



## 2025 Advanced Micro Devices, Inc. Statement on the Prevention of Modern Slavery and Human Trafficking

Advanced Micro Devices, Inc. (“AMD,” “our,” “company,” “we,” “us”) 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, child 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 and nationally recognized definitions of modern slavery, slavery, forced labor, child labor, and 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 people 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 fiscal year from December 29, 2024 to December 27, 2025 (the “Fiscal 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, this is a joint report of ATI Technologies ULC and Xilinx Canada Co., 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](#). For the avoidance of doubt, neither these nor other documents referenced herein are incorporated into this statement absent explicit language to the contrary.

### Our Business and Supply Chain

AMD is a multinational corporation incorporated under the laws of Delaware with principal business locations in Texas, California, Colorado, China, Canada, Ireland, Singapore, and India. The AMD global workforce is primarily made up of highly trained professionals with engineers as the largest demographic. At the end of Fiscal Year 2025, we had approximately 31,000 employees. We conduct research, design, and sales operations in countries around the world. 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.

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 directly and that provide direct materials and/or manufacturing services to AMD. AMD performs due diligence on relevant suppliers that AMD buys from directly.

AMD also purchases from indirect suppliers. Indirect suppliers manufacture goods or services that are not included in the final product. In 2025, we refined our indirect supplier risk assessment method to prioritize supply chain activities where impact to salient human rights were more likely to occur (see the [AMD Global Human Rights Policy](#) for a full list of identified salient human rights). Of these suppliers, those that are at higher-risk of impacting human rights and represent the top 80% of spend in their sub-category are considered “**Major Indirect Suppliers.**” 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.

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. Our supply chain network also includes a complex mineral supply chain. Our products contain various minerals necessary for the functionality or production of such products. AMD does not directly purchase the raw materials used in our products. Some operations can pose serious human rights risks, including forced labor and child labor. We use a three-pronged strategy to govern our responsible mineral sourcing practices: (1) industry alignment and collaboration, (2) traceability and (3) risk mitigation.

### **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 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 CR topics.

The AMD 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 CR, 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. Supply Chain Responsibility (“**SCR**”) resides under the Manufacturing Strategy and Procurement team, which reports to the Senior Vice President, Global Operations. Our Corporate Vice President of Procurement receives regular updates on supplier performance. More information about the AMD supply chain and Supply Chain Responsibility program can be found on the AMD [website](#).

### **Policies and Due Diligence Processes**

AMD policies, due diligence and approach to preventing modern slavery, forced labor, child labor and human trafficking have been developed based on international labor and human rights standards such as the UNGPs. These policies establish our baseline expectations as well as communicate our values. Related policies and processes include:

- 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 Global Code of Conduct](#) 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 the [AMD Supplier Code of Conduct](#) (the “Code”). The Code requires compliance with applicable laws, rules and regulations and is updated regularly to ensure its relevance to international norms, and the review process includes a thorough consultation process with members and stakeholders. It is based on international labor and human rights standards<sup>1</sup> and is translated into multiple languages.
  - [Sections A.1 and A.2 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.”
    - 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 Responsible Sourcing 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 communication 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. When necessary, AMD sourcing managers

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<sup>1</sup> 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

reiterate the importance of AMD requirements including adherence to improvement actions and the associated deadlines. Depending on the severity of a non-conformance, 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.

### **Stakeholder Engagement**

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 Responsible Recruitment Working Group, helping us keep current on emerging risks to vulnerable populations such as migrant laborers.

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 for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas. Additionally, we participate in the Multistakeholder plenary discussions to keep updated on challenges faced by sourcing communities from various regional civil society organizations.

### **Identifying and Assessing Risk of Forced Labor**

In alignment with the OECD Due Diligence Guidelines for Responsible Business Conduct and UNGPs, our human rights due diligence process is iterative and ongoing. AMD uses a risk-driven approach when identifying suppliers in scope for human rights due diligence. Our approach is formalized in the AMD Global Human Rights Policy. In 2023, we worked with a global sustainable business network and consultancy to conduct a company-wide Human Rights Saliency Assessment. 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. The assessment confirmed our assumption that responsible sourcing, including the risk of forced labor, is a salient risk issue, due to migrant workers’ vulnerability to unethical recruitment practices. As such, we continue to make additional efforts to protect workers who are vulnerable to risks of forced labor.

