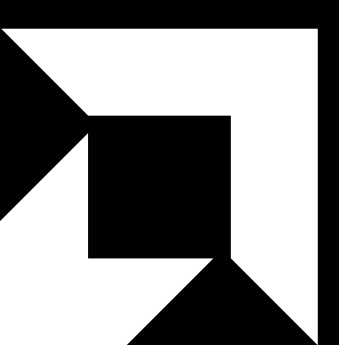


2024-25 CORPORATE RESPONSIBILITY REPORT

AMD 
together we advance_



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A MESSAGE FROM DR. LISA SU

AMD Chair and Chief Executive Officer

This year marks 30 years of corporate responsibility reporting for AMD – a milestone that reflects our continued commitment toward fostering deep collaboration across technology and the semiconductor industry that drives real, measurable impact on the economy, the environment and human potential. In partnership with our customers, developers and partners, we are advancing open standards, accelerating product energy efficiency and expanding access to high-performance computing and AI.

AMD has a long legacy of purpose-driven innovation, developing high-performance and adaptive computing products that help solve the world's most important challenges. No area of high-performance computing is more important today than AI. The next wave of AI breakthroughs holds tremendous promise, from advancing scientific discovery and accelerating medical research to transforming how we work and live. But these advances bring new demands on global energy systems, challenging the pace of responsible innovation. At AMD, we are committed to enabling AI in a responsible and ethical manner. Through energy-efficient innovation, transparent practices and a dedication to sustainability, we support a more resilient future for both society and the planet.

In 2025, we exceeded our 30x25 AI energy efficiency goal, achieving a 38x improvement in node-level energy efficiency for AI training and high-performance computing since 2020. This amounts to a 97% reduction in energy use for the same performance. To build on that progress, we set a new energy efficiency target aiming to achieve 20x rack-scale efficiency improvement by 2030. Achieving our goal means that by 2030, a typical AI model that needs over 275 racks to train in 2025 could be trained using less than one fully utilized rack.

Beyond our products, we continue to focus on the environmental impacts of our operations, and in 2024 we achieved a 28% reduction in our operational (Scope 1 and 2) greenhouse gas (GHG) emissions compared to 2020. We continue to make progress on renewable energy, with about half of AMD's global electricity coming from renewable sources in 2024.

Through the AMD University Program and STEM education initiatives, we have donated technology to more than 800 institutions in 2024. To date, these efforts have benefited more than 84 million people, empowering students and researchers to advance science, accelerate AI research and expand teaching and training initiatives.

We are investing in our workforce to support employee growth and foster an environment where the best minds can do their best work and make the largest impact. In 2024, we expanded our global AMD Mentoring Programs, including dedicated programs for technical and non-engineering talent, career development and members of Employee Resource Groups. Our mentorship programs continue to drive significant engagement and skills development. You can read more about our progress and priorities throughout this report.

As our company grows and our impact on the world expands, we see meaningful opportunities for high-performance computing and AI to improve everyday life and contribute to solving global challenges. AMD remains committed to delivering computing solutions that are open, efficient and thoughtfully designed to support a more sustainable and connected world.



ABOUT AMD

WHO WE ARE

For more than 55 years, AMD has driven innovation in high-performance computing, graphics and visualization technologies. Hundreds of millions of consumers, Fortune 500 businesses and leading scientific research facilities around the world rely on AMD technology to improve how they live, work and play. AMD employees are focused on building leadership high-performance and adaptive products that push the boundaries of what is possible.

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 official exascale supercomputer enabling breakthroughs in critical research. Today, AMD powered solutions are helping scientists understand everything from cancer to climate change, guiding healthcare providers and robot-assisted surgeries, powering new discoveries in space, enhancing education with accessible technology in the classroom, delivering immersive entertainment and so much more.

OUR SOLUTIONS

We are accelerating transformative technologies through high-performance, energy-efficient computing.

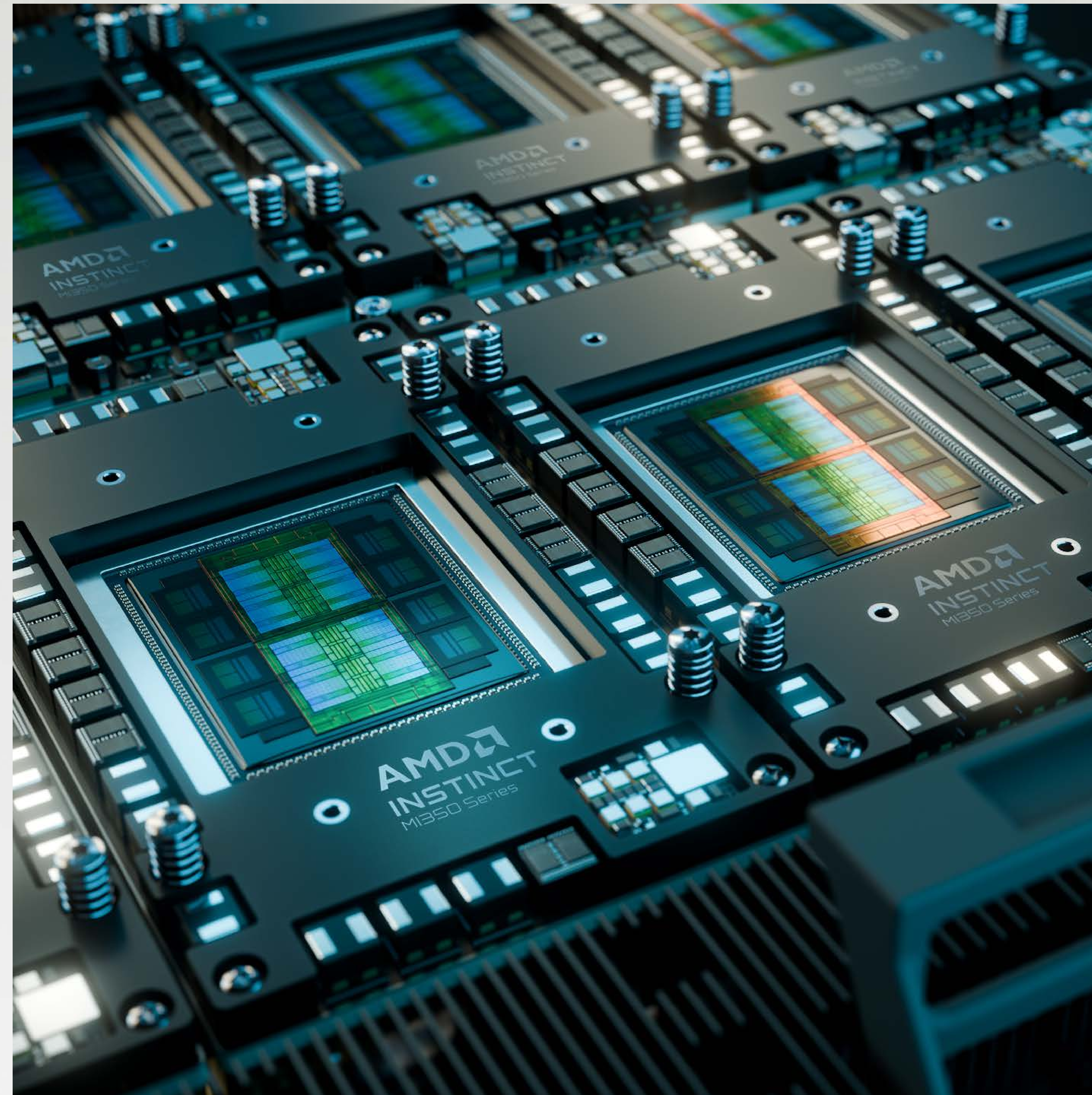
ACCELERATING AI

AMD powers the full spectrum of AI, from large-scale clusters for training and inference to on-device intelligence. Our leadership portfolio of GPUs, CPUs, adaptive SoCs and high-performance networking, combined with open software, delivers integrated and flexible solutions designed for performance, efficiency and scalability.

A robust open ecosystem is central to our AI strategy. Through deep engagement with the open-source community and continued development of the AMD ROCm™ platform, we are accelerating AI innovation and empowering developers across industries.

POWERING THE DATA CENTER

The data center is critical infrastructure, powering the digital experiences that shape how we work, live, learn and connect. Today's data centers are driving incredible demand for greater performance and efficiency to support transformational technologies like generative AI. AMD delivers the industry's broadest compute portfolio optimized to address the evolving needs of the data center, including server CPUs, GPUs, networking, DPUs, FPGAs and adaptive SoCs.



HARNESSING EMBEDDED AND ADAPTIVE COMPUTING

AMD is a 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 power mission-critical applications across aerospace, automotive, industrial automation, healthcare, finance and communications.

TRANSFORMING PCS AND GAMING

AMD technologies power devices people use every day, from commercial PC fleets and desktops to personal laptops, gaming rigs and consoles. AMD CPUs, GPUs, APUs and semi-custom SoCs deliver powerful performance, immersive visuals and long battery life for everything from productivity to content creation and gaming.

2024-25 REPORT HIGHLIGHTS

Sourced half of global AMD electricity use from renewable energy sources in 2024

➤ Read more on page 34



Powered 60% of top 20 most energy efficient supercomputers in the world Green500, June 2025ⁱ

➤ Read more on page 42

More than 8,100 AMDers volunteered over 33,000 hours in 2024, a 43% increase compared to 2023

➤ Read more on page 75

Launched five new AMD Employee Mentoring Programs to support professional growth and workplace culture

➤ Read more on page 49

Reduced water use for AMD wafer manufacturing by 12% from 2023 to 2024, saving 1.5 billion liters

➤ Read more on page 41

Ranked in the top 15% of ICT companies in the 2024 KnowTheChain benchmark, which evaluates efforts to address forced labor and human trafficking in supply chains

➤ Read more on page 65



Donated technology to more than 800 universities, research institutions and non-profit organizations in 2024

➤ Read more on page 20

Published a Climate Transition Plan with new 2030 goals to support decarbonization efforts across our value chain and direct operations

➤ Read more on page 30

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, inclusive workforce, we are committed to driving the computing industry forward responsibly. We embed environmental sustainability efforts in 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) materiality¹ 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 four strategic focus areas:

DIGITAL IMPACT

We accelerate solutions to the world's most important challenges by advancing scientific research, empowering STEM education and addressing responsible product use.

ENVIRONMENTAL SUSTAINABILITY

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

➤ [Read more about CR Management and Governance](#)

DIVERSITY, BELONGING AND INCLUSION

We encourage and support creative minds and people from all kinds of backgrounds to work together in an engaging and open environment, while making a positive impact in our communities.

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.



"Embedding corporate responsibility across the business integrates our values, strategy and actions - from leaders shaping vision and engineers designing products to teams executing programs and individuals driving initiatives. Together, these efforts have advanced meaningful progress on our CR objectives and goals. We continue to embrace collaboration, transparency and accountability as we develop innovations for a more just and sustainable world."

Justin Murrill, **AMD Senior Director of Corporate Responsibility.**

OUR GOALS AND PROGRESS

FOCUS AREA	GOALS for 2025/2030	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).	84.1 million benefited from our AMD University Program and STEM initiatives between 2021 and 2024. ⁱⁱⁱ
ENVIRONMENTAL SUSTAINABILITY	30x increase in energy efficiency for AMD processors and accelerators powering servers for AI-training and high-performance computing by 2025 (base year 2020). ^{iv}	38.5x increase as of 2025 ^{vii}
	50% absolute reduction in greenhouse gas (GHG) emissions from AMD operations (Scope 1 and 2) by 2030 (base year 2020).	28% reduction in emissions in 2024 ^{viii}
	100% of AMD Manufacturing Suppliers ^v to have a public greenhouse gas emissions reduction goal by 2025.	87% of these suppliers had public GHG goals in 2024 ^{ix}
	80% of AMD Manufacturing Suppliers to source renewable energy ^{vi} by 2025.	74% of these suppliers sourced renewable energy in 2024 ^{ix}
DIVERSITY, BELONGING, AND INCLUSION	70% of our employees to participate in AMD employee resource groups and/or other AMD inclusion initiatives by 2025 ^x	61% of AMD employees contributed to activities under this goal in 2024
SUPPLY CHAIN RESPONSIBILITY	100% of AMD Manufacturing Supplier factories to have a Responsible Business Alliance (RBA) audit or equivalent by 2025 (base year 2020)	90% of these suppliers had audits between 2020-2024 ^{ix}
	80% of AMD Manufacturing Suppliers by spend to participate in a capacity building activity by 2025	78% of these suppliers participated in 2024 ^{xi}

In 2025, we added new 2030 climate-related goals for product and supply chain. For more information, see page 30.



ESG MATERIALITY ASSESSMENT

Materialityⁱⁱ assessments help us prioritize ESG issues within our approach and goal setting, and they guide our engagement with key stakeholders. They also help 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 external advisors to complete an ESG materiality assessment, which considers how a company's actions affect the economy, environment and people. For this assessment, AMD 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 International Financial Reporting Standards 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.

We 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 was 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 – diversity, belonging and inclusion (DB&I) and workforce recruitment, retention and development – 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 rearm our company's CR strategic focus areas (see page 8) 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.

To help drive our strategy, AMD normally conducts an ESG materiality assessment every two to three years. As part of our next reporting cycle, we will conduct a more in-depth double materiality assessment informed by evolving market practice and regulatory requirements.



➤ [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, capacity building, and more as we continually consider additional ways to communicate and obtain feedback.

Here are the ways we engage our valued stakeholders:

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 about how we can continue to improve. We also use surveys to communicate with employees throughout their careers to inform our efforts to make AMD an even better place to work. We hold company-wide and business unit meetings quarterly, including All-Hands and Worldcast meetings, which provide an open forum for AMDers to ask senior leadership questions directly.

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 our helpline [AMD Aware](#).

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 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.

INVESTORS AND SHAREHOLDERS

We connect with investors and shareholders through mechanisms such as 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 2024, 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.

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.

NON-GOVERNMENTAL ORGANIZATIONS

We engage with non-governmental organizations (NGOs) on challenges and solutions to issues affecting our stakeholders. Topics 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 multi-stakeholder groups.

INDUSTRY 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 strive to 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}

For example, AMD is a founding member of the Responsible Business Alliance (RBA), the world's largest industry coalition for responsible business conduct in supply chains. AMD continued serving on the Senior Environmental Advisory Task Group in 2024 and was reelected to the RBA Board of Directors in 2025. We are also members of the Business Roundtable on Human Rights and AI, the Information Technology Industry Council and the Responsible AI Institute.

In 2024, we became a member of SEMI, a leading microelectronics industry association fostering public-private collaborations on key global issues. And in 2025, AMD joined the Emission First Partnership, which is focused on ensuring that clean energy investments deliver the greatest possible decarbonization benefits to the grid.

➤ [Explore our collaborations](#)



RESPECTING HUMAN RIGHTS

AMD is committed to respecting human rights throughout our company and value chain, from raw minerals sourcing to product use. This encompasses everything, from how we design our products and how our supply chain partners manufacture to 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) core conventions related to freedom of association and collective bargaining, elimination of forced labor, abolition of child labor and elimination of discrimination in respect of employment and occupation. 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 coordinates the Human Rights strategy and related initiatives by working across multiple teams to integrate our policy commitments. The AMD CR 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 CR, including human rights. Our annual [Statement Against Modern Slavery](#) is reviewed and approved by the NCG Committee and signed by a representative of the AMD Board of Directors. Our 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 comprehensive WWSBC training upon onboarding and annually thereafter. 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 biannually at a minimum. 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.

SALIENT HUMAN RIGHTS

In 2023, alongside our ESG materiality assessment,ⁱⁱ we 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. We engaged external advisors to conduct an assessment identifying the most salient human rights issues for AMD. The assessment was informed by the UNGP’s approach to human rights due diligence and based on the risk of the issues’ severity of impact to rights holders and the likelihood of their occurrence. The process included input from AMD executives, customers, suppliers and the International Justice Mission. This NGO serves as legitimate representatives for workers in the supply chain in Malaysia, which has been identified as a country of high-risk for forced labor indicators.

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 continue to use 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.

In 2024, AMD joined the Roundtable on AI and Human Rights with the aim to exchange best practices in deploying AI tools within the company while managing human rights risks. We also enhanced downstream due diligence to mitigate adverse impacts to human rights where possible by establishing the AMD Anti-Diversion Committee, increasing distributor audits and strengthening relationships with NGOs.

2024-25 PRIORITY ACTIONS

- Joined the Business Roundtable on AI and Human Rights.
- Worked with suppliers on remediation for workers at risk of forced labor.
- Enhanced downstream due diligence to mitigate adverse impacts to human rights where possible

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](#)

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	■	■		■

RESPONSIBLE ARTIFICIAL INTELLIGENCE

AI is reshaping the future of computing, software, automation and industrial innovation. Breakthrough scientific discoveries—enabled by the convergence of high-performance computing and AI—are changing the trajectory for fields such as climate science, biomedical sciences, fusion energy and space travel. These powerful capabilities also introduce new societal considerations and business risks that require new approaches to balance innovation with responsibility.

OUR APPROACH

AMD is committed to the responsible development and deployment of AI. We believe that policies and standards should enable innovation and AI advancement within the bounds of responsibility. Our aim is 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 governance models to guide internal development without limiting our ability to collaborate across industries and nations. Our recent acquisitions of software companies focused on enabling open, secure ecosystems. The AMD Silo AI acquisition in particular enhanced our company’s ability to develop responsible, open and market-leading AI solutions.

The primary focus of the Responsible AI Program is on internal AI use case development. We apply guidelines and guardrails that are commensurate with risks associated with specific AI use cases and AI system deployment. We review AI procedures and initiatives across the ecosystem to further improve our policies and practices.

We are committed to driving AI innovation for good, using technology to build resilience and address the world’s most complex challenges. In health and life sciences, we collaborate with industry leaders to advance drug discovery, genomics and medical imaging solutions. To combat climate change, we support research on sustainable technologies, electrification of vehicles and power grid resilience. Additionally, we promote AI literacy in education, empowering the next generation with the knowledge to harness AI responsibly. Through these efforts, we aim to create meaningful, lasting impact for society and the planet.

SAFEGUARDING INTERNAL AI USE

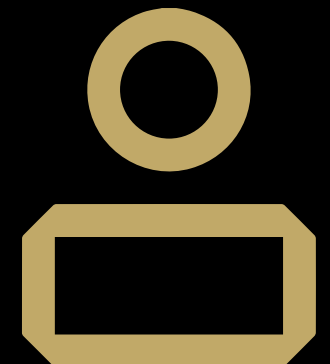
The AMD Responsible AI Program oversees internal AI governance and the development of AI systems. Our Responsible AI Council is the steering body for the program and includes AMD senior executives. The Council oversees a cross-functional Responsible AI execution team comprised of members from Engineering, Product Business units, Information Technology, Human Resources, Legal, Corporate

AMD RESPONSIBLE AI GUIDING PRINCIPLES



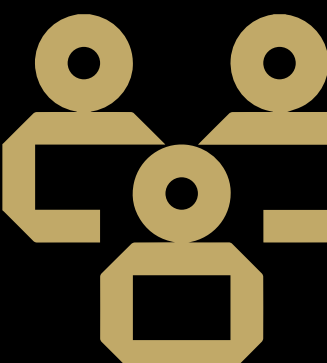
PRIVACY & SECURITY

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



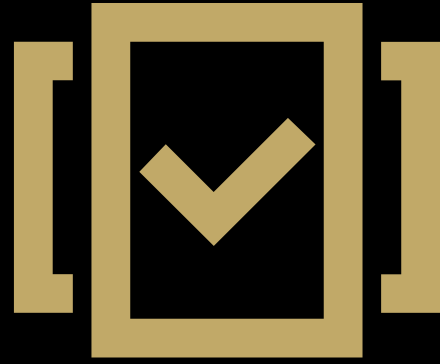
SAFETY & RELIABILITY

AI systems demonstrate consistent, safe and secure operation



TRANSPARENCY

Clarity and openness are evident 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

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 National Institute of Standards and Technology (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 an extensive number of applications.

We are committed to operationalizing an internal AI governance process that robustly supports innovation while also identifying and mitigating business risks. We prioritize secure and system wide AI development by leveraging technologies such as confidential computing and secure enclaves to safeguard data and models.

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 partnership with Nordic Innovation and Accenture, AMD is working on a project to advance the adoption of ethical AI across Scandinavia. This initiative aims to build a supportive ecosystem for ethical AI and responsible data use.

In 2023, AMD joined the Responsible AI Institute, which evaluated the company's organizational maturity and found it on par with the industry. In 2024, we implemented several of their recommendations to foster a responsible AI culture among all employees.

AMD joined the Business Roundtable on AI and Human Rights in 2024 to promote the development of responsible AI, using human rights as its underlying framework. As part of this collaboration, AMD engaged with peer companies to understand the risks due to the rise of generative AI and to mature responsible AI governance models.

AMD is also a founding member of the AI Alliance and NIST AI Safety Institute Consortium (AISIC). The AI Alliance is a community that is advancing safe and responsible AI rooted in open innovation,

congruent with AMD values. As a member of the AI Alliance Trust and Safety group, AMD is looking to advance AI Safety and establish benchmarks in testing Large Language Models (LLMs). By joining AISIC, AMD is shaping the future of AI safety standards and practices, helping ensure responsible development of AI technologies.

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. World-leading AMD powered AI Supercomputers such as El Capitan and Frontier are used in various fields, including climate science, genomics, materials science and sensor processing. These elite computing systems, powered by AMD, are enabling researchers across many fields to address the world's most complex scientific problems.

AMD is a member of the Coalition for Sustainable AI to promote environmentally sustainable artificial intelligence. As a member of this coalition, AMD is part of a global community of stakeholders committed to aligning AI development with global sustainability goals, fostering responsible AI that supports environmental policies, encouraging AI initiatives for the planet, including decarbonizing economies, reducing pollution and preserving biodiversity.

Through these collaborative efforts with the industry, we reinforce our dedication to responsible AI.

ADVANCING THE OPEN ECOSYSTEM

As part of our commitment to corporate responsibility, we actively support an open ecosystem that fosters transparency, safety, interoperability and access for all. We champion open-source AI models, collaborating with leaders like Aleph Alpha to enable responsible and secure development. Our investment in open-source software helps ensure our tools can work smoothly across a wide range of systems. By supporting top AI frameworks such as Hugging Face, PyTorch and Llama, we drive innovation in the open software ecosystem.

AMD also plays a leadership role in the OpenEuroLLM Project, which involves a consortium of 20 leading European research institutions, companies and EuroHPC centers. This project is funded by the European Commission under the Digital Europe Program and is co-led by Peter Sarlin, Corporate Vice President, AMD Silo AI. OpenEuroLLM's goal is to build a family of open, multilingual, large language foundation models for commercial, industrial and public services.

Additionally, we support open industry standards, like those developed by the Ultra Ethernet Consortium, to help ensure technologies can work well together and grow as needs expand. Through these efforts, we reinforce our dedication to ethical AI, collaboration and sustained technological progress.

 [Learn more about our Responsible AI Program](#)

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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 powering everyday technologies for billions of people and enabling solutions needed for our increasingly digital future.

The next-generation semiconductor workforce that will enable this digital transformation depends on a strong education today in science, technology, engineering and math (STEM). Investing in STEM programs is key to addressing future labor shortages and skills gaps that can risk the transformational benefits of advanced technologies.

The 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 that technology could have. While we take the opportunity to extend our impact by providing leading-edge technology to 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.

Key areas covered in this section:

- **ADVANCING SCIENTIFIC RESEARCH**
- **EMPOWERING STEM EDUCATION**
- **ADDRESSING RESPONSIBLE PRODUCT USE**
- **PARTNERING TO SOLVE THE WORLD'S MOST IMPORTANT CHALLENGES**

OUR APPROACH

We believe that high-performance computing can change the world, but not on its own. At AMD, we work together with our customers, partners and communities to pursue solutions to our shared challenges so we can craft a better future together. Our approach includes embracing open standards, which are key to bringing the ecosystem together around innovation, collaboration and widespread adoption.

We donate 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, thereby 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

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 for research and educational resources for teaching. Our efforts include hardware and software donations, the AMD AI and HPC Fund and the collaborative AMD Heterogeneous Accelerated Compute Clusters (HACC) 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.

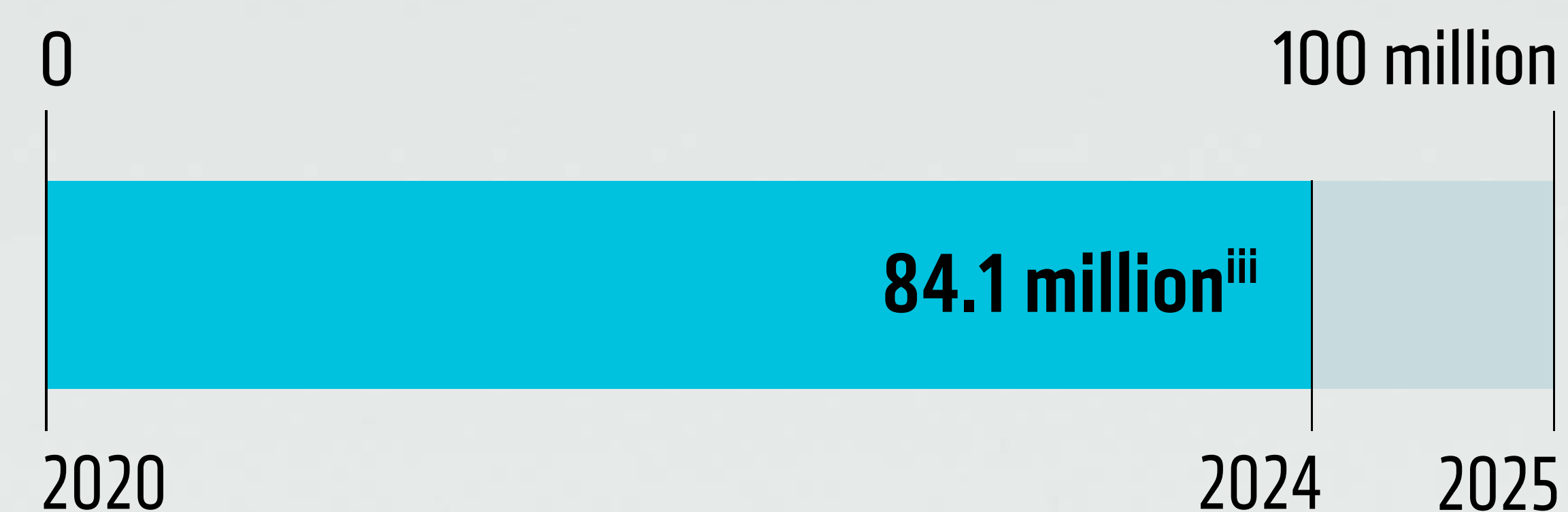
■ ADDRESSING RESPONSIBLE PRODUCT USE

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. However, we do not support – and in fact work to disrupt – any use of our products to violate human rights.



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).



In 2024, AMD donated technology to more than 800 universities, research institutions and non-profit organizations through the AMD University Program (including the AI and HPC Fund) and STEM initiatives. To date, approximately 84.1 million people have benefited through scientific research and education efforts.ⁱⁱⁱ These include 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 nearly 40 non-profit organizations and schools in 2024. 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 STEM education

AMD DUBLIN HOSTS IRISH TECHNOVATION FINALS

In Dublin, Ireland, AMD hosted a day of fun, learning and inspiration for young women students from all over Ireland interested in STEM. The annual event showcases the projects of women students who participate in the Technovation Challenge, a global program that empowers girls to solve real-world problems using technology. Students work in teams to develop mobile apps that address issues like health, education, environment and social justice.

AMD volunteers welcomed more than 100 students from ten counties across Ireland, along with their mentors, teachers and parents. Students demoed their apps, received feedback from AMD judges, networked with other participants and enjoyed a bean bag zone, robotics room, table tennis, karaoke and Xbox games. The day wrapped up with an award ceremony, announcing winners in the junior and senior categories.

For the event, AMD in Dublin collaborated with Teen-Turn, a volunteer organization that helps girls interested in STEM, especially those from disadvantaged areas or backgrounds. "Our team cannot emphasize this enough: AMD is a true partner in change making," said Dr. Joanne Dolan, Teen-Turn co-founder.

At end of 2024, the AMD Foundation awarded a \$100,000 grant to Technovation to support young women across eight countries in developing skills in AI and entrepreneurship.



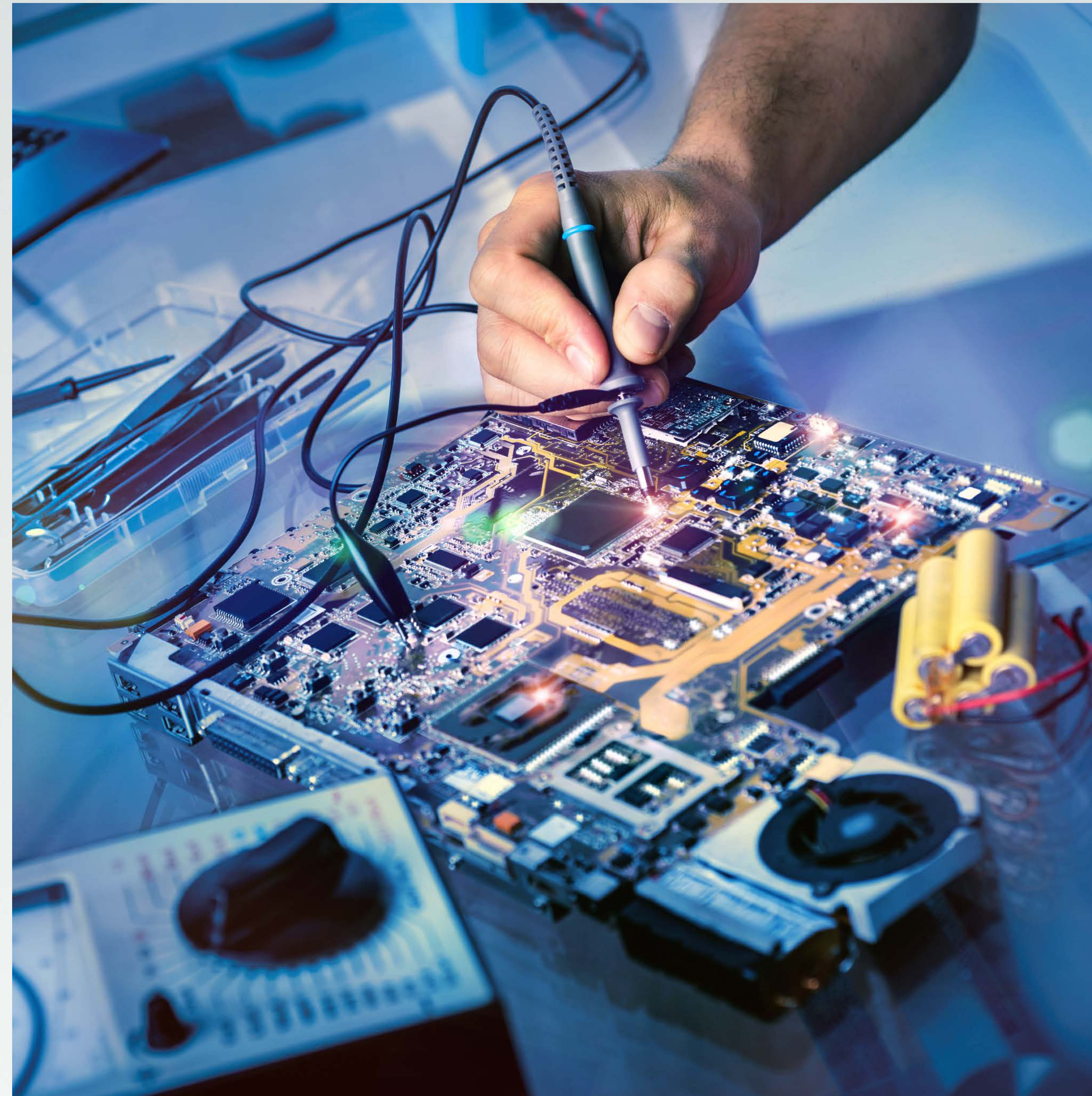
ADVANCING SCIENTIFIC RESEARCH

As part of the Research and Advanced Development group, the AMD University Program 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.

