identifying and developing a diverse slate of successors and talent to watch.
- Development, implementation, and tracking of plans to develop the capabilities, skills, and experiences required now and in the future.
- An ongoing circular feedback loop with employees with a robust employee voice (survey) strategy.
- Learning and Development (L&D) offerings focused on employees gaining knowledge for excellence in their current role, as well as in preparation for their next role.
- DB&I programs to promote inclusivity and belonging for all employees, so everyone feels they can bring their whole self to work.
- Measurement and insights into talent placement, development, and growth.
- Year-round coaching and development to support and enhance goal setting and annual performance reviews.
- Pay-for-performance management and assessment process which encourages, recognizes, and supports high-performing individuals and teams.

Throughout the year, our Chair and CEO and senior executives hold cross-functional discussions about our top talent and the leadership and technology skills our business requires.

AMD Female Fellow Pipeline Mentoring Program

As part of our focus on DB&I and our commitment to supporting women at AMD, we launched the Female Fellow Pipeline Mentoring Program, which supports select, high-potential technical women who leaders have identified as being on the path to Fellow. Launched in 2022, the Program is administered by a Corporate Vice President who assures the highest-quality mentors from the ranks of Fellow, Sr. Fellow, Engineering CVP, and Corporate Fellow.

Results following completion of the 2023 cohort show the positive impact of the Program: The group's engagement score in the AMDer survey was 88%, compared to 84% the previous year. More importantly, their perception of growth and development at AMD improved significantly, both in terms of their ability to achieve career goals at AMD and having opportunities to learn new skills that help them succeed – both increasing by 12 points compared to 2022.

One participant commented:

> "I have never had a mentor before – never had anyone who talked to me about my career before this. Now I had this bright, clever, passionate person who took the time to actually 'see me.' This added someone who knew me and my work to be a contact in the future."

"The more people you meet like this, the more doors that are available to you," said another participant. "It has provided me with a bigger network within AMD."

Employee Performance Management

Under our pay-for-performance philosophy and guiding principles, we reward not only team members who demonstrate the highest level of contribution to the company, but also those who continually improve their capabilities. This helps differentiate rewards based on the impact the employee's performance has on the company, as well as how they execute their tasks.

Employees are actively engaged in the performance management process. In 2023, 100% of eligible AMD employees received a formal performance rating or regular feedback throughout the year.

Workplace Flexibility

AMD is committed to providing a flexible and inclusive workplace that enables our employees to do their best work. Using local data, regulations, job requirements, and an employee survey, AMD has enabled a dynamic approach to flexible work across many sites. This allows eligible employees a choice in their flexible work schedules: onsite (three or more days per week in the office), hybrid (one to two days in the office), or remote (working mostly from home). We believe that our commitment to workplace flexibility makes our company a great place to work and helps us attract and retain top talent from around the world.

Working Hours Policy

On a typical business day, unless a shorter time is required under local rules, employees are generally required to work eight productive hours of work, amounting to typically 40 hours of work per week. If necessary, additional hours might be required for performing duties competently based on business needs, and these cases are handled in compliance with local rules.

Total Rewards

Our Total Rewards programs reflect our commitment to having an equitable and inclusive environment that enriches the total well-being of our employees. By offering market-competitive, inclusive benefits that our employees value most, AMD enables an environment where we can all do our best work.

We benchmark AMD employee base pay against the competitive high-tech market of companies our size, with our midpoint targets at or above the median of the market. Compensation, benefits, and services may vary by location and according to employee eligibility and classification. They are subject to the terms and conditions of the respective plans and programs.

Compensation: Our competitive financial benefits reward performance, help employees plan for their future, and offer peace of mind throughout every stage in life with programs for:

- Competitive compensation
- Annual bonus
- Restricted stock unit (RSU) awards
- Retirement and Savings Programs

Financial well-being: Our financial well-being programs enable employees to become an AMD shareholder, help them plan for retirement, and support them and their families in preparing for the unexpected:

- Employee Stock Purchase Program (ESPP)
- Retirement and Savings Plans
- Life insurance and survivor income (death) benefits
- Global Educational Reimbursement Program

Time off: Providing employees time to rest and recharge is important to us, and we strive to make sure they have the flexibility to do so by offering various time off options:

- Paid vacation
- Paid holidays
- Three paid company-wide Recharge Days with one additional day added in 2024
- Paid parental leave
- Sick leave
- Bereavement leave
- Additional leave

Health and wellness: By being proactive about our health, we can be ready with tools to cover us before, during, and after health needs arise. Our programs focus on knowledge and prevention when it comes to employees' minds and bodies:

- Comprehensive health plans as well as LGBTQ+ inclusive benefits
- Free confidential counseling via the Employee Assistance Program for employees and their household family members
- Fitness centers (select locations)
- Employee discounts
- Complimentary research and referral services for almost any need, including complimentary legal and financial consultations

Family: AMD understands that family is at the heart of many employees' lives. We offer programs and support for them every step of the way:

- Global Adoption and Surrogacy Reimbursement programs
- Additional time off
- Life insurance and survivor benefits
- Company-subsidized backup care for children, family members, pets, and self (U.S. only)
- Research and referral services for locating ongoing care for a loved one

Employee Education and Training

The Global Onboarding, Learning, and Development team's primary goals are to grow individual, leadership, and organizational capabilities that AMDers need to achieve our goal of being the high performance and adaptive industry leader. We promote an environment of lifelong learning and believe that learning is a collaborative responsibility between employees, their managers, the learning teams, and company support.

In 2023, AMD provided over 156,500 hours of training to employees, including both virtual and onsite instructor-led trainings on the topics requested by our employees most frequently, and 26% of our employees attended either career- or skills-related instructor-led training.[xxxix]

We provide employee education and training in different forms, as part of New Employee Orientation and ongoing development. The offering varies by country to support local business needs. In some countries, we offer tuition assistance programs, and across all locations, we offer a variety of learning courses and programs to:

- Drive ever-higher levels of performance to enable AMD to grow individual and organizational capabilities.
- Develop leadership and technical skills with learning opportunities that support the company's leadership framework to Innovate, Collaborate, and Execute.
- Deliver customized onboarding experiences that help accelerate time-to-productivity, drive engagement, and connect culture and brand for new employees.

Our education portfolio covers interpersonal skills development for executives, people managers, technical leaders, sales leaders, and individual contributors. Courses cover topics such as communication and presentation skills, career advancement, leading effective meetings, prioritization, influencing skills, delegation, feedback and coaching, managing difficult conversations, compliance, sales product training, and sales enablement.

We also offer rolling monthly workshops for onboarding employees that target specific topics. These workshops allow new hires to learn in-depth information about subject areas that are important as they start their career at AMD, including performance management, career development, stock plans, IT and cybersecurity, and DB&I.

AMD Leadership Essentials is a learning experience designed to help people managers with less than one year of management experience at AMD to build their leadership capability and provide the core skills necessary for them to be successful at AMD. In 2023, we offered 28 new manager 3-day experiential classes, which 537 first-time AMD people managers attended to enhance their onboarding experience in people management practices at AMD.

Our Top Talent programs are a major area of emphasis for the company. In 2023, we offered 12 multiday experiential learning programs for our top talent in the technical and manager tracks. A total of 529 AMDers participated in the 2023 programs, the largest number of participants in a single year, accumulating 14,190 hours of education.

We also focus on DB&I and responsible business conduct in the training we offer employees. For example, the Unconscious Bias training was designed specifically to address possible avenues of bias in the company's operations and practices. In this training, participants learn to interrupt the unconscious beliefs that may negatively affect processes, decisions, and interactions and create a workplace where AMDers feel they can belong and contribute to the success of the organization. This is complemented by our internal podcast, Lowering the Waterline, which features authentic conversations about diversity, belonging, and inclusion. We also address topics related to diversity, discrimination, and/or harassment in our WWSBC training. On average, approximately 92% of our employees were current on their WWSBC training during 2023.

AMD e-learning resources also include an expansive and ever-evolving collection of courses from LinkedIn Learning, Skillsoft Percipio, Udemy, O'Reilly Media, and Aperian, as well as executive book summaries from getAbstract and thousands of articles from MIT Sloan Management Review.

EMPLOYEE ENGAGEMENT

The foundation of our company's inclusive culture lies in our Employee Resource Groups (ERGs), which are not only supported by senior leadership but also have an Executive Sponsor and a C-suite sponsor to provide support, guidance, and advocacy for the diverse missions of the ERGs they represent. Throughout 2023, our ERGs hosted a series of impactful events that not only brought our employees together, but also positively affected our business and the communities where we live and work.

These events served as opportunities for AMDers to connect, learn, and grow, while also driving diversity, belonging, and inclusion within our organization. From career development workshops and networking events to volunteer activities and cultural celebrations, our ERGs demonstrated their commitment to fostering a supportive and inclusive workplace.

Our current list of ERGs, which are open to employees regardless of their background:

- **AccessAbility:** Serves AMDers living with disabilities personally and professionally by creating a culture of inclusivity through shared experiences, helpful resources, and collaborative activities.
- **Advancing Black Leadership and Experience:** Elevates and strengthens Black employees at AMD through professional and career development, mentoring, and community programs to enable retention, growth, and meaningful business impact.



- **Asians Making a Difference:** Provides an inclusive environment where members have the chance to develop strong professional relationships, build community, and promote education about Asian cultures and topics.
- **Caregivers:** Empowers AMDers with knowledge, means, and encouragement to help them make sound decisions concerning the health, happiness, and well-being of family members.
- **AMD Emerging Leadership Forum:** Develops next-generation leaders at AMD and equips them with the resources to develop their careers and drive value for AMD.
- **Go Green:** Connects employees and the environment to educate and inspire AMDers around the globe to conserve resources, save money, and improve their quality of life.
- **Impacto:** Empowers and elevates the AMD Latino/Hispanic community and its advocates to foster inclusion, celebrate diversity, grow professionally, and give back to the communities where they live and work.
- **Incredible India:** Advances and fosters a sense of unity and belonging for those who have an affinity with Indian culture and creates an inclusive environment to promote, respect, and appreciate cultural diversity.
- **Pride:** Provides a positive and inclusive environment for all employees, regardless of sexual orientation, gender identity, or gender expression; builds a worldwide community of allies; and contributes to a shared sense of belonging among employees, partners, and customers, and in our communities.
- **Multicultural ERG:** Brings people together with broad and different cultural backgrounds and provides opportunities to learn, share, and experience each other's way of life.
- **Salute:** Provides awareness and support to current and former military, transitioning military, military spouses, dependents, and general supporters of the armed forces globally.
- **U-AMD:** Inspires learning and encourages collaboration among all members and within our local communities through various activities as well as establishing peer connections.
- **AMD Women's Forum:** Provides a women's community fostering connections, offering opportunities for people to lead, and promoting engagement within AMD and beyond.

Diwali Celebrations Highlight Our Spirit of Unity

Incredible India celebrated Diwali in partnership with Asians Making a Difference and Multicultural ERGs, taking an intersectional approach that expanded the impact of the event globally. In a coordinated set of events, in-person and virtual, AMDers around the world celebrated the festival together, with a spirit of unity that transcended geographical boundaries, spreading beyond India to Texas, Colorado, and California.

The celebrations embraced the workplace's multicultural fabric, creating a global tapestry of Diwali joy. The ERGs organized a Toy Drive supporting local organizations in the spirit of giving. In a virtual musical concert, classical magnificence blended with the rich tapestry of Indian folk culture. Several sites hosted watch parties to create a sense of connection and enhance the enjoyment of the music. Site celebrations like these were a testament to the power of cultural exchange and the festival's ability to bridge gaps and foster understanding.

The success of the ERG events was rooted in the powerful and seamless collaboration between Incredible India and Asians Making a Difference, with support from a dedicated team of volunteers who played a crucial role in bringing the celebrations to life.

AMDers #EmbraceEquity

Under the guidance of the AMD Women's Forum (AWF), AMD celebrated International Women's Day to #EmbraceEquity, with various activities around the world. AMDers were encouraged to strike the IWD 2023 pose and post their photos on our internal social media sites along with their pledges to embrace equity at AMD and beyond. AMDers could acknowledge a woman at AMD who has inspired them with the peer cards that were available.

AWF also organized a panel discussion, which was available to all AWF chapters, in which AMD leaders discussed what equity means to them, provided advice for women at different levels in their careers, and shared the work that AMD is doing to recognize the social, economic, and cultural achievements of women around the world.

The discussion was moderated by Deb Nations, Corporate Vice President of Global Events, Executive and Employee Communications, Ruth Cotter, Senior Vice President of Marketing, Communications, and HR, and Jean Hu, Executive Vice President, CFO and Treasurer. It also included a special message from Nora Denzel, Lead Independent Director on the AMD Board of Directors. AWF chapters hosted watch parties for the panel and included networking and service activities to allow AMDers to expand their connections and make a difference in their communities.

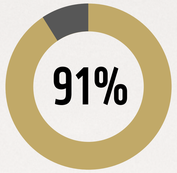
Flying the Pride Flag

The Pride ERG provides a positive and inclusive environment for all employees, regardless of sexual orientation, gender identity, or gender expression. In 2023, the ERG hosted numerous events designed to further their mission. AMD celebrated Pride Month globally in June, with AMD Pride flags flying at nine sites across the U.S. and in Dublin, Ireland and Markham, Canada. Three sites hosted flag-raising ceremonies, where local executives spoke about our commitment to ensure LGBTQ+ equality and inclusivity, both in the workplace and the community.

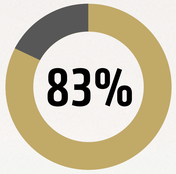


Listening to Our Employees

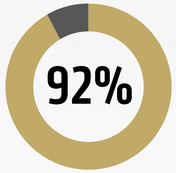
AMD employees are our most important stakeholder group. We listen to employees at various points throughout their career at AMD through a suite of surveys and other tools, designed to measure engagement and culture and to hear employees' ideas for how we can continue to improve. Our annual AMDer Survey is sent to all our employees around the globe, and there was a 95% response rate in 2023.



91% OF RESPONDENTS ARE PROUD TO WORK FOR AMD



83% OF RESPONDENTS WOULD RECOMMEND AMD AS A GREAT PLACE TO WORK



92% OF RESPONDENTS SAY AMD CREATES AN ENVIRONMENT WHERE PEOPLE OF DIVERSE BACKGROUNDS CAN SUCCEED

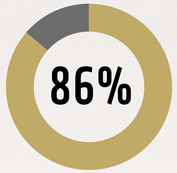
The AMDer Survey is a comprehensive cultural and operational diagnostic consisting of approximately 60 questions across 10 dimensions:

- Clarity of Direction
- Pride in Company
- Continuous Improvement
- Teamwork and Collaboration
- Recognition and Reward
- Resources and Support
- Manager Relationship
- Performance Management
- Growth and Development
- Employee Empowerment

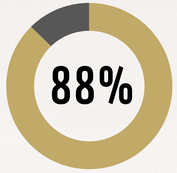
The survey also measures our performance using three indexes that group existing individual questions with common themes from the 10 dimensions listed:

- **Engagement Index**
  An emotional and intellectual commitment to AMD, their team, and their job.
- **Manager Quality Index**
  Management engaging hearts and minds with day-to-day interactions and decisions.
- **Belonging and Inclusion Index**
  A work environment in which all individuals are treated fairly, have equal access to opportunities and resources, and can contribute fully to our success. Personal views and values are respected, allowing employees to be themselves at work.

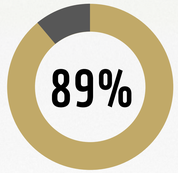
2023 Key Indexes Results



ENGAGEMENT INDEX 86% FAVORABLE



MANAGER QUALITY INDEX 88% FAVORABLE



BELONGING AND INCLUSION INDEX 89% FAVORABLE

Our AMDer Survey scores have increased significantly over the past several years. Results for every survey dimension and index listed here scored above external benchmarks for high-performing companies within the tech industry. While we are pleased with these results, we strive for continuous improvement in all areas of the AMD employee experience by respecting and leveraging our employees' voices.

Many of our historical investments, programs, and policies put in place to improve employee engagement and operational excellence originated from feedback received through our employee surveys. In 2023, this included improvements to our Recharge Days program, expanded training and top talent programs, continued flexibility in work location, and significant investments in engineering infrastructure, to name a few.

See our annual AMDer survey data

WORKFORCE HEALTH AND SAFETY

The AMD Global Environmental, Health and Safety (EHS) Standards provide the structural framework for development of best-in-class EHS programs across our global operations. In general, these are performance standards that incorporate best practices regarding our company's operations and EHS culture. They are designed to be consistent with internationally recognized management systems like ISO 14001 (Environmental) and ISO 45001 (Health and Safety).

The Standards apply to AMD sites worldwide, including leased and owned locations, where AMD has operational control over the building operations, equipment, and processes. Two of our sites in San Jose, California and Singapore, are currently certified to the ISO 45001 standard.

The Standards form the basis for worker health and safety programs and processes, including the following:

Emergency Preparedness and Response

AMD has an emergency preparedness and response framework in place to address a broad range of potential EHS-related emergencies that may affect site operations, such as fires, natural disasters, severe weather, power failures, and worker injury or illness. The framework includes site emergency action plans to inform workers of how to report and respond to site emergencies, as well as emergency evacuation procedures and maps, emergency equipment and supplies available, and emergency numbers. Sites also conduct evacuation drills at least once per year.

