



amyris

INAUGURAL ESG
REPORT **2020**

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CEO LETTER

Making chemistry that is healthier for all people and our planet is at the heart of everything we do at Amyris. Since our Company was founded in 2003, our mission has been to rapidly transition the world to better performing ingredients and products that are better for people and better for the planet. Our world-leading synthetic biology platform and proprietary Lab-to-Market™ operating system provide a scalable way forward to convert basic plant sugars into the rarest and best performing natural molecules and ingredients, disrupting most markets. We take our science, technology and clean manufacturing direct to the consumer with distinctive consumer-inspired brands translating science into applications and products that are loved by consumers and that drive the transition of industry leaders to sustainable chemistry.

Consistent with our mission, we are proud to present our first Environmental, Social and Governance (ESG) Report. This report marks an important step in communicating our ESG goals and creating long-term value for our stakeholders, including our shareholders, employees, business partners, customers and local communities.

This report primarily covers our ESG activities in 2020, which was one of the most productive years in our Company's history. Our priority since the beginning of the COVID-19 pandemic has been to ensure the health and safety of our employees and the communities we operate in. This report details how we focused on this priority while maintaining business continuity and continuing the growth trajectory of our business.

We achieved record growth in our product revenues and significantly improved our financial position. We are thankful for the resilience, collaboration and innovation of our employees and partners, who worked together to support our customers with ingredients and products that would sustain their everyday health and wellbeing, during their isolation and time of need.



We expanded our portfolio of consumer brands for health, clean beauty and personal care markets that deliver on our No Compromise® promise at a time when the focus on health and wellness is more than a trend and represents a way of living and being healthy.

The core values of Amyris demonstrate our commitment to following responsible ESG practices that create sustainable growth for all of our stakeholders. Our success is due to the hard work of our talented and passionate team, our strong partnerships with industry leaders around the world, the loyalty and enthusiasm of our customers and the ongoing support of our shareholders. I want to thank all of our stakeholders and look forward to keeping you updated on the progress of our ESG programs with both ESG reports and regular updates on our website.

Sincerely,

John Melo
President and Chief Executive Officer

AMYRIS' MATERIALITY-BASED APPROACH TO ESG

In 2020, we completed our first comprehensive materiality assessment to provide a foundation for our inaugural ESG report. As part of this work, Amyris retained the Governance & Accountability Institute (G&A), a highly respected advisor on ESG issues, to perform an independent third-party assessment.

The assessment began by examining a range of key stakeholders, including investors, customers, employees and ESG rating organizations, as well as studying industry peers, to conduct a materiality analysis for ESG topics. Topics included each of the Global Reporting Initiative (GRI) Standards Topics, the 17 United Nations Sustainable Development Goals (SDGs), the Sustainability Accounting Standards Board (SASB) - Chemicals Sustainability Accounting Standard, and other ESG topics of interest to investors and other important stakeholders.

We first mapped sector-specific material ESG topics identified by these stakeholders to the GRI Standards Topics. For material ESG topics identified that did not map directly to a GRI Standards Topic, an additional "Non-GRI Material Topic" was added to the materiality analysis and included in the GRI content index. This initial step produced a list of 37 topics of interest to different groups of stakeholders.

We then conducted a deeper analysis to prioritize these issues starting with an assessment of a selection of highly rated ESG industry peers and clients. We also examined the methodologies of leading ESG investor raters and institutional investors. We reviewed their strategic selection of material ESG topics for inclusion in their sustainability disclosure, rating methodologies, investment decision-making, goal setting and strategy.

From this research, G&A calculated an overall materiality score for each ESG topic to help focus our strategy and disclosures in this report. Using this quantitative model, Amyris identified the highest scoring topics as most material to the business.

CORE VALUES

Innovation

We continuously solve unsolved needs. We are driven to accomplish the seemingly impossible. We embrace intelligent risk and are a learning organization.

Collaboration

We work with each other, our partners and our customers to achieve exceptional results. We value, respect and learn from each other as we strive for mutual success.

Amyrous

We love what we do and love what we make. We are passionate about having a positive impact. We have fun, keep a sense of humor and enjoy working together.

Safety

We demonstrate a deep regard for the safety and well-being of our people, our communities, our resources and our planet. We speak up courageously.