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 conduct country-specific research for regions where AMD salient human rights risks are more likely to occur. 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.” Our membership in the Responsible Labor Initiative and participation in workgroups helps to keep AMD abreast of current risks and provides a platform to collaborate on solutions. For example, the RLI Labor Migration Corridor Database provides data on high-risk

migration corridors and average employment fees. Our participation in RLI workgroups such as the Responsible Recruitment workgroup allows us to stay informed and help shape the direction ethical recruitment in key sourcing regions, specifically Malaysia and Taiwan.

Furthermore, the supplier qualification process includes a social and environmental risk assessment. These suppliers are given a risk rating based on their profile in the platform, whether they employ foreign migrant workers and use a labor agent and previous RBA VAP audit score or equivalent.

We constantly monitor for risk, which continues to evolve as local hiring practices change and the supply chain footprint expands. Throughout the year we aim to identify areas of higher risk by utilizing a suite of tools including self-assessments, onsite audits, worker surveys, and grievance mechanism inquiries. Self-assessments provide insight into how Manufacturing and Major Indirect Suppliers manage risk. AMD requires all Manufacturing Suppliers and Major Indirect Suppliers to annually complete the RBA Self-Assessment Questionnaire (the “**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 SAQ is an important tool that helps AMD monitor the risk of forced labor.

AMD isolates questions from the 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 with 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 employer.

From January 1, 2020, to December 27, 2025, 99% of Manufacturing Suppliers completed an RBA validated assessment program (“**RBA VAP**”) audit, or equivalent audit. These announced independent third-party audits are conducted on-site by approved RBA audit firms and evaluate supplier performance against the RBA Code of Conduct. The process includes on-site inspections, including dormitories when applicable, document review and worker and management interviews. The VAP audit standard also includes a review of the worker-management communication channel for its effectiveness. A non-retaliation line is provided to workers so they may contact the auditor and/or RBA with concerns post audit.

In 2025, we piloted the RBA Specialized Validated Assessment Program (SVAP) on Forced Labor. The scope of this audit is designed exclusively to identify risks of forced labor in alignment with the ILO indicators of forced labor. Additionally, SVAP auditors speak the native language(s) of the workers. For the pilot, we chose a strategic supplier that employs foreign migrant workers through a labor agent.

Additionally, [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

The Supply Chain Responsibility team collaborates closely with the Procurement team to embed responsible sourcing practices into business operations. In 2025, SCR led an internal training for supplier category teams providing a refresher on the standards set out in the AMD Supplier Code of Conduct, priority risk areas, and supply chain due diligence procedures, including monitoring for risks of forced labor. This internally developed training is based on the ILO indicators of Forced Labor and is updated to keep updated with regulatory standards and supply chain risk. In addition, AMD employees, agents and contractors are required to take training on conformance with the AMD Global Code of Conduct. The eLearning module includes quizzes to reinforce key messages. 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 Global Code of Conduct, AMD will take immediate and appropriate action, which may include termination of employment, or cancelation of the agency's contract, as the case may warrant.

## Prevention

In FY 2025, to take a more proactive approach to understand how we may prevent workers from paying fees in the first instance, we engaged with suppliers in regions where our suppliers employ larger numbers of foreign migrant workers. The aim was to understand how they are working to prevent the practice of workers paying employment-related fees in the first place.

- We began collecting the names and recruitment corridors of the labor recruitment agencies used by Manufacturing Suppliers. We enrolled one of these agents and supplier HR staff into the RBA eLearning Academy courses on Ethical Recruitment to clarify our requirements.
- In Singapore, we held an in-person meeting to understand the challenges and where there is room for improvement in the recruitment and onboarding process. One improvement area for suppliers was to ask workers more than once if they incurred any fees after discovering some fees were not identified upon onboarding.

