

## ADVANCED MICRO DEVICES (AMD) STATEMENT ON MODERN SLAVERY AND HUMAN TRAFFICKING

## 1. SUMMARY

The concept of responsibly developing and delivering cutting-edge technologies enabling a better world is deeply rooted in our culture. AMD issues an annual [Corporate Responsibility \(CR\) Report](#) representing this integral aspect of our business and how we generate shared value with our employees, customers, suppliers, investors and communities.

Our statement covers Advanced Micro Devices Inc. and its subsidiaries, including but not limited to Advanced Micro Devices (U.K.) Limited. This statement discusses the actions that AMD and its subsidiaries took during 2021 to address risks of involuntary labor, debt bonded labor, forced labor, human trafficking, child labor, slavery and servitude (“Modern Slavery”) and is published pursuant to both the California Transparency in Supply Chains Act and the UK Modern Slavery Act. This statement relates to the previous year from January 1<sup>st</sup> to December 31, 2021 (“Relevant Calendar Year”).

AMD recognizes that slavery, forced labor and human trafficking can occur through more subtle means such as accumulated debt, retention of identity papers or threats of denunciation to immigration authorities. As such, AMD has adopted internationally recognized definitions of Modern Slavery, anti-slavery, forced labor and anti-human trafficking.

## 2. GOVERNANCE

The highest level of environmental, social and governance (“ESG”) oversight at AMD is the AMD Board of Directors, which receives reports from and engages with management at least quarterly on ESG issues, practices and reporting. The Nominating and Corporate Governance Committee of the Board is designated to receive reports from and discuss with management at least annually the company’s ESG issues, practices and reporting, as well as the delegation of oversight to the Board and its committees.

The AMD Corporate Responsibility (“CR”) team, which focuses on social and environmental responsibility, human rights and supply chain responsibility, resides within Public Affairs. The AMD CR team reports to our Senior Vice President, General Counsel and Corporate Secretary, who respectively reports to our CEO. The CR team works cross-departmentally to help operationalize the day-to-day management of many ESG related policies, practices and infrastructure. The team also leads ESG reporting and communications. In their role, the CR team regularly engages with other AMD departments such as Procurement, EHS, Engineering, Global Operations, Human Resources, Investor Relations, Legal and Quality to help ensure we are effectively and efficiently managing environmental and social issues. In collaboration with Corporate Ethics, Corporate Responsibility maintains the human rights policy and program.

## 3. POLICIES AND APPROACH

At AMD, we respect human rights throughout our company, operations and supply chain. We work to uphold the relevant fundamental rights and freedoms of all people across the business, in line with the United Nations Universal Declaration of Human Rights (UDHR) and the International Labour Organization’s (ILO) Declaration on Fundamental Principles and Rights at Work, the United Nations Guiding Principles on Business and Human Rights (UNGPs) and the OECD Guidelines for Multinational Enterprises. We prohibit the use of forced labor in providing our products or

services, and prohibit physical abuse, or harassment or retaliation against employees reporting such behavior. Our company strictly forbids forced labor practices, slavery and human trafficking in any AMD operation or in the operations of our Manufacturing Suppliers that provide services or products associated with AMD products. These commitments are articulated in our [Global Human Rights Policy](#).

AMD's [Worldwide Standards of Business Conduct](#) (WWSBC) outlines our expectations for ethical conduct and human rights commitments for AMD employees, agents and contractors. All employees are required to complete the WWSBC training when hired and every three years thereafter. We maintain a process for reporting misconduct and encourage employees to raise questions or concerns. Employees and other stakeholders are informed of our non-retaliation policy. AMD Aware is a multilingual web portal and telephone service that accepts anonymous reports about suspected illegal activity or violations of the AMD WWSBC, as permitted by law. AMD Aware is available to all AMD employees and third parties worldwide, 24 hours a day and 7 days a week. The Board of Directors receives summaries of all reports. Consistent concerns are addressed through senior management discussions, employee communications, process and controls improvements, and individual corrective action measures, where appropriate.

AMD adopted the Responsible Business Alliance ("RBA") Code of Conduct as our [Supplier Code of Conduct](#) (the "Code"). The Code is based on international labor and human rights standards. [Section A.1 of the Code](#) "Freely Chosen Labor" strictly prohibits forced labor and human trafficking:

1. "Freely Chosen Employment. Forced, bonded (including debt bondage) or indentured labor, involuntary or exploitative prison labor, slavery or trafficking of persons is not permitted. This includes transporting, harboring, recruiting, transferring or receiving persons by means of threat, force, coercion, abduction or fraud for labor or services."
2. "(...) Workers shall not be required to pay employers' agents or sub-agents' recruitment fees or other related fees for their employment. If any such fees are found to have been paid by workers, such fees shall be repaid to the worker."