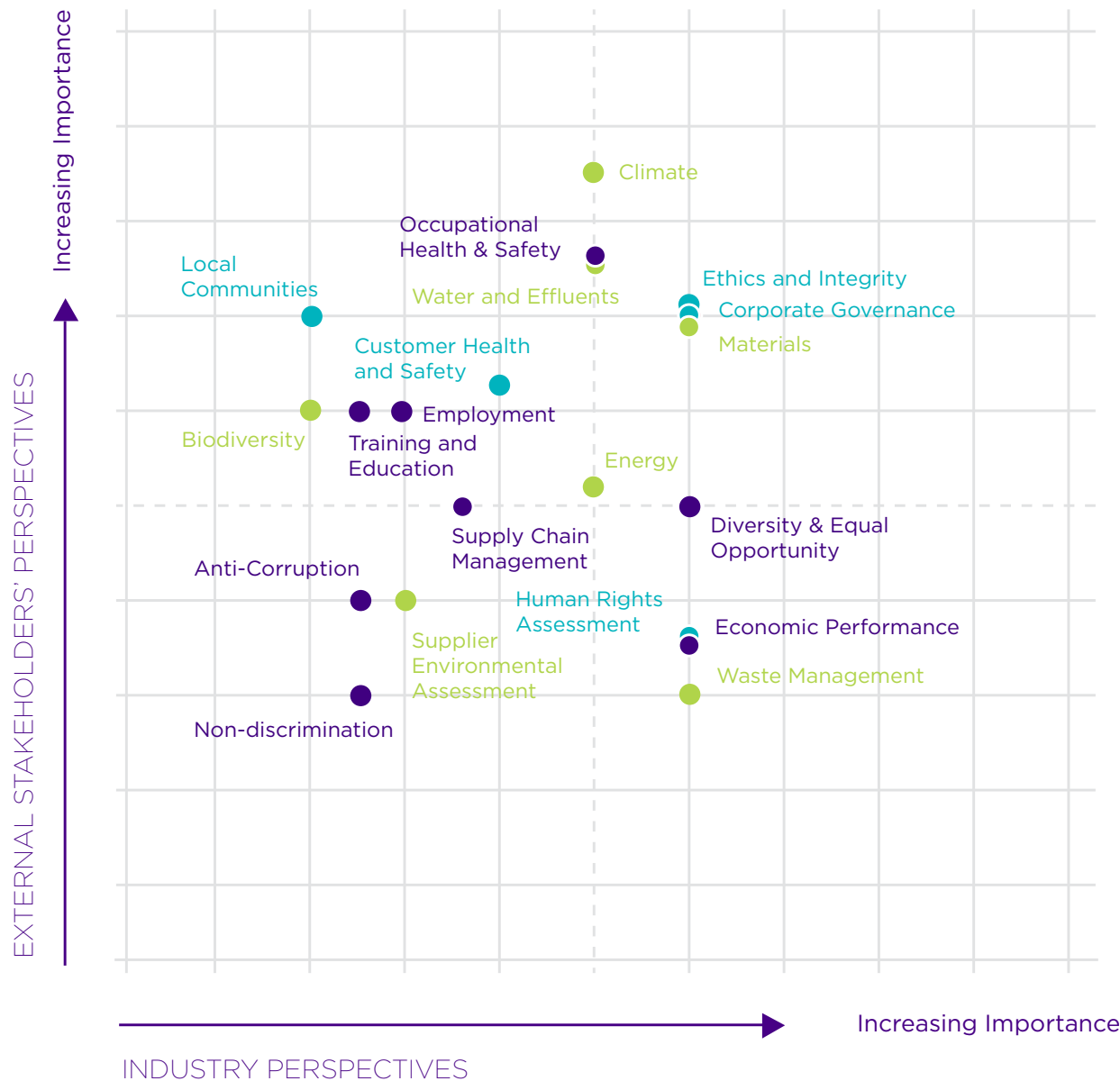
Integrity

We are honest, fair and ethical. We hold ourselves accountable and deliver on our commitments. We do what we say.

OVERVIEW OF MATERIAL ESG TOPICS

The materiality matrix shows the relative weight of different topics from two perspectives. The X axis shows how important an issue is considered by the industry, while the Y axis shows the topic’s importance to external stakeholders.

KEY TOPICS: ● Environmental ● Social ● Governance



UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

The Sustainable Development Goals (SDGs) are a series of interlinked goals adopted by UN member states in 2015. These goals focus on creating a fairer, more just world with more sustainable economic and environmental practices by 2030. The goals are ambitious and will only succeed through the combined efforts of government, business and civil society.

As a member of the UN Global Compact, Amyris supports all of the SDGs and, recognizing the importance of the goals, we have linked our areas of impact to the SDGs. We have prioritized several goals that align with our business where we can make a positive impact around the world.



UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

SDG	AMYRIS ACTIVITIES
 <p>Good Health and Well-Being</p> <p>Ensure healthy lives and promote well-being for all at all ages</p>	<ul style="list-style-type: none"> • Develop new molecules to expand our portfolio of sustainable ingredients made with clean chemistry • Focus on creating healthier ingredients and products — spanning the health, nutrition, wellness, beauty and flavors and fragrances space — that positively affect health inside and out
 <p>Responsible Consumption and Production</p> <p>Ensure sustainable consumption and production patterns</p>	<ul style="list-style-type: none"> • The environmental footprint of our proprietary Lab-to-Market operating system, fermentation and manufacturing process of many of our ingredients is reduced compared to conventional production systems that rely on destructive and non sustainable practices, additional land use and even wildlife • Embrace a culture of sustainability throughout the organization while educating consumers about the use of clean chemistry and products that reduce environmental impacts and are good for people and the planet
 <p>Climate Action</p> <p>Take urgent action to combat climate change and its impacts</p>	<ul style="list-style-type: none"> • Maximize use of buildings and facilities through renewable energy capture • Review our sustainability practices and energy efficiency on a continual basis • Target carbon neutral customer shipping for all direct-to-consumer brands
 <p>Life Below Water</p> <p>Conserve and sustainably use the oceans, seas and marine resources for sustainable development</p>	<ul style="list-style-type: none"> • Develop alternatives to non-sustainable, fossil-fuel derived or environmentally destructive chemicals • Offset the killing of sharks through the production of sugarcane squalane and squalene, supporting the ocean ecosystem • Explore alternatives to plastic to reduce impact on marine life
 <p>Life on Land</p> <p>Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss</p>	<ul style="list-style-type: none"> • Use rapidly renewable sugarcane as feedstock to use less land than conventional agricultural processes and scale up more efficiently, as well as avoid the use of endangered plant or animal resources • Our Bonsucro certified sugarcane crops are located well outside the threatened Amazon region in Brazil and do not contribute to deforestation of the Amazon Rainforest nor compete with food agriculture • Purchase carbon neutral shipping credits to fund forest conservation