Additionally, we increased our focus on government policy advocacy. This included meeting with a Taiwanese government official to discuss how Taiwan may adopt policies to align with international standards on the prevention of forced labor. These discussions will continue through 2026, building on the announcements from the Taipei Economic and Cultural Representative Office regarding forced labor protections earlier this year.

Continuing our work to understand how our Manufacturing Suppliers are managing their supply chain, in 2025 we piloted a desktop Responsible Sourcing Maturity Assessment. This tool is aligned with OECD Due Diligence Guidance on Responsible Business Conduct and designed to provide a maturity score to Manufacturing Suppliers on their supply chain responsibility management system. This gives AMD insight into the strength of sub-tier supplier management. Lessons learned from the pilot serve as an input to our 2026 strategy.

## Remediation

If AMD becomes aware of a non-conformance to the Code, the involved 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. Every year, aggregate audit data, including nonconformances and geographical distribution is [publicly reported here](#).

In the event AMD becomes aware of a risk of forced labor child labor or human trafficking, SCR reaches out to the supplier and works with them for the supplier to provide remedy to the workers in line with the RBA Fee Investigation Standard. A third-party on-site assessment is required to create a fee reimbursement plan for RBA prohibited employment-related fees. Validation of remediation is required to close the remediation process. In some cases, a closure assessment is required. Workers are engaged in the remediation process through interviews that are included in the RBA Fee Investigation Standard. When workers are reimbursed, AMD requires a worker survey to be offered as a secondary tool to validate remediation.

In 2025, indicators of forced labor risk were identified across five Manufacturing Supplier facilities during VAP audits. The identification of such indicators does not necessarily mean that forced labor is occurring but helps to identify circumstances that merited further review. Indicators include prohibited employment-related recruitment fees, job advertisements lacking required minimum information, educational loan amount outside of RBA loan guidelines, fee reimbursement paid outside of the 90-day reimbursement window (as per RBA VAP guidelines), lack of possession of personal documents and unpaid leave outside of legal requirements. The involved suppliers were required to take action to align with the Code and verify closure through an RBA VAP audit and/or anonymous worker surveys.

In 2024, AMD became aware of worker grievances related to paying employment related fees prohibited by the Code. AMD required the involved supplier to undergo an RBA Fee Investigation and as a result, created a reimbursement plan. In FY 2025, the investigation was closed; the supplier took the SVAP on Forced Labor and affected workers participated in a survey as evidence of remediation.

In 2025, workers used AMD Aware to report a concern of a breach of compliance to the RBA Code of Conduct at a site in the AMD supply chain. The employer is a sub-tier supplier to AMD, so AMD communicated the issues to the Manufacturing Supplier that has direct relationships with the supplier in question. We remained informed of the claim and remediation process through the AMD Manufacturing Supplier and RBA.

Additionally, in FY 2025, a Major Indirect Supplier began the RBA Fee Investigation and remediation process. The closure audit will take place in 2026.

In 2025, AMD did not need to 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 or 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.

### **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. In 2025, approximately 260 workers in the locations of Malaysia, Philippines, Singapore, Taiwan and Thailand had fees reimbursed, totaling approximately \$751,000 USD. AMD has partnered with each supplier through the remediation process. Since 2023, when AMD started tracking the number of workers financially impacted, approximately 860 workers have been reimbursed totaling approximately ~\$850,000 USD.

**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 26, 2026

**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 26, 2026

**Approval and Attestation for the Purposes of the Canadian Act**

This Joint Report was approved by the Board of Directors of each of ATI Technologies ULC and Xilinx Canada Co., respectively, effective as of month day, 2026 in accordance with sub-paragraph 11(4)(b)(i) of the Canadian Act.

**ATI Technologies ULC**

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.

*/s/ Linda Lam*

Name: Linda Lam

Title: Director

Date: May 26, 2026

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.

*/s/ Linda Lam*

Name: Linda Lam

Title: Director

Date: May 26, 2026

I have authority to bind Xilinx Canada Co.