Worker Health and Safety Risk Assessments and Inspections

AMD conducts periodic EHS risk assessments at both the site and corporate level, as required by the Standards. We use the results to identify focus areas and close gaps. We select sites for site-specific assessments based on level of complexity and local regulations; in 2023, we completed these EHS assessments at approximately 30% of AMD-managed sites.[xl]

Job Safety Analysis (JSA)

JSAs are completed for tasks that AMD workers perform, ranging from simple office work to operating a tool in a lab. JSAs include required personal protective equipment (PPE) in addition to other risk mitigation equipment and operational controls, and we share them with workers globally.

EHS Inspections

AMD also performs periodic EHS Inspections designed to evaluate compliance with the EHS procedures, AMD EHS Standards, and applicable regulatory requirements. Inspection findings, observations, and corrective actions are documented, and corrective actions are implemented, tracked, and completed in a timely manner.

Occupational Noise Control

The Occupational Noise Control Program is designed to minimize the generation of and exposure to noise in the workplace to prevent occupational hearing loss. Where there is potential exposure to excess noise, we implement a Hearing Conservation Program, which outlines requirements for employees to comply with actions such as completing audiometric exams and wearing recommended hearing protection.

Injury and Illness (INI) Prevention

Our INI Prevention Program includes identifying workplace hazards, reporting and promptly investigating incidents, and implementing corrective actions, which incorporate informing potentially affected employees of the cause and nature of the incident and how to prevent a reoccurrence.

Ergonomic Injury Prevention Program

Repetitive strain injuries are the primary health and safety risk at AMD. The Ergonomic Injury Prevention Program includes workstation analysis, hazard prevention and control, periodic EHS inspections, and employee training and communication. Through our company's Ergonomics for Work and Home Offices webpage and our new hire and periodic training sessions, we encourage employees to practice good ergonomics and request ergonomic evaluations, as well as appropriate furniture and equipment, as needed.

In 2023, there were zero fatalities, no high consequence work-related injuries or illnesses, and no recordable illnesses. There were 14 cases in 2023 in total, consisting of repetitive strain injuries and a small number of contusions and lacerations. The worldwide AMD case rate for the year remained at 0.04 per 200,000 work hours, and the U.S. AMD case rate was 0.08 per 200,000 work hours. This is significantly lower than OSHA's 2022 Private industry case rate of 2.7 and below the 2022 Engineering Services industry case rate of 0.6, as reported by the U.S. Bureau of Labor Statistics.

See our well-being performance data

Health and Safety Communication and Training

AMD is committed to providing and maintaining a safe workplace. All employees are required to take health and safety-related training, which includes preventing ergonomic and other injuries, reporting injuries, illnesses, near misses, and other health or safety concerns, responding to and reporting emergencies, and working safely around hazardous substances, among other topics. Based on the tasks they perform, workers also take specific health and safety training, such as fall prevention, electrical safety, and compressed gas safety. EHS expectations and requirements for workers are clearly outlined in Employee and Contractor EHS Handbooks, available to workers on the company's internal website.

Health and Safety Committees

Health and Safety Committees are active in Canada, Europe, Mexico, Malaysia, China, and other locations where they are required. Overall, 28% of the total workforce are currently represented in joint management-worker committees to promote coordination between personnel involved in occupational health and safety at AMD.

REGIONAL SPOTLIGHTS

AMD in Ireland

Preparing Girls and Women to Excel in Tech

Tomorrow's women in tech stars are getting a boost in their career journeys, with inspiration, encouragement, and support through a partnership between AMD in Dublin and Connecting Women in Tech (CWiT). At an event in 2023, Ruth Cotter, Senior Vice President, Marketing, Communications and HR at AMD, met with the AMD Women's Forum (AWF) in Ireland to discuss the exciting initiatives underway to encourage girls and women in STEM and close the gender gap.

CWiT is a network of more than 20 companies with a mission to attract, retain, and promote women in tech. This mission closely aligns with that of AWF, which advocates for girls and women in STEM fields and inspires them to pursue careers in the technology industry.

CWiT membership requires a commitment to getting involved in initiatives, and in 2023, these included supporting the volunteer organization "Teen Turn", the STEM teacher internship program, and the STEM engagement initiative "Digital Futures."

It is essential to introduce girls to STEM at a young age and build their confidence to promote gender equality and foster diversity and inclusion in the workforce. That's exactly what Teen Turn does: through this organization, young girls from disadvantaged backgrounds or areas are empowered to develop essential problem-solving skills, critical thinking, and creativity, preparing them for future careers in industries that drive innovation.

In 2023, AMD hosted transition-year Teen Turn girls (secondary students aged 15 to 16) in our Dublin office for two weeks during the summer, giving them the opportunity to gain experience working in tech.

To inspire innovative learning, in partnership with the Dublin City University STEM Teacher Internship Programme, AMD funds two interns per year for 12 weeks, primarily in engineering. This provides teachers with hands-on engineering experience they can draw on to demystify and excite young children about STEM.

As part of the Digital Futures Initiative, AMD engineers also visit schools and share an engaging presentation that illustrates what it is like to have a career in tech. Digital Futures is a program developed to raise students' awareness of the diversity of career opportunities in the technology sector and promote STEM careers throughout Ireland. In 2023, more than 1,000 young people joined to find out more about STEM careers.





AMD in Singapore

Partnering to Empower Women Engineers

AMD partners with the Society of Women Engineers (SWE) on several initiatives throughout the year to support and celebrate women in the industry. In February 2023, the AMD Women's Forum (AWF) in Singapore helped "Ignite passion in STEM!" by participating in the SWE Internship Day at the National University of Singapore (NUS).

The live event included a mentor-mentee panel and an exclusive networking session to give attendees information about internships, engineering careers, mentorship, and job shadowing opportunities. AMD employees shared their journey to STEM, why they chose AMD and what kept them going in their specializations. Many other AMDers took part to share their experiences and insights and help make sure the event ran smoothly.

Our partnership with SWE also offered the opportunity to invite over 30 students for a tour of the AMD offices and lab in Changi. During their visit, Pei Fern, senior manager of silicon design engineering at AMD, gave an opening address introducing and giving the students an overview of AMD in Singapore. The event concluded with a Q&A session, during which students had the opportunity to have their questions answered.

In late 2023, AMD proudly celebrated Pei Fern Ng's election as President of the Society of Women Engineers (SWE) in Singapore. This appointment not only underscores her unwavering commitment to promoting diversity, advancing inclusion, and empowering women within the STEM community, but also aligns with our company culture, which champions these core values.

On International Women in Engineering Day, the collaboration culminated in the recognition of the work AMD does to support women engineers. AMD in Singapore received the Advocacy and Impact Award from SWE for contributions to the founding and success of SWE Singapore.

AMD in the United States

Championing Diversity and Inclusion in Technology at AfroTech 2023

An estimated 20,000+ tech innovators came together in Austin, Texas, last November during AfroTech 2023. AMD is proud to have been a corporate sponsor of the event, which gave AMD the opportunity to increase awareness of our company, its impact on the technology industry, and AMD culture.

Members of the AMD Advancing Black Leadership and Experience (aBLe) Employee Resource Group (ERG) attended the conference, which featured summits that focused on the advancement of women and underrepresented communities, product development, engineering, and technology innovation. aBLe met a wide range of tech-focused people at various stages in their careers, including students from a variety of HBCUs and other institutions, such as Rice, Massachusetts Institute of Technology, Villanova University, University of Pennsylvania, Carnegie Melon, and Stanford. There were mid-career engineers and experienced technologists present and ready to share insights.

The AMD booth attracted more than 600 candidates with a variety of backgrounds. The AMD team mingled with conference attendees and had meaningful conversations about what it's like to work at AMD, showcasing our commitment to diversity, innovation, and the people who drive it forward. In addition, AMD was successful in finding qualified new hires as a result of the event.

AMD also hosted a reception with Mark Wadlington, senior vice president of Embedded Sales, and Mark Pearson, corporate vice president of Talent and Organizational Capabilities. They shared visions of how AMD high-performance adaptive computing is leading the future of technology, as well as the importance of diversity, belonging, and inclusion within the AMD community. At the reception, AMDers actively engaged with attendees to discuss the unique culture of AMD and the incredible technology they work on every day.

Karmen Clark, HR Business Partner, Senior Manager at AMD said:

> “As the co-leader for such a huge diversity initiative on behalf of AMD, it feels great to be able to contribute to our diversity efforts by engaging with so many talented potential hires who could be future leaders at AMD.”

Attending AfroTech revealed the wealth of talent available in the Black and African- American communities and allowed aBLe to exchange knowledge with other conference attendees. By leveraging the power of events like AfroTech, we are proud to continue to show-off AMD, not only as a great place to work, but as an industry leader in innovation, inclusion, and sustained success.



SUPPLY CHAIN RESPONSIBILITY

WHY IT MATTERS

AMD is a key part of an extensive global supply chain engaged in creating products to advance high-performance and adaptive computing that helps to enable the future. Semiconductor Equipment and Materials International (SEMI) estimates the semiconductor market will reach USD 1 trillion by 2030.[xli]

The projected demand for semiconductors increases the potential to impact the human rights of the people making our products and the climate we all share. At wafer foundries, a highly skilled labor force operates advanced manufacturing facilities in a process that requires chemicals, water and energy. Other electronics manufacturers employ a diverse, migrant workforce to assemble, test, and package our products.

Each segment of the supply chain has its own challenges and opportunities, and therefore, partnerships across the value chain can be a powerful positive force to drive a responsible supply chain. AMD works closely with our Manufacturing Suppliers and industry peers to reduce the environmental impact of the supply chain and respect the human rights of the workers who make our products.

Our Approach

As AMD is a fabless semiconductor company, our manufacturing operations depend on a carefully selected network of suppliers. Our value chain is global and starts with the design process. Our wafer foundry suppliers source raw materials and create silicon wafers. The wafers are fabricated into chips, assembled into packages, and tested, before being shipped as semiconductors ready to be used to solve some of the world's toughest challenges.

The majority of our spend – approximately 71% – is with foundries that supply these wafers. Another 16% is with factories that manufacture a range of inputs needed to create AMD products. Our primary manufacturing suppliers include Global Foundries, King Yuan Electronics Company, Samsung Electronics Co. Ltd., Siliconware Precision Industries Ltd., Tongfu Microelectronics Co., Taiwan Semiconductor Manufacturing Company Limited, and United Microelectronics Corporation.



While we expect all our suppliers to conduct business in accordance with the AMD Supplier Code of Conduct, the primary focus of our supply chain responsibility (SCR) efforts is with Manufacturing Suppliers.[vii]

Since 2018, we have distributed the Code to direct and major indirect suppliers,[xlii] and since 2022, we have included these suppliers in the full scope of our SCR program requirements.

We recognize the opportunity we have to make a positive impact through our supply chain and in the industry more widely. As such, all our supply chain responsibility efforts, including the Code, are informed by the OECD Due Diligence Guidance for Responsible Business Conduct and the UN Guiding Principles on Business and Human Rights. We also participate in industry groups to drive collective change, including as a full member of the Responsible Business Alliance (RBA), Responsible Labor Initiative (RLI), and Responsible Minerals Initiative (RMI).

AMD

together we advance_worker engagement

Partnering with Suppliers to Uplift Worker Voice



In 2023, three Manufacturing Suppliers at four facilities in the locations of Malaysia and Taiwan offered migrant workers an anonymous survey to gain insight into the workers' recruitment experience. The surveys were voluntary and available in the workers' native languages.

The survey responses validated information about the workforce that each site had self-reported. Most of the migrant workers employed at these facilities are women from the Philippines, Vietnam, and Indonesia. The surveys also provided new insights, including that number of labor agents that workers use and their level of satisfaction with those agents: The vast majority reported using one agency, and workers overwhelmingly said they "would recommend the recruitment agent used to a friend."

Other questions were designed to provide insight into the recruitment practices of the agents and facilities compared to requirements in the RBA Code of Conduct. For example, nearly all workers reported receiving a copy of their employment contract in their native language, attending a pre-departure orientation, and having access to personal documents at any time.

In all cases, the facilities provided training to migrant workers in their native languages on their rights. The aim was to reinforce that these workers should not be obliged to pay employment-related fees, as defined by the RBA Definition of Fees (2021), and should have access to personal documents, as well as highlighting how to communicate feedback or concerns to management.

At AMD, we continue to evaluate the best use cases for worker surveys, while also discussing with peers how collectively we can support our suppliers to have effective grievance mechanisms in place.

Our Goals and Progress

100% of AMD Manufacturing Supplier[vii] factories to have a Responsible Business Alliance (RBA) audit or equivalent by 2025 (base year 2020).

- Between 2020 and 2023, 84% of these supplier factories had an RBA audit.[viii]

80% of AMD Manufacturing Suppliers by spend to participate in a capacity-building activity by 2025.

- 88% of these suppliers by spend participated in capacity-building activities in 2023.[xi]

Even though we met this target, we have continued to engage suppliers, regardless of size of spend, in capacity-building activities on priority topics, such as reducing GHG emissions, protecting the rights of migrant workers, and worker engagement.

In 2023, AMD suppliers took training on greenhouse gas management, renewable energy procurement practices, forced labor prevention, and mandatory human rights due diligence and participated in worker survey pilots.

SUPPLY CHAIN MANAGEMENT

Our SCR program resides under the Corporate Responsibility (CR) team, which reports to the Senior Vice President, General Counsel, and Corporate Secretary. Our ESG Executive Steering Committee receives quarterly briefings on CR priorities and goals; this includes relevant SCR updates. Annually, the Board of Directors' Nominations and Corporate Governance Committee, including our Chair and CEO, is briefed on the company's efforts to prevent modern day slavery and of any remediation actions.

The CR team works in close partnership with Procurement to incorporate SCR requirements and goals into our business operations. We review performance on SCR criteria in the supplier selection process, and this is included in supplier scorecards. The Sourcing team works with the CR team to hold suppliers accountable for meeting requirements and maintaining timely communication. Our Corporate Vice President of Purchasing receives updates on supplier performance against SCR requirements quarterly, and more frequently when necessary.

In 2023, 100% of AMD Sourcing Managers completed the annual SCR training, which focused on how business can impact human rights in the supply chain. Topics included the actions AMD takes, and expects suppliers to take, to prevent and mitigate risks to workers, including the risk of forced labor. This year we introduced the topic of responsible purchasing practices, training staff on the red flag indicators of modern slavery to be aware of when conducting business.

Our overall approach to SCR includes aligning with standards, setting expectations, collaborating, and analyzing risk and monitoring effectiveness.

Setting Standards and Expectations

At AMD, we establish strong policy in alignment with industry standards. We adopt the RBA Code of Conduct as our Supplier Code of Conduct. The Code is updated every three years to promote its relevance to international norms and issues. The Code is aligned with international standards, including:

- OECD Guidelines for Multinational Enterprises
- UN Guiding Principles on Business and Human Rights
- ILO Declaration on Fundamental Principles and Rights at Work
- ILO Fundamental Conventions
- UN Declaration of Human Rights

We also set expectations for ethical conduct for ourselves and supply chain. The AMD Worldwide Standards of Business Conduct outline our expectations for our ethical conduct, and these standards extend to our Manufacturing Suppliers. Because we want them to help expand the reach even further, we require each of these suppliers to communicate the same expectations to their suppliers in turn and implement reasonable mechanisms to monitor their compliance.

Collaborating

We collaborate with industry groups, peers, suppliers, and other stakeholders to support ethical and sustainable supply chains (see page 13). In our own supply chain, we partner with Manufacturing Suppliers to foster best practices of SCR through goal setting, corrective action plans, and capacity building. And within AMD, we integrate SCR into our business decisions through collaboration between the Procurement, Finance, and Corporate Responsibility teams, including establishing contractual obligation to the Code.