PROTECTING PEOPLE AND THE PLANET

CREATING SAFE, SUSTAINABLE INGREDIENTS AND PRODUCTS

Amyris provides safe, sustainable alternatives to traditionally sourced, less sustainable ingredients and products. We comply with all applicable regulations governing customer health and safety and work to exceed government regulations and industry codes regarding ingredients used in the global markets in which we operate.

We translate science into applications and products that are loved by consumers and that enable the transition of industry leaders to sustainable chemistry.

1

Commercializing molecules into sustainable ingredients

Our sustainable ingredients are included in over

20K PRODUCTS

Global consumers reached

200M

Commercialized molecules and
molecules in active development

31



Producing Highly Pure Molecules with Clean Chemistry

Using our proprietary Lab-to-Market operating system for clean chemistry, Amyris engineers the genetics of yeast strains and then ferments the yeast in sugarcane syrup to convert basic plant sugars into molecules that can be used as clean, sustainable ingredients for consumer products. We continue to improve our Lab-to-Market speed to identify and commercialize new molecules; our first commercial ingredient took about 40 months from yeast strain to pilot plant run, and today we average less than 12 months. This has resulted in a 90 percent reduction in the cost of product development and an 80 percent reduction in time-to-market for new products.

By the end of 2020, Amyris had commercialized 13 molecules, with 18 additional molecules in active development and 10 more in the

discovery phase. We expect to add at least eight new molecules to our active development pipeline in 2021. The molecules and ingredients we develop serve as the foundation of our consumer brands.

The three, Amyris-owned consumer brands all include products made with our sustainable ingredients as building blocks – Biossance® clean beauty skincare, Pipette® clean baby skincare and Purecane™, a zero-calorie sweetener naturally derived from sugarcane. Two that we acquired in 2020 will convert to Amyris ingredients over time: Terasana® specialty skincare and Costa Brazil™ luxury skincare. Two new brands will launch in 2021 using Amyris' hero ingredients: Rose, Inc.™ color cosmetics and JVN™ haircare.

OUR SUSTAINABLE CONSUMER BRANDS



clean baby skincare

BIOSSANCE™

clean beauty skincare

a zero-calorie sweetener
naturally derived from sugarcane

Replacing Traditional and Less Sustainable Ingredients

We use sugarcane, a rapidly renewable crop, as feedstock for the molecules we produce. The sugarcane is sourced through growers in Brazil practicing sustainable production methods. In 2020, Amyris received the Bonsucro Chain of Custody Certification which ensures that the Brazilian sugarcane used to develop our ingredients is sustainably produced and processed (see [Chapter 2](#)).

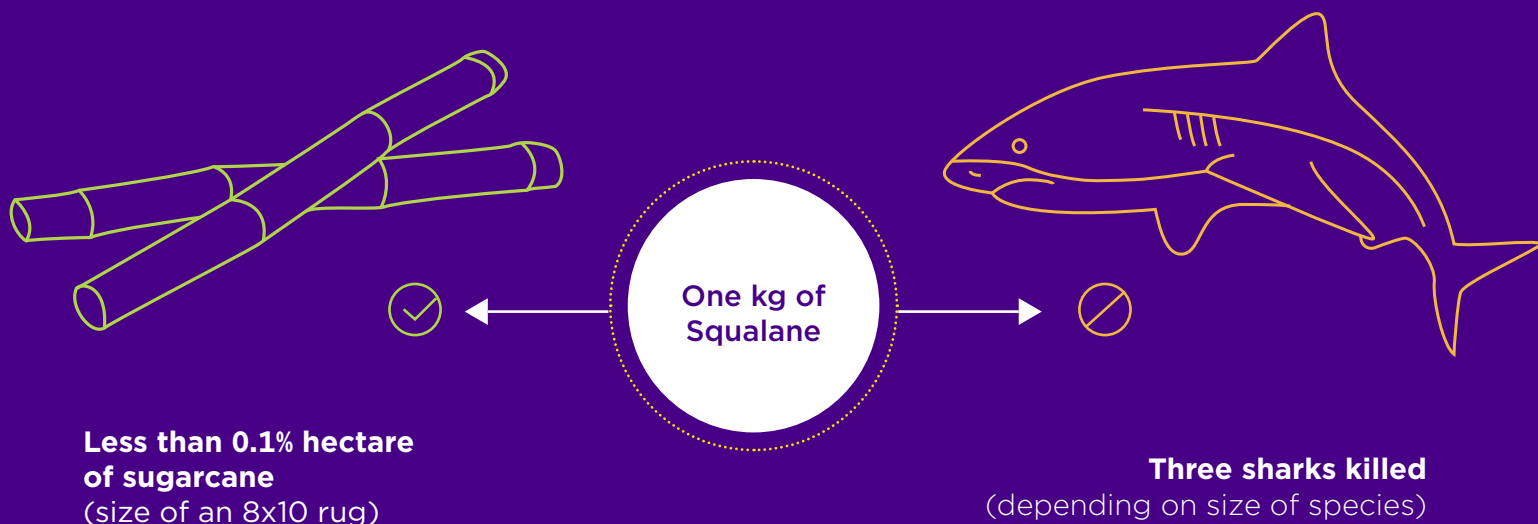
The specialty ingredients we create replace traditional ingredients often derived from vulnerable species of plants and animals, or from petrochemicals that are harmful to the environment. Two of our most popular ingredients are squalane, found in our Clean Beauty products, and Reb M zero-calorie sweetener.