➤ [Learn more about the AMD Research and Advanced Development group](#)

AMD UNIVERSITY PROGRAM

Academic communities around the world benefit from a wide range of resources from AMD, including software development tools, hardware products, training and technical support. The AMD University Program keeps educators and researchers up to date with the latest technologies, enabling them to deliver curricula that prepare students for the evolving needs of industry and society. We take pride in our collaborations with academia and remain committed to the continuous advancement of teaching and research through our University Program.



In 2024, the Program successfully led the 7th National AEEE Summer School in mainland China, marking its seventh consecutive year of involvement in this prestigious event. This initiative has trained more than 5,000 students over the past six years. This year, the program was expanded to three online camps that covered AMD ROCm™, Radeon™ GPU, Ryzen™ AI PC and FPGA. It attracted over 800 students from more than 100 universities. Students attended mostly online, with some learning together at their universities.

At each three-day camp, students learned various skills and systems, including how to use ROCm and HIP programming on AMD Radeon GPUs. Professors from the Hong Kong University of Science and Technology, Shanghai Jiaotong University, Southeast University and Southwest Jiaotong University as well as contest-winner students shared their experience with AMD technologies. To enhance the hands-on experience, students were provided with access to a remote lab with Ryzen AI PCs, Zynq™ boards and the NUS HACC system.

In 2024, AMD also sponsored Purdue University's Semiconductor Talent and Research Scholarship (STARS) program, which is focused on developing semiconductor industry expertise among undergraduate and graduate students. STARS facilitates the growth of future engineers skilled in semiconductor technology, integrating hands-on research experience and specialized training to address the critical need for talent in the U.S. semiconductor industry.

At the University of Manchester, the Department of Computer Science has enhanced its hardware and codesign courses by developing custom FPGA development boards with support from the AMD University Program. This project began with the goal of creating a flexible microcontroller that students can easily customize and experiment with. The team developed a custom RISC-V processor specifically designed to run on a Spartan™-7 series FPGA, provided by the AMD University Program.

The use of these locally designed boards gives students hands-on experience in hardware design, promoting deeper understanding through direct interaction with the technology. By designing and maintaining these boards in-house, the department ensures the equipment meets educational needs while also fostering practical skills in PCB designing, manufacturing and troubleshooting, benefiting students in both their academic and future professional careers.

“As a vital part of our Research and Advanced Development group, the AMD University Program streamlines collaboration between AMD and academic centers. AI is defining the next era of computing, and our collaboration with universities and research institutes is an important part of working together to solve the world's toughest problems. We are committed to creating an ecosystem that empowers these centers with AMD technology and enhances teaching and learning, while advancing state-of-the-art research,” said Mark Papermaster, executive vice president and chief technology officer, AMD.

 [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 COVID-19 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 assists global researchers working on solving the biggest problems facing society today. It enables high-impact AI and HPC research and education by providing academic researchers and educators with access to AMD computing technology through donations of on-premises equipment and remote access to AMD clusters.

Using this processing power, researchers address significant challenges from LLMs 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 been actively engaging with academic institutions since 2020, including some of the top AI schools in the world, such as Stanford University, University of Toronto, Carnegie Mellon University, Cambridge University and the National University of Singapore. This processing power is helping to tackle previously intractable problems, accelerate response timelines and understand biological and medical data at a deeper level.

The computing resources made available build on the original fund, bringing the total amount of computing capacity donated by AMD since 2020 to over 30 petaflops, with a total market value of more than US\$35.3 million, as of the end of 2024. 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 (November 2024).ⁱ

 [Learn more about the AMD AI and HPC Fund](#)

AMD HETEROGENEOUS ACCELERATED COMPUTE CLUSTERS (HACC) PROGRAM

The HACC program is a joint initiative between AMD and seven of the world's leading universities. These clusters provide critical infrastructure and funding to support novel research in high-performance heterogeneous computing. Early in 2024, a HACC was added at the Indian Institute of Science Bangalore. This collaboration will help advance AI and high-performance computing in India.

The HACC program provides 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.

Carnegie Mellon University (CMU) became the seventh institution to join AMD HACC program late in 2024. The donated hardware will be housed at the Pittsburgh Supercomputing Center, and the University of Pittsburgh and Carnegie Mellon University will oversee the installation, maintenance and support of the equipment. All three teams have years of experience supporting and maintaining shared infrastructure and will work directly with the researchers involved in the project. Project researchers will handle allocations and use.

The CMU HACC site will deal with the emerging challenges of extreme heterogeneity, including heterogeneous computing resources within a single device, across different devices in a single node and across different nodes on a server – an increasingly common scenario in modern high-performance computing systems. Furthermore, the HACC will provide development and optimization tools for users to take advantage of different components seamlessly.

The HACC community continues to grow. More than 600 researchers worldwide have participated in the program since 2020, and their work has resulted in over 100 publications to date, including multiple best paper awards at international conferences.

 [Learn more about the AMD Heterogeneous Accelerated Compute Clusters \(HACC\) program](#)

EMPOWERING STEM EDUCATION

AMD invests in STEM education programs worldwide to 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.

EMPOWERING STEM STUDENTS WITH STATE-OF-THE-ART LEARNING LABS

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 non-profit organizations to outfit AMD Learning Labs with AMD processor-based equipment, helping empower teachers and inspire students to pursue STEM education.

AMD sponsored labs are installed in Dublin, Markham, Shanghai, Singapore, Penang, Austin, San Jose, Longmont and Fort Collins. 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 design, as well as improving their digital literacy skills. This supports reasoning and skills development, giving them a foundation for future success.

In 2024, AMD funded two new learning labs in Colorado. In Fort Collins, AMD provided computers to the Boys & Girls Clubs of Larimer County to boost their STEM programs, helping kids explore 3D printing and design, coding, digital arts and robotics. Nearly 1,200 students and 20 staff members and teachers benefitted from the AMD Learning Lab.

In Longmont, AMD provided a Learning Lab to the I Have a Dream Foundation of Boulder County. The computers have been instrumental in enhancing the STEM Community Center Extension Program, which aims to provide comprehensive STEM support to students. The program covers robotics, coding, environmental sustainability and engineering challenges. Through the Learning Lab, 170 students gained technical knowledge and practical experience, preparing them for future academic and professional opportunities.



TAKING ROBOTICS EDUCATION TO THE HINTERLANDS OF INDIA

In 2024, AMD collaborated with the Soham Academy of Human Excellence to deliver hands-on robotics training to publicly funded schools across Telangana, India.

As part of the Robotics in Academics program, students participated in day-long workshops featuring a carefully structured curriculum with 21 interactive activities. Using open-source Arduino Uno microcontrollers, they explored core robotics concepts through practical exercises, building confidence in circuit design, programming and problem solving.

Following the workshops, students applied their skills in innovation challenges, designing solutions for real-world needs. Using breadboards, sensors, jumper wires, LEDs, LCDs, resistors and various types of controllers, modules, motors and displays, they built functional prototypes. They showcased their creativity and technical skills during Innovation Melas (exhibitions), where they presented real-life application models.

The program has made a significant impact across Telangana, training over 12,000 children from 126 publicly funded schools and 13 higher education institutions.

From time to time, AMD employees also engage with the project by mentoring students. During Mini Robotics Hackathons held at the AMD office in Hyderabad, AMDers team up with students to build smart applications that tackle modern-day challenges.



AMD SPONSORSHIP HELPS TWO ROBOTICS TEAMS PROMOTE STEM EDUCATION

The FIRST® Robotics Competition introduces high-school-aged students to the fundamentals of robot building, while also teaching important business, time-management and teamwork skills. The program encourages creativity, problem solving and giving back to the community. Each year, thousands of students from around the world participate in the competition. And, for more than a decade, every team has used an NI RoboRIO controller, powered by an AMD Zynq™ adaptive SoC, to bring their robots to life.

In 2024, AMD sponsored two standout teams: Titan Robotics from Alexandria City High School (ACHS) in Virginia and Live Oak Robotics, from California. The theme of the 2024 competition was “Crescendo.” The challenge required robots to pick up foam rings and shoot them into a structure called The Speaker. At the end of each match, robots had to climb a chain and remain suspended for five seconds.

The ACHS team’s robot, “iBeam,” stood at just under four feet tall. According to team member Lindsey, one of the most impressive features was its arm assembly. “We found a way to combine all of the robot’s subsystems into one. This helped reduce potential points of failure,” she explained.

Live Oak High School’s team built a robot named “Walnut”, which stood at roughly three feet tall. Charlotte, the team’s business lead, described how she became involved. “A friend of mine kept telling me about the team and what she was learning,” she said. “I started going to meetings at the beginning of last year and was quickly made part of the mechanical team where I learned a lot. This year, I moved over to the business side of the program, and I definitely find it interesting.”

ADDRESSING RESPONSIBLE PRODUCT USE

AMD is committed to responsible and ethical technology development, and it is our policy that we do not condone the use of our products in any way that violates human rights. We are committed to full compliance with all U.S. and global export regulations and have a clear policy requiring our distributors and customers to do the same.

Our ongoing proactive stance includes launching an Anti-Diversion Committee in 2024, centralizing investigative intelligence, adding new and leading-edge third-party Know Your Customer investigative tools and collaborating with the federal Disruptive Technology Strike Force.

The Anti-Diversion Committee facilitates AMD investigations into potential unauthorized product movements, provides guidance on the measures used to prevent and disrupt illicit diversion of products and fosters broader organizational awareness and readiness concerning these issues across the AMD global workforce. In 2025, the Committee will oversee an audit of the company's export control processes.

Our anti-diversion efforts include enhanced supply chain security processes and authorized distribution requirements. We also regularly cooperate with government and law enforcement communities in the detection and prevention of counterfeit products, and we work with NGOs and research organizations to help detect and disrupt counterfeit products and supply chains. For example, our collaborations with Conflict Armament Research and the Royal United Services Institute to identify downstream distributors, brokers and end users linked to the supply of illegally sourced components recovered in conflict regions can help improve due diligence processes across our industry.

AMD requires all customers, resellers and distributors to provide assurances they will follow U.S. export control laws and all applicable restrictions on the sale, distribution and use of our products. To help ensure accountability, we conduct regular distributor audits with a focus on export control compliance. We also undergo third-party audits of our own export compliance program so that we can make continuous improvements.

Before we make a sale, we undertake protective measures designed to help ensure we know to whom we are selling. We invest heavily in diligence efforts to identify red flags. We cross-check new customers against U.S. agency restrictions and conduct our own research as a part of our enhanced due diligence. Our systems have software controls to block prohibited parties, locations and end-uses. If we see issues of concern, we won't complete the sale.

We have an active program for investigating suspected occurrences of illicit diversion. In 2024, we engaged with the University of California, Berkeley to analyze unauthorized market supply chains and to develop a centralized analysis and reporting tool for our due diligence and investigative efforts. AMD investigators obtain leads from our own internal analyses, enforcement agencies and various outside inquiries. Where indicated, we act against unauthorized distribution and resales to disrupt supply routes and prevent impacts on 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. Likewise, we cannot prevent

every potential malign use of such systems or monitor all uses of AMD products in the field. However, AMD will continue working toward a future where our products are part of the positive endeavors for which they are designed.

PARTNERING TO SOLVE THE WORLD'S MOST IMPORTANT CHALLENGES

To achieve real progress, it takes groundbreaking innovation and human ingenuity working together to create something exceptional. From aerospace and automotive, through energy and climate, to health care and beyond, our strategic partnerships advance almost every facet of the world we live in. Together, we turn the hardest problems into the greatest possibilities.

LOGISTICS



SICK Accelerates Intelligent Sensor Solutions with Scalable, Real-Time AI Powered by AMD

SICK, a world leader in intelligent inspection technology uses AMD technology to enhance logistics through real-time AI-powered sensors. The company integrates AMD Kintex™ FPGAs and a FINN machine-learning framework to accelerate AI image processing in its intelligent sensor solutions. In logistics handling and at airports, the sensors streamline operations by efficiently scanning barcodes and QR codes on fast-moving parcels and luggage, improving routing accuracy and reducing errors.

➤ [Read case study](#)

TRANSPORTATION AND SAFETY



Subaru Using AMD Tech for AI-Based EyeSight Safety Systems

AMD powers Subaru's vision-based advanced driver assistance system, known as "EyeSight." Subaru integrates the system into select car models and provides advanced features, including adaptive cruise control, lane-keep assist and pre-collision braking, putting world-class safety technology into the hands of consumers. The EyeSight system uses two cameras that act like human eyes to detect vehicles and pedestrians ahead of the vehicle in three dimensions and to accurately determine the distance, shape and velocity of each object. With AMD adaptive computing, Subaru was able to improve its EyeSight system by enabling faster processing of camera data to more accurately detect objects and measure their distances.

➤ [Read case study](#)

SCIENTIFIC RESEARCH



U.K.'s Northumbria University Drives Research Excellence with AMD

AMD technology is helping Northumbria University unlock discoveries in fields like DNA sequencing, climate science and space physics. The university's new Higgs High-Performance Computing cluster, powered by 4th Gen AMD EPYC™ processors, enables researchers to analyze massive datasets and run complex simulations with exceptional speed and efficiency. This advanced computing power supports groundbreaking research, from understanding the sun's impact on Earth's atmosphere to developing renewable energy solutions.

➤ [Read case study](#)

FOOD SUPPLY



Radmantis Accelerates Land-Based Fish Farming with AMD AI

Radmantis, specialists in automated handling and processing of aquatic animals, has built an AI solution powered by AMD adaptive computing technology to advance indoor fish farming. Working with the Conservation Fund's Freshwater Institute, a private non-profit organization specializing in recirculating aquaculture systems technology, the company is looking to enable sustainable food supplies in regions that don't have immediate access to fresh fish. Using AI inference accelerated by the fast and powerful AMD Kria SOM, Radmantis monitors the size and health of each fish and sorts them without the need for human handling. Such technologies help overcome challenges in traditional fish farming, including manual handling and warming seas that cause algae blooms and threaten fish health.

➤ [Read case study](#)

REGIONAL SPOTLIGHTS

AMD IN CANADA

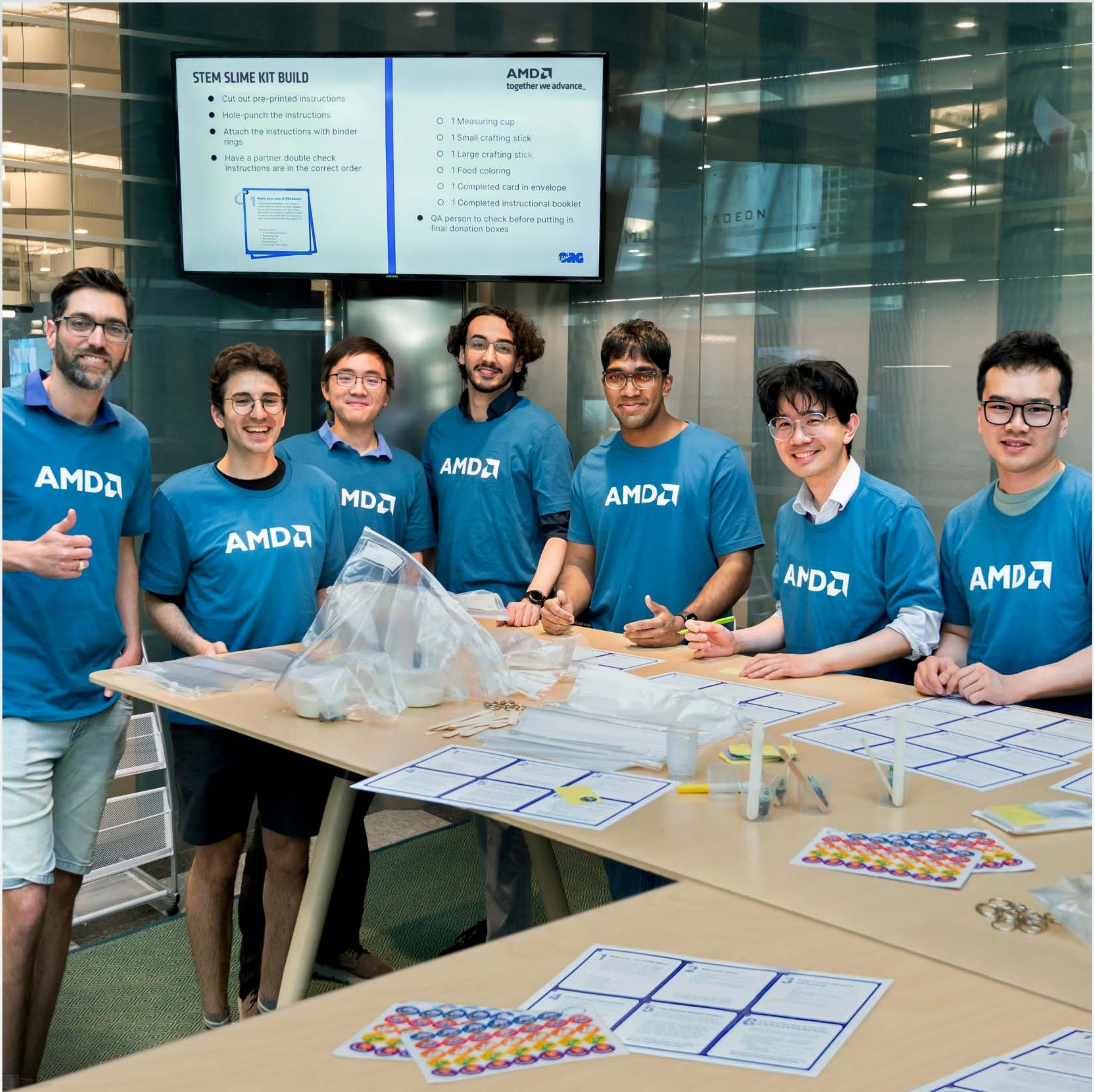
Advancing STEM Learning Through Hands-On Experiences and Community Programs

In 2024, more than 6,000 young people across Canada benefited from STEM education resources and opportunities, through three initiatives from AMD. With strong alliances and dedicated AMDers, the team inspired students across the country to pursue STEM education.

In collaboration with Visions of Science (VoS), AMD provided more than 5,000 young people with STEM-based resources, experiences, skills and opportunities at critical stages of development - empowering them to give back to their communities. The VoS STEM Pathways Project supports underrepresented youth, ages 3-25, from low-income communities. Our outreach included a code-based workshop, career event and Minecraft Build Challenge.

With Scientists in the School, we expanded STEM access for 500 children, including those in remote and Indigenous communities across British Columbia, Ontario and Alberta. The AMD grant-funded workshops helped inspire the next generation of researchers, innovators and environmental stewards.

AMD sparked STEM curiosity in 500 students with a Slime Kit event for the Canadian charity Youth Empowering Parents (YEP). YEP aims to transform young people from learners into teachers with the belief that every young person can positively impact their community. AMDers at the Markham site assembled Slime Kits for grades 4-8 students in summer school programs.



AMD IN INDIA

Cultivating the Next Generation of STEM Professionals

More than 22,000 students and teachers from underserved communities in Karnataka and Telangana, India now have the tools, resources and opportunity to explore and excel in STEM careers, thanks to new STEM labs in 55 government schools supported by AMD.

India is engaging a skilled workforce and increasing research and development to position itself as a leader in the global innovation landscape. Quality education and equitable access to resources and opportunities are key to furthering innovation, but these are limited due to a lack of well-equipped STEM labs, hands-on learning and guidance

In India, AMD is determined to bridge the gap in resources, pedagogy and opportunities to enable the creation of the next generation of innovators and scientists. In 2024, AMD in India partnered with Nirmaan Organization and United Way of Bengaluru to support Project Vigyaan and Integrated School Development Project – STEM Education. Together, we set up state-of-the-art STEM Labs in 55 public funded schools to encourage more students from diverse backgrounds to take up careers in STEM.

The new labs give students and teachers access to teaching aids, plug-and play models for experiments, hands-on experiment tools, digital classrooms and DIY kits that introduce advanced engineering concepts at a young age. The resources train teachers in advanced methodologies and provide students opportunities to showcase their talent, helping grow interest and narrow the confidence gap.

AMD IN GREATER CHINA

Inspiring the Future for Students

Over 2,800 students from 42 schools across Greater China took part in the Inspire the Future initiative in 2024, inspiring them to explore science and technology through STEM lessons.

Launched in 2018 by the AMD Shanghai Research and Development Center, the Inspire the Future initiative aims to equip young people with foundational knowledge in semiconductors and computer science while inspiring them to pursue further studies and careers in STEM.

The curriculum provides age-appropriate educational materials and teaching aids across five key areas: Computer Hardware, Computer Software, AI, Chips and Graphics. Following its expansion in 2023, participation has continued to grow year over year.

Additionally, AMD colleagues remotely taught computer software concepts to children in remote areas of Henan, further extending the program's impact.

In 2024, we incorporated participant feedback to improve the Computer Software and Graphics curriculum by expanding the program to high school students.

One of the most notable aspects of the program is that AMDers engaged directly with their children's schools to deliver STEM lessons and interactive activities. In addition to delivering cutting-edge scientific knowledge, the program also builds communication skills and supports positive parent-child relationships.



AMD IN SINGAPORE

Fostering a Culture of Lifelong STEM Learning

In 2024, AMD helped inspire more than 120 students in Singapore to pursue STEM careers through four impactful Digital Impact initiatives.

For the third consecutive year, AMD in Singapore organized the AMD Learning Lab in collaboration with Changkat Changi Secondary School. Focused on robotics and STEM education, the program offered immersive experiences in engineering to more than 50 secondary school students.

In the summer, AMD supported the Singapore Semiconductor Industry Association Integrated Circuit (IC) Design Summer Camp for the third time. The event, attended by 70 undergraduates, featured inspiring talks and a panel discussion, and hands-on sessions that deepened understanding of IC Design.

Two work attachment programs bridged the gap between students, STEM careers and life at AMD. In June, AMD collaborated with the Ministry of Education and the Economic Development Board to host students from the Engineering and Tech Program Scholarship. This two-week program introduced students to high-performance and adaptive computing solutions from AMD and provided hands-on learning opportunities.

Additionally, AMD worked with Nanyang Girls' High School to host seven students for a 10-day work attachment program, designed to provide valuable insights into working at AMD. The students participated in job shadowing, attended team meetings and contributed to innovative projects. A key element of the program was solving real-world challenges, fostering problem solving and critical thinking skills.

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 supports the transition to a low-carbon economy.

As a global community, we are facing increasing climate and environmental-related risks. The 10 warmest years on record have occurred in the last decade, with global temperatures in 2024 being the warmest, exceeding the previous record set in 2023. The International Panel on Climate Change has stated that an average temperature increase of 1.5°C is the threshold for dangerous global warming.^{xiii}

An immediate and meaningful global response is required to address the climate crisis. Accelerating environmental sustainability can support economic growth, promote the health of our planet and increase resilience to natural disasters. The technology sector plays a critical role in increasing product energy efficiency and enabling opportunities to reduce greenhouse gas emissions across society.

Key areas covered in this section:

- ADDRESSING OPERATIONAL ENVIRONMENTAL IMPACTS
- CIRCULARITY AND EFFICIENCY ACROSS THE PRODUCT LIFECYCLE
- COLLABORATIVE SOLUTIONS TO ADDRESS ENVIRONMENTAL CHALLENGES

OUR APPROACH

At AMD, we embrace our role in protecting our planet and helping 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 on our progress annually.

Our approach to environmental sustainability is based on three pillars:

■ ADDRESSING AMD OPERATIONAL ENVIRONMENTAL IMPACTS

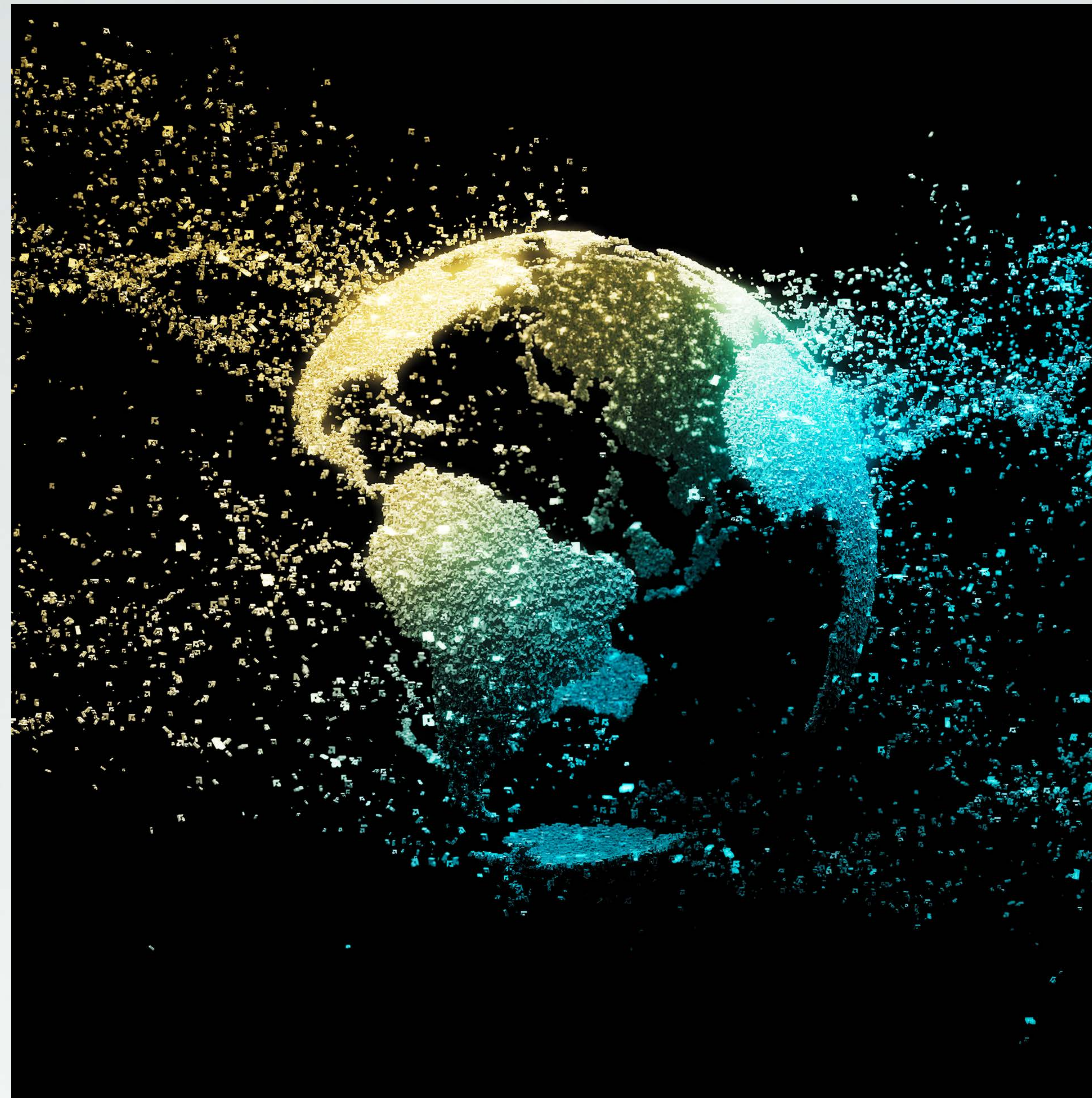
Pursuing resource conservation while reducing GHG emissions (market-based) in line with science-based targets.

■ ADVANCING CIRCULARITY AND EFFICIENCY ACROSS THE PRODUCT LIFECYCLE

Designing products to increase resource efficiency, collaborating with supply chain partners to advance sustainability and optimizing systems for leadership energy efficiency.

■ INNOVATING ON COLLABORATIVE SOLUTIONS TO ADDRESS ENVIRONMENTAL CHALLENGES

Enabling innovative technologies that power climate and scientific research, modernize energy infrastructure and improve manufacturing and design.



CLIMATE TRANSITION PLAN

Throughout 2024 and into 2025, we worked with external advisors to develop our Climate Transition Plan. The process included interviews with key AMD executive leaders and department managers, updated approaches to governance and incentives, robust assessment of risks and opportunities and detailed implementation plans and goal setting. The Plan, which brings a forward-looking lens to our environmental sustainability pillars, aligns with industry standards outlining our ambition, actions and accountability.^{xiv}

AMBITION

AMD continues to pursue a science-based emissions reduction goal for our operations, to work closely with Manufacturing Suppliers and industry groups to support a 1.5°C pathway, and accelerate product energy efficiency to help others to achieve their climate goals.^{xv} Collaboration is central to our approach, largely because AMD has a fabless business model, with external suppliers manufacturing our products and customers integrating them into their devices. The upstream and downstream engagements with these partners are key to addressing Scope 3 emissions that occur beyond our operations.

CDP estimates that global supply chain emissions are on average 11.4 times higher than operational emissions.^{xvi} The Semi Climate Consortium report estimates 63% of GHG emissions across electronics devices occur during the use phase.^{xvii} Building on our 2020–2025 supplier and product goals, AMD set new 2030 targets focused on supply chain and product use. These include a 25% reduction in carbon intensity for Manufacturing Suppliers^{xx} and a 20x increase in rack-level server AI energy efficiency from 2024 to 2030.^{xix}

ACTION

Our Climate Transition Plan directly supports our decarbonization efforts in a manner that encourages collaboration and further aligns our corporate strategy with our climate strategy. It includes a robust risks and opportunities assessment that incorporates climate scenario analysis to identify key areas that could impact the company's path to decarbonization and long-term resilience.

These risks and opportunities include:

- Transition risks, such as the potential implementation of carbon taxes, which could increase operational and supply chain costs. Additionally, as demand for renewable energy grows, suppliers may face rising electricity costs, which could indirectly affect AMD.
- Physical risks, such as extreme weather events, which could cause disruptions in our supplier operations.
- Opportunities for continued innovation in energy efficiency across AMD products and in enabling climate solutions that may lead to reputational benefits and increased product demand.

The Plan's implementation strategy shows how we are addressing these risks and opportunities. Examples include:

- In our operations, we are managing energy use and increasing our investment in renewable energy sourcing.

- In the supply chain, we are prioritizing and engaging Manufacturing Suppliers on activities spanning direct energy, renewable energy sourcing and materials sourcing.
- In our products, we are incorporating energy efficiency into every aspect of product design with a focus on data center sustainability.

ACCOUNTABILITY

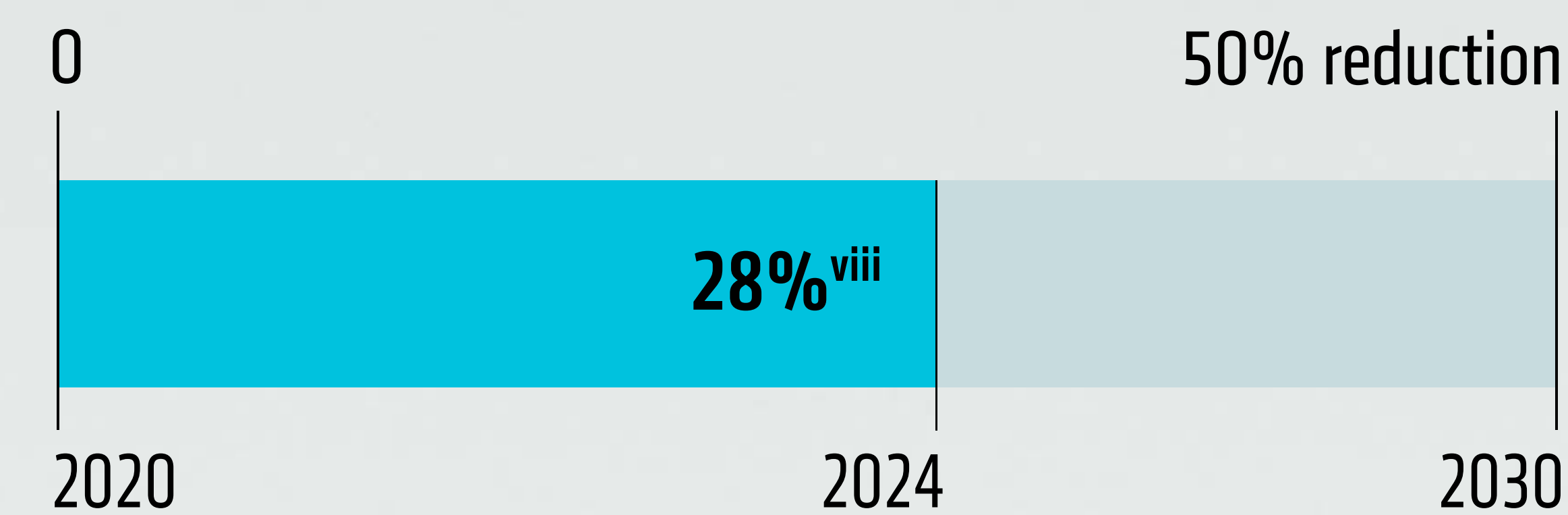
The Plan describes our governance structure underlying these efforts, as well as financial incentives to accelerate progress and promote accountability. For example, we demonstrate how incentives are linked to annual performance metrics, promoting accountability and progress toward our energy and climate objectives. In addition to our new 2030 climate-related goals, our Plan also shows how we are actively supporting industry collaborations that advance low-carbon economy aligned with a 1.5°C scenario.

