

2024 AMD Statement Against Modern Slavery and Human Trafficking

AMD is committed to respecting internationally recognized human rights throughout our company operations. We also work with our business partners, including our subsidiaries and those in our supply chain, to try to respect human rights in our business dealings. 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. Forced labor in any form, including but not limited to, bonded (including debt bondage) or indentured labor, involuntary or exploitative prison labor, slavery or trafficking of persons is not permitted.

This statement is published pursuant to the California Transparency in Supply Chains Act, UK Modern Slavery Act (the “**UK Act**”) and Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act (the “**Canadian Act**”), and it relates to the financial year from January 1st to December 28, 2024 (the “**Financial Year**”). This statement covers Advanced Micro Devices, Inc. and its subsidiaries, Advanced Micro Devices (U.K.) Limited, Xilinx Limited, Xilinx Technology Ltd., Xilinx NI Limited, Xilinx Development Corporation, Scotland Branch, ATI Technologies ULC and Xilinx Canada Co. For the purposes of the Canadian Act, ATI Technologies ULC and Xilinx Canada Co. are the reporting entities. ATI Technologies ULC and Xilinx Canada Co. conduct research, development and testing.

This statement communicates the policies and practices of AMD to respect human rights, identify and address potential impacts, mitigate risk, and measure actions’ effectiveness. 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 and OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas. In addition to this Statement, AMD annually publishes the [AMD Corporate Responsibility Report](#) and [Conflict Minerals Report](#).

Our Business and Supply Chain

AMD designs and delivers leadership high-performance and adaptive computing solutions, the infrastructure of the digital services and experiences that fuel the daily lives of billions. AMD works closely with partners – leaders in industries spanning technology, automotive, telecom, financial services, gaming, entertainment and many more – to bring their visions to life and enable the future of computing and AI across cloud, edge and end devices.

The AMD global workforce is primarily made up of highly trained professionals with engineers as the largest demographic. As a fabless semiconductor company, AMD manufacturing operations are outsourced to a carefully selected network of Manufacturing Suppliers. “**Manufacturing Suppliers**” are defined as suppliers that AMD buys from directly and that provides direct materials and/or manufacturing services to AMD. Absent a controlling role in any manufacturing facilities, AMD considers the risk of forced labor and human trafficking is primarily in its manufacturing supply chain. The primary focus of our supply chain responsibility efforts is with Manufacturing Suppliers and Major Indirect Suppliers. “**Major Indirect Suppliers**” are in the top 80% of total indirect spend and are contracted to provide service or material not intended for AMD’s finished product.

The largest portion of AMD overall Manufacturing Suppliers spend is with its third-party fabrication foundry partners. Manufacturing Suppliers operate facilities in many countries around the world, and most are located in Asia. AMD utilizes various Responsible Business Alliance (“**RBA**”) tools

to assess risks of forced labor in those countries where suppliers' factories are located. More information about the AMD supply chain and Supply Chain Responsibility program can be found on the AMD [website](#).

Governance

The highest level of Corporate Responsibility (“**CR**”) oversight (including risks and opportunities) at AMD resides with the Advanced Micro Devices, Inc. Board of Directors (the “**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 CR reporting and associated regulatory compliance. The AMD Executive Team (the “**AET**”)—which includes our Chair and CEO, executive vice presidents, and certain senior vice presidents – helps set corporate responsibility (“**CR**”) strategic priorities and goals for AMD departments, while providing company investments and resources to demonstrate progress. The AET receives regular updates, at least monthly, on Corporate Responsibility topics.

The AMD Corporate Responsibility (“**CR**”) Executive Steering Committee (the “**Committee**”) is responsible for overseeing progress on the company’s CR priorities, goals and disclosures while communicating regularly with the AET. The Committee meets at least semi-annually and is comprised of cross-functional leaders, including Corporate Responsibility, Finance, Global Operations, Human Resources, Investor Relations, Information Technology and Legal. The CR team works cross-departmentally to help operationalize the day-to-day management of many CR related policies, practices, and infrastructure. The team also manages supply chain responsibility and regularly engages with other AMD departments such as Global Operations, Human Resources, Investor Relations, Legal and Quality to help AMD manage environmental and social issues effectively and efficiently. The CR team resides within Legal and reports to AMD Senior Vice President of Legal, General Counsel and Corporate Secretary, who reports to our CEO.