We believe collective action drives greater impact than one company acting alone. For this reason, multi-stakeholder partnerships are an important aspect of managing our supply chain responsibility. As a member of the Responsible Labor Initiative ("RLI") and participant of the working group, we agree with the RLI's approach to harmonize due diligence on Modern Slavery across multiple industries that share recruitment supply chains to drive labor market transformation through collective action.

AMD is committed to the responsible sourcing of minerals used in our product. As a member of the Responsible Minerals Initiative ("RMI"), we support efforts to develop standards and tools that benefit all companies working to break the link between minerals trade and conflict.

Our program is grounded in the [AMD Responsible Minerals Sourcing Policy](#) and our approach is based on the 5 steps of the Organization for Economic Cooperation and Development ("OECD") Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas ("OECD Guidance").

We work with our suppliers to identify the smelters and refiners ("SORs") of origin within our supply chain for subject minerals utilizing the standardized tracing processes developed by the RMI. Through this process, we ensure minerals are responsibly sourced in accordance with industry standards. AMD takes actions to remove smelters and refiners that are not compliant with industry standards or are known to contribute to environmental or human rights abuses. AMD's 2021 Conflict Minerals Disclosure and Report is available [here](#).

Finding slavery, forced labor or human trafficking, in either our supply chain or our own business operations, would constitute a severe violation of our standards of business conduct. The following outlines our policies and practices for identifying and eliminating these practices.

#### 4. DUE DILIGENCE

Pursuant to our policies and the [California Transparency in Supply Chains Act of 2010 \(SB 657\)](#), the revised Federal Acquisition Regulation (FAR) 52.222-50 (“Combating Trafficking in Persons”), the FAR provision 52.222-56 (“Certification Regarding Trafficking in Persons Compliance Plan”) and the [United Kingdom Modern Slavery Act 2015 \(Chapter 30, Part 6, Provision 54\)](#), as updated from time to time, AMD has established policies and programs aimed at prohibiting Modern Slavery in our supply chain and in our business operations as outlined below.

##### A. Scope of diligence activities

Absent a controlling role in any manufacturing facilities, our global workforce is primarily made up of highly trained professionals with engineers as the largest demographic. We therefore consider that the risk of forced labor and human trafficking is primarily in our manufacturing supply chain.

##### B. Description of the AMD manufacturing supply chain

As a fabless semiconductor company, our manufacturing operations are outsourced to a carefully selected network of Manufacturing Suppliers (as defined below). We work with our Manufacturing Suppliers to advance supply chain resiliency, respect for human rights and environmental sustainability. “**Manufacturing Suppliers**” are defined as suppliers that AMD buys from directly and that provides direct materials and/or manufacturing services. The majority of Manufacturing Suppliers have multi-year business relationships with AMD.

The largest portion of our overall Manufacturing Suppliers spend is with our fabrication foundry partners. Manufacturing Suppliers operate facilities in many countries around the world. Most Manufacturing Supplier facilities are located in Asia. We utilize various tools provided by the RBA to assess risks of forced labor in those countries where our Manufacturing Suppliers’ factories are located. More information about our supply chain and Supply Chain Responsibility Program can be found on our [website](#).

##### C. Establishing clear expectations from suppliers to address the risks of Modern Slavery

AMD is a full member of the RBA. AMD requires conformance with the Code in its contracts with suppliers. We further expect that each supplier will, in turn, communicate to their suppliers the same expectations and implement reasonable mechanisms to monitor their compliance. AMD standard contractual terms and conditions for the procurement of goods and services require suppliers to adopt, maintain and ensure that its subcontractors and suppliers adopt and maintain policies prohibiting child, forced, indentured, bonded (including debt bondage) labor and human trafficking and maintain procedures to adhere to the policy. In 2021, factories continued to face the challenge of keeping up with demand while implementing COVID-19 safety protocols. In response, we communicated to each of our Manufacturing Suppliers and some sub-tier suppliers the importance of upholding the labor standards contained in the AMD Code of Conduct including resources from the ILO and RBA on managing the impact of COVID-19 on migrant workers.

#### D. Manufacturing Supplier risk assessments

We examine certain risk criteria to evaluate whether we reasonably believe the potential manufacturing supplier is likely to conform to the Code. This approach relies on several sources of information including but not limited to:

1. [RBA Risk Assessment Platform](#). At minimum on an annual basis AMD conducts a supplier risk analysis to evaluate supply chain risks, including risk of forced labor by country and supply chain. This tool is used to prioritize our monitoring and conformance due diligence activities with our Manufacturing Suppliers.
2. The RBA [Supplier Self-Assessment Questionnaire](#). This is a detailed self-evaluation questionnaire regarding the Manufacturing Supplier's work policies, practices, employee demographics and other information designed to assess potential conformance to the RBA Code.
3. The RLI Labor Migration Corridor Database. This database available to RLI members provides data on high-risk migration corridors and average employment fees.

We also use the risk assessment to prioritize our monitoring and conformance activities with our Manufacturing Suppliers.