Squalane is an ingredient widely used in many types of beauty and personal care products and is traditionally sourced from sharks or olive trees. Amyris has developed squalane derived from sugarcane, which offers a sustainable, stable, highly scalable and affordable alternative to traditional sources. This exceptionally moisturizing ingredient features prominently in Biossance and Pipette products and is also marketed under the Neossance® Squalane brand to supply many of the world's leading beauty and personal care brands. By replacing shark-derived ingredients with our sugarcane-derived squalane, Amyris estimates that we offset the killing of over six million sharks per year.



Amyris' sugarcane-derived squalane is a USDA-certified biobased product and an ECOCERT-certified raw material, which demonstrates sustainability and transparency through the manufacturing process.

SQUALANE: SUPERIOR MOISTURIZER AND CARRIER



Reb M (Rebaudioside M) is a molecule found naturally in the leaves of the stevia plant. Using our advanced technology platform, we produce our Reb M molecule from fermentation.

Reb M from the stevia plant is naturally present in low concentrations (less than 0.1%) in the plant and is difficult to extract through conventional harvesting. Our Reb M from fermentation has a taste profile similar to sugar and does not have the bitter aftertaste commonly associated with stevia. Because of the rarity of the Reb M molecule, we estimate that the manufacturing process to create our Reb M from fermentation requires 1/8 of the agricultural acreage compared to other leaf extraction methods.

Our Reb M is commercialized as an ingredient for multiple applications where there is a desire to replace sugar or other high-potency sweeteners in beverages, dairy products, baked goods, condiments and confections on the market. In addition, it can be found in our zero-calorie consumer brand, Purecane.

Ensuring the Safety of Ingredients and Products

Amyris is committed to developing and producing high-performing, low-cost ingredients and products made using sustainable raw materials. That's our No Compromise® principle. We work to exceed government regulations and industry codes for the safety of ingredients and seek third-party validation and certifications to demonstrate our commitment.

Our Reb M based sweetener is produced using only yeast and Brazilian sugarcane, which is Bonsucro certified for sustainable and ethical production (see [Chapter 2](#)). We use Reb M as the hero ingredient in Purecane sweetener products, which are non-GMO, Halal, Kosher and designated with the Generally Recognized as Safe (GRAS) notification from the U.S. Food and Drug Administration (FDA).

Reb M (Rebaudioside M) is a molecule found naturally in the leaves of the stevia plant. Using our advanced technology platform, we produce our Reb M molecule from fermentation. We estimate that the manufacturing process to create our Reb M from fermentation requires 1/8 of the agricultural acreage compared to other leaf extraction methods.

We commercialize our molecules into specialty ingredients, and with our partners we produce and distribute the ingredients for use in large addressable markets, including Clean Beauty, Health & Wellness and Flavors & Fragrances.

Amyris received a World Food Innovation Award in 2019 for the development of its Reb M sweetener. Since then, Purecane has earned a number of prestigious distinctions including a 2020 “Best of What’s New Award” from Popular Science magazine.

Our Clean Beauty brands ban over 2,000 ingredients from their formulations including more than 1,300 ingredients restricted by the European Union, and many ingredients on the Environmental Working Group (EWG) restricted list. EWG is a non-profit watchdog organization that reviews and verifies product formulas for chemical toxicity, focusing on environmental and public health concerns. To receive EWG VERIFIED™ status for use on product labels and in marketing, the product must pass EWG’s rigorous licensing criteria including providing laboratory test results showing that ingredients and products meet relevant EWG contamination

restrictions and pass basic microbial challenge tests. EWG-licensed companies must also follow a Good Manufacturing Practice program in line with that recommended by the U.S. FDA’s Guidance for Industry: Cosmetic Good Manufacturing Practices.