➤ [Read our Climate Transition Plan](#)

OUR GOALS AND PROGRESS

OPERATIONS

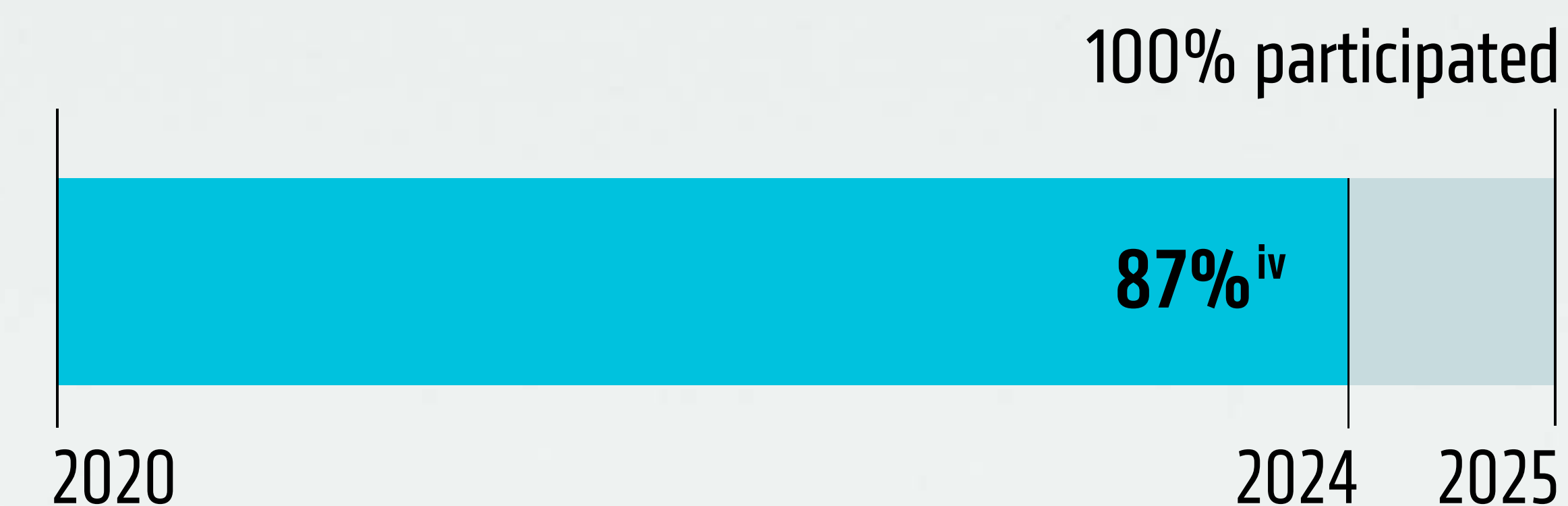
50% reduction in absolute GHG emissions from AMD operations (i.e. Scope 1 and 2 emissions) by 2030 (base year 2020).



(See AMD disclosure for the California Climate and Carbon Disclosure Requirements (AB-1305).^{xviii})

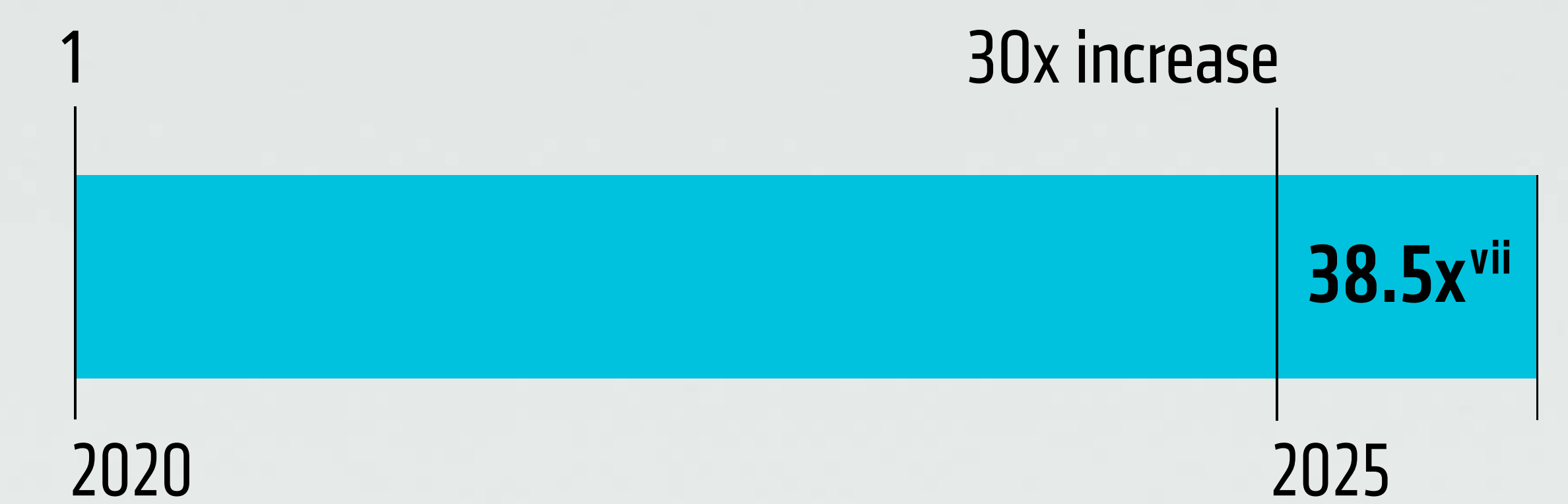
SUPPLY CHAIN

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

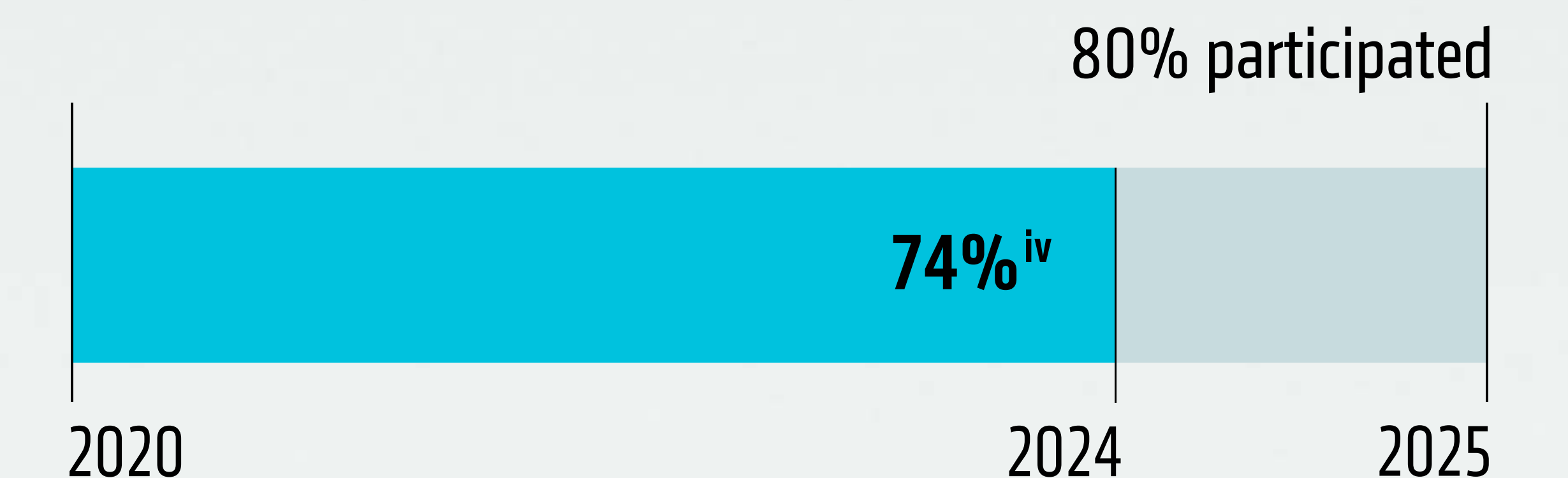


PRODUCTS

30x increase in energy efficiency for AMD processors and accelerators powering servers for AI-training and HPC from 2020-2025.^{iv}



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



ENVIRONMENTAL POLICIES
AND REPORTING

- [Environmental Data Tables](#)
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together we advance environmental sustainability

ACCELERATING THE RENEWABLE ENERGY TRANSITION: AMD AND THE SEMI ENERGY COLLABORATIVE

AMD is a founding member of the Semiconductor Climate Consortium (SCC), which works to decarbonize semiconductor manufacturing and increase transparency within the sector through collaboration, knowledge-sharing and innovative solutions. The SCC brings together over 100 organizations operating across five workgroups: Scope 1; Scope 2; Scope 3; baseline, ambition and roadmap; and emissions reporting protocols. Member deliverables in 2024 ranged from white papers and best practices to harmonized data collection guidelines.

AMD also serves as a sponsor and steering committee member of the SEMI Energy Collaborative (EC), working alongside industry partners including ASML, Google, GlobalFoundries, Lam Research, Samsung Electronics, TSMC and Qualcomm.^{xxi} The EC focuses on understanding and removing obstacles to the installation of low-carbon energy sources in Asia Pacific. By gaining a deeper understanding of regional markets, engaging collectively on policy issues and sharing information on potential clean energy opportunities, the EC aims to broaden access to renewable energy in key regions over the next five to ten years.

In July 2024, AMD participated in a meeting in Taiwan with EC leadership and member companies along with policymakers to discuss identifying and overcoming barriers hindering the adoption of sustainable energy sources. Taiwan's clean energy transition is critical given the amount of semiconductor manufacturing in the region and the relatively low amount of renewable energy currently available. AMD and EC leadership also visited TSMC to discuss decarbonization strategies and plans.

"As a strategic supplier and customer to many SCC and EC members, AMD is a critical partner in the overall collaborative. The company's leadership and commitment to our mission to decarbonize the electronics supply chain has been invaluable," said Dr. Mousumi Bhat, vice president of global sustainability programs, SEMI.



ADDRESSING OPERATIONAL ENVIRONMENTAL IMPACTS

AMD fosters a culture of environmental responsibility in our operations through resource conservation, renewable energy and employee engagement. For 30 years, we have been transparently reporting on our environmental initiatives and performance.

OUR OPERATIONS

Within AMD operations, we aim to increase our renewable energy use as well as reducing our Scope 1 and 2 GHG emissions (market-based); 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, 2024, AMD operated in more than 95 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 Environmental Workplace Orientation training, which includes topics like waste management practices at AMD. On average in 2024, approximately 75% of AMDers globally were current on this training 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 systems. 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 locations for site-specific assessments based on level of complexity and local regulations; in 2024, we completed these EHS assessments at approximately 44% of AMD managed sites.^{xxii}

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)^{xviii}: a 50% absolute reduction in GHG emissions from AMD operations – Scope 1 and 2 – emissions by 2030 (2020 base year). In 2024, we achieved a 28% reduction in operating emissions (market-based) compared to our 2020 base year. Our Scope 1 and 2 GHG emissions have received external limited-level assurance.

Within our operations, our major corporate campuses and product testing labs account for the greatest energy use and associated GHG emissions. Our global energy use increased by 33% from 2020 to 2024 and 13% from 2023 to 2024, largely driven by new product testing labs.

We increased the sourcing of renewable electricity in 2024 to 118 GWh, equaling 50% of our total global electricity use (compared to the revised 2020 baseline of 28%). We will continue to increase renewable electricity sourcing through 2030 to achieve our goal to reduce Scope 2 market-based 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.

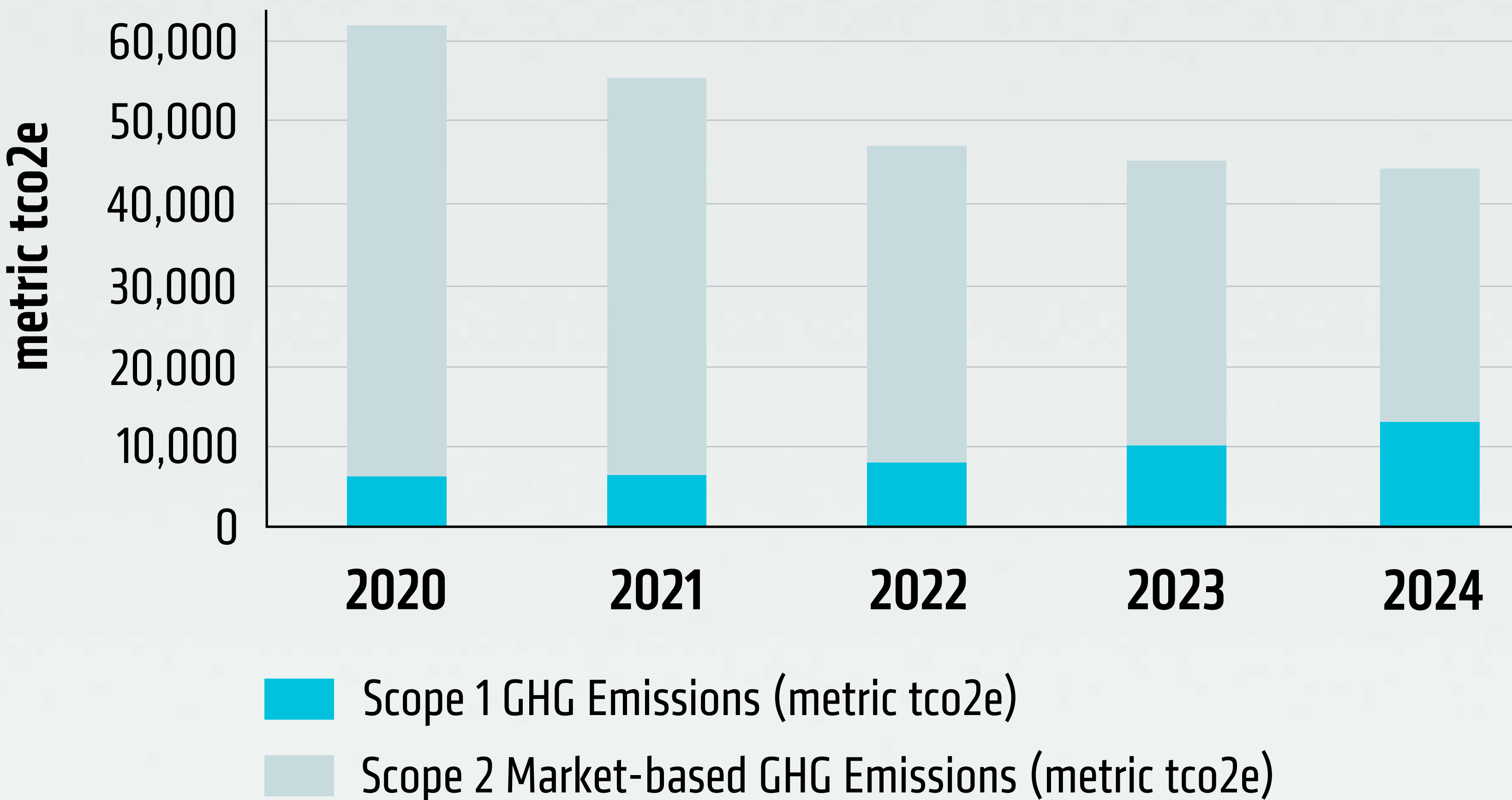
The solar configuration can store excess energy generation in a 1 MWh battery storage system for later use when building loads are high and when utility rates are most expensive. We are also able to send surplus energy back to the power grid for the local community to use.

AMD sites identify and implement resource conservation projects to save electricity and fuel. In 2024, we realized approximately 2,825 megawatt hours of energy savings from more than 30 projects implemented since 2022, including equipment upgrades, lighting retrofits and other equipment optimizations.^{xxiii}

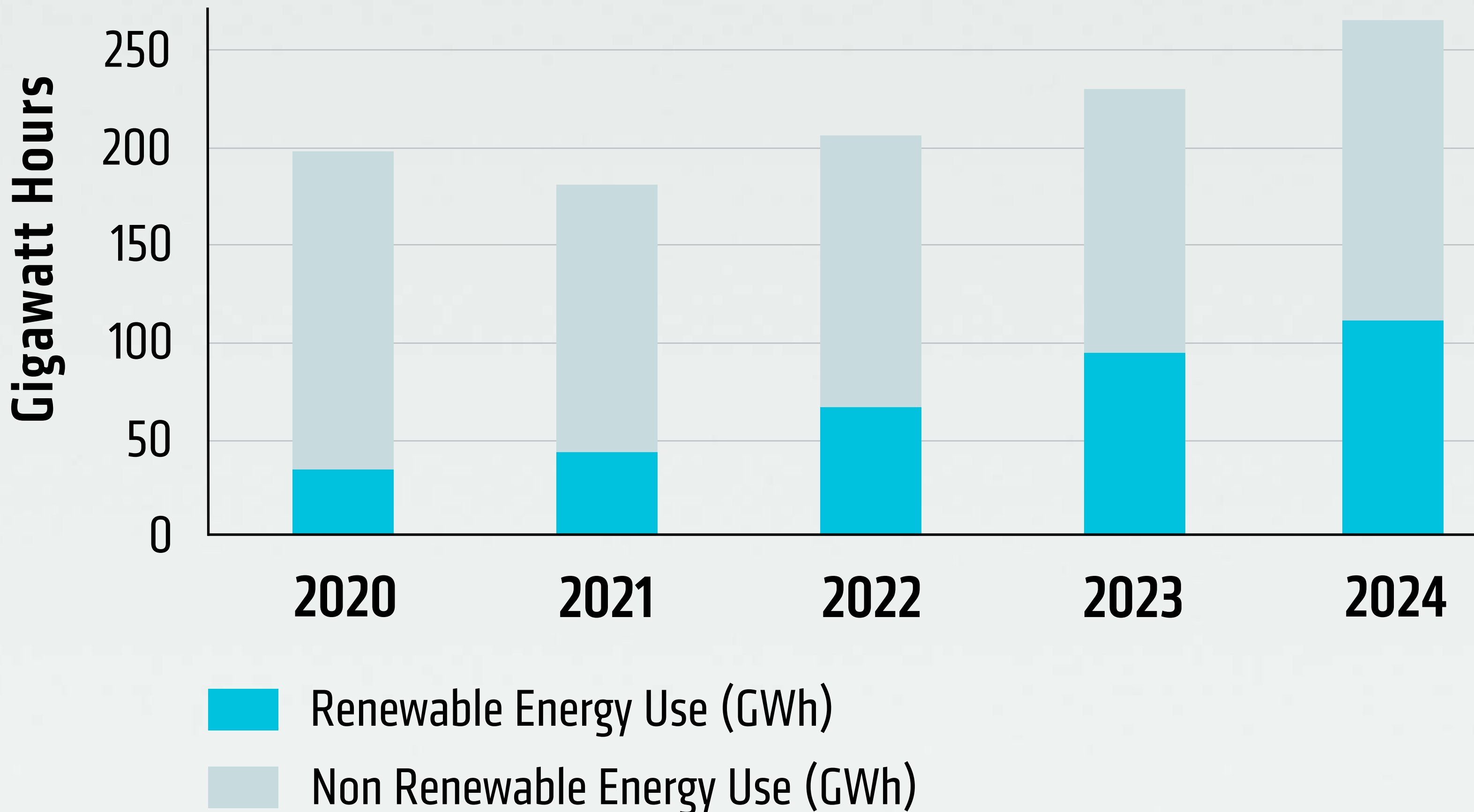
In 2024, AMD initiated a new Energy Management Program. The effort aims to enhance energy data collection and analysis, optimize building systems, refine energy forecasts, identify and deploy investment opportunities and improve tracking of resource consumption and savings. The Energy Management Program focuses on our largest electricity consuming sites where the company holds the utility contract, thereby aiming to reduce or avoid related Scope 2 emissions.

In parallel, AMD also has a Climate Protection Management Program in place to manage and reduce global warming and ozone-depleting substances (GWS and ODS) resulting from operations at sites under AMD operational control. The program prioritizes emissions inventories, emissions elimination and reduction strategies and direct work with owners of equipment using refrigerants and other GWS or ODS. These collective efforts foster a culture of environmental protection and accountability across AMD operations.

AMD GHG Emissions from Operations
(metric tco2e)



AMD Energy Use from Operations
(GWh)





WATER

Given that AMD operates a fabless business model, water quantity and quality are more applicable to our manufacturing supply chain, as covered on page 41. 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 2024, our company's global water withdrawal for operations was 267 million liters, an increase of 19% from 2023. The increase was driven by numerous site and lab expansions, additional cooling needed to support testing of AMD products in labs and increased employee headcount at AMD offices. We continue to use harvested rainwater in Austin and reuse gray water at facilities in Bengaluru and Hyderabad. As a result, we reduced our demand for treated municipal water by approximately 30 million liters in communities where we live and work.^{xxiii}

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 2024 was 1,564 metric tons, a 16% increase over 2023. The additional number of office buildings, product labs and employees contributed to the increase. The total waste generated was comprised of 93% non-hazardous and 7% hazardous waste streams. The non-hazardous waste diversion rate, or the amount kept out of landfill, was 57% in 2024, down from 63% in 2023. Our efforts included recycling and composting 784 metric tons of non-hazardous materials. The amount of regulated hazardous waste generated, namely in product testing labs, was 108 metric tons in 2024.^{xxiii}

Per our Global EHS Standards, we maintain a written waste management program, which includes procedures for the proper storage and handling practices of regulated waste on-site, and recommended waste management methods, which prioritize recycling where practicable, such as for electronic waste, non-hazardous construction debris and general office trash.

➤ [See our environmental data tables for complete data and footnotes](#)

EMPLOYEE ENGAGEMENT

Thousands of AMDers around the world with a shared interest in environmental sustainability contributed to climate action through events supported by our Go Green Employee Resource Group (ERG). With more than 7,300 members, Go Green ERG hosted events as part of Eco Challenge in October 2024 to share insights, raise awareness and inspire action to reverse climate change.

For example, at a Fireside Chat for employees, AMDers learned about our company's approach to increasing the computing performance delivered per watt of energy consumed. Justin Murrill, Go Green executive sponsor and Senior Director of Corporate Responsibility, hosted a discussion with Sam Naffziger, Senior Vice President and corporate fellow, about how the company is progressing toward our product energy efficiency goal. Go Green ERG co-chairs facilitated a conversation with the audience about what we can do as individuals to make an impact both in and out of the office.



Our Go Green ERG also hosted an informal discussion with AMDers about how our food choices impact the environment and the overall food supply chain, while considering the emotional and cultural connections that make changing negative behaviors difficult. They read short stories from the first section of “Menu for the Future,” and participants shared the tips and tricks they use to reduce waste and minimize their carbon footprint related to food.

Additionally, in collaboration with the Denver Regional Council of Government, the Colorado AMD team participated in the Way To Go, Go-Tober Challenge. The initiative encouraged employees to use alternatives to solo driving throughout October, concluding the month-long celebration with a bicycle outing.

➤ [Read about our employee Earth Day events](#)

ADVANCING CIRCULARITY AND EFFICIENCY ACROSS THE PRODUCT LIFECYCLE

In recent years, AMD has been developing our approach to circularity and efficiency across our product lifecycle. This encompasses practices that optimize resource use and minimize waste across the product lifecycle, but particularly how our products are designed, made and used.

In early 2024, we underwent a third-party assessment that examined our current practices, conducted benchmarking and identified key opportunities. It identified areas where AMD is leading, such as product energy efficiency and modular design, and areas up and down the value chain to explore for collaboration, such as sourcing more recycled content and participating in product takeback schemes. This work has informed the following approach and framework.

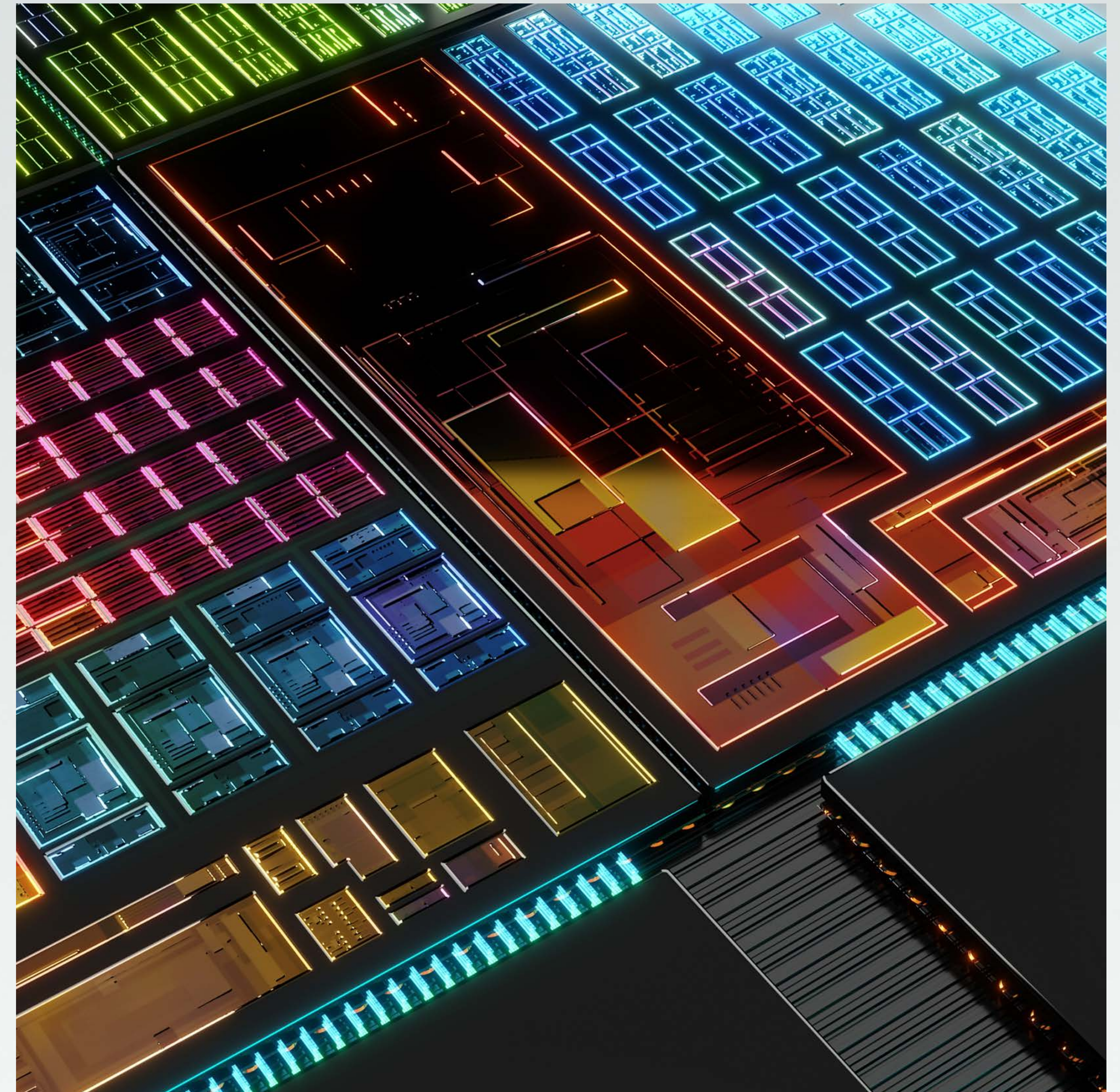
DESIGN

At AMD, we think holistically about lifecycle management, starting with product design through system eco-labels. Design considerations are particularly important given the scaled sustainability implications that occur further down the value chain, namely product manufacturing and use. Key design considerations at AMD include modular architecture and wafer optimization, recycled content, hazardous substances and product packaging.

MODULAR DESIGN AND ARCHITECTURE

For over a decade, AMD has successfully been designing solutions using smaller, more specialized chiplets. For example, a central chiplet called an anchor can orchestrate efficient power management for all the chiplets across the “system on chip” (SOC). Some chiplets require continuous power, some require dynamic power adjustments based on real-time requirements and others have dedicated power budgets to manage independently while still notifying the anchor about their power needs.

Modular design can also scale and adapt to different workloads without requiring significant redesigns or new hardware for every application. This helps improve resource utilization because systems can be tailored to meet specific performance needs. This is particularly important in high-performance computing that powers demanding workloads and advancements in health care, energy, climate science, transportation and scientific research.



The AMD EPYC and AMD Instinct product lines that use cutting-edge modular design and architecture and together or separately power 60% of the top 20 most energy-efficient supercomputers in the world (Green500, June 2025).ⁱ

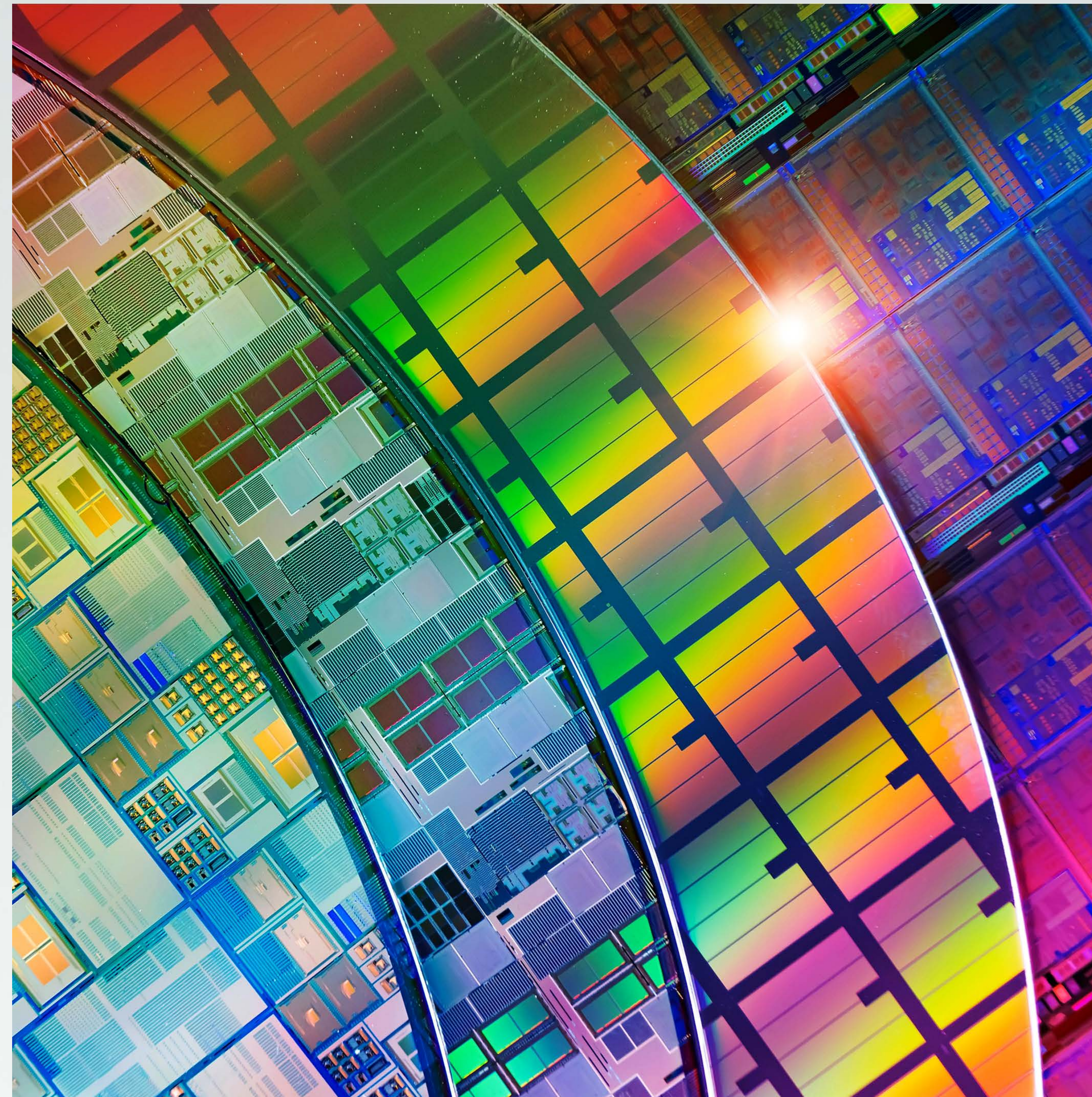
[Learn more about AMD chiplets](#)

WAFER YIELD OPTIMIZATION

AMD uses wafer design and manufacturing strategies such as harvesting and redundancy repair to optimize the number of usable chips per wafer, known as yield. Through sophisticated modeling and simulation tools, and collaboration with our wafer foundry partners, we can optimize resource efficiency and reduce waste in semiconductor manufacturing.