Policies

- The AMD [Human Rights Policy](#) Statement outlines the company’s respect for the International Covenant on Civil and Political Rights (“**ICCPR**”), the International Covenant on Economic, Social and Cultural Rights (“**ICESCR**”), and the core International Labour Organization (“**ILO**”) conventions related to freedom of association/collective bargaining, elimination of forced labor, abolition of child labor, and elimination of discrimination in respect of employment and occupation.
- The AMD [Worldwide Standards of Business Conduct](#) (“**WWSBC**”) outlines the company’s expectations for ethical conduct and human rights commitments for its employees, agents and contractors.
- AMD has adopted the RBA Code of Conduct as our [Supplier Code of Conduct](#) (the “**Code**”). The Code is based on international labor and human rights standards¹.
 - [Sections A.1 and A2 of the Code](#) strictly prohibits forced labor, human trafficking and child labor:
 - i. “Forced labor in any form, including but not limited to, 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.”

¹ 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 Universal Declaration of Human Rights

- ii. “(...) 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.”
 - iii. “Child labor shall not be used in any stage of manufacturing.”
- AMD has adopted the [RBA Trafficked and Forced Labor – “Definition of Fees”](#) and its overarching principle that “workers shall not be required to pay fees for their employment.”
- The [AMD Responsible Mineral Sourcing Policy](#) affirms our commitment to the responsible sourcing of minerals used in our product. AMD has adopted the five steps of the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas as a framework for our program.

Accountability

AMD requires conformance with the Code in its contracts with Manufacturing Suppliers. As stated in the Code, AMD further expects that each Manufacturing Supplier will, in turn, communicate to their suppliers the same expectations and implement reasonable mechanisms to monitor their suppliers’ compliance. AMD standard contractual terms and conditions for the procurement of goods and services require suppliers to adopt, maintain and ensure that their 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. AMD also continually works to streamline and reinforce its expectations through regular communications with Manufacturing Suppliers. The AMD Supplier Responsibility Guide enables AMD to formally share expectations with Manufacturing Suppliers and to provide resources to support their success. These suppliers can share the guide with their suppliers, thus extending AMD expectations further upstream in the supply chain.

Conformance to the Code is part of the supplier scorecard and is discussed with our Manufacturing Suppliers during regular business reviews. Business reviews are an effective venue for accountability regarding responsible social, ethical, and environmental conduct because senior management of both parties participate in these meetings. Furthermore, the scorecard influences future business opportunities.

Leadership

AMD believes collective action drives greater impact than one company acting alone. For this reason, multi-stakeholder partnerships are an important aspect of managing AMD supply chain responsibility. AMD is a founding member of the RBA, and our membership remains an important means for AMD to collaborate with peers to accelerate positive change. AMD is a full Responsible Labor Initiative (“**RLI**”) member, and actively participates in the Worker Voice Working Group, helping us keep current on emerging risks to vulnerable populations such as migrant laborers. In 2023, AMD attended a discussion arranged by RLI and heard from former migrant workers and advocates and utilizes RLI’s tools to support a harmonized approach to address the root cause of forced labor risks.

Through membership in the Responsible Minerals Initiative (“**RMI**”), AMD works with suppliers and industry to promote the responsible sourcing of raw minerals, participates in the Smelter Engagement Workgroup and encourage suppliers to utilize RMI’s Responsible Minerals Assurance Process (“**RMAP**”) to monitor conformance to the [RMAP Standards](#) including sourcing minerals aligned to OECD Due Diligence Guidance.

Identifying and Assessing Risk of Forced Labor

AMD takes a risk-based approach to human rights due diligence based on its most salient risks which were identified through a third-party human rights saliency assessment conducted by BSR,

a global sustainable business network and consultancy. The assessment included input from AMD executives, customers, suppliers, the international NGO International Justice Mission, to serve as legitimate representatives for workers in the Malaysian supply chain, which is identified as a country of high-risk for forced labor indicators.