Analyzing and monitoring

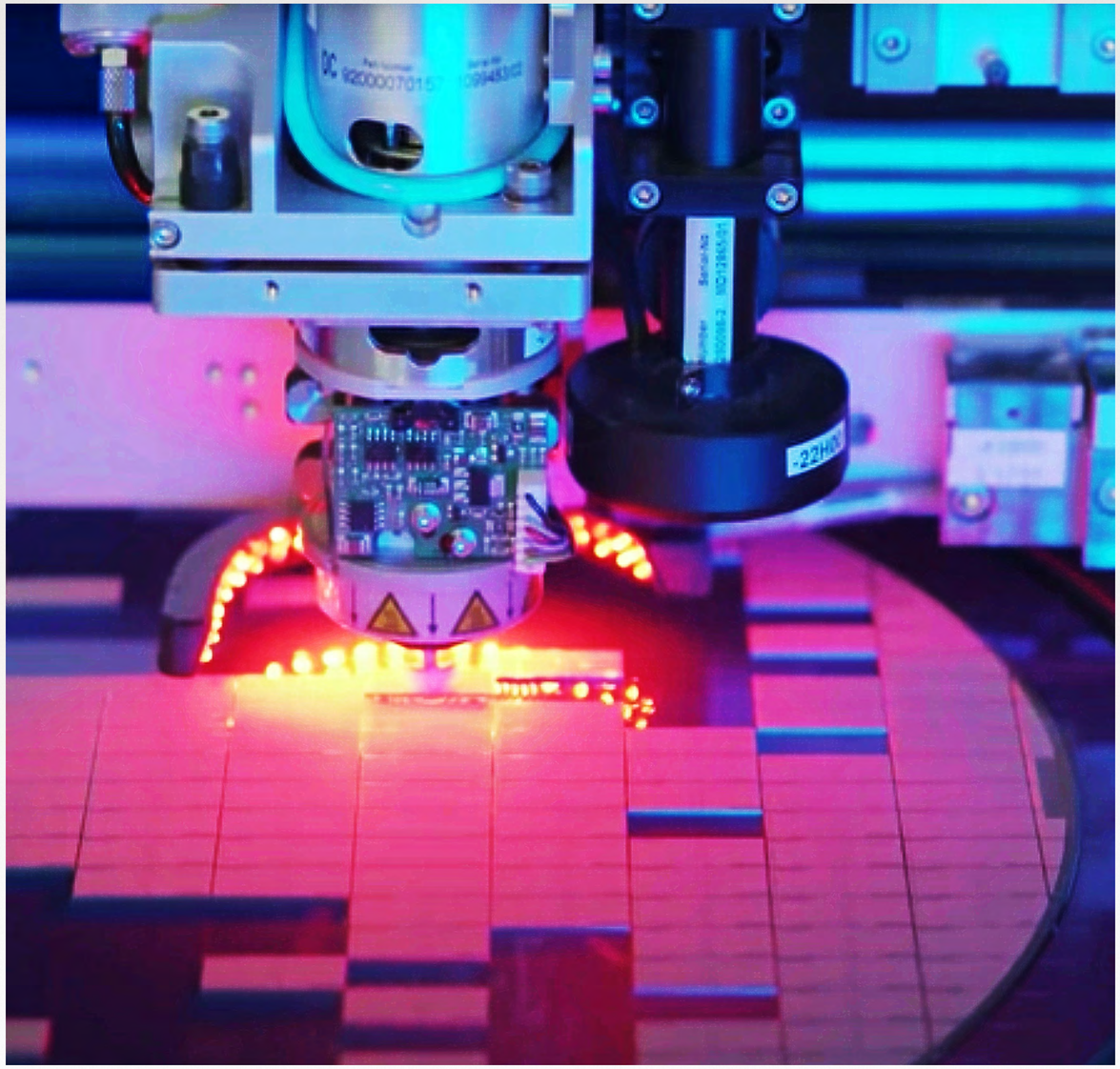
To understand inherent supply chain risk, we analyze information including civil society data, geography, and supply chain data, and we assess actual risks. We also measure and report the impact of our efforts to support continuous improvement.

IDENTIFYING AND ASSESSING ADVERSE IMPACTS

We constantly monitor for risk, which continues to evolve as local hiring practices change and the supply chain footprint expands. We utilize a third-party risk database platform to understand a supplier's social and environmental risk profile based on its geographical location, the type of product manufactured, workforce demographics, and audit non-conformance trends in the industry in the region.

Additionally, we consult reports from NGOs and reputable research institutions, and indices from civil society reports, such as the ILAB "List of Goods Produced by Child Labor or Forced Labor." We identify areas of higher risk through industry partnerships, we gain insights directly from workers via surveys, audit interviews, grievance channels, and ongoing research, and we focus our yearly efforts on these areas.

The supplier qualification process at AMD includes a social and environmental risk assessment. As part of our goal for 100% of our direct supplier manufacturing factories to have a Responsible Business Alliance (RBA) audit or equivalent by 2025, we prioritize factories for third-party RBA audit based on risk profile, percentage of AMD spend, past audit performance, and audit status. To date, 100% of the audits taken have been RBA VAP audits. These independent third-party audits evaluate supplier performance against the Supplier Code of Conduct.



Every year, we report publicly on our Manufacturing Suppliers' annual audit nonconformances, and each quarter we review related performance with our Global Operations executive team. This review covers priority and major nonconformances from the audits, corrective action plan status, including closure rates, and overall performance.

See our Manufacturing Supplier Audit Summary Results

Health and Safety for Workers in Our Supply Chain

We value the health and safety of workers in our supply chain. With our primary wafer foundry suppliers, we aim to see a year-over-year reduction of the cumulative reportable injury and illness case rate.[xliii] In 2023, the rate increased by 25% compared to 2022 but remained around 30% below historical 2020 levels.[xliv] Extending to our other Manufacturing Suppliers, we utilize RBA audits to identify health and safety code violations, which most often relate to emergency preparedness.

Remediation and Prevention

We work with our supply chain partners to remediate nonconformances and negative impacts and to prevent future occurrences.

Corrective Action Plans

Corrective action plans (CAPs) are an important element of our approach, as are engagement and capacity building. AMD expects Manufacturing Suppliers to take action to remedy nonconformances and to prevent possible future negative impacts. Based on RBA protocols, we monitor improvement by measuring the number of priority violations, repeated violations, frequency of nonconformances, and CAP closure status. We track nonconformances from the release of the audit report through closure. In some cases, auditees are required to create a CAP and share it with AMD, verifying that they have met the deadlines and requirements set out by the RBA VAP Protocol.

Some nonconformances require an onsite third-party closure audit, while for others, the auditee submits sufficient evidence to close the issue. We engage with these suppliers and support them to remedy their nonconformances by creating and closing the CAP. An important part of the process is the analysis of root causes, which is a step in implementing new processes to prevent recurrence.

If deadlines are not met, the situation is escalated. Depending on the supplier's responsiveness, and in some cases the severity of the issue, company executives are involved so appropriate action can be taken.

Worker Engagement

Workers are a key stakeholder group, and it's important that they have mechanisms to voice suggestions and concerns and access to remedy when needed. In 2023 we piloted worker surveys to obtain insight directly from workers through an anonymous and secure channel.

Furthermore, AMD Aware is available to all AMD stakeholders and communicated to AMD Manufacturing Suppliers. The channel is anonymous and confidential, and it's available 24/7 in multiple languages. Supply chain workers have used this channel to connect with AMD. When a worker makes AMD aware of any concern, we take it seriously and conduct investigations applicable to the situation. AMD has a strict non-retaliation policy.

Learn how we connect with supply chain workers

Capacity Building

Capacity building is an important element of our SCR program because the training provided helps to empower suppliers, prevent negative impacts, and promote overall improvement efforts. We assign training through the RBA's e-Learning Academy based on identified knowledge gaps. In 2023, suppliers took a training course on managing greenhouse gas (GHG) emissions and how to set a GHG emission reduction goal. This training was available at no cost to the suppliers, on-demand, and in multiple languages.

In 2023, AMD sponsored suppliers to attend the RBA/RLI workshop "Forced Labor Prevention," which focused on due diligence on ethical recruitment practices. See "Human Rights in Our Supply Chain" on page 67 for details on the changes participants have made to work toward preventing fee payment.

Supplier Accountability

We incorporate SCR performance into the overall scorecards we use to incentivize Manufacturing Suppliers for strong labor and environmental performance. AMD employees and executives from the Procurement and CR teams participate in the reviews, which include a discussion on the scorecard. The performance metrics we evaluate include social and environmental commitment and management, RBA Code of Conduct conformance performance, timely closure of nonconformance, if any, environmental management and performance, and a commitment to continuous improvement.

Our standard contractual terms and conditions for the procurement of goods and services require suppliers to conform to the Code and applicable laws and regulations. We also continually work to streamline and reinforce our expectations through regular communication.

In 2024, we expanded the AMD Supplier Responsibility Guide to include more specificity on how to comply with AMD expectations and the Code standards, such as good practices for setting science-based GHG emissions reduction goals, assessing the risk of child labor, and emergency preparedness. This guide enables us to formally share our expectations with our Manufacturing Suppliers and provide resources to support their success. These suppliers can then share the AMD Supplier Responsibility Guide with their suppliers, thus extending our expectations further upstream in the supply chain. We can check this via RBA VAP audits, which verify if the supplier has a policy and systems in place to communicate our expectations to their suppliers and monitor their compliance.

Assessing Impact and Opportunities

In 2023, 44 initial RBA VAP audits took place, an increase from 31 audits in 2022. The number of nonconformances also increased; however, this was not relative to the number of audits, since two sites accounted for 47% of all nonconformances in 2023. There were various non-conformances, and the sites are implementing the CAP procedure. In fact, 44% of suppliers that underwent an audit in 2023[xlv] received RBA Platinum VAP Recognition, the highest possible recognition.

RBA also tracks a Quality of Life Metric,[xlvi] which is based on three indicators: availability of money (having more than is needed to pay personal bills), time (to focus on enjoyable things), and good health (in order to enjoy the money and time). The score is calculated by isolating questions in the VAP audits that measure these three indicators. Workers in the assessed facilities of AMD Manufacturing Supplier facilities scored 58.8 on RBA's Quality of Life Metric, higher than the industry average of 51.2.

See our Manufacturing Supplier Audit Summary Results

HUMAN RIGHTS IN OUR SUPPLY CHAIN

AMD respects the human rights of the people who work in our supply chain. We continuously evaluate our human rights impacts and work to mitigate and prevent these impacts. Our due diligence approach is based on the United Nations Guiding Principles on Business and Human Rights (UNGPs) and the OECD Due Diligence Guidelines for Responsible Business Conduct, and it is formalized in the AMD Global Human Rights Policy.

We require suppliers to comply with the Responsible Business Alliance Code of Conduct. The Code prohibits the use of forced labor and requires suppliers to cascade these requirements to the next-tier suppliers. To minimize the risk of forced labor through debt bondage, we uphold the RBA Definition of Fees policy. This policy requires that workers do not pay fees for their employment. For more information, see "Respecting Human Rights" on page 15.

Identifying and Assessing Risk of Forced Labor

Through our risk analysis process we understand that migrant workers are an at-risk vulnerable group in our industry's supply chain. To supplement risk assessment data and understand regional issues, we gather information in publications by NGOs, academics' research reports, and multistakeholder groups. This includes the RLI Labor Migration Corridor Database, which provides data on high-risk migration corridors and average employment fees.

In 2023, we worked with a third party to conduct a Human Rights Saliency Assessment. The process included input from AMD executives, customers, suppliers, and international NGOs that could represent workers. The assessment confirmed our assumption that responsible sourcing, including the risk of forced labor is a salient risk issue, largely due to migrant workers' vulnerability to unethical recruitment practices. As such, we continue to take additional efforts to protect workers who are vulnerable to risks of forced labor.

In addition to understanding inherent risks, we also look at how our Manufacturing Suppliers are managing those risks. We require all Manufacturing Suppliers to complete the RBA Facility Self-Assessment Questionnaire (Facility SAQ), which serve as additional input to the risk analysis. The Facility SAQ is an important tool that helps us monitor forced labor indicators. We isolate questions to identify if suppliers are using labor agents to hire foreign or migrant workers and review whether management takes the following actions:

- Has a policy for workers to not pay employment related fees.
- Has a policy to reimburse workers in the event a worker paid a fee related to employment.
- Has a policy stating personal documents are not to be held by the company.
- Provides 100% of workers a written contract in their native language.

AMD engages any Manufacturing Supplier that does not meet these criteria to reiterate the requirements and obtain evidence that they are promptly met.



In 2023, RBA VAP audits revealed that six manufacturing suppliers had one or more nonconformances in the RBA VAP section "Freely Chosen Employment." Findings mainly included management lacking a process to monitor policy implementation or having sufficient systems to identify and assess labor risks.

There were a small number of instances of migrant workers paying prohibited recruitment fees. At one facility, the audit indicated workers had been reimbursed within 90 days of employment. This facility amended its contract with recruiters, stipulating workers are not to pay fees at any stage of the hiring process.

At another facility, migrant workers had paid fees and worked directly with RBA on a fee investigation to understand fees paid to labor agents pre- and post-arrival to the employment site. A third-party VAP closure audit confirmed evidence of reimbursement. This facility also made changes to its contract with the labor agency to prevent workers from paying in the future.

Additionally, we are using the RBA Advisory Services and collaborating with another RBA member to support a fee investigation at another supplier site. RBA Advisory Services conducted interviews with affected workers and factory management to determine the actual cost of recruitment and on-going fees. The fee reimbursement process is continuing into 2024 and will be closed upon completion of a third-party audit.

In the event AMD becomes aware that prohibited employment-related fees were paid, the CR team works with the employer to ensure they reimburse these fees. This verification includes third-party audit and worker interviews.

Read our annual AMD Statement Against Modern Slavery and Human Trafficking

Remediation

To review the formal mechanisms in place for workers to voice feedback, we use the RBA VAP audit. The audit includes a review of the worker-management communication channel for its effectiveness. In 2024, the RBA strengthened the Code requirements to clarify that this channel should enable two-way communication and be open to workers, their representatives, and other stakeholders. Additionally, as part of the RBA VAP audit protocol, a sample of workers are interviewed.

AMD Aware is available to suppliers and their workers, and in 2023, this generated one case of a worker in the supply chain reporting a concern. AMD followed up with the supplier to conduct an investigation, and we are now monitoring the remediation process. We have added information about AMD Aware to the Supplier Responsibility Guide to increase the channel's visibility. We also piloted worker surveys. For more details on the survey, see "Partnering with Suppliers to Uplift Worker Voice" on page 63.

Prevention

For the past three years, our capacity building trainings have focused on the prevention of fee payment, which includes sponsoring the RBA/RLI workshop "Forced Labor Prevention." This training introduces RBA's Responsible Recruitment Due Diligence Toolkit, which supports companies' ability to identify, remediate, and prevent forced labor in their recruitment and employment practices.

Over the course of three years, 95% of suppliers across the locations of Malaysia, Taiwan, and Japan that work with labor agents to recruit migrant workers have taken the RBA Forced Labor Prevention workshop. To reach the suppliers who did not attend the training, we updated the AMD Supplier Responsibility Guide to specify how to comply with the "RBA Definition of Fees" policy – the overarching principle is "workers shall not be required to pay fees for their employment."

Since completing the training, suppliers have taken action, including:

- Assessing existing practices.
- Closing gaps – for example, by adding a prohibition of forced labor into contracts with labor agents.
- Conducting additional due diligence on labor agents, including SVAP audits.
- Amending employment contracts to specify fees workers should not pay.
- Training management and workers on the RBA Code.
- Putting processes in place to track if workers paid transportation fees in their home countries.
- Reviewing internal grievance mechanisms for effectiveness.

Program Effectiveness

Between 2022 and 2023, in regions identified as higher risk of forced labor, the number of non-conformances in the RBA Code category "Freely Chosen Employment" (labeled "Freely Chosen Employment" in RBA Code 7.0) fell from 49% to 14% of the total NCs. At the same time the number of audits increased by 20%. We are observing the emergence of new regions with higher-risk profiles, alongside changes in the types of fees. Workers tend to pay fewer or zero recruitment fees in their home countries, instead paying smaller, monthly fees throughout their employment.

- In 2023, 3,671 migrant workers in Malaysia had fees reimbursed, totaling $14,000.
- In 2023 3,965 workers were reached via surveys sponsored by AMD.

We will continue to look for patterns in assessment reports that may indicate the training suppliers have received is lowering the risk of forced labor.

AMD was included in the KnowTheChain benchmark for the first time in 2022; we ranked 14 out of a total of 60 companies in the ICT sector benchmark. KnowTheChain analyzes and ranks companies on their efforts to address forced labor and human trafficking risks in their supply chains.

KNOW THE CHAIN

RESPONSIBLE MINERAL SOURCING

Our approach to responsible mineral sourcing is rooted in respect for human rights and the environment. We leverage a three-pronged strategy to govern our responsible mineral sourcing practices: industry alignment and collaboration, traceability, and risk mitigation.

As outlined in the AMD Responsible Mineral Sourcing Policy, AMD adopts the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas (OECD Guidance) as a framework for our program.

Industry Alignment and Collaboration

AMD is a member of the Responsible Minerals Initiative (RMI), and we work collectively with our peers in the RMI workgroups. In early 2024, AMD provided a financial contribution to the RMI's Audit Fund to directly support smelter and refiner participation in the Responsible Minerals Assurance Process (RMAP). We aim to improve responsible sourcing practices deeper in the supply chain by removing the financial barrier to RMAP participation. As industry standards shift to a broader set of ESG risk indictors, we look forward to collaborating with peers and Manufacturing Suppliers to improve conditions in the minerals supply chain.



Traceability

AMD works with suppliers to map the relevant smelters and refiners within our supply chain, utilizing the RMI's reporting templates, such as the Conflict Minerals Reporting Template (CMRT). We were an early adopter of the RMI's Pilot Reporting Template (PRT), which we use to identify smelters and refiners for new materials beyond tin, tungsten, tantalum, and gold (collectively referred to as 3TG), and cobalt. We report all newly identified smelters and refiners to the RMI for invitation into the RMAP ecosystem. In 2023, we experimented with the use of AI to map mineral sources to the mine. While the findings have yet to be verified, we are encouraged by the potential use of technology to improve supply chain traceability.