All of our Biossance products are EWG VERIFIED and the majority of our Pipette products are verified with the exception of a limited number of products that the EWG does not currently verify as part of its program. Our Pipette Eczema Lotion, Cream to Powder and Baby Balm have the National Eczema Association (NEA) Seal of Acceptance™, which follows strict criteria including evaluation by the NEA’s review panel of doctors of the product’s ingredients and formulation data and testing data on sensitivity.

INGREDIENT SAFETY



INGREDIENT RECOGNITIONS



In addition to the product reviews by EWG and the NEA, all of our Clean Beauty ingredients are tested for safety and efficacy by third-party clinical testing labs to ensure that they meet appropriate standards for cosmetic or food safety. Amyris is also committed to developing products without the use of animal testing. Our Biossance and Pipette consumer brands are Leaping Bunny certified, demonstrating our commitment to offering cruelty-free products and complying with requirements that go beyond current laws.

Educating Customers on Safe, Sustainable Ingredients

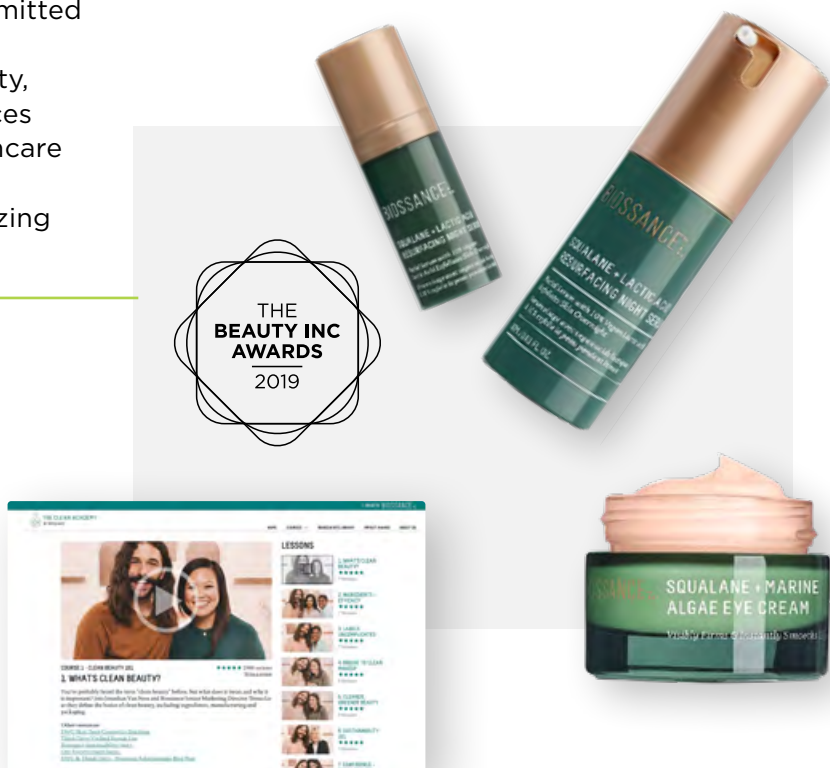
Amyris is an active participant in industry groups involved in educating regulators and consumers about scientific advances being made to improve people's health and protect the planet. Our President and Chief Executive Officer John Melo, is a board member of the Biotechnology Innovation Organization (BIO) and is on BIO's Industrial & Environmental Section Governing Board. BIO is the largest advocacy group in the US, focusing on biotechnology and the role it plays in advancing science and protecting our climate. Through this organization and other industry groups, Amyris executives engage regularly to raise awareness of industry issues and educate legislators at state and federal levels.

Amyris and its consumer brands are committed to educating consumers on the use of sustainable ingredients in the Clean Beauty, Health & Wellness and Flavors & Fragrances markets. In 2019, our Biossance clean skincare brand launched [The Clean Academy](#), a comprehensive educational platform utilizing

an interactive curriculum of engaging video content, experiential events and a passionate community of industry experts. The Clean Academy provides in-depth information about labels and ingredients, including a Skincare Ingredients Library that provides EWG ratings. Biossance was recognized in 2019 as Digital Innovator of the Year at the WWD Beauty Inc. Awards for the launch of The Clean Academy.

The consumer brands of Amyris are supported by an inhouse team of Customer Service specialists who are experts on our ingredients and who personally engage with customers by phone, email and live chat. For our skincare and Clean Beauty products, we provide education to help match our customers with the right products and clean beauty routine. For Purecane we provide advice and recipes to customers on how to use our great-tasting products as a way to improve their healthy lifestyle. Our Customer Service teams work to resolve customer concerns including reports of product quality issues and negative and adverse reactions. We compile data on reports of allergic reactions, which are sent to our Quality Assurance group and, if the reaction is classified as an Adverse Reaction case, it is reviewed within 24 hours by a cross-functional team including representatives from our Safety, Regulatory, New Product Development, Quality Assurance and Customer Service teams.

In 2019, our Biossance clean skincare brand launched The Clean Academy, a comprehensive educational platform utilizing an interactive curriculum of engaging video content, experiential events and a passionate community of industry experts.