Wafer harvesting and redundancy repair identifies and repurposes sections of a die that may have minor defects but are still fully functional for certain applications. Instead of discarding a die with minor defects, those die can be reconfigured and repurposed for different use cases. Core harvesting, for example, can occur if 1 core has a defect on an 8-core die, resulting in that core being disabled, so the 7-core die can be used in a lower core count product. Another approach is to design in targeted redundancy, so if a defect occurs in one part of a die, a redundant or backup cell can be used rather than scrapping the entire die. As a result, the number and yield percentage of usable die per wafer increases, lowering the total number of wafers manufactured thus reducing raw materials, energy, emissions and water usage.

AMD estimates that from 2022-2024, the environmental benefits of AMD wafer harvesting and redundancy strategies resulted in savings



of approximately 843 million liters of water and 930,000 metric tCO₂e of emissions. This amounts to roughly 1.2 times more water use and 6.7 times more carbon emissions than AMD operations during this timeframe.^{xxiv}

RECYCLED CONTENT IN PRODUCT

In 2024, AMD launched new initiatives aiming to increase recycled content in our products, thereby advancing our circular economy and decarbonization strategies. We identified priority materials for sourcing recycled content, assessed the existing state of recycled content usage within our supply chain (measured by weight) and explored opportunities to increase the use of recycled materials in our products when feasible. We initially prioritized aluminum and copper, as these represent the largest materials by weight across our product portfolio in 2024.

Our efforts in 2024 and 2025 entailed working with our Manufacturing Suppliers, including through supplier business reviews and sub-tier smelter refinery surveys. For example, we identified copper recycling activities currently being used in our supply chain. In addition, there is supplier-led research into new sources for copper recovery. We continue to work with our Manufacturing Suppliers to identify which aluminum smelters are being used for sourcing aluminum.

We will continue these efforts and report on our progress while also working with industry groups, such as the Responsible Business Alliance (RBA) and Responsible Minerals Initiative (RMI), to coordinate and standardize these efforts across the value chain. In 2024, the RBA issued its updated Circular Materials Landscape Assessment, reinforcing the need to standardize data, design reverse supply chains and improve assurance of environmental and labor protections.

HAZARDOUS SUBSTANCES AND PFAS

AMD works with customers, Manufacturing Suppliers and industry groups to monitor and address developments related to responsible chemicals management and hazardous substances. AMD products are 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.

In 2024, an area of chemical reporting and restrictions requirements that notably changed and evolved is around per- and polyfluoroalkyl substances (PFAS). AMD took several actions to reevaluate PFAS in our products and in our manufacturing supply chain. We actively participate with trade associations and manufacturers to understand which options may be available in this space, with the aim to eliminate the presence of PFAS by sourcing suitable substitutions. AMD will continue to work with industry groups, trade associations and manufacturers to seek out these substitute products

➤ [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. We offer packaging that meets the amended requirements of the EU

Packaging Directive (94/62/EC). 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. For example, in 2024, AMD began efforts to evaluate replacing recyclable foam end-cap packaging in server products with a material that utilizes recycled content. Those efforts continued into 2025 as teams work through design enhancements and iterations.

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.





MAKE

Our approach to circularity extends to how our products are made. Our manufacturing operations are outsourced to a carefully selected network of suppliers. We aim to reduce environmental impacts during the manufacturing phase by focusing on key areas such as energy use and emissions, waste reduction and recycling and responsible water management across our supply chain. We also collaborate with industry coalitions to advance circular economy practices and drive collective progress.

OUR SUPPLY CHAIN

Our approach to addressing supply chain environmental issues is multifaceted. We work with our Manufacturing Suppliers to track environmental sustainability across a variety of metrics, including energy, emissions, water and waste related to AMD purchased goods and services.

For example, 96% of our surveyed Manufacturing Suppliers have ISO 14001 Environmental management system certification.^{xxv} Our engagement with our Manufacturing Suppliers is informed by each supplier's situation and looks toward assertive, forward-looking and measurable progress.

We continue to incorporate suppliers' sustainability performance into the overall scorecards we use to motivate Manufacturing Suppliers through executive level reviews. In 2024, we met individually with numerous suppliers to learn more about their current sustainability efforts and maturity level to identify milestones for 2025, including encouraging several suppliers to set their own GHG reduction goals.

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.

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 these suppliers to have their own public GHG emissions reduction goal(s) and 80% to source renewable energy.^{vi}

We made continued progress in 2024 toward suppliers setting GHG emissions reduction goals: 87% of our Manufacturing Suppliers had public GHG goals. Suppliers sourcing renewable energy increased to 74%. 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 in 2024 represented approximately 97% of total manufacturing spend.

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 renewable energy goal for Manufacturing Suppliers, we are in contact with companies 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.

In addition to the Semiconductor Climate Consortium and SEMI Energy Collaborative (see page 32), we actively participate in other industry groups, including in positions

that are driving sustainability in the global supply chain. For example, in 2024 and into 2025, AMD continued to serve on the RBA's Senior Environmental Advisory Taskforce. Additionally, through our continued role serving on the RBA's Board of Directors, we help shape the sustainability strategy for the world's largest industry coalition dedicated to corporate responsibility in global supply chains.

ENERGY AND GHG EMISSIONS

About half of GHG emissions in our supply chain (Scope 3 Category 1 – Purchased Goods and Services) are generated at silicon wafer manufacturing facilities, known as “fabs.” Of the AMD wafer foundry emissions, about 60% come from electricity use (Foundry Scope 2), 30% from upstream raw materials (Foundry Scope 3) and 10% from direct emissions (Foundry Scope 1).

Most AMD wafers come from TSMC, which implemented energy-saving measures in 2024 that resulted in saving approximately 72,000 MWh of energy attributed to AMD wafer production, amounting to over 35,000 metric tCO₂e in avoided emissions.^{xxvi} In 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, renewable energy use in our supply chain is projected to increase significantly over the second half of this decade. Across the AMD supply chain, total AMD Scope 3 GHG emissions from our purchased goods and services increased by approximately 1% from 2023-2024 and decreased by 1.7% from 2022-2024.

WATER

More advanced wafer technology nodes require more water use during the contracted manufacturing phase. 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.^{xxvii}

The total amount of water used for manufacturing AMD wafers decreased by 12% between 2023 and 2024 – a reduction of 1.5 billion liters of water. An important factor in achieving the reduction is recycled water use from fabs producing wafers for AMD, amounting to 26 billion liters in 2024. The gains largely stemmed from a TSMC reclaimed water plant that began supplying at volume in 2023 in the Southern Taiwan Science Park, which supplies up to 10,000 million liters per day of industrial reclaimed water and supports their 2030 goal to use more than 60% reclaimed water.^{xxviii}

PRODUCT CARBON FOOTPRINT ASSESSMENTS

In 2024, in collaboration with key customers and industry partners, we scaled our capabilities to conduct product carbon footprint (PCF) assessments. A PCF estimates the total GHG emissions from “cradle to gate” product lifecycle stages, including raw material extraction and processing, manufacturing (i.e. fabrication, assembly, testing and packaging) and transportation to the customer. We partnered with TechInsights to leverage their comprehensive EcoInsights Model,^{xxx} in combination with AMD and AMD supplier data. The resulting PCFs adhere to leading frameworks including ISO 14067, ISO 14040 and ISO 14044.

On average, when comparing the cradle to gate emissions for an AMD server, client or embedded product launched and made in 2024, compared to the same product made in 2028, we expect an approximate reduction in CO₂e of 35%.^{xxxi}

➤ [Access our Product Carbon Footprint Library \(log in required\)](#)

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 8% in 2024 compared to 2023; this breaks down to a 9% and 6% 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. Our foundry suppliers recycled 100% of their hazardous waste generated in 2024, same as in 2023.^{xxix} The non-hazardous waste recycling rate in 2024 was 97%, up slightly from 96% in 2023. AMD continues to work with wafer foundry suppliers and other Manufacturing Suppliers to track waste metrics and improve performance in areas including material reuse and waste reduction and diversion programs.

➤ [Learn more about these supply chain initiatives](#)

SHIPPING

After manufacturing, AMD products are shipped by third-party logistics providers from supplier final assembly, test and packaging sites to distributors and customers. Measures are taken to optimize freight and shipping materials when feasible, such as using ocean freight instead of air shipment, shipping full pallets when customer order size permits and reusing and recycling shipping pallets.

The majority of AMD shipments are provided by carriers with net zero goals for 2040 or 2050. Their strategies include shifting to alternative fuels that reduce GHG emissions and electrification of final stage deliveries.

AMD also ships a limited number of sample products to internal teams and external partners (customers, suppliers and vendors). Our tray reuse and recycling program helps to extend the life of these shipping materials by repurposing trays until they are no longer functional. The trays are then crushed and reused in the making of new trays. From 2020-2024, this program has saved approximately 22 metric tons of material.

USE

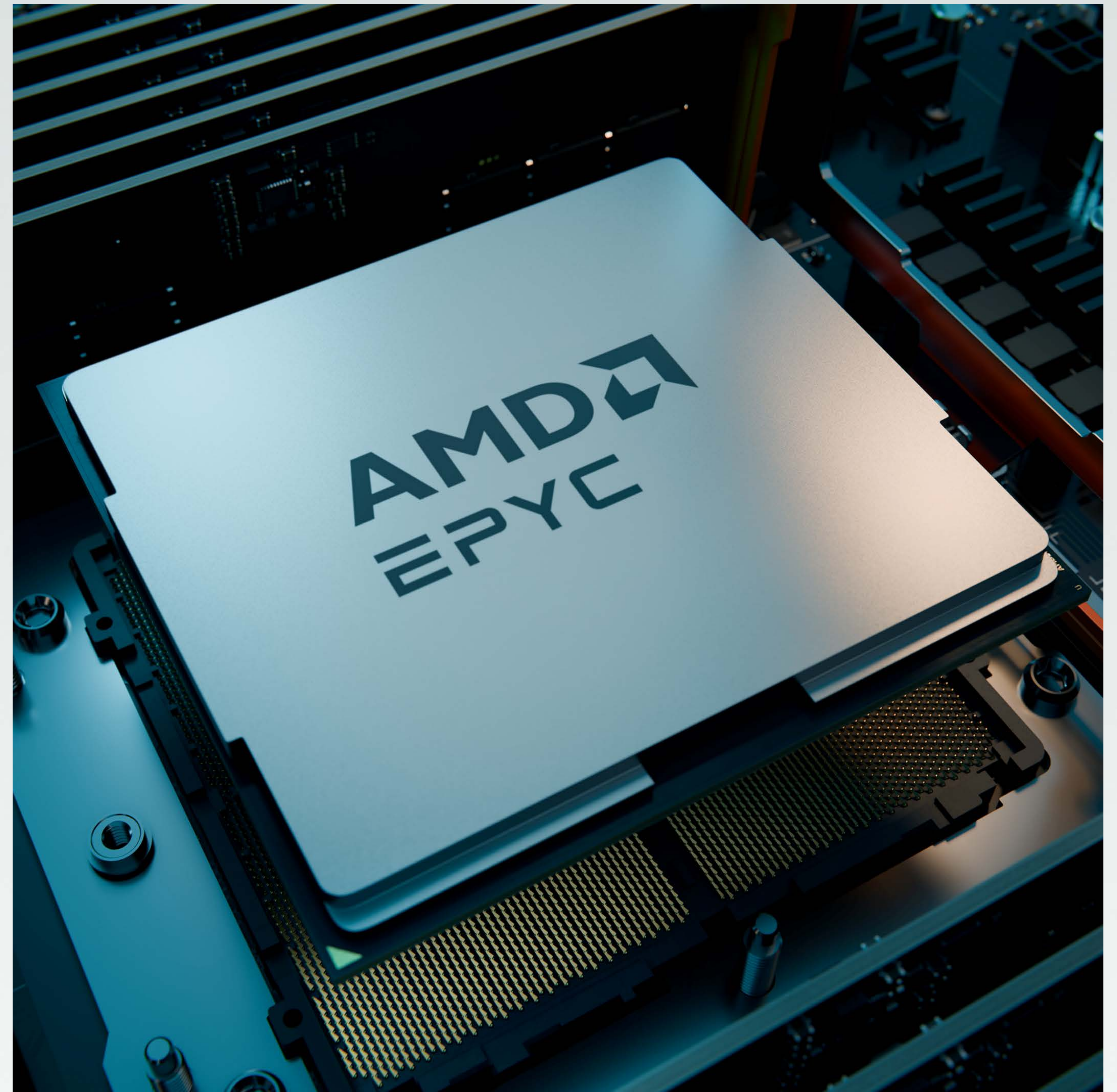
In the circular economy, the use phase plays a critical role in maximizing value and minimizing waste and emissions. We prioritize energy efficiency and equipment consolidation to help reduce resource consumption while enhancing overall performance.

PRODUCT ENERGY EFFICIENCY AND OPTIMIZATION

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 and 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.^{xxxii} The need for innovative energy solutions is becoming increasingly important – perhaps nowhere more so than in the data center.

Energy efficiency is paramount when it comes to workloads that require more compute performance, such as AI and supercomputing, which is the aggregation of powerful processors concentration of processing power across multiple parallel computes. We are proud that AMD powers 60% of the 20 most energy-efficient supercomputers, according to the Green500 List published in June 2025.ⁱ



We are also proud to have surpassed our 30x25 goal, which we set in 2021 to improve the energy efficiency of AI-training and HPC nodes by 30x from 2020 to 2025.^{iv} This goal represented more than a 2.5x acceleration over industry trends from the previous five years (2015-2020).

As of mid-2025, we've gone beyond that, achieving a 38x increase over the base system using a current configuration of four AMD Instinct™ MI355X GPUs and one AMD EPYC™ 5th Gen CPU.^{vii} That equates to a 97% reduction in energy for the same performance compared to systems from just five years ago. We achieved this through deep architectural innovations, aggressive optimization of performance-per-watt, and relentless engineering across our CPU and GPU product lines.

When creating the goal and assessing our progress, AMD worked with the renowned compute energy efficiency researcher and author Dr. Jonathan Koomey to validate the goal measurement methodology.

As AI continues to scale, and as we move toward true end-to-end design of full AI systems, it's more important than ever for us to continue our leadership in energy-efficient design work. That's why we set a bold new target: a 20x improvement in rack-scale energy efficiency for AI training and inference by 2030, from a 2024 base year.^{xix}

Our new 2030 rack-level energy efficiency goal has major implications for equipment consolidation. Using training of a typical AI model in 2025 as a benchmark, the gains could enable:^{xxxiv}

- Rack consolidation from more than 275 racks to <1 fully utilized rack
- More than a 95% reduction in operational electricity use
- Carbon emission reduction from nearly 3,000 to 100 metric tCO2 for model training

EQUIPMENT CONSOLIDATION

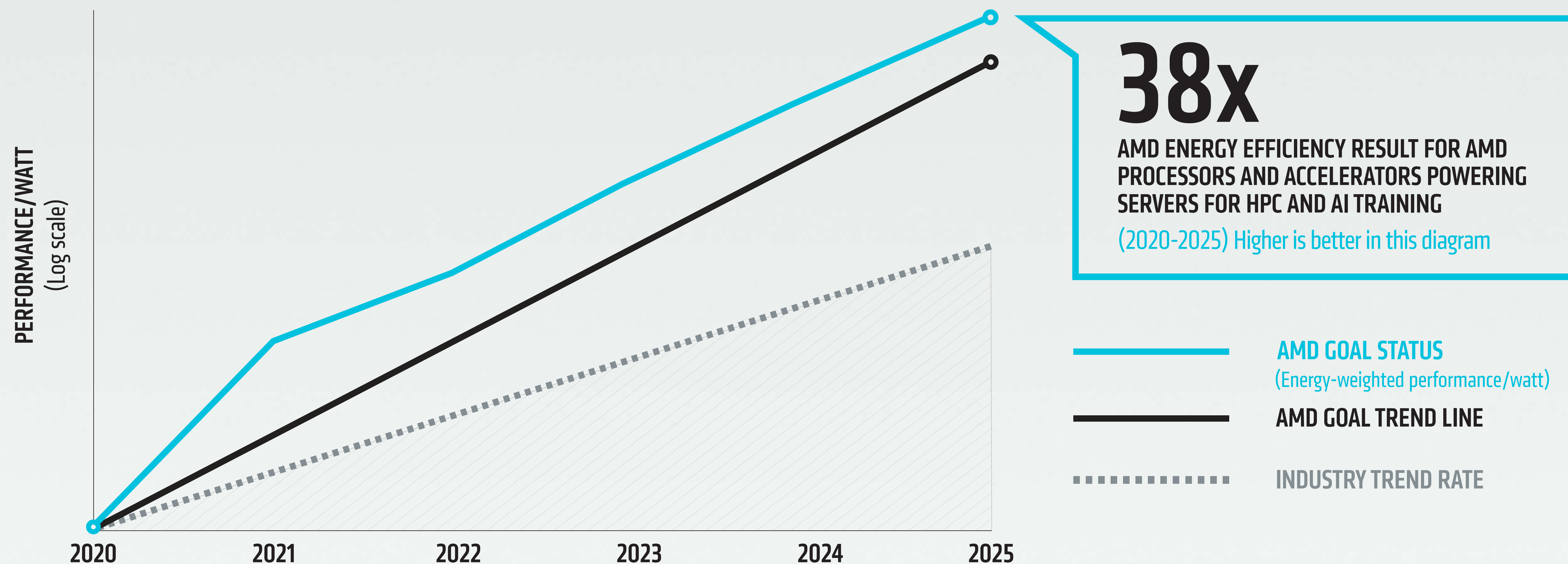
Using energy-efficient servers can mean fewer physical servers are needed to meet computing demands, which can have a cascading effect of avoided environmental impacts – less raw materials, manufacturing, shipping, energy use and data center space. This is critical for companies needing to modernize data center infrastructure and increase compute capabilities while also aggressively pursuing sustainability goals.

This significant server consolidation opportunity was highlighted in our October 2024 launch of the 5th generation AMD EPYC server CPUs that continued to deliver leadership energy efficiency benefits. For example, to deliver 39,100 units of integer performance would take 14 2P EPYC 9965 based servers or 100 legacy 2P Xeon 8280 servers – enabling a 7-to-1 consolidation opportunity that results in ~69% less power.^{xxxiii}

Customers can advance computing needs as well as sustainability performance. For example, Criteo was able to significantly expand its digital advertising with half the number of servers by switching to AMD EPYC-based Dell servers. Since 2020, the number of market bid requests the company processes each day has increased by up to 16x, but by using fewer, higher-performing AMD CPU-based servers. This solution will also help with Criteo's sustainability goal to reduce carbon emissions by 30% before 2030.

➤ [Read case study](#)

➤ [Learn more about our energy efficiency goals and data center sustainability efforts](#)



END-OF-USE

To build a circular economy, we must address the entire lifecycle of a product, including the end-of-use stage. Key efforts include extending the lifespan of equipment, reducing waste from electronics, supporting product takeback programs and engaging in industry collaborations that advance reverse supply chains and product longevity.

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 used in markets like industrial, automotive, aerospace and medical, can also help reduce the environmental impacts associated with manufacturing new products.

Upgradable components allow users to refresh equipment without requiring all new materials. For example, AMD 5th Gen EPYC processors, like their predecessors, use the same Socket SP5 platform, meaning they can be installed in motherboards designed for the EPYC 9004 and EPYC 8004 series. In the PC space, AMD continued innovating with PC manufacturer Framework to launch new systems and next-generation laptops powered by AMD Ryzen AI processors in 2025. These high-performance laptops are fully customizable, upgradeable and repairable to allow for the latest technology in energy-efficient form-factors.^{xxxv}

WASTE FROM ELECTRICAL AND ELECTRONIC EQUIPMENT (WEEE)

AMD participates in and adheres to the EU Waste from Electrical and Electronic Equipment directive (WEEE) requirements. WEEE directs manufacturers and importers of electronics to manage and report product import amounts, by weight, sold into EU member states to support electronic waste collection schemes. The objective is to promote reuse and recycling and create longer lifecycles for electronic products. AMD works with our partners to report and support the WEEE directive through internal office electronic waste management and financial support of various programs. Each year AMD looks for opportunities to go above regulatory compliance through voluntary product takeback programs.

PRODUCT TAKEBACK

Over the past several years, AMD has piloted takeback programs in Asia, Europe and the United Kingdom (U.K.), offering customer rebates on energy-efficient AMD Ryzen processor-based systems when trading in select old PCs. In 2023, AMD conducted a pilot product takeback program in Germany and expanded it to France and the U.K. in 2024. The pilot programs were successful from the perspective of customer engagements (i.e., number of visits to campaign webpage and social media posts) and energy efficiency upgrades, with more than 15,000 rebates redeemed.

However, we have faced continued challenges in scaling the volume of trade-in devices, despite making several adjustments to better support return mechanisms and logistics. Therefore, these pilot programs may not be continued due to lower than expected actual trade-in volume from end users. AMD will continue to review approaches and models to product takeback programs.

INDUSTRY COLLABORATIONS

AMD engages with industry groups, non-profits and governments to advance reverse supply chains and maintain products beyond a typical lifecycle. In 2024, as part of AMD helping to shape the RBA Responsible Environment Initiative (REI) strategy, circular economy was identified as a focus area. Efforts included updating the RBA Circular Economy Landscape Assessment and issuing a Circularity and Waste Minimization Toolkit for suppliers.

AMD also helped to lead the circular economy workgroup for The Green Grid on the EU Lot 9 standard. Topics included access to repair and maintenance information, management recovery of critical minerals and longevity strategies. The workgroup provided direct feedback to the EU Commission on Material Efficiency to advise on ways to extend service life and reduce material and energy use of electronic products.

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 and weather research, increasing manufacturing efficiency and enabling sustainable infrastructure design and construction.

CLIMATE AND WEATHER RESEARCH

AMD aims to support researchers in better understanding 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, better predict extreme weather events and optimize renewable energy sources.

For example, AMD is working with India Ministry of Earth Sciences on the "Arka" and "Arunika" supercomputers. The nation's highest performing CPU-based computing systems leverage AMD EPYC™ processors to support meteorological research and climate studies, including workloads to better understand the accuracy and lead time of tropical cyclones, heavy precipitation and heat waves. The supercomputers are also applied to studying marine ecosystems to enhance management of oceanic resources.

"This collaboration highlights our company's commitment to advance India's research capabilities and strengthen the nation's climate resilience and environmental research by making available best-in-class technologies," said Jaya Jagadish, country head and senior vice president of silicon design engineering, AMD in India.

Meteomatics, a weather technology company that provides weather data and forecasts for businesses, uses AMD EPYC™ CPUs to revolutionize weather forecasting. Its central plan is to provide "EURO1k" forecasts with a 1km spatial resolution every hour across the whole of Europe and beyond. This is particularly valuable for the renewable energy industry like wind power to better predict and match power generation with demand. Meteomatics doubled its performance for the same price for its EURO1k hourly weather forecasts using NEC servers powered by 4th Gen AMD EPYC CPUs (EMEA).

➤ [Read case study](#)

SUSTAINABLE INFRASTRUCTURE DESIGN AND CONSTRUCTION

ACCIONA has a mission to make global infrastructure like roads, bridges and tunnels more sustainable. But to have the greatest environmental impact, the company's own IT infrastructure also needs to match those sustainability goals. Their team of engineers, designers and other professionals use a lot of computing and rely on high-powered laptops, workstations and servers to carry out complex tasks and successfully build infrastructure that will last generations.

By deploying HP laptops powered by AMD Ryzen™ 7 processors, ACCIONA has increased performance by 10 to 20% while consuming 25% less power per device. The improved efficiency contributed to a reduction of 360 metric tons of CO2e emissions annually. Notably, the extended battery life of AMD technology-powered laptops also provided greater flexibility for remote technicians, supporting efficient and eco-conscious operations in the field.

➤ [Read case study](#)

MANUFACTURING

As one of the largest paper and packaging companies in the world, Smurfit Westrock has a massive IT requirement spanning general computing to the manufacturing equipment across 350 production sites at 40 locations around the world. It also has a goal to reduce carbon emissions by 30% by 2025. Converting to AMD EPYC CPU-powered instance types in AWS helped the company right size its IT, optimize power scheduling and improve predictive maintenance. As a result, the company was able to contribute a 10% carbon reduction towards its goal and achieve 25% lower unit cost in its AWS environment to help reinvest cost savings into innovation, environmental initiatives and new AI and ML services.

➤ [Read case study](#)

DIVERSITY, BELONGING AND INCLUSION

WHY IT MATTERS

As we strive for execution excellence, we recognize the value of differing backgrounds and diverse perspectives 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 an inclusive team. It also requires us all to think globally, challenge the known way of doing things and embrace change.

Key areas covered in this section:

- TALENT ATTRACTION AND RETENTION
- TALENT MANAGEMENT
- EMPLOYEE ENGAGEMENT
- WORKFORCE HEALTH AND SAFETY

OUR APPROACH

We strive to attract, acquire, develop and advance the most engaged and inclusive workforce in the semiconductor industry. With a more inclusive workforce, where each employee is comfortable to be themselves and feels a sense of belonging at the organization, 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 all 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 pipeline of talent that boosts innovation. The strategy sets out how we aim to appropriately increase representation of women and other underrepresented groups, drive Employee Resource Group (ERG) growth and impact and create development opportunities.

Under this strategic framework are four key focus areas:

■ INCORPORATING INCLUSIVENESS AND BELONGING INTO TALENT STRATEGIES

We aim to align our DB&I strategy with our business and talent strategies and priorities, and we leverage talent insights to help embed DB&I initiatives into our talent approach. This includes considering the requirements of the markets where we operate, as well as the needs of our global workforce. For example, this involves encouraging employees to share their feedback through the annual AMDer Survey and 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 our culture at AMD, which is why they are open to all employees. 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.

■ ADVANCING THE MID-CAREER+ PIPELINE

We enhance inclusivity throughout AMD by expanding opportunities for all employees across all levels of the organization. We have implemented comprehensive programs that provide resources, training and support to help individuals grow and advance in their roles. Our focus on development and mentorship is a key driver to career advancement and success for all employees.

■ 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 early career talent who place a high value on companies that demonstrate a commitment to community impact and inclusion. We believe expanding the avenues where we find talent brings forth exceptional candidates who we may not otherwise have access to.

At AMD, we understand the power of role models and communities for individuals in our industry to thrive. Many semiconductor companies report significant underrepresentation of women in engineering and technical roles, and we are committed to contributing to improving the talent pipeline in our industry. Our leadership reflects this commitment, with women holding key executive positions, including: Chair and CEO Dr. Lisa Su; Executive Vice President (EVP), CFO and Treasurer Jean Hu; Senior Vice President (SVP) and Chief Administrative Officer 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 inclusivity at the highest levels of decision-making.

Another example is the AMD Women’s Forum, our largest employee resource group, with 23 chapters globally; and we are proud to have 4,500 women in engineering roles. We provide global 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. While these trainings and mentoring are available to all AMD employees, we have found that offering these programs to cohorts of similar experience enhances the sense of community and learning for participants.

We recognize the importance of external partnerships in advancing the semiconductor industry through thought leadership and collaboration, as well as programs that 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 our employees multiple questions on how our culture and processes enable our commitment to belonging and inclusion. 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 60), and they did again in 2024.

We are committed to creating an inclusive company and industry, and while external recognition is not our sole motivation, it serves to amplify and celebrate our progress. Profiles in Diversity Journal recognized our outstanding talent, with AMD being represented across the Women Worth Watching category and the Latino Leadership Awards, underscoring our commitment to building a truly inclusive workforce. We are proud of these accolades and will continue to strive for even greater progress and recognition in the future.

GOAL AND PROGRESS

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



Participation was up by 10% from 2023 because of increased opportunities for employee involvement.

Diverse perspectives are integral to our business at AMD. Our efforts to include as many unique voices as possible remain an important component of our culture and values moving forward. We also review our DB&I strategies and metrics with members of the AMD Board of Directors.

Representation of women engineers and other underrepresented groups has increased at AMD over the past five years.^{xxiii} In 2024, we continued realizing an employee base more diverse than previous years. We believe our ability to engage women engineers is a competitive advantage. Engagement and belonging scores from our annual AMDer Survey remain strong.^{xxiii}

In 2025 and beyond, we will seek continued improvement in the representation of and investment in our employees through these and other various company-wide initiatives.



together we advance_inclusion

DRIVING PERSONAL AND PROFESSIONAL DEVELOPMENT THROUGH MENTORSHIP

Mentorship plays a vital role in fostering a culture of growth and collaboration. By sharing their knowledge and experience, mentors help develop the next generation of leaders, while mentees gain valuable insights, skills and confidence. For AMD, mentorship strengthens employee engagement, enhances cross-functional collaboration and contributes to a thriving, high-performing workplace.

In 2024, we launched the AMD Mentoring Programs, ranging from skills-based to broader career development initiatives. The two skills-based programs – Technology and Engineering Skills and Business and Corporate Functions Skills – are designed for our technical and non-engineering employees respectively. They help mentees develop skills through three-month relationships with mentors. Career Mentoring enables participants to create career plans and strategy through nine-month relationships, and I-WIL (International Women in Leadership) is focused on the personal and professional development of our global talent.

Another program, emERGE, is for members of AMD Employee Resource Groups (ERGs). Designed to empower participants, emERGE integrates inclusion-focused content to inspire meaningful personal and professional growth, while leveraging mentorship to amplify innovation and enhance business performance.

emERGE started out as a limited pilot, with 674 mentoring relationships in 2024. We use a matching tool to pair and guide participants, survey mentees monthly and provide a resource library with videos, getting started guides, mentoring action plans and evaluation forms.

The program has been successful so far, with an overall satisfaction score of 4.8 out of 5. To increase its reach and impact, we will open emERGE to all ERG members and adopt an open-program design, enabling participants to enter, exit and extend a relationship based on both parties' needs.

“Mentoring has been one of the greatest accelerators in my career, and even now, I continue to be mentored by AMD leaders. Their investment in me is invaluable and has afforded me opportunities that have altered the course of my professional journey in immeasurable ways,” said Mark Pearson, corporate vice president of talent, AMD.