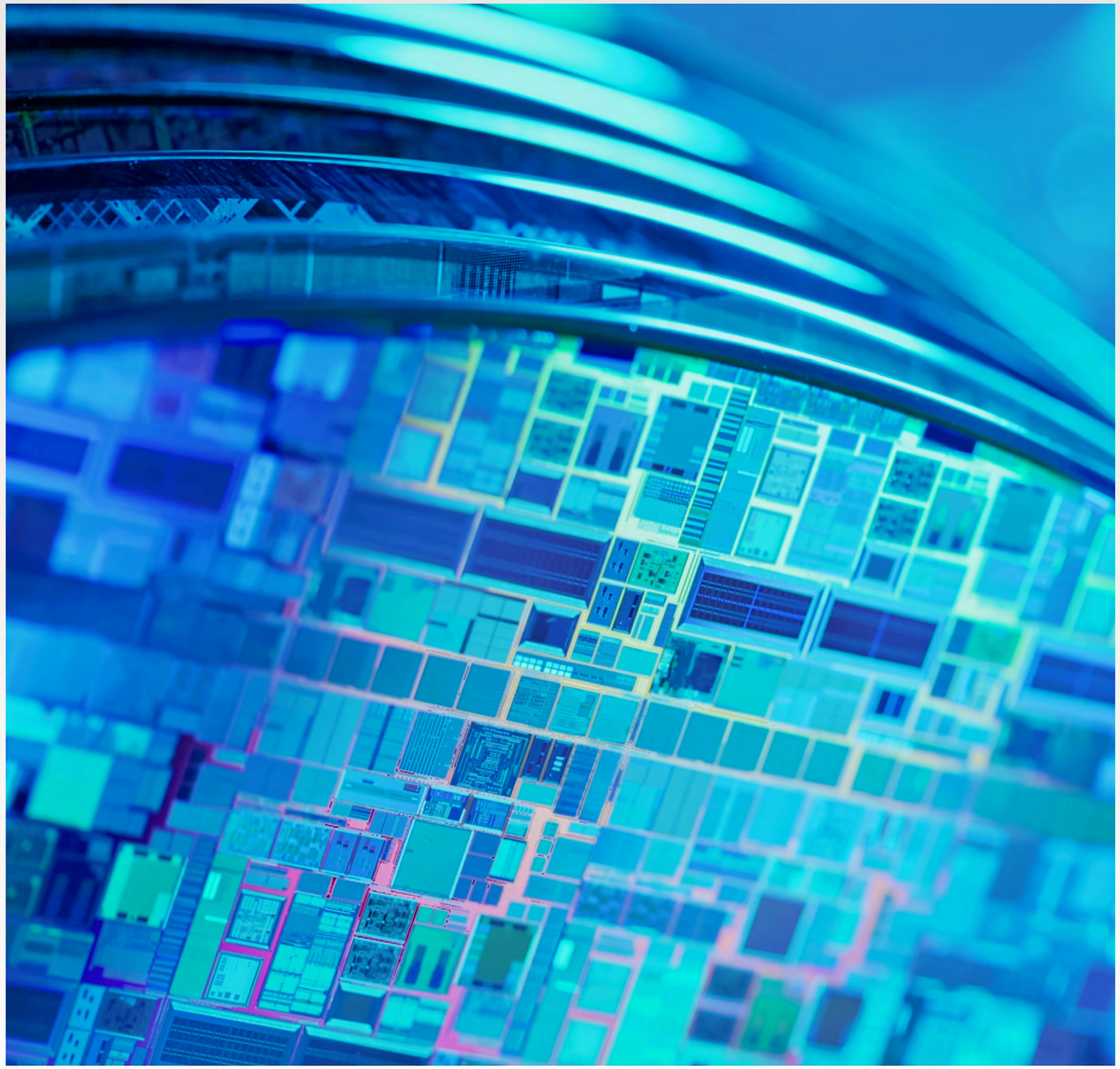
Risk Mitigation

As a member of the RMI, we encourage smelters and refiners reported in our supply chain to participate in an independent third-party assessment, such as the RMI's RMAP. We continue to drive the use of assessments to help ensure responsible parties conduct due diligence on materials purchased from mining companies or mineral traders and implement corrective actions to comply with industry standards. We contact smelters and refiners directly when they are at risk of not completing the RMAP CAP process or are unwilling to maintain the RMAP certification.

In 2023, we also focused on improving smelter participation within the cobalt supply chain while maintaining 100% participation for 3TG.

In some cases, it becomes necessary for AMD to require a Manufacturing Supplier to disengage from a smelter or refiner when industry standards are not met. This can have unintended economic and humanitarian consequences for local communities. Therefore, we work together with suppliers to assess the impacts of disengaging from raw material sources and promote responsible sourcing.

Read our Conflict Minerals Report



SUPPLIER DIVERSITY

We are committed to growing diversity in our workplace, supply chain, and industry at large to help embrace different viewpoints and experiences, foster innovation, challenge the status quo when needed, and drive business performance.

In the supply chain, we have a geographically diverse set of suppliers, including manufacturing suppliers in Asia, Europe, and North America, as well as thousands of non-manufacturing suppliers globally.

In 2023, AMD spent US$12.6 million with small business enterprise (US$5.1 million), non-minority women-owned (US$3.5 million), Asian American men and women (US$2.8 million and US$1.1 million, respectively) and veteran-owned (US$92,000) and Hispanic American men-owned (US$27,600) businesses. AMD may have spent more than this with minority suppliers, but this is not known because we rely on supplier-reported designations.

COMMUNITY INVOLVEMENT

WHY IT MATTERS

We are passionate about giving back to the communities where we live and work. For more than 40 years, AMD has invested in organizations around the globe that meaningfully impact the way we live today and help create a better tomorrow. AMD provides financial and in-kind support to nonprofits and schools, and supports AMDers in their volunteerism and charitable work.

AMD employees worldwide actively engage in company-sponsored and individual volunteer activities, fostering a culture of giving back that runs deep within our company. We take immense pride in the strong partnerships we've cultivated with nonprofit organizations dedicated to supporting our communities, and we're committed to allocating charitable funds to organizations that provide services without discrimination.

Our Approach

We deliver on our global community commitments through programs that aim to give back to communities, support STEM education, and help solve some of the world's biggest challenges.

- **Corporate and employee giving**
  We provide charitable grants to nonprofit organizations and promote a year-round charitable employee matching and volunteer rewards program.
- **AMD Foundation giving**
  The AMD Foundation provides grants that support community initiatives aligned with the company's interests.
- **Employee volunteerism**
  We encourage our employees worldwide to share their time and talents through community volunteering. As an added incentive, AMD provides up to US$250 in Volunteer Rewards that employees may earn annually and donate back to an eligible charity of their choice.
- **AMD AI and HPC Fund investments**
  The AI and HPC Fund program enables high-impact AI and HPC research and education by putting AMD computing technology into the hands of academic researchers and educators through donations.



AMD supports charities with a focus on the following social impact areas:

- Promoting access to quality education with a special emphasis on science, technology, engineering, and math (STEM).
- Cultivating and preserving our environment for future generations.
- Providing basic needs to help care for our community members.
- Aiding humanitarian and relief efforts in the face of unforeseen disasters.

Read about our STEM initiatives
Discover more about the AMD AI and HPC Fund

AMD

together we advance_community impact

Supporting Girls in STEM with Technovation Girls



Every year, girls around the world step up to solve problems in their communities with technology through Technovation Girls – an AI, technology, and entrepreneurship program that empowers girls to become leaders, technology innovators, and real-world problem solvers. Teams of girls ages 8 to 18 complete a 12-week curriculum on coding and creating mobile apps. They can then practice pitching their ideas for an app and participate in regional competitions. Winning teams attend the World Summit.

In 2023, we participated in the Armenia regional competition by judging the nine teams at the event, and AMD funded the awards ceremony including the winners' prizes. Astghik Poghosyan, senior software manager at AMD, presented the first prize cash award to the ArmFem team from Yerevan for their Safe Childhood app, which aims to teach children what to do when faced with cruel, dangerous, or violent behavior, or if their rights are violated.

Additionally, the AMD Women's Forum in Dublin, Ireland sponsored the top prize for the country's regional pitch event. The winning team, The Bongos, created the Bongo Buddies Wellness App, which helps teenagers who are struggling with mental health. The team received AMD Ryzen laptops at the regional event, and they advanced to the final World Summit, where they won the Social Impact Award in their division.

Prior to the World Summit, all finalist teams visited the AMD Santa Clara office to practice before their big day. The teams were welcomed by Ruth Cotter, AMD SVP, Marketing, Communications & HR, who shared her career journey in the tech industry from Cork, Ireland to Silicon Valley, California. AMD volunteers then provided each team with feedback on their presentations and shared suggestions on how to refine their pitches.

AMD mentors were truly impressed by the technical solutions these young innovators presented, which address real-world problems, such as helping teenagers struggling with mental health and developing alarms for Deaf and hard of hearing people.

AMD Community Volunteering

AMD volunteers are deeply connected to their local communities. They embrace a spirit of generosity and give their time and talent with enthusiasm and compassion. AMD nurtures this culture through company-sponsored volunteering and provides opportunities for teams to connect while giving back.

In 2023, more than 5,700 AMDers volunteered over 25,000 hours through individual and team-based activities, such as assembling STEM education kits, planting trees, cleaning parks, building affordable homes, and providing meals for families experiencing food insecurity.

Sparking a Future in STEM

At a time when the growth of STEM careers outpaces that of non-STEM careers, AMD continues to support STEM education and inspire the next generation of students to pursue careers in STEM fields. AMD invests in STEM education programs that provide hands-on experiences to ignite imagination and exploration.

In honor of National STEM Day in the U.S. AMD partnered with professional soccer team Austin FC and EK Fluid Gaming to lead more than 100 students and educational staff through a build your own computer workshop. Students learned how to install AMD Ryzen™ 7000 Series CPUs and AMD Radeon™ GPUs and cheered as their completed systems successfully powered up. After a quality check, the new systems were donated to Manor New Tech Middle School for continued use in their Career and Technical Education Program, serving nearly 400 students annually.



Students in the U.S. got hands-on experience with machine learning and AI in 2023 at a week-long AI Summer Bootcamp run by AMD Longmont and St. Vrain Valley Schools. We welcomed 45 middle and high school students, introducing them to the deployment and real-world utility of machine learning and AI. Now in its fifth year, the AMD intern-led camp provided students with hands-on experience using the AMD Kria KV260 Vision AI Starter Kit. They learned programming, such as Object Detection and Intermediate Python, that they put into practice by developing an AI project to solve real-world issues.

AMDers assembled more than 1,400 educational STEM kits at large-scale volunteer events hosted by multiple sites in Canada, the U.S., and Singapore in 2023. The kits were donated to underserved students and nonprofit partners such as Youth Empowering Parents, a charitable program where young people teach skills to adults and seniors. These projects expose youth to fundamental STEM skills in a fun and active way while making STEM learning accessible.

Enriching Our Communities

Over 250 volunteers dedicated time to work on construction and renovation projects to revitalize their communities. AMDers in Fort Collins, Longmont, Austin, and Boxborough in the U.S. picked up their home improvement tools to work with Habitat for Humanity on affordable home projects and built tiny homes for the Veterans Community Project. Volunteers in Singapore painted the homes of elderly residents with Lions Befrienders, while those in Hyderabad, India and Cyberjaya, Malaysia painted school buildings to provide students who are underserved with brighter days.

Investing in Our Planet

As part of our longstanding commitment to the environment, AMD employees celebrated Earth Day, the world's largest environmental movement, and rallied around the 2023 theme "Invest in Our Planet" by hosting educational, awareness, and volunteer events in 18 AMD global communities. Events focused on beautifying and protecting local green spaces and learning how to become better environmental stewards.

Employees helped green the globe by distributing 1,100 tree saplings and plants, assembling more than 21,000 seed balls, and working with hard of hearing students to plant succulents. Beautification efforts included trash pickups and invasive plant removal in parks, waterways, and woodland areas. Sites hosted e-waste drives and recycling projects, and they donated gently used items to nonprofits for reuse. To educate and inspire, sites welcomed speakers to discuss environmental wellness, urban gardening, climate change, and the significant impact of transportation, food, and energy.



AMD AND THE AMD FOUNDATION CHARITABLE GIVING

In addition to volunteering time, AMD and our employees fulfill our global commitment as good, responsible neighbors through charitable giving – both monetary and in-kind contributions. AMD and the AMD Foundation provide grants to nonprofit organizations based on recommendations from employee-led community affairs councils, local needs, and strategic alignment.

Through the AMD Matching Gift and Volunteer Reward program, AMD encourages charitable giving and amplifies the impact of our employees' contributions by matching donations 1:1 up to US$1,500 per employee and US$500 per co-op/intern to eligible organizations.

2023 Community Giving in Numbers

7,232 AMDers
donated money or time through
our community engagement platform

US$3.1 million
donated through employee giving
and volunteer rewards (including AMD Matching)

2,731 causes
supported through the AMD Matching
Gift and Volunteer Reward Program

US$2.6 million
donated by AMD and the AMD Foundation

In 2023, the combined philanthropic efforts of AMD and the AMD Foundation, including investments made through the AMD HPC Fund and institutional research grants, resulted in US$6.7 million for nonprofit organizations, schools, universities, and research institutes. From 2020, the total value of our contributions is over US$23 million.

AMD donated to dozens of nonprofit organizations in 2023 to advance our strategic focus areas: quality education with an emphasis in STEM, environmental sustainability, basic needs, and humanitarian and disaster relief. Beneficiaries included:

- 10,000 Trees for the Rouge
- Austin Parks Foundation
- Boys & Girls Club Metrowest and Larimer County
- Breakthrough Central Texas and Silicon Valley
- Calgary Youth Science Fair Society
- Campbell Union High School District
- Central Texas Food Bank
- Chen Su Lan Methodist Children Home
- China Red Cross Foundation
- Dublin City University
- Discovery Museum
- FIRST Robotics
- Food Bank for Larimer County
- Food from the Heart
- Foundation Communities
- Greater Vancouver Food Bank
- Guadalupe River Park
- Habitat for Humanity: North Central, Massachusetts; Loveland, Colorado; Austin, Texas; St. Vrain, Colorado; and Seminole County, Florida
- Huston-Tillotson University
- Kanata Food Cupboard
- Keep Austin Beautiful
- Longmont Community Foundation
- Loved Twice
- Maynooth University Foundation
- MyKasih Foundation
- Neighborhood Forest
- Penang Science Cluster
- Price Middle School
- RAFT: Resource Area for Teachers
- Rise Against Hunger
- Scientists in Schools
- Second Harvest Food Bank of Central Florida and Silicon Valley
- St. Vrain Valley Educational Foundation
- Technovation
- The Food Bank of York Region
- The Tech Interactive
- TreeFolks
- The University of Texas at Austin Women in Engineering
- Trail Conservancy
- Union Middle School
- Veterans Community Project
- Visions of Science
- Wild Plum Center

Read the AMD Funding Guidelines
Explore our community investment data

REGIONAL SPOTLIGHTS

AMD in Greater China

Building Children's Knowledge with Hands-On STEM Experience

Throughout 2023, AMD employees in Greater China volunteered their time to engage and educate children and young people in various community events. These events aimed to foster their understanding of science and technology topics.

Organized by the AMD Shanghai Research and Development Center (SRDC), the volunteering events focused on STEM education and environmental protection, as well as community charity activities. The team also continued to support Shanghai Pudong Special Education School, Shanghai PuDong New Area Special School, and Shanghai Babyhome.

Over 1,800 migrant children in the community benefited from STEM education activities in October and November, thanks to nearly 500 AMD volunteers who participated in our Day of Service events.

More than 95 volunteers also took part in the AMD supported Remote Reading Fellow program. In the kickoff event, our nonprofit partner, HandsOn Shanghai, trained AMD volunteers to make a science educational video using PowerPoint. The volunteers then recorded audio stories to teach children in less developed areas basic science knowledge. The audio will be turned into e-books for the children, and they will also receive other educational supplies.

In October, nearly 100 children toured the Shanghai Civil Defense Museum thanks to 100 AMD volunteers who helped immerse them in wonderful demos and exciting explanations.

The Day of Service events concluded with two engaging interactive lectures for students of Tangwan Primary school: Make Friends with Computers and Welcome to the Chip World. Almost 100 students attended, all of whom participated enthusiastically. Most of the students showed a strong interest in computers and chips, and they even had the opportunity to make a game console, with help from AMD volunteers.





AMD in Europe

Reviving Local Areas in the Communities Where We Live and Work

In 2023, AMD employees in Europe organized 23 community events and volunteered 1,690 hours, marking a 90% increase in volunteer hours compared to the previous year. AMD volunteers focused most of their efforts towards environmental conservation and rejuvenation of local areas where they live and work.

Every year, AMDers worldwide celebrate Earth Day, a movement to mobilize people to protect the planet. In Munich, Germany, AMD hosted a Zero Waste Workshop with Rehab-Republic, a local NGO. Throughout the year, the team continued its environmental efforts with GreenCity, participating in the Wandering Trees initiative to plant trees and promote the need for more trees and green spaces in Munich. The team also held a sustainability workshop with Plant-my-Tree to share innovative eco-friendly practices.

AMDers in Ireland marked Earth Day by tending a newly established mini woodland in Dublin. Part of a pilot by the Stepping Stone Forest project, the mini woodland in Sean Walsh Park follows the Miyawaki method, which helps build dense native forests in a short time. The woodland features 31 native tree species and can store up to 40 times more carbon than a single-species woodland. After a talk by John Hiberd from the volunteer society, Tallaght Litter Mugs, AMDers spent the morning weeding to remove invasive species.

The AMD Day of Service also provided a valuable opportunity for community engagement in Ireland. AMD employees from the Dublin office volunteered for a day at An Garrai Beag (Irish for “the little garden”), a horticulture project set up by the Kildare branch of Down Syndrome Ireland. They cleaned, painted, and carried out gardening work to prepare the site for students. The AMD volunteer efforts made a significant impact that will provide lifelong learning opportunities for users.

A group of AMDers in Milan, Italy engaged in the Day of Service by restoring a part of Bosco in Città Park. They cleared and trimmed trees and bushes, and repositioned soil to make way for new trees, leaving the park revitalized and AMDers refreshed.

Volunteers in the UK exercised their green thumbs at two sites in Cambridge – a neglected local area and a recreation ground. Volunteers cut back overgrown trees and shrubs, beautifying a previously neglected area. At the Coleridge Recreation Ground, AMD volunteers cleared leaves and planted spring bulbs, collected litter, cleared undergrowth, and created a stumpery for insects to inhabit.