MINIMIZING THE ENVIRONMENTAL IMPACTS IN OUR OPERATIONS

Everything we do at Amyris focuses on supporting the health of our planet. We promote a culture of environmental responsibility and awareness among our employees and implement programs to enhance efficient use of natural resources. We look at ways to reduce our emissions, effluents and waste, and continue to use metrics to identify and monitor risks and drive improvements throughout our processes and facilities. As part of our sustainability mission, we are committed to regular reporting on this topic and ensuring that our products and operations comply with relevant environmental legislation and regulations.

In addition, we partner with key stakeholders on environmental issues, including logistics and contract manufacturers, as well as our customers and investors. As part of our mission to bring sustainable ingredients into the mainstream, our Board is led by individuals with impressive business and industry credentials, several of whom hold significant ownership stakes in Amyris directly or via their companies or affiliated entities.

2

Lowering the carbon footprint of our operations

90%

Hazardous waste produced in our Emeryville laboratory facilities is recycled or burned to produce energy

300 METRIC TONS

Isopropyl alcohol (IPA) recycled from our Leland plant in 2020

30 METRIC TONS

Of carbon emissions offset by purchasing carbon credits through our partnership with Carbonfund



Reducing our Carbon Footprint

Amyris is committed to mitigating the environmental impact of our business by taking action to lower the carbon footprint of our operations and reduce our requirements for energy and natural resources. This includes our offices, and laboratory and manufacturing facility operations, as well as sourcing of raw materials and packaging and shipping of our consumer products.

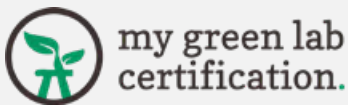
Amyris' corporate headquarters in Emeryville, California is located in EmeryStation East, a LEED Silver-certified building that includes four on-site co-generation power units. The power produced by these units, relative to the amount of power from the local utility, is equivalent to taking 719 cars off the road annually. In addition, we have building automation systems that reduce the use of energy for lighting and cooling in our office space.

Our laboratory in Emeryville is a Platinum Level Certified Lab through My Green Lab, a platform

recognized for outstanding work in reducing the environmental impact of lab operations. We have implemented programs to reduce the electricity used in our lab operations, including energy assessments on our equipment, replacing older freezers with newer EnergyStar rated models and adjusting processes to reduce energy through raising feasible temperatures for storage.

The primary raw material we use to develop our ingredients is sugarcane, a rapidly renewable crop. We partner with Raízen, one of the world's largest sugarcane producers, to provide the sugarcane feedstock used in our fermentation process. In 2020, Amyris became a member of Bonsucro and received their Chain of Custody Certification. Bonsucro is a global organization that promotes sustainable sugarcane production, which ensures that the Brazilian sugarcane we use is sustainably and ethically produced and processed. To achieve certification, Amyris met stringent guidelines in social responsibility and sustainable practices. For the sugarcane producer, the certification

ECO-CERTIFICATIONS



Our laboratory in Emeryville is a Platinum Level Certified Lab through My Green Lab, a platform recognized for outstanding work in reducing the environmental impact of lab operations.



Amyris became a member of Bonsucro and received their Chain of Custody Certification.



Amyris' corporate headquarters in Emeryville, California is located in EmeryStation East, a LEED Silver-certified building that includes four on-site co-generation power units.

process involves meeting strict standards for GHG emissions per ton of sugarcane harvested and per ton of sugar output, as well as ensuring worker rights.

Amyris has broken ground on a new production plant that is located next to Raízen's sugar mill at Barra Bonita, Brazil. The focus of this new plant will be the manufacture of several molecules, including Reb M zero-calorie sweetener. This partnership with Raízen will utilize sustainable production practices, including the use of co-generation systems to supply energy. Bagasse, a by-product of converting sugarcane into sugar, is used by Raízen in their co-generation systems at Barra Bonita to produce energy to power the plant during sugarcane growing season. By building our production plant next to Raízen's sugar mill, we will also reduce carbon emissions by eliminating the need for any transport of the feedstock by truck.

We also have a joint venture with Nikkol Group called Aprinova with global distribution capability for our sugarcane-derived squalane ingredient that we make at our Leland, North Carolina manufacturing facility for our own clean beauty brands and for other top global beauty brands. The Leland facility has implemented process improvements to increase our energy efficiency, including consolidating

production steps and retrofitting equipment, such as replacing older glass-lined vessels with stainless steel. This plant is considered a small quantity emitter and in spite of productivity increases, emissions have remained very low.

Amyris is committed to reducing the environmental impact of our product distribution. Our Supply Chain has taken action to shorten transit routes and reduce cold storage transport. In addition, all of our direct-to-consumer order shipments for our Biossance, Pipette and Purecane brands are carbon neutral. In 2020, we partnered with Carbonfund, a non-profit organization, to purchase carbon credits, offsetting approximately 30 metric tons of carbon emissions from 147,403 customer orders traveling an average of 180,763,095 air and ground miles. Our purchase of carbon offset credits supports forest conservation initiatives.

