



Advanced Micro Devices, Inc. (“AMD”)
Global Human Rights Policy Updated July 2024

Our Principles and Approach

Human rights are the fundamental rights, freedoms and standards of treatment to which all people are entitled. We are committed to respecting internationally recognized human rights throughout our company, operations and business partners including subsidiaries, customers and supply chain.

This policy sets out our commitment to respect internationally recognized human rights as contained in the [United Nations Universal Declaration of Human Rights \(UDHR\)](#), the [International Covenant on Civil and Political Rights \(ICCPR\)](#), the [International Covenant on Economic, Social and Cultural Rights \(ICESCR\)](#), and the eight core [International Labour Organization \(ILO\) conventions](#).

Our due diligence approach draws upon internationally recognized human rights standards, including the [United Nations Guiding Principles on Business and Human Rights \(UNGPs\)](#), [OECD Guidelines for Multinational Enterprises](#), [OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas](#), and the laws of the countries in which we operate.

AMD commits to regularly review this policy and our approach to identify, prevent, mitigate and remediate human rights risks in our own operations and value chain. Our process includes engaging with people whose human rights we may affect, assessing potential negative human rights impacts, providing for remediation when necessary, and integrating findings into our processes. We report on our stakeholder engagement efforts, management systems and performance in our annual [Corporate Responsibility Report](#).

Scope

This Policy applies to all employees and contractors throughout our company’s global operations and our business relationships, including subsidiaries, customers and supply chain. The [AMD Worldwide Standards of Business Conduct](#) (WWSBC) includes our commitment to respect and support the protection of human rights on a worldwide basis. We communicate this policy to everyone who works in our operations and to our suppliers. We adopt the [Responsible Business Alliance Code of Conduct](#) as our Supplier Code of Conduct (the Code). We expect our suppliers to operate in accordance with the WWSBC, [AMD Supplier Code of Conduct](#) and applicable laws and regulations, to uphold this Policy, and adopt similar policies and implementation mechanisms within their own organizations. Where there are differing standards, AMD conforms to the strictest applicable standard.

Salient Human Rights Risks

We take a risk-based approach to human rights due diligence based on our most salient risks which were identified through a third-party human rights saliency assessment. The assessment included input from AMD executives, customers, suppliers, and international non-governmental organizations (NGOs) serving as legitimate representatives for workers in our supply chain.

- **Responsible Product Use:** As a component and platform provider, we recognize that we cannot fully control how our products will ultimately be used, nor can we vet and restrict all potential future uses of a general-purpose system that includes our products, prevent every potential malign use of such systems, or monitor all uses of AMD products in the field. However, we do not support and in fact work to disrupt – any use of our products to violate human rights. To reduce the risk of potential malign use of our products in a way that would harm human rights, we operate compliance and monitoring programs to prevent and remediate post-sale movement of AMD products into and within unauthorized channels.
- **Responsible Product Development:** 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. The [AMD Responsible AI Principles](#) are based on international standards and best practices, such as the NIST AI framework, the AI Bill of Rights, the EU’s Ethics Guidelines for Trustworthy AI, and the OECD AI principles. We operationalize these guiding principles with a risk management framework to guide the development and use of AI applications within the company. The risk mitigation approaches include data and model reviews, human oversight, red teaming, and vendor assessment.
- **Responsible Sourcing:** We are committed to helping enable working conditions throughout our supply chain to be safe, workers to be treated with respect and dignity, and processes to manufacture our products to be environmentally responsible. Our suppliers are expected to conduct business in accordance with the [AMD Supplier Code of Conduct](#) and communicate the same expectations to their suppliers in turn while implementing reasonable monitoring and compliance mechanisms. Forced labor in any form, including but not limited to, bonded (including debt bondage) or indentured labor, involuntary or exploitative prison labor, and slavery or trafficking of persons is not permitted. We understand migrant workers may be vulnerable to forced labor and we take additional due diligence steps to assess and mitigate risks for this group. Child labor shall not be used in any stage of manufacturing. We will act against such practices if identified. Additionally, the [AMD Responsible Minerals Sourcing Policy](#) outlines our commitment to the responsible sourcing of minerals and our supplier expectations.
- **Freedom of association and collective bargaining:** AMD operates in locations where employees have the right to freely associate or not associate with third party organizations, such as labor unions, and these employees have the right to collectively bargain or not bargain collectively in accordance with local laws. AMD respects those rights and is committed to maintaining a fair and open workplace where employees are treated with dignity and respect, are free from discrimination or the fear of retaliation, and can openly share their ideas, concerns or problems on workplace issues with management.
- **Working conditions:** AMD is dedicated to providing and maintaining a safe workplace and healthy working conditions and protecting the environment. We strive for an injury- and illness-free work environment for the benefit of all employees, contractors, and other individuals at our sites. The [Global Environmental, Health and Safety \(EHS\) Policy](#) provides the structural framework for development of best-in-class EHS programs across our global operations.
- **Privacy and Security:** AMD has implemented systems, processes, and procedures to protect the personal information of AMD employees, job applicants, temporary workers, contingent workers, contractors, users, customers, and business partners worldwide. AMD maintains a full suite of policies, including the [AMD Privacy Policy](#), 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.

- **Diversity, Belonging and Inclusion:** We are committed to growing our global team to include as many unique voices as possible. Our commitment is to provide all qualified employees with the same opportunities for success regardless of age, ancestry, color, marital status, medical condition, mental or physical disability, national origin, ethnicity, race, religion, political and/or third party affiliation, sex, pregnancy, sexual orientation, gender identity, military or veteran status.
- **Environment and Human Rights:** AMD believes that a clean, healthy and sustainable environment is a fundamental human right. Our [Climate Change Policy Statement](#) outlines our commitment to taking actions to advance climate protection. For example, we are committed to reducing greenhouse gas (GHG) emissions associated with our operations and supporting our partners to do the same. Reducing GHG emissions reduces air pollution, which can result in improved health and wellbeing. We aim to maximize the computing performance delivered per watt of energy consumed and collaborate closely with our customers and partners on product design and system-level energy efficiency.
- **Business Ethics and Corruption:** 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, and localities where the company conducts business. 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 prohibits the giving or receiving of bribes, kickbacks, and other improper payments in connection with our 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 policy prohibiting facilitation payments.

Governance

The AMD Corporate Responsibility team guides the human rights strategy and related initiatives by working across multiple teams to integrate our policy commitments. The AMD ESG Executive Steering Committee, comprising senior representatives from across the company, including the AMD Chief Compliance Officer, receives quarterly updates and provides guidance on corporate responsibility efforts. The Nominating and Corporate Governance (NCG) Committee of the AMD Board of Directors has oversight of ESG, including human rights. Our annual [Statement Against Modern Slavery](#) is reviewed and approved by the NCG Committee and signed by a representative of the AMD Board of Directors. The AMD Board of Directors has governing authority with oversight responsibility of all business ethics issues. Our Corporate Compliance Committee is responsible for oversight of the AMD WWSBC.

Grievance and Remedy

[AMD Aware](#) is a multilingual web portal and telephone service that accepts reports, with the option to report anonymously. AMD Aware is designed to be available to all AMD employees and third parties worldwide 24 hours a day, seven days a week. To encourage the use of AMD Aware and our reporting processes, 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 are investigated by responsible teams within AMD and significant incidents are reported to the Audit and Finance Committee of the AMD Board of Directors. AMD commits to taking appropriate actions to mitigate any adverse impacts on human rights.

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