AMD in India

Partnering with Local NGOs to Help Build Inclusive Futures

In partnership with two local organizations in India, AMD helped support people with disabilities by funding learning and employability training programs, and employees volunteered time to support an environmental fundraising initiative.

Through a grant provided to the Nirmaan Organization, underprivileged youth with disabilities in Bangalore, Karnataka completed a five-month digital skills training course. In collaboration with the National Career Service Center for Differently Abled, this initiative aims to address critical support needs, focusing on candidates with physical disabilities and hearing loss.

Participants receive career guidance and technology training to enhance their learning and employability. Upon completion of the training, participants are issued certificates, validating their newly acquired skills. The courses offered span retail, information technology enabled services, business communication, and soft skills.

So far, 202 candidates with disabilities have been trained in employment-enabling courses; 102 of these people were placed in jobs and four started their own businesses. The program also provided counseling and career guidance to 400 young people with disabilities. In addition to addressing their, this transformative project sets the stage for a more inclusive and empowering future.

AMD also partnered with the Association for People with Disability (APD), an NGO committed to empowering individuals with disabilities, for a volunteer event at the Horticulture center in Bengaluru, Karnataka. Volunteers learned how to transfer saplings into polybag pots and craft saplings using grafting and seed methods. These seedlings will eventually be sold at the APD Horticulture nursery, thereby contributing to the livelihoods of the people with disabilities.

These partnerships exemplify the positive impact that AMD corporate responsibility and employee volunteering initiatives can have on communities and organizations dedicated to uplifting those facing unique challenges.





AMD in Singapore

Empowering Communities Through Art and STEM Initiatives

In 2023, AMDers in Singapore achieved a new milestone by maxing out volunteer registrations for an event in just two hours. Employees with a passion for acrylic painting and working with children participated in the "Paint To Love" Art Jamming program.

This guided art session was run in collaboration with the Marymount Center, a charity organization dedicated to helping vulnerable women and children in Singapore. Employees painted with children who live at the home, completing 15 paintings together. Employees then voted on the paintings and through an online auction, they raised over US$3,000 for the children's daily needs.

In November 2023, almost 100 AMDers came together for AMD Day of Service to assemble STEM kits for elementary school students. The 200 STEM kits were donated to Shine Children and Youth Services, in partnership with Global Citizen Education Group.

To add a special touch, AMDers included a heartwarming personalized message in each kit for the children who received them. As Albert Kok, senior manager of Program Management at AMD said, "When you mix fun, learning, and a touch of magic, you get a day to remember!"

TOGETHER *ANYTHING IS POSSIBLE*

Ava Hahn, Senior Vice President, General Counsel and Corporate Secretary at AMD

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CR MANAGEMENT AND GOVERNANCE

WHY IT MATTERS

At AMD, we are committed to doing the right thing and conducting our business ethically. Our approach to CR management and governance applies to all aspects of our business, spanning product design and use, supply chain, AMD operations, and external engagement.



Our Approach

Our holistic approach allows us to align key efforts with core values and operationalize strategic programs around priority focus areas. Everyone at AMD has a role to play, including the leaders who set our strategy, the engineers who work hands-on to innovate our products, the teams that drive our CR efforts, and the employees contributing support. Our governance process entails soliciting actionable stakeholder feedback, engaging executive leadership, developing CR-related policies, and fostering cross-functional team coordination. As a result, we are able to set clear objectives, track progress, and promote accountability through transparent disclosure.

Oversight of our approach is multi-faceted:

- **The AMD Board of Directors**
  The highest level of ESG oversight (including risks and opportunities) at AMD resides with our Board. The Nominating and Corporate Governance Committee maintains formal oversight of the company's focus on ESG. The Audit and Finance Committee oversees the company's voluntary and required ESG reporting and associated regulatory compliance. The Compensation and Leadership Resources Committee oversees our focus on diversity, belonging, and inclusion. Each of these groups receives reports from and engages with management on ESG matters at least annually.

- **The AMD Executive Team (AET)**
  The AET – which includes our Chair and Chief Executive Officer (CEO), executive vice presidents, and certain senior vice presidents – helps set CR strategic priorities and goals for AMD departments, while providing company investments and resources to demonstrate progress. The AET receives regular updates, at least quarterly, on ESG topics. The AET discusses needs and proposals throughout the year when warranted.

- **The AMD ESG Executive Steering Committee**
  Our ESG Executive Steering Committee is responsible for overseeing progress on our CR priorities, goals, and disclosures while communicating regularly with the AET. It is comprised of cross-functional leaders (director level or higher) from Corporate Ethics and

Compliance, Corporate Responsibility, Finance, Global Operations, Human Resources, Investor Relations, Information Technology, Legal, and other departments. In addition to ongoing collaborative initiatives, the Committee meets at least quarterly.

- **The AMD Corporate Responsibility (CR) team**
  The CR team works cross-departmentally to help operationalize the day-to-day management of many ESG-related policies, practices, and infrastructure. The CR team also leads ESG reporting and communications. In its role, the CR team regularly engages with other AMD departments, such as EHS, Engineering, Global Operations, Human Resources, Investor Relations, Legal, and Quality, to help us manage environmental and social issues effectively and efficiently. CR resides within Legal and reports to our Senior Vice President of Legal, General Counsel and Corporate Secretary, who reports to our Chair and CEO.

ENTERPRISE RISK MANAGEMENT

Our enterprise risk management (ERM) efforts aim to ensure AMD is resilient as we face challenges and can harness opportunities that arise. We engage in activities focused on taking calculated risks to protect existing assets and create future value.

Oversight of the company's ERM process involves collaboration among the Board of Directors, CEO, and company management. Our CEO and company management are accountable for day-to-day risk management activities, while the Board of Directors and its committees are actively involved in overseeing our risk management processes. Senior management members participate in identifying and assessing inherent risks and developing processes and controls to mitigate them. The CEO holds ultimate responsibility for managing the business, including identifying enterprise-level risks and the risk management program.

Risk Management within AMD

We have a dedicated risk management function at AMD that implements our risk oversight model by working closely with the Board of Directors, CEO, and company management to coordinate cross-functional evaluations of risks and conduct an annual enterprise-level risk assessment. This includes assessing relevant risks, developing, and monitoring mitigation strategies, and periodically identifying and reviewing emerging risks with the Audit and Finance Committee. Specific risk assessments are also conducted for situations, such as cybersecurity, supply chain resilience, and employee compensation.

Led by the Lead Independent Director, the Board of Directors focuses on understanding enterprise risks across various domains, including operations, organizational, finance, strategy, compliance, and external exposures. At least annually, the Board of Directors engages in discussions with company management regarding the appropriate level of risk in alignment with our strategy and objectives and reviewing our risk oversight model and management processes for effectiveness. Our risk oversight model prioritizes identified enterprise risks based on their impact, likelihood, and velocity to aid in strategic decision-making.

In addition, board committees provide specialized oversight on different risk domains to foster comprehensive risk management processes and informed strategic decision-making. These committees include the Audit and Finance Committee, Compensation and Leadership Resources Committee, Nominating and Corporate Governance Committee, and Innovation and Technology Committee.

AMD also has an internal audit function that is responsible for conducting independent audits of company management. This function reports directly to the Board of Directors and operates under their oversight and direction.

Our commitment to doing business responsibly extends to our value chain, and while we cannot guarantee our suppliers' compliance with our corporate responsibility expectations, we conduct facility-level due diligence of our Manufacturing Suppliers to help address risk factors related to human rights (such as forced labor), environmental factors (such as water risk), and ethics (such as corruption). For our indirect suppliers,[xlvii] we conduct an annual risk assessment based on geography, sector, and spend to identify the highest risk suppliers for additional due diligence steps, such as self-assessment questionnaires and other direct engagements. We also contribute to industry efforts to advance sub-tier supplier mapping to identify and address risks further along the supply chain.

Business continuity planning is another area of risk management that brings together EHS, Finance, Human Resources, Global Operations and Procurement, Information Technology, and other teams to identify and plan for events that could disrupt AMD or supplier operations. We conduct training for key personnel and stakeholders designed to ensure adequate execution of critical business continuity plans; this includes periodic exercises and practice drills for elements of the Business Continuity program.

CR-Related Risk Management

AMD approaches CR-related risk management in several ways. The CR team leads cross-functional issue management working groups focused on emerging topics, such as new government regulations and industry standards. For example, the AMD product energy efficiency working group meets at least every two months to discuss regulatory and standards developments across product business groups that may pose short, medium, or longer-term risks or opportunities. The team is led by our Director of Corporate Responsibility, with the participation of product engineers and business teams, and provides quarterly briefings to the Senior Vice President in Legal.

Our ERM processes appropriately integrates elements of CR-related risks, such as climate and human rights, which are assessed through 1) periodic internal CR readiness assessments, 2) monthly meetings among internal cross-functional teams, 3) quarterly emerging risks reports to the Board of Director's Audit and Finance Committee and relevant company executives, and 4) annual Enterprise Risk Assessment for our company's Board of Directors and relevant company executives.

ETHICS AND COMPLIANCE

AMD is committed to conducting our business in a fair, ethical, and honest manner and in compliance with all applicable laws, rules, and regulations. Senior leaders, starting with our Chair and CEO, communicate to all employees the importance of following the standards of business conduct documented in the AMD Worldwide Standards of Business Conduct (WWSBC) to help us conduct our business ethically. The AMD Board of Directors has governing authority with oversight responsibility of the AMD Ethics and Compliance Program.

In early 2022, AMD created the Chief Compliance Officer (CCO) role to oversee the Ethics and Compliance Program; the role is responsible for implementing and operationalizing the WWSBC and related policies and procedures. These policies govern employee conduct to facilitate our consistent compliance with laws and regulations including U.S. Foreign Corrupt Practices Act, export control regulations, privacy regulations, and conflict of interest principles. The CCO provides the AMD Board of Directors with quarterly activity reports on activities of the Ethics and Compliance Program.

Business Conduct Training

All employees are required to complete the WWSBC training when hired and every three years thereafter. The training is an online ethics and compliance course focused on anti-corruption, import/export compliance, insider trading, conflicts of interest, antitrust, and the prevention of workplace harassment, which includes sexual harassment and sex discrimination, among other topics. On average, approximately 92% of our employees were current on their WWSBC training in 2023.



During 2023, AMD successfully piloted a new adaptive, competency based WWSBC training course that is expected to be rolled out to all employees in 2024 and assigned annually thereafter. The new platform uses predictive insights and behavioral intelligence to deliver personalized learning experiences, scenario-based training, practice, analysis, and reinforcements to all AMD employees. It also provides the Ethics team with advanced analytics on employees' performance to identify gaps that can be addressed with targeted training and awareness initiatives.

To further mitigate risks, we provide specific groups with additional training on relevant topics, including anti-corruption, export compliance, and contracting. In 2023, we hosted a Compliance Awareness Week to elevate global awareness of our company's ethics and compliance policies and resources, and we updated our new intranet compliance hub with executive videos, blogs, policies, trainings, and other useful resources.

On an annual basis, our General Counsel communicates to the entire company the importance of complying with the WWSBC and conducting our business with integrity. In addition, we survey our leadership teams – Corporate Vice President positions and above, including our Chair and CEO – twice a year about possible conflicts of interest and related party transactions.

Grievance Mechanism

We maintain a secure and trusted process for reporting misconduct and encouraging employees to use the process for raising concerns and asking questions. AMD Aware is a multilingual web portal and telephone service that accepts reports, including anonymous reports, about suspected illegal activity or violations of the WWSBC, as permitted by law. AMD Aware is available to all AMD employees and third parties worldwide 24 hours a day, seven days a week. To encourage use of AMD Aware and our reporting process, we inform employees and other stakeholders of our non-retaliation policy with respect to good faith reports of non-compliance and ethics concerns or violations.

All incidents reported via AMD Aware are investigated by responsible teams within AMD, including representatives from the AMD Ethics and Compliance team and the Internal Audit and Employment Law teams, when applicable. Significant incidents and investigations are reported to the Board Audit and Finance Committee, including any corrective actions taken as a result of the investigations. Repeated concerns are addressed through senior management discussions, employee communications, training, process and controls improvements, and individual corrective action measures, where appropriate.

COMPETITION LAW AND ANTI-BRIBERY COMPLIANCE

Antitrust laws are designed to protect consumers and competitors against predatory and unfair business practices and to promote and preserve competition. AMD is committed to a policy and practice of vigorous and ethical competition while complying with all applicable antitrust, competition, and related laws in all countries, states, or localities where the company conducts business.

AMD has a stand-alone global policy to identify and educate our employees about key antitrust law and concepts. Our Global Antitrust Compliance Policy identifies the primary competition laws in the largest jurisdictions in which AMD operates, summarizes key antitrust policies, outlines the consequences of non-compliance, and instructs employees on how to report conduct suspected to be in violation of competition laws.

AMD does not tolerate the giving or receiving of bribes, kickbacks, or other improper payments in connection with our business. In addition to the WWSBC, AMD has a standalone global policy to help employees and key personnel identify and appropriately address anti-corruption risks when conducting company business. Our Global Anti-Bribery and Anti-Corruption Policy describes prohibitions and required processes related to specific areas of risk, such as gifts, meals, and entertainment, and our company's policy prohibiting facilitation payments.

The policy includes expansive definitions of "government official" and "government entity," together with special considerations for transactions involving them. The Ethics and Compliance team reviews, and approves when applicable, employee questions and disclosures related to gifts, meals, and entertainment, including those related to foreign government officials. Additionally, the policy states the company's position on engaging with third parties or intermediaries to work for AMD.

All employees, officers, directors, contractors, and business partners performing work for, with or on behalf of AMD are required to comply with the WWSBC, including our Global Antitrust Compliance Policy and Global Anti-Bribery and Anti-Corruption Policy.

Training

Antitrust and anti-corruption training are key components of our WWSBC course for all employees. The course requires employees to certify that they are conducting business in accordance with the WWSBC, which outlines procedures for relevant employees, including sales representatives, regarding appropriate interaction with competitors to avoid perceived collusion. Topics addressed in the training range from pricing practices and bundling of products to conduct restraining markets. Additional in-person antitrust and anti-corruption training is conducted for employees working in high-exposure roles.

Control Procedures and Risk Assessments

The Internal Audit function at AMD conducts audits of control procedures aimed at preventing anti-competitive practices. A portion of the annual audit plan is dedicated to overseeing third parties to ensure their adherence to the ethical and competitive standards outlined in our WWSBC. Additionally, the risk of anti-competitive business practices is considered as part of the annual enterprise risk assessment conducted in partnership with other relevant business units. Where applicable, this risk is addressed through various management programs, training initiatives, or further evaluation via independent audits.

The Law Department reviews contracts and programs for compliance with antitrust laws and provides compliance training to sales and customer-facing roles. In addition, AMD has a financial reporting program that audits a substantial number of our company's financial reporting controls, including entity-level controls that are intended to address the ethics and management of AMD.

PRIVACY

AMD has implemented systems, processes, and procedures to protect the personal information of AMD employees, job applicants, temporary workers, contingent workers, contractors, users, and business partners worldwide. AMD maintains a full suite of policies and processes that govern how we process personal information, comply with privacy laws, and enter into privacy agreements, when applicable, with third parties and service providers.

The Privacy team, which is part of the Ethics and Compliance Program and reports to the CCO, oversees and coordinates privacy-related activities across diverse business functions responsible for handling various aspects of privacy. Regional counsel in major regions like the European Union and Asia-Pacific support the Privacy team on local privacy requirements.

Employees and other personnel have access to a detailed employee privacy notice posted on the AMD intranet about privacy practices governing employee personal data, and when applicable, they can access bilingual and local privacy notices. Our website Privacy Policy, directly accessible via a link on the footer of the AMD homepage, provides details about privacy practices governing the personal data of users, customers, and various third parties. There is also a direct link to our Cookies Policy on the footer of the AMD homepage; this policy explains our use of cookies and similar technologies, such as web beacons and pixels, local shared objects or pixels (collectively "Cookies"), and how users can control the use of Cookies on websites owned and operated by or on behalf of AMD and its affiliates and subsidiaries.

Training

Increasing employee awareness of important aspects of privacy was a primary goal of a series of training sessions conducted during our 2023 AMD Compliance Week. In addition to a privacy overview training applicable to all employees, we held specific training sessions for various business functions like Engineering, Human Resources, Marketing, and Sales. We have also updated our new intranet privacy hub with blogs, news, policies, trainings, and other useful privacy resources for AMD employees.

Risk Assessment

When we enter into written agreements with service providers that process personal data of our employees, customers, or other partners, we incorporate relevant privacy and/or security language, such as data processing agreement, and we conduct privacy risk assessments from time-to-time, as required under applicable data protection laws.

The Privacy team is implementing a new Privacy Automation Program to automate Records of Processing Activities (RoPA) and Data Mapping. The team is also conducting Privacy Program Evaluation and maturity assessments of the privacy program and benchmarks against peers periodically and for specific high-risk areas when necessary. An AMD IT risk assessment is performed periodically, which includes assessment of domains in cybersecurity.

The Privacy team also collaborates with AMD Information Security team and the Procurement team to evaluate prospective cloud providers before onboarding them. We align these evaluations to the Cloud Security Alliance Cloud Control Matrix, which is considered the de facto standard for cloud security and privacy. The Privacy team also works closely with the AMD Information Security team to prevent, address, and remediate any potential or known security incidents, including taking necessary measures to inform relevant affected data subjects, such as employees and data protection authorities, in accordance with applicable data protection laws.