Responsible sourcing, including the risk of forced and child labor in the supply chain, was identified as a salient risk primarily due to the number of migrant workers who may be vulnerable to forced labor in the supply chain. As local hiring practices change and the supply chain footprint expands, AMD regularly assesses risks to this vulnerable population by utilizing data from various sources, including the RBA risk database platform, to understand a supplier's social and environmental risk profile based on its geographical location, the type of product manufactured, workforce demographics audit non-conformance trends in the region. This platform utilizes data from reputable sources such as UNICEF's Children's Rights in the Workplace Index and 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, we gain insights directly from workers via surveys, audit interviews, grievance channels, and ongoing research, and we focus our yearly efforts on these areas. Furthermore, the supplier qualification process includes a social and environmental risk assessment.

In addition to understanding inherent risks, consideration is given to how suppliers are managing those risks. AMD requires all Manufacturing Suppliers to annually complete the RBA Facility Self-Assessment Questionnaire (the "**Facility SAQ**") which serves as additional input to the risk analysis. Supplier engagement is influenced by the results of the SAQ combined with the inherent risk score to produce an overall risk score. The Facility Risk SAQ is an important tool that helps AMD monitor the risk of forced labor.

AMD isolates questions from the RBA Facility SAQ to identify suppliers that use labor agents to provide foreign or migrant workers and verify that they:

- Have a policy for workers to not pay employment related fees,
- Reimburse workers in the event a worker paid a fee related to employment,
- Provide 100% of workers a written contract in their native language, and
- Have a policy stating personal documents such as identity documents are not to be held by the company.

As of December 31, 2024, 100% of the audits completed have been RBA validated assessment program ("**RBA VAP**") audits. These announced independent third-party audits are conducted by approved RBA audit firms and evaluate supplier performance against the RBA Code of Conduct. Each quarter the AMD Corporate Responsibility ("**CR**") team reviews related performance with AMD's Global Operations executive team. This review covers priority and major nonconformances from the audits, corrective action plan status, including closure rates, and overall performance. Every year, aggregate audit data, including nonconformances and geographical distribution is [publicly reported here](#).

Remediation

If AMD becomes aware of a non-conformance to the Code, applicable suppliers are expected to take action to remedy non-conformances and to prevent possible future negative impacts through a Corrective Action Plan ("**CAP**") in accordance with the RBA VAP Protocol.

In the event AMD becomes aware of a risk of forced labor, the CR team works with the employer [for them] to provide remedy to the workers in line with the RBA VAP Guidance. A third-party assessment is required to confirm workers were reimbursed for RBA prohibited employment-related fees. 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 be offered as a secondary tool to validate remediation.

When necessary, AMD sourcing managers reiterate the importance of AMD requirements including adherence to improvement actions and the associated deadlines. Depending on the severity of the issue, discussions may be elevated for a more in-depth conversation between company executives. AMD engages with suppliers in this process, and if they do not follow the timeline, AMD executives will be promptly informed so appropriate action can be taken.

In 2024 across 10 Manufacturing Supplier facilities indicators of forced labor risk were found via VAP audits and through an NGO. Indicators include 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. For additional details, see the AMD [Supplier Audit Summary Results](#).

We are collaborating with RBA Advisory 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 on-going fees. The fee reimbursement process is continuing into 2025.

Additionally, 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.

In 2024, AMD did not take measures to remediate the loss of income to vulnerable families that potentially could have resulted from measures taken to eliminate the use of forced labor and child labor in our supply chain as there were no such instances reported to the company. AMD continues to take steps to improve its approach to supplier engagement for conformance with the Code.

[AMD Aware](#) is a multilingual web portal and telephone service for reporting concerns or asking questions, available to all AMD stakeholders, including suppliers and their workforce. The channel is anonymous and confidential, and available 24/7 in multiple languages. Supply chain workers have used this channel to connect directly with AMD. Any concern is taken seriously and is followed by an investigation conducted by AMD.