#### E. Supplier audits

AMD has a goal to audit 100% of Manufacturing Suppliers by 2025 to verify compliance with the Code. In addition, AMD might audit some sub-tier suppliers based on their risk profile. AMD accepts the RBA [Validated Assessment Program \(VAP\)](#) audit which produces an in-depth evaluation of the social, ethical, occupational health and safety and environmental performance of the facility. AMD will only accept audit reports that adhere to the RBA standardized process which include specific procedures to determine the presence of forced labor, slavery and human trafficking.

#### F. Accountability and corrective actions

We discuss conformance to the Code with our Manufacturing Suppliers during regular business reviews. Our Manufacturing Supplier business reviews are an effective venue for accountability regarding responsible social, ethical and environmental conduct because senior management of both AMD and Manufacturing Suppliers participate in these meetings and the awarding of potential future business opportunities is directly impacted by the results of such reviews.

If we discover that a Manufacturing Supplier does not comply with applicable laws, the Code or AMD's Standards of Business Conduct, we require that the Manufacturing Supplier takes immediate corrective actions. Through the Corrective Action Plan ("CAP") process the supplier will initiate a plan to stop the activities that cause or contribute to these impacts and to develop a plan that prevents and mitigates future, potential adverse impacts. The CAP is a critical tool used to stop activities that cause or contribute to adverse impacts found in the supply chain. Root causes analysis is part of the CAP process which aims to prevent the non-conformance from happening again. In addition to the Corporate Vice President of Global Procurement receiving quarterly updates on supplier performance, forced labor findings are escalated to senior executives of AMD. We work directly with the manufacturing and if necessary, sub-tier suppliers to ensure remediation is provided to the affected workers.



## G. Training

In 2021, 100% of AMD Manufacturing Supplier relationship managers and their leadership in AMD's procurement organization completed an updated training on supply chain responsibility which included training on forced labor risks in the supply chain.

In addition, AMD employees, agents and contractors are required to take training on conformance with AMD's Worldwide Standards of Business Conduct. Regarding the prohibition on slavery, forced and trafficked labor practices, AMD's standards are substantially equivalent to the Code. In the event an employee, agent or contractor violates these standards, we will take immediate and appropriate action, which may include termination of employment, or cancelation of the agency contract, as the case may warrant.

In 2021, our company co-sponsored with other RBA members the RLI Supplier Training on Responsible Recruitment Due Diligence. We nominated and selected 2 AMD sub-suppliers to attend the training based on workforce demographic (foreign migrant workers) and use of third-party recruitment agencies. Aligned with the Code labor standards on Freely Chosen Employment, the training provides practical guidance and tools for companies to implement responsible recruitment due diligence and follows the due diligence process developed by the OECD.

The training focused on key risk areas in the recruitment of foreign migrant workers which are document retention, contract terms and conditions, and recruitment fees and related costs. As a result, attendees, including 2 AMD suppliers, implemented training at their companies and updated their recruitment policies. Both suppliers also chose to train workers on their internal policies, rights and access to factory complaint channels. Combined, the trainings reached over 1,450 workers in 2021. We continue to make this workshop available to AMD suppliers.

Our Manufacturing Suppliers have access to information and training regarding AMD's conformance expectations and methods through [RBA's eLearning Academy](#). RBA's eLearning Academy contains online learning modules that cover compliance with the Code, as well as modules specifically related to the California Transparency in Supply Chains Act. Manufacturing Suppliers may also access modules focused on ethical recruitment due diligence, hiring procedures designed to eliminate slavery, forced and trafficked labor.

## H. Reporting

In our 2021-22 Corporate Responsibility Report we published our supplier audit summary including all audit findings in the Relevant Calendar Year.

## 5. EFFECTIVENESS

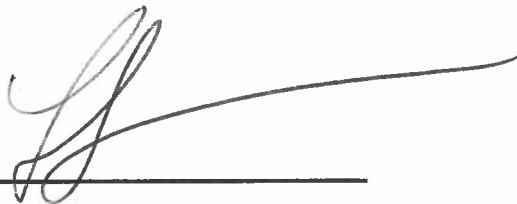
There was an increase in audits in 2021 compared to 2020 due to the easing of COVID-19 pandemic restrictions. In 2021, 32 initial VAP audits were conducted at Manufacturing Supplier and sub-tier supplier factories.

In 2021, 8 suppliers had a finding in Freely Chosen Employment; 5 related to workers paying employment fees prohibited in the Code of Conduct, 2 suppliers lacked sufficient policies to prevent forced labor and 1 lacked sufficient management process to prevent forced labor. All suppliers implemented immediate containment actions and all workers have been reimbursed. Suppliers that needed to update policies and procedures have done so. See our [Supplier Audit Summary Results](#).

We have found no other instances or evidence of behaviors that would fall under the definition of modern slavery, human trafficking or forced labor conditions in our supply chain in the calendar year immediately preceding the effective date of this declaration. We are committed to ensuring an ethical and responsive supply chain.

Effective Date: June 27, 2022

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Dr. Lisa Su  
President & CEO