CYBERSECURITY

Cybersecurity is a top priority for AMD. We focus on continuously strengthening the protection of our company's technology infrastructure, intellectual property, and other critical information assets against cyber threats.

We design and assess our program based on the National Institute of Standard and Technology Cybersecurity Framework (NIST CSF) and AI Risk Management Framework and strive to align our security controls to Center for Internet Security (CIS) Critical Security Controls, ISO 27001, and SOX. We use industry standard frameworks and best practices to develop a robust cybersecurity program that is based on defense-in-depth principles. Our approach is risk-based and focused on achieving tangible outcomes, ensuring comprehensive protection across all our sites.

Our information security policies and processes provide a foundation for our Cybersecurity Program. Through our periodic mandatory cybersecurity awareness training, we educate and evaluate our employees on their awareness to protect the intellectual property and information assets of AMD, our customers, and our vendors. The training includes business conduct, ethics, and cybersecurity.

AMD implements these information security policies and processes with a cross-functional approach. We also conduct regular internal and external security audits, vulnerability assessments, and penetration testing of the company's systems, products, and practices affecting user data.

A cyber risk management program has been developed and implemented to protect the confidentiality, integrity, and availability of our critical systems and information. NIST CSF helps us identify, assess, and manage cybersecurity risks relevant to our business. Information about cyber security risks and our risk management processes is collected, analyzed, and considered as a part of our overall Enterprise Risk Management Program.

Key components of our cybersecurity risk management program include:

- Risk assessments designed to help identify cybersecurity risks to our critical systems, information, services, and our broader enterprise IT environment.
- A security team principally responsible for managing our cybersecurity risk assessment processes, our security controls, and our response to cybersecurity incidents.
- The use of external service providers, where appropriate, to assess, test, or otherwise assist with aspects of our security processes.
- Cybersecurity awareness training of our employees, incident response personnel, and senior management.
- A cybersecurity incident response plan that includes procedures for responding to cybersecurity incidents.
- A third-party cyber risk management process for vendors including a security assessment and contracting program for vendors based on their risk profile, among other things.

The confidentiality, integrity, and availability of our systems and data are vital, and we have organizational, technological, physical, and personnel controls in place to support these aspects. Our Cyber Operations, Incident Command and Response, and Insider Threat functions continuously monitor the global threat landscape and manage a 24/7 Security Operations Center to help protect AMD against, detect, and respond to potential threats from inside and outside the company.

In 2023, we did not identify risks from known cybersecurity threats, including any prior cybersecurity incidents, that have materially affected us, including our operations, business strategy, results of operations, or financial condition.

Our management team, led by our Chief Information Security Officer, is responsible for assessing and managing our material risks from cybersecurity threats. They are informed about and monitor the prevention, detection, mitigation, and remediation of cybersecurity risks and incidents through various means, which may include, for example:

- Briefings with internal security personnel and cross functional team.
- Threat intelligence and other information obtained from governmental, public or private sources, including external consultants engaged by AMD.
- Alerts and reports produced by security tools deployed in our IT environment.

Our Board Audit and Finance Committee, which oversees enterprise risk, reviews and provides feedback to Enterprise Information Security (EIS) on matters pertaining to information security risk. The efforts of the EIS function are overseen by management at multiple levels, including our Chief Information Officer, AMD Executive Team, and Board of Directors.

PUBLIC POLICY

As a global company, we believe CR includes being an active, informed participant in the development of public policies that affect our business, industry, and customers in the countries and communities in which we operate. Good public policy begins with diverse stakeholders participating in open and transparent proceedings to carefully examine issues and offer different perspectives that promote effective solutions.

AMD works with governments, non-governmental organizations (NGOs), and industry associations to deepen our understanding of a broad set of issues, while sharing our experience and expertise as part of an informed public policy development process.

Representative public policy priorities for AMD include:

- Emerging Technologies
- AI Innovation
- Movement of Goods/IP Products
- Energy Efficiency
- Responsible Supplier Management
- Secure Technology
- Trade, Competition, and Market Access
- Workforce Talent

Our Senior Vice President of Legal and General Counsel, who reports to our Chair and CEO, oversees our company's activities in government and regulatory affairs. The AMD WWSBC support our company's commitment to high ethical standards and compliance with the law in our engagement. The Standards include provisions that address political activities and contributions, bribery and anti-corruption, and giving or accepting gifts, entertainment, and other gratuities, among other terms

Read about our public policy engagement and political activities

GOVERNANCE GUIDELINES AND POLICIES

- Global Anti-Bribery and Anti-Corruption Policy
- Climate Policy
- Code of Ethics
- Responsible Mineral Sourcing Policy
- Environmental Health and Safety (EHS) Policy
- Export Policy
- Human Rights Policy
- Product Quality Policy
- Supplier Code of Conduct
- Worldwide Standards of Business Conduct

APPENDIX

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ABOUT OUR REPORTING

WHY IT MATTERS

AMD is committed to publicly reporting clear and transparent ESG data and sharing our progress, as we continue to evolve our internal processes and external disclosures to meet stakeholder expectations and comply with developing regulatory guidelines and standards.

Reporting Standards and Frameworks[xlviii]

The 2023-24 Corporate Responsibility Report was prepared in accordance with the Global Reporting Initiative (GRI) Standards. The report includes climate-related disclosures in the final recommendations of the Taskforce on Climate-related Financial Disclosures (TCFD) as well as relevant disclosures in applicable Sustainability Accounting Standards Board (SASB) Standards. AMD also annually reports to CDP on climate change and water, as well as reporting on how AMD is helping advance the UN Sustainable Development Goals (SDGs).

- AMD GRI Standards Content Index
- AMD TCFD Index
- AMD SASB Standards Index
- AMD CDP Climate Change Submission
- AMD CDP Water Submission
- UN SDGs Index

Reporting Scope and Boundaries

Unless otherwise stated, the information and data provided pertain to January 1 to December 31, 2023. Our reported data reflects all AMD operations (based on the operational control definition from the GHG Protocol), and it includes data resulting from the 2022 acquisitions of Xilinx and Pensando. Following the acquisitions, and in accordance with the GHG Protocol, we revised our 2020 baseline for operational energy use (electricity and fuels) and related GHG emissions (Scope 1 and 2), because AMD had a public GHG goal with a base year prior to the acquisitions (2020). For 2022 and 2023 data, AMD expanded the Scope 3 Category 11 estimations for GHG emissions to include use of sold products from the acquisition.

External Assurance

We received external limited level assurance in accordance with the International Standard on Assurance Engagements (ISAE) 3000 Revised for 2023 data on our Scope 1 and 2 GHG emissions and related performance against our CR goals, as well as Scope 3 GHG emissions for business air travel.

See our external limited level assurance statement

Contact Information

For inquiries related to this report, email: corporateresponsibility@amd.com

Further details are available on our CR website.

SUMMARY ESG DATA TABLES

The following tables provide data on our social, environmental and economic performance.

n/a = not available. Values shown in *italics* represent adjusted data and are different from values shown in previous Corporate Responsibility Reports.

Social Performance Indicators			
Headcount, Year-end	**2021**	**2022[xlix]**	**2023**
Total Workforce[l]	**22,456**	**34,648**	**35,294**
Employees	15,503	24,525	25,768
Temporary Workers and Contractors	6,953	10,123	9,526
Employees by Gender[li]			
Male	11,734	18,744	19,703
Female	3,769	5,780	6,064
Genderqueer[lii]	n/a	1	1
Employees by Work Status			
Full-Time Employees	15,480	24,475	25,726
Part-Time Employees	23	50	42
Women in Management			
% of Women in Management	n/a	n/a	18.6%
% of Women in Middle Management	n/a	n/a	19.6%
% of Women in Non-Managerial Positions	n/a	n/a	25%
% of Women Promoted of Total Promotions	n/a	n/a	22.5%
Employee New Hires			
Total New Employee Hires & Acquisitions	4,341	11,278	3,058
New Hires as % of Prior Year Employee Count	34%	73%	12.5%

Headcount, Year-end	**2021**	**2022[xlix]**	**2023**
Employee Terminations			
Total Terminations	1,472	2,251	1,805
Total Turnover Rate (%)[liii]	10.6%	10.6%	7.2%
Voluntary Turnover[liv] Rate (%)	9.5%	9.5%	4.1%
Training and Education			
Total Hours of Employee Training	n/a	178,944	156,561
Well-Being[lv]			
Global Number of Recordable Injury Cases	3	3	14
Global Number of Recordable Illness Cases	5	9	0
Rate of Global Recordable Injury and Illness Cases (per 200,000 work hours)	0.04	0.04	0.04
Number of Global Work-Related Fatalities	0	0	0
Total Number of Global Hours Worked	35,583,384	59,955,000	74,238,696
Number of Health or Safety Non-Compliances	1[lvi]	1[lvii]	3[lviii]
Volunteerism[lix]			
AMD Volunteers	2,807	4,977	5,720
AMD Volunteer Hours	9,052	17,244	25,368
Number of Volunteer Events	64	162	288
Number of Employee Donors	n/a	1,888	4,167

Additional disclosures and data can be found on our website

SUMMARY ESG DATA TABLES

n/a = not available. Values shown in *italics* represent adjusted data and are different from values shown in previous Corporate Responsibility Reports.
Per the Greenhouse Gas Protocol and the 2020 AMD base year for our GHG goal, AMD has revised our 2020-21 energy and Scope 1 and 2 greenhouse gas (GHG) data to reflect the acquired companies.

Environmental Performance Indicators

Year-end	2021	2022[xlix]	2023
Energy (GWh)			
Total Absolute Energy Use	181	208	233
Energy Use (Direct)	20	25	30
Electricity (Indirect Energy)	161	179	203
Non-Renewable Electricity Use	136	140	133
Renewable Electricity Use[lx]	45	67	100
% of Total Energy Use from Renewable Sources	25%	32%	40%
Greenhouse Gas Emissions (MTCO2e)			
Scope 1 Emissions[lxi]	6,487	8,145	10,008
Scope 2 Market-based Emissions[lxii]	*49,391*	*39,745*	36,597
Scope 1 and 2 Market-based Emissions	55,878	*47,890*	46,606
Scope 1 and 2 Market-based Emission Reductions[lxiii] (% reduction from 2020)	8%	19%	24.5%
Scope 2 Location-based Emissions[lxii]	*70,659*	74,479	80,839
Estimated Scope 3 Emissions[lxiv]	*12,812,872*	*26,339,663*	21,772,203
Upstream Scope 3 Emissions (includes supply chain)	3,828,351	4,102,550	4,015,481
Downstream Scope 3 Emissions (includes product use)	8,984,521	22,237,113	17,756,723

Year-end	2021	2022[xlix]	2023
Water			
Total Water Use (million liters)	75	183	225
Waste			
Total Non-Hazardous Waste (NHW) Generated (metric tons)	452	*785*	1,268
Total Hazardous Waste (HW) Generated (metric tons)	4	24	80
Compliance			
Number of Environmental Non-Compliances	0	0	1[lxv]

Economic Performance Indicators

	2021	2022[xlix]	2023
Financial Data[lxvi]			
Total Revenue (in millions USD)	$16,434	$23,601	$22,680
Research and Development (in millions USD)	$2,845	$5,005	$5,872
Net Income (loss) (In millions USD)	$3,162	$1,320	$854
Social Investments			
AMD Foundation (USD)	$32,500	$101,388	$10,000
Cash and In-Kind Giving (USD)	$1,814,847	$6,003,262	$6,709,794
Total (USD)	**$1,847,347**	**$6,104,650**	**$6,719,794**

Additional disclosures and data can be found on our website

TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES INDEX

The Financial Stability Board created the Task Force on Climate-related Financial Disclosures (TCFD) to improve and increase reporting of climate-related financial information. TCFD's recommendations are structured around four thematic areas that represent core elements of how organizations operate: governance, strategy, risk management, and metrics and targets. These thematic areas are intended to interlink and inform each other.

From 2024, the IFRS Foundation will take over monitoring of these disclosures, as they are fully incorporated in the ISSB Standards – IFRS S1 and IFRS S2. As such, our reporting will be according to the ISSB Standards as of our next report. In this table, we have outlined how our existing disclosures align with the current recommended TCFD metrics, as of December 31, 2023.

TCFD Governance Disclosure	AMD Response	Disclosure Source
A) Describe the board's oversight of climate-related risks and opportunities.	The highest level of ESG oversight (including climate-related risks and opportunities) at AMD resides with our Board. The Nominating and Corporate Governance Committee maintains formal oversight of the company's focus on ESG. The Audit and Finance Committee oversees the company's voluntary and required ESG reporting and associated regulatory compliance.	CR Management and Governance CDP Climate Change Survey Question C1 Governance
B) Describe management's role in assessing and managing climate-related risks and opportunities.	The AMD Executive Team (AET), which includes our Chair and CEO and other senior executives, helps to set ESG strategic priorities and goals for the company and respective departments, while providing investments and resources to demonstrate progress. Our ESG Executive Steering Committee, a cross-functional team comprised of directors and vice presidents, is responsible for overseeing progress on our ESG priorities, goals, and disclosures while communicating regularly with the AET. Climate-related issues are managed by the Corporate Responsibility (CR) team, which works closely with Global Operations, Regulatory Affairs, Facilities, EHS, and product engineers throughout AMD to coordinate initiatives related to product energy efficiency (performance per watt), energy use, and GHG emissions across the company's value chain.	CR Management and Governance CDP Climate Change Survey Question C1.2a
TCFD Strategy Disclosure	**AMD Response**	**Disclosure Source**
A) Describe the climate-related risks and opportunities the organization has identified over the short, medium and long term.	Our 2023 ESG materiality assessment for corporate responsibility[ii] identified current or potential ESG impacts on our business and from AMD on the environment and society over the short, medium, and long term. Examples of identified climate-related risks and opportunities include advancing product energy efficiency, helping customers reduce emissions, reducing energy/emissions impacts in the supply chain, and sourcing renewable energy. In addition, potential risks to AMD operations, supply chain, and products have been identified due to extreme weather events such as floods, heatwaves, and freezes.	Our Material ESG Issues Environmental Sustainability CDP Climate Change Survey Question C2 Risks and Opportunities

B) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy and financial planning.	Our company's business strategy and planning consider climate-related risks (e.g., extreme weather), opportunities (e.g., customer engagements), and other factors (e.g., regulations). Accelerating product energy efficiency, particularly in the data center, continues to be a strategic priority. As a result, AMD powers increasingly energy-efficient x86 servers through its 4th Gen EPYC™ processors, delivering exceptional performance and helping lower energy consumption.[lxxi]	CDP Climate Change Survey Section C2 Risks and Opportunities and C3 Business Strategy
C) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	AMD continues to pursue a science-based GHG emissions reduction goal for our operations (aligned with a 1.5˚C scenario) while charting a bold path to advance energy efficiency for accelerated computing applications in AI-training and high-performance computing. We also work closely with our Manufacturing Suppliers to increase efficient use of resources and renewable energy while we also invest in stakeholder engagement to support industry efforts.	CDP Climate Change Survey Question C2.3 Risks and Opportunities and C3.2 Business Strategy
TCFD Risk Management Disclosure	**AMD Response**	**Disclosure Source**
A) Describe the organization's processes for identifying and assessing climate-related risks.	We use ESG materiality assessmentsii to prioritize climate and other issues, set our strategy, and continuously strengthen our engagement with key stakeholders. This approach allows us to prioritize where we need to focus our efforts to have the most impact and operationalize our goals in the business. Our ESG Executive Steering Committee is responsible for overseeing progress on our ESG priorities, goals, and disclosures while communicating regularly with the AET. The primary assessment of our company's risks is made through our enterprise risk management (ERM) review process and our internal and disclosure controls review processes. Risks identified through these processes are reviewed regularly with our executive leadership and with the company's Board of Directors.	CDP Climate Change Survey Question C2.2 Risks and Opportunities Our Material ESG Issues Enterprise Risk Management
B) Describe the organization's processes for managing climate-related risks.		
C) Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management.		

TCFD Metrics and Targets Disclosure	AMD Response	Disclosure Source
A) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	AMD reports climate-related metrics and targets in our annual corporate responsibility report. Our historical Scope 1, 2, and 3 GHG emissions data can be found in our ESG Data Table. Our 2025/2030 environmental goals include: ■ 50% reduction in absolute GHG emissions from AMD operations by 2030 (base year 2020).[vi] ■ 30x increase in energy efficiency for AMD processors and accelerators powering servers for AI-training and high-performance computing from 2020-2025.[iv] ■ 100% of AMD Manufacturing Suppliers[vii] have public emissions reduction goals by 2025. ■ 80% of AMD Manufacturing Suppliers source renewable energy[ix] by 2025.	Environmental Sustainability ESG Data Table, Environmental Performance CDP Climate Change Survey Question C4 Targets and Performance, C5 Emissions Methodology and C6 Emissions Data
B) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.		
C) Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management.		

SASB STANDARDS

The Sustainability Accounting Standards Board (SASB), now part of the IFRS Foundation, has developed voluntary industry-specific disclosure standards to enable businesses globally to identify, manage, and communicate financially material sustainability information to their investors. These Standards identify the subset of ESG issues most relevant to financial performance across various industries.

Here we outline how our existing disclosures, as of December 31, 2023, align with the recommended metrics for the SASB Technology and Communications Sector: Semiconductor Standard (version 2023-12).