AMD GLOBAL WORKFORCE AT A GLANCE



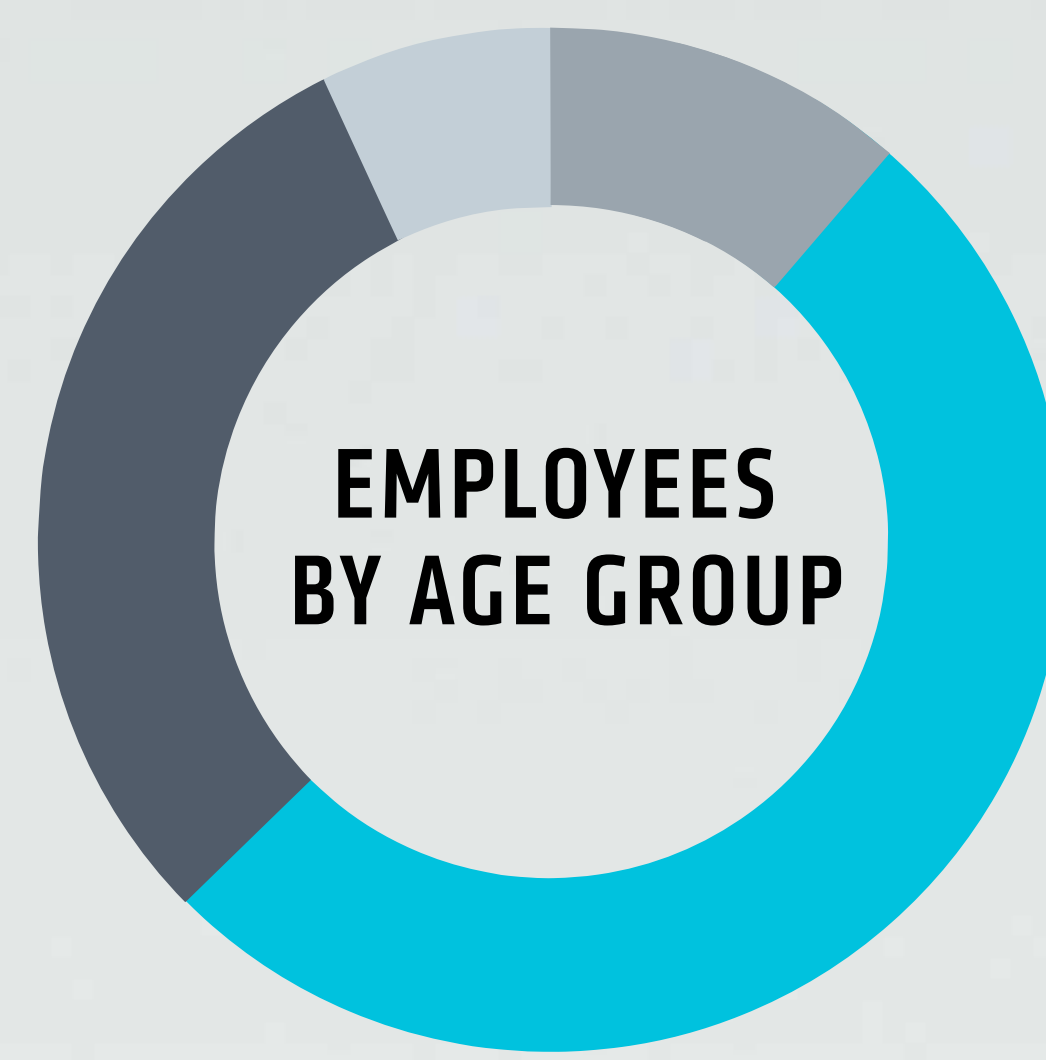
- Employees 71%
- Temporary Workers and Contractors: 29%



- 77% Male
- 23% Female
- <0.1% Genderqueer



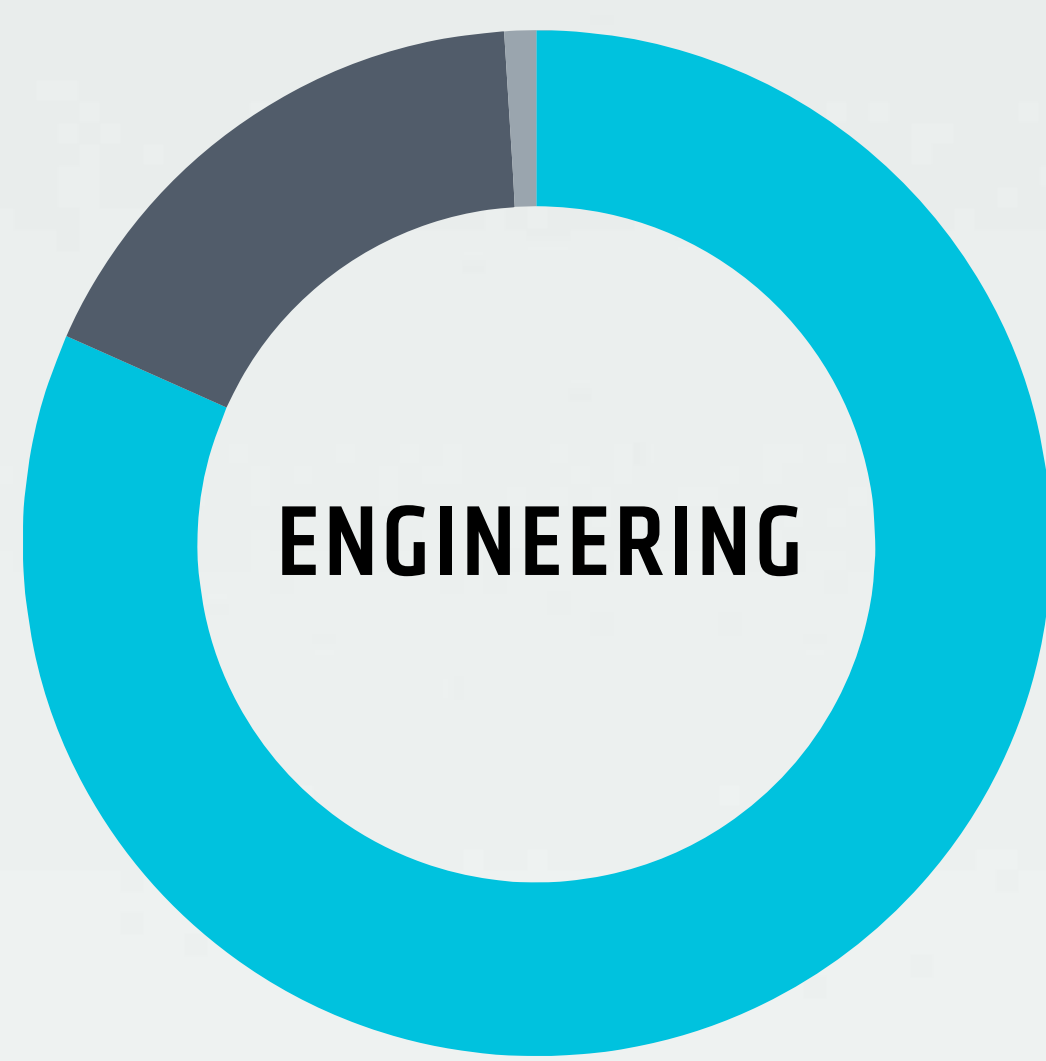
- 49% Americas
- 44% Asia-Pacific/Greater China/Japan
- 7% Europe/Africa



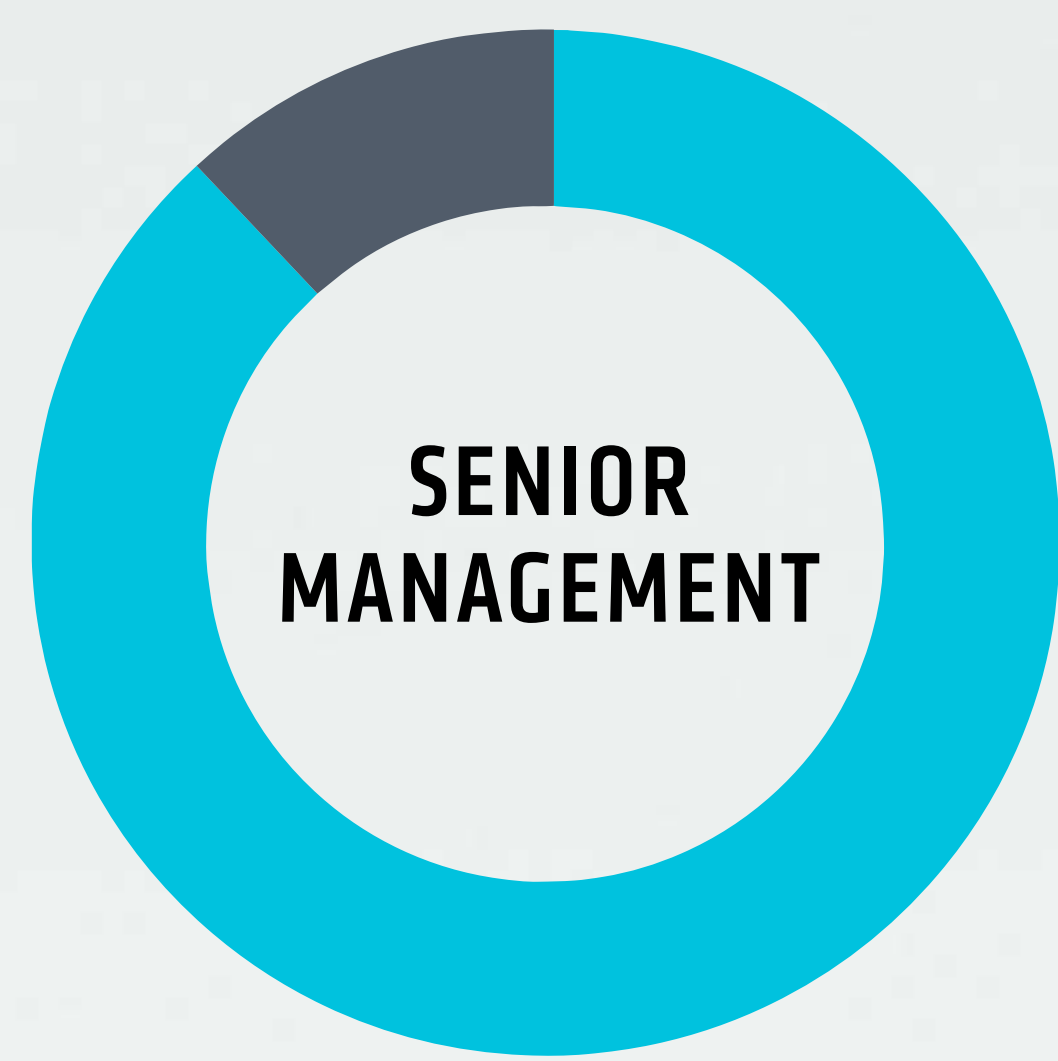
- 12% iGen (born 1997 or later)
- 54% Millennials (born 1981-1996)
- 29% Generation X (born 1965-1980)
- 5% Baby Boomers (born 1946-1964)



- 6% Hispanic/Latinx
- 1% Black/African American
- <1% Native American
- <1% Pacific Islander
- 2% Two or More Races
- 39% White
- 51% Asian



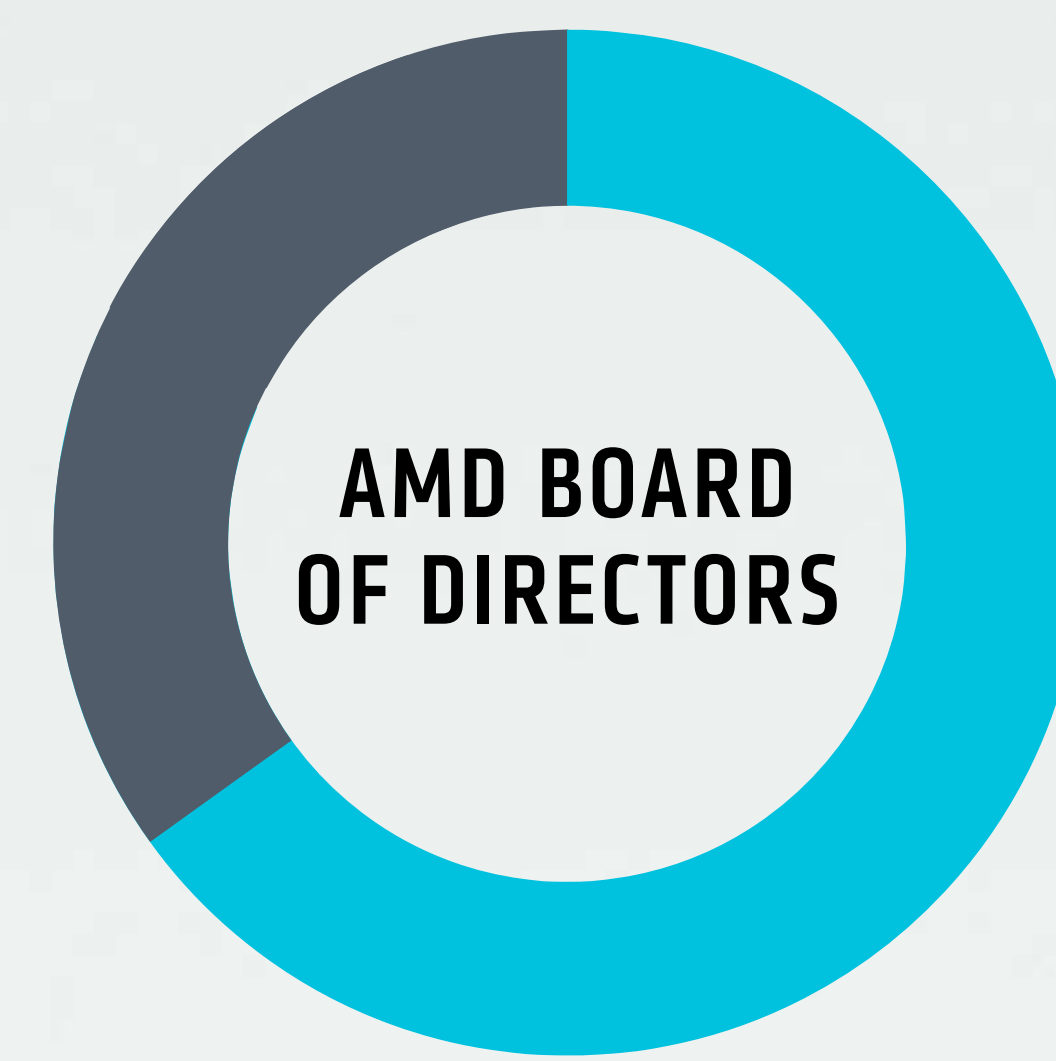
- 81% Male
- 19% Female
- <1% Genderqueer



- 86% Male
- 14% Female



- 77% Male
- 23% Female



- 67% Male
- 33% Female

[View our social data tables for more information on workforce demographics](#)

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.

AMD is an equal opportunity employer. We strive to ensure equal opportunity for all applicants and employees 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 disabilities.

Our efforts do not end with a new hire – we also aim to retain the skilled employees who drive innovation at AMD, including by 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 rate, which was 4.3% in 2024 – comparable to 2023 and consistently low compared to semiconductor industry benchmarks.

➤ [See our new hire, turnover, career development and parental leave data](#)

ENGAGING WITH PROSPECTIVE TALENT

With the aim of becoming the employer of choice in the semiconductor industry, AMD realizes that talent is everywhere – we continue to broaden our search to include the widest pools of qualified candidates and tap into our networks to ensure opportunities are equally accessible to all.

Part of that outreach includes our campus recruiting and internship programs. We foster authentic connections with students while finding talent to be future leaders and fellows at AMD. Through internship and co-op experiences, we deliver world-class experiences for students globally, including challenging projects to support their development, opportunities to network with senior leaders and fellow students and events to learn more about our company's innovative culture.

In 2024, we continued to prioritize building sustainable engagements that foster inclusion through meaningful recruitment activities and events. In the U.S., we were once again able to collaborate with [Global Semiconductor Alliance's Women in Leadership Initiative](#) to focus on connecting with women engineers at various universities across the nation, including historically black colleges and universities (HBCUs) and Hispanic-serving institutions (HSIs). We had several university engagements, including a student reception, a WE ARE AMD Lobby Day and a breakfast with faculty members.

To expand our U.S. talent pool and bring new perspectives and diverse backgrounds, we continued our Discover AMD Speaker series, a monthly virtual event where



internal experts share insights on their work and career journeys. This year's series featured engaging sessions on topics such as The Future of Portable Stimulus Standard and Building a Career in High-Performance Compute and Firmware Development, as well as important conversations around inclusion at AMD. We concluded the spring series with a Q&A session hosted by our university relations team. Open to students from all schools, the series aims to introduce a broader talent pool to life at AMD and inspire the next generation of innovators.

In Canada, AMD participated in the Women in Engineering Industry Night, where we engaged with undergraduate and graduate students to showcase our internship program and the opportunities it offers for career development. Additionally, AMD collaborated with the University of Toronto's Women in Science and Engineering (WISE) chapter, where AMD engineers hosted a panel and networking session. This event provided students with valuable insights from industry professionals, offering guidance on navigating the professional landscape and preparing for future internship opportunities in the technology sector.

AMD also organized a Welcome Event for Women in Engineering at the University of Waterloo, where we welcomed students as they began their new term. During this event, we shared information about the various opportunities available at AMD in Canada, helping students make informed decisions as they plan their career paths in the tech industry. These efforts are part of our ongoing commitment to support the next generation of women engineers and promote inclusion in the technology sector.

In Europe, we organized, hosted and participated in several key events aimed at fostering connections between students and industry professionals while promoting inclusion in STEM. Among these events was the Queens University Belfast Placement



Employer Speed Networking, where students had the opportunity to engage directly with AMD professionals, explore internship possibilities and receive valuable career advice.

In addition, AMD facilitated the QUB's Women in STEM and Ethnic Minority Employment and Entrepreneurship Networking Event in Belfast, Northern Ireland. Another highlight was the Future Female Engineers event in London, where two senior AMD women engineers served on a panel and offered career advice to attendees. This event brought together aspiring engineers and empowered them through stories of successful women in engineering, offering insights into the pathways and opportunities available in the tech industry. These events underscore our commitment to supporting talent and creating a more inclusive future for STEM professionals.

SALUTING OUR SECOND COHORT OF VETERANS

In 2023, AMD embarked on a journey to support our U.S. veterans by partnering with Hiring Our Heroes through the U.S. Chamber of Commerce, a nationwide initiative aimed at helping veterans transition from military service to civilian careers.

Our Hiring Our Heroes sponsorship helped us find two talented new employees in 2024. We became official sponsors of the program, allowing us to dive deeper with greater access to the talent pool of service members transitioning into the civilian workforce.

Jacob Salazar and Davis McElwain, both of the U.S. Army, were excellent additions to AMD in 2024. Jacob proudly served 12 years as a captain specializing in IT Management, where he developed a foundation in leadership, operational execution and technology integration. Today, he applies those skills as a product

marketing manager within the EPYC Server Business Unit. His goal is to translate the company’s technical leadership into clear customer wins and to help shape the future of hybrid cloud computing.

Davis McElwain is a highly decorated retired colonel who began his AMD journey as a program manager in the Server Program Management team. As a former senior officer with more than 20 years of experience, he brings a wealth of experience and leadership expertise gained during his distinguished service. His prior experience within the Army Futures Command, where he was responsible for spearheading cutting-edge military technology, equips him with a deep understanding of the latest technological advancements and their potential implications. Davis' leadership skills, developed through years of managing teams and handling complex situations in the military, will help guide his team and support their strategic growth. His proven ability to motivate, inspire and foster collaboration will significantly contribute to our success and continued innovation.

As Davis explained, “I sought out a career at AMD because my values that I supported in my Army service aligned with AMD’s values – integrity and respect for others specifically – and I look forward to contributing to team success while upholding those values.”

As we look ahead to 2025, AMD remains committed to supporting this important initiative and ensuring that our company is a place where veterans can thrive. Together, we are creating a brighter future where veterans are empowered to build lasting and fulfilling careers.

 [Read more about the Hiring Our Heroes program](#)

TALENT MANAGEMENT

Our talent strategy supports our goal of supporting the employee experience from onboarding through development, engagement, retention and recognition by providing integrated talent processes across the employee lifecycle. This includes:

- Identification of top and emerging talent through organizational HR planning, paying specific attention to identifying and developing a slate of successors that reflects the full pool of qualified talent 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 offerings focused on employees gaining knowledge for excellence in their current and 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 our 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 commitment to supporting our employees, we launched the Female Fellow Pipeline Mentoring Program in 2022. The program is geared toward high-potential technical women who have self-identified as being on the path to Fellow. It is administered by a corporate vice president (CVP) who engages high-quality mentors from the ranks of Fellow, Sr. Fellow, Engineering CVP and Corporate Fellow.

Mentors meet with mentees to support growth and networking. One participant said: “the discussions with my mentor were so helpful and insightful and at the same time comforting. My mentor was patient when listening to my work and showed a great deal of interest in knowing what I accomplished technically.”

In the annual AMDer Survey, mentees scored favorably for Teamwork and Collaboration, increasing results to 84% (up 11% compared to the previous year). Receiving a 2024 Excellence Award from the Brandon Hall Group was a true highlight and reflection of the success we have seen in the last two years.



WOMEN LEADERS SEMINAR FOR AMD FEMALE FELLOWS

In 2024, AMD held the first Women Leaders Seminar at the AMD Fellows Forum. We created the program in response to women Fellows seeking a platform that builds community, cultivates a support system and fosters mutual empowerment. Driven and sponsored by one of our highly regarded female Corporate Vice Presidents, who is also a Fellow, the one-day seminar offered time to engage in panel discussions and self-awareness exercises as well as learning and engaging with community. In 2024, a 4.8 out of 5 overall program rating and positive feedback from participants and leaders established this seminar as an integral part of the annual AMD Fellows Forum going forward.

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 2024, 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 workplace that allows our employees to do their best work. Using local data, regulations, job requirements and an employee survey, AMD has created 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

Our flexible approach extends to working hours, enabling AMDers to carry out eight productive hours of work, amounting to typically 40 hours of work per week, according to a schedule that suits them. On a typical business day, eight hours is the requirement, unless a shorter time is required under local rules. If necessary, employees may be required to work additional hours to perform their 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 benefits that our employees value most, AMD provides 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

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 Program
- 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

FINANCIAL WELL BEING

Our financial well-being programs allow 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
- Four paid company-wide Recharge Days
- Parental leave
- Sick leave
- Bereavement leave
- Crisis 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
- Free confidential counseling with enhanced emotional well-being support for employees and their household family members via the Employee Assistance Program
- Fitness centers (select locations)
- Employee discounts
- Complimentary research and referral services for almost any need, including complimentary legal and financial consultations



EMPLOYEE EDUCATION AND TRAINING

The focus of our global onboarding, learning and development programs is to grow individual, leadership and organizational capabilities that are essential to achieving our goal of being the high-performance and adaptive industry leader. We foster a culture of lifelong learning, where development is seen as a shared responsibility between employees, their managers, the learning teams and company support.

In 2024, AMD provided nearly 167,000 hours of training to employees, including both virtual and onsite instructor-led trainings on the topics requested most frequently by our employees, and 23% of our employees attended either career- or skills-related instructor-led training.^{xxxvi}

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

- Drive higher levels of performance to enable AMD to grow individual and organizational capabilities.
- Develop leadership and technical skills through learning opportunities aligned with the company's AMD Success Profile—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 includes 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, technical talks, managing difficult conversations, compliance, sales product training and sales enablement.

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 2024, we offered 30 three-day new manager experiential programs, which 564 new AMD people managers attended to enhance their onboarding experience in people management practices at AMD.

Our Top Talent programs are a key focus area for the company. In 2024, we offered 13 multi-day experiential learning programs for top talent in the technical and manager tracks. A total of 623 AMDers participated in the 2024 top-talent programs, the largest number of participants in a single year, accumulating 17,900 hours of education for top talent leaders.

AMD e-learning resources also include a broad and continually expanding 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

We are committed to fostering a workplace where employees feel supported, connected and empowered to contribute. Through our Employee Resource Groups (ERGs) and our annual AMDer Survey, we create opportunities for individuals to share feedback, build community and help shape our culture. These efforts are part of our broader approach to encouraging engagement and continuous improvement across the organization.

EMPLOYEE RESOURCE GROUPS

The foundation of our company's inclusive culture lies in our 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 2024, 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.

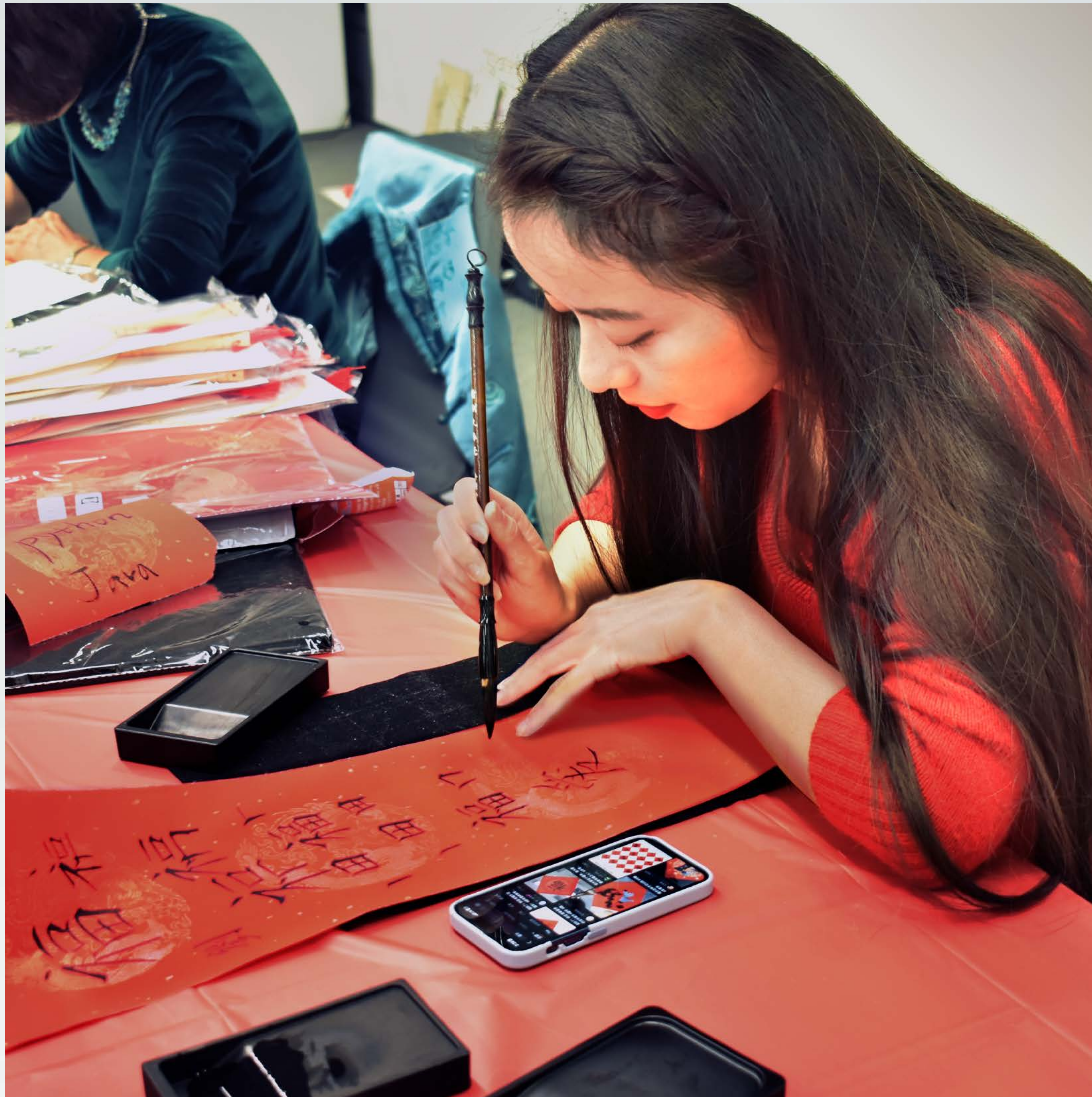
AMD Women's Forum

Provides a women's community fostering connections, offering opportunities for people to lead and promoting engagement within AMD and beyond.

BRINGING COMMUNITIES TOGETHER

The Pride and Advancing Black Leadership and Experience ERGs hosted a joint event in June, which was a celebration of two powerful movements: Juneteenth, which commemorates the end of slavery in the United States, and Pride Month, which honors the LGBTQ+ community. By combining these two significant events, AMD showcased their commitment to diversity, inclusivity and the celebration of all identities within their community. The theme "Marginalization to Empowerment: Celebrating Freedom, Amplifying Voices and Creating Change" emphasized the importance of uplifting marginalized communities and working together towards a more equitable future.

This unique gathering provided an opportunity for attendees from various backgrounds to learn, connect and grow. Held in both San Jose, California and Austin, Texas, with a dedicated conference room at each location, the event allowed participants to hear inspiring words from their leadership, enjoy delicious food and engage in fun yet educational trivia about the history and significance of Juneteenth and Pride Month.



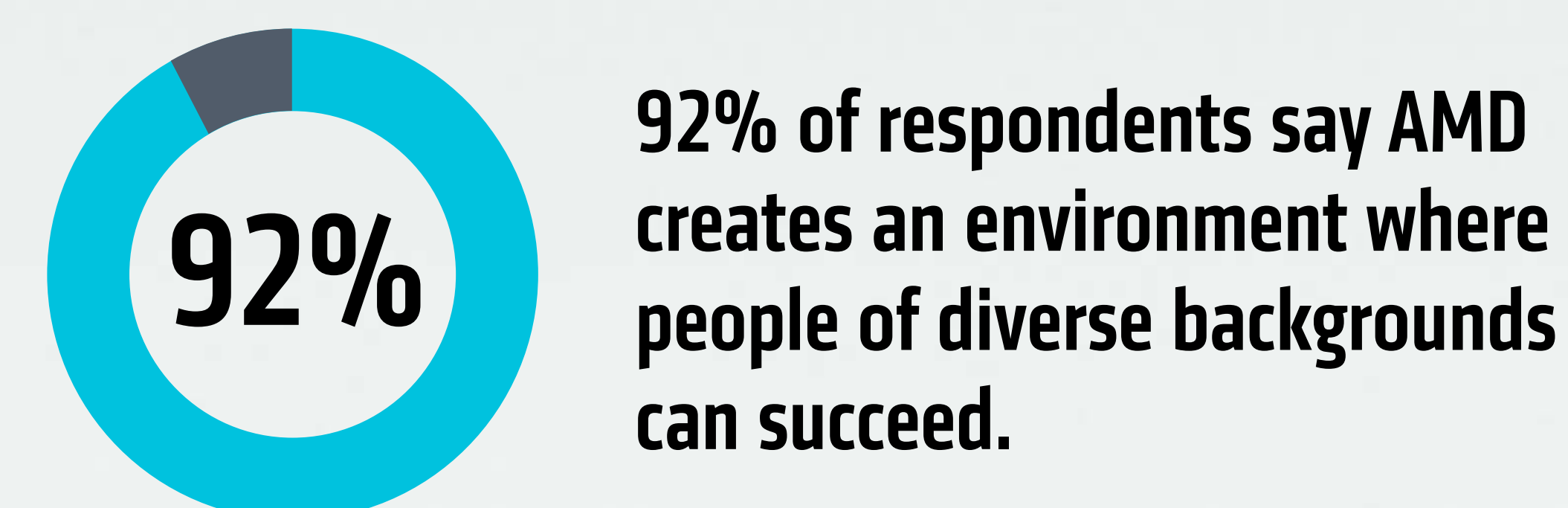
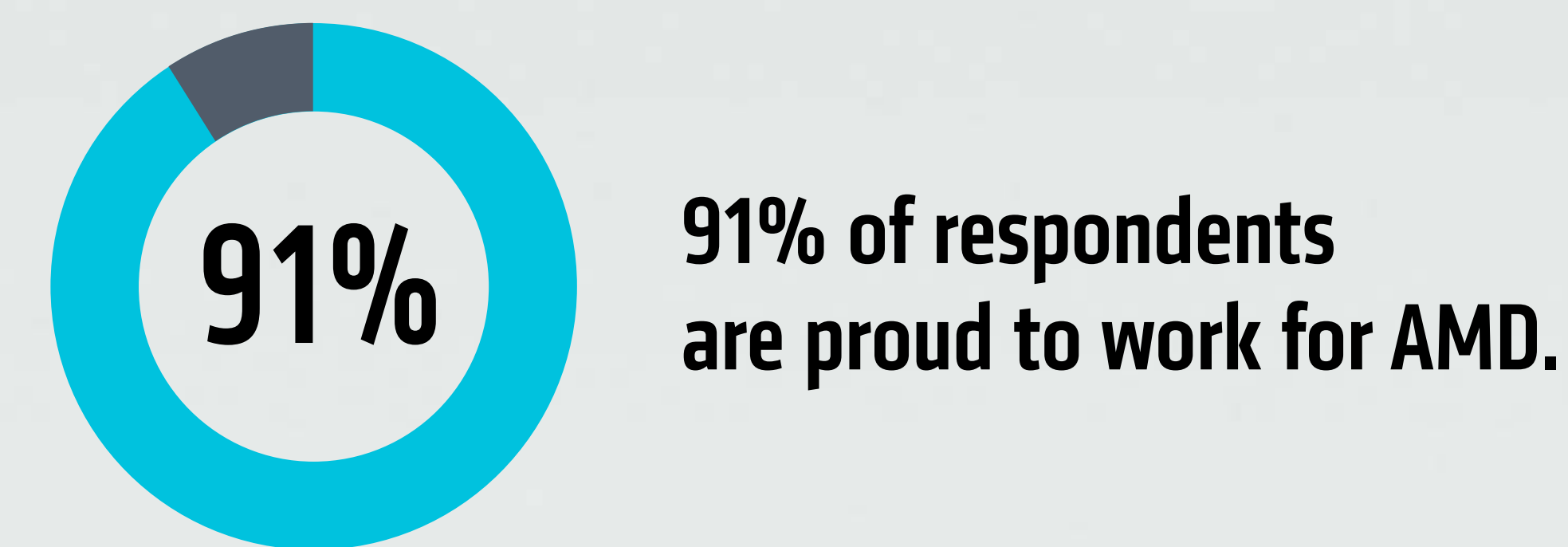
AAPI CULTURAL EXPO: A CELEBRATION OF INCLUSION AND CULTURAL DIVERSITY AT AMD

In 2024, Asians Making a Difference hosted a Cultural Expo for Asian American Pacific Islander (AAPI) Month. This event brought together different communities and cultures for an immersive and educational event. The lively cultural exchange attracted more than 180 AMDers, showcasing the strength and beauty of various AAPI cultures. Participants had the opportunity to explore eight different tables, each representing a unique cultural background. Attendees could partake in language exchanges, savor traditional snacks and beverages and even engage in traditional games and activities, offering a genuine cultural immersion experience.