Training

In 2024, AMD changed the cadence of its supply chain responsibility (“**SCR**”) training to biennial. Training topics typically included the actions AMD takes, and expects suppliers to take, to prevent and mitigate risks to workers, including the risk of forced and child labor. In this training Procurement, Supply Chain and Quality team members were introduced to the topic of responsible purchasing practices and trained on the red flag indicators of modern slavery to be aware of when conducting business. In addition, AMD employees, agents and contractors are

required to take training on conformance with the WWSBC. Regarding the prohibition on slavery, forced and trafficked labor practices, AMD standards are substantially equivalent to the Code. In the event an employee, agent or contractor violates the WWSBC, AMD will take immediate and appropriate action, which may include termination of employment, or cancelation of the agency contract, as the case may warrant.

Prevention

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. From 2020-2023, our capacity building trainings have focused on responsible recruitment, specifically the prevention of foreign migrant worker fee payment. Over the course of three years, 95% of Manufacturing Suppliers across Malaysia, Taiwan, and Japan that worked with labor agents to recruit migrant workers have taken the RBA Forced Labor Prevention workshop. This training introduced RBA's Responsible Recruitment Due Diligence Toolkit (RRDD toolkit), which supports companies' ability to identify, remediate, and prevent forced labor in their recruitment and employment practices. To reach the Manufacturing 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, Manufacturing Suppliers were offered training on mandatory human rights due diligence requirements. Additionally, we co-sponsored a training presented by RBA Advisory Services on supply chain due diligence which taught suppliers best practices on how to identify and manage risks to human rights in the supply chain.

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

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

We continue to follow-up with suppliers to learn what actions they have taken as a result of their participation. We are observing that each sourcing region has unique challenges to prevent the risk of forced labor. In 2025, we are working more closely with the RBA Policy team to engage in discussions with sourcing country governments to close gaps between the Code and local law.

Measuring Effectiveness

AMD assesses effectiveness in its efforts to prevent forced and child labor from being used in its business operations and supply chains by measuring the number of priority violations, repeat and frequency of nonconformances and closure status. 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 by 37%. In 2024, approximately 230 foreign migrant workers in the locations of Singapore and Taiwan had fees reimbursed, totaling approximately \$85,000USD.



Approval and Signature

This statement was approved by the Nominating and Corporate Governance Committee on behalf of the board of directors of Advanced Micro Devices, Inc., This statement was signed on behalf of the board of directors of Advanced Micro Devices, Inc. and its subsidiaries by:

/s/Nora M. Denzel

Name: Nora M. Denzel

Title: Lead Independent Director

Date: May 20, 2025

Approval and Signature for the Purposes of the UK Act

This statement was received and reviewed approved by the board of directors of Advanced Micro Devices (U.K.) Limited, Xilinx Limited, Xilinx Technology Ltd., Xilinx NI Limited, Xilinx Development Corporation, Scotland Branch. This statement was signed on behalf of the board of directors of the entities listed above:

/s/Linda Lam

Name: Linda Lam

Title: Director

Date: May 21, 2025

Approval and Attestation for the Purposes of the Canadian Act

This Statement was approved by the Board of Directors of each of ATI Technologies ULC and Xilinx Canada Co., respectively, effective as of May 14, 2025 in accordance with paragraph of sub-paragraph 11(4)(b)(i) of the Canadian Act.

ATI Technologies ULC

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the Report for the entity listed above. Based on my knowledge, and having exercised reasonable diligence, in my capacity as a director, I attest that the information in the Report is true, accurate and complete in all material respects for the purposes of the Act, for the Reporting Period listed above.

Date: May 21, 2025

/s/Linda Lam

Name: Linda Lam

Title: Director

I have authority to bind ATI Technologies ULC.

Xilinx Canada Co.

In accordance with the requirements of the Canadian Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the Report for the entity listed above.



Based on my knowledge, and having exercised reasonable diligence, in my capacity as a director, I attest that the information in the Report is true, accurate and complete in all material respects for the purposes of the Act, for the Reporting Period listed above.

Date: May 21, 2025

/s/Linda Lam

Name: Linda Lam

Title: Director

I have authority to bind Xilinx Canada Co.