Topic	SASB Accounting Metric	Code	AMD Disclosure
Greenhouse Gas Emissions	(1) Gross global Scope 1 emissions. (2) Amount of total emissions from perfluorinated compounds.	TC-SC-110a.1	(1) ESG Data Table, Scope 1 Emissions (2) AMD does not separately report emissions from perfluorinated compounds due to low usage.
	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets and an analysis of performance against those targets.	TC-SC-110a.2	Environmental Sustainability
Energy Management in Manufacturing	(1) Total energy consumed. (2) Percentage grid electricity. (3) Percentage renewable.	TC-SC-130a.1	ESG Data Table, Energy Use
Water Management	(1) Total water withdrawn. (2) Total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress.	TC-SC-140a.1	ESG Data Table, Water Information on water stress regions is reported in our CDP Water Survey.
Waste Management	Amount of hazardous waste from manufacturing, percentage recycled.	TC-SC-150a.1	ESG Data Table, Waste

Topic	SASB Accounting Metric	Code	AMD Disclosure
Employee Health & Safety	Description of efforts to assess, monitor and reduce exposure of employees to human health hazards.	TC-SC-320a.1	Environmental, Health and Safety Policy Workforce Health and Safety Supplier Code of Conduct
	Total amount of monetary losses as a result of legal proceedings associated with employee health and safety violations.	TC-SC-320a.2	Zero in 2023. ESG Data Table, Social Performance
Recruiting and Managing a Global and Skilled Workforce	Percentage of employees that require a work visa.	TC-SC-330a.1	We do not report this metric, but we do report a breakdown of our workforce by gender, age group, and geographic region. ESG Data Table, Social Performance
Product Lifecycle Management	Percentage of products by revenue that contain IEC 62474 declarable substances.	TC-SC-410a.1	AMD provides Material Declaration Datasheets (MDDS) upon email request to eCI_Administrator@amd.com
	Processor energy efficiency at a system-level for: (1) servers (2) desktops (3) laptops	TC-SC-410a.2	AMD does not report system-level energy efficiency metrics due to the variety of customers' systems in which our processors are incorporated and the numerous components in those systems that are unrelated to our technology. We address processor energy efficiency in each of our product lines, including but not limited to products found in in servers, desktops, and laptops. Environmental Sustainability
Materials Sourcing	Amount of hazardous waste from manufacturing, percentage recycled.	TC-SC-440a.1	ESG Data Table, Waste
Intellectual Property Protection and Competitive Behavior	Total amount of monetary losses because of legal proceedings associated with anticompetitive behavior regulations.	TC-SC-520a.1	We disclose information on legal proceedings in our Annual 10-K Report, available here.
Activity Metric	Percentage of production from owned facilities.	TC-SC-000.B	We are a fabless semiconductor company and do not have our own manufacturing facilities.

UN SUSTAINABLE DEVELOPMENT GOALS

At AMD, we believe the UN Sustainable Development Goals (SDGs) serve as a useful framework for tackling the world's toughest challenges. Our company and the technology sector as a whole have a critical role to play in enabling the future the SDGs aspire to create. While not specifically designed around them, our priority areas and initiatives help to advance many of the SDGs. Here we outline how our existing disclosures, as of December 31, 2023, align with the recommended SDG targets.

SDG	Relevant Targets and Indicators	Issue Referenced in This Report
1 NO POVERTY 	1. End Poverty in all its forms everywhere. 1.a Ensure significant mobilization of resources from a variety of sources, including through enhanced development cooperation, in order to provide adequate and predictable means for developing countries, in particular least developed countries, to implement programmes and policies to end poverty in all its dimensions.	Community Involvement Digital Impact: STEM Education
3 GOOD HEALTH AND WELL-BEING 	3.b. Support research and development of vaccines and medicines for the communicable and non-communicable diseases that primarily affect developing countries, provide access to affordable essential medicines and vaccines, in accordance with the Doha Declaration which affirms the right of developing countries to use to the full the provisions in the TRIPS agreement regarding flexibilities to protect public health and, in particular, provide access to medicines for all.	Digital Impact: Scientific Research
4 QUALITY EDUCATION 	4.4 By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship.	Digital Impact: STEM Education
5 GENDER EQUALITY 	5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic, and public life. 5.b. Enhance the use of enabling technologies, in particular ICT, to promote women's empowerment. 5.C Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels.	Diversity, Belonging, and Inclusion Advancing Women in Tech Digital Impact: STEM Education
6 CLEAN WATER AND SANITATION 	6.3 By 2030, improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse globally. 6.4 By 2030, substantially increase water-use efficiency across all sectors and ensure sustainable withdrawals and supply of freshwater to address water scarcity, and substantially reduce the number of people suffering from water scarcity.	Environmental Sustainability: Operations Supply Chain

SDG	Relevant Targets and Indicators	Issue Referenced in This Report
7 AFFORDABLE AND CLEAN ENERGY	7.2 Increase substantially the share of renewable energy in the global energy mix by 2030. 7.3 double the global rate of improvement in energy efficiency by 2030. 7.a By 2030, enhance international cooperation to facilitate access to clean energy research and technologies, including renewable energy, energy efficiency, and advanced and cleaner fossil fuel technologies, and promote investment in energy infrastructure and clean energy technologies.	Environmental Sustainability: Operations Product Energy Efficiency Semiconductor Climate Consortium
8 DECENT WORKING AND ECONOMIC GROWTH	8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value. 8.7 Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms. 8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.	Diversity, Belonging and Inclusion AMD Human Rights Policy Supply Chain Management AMD Statement Against Modern Slavery and Human Trafficking
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	9.4 By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities. 9.5 Enhance scientific research, upgrade the technological capabilities of industrial sectors in all countries, particularly developing countries, including by 2030 encouraging innovation and substantially increasing the number of research and development (R&D) workers per one million people and public and private R&D spending.	Digital Impact: Partnering to Solve the World's Most Important Challenges
10 REDUCED INEQUALITIES	10.2 By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status. 10.4 Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality.	Diversity, Belonging, and Inclusion
12 RESPONSIBLE CONSUMPTION AND PRODUCTION	12.2 By 2030, achieve the sustainable management and efficient use of natural resources. 12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling, and reuse. 12.6 Encourage companies, especially large and trans-national companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle. 12.7 Promote public procurement practices that are sustainable in accordance with national policies and priorities.	Environmental Sustainability Eco-Labels

SDG	Relevant Targets and Indicators	Issue Referenced in This Report
13 CLIMATE ACTION	13.2 Integrate climate change measures into national policies, strategies and planning. 13.3 Improve education, awareness raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction, and early warning.	Environmental Sustainability Scope 1,2,3 GHG Emissions data LUMI Supercomputer Powered by AMD and HPE
16 PEACE, JUSTICE AND STRONG INSTITUTIONS	16.5 Substantially reduce corruption and bribery in all their forms. 16.b Promote and enforce non-discriminatory laws and policies for sustainable development.	Ethics and Compliance
17 PARTNERSHIPS FOR THE GOALS	17.17 Encourage and promote effective public, public-private and civil society partnerships, building on the experience and resourcing strategies of partnerships.	Stakeholder Engagement

Important Notes and Disclaimers

The statements in this report include forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995. These forward-looking statements are based on current expectations and beliefs and involve numerous risks and uncertainties that could cause actual results to differ materially from expectations. All statements in this report that do not relate exclusively to matters of historical fact should be considered forward-looking statements. You can also identify forward-looking statements by the use of forward-looking terminology including "believes," "expects," "may," "will," "should," "seeks," "intends," "plans," "pro forma," "estimates," "anticipates," or the negative of these words and phrases, other variations of these words and phrases or comparable terminology. These forward-looking statements speak only as management's expectations as of the date hereof or as of the dates indicated in the statements and should not be relied upon as predictions of future events, as we cannot assure you that the events or circumstances reflected in these statements will be achieved or will occur. The forward-looking statements relate to, among other things our ESG strategy, goals, initiatives and expected results. For a discussion of the factors that could cause actual results to differ materially and adversely from the forward-looking statements, see "Part I, Item 1A-Risk Factors" and the "Financial Condition" section set forth in "Part II, Item 7-Management's Discussion and Analysis of Financial Condition and Results of Operations," or MD&A, and such other risks and uncertainties as set forth in our most recent Annual Report on Form 10-K or detailed in our other Securities and Exchange Commission (SEC) reports and filings. Given the risks and uncertainties involved, you should not place undue reliance on any forward-looking statements and should carefully review and consider the various risk disclosures made in our filings and disclosures. We assume no, and expressly disclaim any, obligation to update forward-looking statements.

Our disclosures are also informed by various frameworks, stakeholder interests, methodologies, and data, which are subject to their own risks and considerations, including those qualifiers included in the various endnotes to this report. You should not read, consider, or draw any conclusions from any part of these disclosures in isolation from this information. Moreover, references to any documents or webpages are provided for convenience, and their content is hereby not incorporated by reference into this report.

ENDNOTES

[i] AMD Remains the Partner of Choice for World's Fastest and Most Efficient High Performance Computing Deployments, https://www.amd.com/en/newsroom/press-releases/2024-5-13-amd-remains-the-partner-of-choice-for-world-s-fast.html (accessed May 11, 2024).

[ii] We include certain disclosures, reports, and information on various environmental, social, and corporate responsibility-related matters on our website (collectively, our "ESG Materials"). Our ESG Materials may contain information that is significant; however, any significance should not be read as necessarily rising to the level of the definition of materiality used for the purposes of our compliance with reporting requirements, including the U.S. federal securities laws, even where we use the word "material" or "materiality" in our ESG Materials (including where we use it in connection with our materiality assessment) or in other materials issued in connection with the matters discussed in our ESG Materials. We have used definitions of materiality in the course of creating our ESG Materials and the goals and metrics discussed therein that do not coincide with or rise to the level of the definition of materiality used for the purposes of our compliance with the U.S. federal securities laws. Moreover, given the uncertainties, estimates, and assumptions inherent in the matters discussed in our ESG Materials, and the timelines involved, materiality is inherently difficult to assess far in advance. In addition, given the inherent uncertainty of the estimates, assumptions and timelines associated with the matters discussed in our ESG Materials, we may not be able to anticipate in advance whether or the degree to which we will or will not be able to meet our plans, targets or goals.

[iii] The time period for the Digital Impact goal includes donations made after January 1, 2020 and initiated by December 31, 2025. "Initiated" is defined as AMD and the recipient organization reaching an agreement on an AMD donation, which must be delivered by July 30, 2026. Reported data includes: direct beneficiaries defined as students, faculty, or researchers with direct access to AMD-donated technology, funding, or volunteers; and indirect beneficiaries defined as individuals with a reasonable likelihood of receiving research data formulated through AMD-donated technology and potentially gaining useful insights or knowledge. AMD conducts annual surveys with recipient organizations to estimate direct beneficiaries, and in the case of the AI & HPC Fund, indirect beneficiaries as well. To address gaps and/or inconsistencies in survey responses, AMD uses an economic-based impact assumption to estimate the total number of indirect beneficiaries (not applied to direct beneficiaries) by dividing the total market-value of donations in a given years by the total reported indirect beneficiary values from recipients' surveys for the same year. The data shows the ratio is 1.08 on average for the 3 years of data available (2021, 2022, 2023). Therefore, AMD assumes for every $1M USD of market-value donated, approximately 1.08 million people will indirectly benefit. AMD also assumes that the annual estimated indirect beneficiaries in year 1 continues to reach additional individuals in year 2 and year 3, but at a reduced rate. The impact depreciation rate assumes year 2 beneficiaries amount to 50% of year 1 estimates, and year 3 beneficiaries amount to 25% of year 1 estimates. AMD goal calculations are third-party verified (limited level assurance) based on data supplied by recipient organizations, which is not independently verified by AMD, and AMD economic-based impact models based on data supplied by recipient organizations.

[iv] Includes AMD high-performance CPU and GPU accelerators used for AI-training and high-performance computing in a 4-Accelerator, CPU-hosted configuration. Goal calculations are based on performance scores as measured by standard performance metrics (HPC: Linpack DGEMM kernel FLOPS with 4k matrix size; AI-training: lower precision training-focused floating-point math GEMM kernels such as FP16 or BF16 FLOPS operating on 4k matrices) divided by the rated power consumption of a representative accelerated compute node, including the CPU host + memory and 4 GPU accelerators.

[v] EPYC-030a: Calculation includes 1) base case kWhr use projections in 2025 conducted with Koomey Analytics based on available research and data that includes segment specific projected 2025 deployment volumes and data center power utilization effectiveness (PUE) including GPU HPC and machine learning (ML) installations and 2) AMD CPU and GPU node power consumptions incorporating segment-specific utilization (active vs. idle) percentages and multiplied by PUE to determine actual total energy use for calculation of the performance per Watt. 13.5x is calculated using the following formula: (base case HPC node kWhr use projection in 2025 * AMD 2023 perf/Watt improvement using DGEMM and TEC +Base case ML node kWhr use projection in 2025 *AMD 2023 perf/Watt improvement using ML math and TEC) /(2020 perf/Watt * Base case projected kWhr usage in 2025). For more information, https://www.amd.com/en/corporate/corporate-responsibility/data-center-sustainability.html.

[vi] Reported data includes Scope 1 and 2 GHG emissions (base year 2020). Based on AMD calculations that are third-party verified (limited level assurance).

[vii] "Manufacturing Suppliers" are defined as suppliers that AMD buys from directly and that provides direct materials and/or manufacturing services to AMD.

[viii] AMD calculations are third-party verified (limited level assurance) based on data supplied by our Manufacturing Suppliers, which is not independently verified by AMD.

[ix] AMD defines renewable energy as energy from a source that is not depleted when used, such as wind or solar power. AMD does not require a minimum amount of renewable energy to be sourced by Manufacturing Suppliers to be included in the goal. Data is provided by AMD suppliers and has not been independently verified by AMD.

[x] These are voluntary initiatives in which an employee chooses to actively participate in one or more employee engagement programs that foster a culture of belonging, psychological safety, and meaningful connection to AMD. Goal calculations are based on internal analysis of ERG membership, employee volunteers, and charitable donors each year during the goal period.

[xi] Capacity-building activities aim to bring a culture of continuous improvement to AMD Manufacturing Suppliers by providing resources to gain a deeper understanding of the root causes for non-compliance or by supporting the suppliers a beyond compliance goal. Goal calculations are based on AMD calculations that are third-party verified (limited level assurance). Although AMD achieved this goal in 2022, we will continue to engage additional suppliers in capacity-building activities through 2025 on topics such as setting GHG reduction targets, sourcing renewable energy, and ethical recruitment. Annual progress will be reported through 2025.

[xii] AMD acknowledges that while trade associations and collaborative industry groups serve important functions in our industry, they also warrant extra care in complying with antitrust laws. It is our company's policy that AMD and all of our employees comply strictly with all applicable antitrust laws and avoid conversations or actions that could be viewed as acting in concert with others to restrain trade or competition. Our participation in any trade associations or industry groups is guided by the following principles, without limitation: (1) we do not engage in any discussions, or reach agreements, with competitors, peers, or suppliers with respect to prices or factors that may affect prices, such as costs, discounts, terms of sale, or profit margins; (2) we do not engage in any discussions, or reach agreements, with competitors, peers, or suppliers, with respect to strategic plans, including details regarding plans for geographic or product markets, as well as employment and labor-related matters; (3) we protect and do not disclose our competitively sensitive information; (4) we appropriately confer with our antitrust counsel before discussing any topic or making any statement that could implicate any of the foregoing principles; and (5) we encourage our employees to immediately advise company counsel if they are approached at a trade association or collaborative industry group by a competitor, peer, or supplier who suggests anything in violation of these principles.

[xiii] Laura Meckler, "Scores fall coast to coast, especially in math, under pandemic's toll," The Washington Post, October 24, 2022, https://www.washingtonpost.com/education/2022/10/24/pandemic-learning-loss-naep-tests/ (accessed May 15, 2024).

[xiv] LLNL Team Accelerates Multi-physics Simulations with El Capitan Predecessor Systems, https://www.llnl.gov/article/51131/llnl-team-accelerates-multi-physics-simulations-el-capitan-predecessor-systems (accessed May 21, 2024).

[xv] Employment in STEM occupations, U.S. Department of Labor and Statistics, https://www.bls.gov/emp/tables/stem-employment.htm (accessed May 21, 2024).

[xvi] Intergovernmental Panel on Climate Change (IPCC), Summary for Policymakers, https://www.ipcc.ch/sr15/chapter/spm/ (accessed May 21, 2024).

[xvii] Information Technology Industry Council (ITI), Environment & Sustainability, https://www.itic.org/policy/environment-sustainability (accessed June 6, 2024).

[xviii] The AMD GHG goal is aligned with the Science-based Target initiative's (SBTi's) 1.5-degree minimum target ambition of 4.2% linear annual reduction. The SBTi criteria considers multiple climate scenario models from the IAMC and IEA.

[xix] "Transparency to Transformation: A Chain Reaction," CDP, www.cdp.net/en/research/global-reports/transparency-to-transformation (accessed May 22, 2024).