An integral component of the event was the culture passport, which encouraged everyone to visit each table and collect stamps along the way. This gamification not only fostered a spirit of camaraderie but also motivated attendees to learn about and appreciate the nuances and distinctions in various AAPI cultures. By sharing food, drinks, language and clothing, the event provided a platform for AMDers to broaden their understanding of their colleagues' heritage and promote a far-reaching appreciation for cultural diversity.

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 93% response rate in 2024.



The AMDer Survey is a comprehensive cultural and operational diagnostic consisting of approximately 45 questions across 10 dimensions:

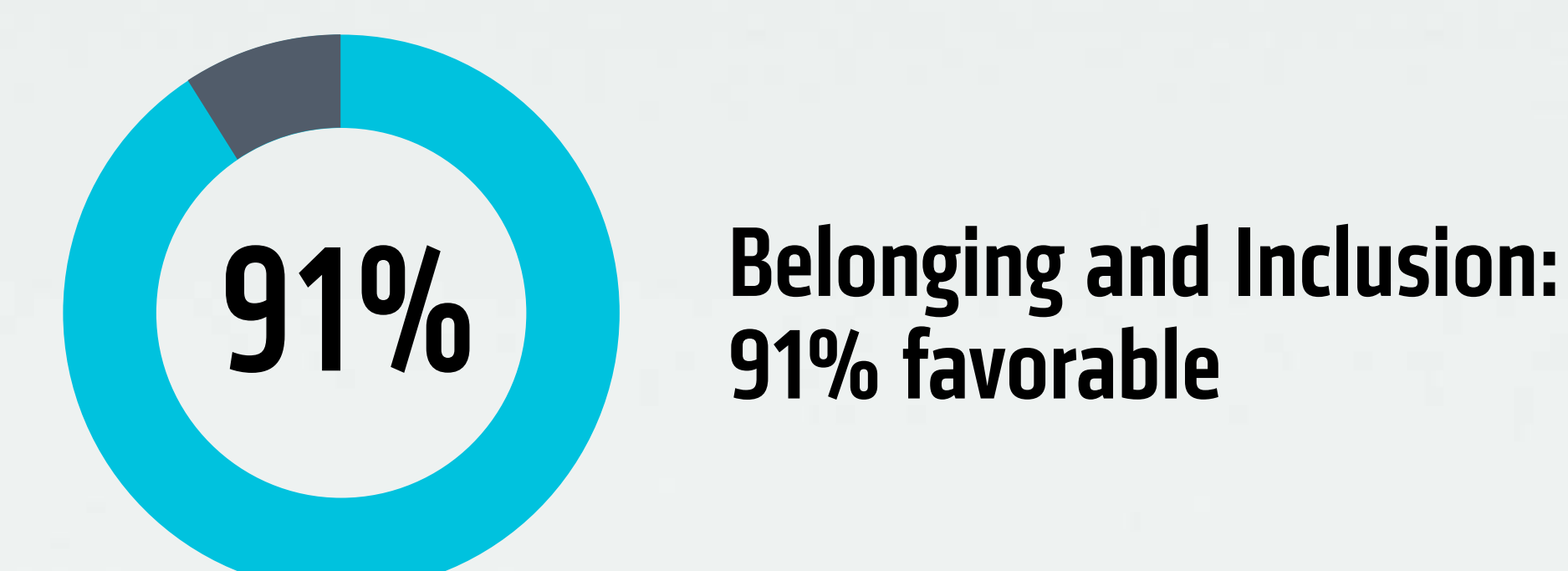
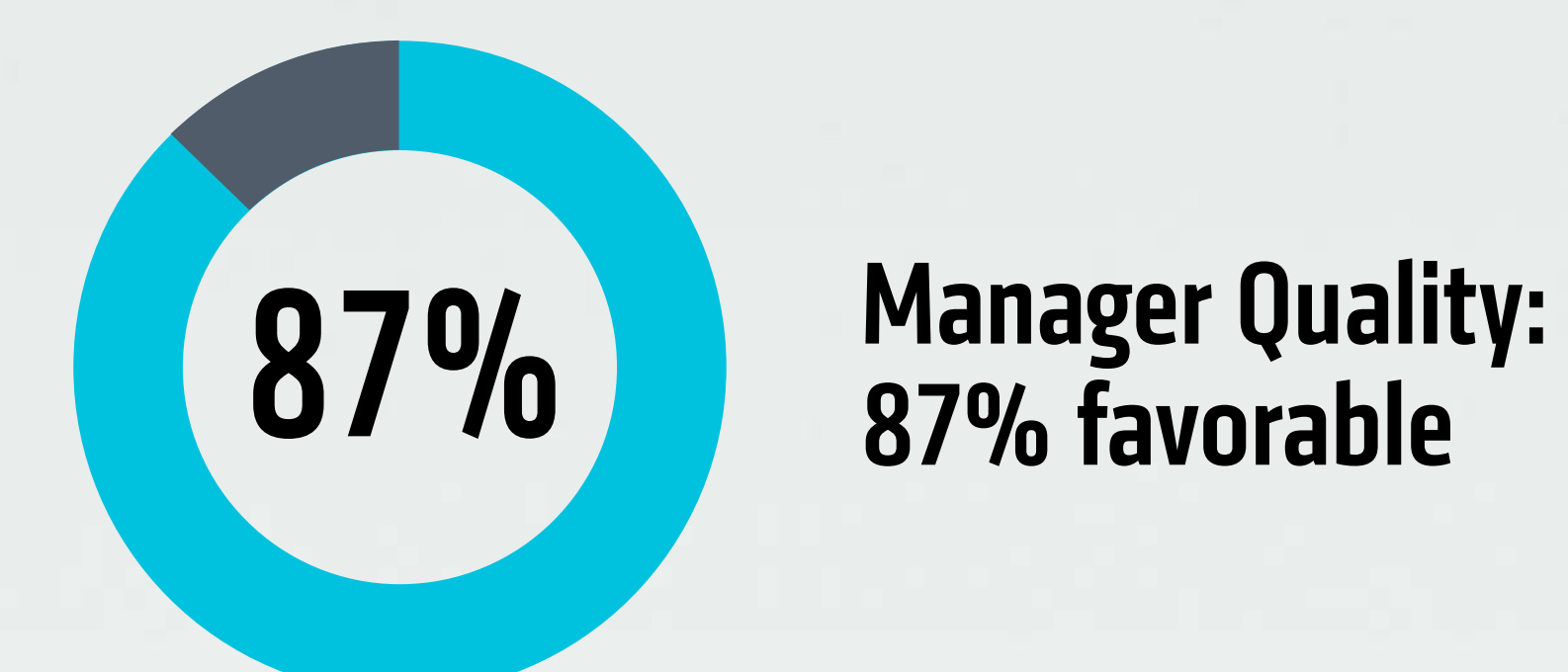
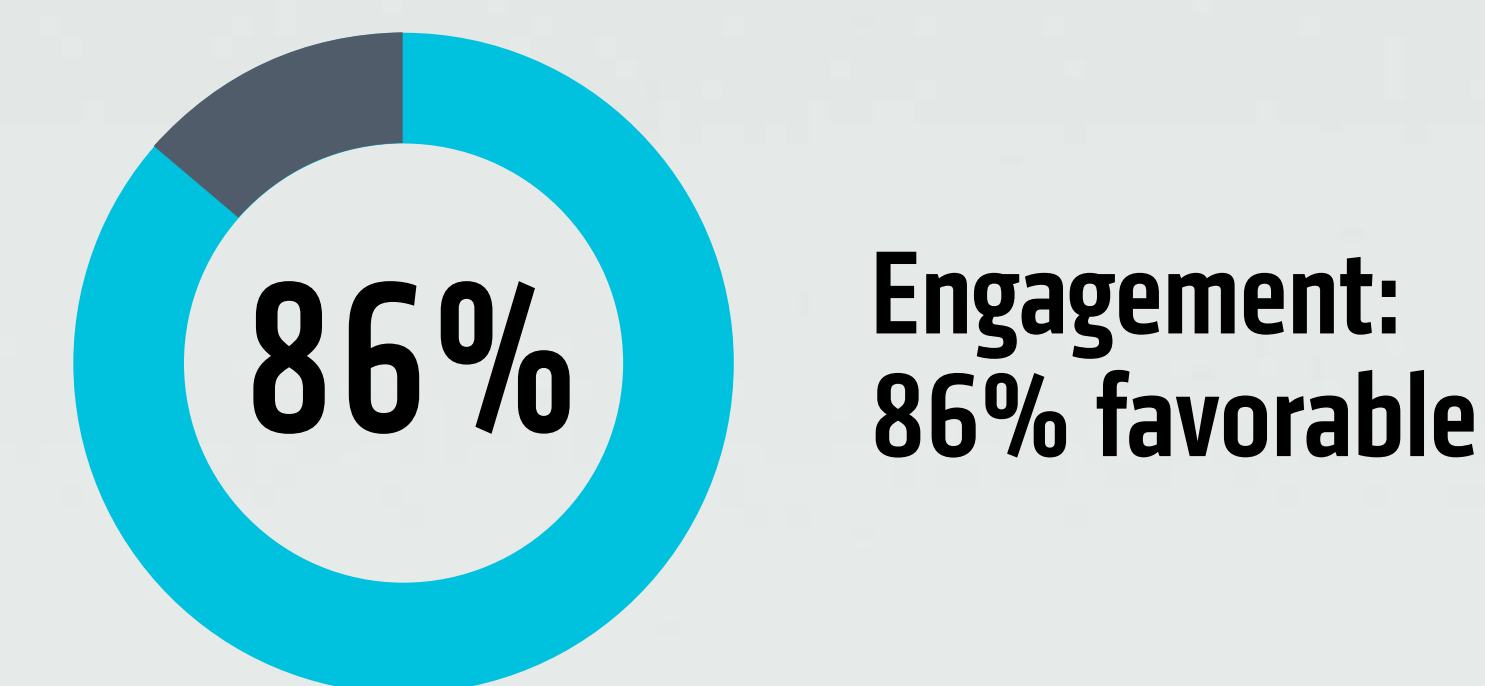
- Engagement
- Belonging and Inclusion
- Manager Quality
- Clarity of Direction
- Employee Empowerment
- Performance Management
- Growth and Development
- Teamwork and Collaboration
- Continuous Improvement
- Resources and Support

Overall scores for the following three dimensions are important measures for the health of our culture at AMD:

- **Engagement:**
An emotional and intellectual commitment to AMD, their team and their job.
- **Manager Quality:**
Management engaging hearts and minds with day-to-day interactions and decisions.

- **Belonging and Inclusion:**
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.

2024 KEY DIMENSION RESULTS



Our AMDer Survey scores have increased significantly over the past several years. Results for every survey dimension 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 listening to 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 2024, this included leveraging AI tools to increase productivity, improvements to our Recharge Days program, expanded mentorship and learning programs including LinkedIn Learning licenses for all employees, continued investment in flexible benefits and simplification of processes.

➤ [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 EHS 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.
- **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 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, Global 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.
- **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 locations

for site-specific assessments based on level of complexity and local regulations; in 2024, we completed these EHS assessments at approximately 44% of AMD managed sites.^{xxxvii}

- **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 2024, there were zero fatalities, no high consequence work-related injuries or illnesses and no recordable illnesses. There were 10 recordable cases in 2024 in total, consisting of repetitive and non-repetitive strain injuries, a small number of contusions and lacerations and one crush injury. The worldwide AMD case rate for employees and contractors combined for 2024

decreased to 0.03 per 200,000 work hours versus 0.04 in 2023, and the U.S. AMD case rate for employees and contractors combined remained at 0.08 per 200,000 work hours. This is significantly lower than U.S. OSHA’s 2023 Private industry case rate of 2.4 and below the 2023 Engineering Services industry case rate of 0.6, as reported by the U.S. Bureau of Labor Statistics.^{xxxviii}

 [See our workforce well-being data](#)

HEALTH AND SAFETY COMMUNICATION AND TRAINING

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, mainland China and other locations where they are required. Overall, 29.5% 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 SINGAPORE

Championing Women in Engineering

AMD Women's Forum (AWF) in Singapore celebrated International Women's Day 2024 with a series of engaging events, including a collaboration with Daughters of Tomorrow (DOT) and Nanyang Girls' High School.

DOT, a non-profit organization dedicated to empowering underprivileged women by providing them with skills and opportunities to achieve financial independence, joined AMD for a poverty sensitization workshop. The workshop raised awareness and empathy for women living in poverty, helped AMDers understand the challenges they face and motivated us to act.

AMDers also visited the DOT headquarters for an in-depth discussion about opportunities for AMD in Singapore to support their efforts. One example is the childminding initiative, in which volunteers look after children while their mothers attend a course to upskill.

One of the most touching moments of the day was the "Thank a Woman" initiative. Attendees were encouraged to express their gratitude to the women in their lives by presenting them with flowers, exchanging heartfelt words of appreciation and admiration. The atmosphere soon turned festive with a cake-cutting ceremony and a photo booth, where colleagues posed for pictures, creating lasting memories of a day dedicated to celebrating women.

AWF also extended its reach to the younger generation by hosting a group of girls from Nanyang Girls' High School. The girls participated in experiential workshops to interact with AMD powered gaming consoles and had an engaging chat with a panel of women engineers, who shared their experiences and insights. The young visitors left feeling inspired and motivated, with many expressing a newfound interest in pursuing a career in STEM.



AMD IN IRELAND

Joining Forces to Raise Awareness and Support the LGBTQ+ Community

In Ireland, AMDers organized three initiatives through the Pride ERG in 2024, aiming to raise awareness about HIV, support the LGBTQ+ community and join forces with external organizations to maximize the impact.

The Ireland Pride ERG hosted an HIV awareness talk in February, with thought-provoking conversation about destigmatizing HIV/AIDS. Two guest speakers joined the event: Tania Notaro, writer and director of the short film Glitterbug, and Jason Reid, an activist who shared his personal journey and insights on resilience and advocacy. One of the key takeaways from the event was the mantra “U=U: Undetectable=Untransmittable.”

To amplify our impact and demonstrate our commitment to DB&I, AMD joined Pride at Work Org: the largest LGBTQ+-focused diversity, equity, inclusion and sustainability training program in Ireland. AMD attended the annual Pride at Work Conference in May 2024, gaining practical tips on how to foster allyship and build inclusion at work. And in November, the inaugural Pride at Work Coffee Club provided an opportunity for AMDers to discuss issues and opportunities.

AMDers came together in solidarity and support of the LGBTQ+ community in June, when Dublin team members walked in the annual Pride Parade, joined by Mark Pearson, CVP of Talent, Community and Culture, visiting from our HQ in Austin. The parade was led by the Grand Marshalls, BelongTo – a national LGBTQ+ youth and advocacy organization which promotes safe and inclusive spaces for young LGBTQ+ people in Ireland.



AMD IN INDIA

Championing International Women in Leadership

A new mentoring program launched in 2024 supports the professional growth and career advancement of women engineers at AMD in India. The I-WIL – International Women in Leadership program – plays a unique role in providing a mentoring space, addressing learning barriers, developing career strategies and bridging the confidence gap.

Promoting equal opportunities for women is a key focus for AMD in India, and we recognize the importance of mentorship, training and targeted programs to address the unique challenges women face in the tech industry.

The I-WIL mentoring series is designed for members of technical staff level and aspiring women engineers at AMD who are seeking 1:1 mentorship from leaders in the organization. A dedicated mentor is assigned to a mentee, and the individual mentoring spans a period of six months or six sessions.

In the first two batches of the program, 67 AMDers volunteered to be mentors for almost 100 nominated engineer mentees, with 50 mentees successfully onboarded already.

The program benefits both mentees and mentors, as Jaya Jagadish, senior vice president, country head, AMD in India explained: “During mentoring, learning happens for both the mentor and the mentee. I owe a large part of my success to the mentors I have had throughout my career. They gave me new perspectives and opened a world of new possibilities for me. And I also heard from them that their interactions with me helped them gain valuable insights.”

The first batch of the program was successfully completed, and with batch two underway, the I-WIL program is now going global across AMD.

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 help to enable the future. Semiconductor Equipment and Materials International (SEMI) estimates that the semiconductor market will reach US\$1 trillion by 2030. ^{xxxix}

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, strategic 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.

Key areas covered in this section:

- SUPPLY CHAIN MANAGEMENT
- IDENTIFYING AND ASSESSING ADVERSE IMPACTS
- REMEDIATION AND PREVENTION
- HUMAN RIGHTS IN OUR SUPPLY CHAIN
- RESPONSIBLE MINERAL SOURCING
- SUPPLIER DIVERSITY



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 and assembled into packages and tested, before being shipped as semiconductors ready to be used to solve some of the world’s toughest challenges.

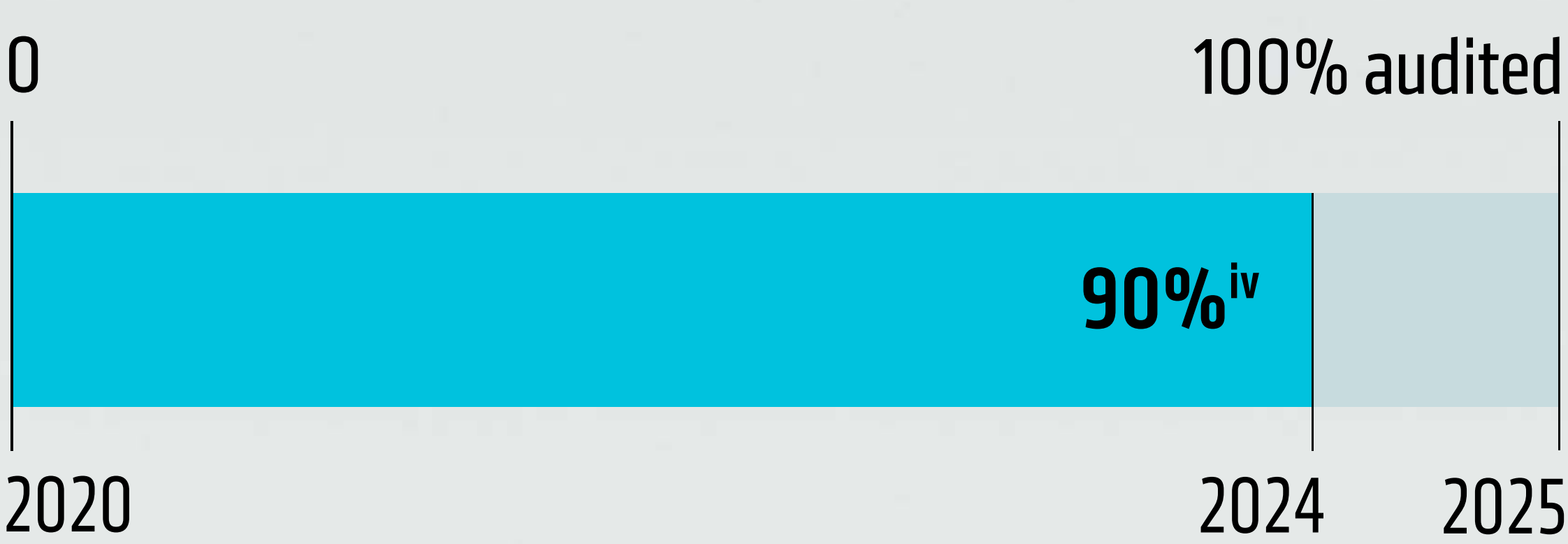
The majority of our spend – approximately 64% – is with foundries that supply these wafers. Another 35% is with factories that manufacture a range of services and inputs needed to create AMD products. Our primary Manufacturing Suppliers include Global Foundries, King Yuan Electronics Company, Samsung 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 (Code), the primary focus of our supply chain responsibility efforts is with Manufacturing Suppliers^v and major indirect suppliers.^{xi}

We recognize this opportunity 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 full members of the Responsible Business Alliance (RBA), Responsible Labor Initiative (RLI) and Responsible Minerals Initiative (RMI).

OUR GOALS AND PROGRESS

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



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



AMD was included in the KnowTheChain benchmark in 2024; we ranked 7 out of a total of 45 companies in the ICT sector benchmark and ranked 2nd among the semiconductor companies. KnowTheChain analyzes and ranks companies on their efforts to address forced labor and human trafficking risks in their supply chains.



together we advance_collaboration

BUILDING SUPPLY CHAIN DUE DILIGENCE CAPABILITIES ACROSS THE SEMICONDUCTOR INDUSTRY

At AMD, we believe in fostering responsible practices in our supply chain, ensuring that together we advance not only in technology but also in ethical business conduct. One way we achieve this is through the AMD Supplier Code of Conduct, which mandates that suppliers establish and enforce policies and practices to communicate and monitor adherence to the Code. To assist our Manufacturing Suppliers in this endeavor, AMD sponsored a supply chain due diligence training session in 2024 facilitated by Responsible Business Alliance (RBA) Advisory Services.

To broaden our reach, AMD collaborated with Marvell, Micron and Qualcomm to design and promote the training session. Our goal was to enhance the semiconductor supply chain's ability to identify and manage risk throughout the industry. The training covered a variety of topics including anticipated requirements under upcoming global legislation, leveraging RBA tools to facilitate compliance and satisfying RBA and customer expectations regarding worker and environmental protection.

AMD offered the virtual training to our Manufacturing Suppliers in the locations of Malaysia and Taiwan. Of those invited, 94% attended. Since completing the training, participants have taken action by engaging their suppliers (AMD sub-tier suppliers), including by:

- Implementing a policy to train new suppliers on responsible recruitment and conducting individual training sessions.
- Providing a refresh training on the RBA Code of Conduct to existing suppliers.
- Initiating a supplier forum to train suppliers on the RBA Code of Conduct.
- Conducting on-site interviews with contract workers and dormitory audits to check compliance with the RBA Code of Conduct.
- Training internal staff on social requirements.

We continue to engage with our suppliers to understand and assess the actions they have taken since the training.



SUPPLY CHAIN MANAGEMENT

Our comprehensive approach to supply chain responsibility (SCR) includes aligning with industry standards, setting expectations, fostering collaboration, analyzing risk and monitoring effectiveness.

AMD has adopted the RBA Code of Conduct as our Supplier Code of Conduct. The Code is updated every three years to ensure 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 our supply chain. The [AMD Worldwide Standards of Business Conduct](#) outline our expectations for our ethical conduct, and these standards extend to our Manufacturing Suppliers. To help expand the reach even further upstream in the supply chain,

we require each of these suppliers to communicate the same expectations to their suppliers in turn and implement reasonable mechanisms to monitor their compliance.

Our SCR program resides under the Manufacturing Strategy and Procurement team which reports to the Senior Vice President, Global Operations. Our CR Executive Steering Committee receives semi-annual briefings on CR priorities and goals, including 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.

Our Corporate Vice President of Procurement receives updates on supplier performance with respect to SCR requirements on a quarterly basis, and more frequently when necessary.

Internal training is an important element of our SCR program. Our biennial training typically addresses the actions taken by AMD and the expectations placed on suppliers to prevent and mitigate risks to workers, including the risk of forced labor.

We collaborate with industry groups, peers, suppliers and other stakeholders to support ethical and sustainable supply chains (see page 95). 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.

IDENTIFYING AND ASSESSING ADVERSE IMPACTS

The supplier qualification process includes a social and environmental risk assessment. We constantly monitor for risk, which continues to evolve as local hiring practices change and the supply chain footprint expands.

We use a third-party risk database platform to understand a supplier's social and environmental risk profile based on its geographical location, type of product manufactured, workforce demographics and audit non-conformances in the region. This platform uses data from reputable sources such as UNICEF's Children's Rights in the Workplace Index, Walk Free Foundation's Global Slavery Index, World Resource Institute's Water Stress Index and World Justice Project's Fundamental Rights Index.

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 and gain insights directly from workers via surveys, audit interviews, grievance channels and ongoing research. We focus our yearly efforts on these areas.

As part of our goal for 100% of Manufacturing Supplier factories to have an RBA audit or equivalent by 2025, five suppliers took their first RBA VAP audit in 2024. The average audit score was 177 points out of 200 and none of the facilities had a Priority (the most severe non-conformance) finding. These third-party audits evaluate supplier performance against the AMD Supplier Code of Conduct.

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.^{xli} In 2024, the rate decreased by 37% compared to 2023 and 50% below historical 2020 levels.^{xlii} Extending to our other Manufacturing Suppliers, we utilize RBA audits to identify health and safety code violations, which most often relate to emergency preparedness.

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 results](#)

REMEDIATION AND PREVENTION

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

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 remedies when needed. In 2024, we continued to encourage suppliers to use worker surveys to obtain insight directly from workers through a secure and anonymous channel. For example, we used this tool as a secondary means to confirm workers' satisfaction with their employer's remuneration efforts.

Furthermore, the AMD Aware helpline 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.

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 trainings through the RBA's e-Learning Academy based on identified knowledge gaps. In 2024, suppliers took a training course on managing GHG emissions and how to set a GHG emissions reduction goal.

Manufacturing Suppliers were offered training on mandatory human rights due diligence requirements. Additionally, we co-sponsored a training to share best practices in identifying and managing risk to human rights in the supply chain. See page 66 for more details.

SUPPLIER ACCOUNTABILITY

We incorporate SCR performance into the overall scorecards we use to motivate Manufacturing Suppliers to improve labor and environmental performance. AMD and Manufacturing Supplier executives participate in the reviews, which include a discussion of the supplier's scorecard.

The supplier 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
- 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 allows 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. Through RBA VAP audits, we 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

Of the suppliers audited in 2024, 90% received RBA VAP demonstrating commitment to corporate responsibility. Of those, 86% received VAP recognition on the initial audit. Of the top 89% of Manufacturing Suppliers by spend, 100% achieved VAP recognition and of those, 73% received RBA Platinum VAP Recognition, the highest possible recognition.^{xliii}

RBA also tracks a Quality of Life Metric, which is based on three indicators: availability of money (having more than is needed to pay personal bills), time (balance) and good health. 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 59.5 on RBA's Quality of Life Metric, higher than the industry average of 54.5.

 [See our Manufacturing Supplier audit results](#)

HUMAN RIGHTS IN OUR SUPPLY CHAIN

AMD continuously evaluates human rights impacts in our supply chain and works to mitigate and prevent negative 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; it is formalized in the [AMD Global Human Rights Policy](#).

The [AMD Supplier Code of Conduct](#) 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.

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 external advisors to conduct a company-wide Human Rights Saliency Assessment. 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 serves 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 that workers do 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.

➤ [See 'Respecting Human Rights' for more information](#)



REMEDIATION

In 2024, across 10 Manufacturing Supplier facilities, indicators of forced labor risk were found via VAP audits and through an NGO. Indicators included prohibited recruitment fees, personal loans with required repayment, fee reimbursement paid outside of the 90-day reimbursement window (as per RBA VAP Guidelines), lack of possession of personal documents and financial penalty to leave without providing reasonable notice.

In the event AMD becomes aware of a risk of forced labor, we work with the employer in order for them to provide remedy to the workers in line with the RBA VAP Guidance. A third-party assessment is required to confirm fee repayment. Workers are engaged in the remediation process through interviews that are included in the VAP audit protocol and fee investigation process. If workers are reimbursed, we require a worker survey to be offered as a secondary tool to validate remediation.

Additionally, we are collaborating with RBA Advisory Services to support a supplier site through a fee investigation. An RBA-approved third-party assessment firm conducted interviews with affected workers

and factory management to determine the actual cost of recruitment and ongoing fees. The fee reimbursement process is continuing into 2025.

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, RBA VAP audits include worker interviews.

The AMD Aware helpline is available to suppliers and their workers. In 2024, the helpline generated one case of a worker in the supply chain reporting concern of a breach of compliance to the RBA Code of Conduct at the supplier site. The supplier underwent an RBA VAP third-party audit and workers provided feedback through a survey. The claims were not able to be substantiated. We have added information about AMD Aware to the Supplier Responsibility Guide to increase the channel's visibility.

PREVENTION

From 2020-2023, our capacity-building trainings have focused on responsible recruitment, specifically on the prevention of foreign migrant worker fee payment. 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.”

In 2024, we offered a new training topic focusing on supply chain due diligence. While we recognize the importance of continued education on the topics of forced labor prevention, we wanted to provide supplier site management with practical guidance on how to operationalize an internationally recognized due diligence framework and make clear our expectation that they manage labor and environmental risk in the next tier of the supply chain.

➤ [Read more about the due diligence training](#)

PROGRAM EFFECTIVENESS

Between 2023 and 2024, the number of forced labor risk indicators found during a third-party audit increased; however, the number of workers impacted decreased. In 2024, ~230 workers had fees reimbursed compared to ~3,600 in 2023.

We recognize that each sourcing region has unique challenges to preventing the risk of forced labor. In 2025, we plan to work more closely with the RBA Policy team to engage in discussions with sourcing country governments to close gaps between the RBA Code of Conduct and local law.

➤ [Read our annual AMD Statement Against Modern Slavery and Human Trafficking](#)



RESPONSIBLE MINERAL SOURCING

Our approach to responsible mineral sourcing is rooted in respect for human rights and the environment. We use 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 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 indicators, 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, using 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, now known

as the Additional Minerals Reporting Template (AMRT), which we use to identify smelters and refiners for new materials beyond tin, tungsten, tantalum and gold (collectively referred to as 3TG) and cobalt.

Through AMRT outreach in 2024, Manufacturing Suppliers reported an increase in the number of mineral suppliers compared to 2023. We report all newly identified companies to the RMI for invitation into the RMAP ecosystem. While the newly identified companies have not yet been confirmed by the RMI as smelters or refiners, the increase in reporting demonstrates growing maturity in the supply chain mapping process.

Additionally, we developed a materials prioritization process. The process allows us to focus traceability and due diligence efforts on the most relevant materials, which may include critical minerals used in AMD products.

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 promote 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 meet industry standards. We also partner with the RMI to promote industry-level solutions to help address the complex challenges in the minerals supply chain.

In 2024, we maintained 100% RMAP participation for 3TG minerals. Collecting smelter and refiner information from suppliers is foundational to our responsible sourcing and regulatory compliance initiatives. This gives us visibility to the upstream supply chain so we can access and address risks. 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

Engaging a diverse range of suppliers helps drive innovation, expand market reach and enhance operational resilience. This approach not only strengthens our supply chain but also aligns with our commitment to corporate responsibility and sustainable business practices.