PROUD
PARTNER:



JOINT VENTURE:



We are focused on minimizing the environmental impact of our operations through a variety of initiatives including carbon offsets, energy efficiency programs, water and chemical management systems and waste recycling programs.

Conserving Water and Reducing Use of Harmful Chemicals

The sugarcane sourced by Amyris is a fast-growing, rapidly renewable crop that requires minimal irrigation due to abundant rainfall in Brazil. To prepare for the possibility of droughts, our growers in Brazil also have numerous water-saving measures in place, including preemptively collecting and storing rainwater and reclaiming wastewater. As often as possible, we reuse and recycle by-products from our sugarcane processing. For example, we make our ingredient Biosilica™, an alternative to silica which is widely used in the cosmetic industry, from sugarcane ash.

Raízen, our sugarcane manufacturing partner in Brazil, has been a leader in sustainable farming practices that have reduced the amount of pesticides and chemical fertilizers. These practices include replacement of traditional pesticides with bio-pesticides and the repurposing of vinasse, a by-product of yeast fermentation, for use as fertilizer.

In addition, Bonsucro certification ensures environmental safety standards for use of agrochemicals including fertilizers and pesticides. These standards also restrict the use of active ingredients banned by the Stockholm and Rotterdam Conventions, the Montreal Protocol, and World Health Organization as well as other health organizations.

Reducing Waste in our Operations and Packaging

The sustainability of our products is central to the mission of Amyris and, in addition to using renewable ingredients, we are committed to using recyclable materials in product packaging.

In 2020, Amyris switched our main port of entry from Newark, NJ to Charleston, SC. This resulted in a reduction of 40,000 miles driven and over 2,600 metric tons CO2e avoided.

Our consumer brands, including Biossance and Pipette, have worked to replace non-recyclable materials used in bottles, tubes, caps and other packaging with recyclable materials including PCR plastics and bottles manufactured using sugarcane ethanol instead of petroleum derived energy sources. The outer boxes for many Biossance, Pipette and Purecane products are made from tree-free sugarcane pulp, a by-product of sugarcane processing.

The ingredients we develop are shipped in recyclable totes, jerricans and drums. For shipments of key intermediates, we have implemented the use of flexitanks, which are recycled after use and have negated the need for cold shipments.

Our laboratory facilities in Emeryville, California and our Aprinnova manufacturing plant in Leland, North Carolina have implemented programs to sort non-hazardous waste streams and promote employee awareness of recycling streams. In Emeryville, we seek to recycle all plastic lab disposable equipment that is free from hazardous chemicals. Over 90% of the hazardous waste produced in our Emeryville laboratory facilities is recycled or burned to produce energy, meeting our 2020 goal of diverting more than 90% of lab waste from landfill. All non-hazardous lab solid waste is burned to produce energy, and hazardous liquid waste is recycled or burned for energy. Any liquid waste from our fermentation process is repurposed for dust control at our waste management partner in Albuquerque.

We are also evaluating the potential repurposing of heavy oil residues from distillation for use in our boilers during off season. Overall, our manufacturing process generates very low amounts of other waste, hazardous or non-hazardous.

At our Leland plant in 2020, we recycled over 300 metric tons of isopropyl alcohol (IPA), a by-product of our squalane manufacturing process, and shipped an additional 60 metric tons of IPA to companies that reuse the chemical in products such as window cleaner. The heavy

and light residues from production are also reprocessed to obtain additional product and any remaining residual is burned for energy. Catalysts used in the process are then sent for reclamation.

Protecting Biodiversity in our Communities

Amyris is committed to clean biodiversity and responsibly managing the sourcing and use of raw materials to preserve the health of local ecosystems. Brazil is a party to the Nagoya Protocol on Access and Benefit Sharing, a 2010 supplementary agreement to the 1992 Convention on Biological Diversity convened by the UN. The aim of the Nagoya Protocol is to promote the fair and equitable sharing

of benefits arising out of the utilization of genetic resources, thereby contributing to the conservation and sustainable use of biodiversity. Our operations in Brazil comply with the Brazilian National Biodiversity Law requirements, and all of Amyris' research and development activities follow internal processes to ensure that we comply with the Nagoya Protocol principles. In addition, the sugarcane we use is grown in Sao Paulo State, Brazil, a region far from the Amazon rainforest and does not contribute to deforestation.

While the EU is a party to the Nagoya Protocol, national standards by member states have not been legislated. In the future, our Amyris Portugal subsidiary will seek to comply with national standards once they are established.



Our operations in Brazil comply with the Brazilian National Biodiversity Law requirements, and all of Amyris' research and development activities follow internal processes to ensure that we comply with the Nagoya Protocol principles.



MAKING LIFE BETTER
FOR OUR EMPLOYEES,
PARTNERS AND
COMMUNITIES

CREATING A POSITIVE WORK ENVIRONMENT

As a purpose-driven organization, Amyris recognizes the importance of engaged employees and we are committed to developing a qualified and motivated workforce to power our continued innovation and growth. We offer competitive compensation and benefits packages, including coverages and programs that provide protection for the health, wellness and financial security of our employees. We offer programs to support the personal development of our employees to help them achieve their career goals. Amyris also works to instill a culture of workplace safety through employee training, recognition, risk assessment, incident reporting and facility inspections.