[xx] In the AMD Corporate Responsibility Report and other AMD climate-related disclosures, AMD references this operational GHG reduction goal (market-based emissions) as a "science-based target" that is aligned with a 1.5˚C scenario. Per the California Climate and Carbon Disclosure Requirements (AB-1305), the basis for this statement is the AMD GHG goal is aligned with the Science-based Target initiative's (SBTi's) 1.5-degree minimum target ambition of 4.2% linear annual reduction. The SBTi criteria considers multiple climate scenario models from the IAMC and IEA. Interim progress by AMD toward the goal is disclosed in the AMD CR Report (page 35,37) as measured by metric tCO2e of Scope 1 and 2 GHG emissions (market-based). The AMD 2020 base year value is 61,754 metric tCO2e and the 2030 target year value is 30,877 metric tCO2e (a 50% reduction). AMD reports total Scope 1 and 2 GHG emissions for each interim year and undergoes third-party limited assurance of the Scope 1 and Scope 2 values, as well as the percentage completion toward the goal. For the most current AMD reported data, calendar year 2023, AMD reported 46,605 metric tCO2e Scope 1 and 2 emissions, approximately a 24.5% reduction from the 2020 baseline. The data received limited level assurance in accordance with the International Standard on Assurance Engagements (ISAE) 3000 Revised.

[xxi] Includes AMD sites worldwide (both leased and owned) where AMD has operational control over the building operations, equipment, and processes. These may include, but are not limited to, sales offices, design centers, warehouses, distribution centers, and laboratories.

[xxii] Based on AMD internal analysis.

[xxiii] AMD estimation based on defect density (defects per unit area on the wafer), chip area and n-factor (manufacturing complexity factor) to estimate the number of wafers avoided in one year. Yield = (1 + A*D0)^(-n) where A is the chip area, D0 is the defect density and n is the complexity factor. The area is known from our design, D0 is known based our manufacturing yield data, and n is a number provided by a foundry partner for a given technology. The calculations are not meant to be precise, since chip design can have a large influence on yield, but it estimates the area impact on yield. The carbon emission estimates of 132,064 mtCO2e were calculated using the estimated number of 5 nm wafers saved in one year, based on the TechInsights' Semiconductor Manufacturing Carbon Model. Comparison to AMD corporate footprint is based on AMD reported scope 1 and 2 market-based GHG emissions in 2023: 46,606 mtCO2e. Water savings estimates of 1,110 million liters were calculated using the estimated number of 5 nm wafers saved in one year times the amount of water use per 300mm wafer mask layer times the average number of mask layers. Comparison to AMD corporate water use is based on AMD 2023 reported value of 225 million liters.

[xxiv] In 2024, AMD received a rating of AA (on a scale of AAA-CCC) in the MSCI ESG Ratings assessment. Disclaimer statement: The use by AMD of any MSCI ESG Research LLC or its affiliates ("MSCI") data, and the use of MSCI logos, trademarks, service marks or index names herein, do not constitute a sponsorship, endorsement, recommendation, or promotion of AMD by MSCI. MSCI services and data are the property of MSCI or its information providers, and are provided 'as-is' and without warranty. MSCI names and logos are trademarks or service marks of MSCI.

[xxv] The AMD annual supplier EHS survey was completed by Manufacturing Suppliers representing approximately 95% of our total 2023 annual manufacturing spend. AMD has not independently verified these results, and any errors or other inaccuracies on the part of our suppliers—or in other third-party information we may use—may result in actual results differing materially and adversely from what is reported.

[xxvi] WRI Aqueduct tool, https://www.wri.org/aqueduct.

[xxvii] TSMC sustainability report, https://esg.tsmc.com/download/file/2022_sustainabilityReport/english/e-all.pdf.

[xxviii] Based on AMD internal analysis of data provided by AMD direct manufacturing suppliers.

[xxix] "The Decadal Plan for Semiconductors," Semiconductor Research Corporation, https://www.src.org/about/decadal-plan/ (accessed May 15, 2024).

[xxx] EPYC-028D: SPECpower_ssj® 2008, SPECrate®2017_int_energy_base, and SPECrate®2017_fp_energy_base based on results published on SPEC's website as of 2/21/24. VMmark® server power-performance/server and storage power-performance (PPKW) based results published at https://www.vmware.com/products/vmmark/results3x.1.html?sort=score. The first 105 ranked SPECpower_ssj®2008 publications with the highest overall efficiency overall ssj_ops/W results were all powered by AMD EPYC processors. For SPECrate®2017 Integer (Energy Base), AMD EPYC CPUs power the first 8 top SPECrate®2017_int_energy_base performance/system W scores. For SPECrate®2017 Floating Point (Energy Base), AMD EPYC CPUs power the first 12 SPECrate®2017_fp_energy_base performance/system W scores. For VMmark® server power-performance (PPKW), have the top 5 results for 2- and 4-socket matched pair results outperforming all other socket results and for VMmark® server and storage power-performance (PPKW), have the top overall score. See https://www.amd.com/en/claims/epyc4#faq-EPYC-028D for the full list. For additional information on AMD sustainability goals see: https://www.amd.com/en/corporate/corporate-responsibility/data-center-sustainability.html. More information about SPEC® is available at http://www.spec.org. SPEC, SPECrate, and SPECpower are registered trademarks of the Standard Performance Evaluation Corporation. VMmark is a registered trademark of VMware in the US or other countries.

[xxxi] SP5TCO-034: This scenario contains many assumptions and estimates and, while based on AMD internal research and best approximations, should be considered an example for information purposes only, and not used as a basis for decision making over actual testing. The Bare Metal Server Greenhouse Gas Emissions TCO (total cost of ownership) Estimator Tool - version 6.80, compares the selected AMD EPYC™ and Intel® Xeon® CPU based server solutions required to deliver a TOTAL_PERFORMANCE of 10,000 units of integer performance based on the published scores for these specific Intel Xeon and AMD EPYC CPU based servers as of January 10, 2023. This estimation reflects a 3-year time frame with a PUE of 1.7 and a power US power cost of $0.16 / kWh. This analysis compares a 2P AMD 64 core AMD EPYC_9554 powered server with a SPECrate2017_int_base score of; to a 2P Intel Xeon 60 core Platinum_8490H based server with a SPECrate2017_int_base score of 991, https://spec.org/cpu2017/results/res2023q1/cpu2017-20221206-33039.pdf.

[xxxii] "Data Center Sustainability," AMD, https://www.amd.com/en/corporate/corporate-responsibility/data-center-sustainability.html (accessed May 15, 2024).

[xxxiii] AMD estimation based on defect density (defects per unit area on the wafer), chip area and n-factor (manufacturing complexity factor) to estimate the number of wafers avoided in one year. Yield = (1 + A*D0)^(-n) where A is the chip area, D0 is the defect density and n is the complexity factor. The area is known from our design, D0 is known based our manufacturing yield data, and n is a number provided by a foundry partner for a given technology. The calculations are not meant to be precise, since chip design can have a large influence on yield, but it estimates the area impact on yield. The carbon emission estimates of 49,934 mtCO2e were calculated using the estimated number of 5 nm wafers saved in one year, based on the TechInsights' Semiconductor Manufacturing Carbon Model. Comparison to AMD corporate footprint is based on AMD reported scope 1 and 2 market-based GHG emissions in 2023: 46,005 mtCO2e.

[xxxiv] "Virtualization 101: How Virtualization Technology Can Make IT Services More Sustainable," ISmile Technologies, May 17, 2023, https://ismiletechnologies.com/technology/virtualization-101-how-virtualization-technology-can-make-it-services-more-sustainable/ (accessed June 14, 2024).

[xxxv] IDC, Worldwide CO2 Emissions Savings from Cloud Computing Forecast, 2021–2024: A First-of-Its-Kind Projection, Doc #US47426420, March 2021.

[xxxvi] "Understanding Generation Z in the workplace," Deloitte, https://www2.deloitte.com/us/en/pages/consumer-business/articles/understanding-generation-z-in-the-workplace.html (accessed May 15, 2024).

[xxxvii] Based on AMD internal analysis.

[xxxviii] "Top 10 Challenges Faced by Women Leaders in STEM," Engineers Rising, July 13, 2022, https://www.engineersrising.com/blog/top10challenges (accessed May 15, 2024).

[xxxix] Reported value is based on the total number of employees across all locations who received career- or skills-related instructor led training—excluding compliance, functional specific, or eLearning trainings.

[xl] Includes AMD sites worldwide (both leased and owned) where AMD has operational control over the building operations, equipment, and processes. These may include, but are not limited to, sales offices, design centers, warehouses, distribution centers, and laboratories.

[xli] Hiroyuki Okabe, "The future of semiconductor procurement – The changing semiconductor supply chain," EY, https://www.ey.com/en_jp/supply-chain/the-future-of-semiconductor-procurement-in-response-of-changing-semiconductor-supply-chain (accessed May 15, 2024).

[xlii] Indirect suppliers are contracted to provide service or material not intended for the finished good, i.e. AMD product. Major indirect suppliers are in the top 80% of total indirect spend.

[xliii] Injury and illness case rate equals the total number of injuries and illnesses per 200,000 working hours, divided by total working hours.

[xliv] Data provided by AMD suppliers and have not been independently verified by AMD.

[xlv] This includes initial and closure audits.

[xlvi] Responsible Business Alliance Annual Report 2022, https://www.responsiblebusiness.org/publications/ar2022/.

[xlvii] Indirect suppliers are contracted to provide service or material not intended for the finished good, i.e. AMD product. Major indirect suppliers are in the top 80% of total indirect spend.

[xlviii] While AMD leverages certain third-party standards as part of our disclosures, any language of "alignment" or similar should not be taken to mean or guarantee strict adherence to those standards. Disclosures based on standards may change due to revisions in framework requirements, availability or quality of information, changes in business or applicable government policies, or other factors, some of which may be beyond AMD control. Moreover, we note that methodologies and best practices for calculating and reporting on GHG emissions, as well as any reductions in such emissions, continue to evolve. Our approach to these or other ESG matters may also evolve, and we cannot guarantee that our approach will conform with a particular standard.

[xlix] Reported data for 2022 onward reflects all AMD operations, and it includes data resulting from the acquisitions of Xilinx and Pensando Systems (unless otherwise stated).

[l] Reported data includes AMD employees, temporary workers and contractors.

[li] Reported employee data excludes unknown gender.

[lii] Genderqueer was added as a new category for employees to self-identify gender beginning in 2022.

[liii] Number of total terminations divided by the average monthly regular headcount throughout the year.

[liv] Voluntary terminations are defined as the number of regular employees leaving AMD voluntarily, excluding retirements.

[lv] The reported data includes AMD employees and contract workers who report directly to an AMD employee. Our reporting guidelines are based on OSHA reporting criteria. Minor (first aid level) injuries are not included. Lost days are calculated based on scheduled workdays.

[lvi] On April 28, 2021, a Notice of Violation was received from the Austin Fire Department for a small site in Austin. Two deficiencies were noted, one for the failure of a heat detector and the other for inability to inspect two other detectors. All corrective actions were completed, and the site was back in compliance on May 4, 2021.

[lvii] A missing placard was identified during a San Jose Fire Department hazardous materials inspection at the San Jose site. A placard was posted, and the agency confirmed the violation was resolved.

[lviii] California Department of Public Health issued an NOV on July 6, 2023, for missing signage on X-ray equipment at the San Jose site. Signs were added and NOV was closed on Aug 8, 2023. The San Jose Fire Department issued two NOVs in November 2023 for delayed submittal of fire alarm inspections. The information was submitted, and the NOV was closed on December 1, 2023.

[lix] Reported data includes AMD employees and contractors.

[lx] AMD procures third-party verified renewable energy credits (RECs) in the US (Green-e certified) as well as China and India (international renewable energy credits, or iRECs). We also generate onsite renewable energy in the U.S. and source renewable energy through utilities in the U.S. and in Ireland.

[lxi] AMD follows the GHG Protocol for Scope 1 emission estimates, the internationally recognized standard for the corporate accounting and reporting of GHG emissions. Scope 1 emissions factors estimated based on quantity of refrigerants and fuel consumed in each geography, including natural gas and refrigerants such as hexafluoroethane (HFE) and hydrofluorocarbons (HFCs). The scope is based on operational control (i.e., AMD-occupied facilities) and the method includes Site Metrics Coordinators entering the monthly amount of fuel and chemicals use, by type, into AMD's central database, and then applying the emission factors. Emission factors were obtained from three main sources: DESNZ 2023 (previously referred to as DEFRA or UK BEIS in previous documents), IPCC AR5 (5th Assessment Report) or US EPA Fluorinated GHG Report.) 2020-23 values have undergone third-party limited assurance.

[lxii] AMD follows the GHG Protocol for Scope 2 emission estimates by multiplying the quantity of electricity consumed at each site by relevant emission factors. If electricity use data is not available, as for small offices, then an average value for U.S. office buildings is used for all AMD locations (16.9 kWh/sq ft) based on EIA CBECS results for the average administrative office, and the emission factor for the location is applied. AMD applies both the market-based and location-based methods for estimating scope 2 emissions. Market-based emission calculations are based on grid electricity use minus renewable energy sourced through green tariffs and minus renewable energy credits (RECs) allocated to each site. Location-based emission calculations are based on the quantity of grid electricity used plus renewable energy sourced through utility "green tariff" programs or RECs. Emission factors for locations in the U.S. are based on eGRID and Green-e 2021 databases. Location-based electricity emission factors for Canada are provided in the 2023 Canada NIR report, specific to each Canadian province. Market-based emission factors for Europe were taken from the 2021 AIB European Residual Mix report and IEA 2021 emission factor database. Location-based emission factors for all countries other than the US and Canada were taken from the IEA 2023 emission factor database. 2020-23 values have undergone third-party limited assurance.

[lxiii] Our goal is a 50 percent reduction in absolute scope 1 and 2 GHG emissions from 2020-2030.

[lxiv] In 2020 and 2021, AMD expanded the estimations for scope 3 reporting, thereby notably increasing total values reported those years. Our value chain emissions are estimated following the guidance from the GHG protocol. Category 1: Emissions are calculated by directly surveying suppliers representing ~95% of our total supply chain spend (includes Foundry, final test/assembly, substrates). It includes their estimated allocations to AMD (typically using revenue-based accounting), at a factory level where available, for their Scope 1 and 2 emissions, as well as upstream Scope 3 if available. For Foundries, we used a third-party verified life cycle assessment to estimate upstream emissions. For other suppliers we apply a spend-based method by mapping spend categories to the associated Scope 3 CEDA emission factor. Emissions from all other vendors (including marketing, professional services, real estate, software providers, telecom and networking providers and other manufacturing services) are calculated using a spend-based method. Category 2: Calculated following a spend-based method and are included in the disclosed figure in Category 1. Category 3: Emissions are calculated using fuel and electricity consumption data collected from our sites globally, and Well-to-tank (WTT) emission factors for natural gas and diesel were obtained from the DESNZ 2023 Conversion Factors database. Emission factors for transmission & distribution-related electricity losses, and electricity-related WTT generation and transmission and distribution, were obtained from the IEA Emission Factors 2023 database and the IPCC AR5 report. Category 4: emissions are estimated using a hybrid methodology combining supplier-specific emissions reported by two of our major shipping providers and a mode-specific, spend-based calculation on all other logistics spend. Category 5: Waste data is collected from our sites globally. End-of-life, disposal method-specific emissions factors were obtained from the 2023 DESNZ Conversion Factors database. A recycling emission factor was obtained from the 2021 DESNZ Conversion Factors database. Category 6: Emissions include commercial and private jet air travel provided by our travel agencies, in accordance with the GHG Protocol, whereby flights were categorized as either short-, medium-, or long-haul and the appropriate DESNZ 2022 factors are applied. For car rental and train travel, we used spend-based estimates from the CEDA 5.0 EEIO database. Category 7: Emissions are based on survey data and/or local commuter data from our ~10 largest campuses and are calculated using a distance-based method for average distance traveled and mode. Emissions are adjusted to reflect the proportion of employees returning to the office since 2021. Category 11: Emissions are calculated based on total sales volume, average product electricity consumption, and average product lifetime split by product category for all products sold in the reporting year. Emissions were calculated by multiplying total energy consumption by the corresponding country-level emission factor from IEA 2023. A percentage of data center-related products are assumed to be powered with renewable electricity based on public reporting from our customers. In 2023, AMD added estimates for Xilinx products, including for the first year of the acquisition (2022). Category 12: Emissions are calculated based on the average product weight by product category and the total sales volume within the reporting year. A weight-based calculation is used, with the disposal method estimated using region-specific e-waste disposal benchmarks obtained from the Global e-Waste Statistics Partnership (2024). Region-specific waste disposal benchmarks obtained from the World Bank. Disposal type-specific emission factors obtained from the EPA GHG Emission Factor Hub (2023). Region-specific blended average waste disposal emission factors were calculated using waste disposal benchmarks.

[lxv] On 12/14/2023, the City of Markham performed an unannounced McNabb construction site visit and notified AMD of a failure to meet the "Tree Preservation By-Law." An approved permit and protection barriers were needed prior to beginning outdoor work laying conduit and the construction contractors failed to comply. The City required an arborist to inspect the trees and provide a tree impact report. The arborist, hired by the construction company (DPI), came to the site on 12/16/2203 and provided a report to the City which stated that three trees (each 14 inch+ in diameter) were severely damaged and will need to be removed. The City required AMD to remove the three trees by Jan 31, 2024, and gave an option of planting 18 trees or pay a fine of $10,800 ($600 for each tree not planted) by May 31, 2024. An arborist (hired by DPI) removed the trees on January 24, 2024. After discussion with the property owner, AMD opted to replace three trees and pay cash in lieu for fifteen. Action of tree removal was confirmed by the City on January 26, 2024, and cash in lieu on April 17, 2024. The City confirmed compliance via email on May 9, 2024.

[lxvi] Economic data for current and past years are updated annually to reflect the company's most recent financial reports.

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