AMD has a geographically diverse set of suppliers, including Manufacturing Suppliers in Asia, Europe and North America, as well as thousands of non-Manufacturing Suppliers globally.

While not weighted in our procurement process, we do track certain indirect supplier^{xl} demographics. In 2024, AMD spent a total of US\$49.2 million with suppliers classified as small business enterprises (US\$31.9 million), non-minority women-owned (US\$11.3 million), Asian American-owned (US\$5 million), veteran-owned (US\$679k), Hispanic American-owned (US\$72k), Black American-owned (US\$82k) and GLBT (gay, lesbian, bisexual and transgender) (US\$20k) businesses. AMD may have spent more than this with minority suppliers, but this is not known because we rely on supplier-reported designations.

COMMUNITY IMPACT

WHY IT MATTERS

We are passionate about giving back to the communities where we live and work. For more than 45 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 non-profits 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 throughout our company. We take pride in the strong relationships we've cultivated with non-profit organizations dedicated to supporting our communities.

Key areas covered in this section:

- AMD COMMUNITY VOLUNTEERING
- CHARITABLE GIVING



OUR APPROACH

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

■ Corporate and employee giving:

We provide charitable grants to non-profit organizations and promote a year-round charitable employee matching and volunteer rewards program.

■ AMD Foundation giving:

The AMD Foundation provides grants that support STEM education for the technology innovators and workforce of tomorrow.

■ Employee volunteerism:

We encourage our employees worldwide to share their time and talents through volunteering. AMD provides up to US\$250 in Volunteer Rewards that employees may earn annually to donate to an eligible charity of their choice.

■ AMD University Program investments:

The 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 areas:

- Promoting access to quality education with a special emphasis on 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](#)



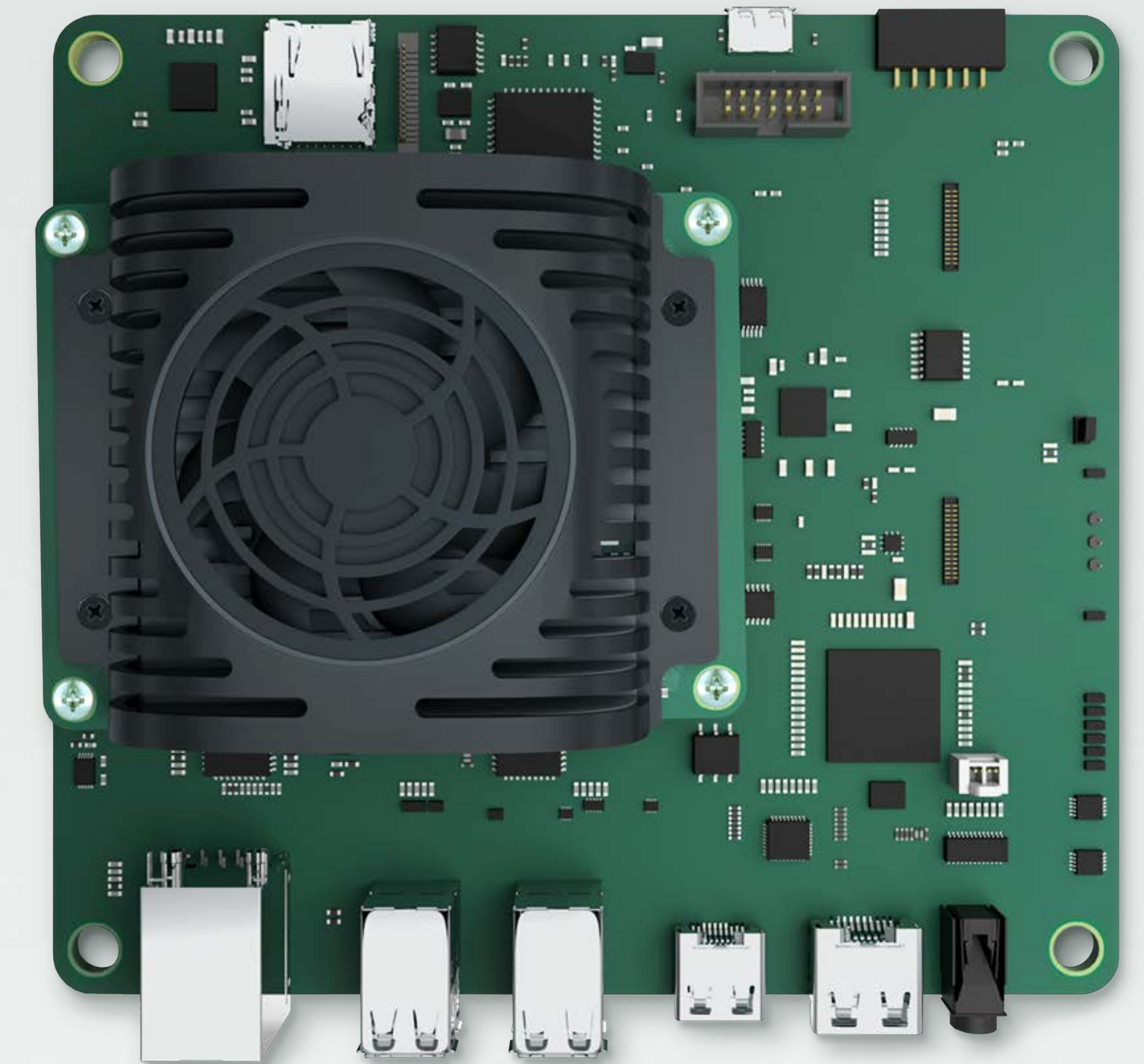
together we advance community impact

AI TAKES CENTER STAGE AT 6TH ANNUAL AMD PYNQ BOOTCAMP

The AMD PYNQ™ Bootcamp, now in its sixth year, is an annual hackathon-style event for middle and high school students, held in collaboration with the St. Vrain Valley School District. Hosted at the Innovation Center in Longmont, Colorado, a facility dedicated to technology and innovation, the bootcamp provided students with hands-on experience using AMD Kria™ starter kits to explore AI and machine learning.

During the weeklong bootcamp, students were introduced to artificial intelligence focusing on real-world applications of machine learning. They were introduced to topics such as computer vision powered by AMD technology and learned about data collection using various sensors to train AI models.

AMD Longmont interns developed and hosted the event, creating training materials, facilitating the hackathon and supporting the students' project pitches at the showcase. Many of them returned from previous terms here, and some even participated in PYNQ Bootcamps themselves in years prior to their internship. This highly successful event not only introduces students to AMD technology but may also inspire them to pursue engineering, fostering a future talent pipeline that could lead them to AMD one day.



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 2024, more than 8,100 AMDers volunteered over 33,000 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.

Against the bright backdrop of Q2 Stadium, home to Major League Soccer team Austin FC, AMD welcomed 45 students and staff members from the Ann Richards School for Young Women Leaders in Austin, Texas for a special hands-on STEM experience in honor of National STEM Day. National STEM Day, celebrated annually on November 8 in the United States, highlights the importance of STEM education.

The Ann Richards School is a unique public all-girls school of choice dedicated to preparing young women, including those who may otherwise be held back from achieving their full potential, to attend and graduate college and commit to a healthy and well-balanced lifestyle. Students are encouraged to lead with courage and compassion and solve problems creatively and ethically in support of the global community.

Working alongside the AMD volunteer team, students ranging from sixth through ninth grades successfully assembled 15 AMD powered computer systems containing AMD Radeon™ RX 6900 XT and AMD Radeon™ RX 7600 graphics cards and AMD Ryzen™ 5 7600X processors. AMD wholeheartedly believes in the importance of empowering the next generation of computer and engineering innovators – especially women leaders – and was proud to offer this opportunity to such an eager and deserving group.

“We were absolutely thrilled to bring our students to build these computers. We are always looking for ways to expose our students to women in STEM careers, and this activity was a perfect way to do just that. Our students loved putting the computers together with the volunteers from AMD, and they were able to hear about the paths so many of these professional women took to get into the STEM jobs they currently hold,” said Jill DiCuffa, director of programs at the Ann Richards School.



In addition to an energizing day of learning, the students were thrilled to discover that the 15 computer systems they built would be donated back to their school. Not only will the systems serve as a proud reminder of their accomplishment, but they will also continue to bolster their fellow classmates' STEM exploration for years to come.

Several AMD offices worldwide also hosted meaningful STEM-related activities in 2024. In Ireland, AMD sponsored and attended the BT Young Scientist and Technology Exhibition (BTYSTE). BTYSTE, which marked its 60th anniversary in 2024, is a unique event and one of the largest of its kind in Europe with more than 40,000 visitors over three days. The event creates awareness for STEM education by providing students from all over Ireland the opportunity to showcase innovative science and technology projects and be recognized. AMD participated in the event with Teen Turn, an Irish charity that provides young women the opportunity to gain hands-on STEM experience and the support to acquire qualifications and jobs.



"Supporting STEM is about unlocking students' potential to innovate, create and solve real-world problems that can make a positive impact on society. I am pleased that our Dublin team is supporting STEM initiatives with a focus on encouraging girls to pursue STEM careers," said Brendan Farley, CVP, wireless engineering and Ireland site leader, AMD.

In total, AMD hosted 40 global events, engaging nearly 10,000 students in STEM activities in 2024. Students visited AMD offices to learn about employees' career journeys and gain insights into what it is like to work in a technology company, interact with cutting-edge technology and work with volunteers to complete hands-on STEM projects such as building solar-powered cars from recycled materials.

Additionally, AMD volunteers assembled and donated 2,000 STEM kits to encourage students to explore STEM subjects at home. These kits featured interactive engineering challenges, such as programming robots for coding practice, creating light-up wearables to understand circuitry and other activities designed to ignite interest in engineering and technology.

In 2024, we reached more than 196,000 students, educators and AMDers through STEM education initiatives, including volunteerism and investments.

[Read more about AMD Learning Labs](#)



ENRICHING OUR COMMUNITIES

AMD employees routinely volunteer and raise money to help ensure that the basic needs of their communities are met. Hunger has been an important issue, and for years, AMDers have been working in collaboration with local food banks to provide nutritious food around the globe.

Due to the pandemic, the world saw hunger numbers increase at an alarming rate from 2019-2020, and according to the Food Security and Nutrition in the World (SOFI) 2024 report, those elevated numbers have remained largely constant in the years since. In 2023, an estimated 733 million people experienced hunger, and 2.3 billion people experienced moderate to severe food insecurity.

In 2022, AMD expanded its global efforts to fight hunger by teaming up with Rise Against Hunger. As part of its work, this non-profit organization provides volunteer-packaged, nutrient-dense meals that support education and health in countries facing high rates of food insecurity. AMD mobilized its employees and hosted meal packaging volunteer events in multiple countries. Over the past three years, the relationship has grown significantly, and in 2024 alone, more than 2,500 AMDers packed more than 450,000 meals in 13 different communities.

In Malaysia, the AMD team invited students from INTI International College Penang to join their meal packaging event. “This event was more than just a few hours of volunteering. It was a powerful reminder of what we can achieve when we come together. Each meal we packaged represents a beacon of hope for someone struggling with hunger,” said Lee Yong Ong, financial analyst, AMD in Penang.

AMD volunteers packed and distributed meals through Rise Against Hunger to communities facing food insecurity due to economic and environmental constraints and humanitarian relief needs, and in 2025, AMD aims to pack our 1 millionth meal.

INVESTING IN OUR PLANET

As part of our longstanding commitment to the environment, Earth Day – the world’s largest environmental movement – is an important event for AMDers globally. From Bangalore to Bellevue, AMD employees celebrated Earth Day 2024 by hosting educational, awareness and volunteer events across 31 AMD communities around the world.

More than 2,000 AMDers volunteered their time at 37 company-sponsored activities in 2024, distributing 1,250 tree saplings and plants, donating over 1,700 lbs. of clothes, books and toys, creating art out of discarded materials, beautifying green spaces and educating and inspiring others.

Coleridge Recreation Ground was the focus for AMDers in Cambridge, United Kingdom. During an event organized by Cambridge City Council, AMD volunteers weeded and pruned trees, collected large bags of litter and performed general maintenance, including sweeping children’s play areas.

In Dublin, volunteers visited Stewarts Care, which supports the education, well-being, dignity, health and happiness of people with an intellectual disability, for a day of gardening, painting and supporting the development of the biodiversity garden project on the grounds.

On the Scottish coast, AMDers worked to clean up Gosford Bay, a beautiful beach in East Lothian. In just a few hours, scouring a relatively short stretch of beach, AMDers collected over 100 bags of litter.

AMD AND THE AMD FOUNDATION CHARITABLE GIVING

The AMD Foundation connects and empowers individuals with knowledge, opening doors to success. We fund programs that promote STEM, to provide underserved and underrepresented students with access and opportunities that can transform their futures.

In 2024, the AMD Foundation provided US\$400,000 in grants to Code.org and the Maynooth University Foundation in Ireland. The grant to Code.org supports their Young Women in Computer Science and AI Ambassador program, and the Code.org AI initiative aims to develop new AI-focused curriculum modules.

The grant to the Maynooth University Foundation in Dublin supports the STEM Passport for Inclusion Program. This program supports Delivering Equality of Opportunity in Schools, helping secondary-level students who have historically lacked access to quality STEM education better prepare for futures in STEM careers.

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 non-profit 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 annually per employee to eligible organizations.



2024 COMMUNITY GIVING IN NUMBERS

9,753 AMDers

donated money or time through our community engagement platform.

US\$3.2 million

donated through employee giving and volunteer rewards (including AMD Matching).

3,735 causes

supported through the AMD Matching Gift and Volunteer Reward Program.

US\$3.4 million

donated by AMD and the AMD Foundation.

In 2024, the combined philanthropic efforts of AMD and the AMD Foundation, including investments made through the AMD AI and HPC Fund and institutional research grants, resulted in US\$9 million for non-profit organizations, schools, universities and research institutes. Since 2020, the total value of our contributions is over US\$32 million.

AMD and AMD Foundation donated to dozens of non-profit organizations in 2024 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
 - A Woman’s Work
 - Ann Richards School for Young Women Leaders
 - APSN Katong School
 - Basispoint Limited
 - Bizlink Centre
 - Boys’ Town
 - Calgary Youth Science Fair
 - Central Texas Food Bank
 - Code.org
 - Discovery Museum
 - FIRST in Texas
 - FIRST Robotics Canada
 - Florida FIRST Robotics Education Foundation
 - For Inspiration and Recognition of Science and Technology
 - Fridge Restock
 - Girlstart
 - Growing Gardens of Boulder County
 - Habitat for Humanity North Central Massachusetts
 - Hands on Shanghai
 - Homeward Alliance
- Latinitas
 - Massachusetts Science & Engineering Fair
 - Maynooth University Foundation
 - MyKasih Foundation
 - Neighborhood Forest
 - Penang Science Cluster
 - Resource Area for Teaching
 - Rise Against Hunger
 - San Jose Public Library Foundation
 - Scientists in School
 - Silicon Valley Education Foundation
 - St. Anne’s Special School
 - Technovation
 - The Red Cross Society in Taiwan
 - The Tech Interactive
 - The Trail Conservancy
 - TreeFolks
 - Veterans Community Project
 - Visions of Science
- [Read the AMD Foundation Guidelines](#)

➤ [Explore our community investment data](#)



REGIONAL SPOTLIGHTS

AMD IN CANADA

Making a Difference through Volunteerism and Environmental Action

In Canada, AMDers brought our community impact commitment to life in 2024 through hands-on volunteerism and local collaborations – addressing food insecurity, supporting environmental stewardship and promoting community support through their volunteer initiatives.

For example, AMDers rolled up their sleeves for volunteer activities aimed at addressing food insecurity, contributing more than 165 volunteer hours at local food banks across Canada. Additionally, 200 Markham employees collectively packed nearly 2,000 meal kits, which were distributed to communities facing food insecurity.

Environmental stewardship was also a priority for our employees, enhancing community engagement and fostering team bonding outside the office. In 2024, AMDers organized five tree-planting events, drawing 176 volunteers from AMD and more than 350 participants in total, including family and friends.

These efforts led to the planting of more than 2,000 trees. Additionally, four tree-mulching events engaged 131 volunteers who dedicated 408 hours to mulch approximately 2,600 trees.

Employees also took part in three park and trail cleanup events, where volunteers committed 95 hours to collect more than 30 bags of garbage. Overall, AMD supported more than eight local parks and trails. Notably, Huntington Park was adopted by AMD in Markham, which is now regularly cleaned and monitored by AMD volunteers.

AMDers expanded their environmental efforts in 2024 with the first Markham Shoe Drive, donating more than 670 pairs of shoes. The initiative, led by the AMD Community Impact team and Go Green Employee Resource Group, diverted 841 pounds of waste from local landfills and gave each pair of shoes a new life.



AMD IN GREATER CHINA

Volunteers Bring Hands-On STEM Learning to Students on AMD Day of Service

In 2024, in collaboration with Hands-On Shanghai, AMD launched the Little Scientist Migrant Children's STEM Education Project supporting the community of migrant children in Minhang District, Shanghai. In total, 104 volunteers dedicated 254 hours to give 237 students hands-on practice with scientific principles, setting a strong foundation in STEM education.

AMDers provided science-themed classes at the STEAM International Education Base. In one class, children were introduced to voice recognition and augmented reality (AR) technologies through an immersive natural science education experience enhanced by cutting-edge technology. Using GPS, they navigated a park, unlocked hidden answers with AR and completed challenges through voice recognition.

Volunteers also encouraged a love of books among children during an event at a local bookstore where they read scientist Qian Xuesen's growth story, *The Boy with Folding Paper Airplanes*. The children had conversations with AMD volunteers about their own aspirations and how they might achieve their dreams.

To round out the year, volunteers and migrant children visited the World Expo Museum for a multicultural science education experience. A 4D movie took them on a journey through time and space to deepen their understanding and appreciation of technology's role in advancing global civilization.



AMD IN ROMANIA

Supporting Families with Ronald McDonald House

Families dealing with childhood illness need more than just medical support: in Europe, AMDers have been helping them by volunteering with Ronald McDonald House in Iasi, Romania.

Ronald McDonald House provides parents with free accommodation when their children are in hospital for longer periods, such as for cancer treatment or recovery from an injury. This allows the family to stay together, alleviating some of their worries.

Meals are not included at Ronald McDonald House, so to support the parents, a group of AMD volunteers participated in two cooking sessions, preparing meals for 30 people in November 2023 and March 2024.

Volunteers also worked hard to make the children's wishes come true. AMDers prepared gift bags with children's books, fruits and sweets, which were delivered to Saint Mary Emergency Children Hospital, Iasi to mark International Children's Day (June 1). And in December, AMDers became Santa's elves, receiving letters and once again bringing gifts to the children.

The collaboration is flourishing, and AMDers are keen to continue volunteering with Ronald McDonald House. Not only have the activities improved the lives of local families, but they have also brought AMDers closer together.

AMD IN INDIA

Ramping Up Support for Local Communities in Need

Flood relief donations, a park cleanup and support for children studying STEM were among the community initiatives AMD in India undertook in 2024. AMD is dedicated to supporting local communities, and in 2024, AMDers in the region volunteered 184% more hours on community projects compared to the previous year.

In September 2024, the districts of Khammam, Mahbubabad and Suryapet in the state of Telangana were severely affected by relentless rainfall and floods. As part of our commitment to giving back, AMD organized a Material Donation Drive in collaboration with the Nirmaan organization to collect essential materials, such as clothing and stationery, for people living in shelter homes in the affected districts of Telangana.

Community support in 2024 extended to the local environment too, as 60 AMD volunteers from the GFX team in Bengaluru, Karnataka undertook a park cleanup. The team identified a local park – Bengaluru Park, which welcomes 400 visitors a day – where they cleared waste, repainted footpaths, removed invasive plants and planted 200 saplings to provide a refreshed outdoor area for the local community.

AMDers also gave back to school students through three events in 2024. At Zilla Parishad High School in Kawadipalli, 63 volunteers contributed 483 hours on various activities, ranging from preparing meals to painting classrooms. At Government Primary School in Yelahanka, volunteers from the AMD IT team in Bangalore contributed 105 hours to repainting a classroom and maintaining the school grounds. And on Children's Day, November 14, 273 volunteers from the CSG team at AMD Technostar created teaching and learning materials for government school students from grades 8 to 10.



AMD IN SINGAPORE

Strengthening Communities Through Service and Celebration

Hundreds of volunteers rolled up their sleeves in Singapore in 2024 to prepare meals, play music, paint houses and celebrate, giving back to local communities and helping improve people's lives.

In collaboration with Rise Against Hunger, about 200 AMDers in Singapore packaged 35,000 meals for the children of Timor-Leste. Working on a start-to-finish meal assembly line, the volunteers combined rice, soy, dehydrated vegetables and a packet of 20 vitamins and minerals into life-changing meal packages for the children.

AMDers also provided nutritious meals, through a collaboration with Willing Hearts, a soup kitchen that provides about 10,000 meals a day to more than 70 locations across the country. In two sessions, AMD volunteers helped prepare food, pack meals, clean the kitchen and do housekeeping, as well as driving the meals to several locations.

In the government housing district in Tampines, Singapore, AMD volunteers showed up with smiles and paint brushes to give eight apartments a fresh coat of paint for their elderly occupants. This has been an annual event for the past eight years.

The year also saw celebration in the community, with two energizing events. In January, AMD volunteers visited Ling Kwang Home for Seniors Citizens to celebrate the seniors born in January. Volunteers sang karaoke, played bingo with residents, served cake and drinks and gave out gifts. AMDers also celebrated the Mid-Autumn Festival with selected residents at THK Home for Disabled Adults @ Chai Chee in September.

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CR MANAGEMENT AND GOVERNANCE

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 corporate responsibility (CR) 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 CR. The Audit and Finance Committee oversees the company's voluntary and required reporting and associated regulatory compliance. The Compensation and Leadership Resources Committee oversees our focus on our talent strategies and culture, which include our belonging and inclusion activities. Each of these groups receives reports from and engages with management on CR matters at least annually.

■ **The AMD Executive Team (AET)**

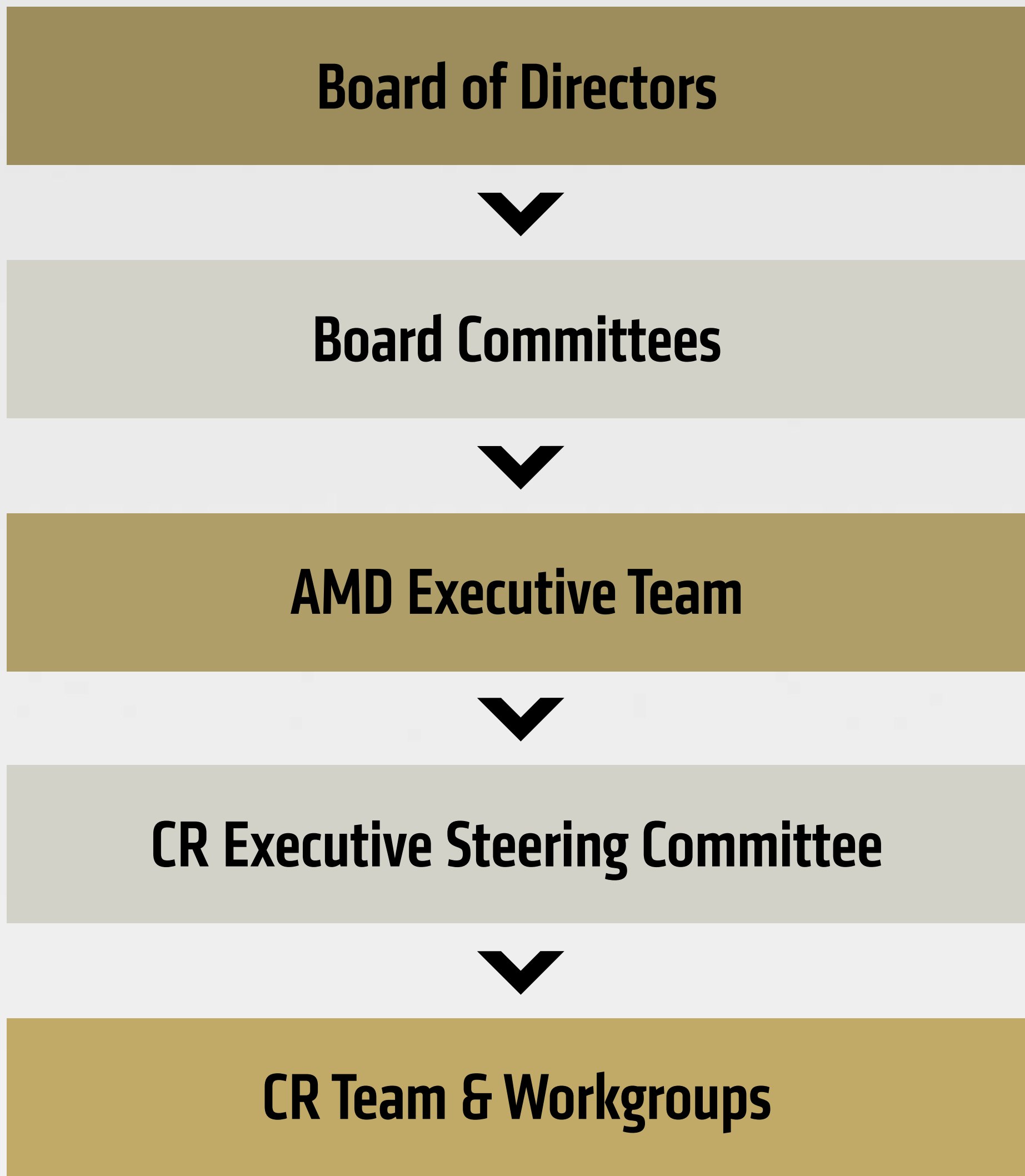
The AET – which includes our Chair and CEO, Executive Vice Presidents and certain Senior Vice Presidents – helps set CR strategic priorities and goals for AMD departments, while providing company investments and resources to demonstrate progress. The AET receives regular updates, at least quarterly, on CR topics. The AET discusses needs and proposals throughout the year when warranted.

■ **The AMD CR Executive Steering Committee:**

Our CR 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 semi-annually. In 2025, AMD formalized a cross-functional CR Regulatory Reporting Working Group to coordinate on executing on the specific requirements for forthcoming disclosure regulations.

■ **The AMD Corporate Responsibility (CR) Team:**

The CR team works cross-departmentally to help operationalize the day-to-day management of many CR-related policies, practices and infrastructure. The CR function also leads 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.



Governance Guidelines and Policies

- [Global Anti-Bribery and Anti-Corruption Policy](#)
- [Climate Change 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](#)

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 conducting a structured emerging risk review on a quarterly basis as an additional layer. Through these quarterly reviews, we evaluate potential threats and opportunities, adjust mitigation strategies as needed and provide timely insights to the Audit and Finance Committee to support informed decision-making. Specific risk

assessments are also conducted for situations, such as cybersecurity, supply chain resilience and employee compensation.

This process allows us to proactively identify and assess new and evolving risks that may not have been fully captured in the annual assessment, ensuring we remain agile in our risk management approach.

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 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, 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, throughout 2024 and into 2025, the AMD product energy efficiency working group met 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 Senior Director of Corporate Responsibility, with the participation of product engineers and business teams, and provides quarterly updates to the Senior Vice President of Legal.

Our ERM processes integrate 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.

The Chief Risk and Compliance Officer (CRCO) oversees the Ethics and Compliance Program, which is tailored to results of the company's compliance risk assessments. The CRCO is also 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 the U.S. Foreign Corrupt Practices Act, export control regulations, privacy regulations and conflict of interest principles. The CRCO provides quarterly reports to the Audit Finance Committee of the AMD Board of Directors on Ethics and Compliance Program activities and effectiveness.

AMD also has an executive-level Ethics and Compliance Committee to advise the CRCO on implementation of the ERC program and to facilitate integration of ethics and compliance principles into the company culture. Committee members include the AMD Head of Internal Audit and eight AET members.

BUSINESS CONDUCT TRAINING

All employees are required to complete comprehensive WWSBC training upon onboarding and annually thereafter. This training is an online ethics and compliance course focused on anti-corruption, import/export compliance, insider trading, conflicts

of interest and antitrust, among other topics. By mid-January 2025, 80% of eligible employees completed their 2024 WWSBC training, and we achieved 100% training completion in early March 2025.^{xlv}

The company's WWSBC training uses adaptive learning technology to deliver competency-based compliance awareness content globally to all employees. Our compliance training 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 and Compliance 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. We also annually survey our leadership teams – corporate vice president positions and above, including our Chair and CEO – about possible conflicts of interest and related party transactions. In 2024, we again hosted a Compliance Awareness campaign to elevate global awareness of our company's ethics and compliance policies and resources. We also updated our new intranet compliance hub with executive videos, blogs, policies, trainings and other useful resources.

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 Employee Relations and Corporate Security teams, when applicable. Significant incidents and investigations are reported to the Board Audit and Finance Committee, including any corrective actions taken because 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 standalone 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. The training covers a comprehensive range of topics, including pricing practices, product bundling and conduct that may restrain market competition. Additionally, employees in high-exposure roles receive specialized in-person training to address both antitrust and anti-corruption concerns.

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 Legal 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 CRCO, 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 that outlines the privacy practices governing employee personal data, and when applicable, they can access bilingual and local privacy notices. Our website, directly accessible via a link in the footer of the AMD homepage, provides details about privacy practices governing the personal data of users, customers and various third parties.

The footer of the AMD homepage also features a direct link to our Cookies Policy. This policy provides a comprehensive explanation of our use of cookies and similar technologies, such as web beacons, pixels and local shared objects (collectively referred to as "Cookies"). It also outlines how users can manage and control the use of Cookies on websites owned and operated by AMD, its affiliates and subsidiaries.

TRAINING

Data privacy training is a key component of our WWSBC course. The course requires employees to certify that they are conducting business in accordance with the WWSBC, which outlines procedures for relevant employees, including HR personnel and all managers, regarding appropriate protection of personal information. We also offer training via an internal privacy hub with links to recorded training sessions for key business functions like Engineering, Human Resources, Marketing and Sales, as well as blogs, news, policies and other useful privacy resources for AMD employees.

RISK ASSESSMENT

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

applicable data protection laws. The Privacy team conducted an evaluation and maturity assessment of the Privacy program using an external party in 2024 and benchmarked against peers for specific high-risk areas when necessary. The Privacy team is implementing a new privacy automation solution to create relevant and accurate records of processing activities and data maps for personal data use. Periodically, we perform an AMD IT risk assessment, which includes assessment of domains in cybersecurity.

The Privacy team collaborates with the AMD Information Security team and the Procurement team to evaluate prospective cloud providers before onboarding them. We align these evaluations with industry standards 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 we 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 cybersecurity 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 cybersecurity 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 broader enterprise IT environment.
- A security team principally responsible for managing our cybersecurity risk assessment processes, security controls and 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 cybersecurity 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 Cybersecurity 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 2024, we did not identify any 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 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 corporate responsibility 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
- Energy Efficiency
- Global Industry Incentives
- 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 supports 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](#)



APPENDIX

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ABOUT OUR REPORTING

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^{xlvi}

The 2024-25 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 Questionnaire](#)
- [UN SDGs Index](#)

REPORTING SCOPE AND BOUNDARIES

Unless otherwise stated, the information and data provided pertain to January 1 to December 31, 2024. Our reported data reflects all AMD operations (based on the operational control definition from the GHG Protocol). Following the 2022 acquisitions of Xilinx and Pensando Systems, 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).

EXTERNAL ASSURANCE

We received external limited level assurance in accordance with the International Standard on Assurance Engagements (ISAE) 3000 Revised for 2024 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](#)

RECOGNITION AND AWARDS

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 numerous recognitions, including the following:

- MSCI ESG Ratings (“AA”)^{xlvii}
- America’s Most Just Companies (2025)
- EcoVadis Sustainability Rating – Gold Medal (2025)
- ISS Corporate ESG Performance (“Prime”)
- Human Rights Campaign’s Corporate Equality Index (2025)
- Sustainalytics Industry Top Rated Badge (2024)
- 100 Best Corporate Citizens (2024)

CONTACT INFORMATION

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

Further details are available on our [CR website](#).

SUMMARY DATA TABLES

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

Social Performance Indicators			
Headcount, Year-end	2022	2023	2024
Total Workforce ^{lvi}	34,648	35,294	39,691
Employees	24,525	25,768	28,343
Temporary Workers and Contractors	10,123	9,526	11,348
Employees by Gender			
Male	18,744	19,703	21,737
Female	5,780	6,064	6,605
Genderqueer ^{lii}	1	1	1
Employees by Work Status			
Full-Time Employees	24,475	25,726	28,295
Part-Time Employees	50	42	48
Employee New Hires			
Total New Employee Hires & Acquisitions	11,278	3,058	4,474
New Hires as % of Prior Year Employee Count	73%	12.5%	17%
Employee Terminations			
Total Terminations	2,251	1,805	1,892
Total Turnover Rate (%) ^{lviii}	10.6%	7.2%	7%
Voluntary Turnover Rate (%) ^{lix}	9.5%	4.1%	4.3%

Headcount, Year-end	2022	2023	2024
Training and Education			
Total Hours of Employee Training	178,944	156,561	166,994
Well-Being ^{lx}			
Global Number of Recordable Injury Cases ^{lxi}	3	14	10
Global Number of Recordable Illness Cases	9	0	0
Rate of Global Recordable Injury and Illness Cases (per 200,000 work hours)	0.04	0.04	0.03
Number of Global Work-Related Fatalities	0	0	0
Total Number of Global Hours Worked	59,955,000	74,238,696	66,313,704
Number of Health or Safety Non-Compliances	1 ^{lxii}	3 ^{lxiii}	1 ^{lxiv}
Volunteerism ^{lxv}			
AMD Volunteers	4,997	5,720	8,178
AMD Volunteer Hours	17,244	25,368	33,388
Number of Volunteer Events	162	288	358
Number of Employee Donors	1,888	4,167	6,424



Environmental Performance Indicators			
Year-end	2022	2023	2024
Energy (GWh)			
Total Absolute Energy Use	208	233	264
Energy Use (Direct)	25	30	29
Electricity (Indirect Energy)	181	203	236
Non-Renewable Electricity Use	115	109	118
Renewable Electricity Use ^{xlix}	66	94	118
% of Total Electricity Use from Renewable Sources	37%	46%	50%
Greenhouse Gas Emissions (MTCO2e)			
Scope 1 Emissions ^l	8,145	10,008	12,419
Scope 2 Market-based Emissions ^{li}	39,745	36,597	31,771
Scope 1 and 2 Market-based Emissions	47,890	46,606	44,190
Scope 1 and 2 Market-based Emission Reductions ^{lii} (% reduction from 2020)	19%	24.5%	28%
Scope 2 Location-based Emissions ^{lxi}	74,479	80,839	91,579
Estimated Scope 3 Emissions ^{liii}	26,401,535	23,126,774	18,281,832
Upstream Scope 3 Emissions (includes supply chain)	4,131,175	4,031,298	4,088,926
Downstream Scope 3 Emissions (includes product use)	22,270,360	19,095,475	14,192,906
Total Estimated Scope 3 Emissions per Revenue (mtco2e / \$USD millions)	1,116	959	709

Year-end	2022	2023	2024
Water			
Total Water Use (million liters)	183	225	267
Total Water Use/Revenue (ML/\$USD millions)	0.008	0.01	0.01
Waste			
Total Waste Generated (non-hazardous and hazardous) (metric tons)	809	1,348	1,564
Total Waste Generated per Revenue (metric tons/\$USD millions)	0.03	0.06	0.06
Compliance			
Number of Environmental Non-Compliances	0	1 ^{liv}	2 ^{lv}

Economic Performance Indicators			
	2022	2023	2024
Financial Data ^{lxvi}			
Total Revenue (in millions USD)	\$23,601	\$22,680	\$25,785
Operating Expense (in millions USD)	\$9,441	\$10,873	\$10,873
Social Investments			
AMD Foundation (USD)	\$101,388	\$10,000	\$400,000
Cash and In-Kind Giving (USD)	\$6,003,262	\$6,709,794	\$8,603,639
Total (USD)	\$6,104,650	\$6,719,794	\$9,003,639



CR MEMBERSHIPS AND INDUSTRY COLLABORATIONS

Organization	Engagement Areas
Business Roundtable on Human Rights and AI	The Roundtable brings together representatives from companies at the forefront of AI development to share common challenges, potential solutions and goals for the future. Through the Roundtable, we engaged in cross-company learning as part of our efforts to surface and manage human rights risks related to the development and deployment of AI.
CDP	AMD participated in CDP’s 2024 disclosure by sharing 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.
Emissions First Partnership (EMP)	In 2025, AMD joined the EMP, which advocates for restructuring the Greenhouse Gas Protocol’s Scope 2 accounting guidance based on prioritizing emissions instead of electricity consumption.
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.
Global Semiconductor Alliance (GSA)	AMD is a member and holds leadership positions in the Global Semiconductor Alliance (GSA), a leading industry organization that brings together executives and companies across the global semiconductor ecosystem to accelerate industry growth, as well as its Women’s Leadership Initiative (WLI), which seeks to elevate women’s participation in leadership positions.
Information Technology Industry Council (ITI)	We are a member of ITI and actively participate in several committees, including Product Stewardship, Green Procurement, Climate, Environment and Sustainability, as well as the Green Grid organization, where we advise on how the broader technology industry contributes to responsible sourcing within global supply chains and addressing climate change.



Organization	Engagement Areas
Responsible AI Institute	AMD is 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.
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 2024, AMD continued serving on the Senior Environmental Advisory Task Group and in 2025 was reelected to the RBA Board of Directors.
Responsible Labor Initiative (RLI)	AMD is a full RLI member, and we actively participate in discussions helping us keep current on emerging risks such as migrant labor exploitation. In 2024, AMD participated in the Forced Labor Summit, which brought together industry and government to address the challenge of preventing forced labor in global supply chains. We use 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 use RMI tools and best practices to realize industry alignment across the value chain.
SEMI, Semiconductor Climate Consortium and SEMI Energy Collaborative	In 2025, AMD became a member of SEMI, a leading microelectronics industry association fostering public-private collaborations on key global issues. We are also a founding member of the Semiconductor Climate Consortium, bringing together companies across the semiconductor value chain to accelerate decarbonization efforts. AMD continues to sponsor the SEMI Energy Collaborative, focused on increasing access to low-carbon energy sources in the Asia-Pacific region.
Standard Performance Evaluation Corporation (SPEC)	The Standard Performance Evaluation Corporation is a nonprofit organization that develops and maintains standardized, vendor-neutral benchmarks and tools to assess performance and energy efficiency of next-generation computing systems. Its benchmarks and tools, including SPECpower_ssj® 2008, PTDaemon® and SPEC SERT®, are widely used in compute efficiency standards and regulations globally. AMD is a member and holds leadership positions at SPEC, including the office of the president, and actively participates in many committees.
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.

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



TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES INDEX

The Task Force on Climate-related Financial Disclosures (TCFD) was established by the Financial Stability Board to enhance the transparency and consistency of climate-related financial reporting. In 2023, the IFRS Foundation assumed responsibility for monitoring companies’ climate-related disclosures, continuing the work initiated by the TCFD.

The TCFD 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.

In this table, we have outlined how our existing disclosures align with the current recommended TCFD metrics, as of December 31, 2024. We have also included links to where additional information can be reviewed; however, such information may necessarily extend beyond information provided for purposes of this TCFD index.

TCFD Governance Disclosure	AMD Response	Source
A) Describe the board’s oversight of climate-related risks and opportunities.	The AMD Board is responsible for the highest level of climate oversight at the company, including key risks or opportunities we may face, such as the long-term impacts of climate change may have on our business. The full Board discusses climate strategy and performance objectives at least once a year. The AMD Board includes at least one member with direct experience with energy markets, renewable energy technologies and related climate matters. Our Board leverages its directors’ range of experience to advise on energy and climate-related strategies and plans. Within the Board, two committees have roles providing climate oversight. The Nominating and Corporate Governance Committee maintains formal oversight of corporate responsibility, practices and reporting, including climate topics, receiving updates at least annually and as needed on topics or issues requiring oversight. This responsibility is explicitly noted in the Committee’s charter. The Audit and Finance Committee oversees the company's climate risks, including through the enterprise risk management process, and disclosures.	CR Management and Governance AMD Climate Transition Plan, pages 3-5
B) Describe management’s role in assessing and managing climate-related risks and opportunities.	Our management structure includes the AMD Executive Team receiving semi-annual climate updates and the CR Executive Steering Committee overseeing progress on climate priorities. The Corporate Responsibility team within Legal coordinates implementation through cross-functional workgroups, including dedicated programs for power optimization, energy management and climate protection. We have climate-related financial incentives tied to performance goals across targeted functions as well as product energy efficiency metrics tied to company-wide strategic milestones.	



TCFD Strategy Disclosure	AMD Response	Source
A) Describe the climate-related risks and opportunities the organization has identified over the short, medium and long term.	AMD has developed a comprehensive approach to assessing and managing climate-related risks and opportunities across multiple time horizons. Our time horizons are defined as short-term (0-3 years), medium-term (3-10 years), and long-term (10+ years). Key Risks or Opportunities Identified (and primary time frame expected): ■ New increased regulations (e.g., carbon taxes, GHG emissions and disclosures) may increase operating costs for AMD (short-term to medium-term) ■ Increased costs associated with climate-related expectations including an increase in renewable energy prices that may impact suppliers and may increase operating costs for AMD (short- term) ■ Continued innovation around energy efficiency in AMD products may lead to reputational benefits and increased product demand (medium-term) ■ An increase in frequency and severity of climate-related weather events, including any impacts on water/energy availability, may increase disruption of our supplier and/or customer operations, which could impact our ability to provide our products to customers (short-term to long-term) Such risks may also occur over other time horizons, and we may be subject to other risks (including risks that may not presently be known to us). The long-term effects of climate change on the global economy and the technology industry are unclear but could be severe.	AMD Climate Transition Plan, pages 5-6
B) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy and financial planning.	Climate risks may result in disruptions, increased costs, litigation/enforcement or other activism, as well as reputational harms, among other adverse impacts. We have integrated climate considerations into our strategy through environmental sustainability pillars focused on operational impacts, product lifecycle efficiency and collaborative solutions. Our approach includes value chain integration and governance structures to oversee implementation.	AMD Climate Transition Plan, pages 6, 9-17
C) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	We assess climate resilience through scenario analysis using three distinct scenarios: NGFS Net Zero 2050, IEA Net Zero Emissions 2050 and IPCC SSP5-8.5. The largest potential impacts to the company that were identified relate to increased operating costs from carbon taxes and rising renewable energy prices, as well as potential disruptions from more frequent extreme weather events. Conversely, continued innovation in energy efficiency presents an opportunity to drive product demand. These insights support our strategic focus on reducing operational emissions, enhancing supply chain resilience, and investing in efficient product design as part of a broader climate resilience approach. Our resilience strategy incorporates financial planning integration, compensation alignment and demonstrated asset adaptation capability through strategic acquisitions and technology integration.	AMD Climate Transition Plan, pages 5-6



TCFD Risk Management Disclosure	AMD Response	Source
A) Describe the organization’s processes for identifying and assessing climate-related risks.	We employ comprehensive processes for climate risk identification using multiple data sources including environmental metrics, supplier data and scenario analysis. Our assessment methodology evaluates risks through structured evaluation considering nature, likelihood and magnitude across different time horizons. We monitor risks through cross-functional issue management working groups focused on emerging topics, such as new government regulations and industry standards. We have integrated climate risk management into our enterprise framework through board-level oversight, executive team management and departmental coordination. Integration is reinforced through financial incentives and performance goals tied to energy and climate-related focus areas across operations, supply chain and product design functions.	AMD Climate Transition Plan, pages 5-6, 9-17 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	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 CR Data Tables. ■ Total 2024 Scope 1 Emissions (mtco2e): 12,419 ■ Total 2024 Scope 2 Market-based Emissions (mtco2e): 31,771 ■ Total 2024 Scope 2 Location-based Emissions (mtco2e): 91,579 ■ Estimated 2024 Scope 3 Emissions (mtco2e): 18,281,832 Our 2025/2030 environmental goals include: ■ 50% reduction in absolute GHG emissions from AMD operations by 2030 (base year 2020) ■ 30x increase in energy efficiency for AMD processors and accelerators powering servers for AI-training and high-performance computing from 2020-2025^{iv} ■ 20x increase in rack-scale energy efficiency for AI training and inference from 2024-2030^{xix} ■ 100% of AMD Manufacturing Suppliers^v have public emissions reduction goals by 2025 ■ 80% of AMD Manufacturing Suppliers source renewable energy^{vi} by 2025 ■ 25% reduction in carbon intensity for manufacturing suppliers from 2024-2030^{xx}	AMD Climate Transition Plan, pages 6-9 CR Data Tables – Environmental Performance Goals and Progress
B) Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.		
C) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.		

Certain information in this document may be used for compliance with various legal obligations, including California’s Health and Safety Code 38533 (“SB 261”); however, neither we nor any of our affiliates are conceding any specific item is required to be disclosed nor is waiving any arguments about the interpretation of SB 261 or any other legal requirements. Moreover, this disclosure is not intended to create, and we hereby disclaim, any legal relations, rights or obligations to any third-party.



SASB STANDARDS

The Sustainability Accounting Standards Board (SASB), an independent standard-setting body within 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 that SASB believes are most relevant to financial performance across various industries.

Here we outline how our existing disclosures, as of December 31, 2024, 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) CR 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	CR 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	CR Data Table, Water Information on water stress regions is reported in our AMD CDP Questionnaire
Waste Management	(1) Amount of hazardous waste from manufacturing. (2) Percentage recycled.	TC-SC-150a.1	CR Data Table, Waste

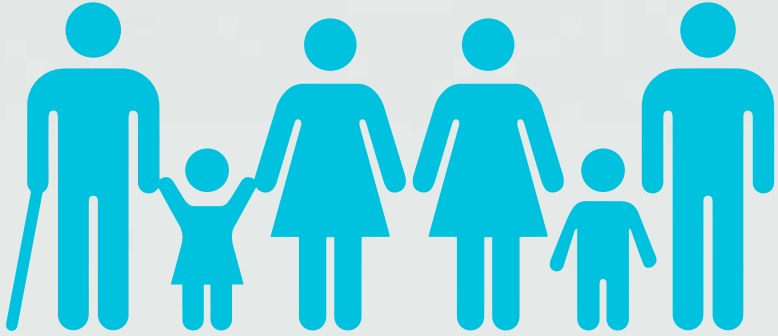


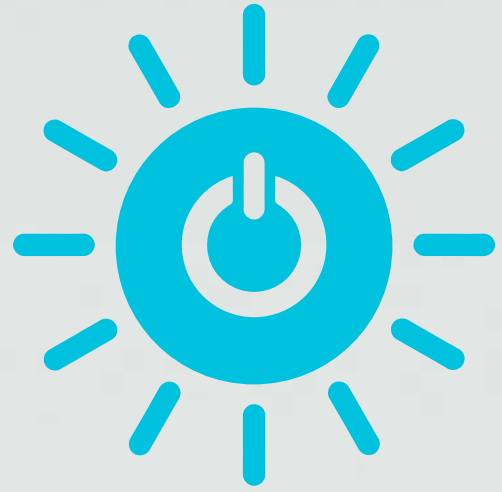
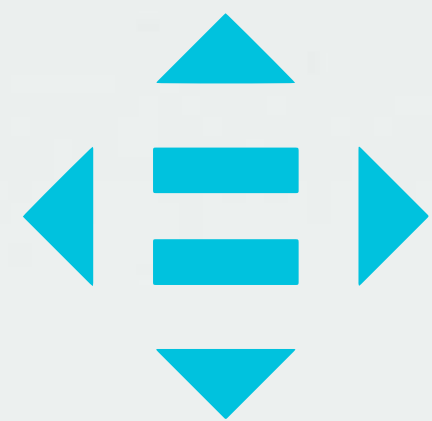
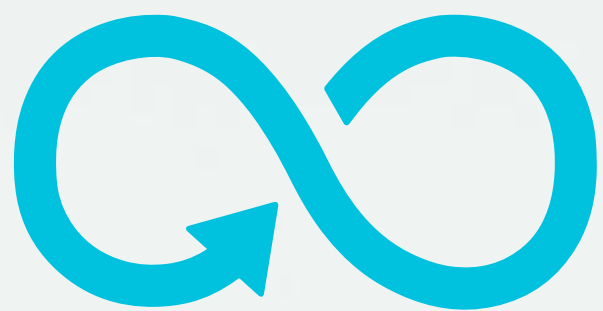
Topic	SASB Accounting Metric	Code	AMD Disclosure
Workforce Health & Safety	Description of efforts to assess, monitor and reduce exposure of workforce to human health hazards.	TC-SC-320a.1	Workforce Health and Safety Supplier Code of Conduct Environmental, Health and Safety Policy
	Total amount of monetary losses as a result of legal proceedings associated with employee health and safety violations.	TC-SC-320a.2	USD \$0 in 2024. CR Data Table, Social Performance
Recruiting & Managing a Global & 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. CR 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	In general AMD does not report standardized 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. Select exceptions include assumption-based configurations and use case scenarios to demonstrate potential system comparisons and energy implications. Across our product portfolio, our focus is on processor energy efficiency. Environmental Sustainability
Materials Sourcing	Description of the management of risks associated with the use of critical materials.	TC-SC-440a.1	Responsible Mineral Sourcing AMD Conflict Minerals Report
Intellectual Property Protection & Competitive Behavior	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive 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	0%. 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, 2024, 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 Impact 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 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 Water

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 Advancing Scientific Research
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. 3.3 Improve education, awareness raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning.	<u>Environmental Sustainability</u> <u>Scope 1, 2 and 3 GHG Emissions</u>
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	<u>Ethics and Compliance</u>
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.	<u>Stakeholder Engagement</u> <u>CR Memberships and Industry Collaborations</u>

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,” “targets,” “commits,” “anticipates” or the negative of these words and Important Notes and Disclaimers 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.

We also rely on third-party information for certain of the matters covered in this report, and we do not necessarily undertake to independently confirm such information; any inaccuracy in such information may cause our performance to differ materially from what we may report or expect. Similarly, various aspects of this report are based on policies and procedures that we believe apply appropriate levels of support to address issues

in scope and, while these statements may use words such as “ensure,” “prevent” or similar language, such terms should not be considered to mean (as there can be no guarantee) that such efforts will be successful in all situations.

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

Endnotes are included to provide additional clarification on certain key aspects of our reporting and related methodologies. They are an integral part of this report and, while we have flagged these endnotes to various statements as a convenience, they may be applicable to other portions of our reporting as well (particularly when focused on overarching reporting concepts); as such, you are encouraged to read these notes and keep them in mind for all disclosures in this report, as relevant, regardless of whether disclosures are explicitly flagged to these notes.

ⁱ EPYC-046D - GREEN500 list as of June 2025, <https://top500.org/lists/green500/list/2025/06/>.

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, as well as ESG information in our securities filings, 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 are informed by various third-party frameworks and stakeholder expectations and, as a result, 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 due to such definitions’ more expansive nature. 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. Based on 3 years of responses (2021-2023), AMD created 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 year 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 used in the model. Therefore, AMD assumes for every US\$1m 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. The model mentioned above was extended to data from the AMD University Program (which now includes AI & HPC Fund) for 2023-2024.

^{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 “Manufacturing Suppliers” are defined as suppliers that AMD buys from directly and that provide direct materials and/or manufacturing services to AMD.

^{vi} 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.

^{vii} 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. 38x is calculated using the following formula: (base case HPC node kWhr use projection in 2025 * AMD 2025 perf/Watt improvement using DGEMM and TEC +Base case ML node kWhr use projection in 2025 *AMD 2025 perf/Watt improvement using ML math and TEC) /(Base case projected kWhr usage in 2025). For more information, <https://www.amd.com/en/corporate/corporate-responsibility/data-center-sustainability.html>.

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

^{ix} AMD calculations are third-party verified (limited level assurance) based on data supplied by our Manufacturing Suppliers, which is not 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} NOAA Climate.gov, 2023, <https://www.climate.gov/news-features/features/whats-number-meaning-15-c-climate-threshold> (accessed June 13, 2025).

^{xiv} Industry standard reference is based on Transition Plan Taskforce disclosure framework published in October 2023: <https://www.ifrs.org/content/dam/ifrs/knowledge-hub/resources/tpt/disclosure-framework-oct-2023.pdf> (accessed May 23 ,2025).

^{xv} 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.

^{xvi} CDP, “Environmental supply chain risks to cost companies \$120 billion by 2026,” 2021, <https://www.cdp.net/en/press-releases/environmental-supply-chain-risks-to-cost-companies-120-billion-by-2026> (accessed May 23, 2025).

^{xvii} Transparency, Ambition, and Collaboration: Advancing the Climate Agenda of the Semiconductor Value Chain, <https://discover.semi.org/rs/320-QBB-055/images/Transparency-Ambition-and-Collaboration-BCG-SEMI-SCC-20230919.pdf> (accessed May 23, 2025).

^{xviii} 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 31, 34) 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 2024, AMD reported 44,190 metric tCO2e Scope 1 and 2 emissions, approximately a 28% reduction from the 2020 baseline. The data received limited level assurance in accordance with the International Standard on Assurance Engagements (ISAE) 3000 Revised.

^{xix} AMD based advanced racks for AI training/inference in each year (2024 to 2030) based on AMD roadmaps, also examining historical trends to inform rack design choices and technology improvements to align projected goals and historical trends. The 2024 rack is based on the MI300X node, which is comparable to the Nvidia H100 and reflects current common practice in AI deployments in 2024/2025 timeframe. The 2030 rack is based on an AMD system and silicon design expectations for that time frame. In each case, AMD specified components like GPUs, CPUs, DRAM, storage, cooling, and communications, tracking component and defined rack characteristics for power and performance. Calculations do not include power used for cooling air or water supply outside the racks but do include power for fans and pumps internal to the racks. Performance improvements are estimated based on progress in compute output (delivered, sustained, not peak FLOPS), memory (HBM) bandwidth, and network (scale-up) bandwidth, expressed as indices and weighted by the following factors for training and inference.

	FLOPS	HBM BW	Scale-up BW
Training	70.0%	10.0%	20.0%
Inference	45.0%	32.5%	22.5%

Performance and power use per rack together imply trends in performance per watt over time for training and inference, then indices for progress in training and inference are weighted 50:50 to get the final estimate of AMD projected progress by 2030 (20x). The performance number assumes continued AI model progress in exploiting lower precision math formats for both training and inference which results in both an increase in effective FLOPS and a reduction in required bandwidth per FLOP.

^{xx} AMD calculates the carbon intensity of supply chain emissions using the numerator of total manufacturing supplier emissions (metric tCO2e including suppliers' scope 1 and 2 emissions from operations, as well as their Scope 3 Category 1 emissions from purchased goods) and the denominator of AMD reported net revenue. For suppliers, AMD surveys our top ~95% of spend to gather directly reported data, and where needed utilizes spend-based estimates using CEDA emission factors.

^{xxi} SEMI Energy Collaborative, https://www.semi.org/en/industry-group/sustainability/energy_collaborative (accessed May 23, 2025).

^{xxii} 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.

^{xxiii} Based on AMD internal analysis.

^{xxiv} AMD estimates the number of annual wafers saved based on "die harvesting" and "redundancy repaired die." Using the TechInsights tool, AMD estimated the per wafer emission and water for the corresponding manufacturing node and year (from 2022 through 2024). The total metric ton of emissions saved is approximately 930,000 metric tCO2e and the total water saved is 843 million liters. This represents more than 6.7 times emissions compared to AMD totals for Operations (Scope 1 and Scope 2 Market-based) and about 1.2 times AMD total water usage from 2022 through 2024.

^{xxv} Data based on the annual survey sent to the majority of AMD Manufacturing Suppliers based on spend in 2024, associated supplier survey responses and AMD evaluation of public information.

^{xxvi} Based on supplier provided energy savings data attributed to AMD production and AMD estimated emissions savings.

^{xxvii} WRI Aqueduct tool, <https://www.wri.org/aqueduct>.

^{xxviii} TSMC sustainability report, https://esg.tsmc.com/file/public/e-all_2023.pdf (accessed May 23, 2025).

^{xxix} Based on AMD internal analysis of data provided by AMD direct manufacturing suppliers.

^{xxx} Additional methodology details are available from TechInsights for the [Manufacturing Carbon Module](#) and [Packaging+ Carbon Module](#).

^{xxxi} Results calculated using TechInsights' EcoInsight product to compute cradle-to-gate PCFs across a mix of seven AMD EPYC, Ryzen and Embedded products for base year of 2024 and projection year of 2028. The projection assumptions include a service life of 4 years and suppliers meeting their renewable energy and/or carbon reduction goals.

^{xxxii} “The Decadal Plan for Semiconductors,” Semiconductor Research Corporation, <https://www.src.org/about/decadal-plan/> (accessed May 23, 2024).

^{xxxiii} 9xx5TCO-001C: 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 AMD Server & Greenhouse Gas Emissions TCO (total cost of ownership) Estimator Tool - version 1.12, compares the selected AMD EPYC™ and Intel® Xeon® CPU based server solutions required to deliver a TOTAL_PERFORMANCE of 39100 units of SPECrate2017_int_base performance as of October 10, 2024. This scenario compares a legacy 2P Intel Xeon 28 core Platinum_8280 based server with a score of 391 versus 2P EPYC 9965 (192C) powered server with a score of 3000 (<https://www.spec.org/cpu2017/results/res2024q4/cpu2017-20240923-44837.pdf>) along with a comparison upgrade to a 2P Intel Xeon Platinum 8592+ (64C) based server with a score of 1130 (<https://spec.org/cpu2017/results/res2024q3/cpu2017-20240701-43948.pdf>). Actual SPECrate®2017_int_base score for 2P EPYC 9965 will vary based on OEM publications.



^{xxxiv} AMD estimated the number of racks to train a typical notable AI model based on EPOCH AI data (<https://epoch.ai>). For this calculation we assume, based on these data, that a typical model takes 1025 floating point operations to train (based on the median of 2025 data), and that this training takes place over 1 month. FLOPs needed = 10^{25} FLOPs/(seconds/month)/Model FLOPs utilization (MFU) = $10^{25}/(2.6298 \times 10^6)/0.6$. Racks = FLOPs needed/(FLOPS/rack in 2024 and 2030). The compute performance estimates from the AMD roadmap suggests that 276 racks would be needed in 2025 to train a typical model over one month using the 2024 MI300X product (assuming 22.656 PFLOPS/rack with 60% MFU) and <1 rack in 2030 would be needed to train the same model in 2030. These calculations imply a >276-fold reduction in the number of racks to train the same model over this six-year period. Electricity use for a MI300X system to completely train a typical 2025 AI model using a 2024 rack is calculated at ~7GWh, whereas the future 2030 AMD system could train the same model using ~350 MWh, a 95% reduction. AMD then applied carbon intensities per kWh from the International Energy Agency World Energy Outlook 2024 [<https://www.iea.org/reports/world-energy-outlook-2024>]. IEA's stated policy case gives carbon intensities for 2023 and 2030. We determined the average annual change in intensity from 2023 to 2030 and applied that to the 2023 intensity to get 2024 intensity (434 CO2 g/kWh) versus the 2030 intensity (312 CO2 g/kWh). Emissions for the 2024 baseline scenario of 7 GWh x 434 CO2 g/kWh ~= 3000 tonnes of CO2, versus the future 2030 scenario of 350 MWh x 312 CO2 g/kWh ~= 109 tonnes of CO2.

^{xxxv} 9xx5-048: AMD EPYC™ 9005 Series processors require OEM enablement and a BIOS update from your server or motherboard manufacturer if used with a motherboard designed for the SP5 socketed AMD EPYC™ 9004 Series processors. Contact your system manufacturer prior to purchase to determine compatibility.

^{xxxvi} 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.

^{xxxvii} 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.

^{xxxviii} U.S. Bureau of Labor Statistics, Employer-Reported Workplace Injuries and Illnesses (Annual), <https://www.bls.gov/web/osh/table-1-industry-rates-national.htm> (accessed May 23, 2025).

^{xxxix} SEMI, “Shaping A Sustainable \$1 Trillion Era,” <https://www.semi.org/en/blogs/semi-news/shaping-a-sustainable-%241-trillion-era> (accessed June 6, 2025).

^{xl} 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.

^{xli} Injury and illness case rate equals the total number of injuries and illnesses per 200,000 working hours, divided by total working hours.

^{xlii} Data provided by AMD suppliers and have not been independently verified by AMD.

^{xliii} The reported data includes initial and closure audits.

^{xliv} The new AMD WWSBC course was launched in October 2024 for all employees who had not completed the course that year. The data reported is based on the Jan. 14, 2025, completion report generated after the Jan. 10 deadline. Due to the mid-January 2025 deadline for completing the new course, the overall completion rate for 2024 was lower compared to 2023.

^{xlvi} While AMD leverages certain third-party standards as part of our disclosures, any language of “alignment,” “based on,” “compliance” 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 other ESG metrics, 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.

^{xlvii} 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.

^{xlviii} 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).

^{xlxi} 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.

ⁱ 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 2024 (previously referred to as DEFRA or UK BEIS in previous documents), IPCC AR6 (6th Assessment Report) or US EPA Fluorinated GHG Report.) 2020-24 values have undergone third-party limited assurance.

ⁱⁱ 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 excluding renewable energy sourced through green tariffs and 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. Emission factors for locations in the U.S. are based on eGRID and Green-e 2023 databases. Location-based electricity emission factors for Canada are provided in the 2024 Canada NIR report, specific to each Canadian province. Market-based emission factors for Europe were taken from the IEA 2024 emission factor database. Location-based emission factors for all countries other than the US and Canada were taken from the IEA 2024 emission factor database. 2020-24 values have undergone third-party limited assurance.

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

^{liii} 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 DEFRA 2024 Conversion Factors database. Emission factors for transmission & distribution-related electricity losses, and electricity-related WTT generation, transmission and distribution, were obtained from the IEA Emission Factors 2024 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 2024 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 2024 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 2025 employee survey data. Offices were split into geographic regions, and commuting benchmarks were calculated per these regions (EMEA, North America, South Asia, East Asia/Southeast Asia.) The commuting modes were cycling/biking, van transport, public transport, and driving alone. Public transport was assumed to be a mix of train and bus travel, as determined by regional benchmarks outlined in the commuting tool descriptions below. All employees were assumed to work 250 days with an assumption applied for full time onsite versus part time (hybrid) versus remote. Data for 2021-2023 included the~10 largest campuses whereas 2024 included all employees globally. Category 11: Emissions are calculated based on total sales volume, average product electricity consumption, and average product lifetime split by product category for products sold in the reporting year. Emissions were calculated by multiplying total energy consumption by the corresponding country-level emission factor from IEA 2024. A percentage of data center-related products are assumed to be powered with renewable electricity based on public reporting from our customers. Since 2022, data has included Xilinx products. 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 (2024). Region-specific blended average waste disposal emission factors were calculated using waste disposal benchmarks.

^{liv} 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.

^{lv} A stormwater inspector visited the San Jose site and found two environmental issues related to outdoor cleaning. The problems were quickly fixed and a follow-up inspection confirmed all concerns were resolved. In addition, a Notice of Violation and a \$3,000 settlement offer were received from the San Francisco Bay Regional Water Quality Control Board regarding a xylene exceedance in groundwater associated with AMD’s Superfund site. Despite evidence that there was no bypass, violation or unauthorized discharge, AMD decided not to contest the violation and paid the fine.

^{lvi} Reported data includes AMD employees, temporary workers and contractors.

^{lvii} Reported employee data excludes unknown gender.

^{lviii} Number of total terminations divided by the average monthly regular headcount throughout the year.

^{lvix} Voluntary terminations are defined as the number of regular employees leaving AMD voluntarily, excluding retirements.

^{lx} 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.

^{lxi} Reported data includes workers, employees and contractors, including SPWs at this time.

^{lxii} 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.

^{lxiii} 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.

^{lxiv} An inspection by the San Jose Fire Department noted missing signage. Temporary signs were placed during the inspection and permanent signs were installed shortly thereafter.

^{lxv} Reported data includes AMD employees and contractors.

^{lxvi} Economic data for current and past years are updated annually to reflect the company’s most recent financial reports.