3

We offer competitive compensation and benefits packages to our employees.

90%

Employer-paid medical, dental and vision insurance premiums for employees and their dependents

16

Weeks paid for parental leave

\$1,000

Ergonomic office set up benefit for remote employees during COVID-19

14

Employees participated in the Educational Assistance Program program in 2020

Protecting Employee Health, Wellness and Financial Security

In 2020, our comprehensive benefits packages included 90% employer-paid medical, dental and vision insurance premiums for employees and their dependents. Employees are able to choose from various providers depending on their location. We provide Flexible Spending Accounts (FSAs) including medical FSAs and dependent care spending accounts for childcare and elder care expenses. Amyris also provides all employees with life insurance, short-term and long-term disability insurance, accident and critical illness insurance and access to an Employee Assistance Program.

We encourage the wellbeing of our employees by offering a gym membership subsidy program, as well as free access to the on-site fitness center at our Emeryville headquarters. In addition, we provide generous vacation and paid time off for employees, including three paid volunteer days, 16 weeks of paid parental leave and a sabbatical program.

Amyris offers a variety of programs to help support employees as they plan and save for the future. These programs include a 401(k) retirement savings plan with a discretionary company match and an employee stock purchase plan. Amyris also grants equity awards to employees as determined by the Board's Leadership, Development, Inclusion and Compensation Committee or the company's Executive Leadership Team.



In 2020, our comprehensive benefits packages included 90% employer-paid medical, dental and vision insurance premiums for employees and their dependents.

We are committed to making positive and lasting impacts for all key stakeholders, including our employees, customers, business partners and communities where we operate.

Engaging Employees and Supporting Career Development

Amyris is committed to helping our employees gain the skills and knowledge they need to advance in the company and fulfill personal career goals. We offer an Educational Assistance Program that provides eligible employees with tuition reimbursement for higher education or continuing education courses that help advance their current career path at Amyris. In 2020, we had 14 employees participate in the program, including several scientists taking advanced courses in bioanalytics, fermentation and software engineering.

Employee performance reviews are conducted quarterly on a company-wide basis. In addition, we encourage ongoing discussions to provide the opportunity for managers and employees to assess progress toward achieving job objectives, give meaningful feedback to all

employees, recognize and reward contributions and base promotion decisions on clearly defined criteria. We monitor employee retention rates, employee promotions and other data to help ensure that we are focused on giving employees opportunities to advance within the company.

Amyris conducts an annual Employee Engagement Survey using a third-party firm to gather data and feedback on employee satisfaction and a wide range of topics. The 2020 survey had a participation rate of 85.7% despite disruptions caused by the pandemic. The survey includes questions on collaboration and work processes, career development and employee recognition, inclusion and company culture. Survey results are shared with all employees and we utilize this data and feedback to identify issues of importance, refine programs to improve overall engagement and promote our company culture and values.

Amyris conducts an annual Employee Engagement Survey using a third-party firm to gather data and feedback on employee satisfaction and a wide range of topics.


Ensuring A Safe Work Environment

One of the core values of Amyris is safety and we are dedicated to ensuring that we maintain safe work environments at our offices, laboratories and manufacturing plants. We follow all applicable government regulations in the U.S. as governed by the Occupational Health and Safety Administration (OSHA). Our operations in Brazil also voluntarily follow OSHA procedures including quarterly inspections, tracking and reporting of incidents and the establishment of a safety committee, comprised of full-time employees from a wide cross-section of different levels and functions within the company.

Amyris has established a Safety Management System to prevent work-related injuries and illnesses, in compliance with Title 8 of the California Code of Regulations Section 3203, which governs our Injury and Illness Prevention Program (IIPP). The IIPP is approved by the Executive Leadership Team and details strict risk assessment procedures to ensure the safety of our work processes, including hazard studies for new projects. As part of the IIPP, all employees, including temporary employees, interns and any contractor working on Amyris' premises, are required to attend mandated company training sessions, as well as individual training on potential hazards and safe work practices for their specific role. Training is conducted in person or through online programs.

The IIPP includes an Emergency Response Plan to prepare for emergency situations, and all employees receive mandatory annual refresher training for certain elements including the Emergency Action/Fire Prevention Program. Refresher training is also given for Biological, Chemical, Hazardous Waste, Electrical, Noise and Ergonomic Safety programs as needed. In addition to training, Amyris actively promotes our culture of workplace safety through monthly and quarterly departmental meetings or company-wide meetings, as well as promotional materials, safety intranet sites and our Safety Stars program, which recognizes employees for excellent safety performance. We also encourage employees to bring up questions and suggestions concerning workplace health and safety matters. Employees are encouraged to report unsafe conditions or practices to their immediate supervisor, Safety Committee member or Safety Program Administrator, in confidence if desired. All employees are covered by Amyris' non-retaliation and non-discrimination policy when it comes to reporting any accidents or workplace hazards.

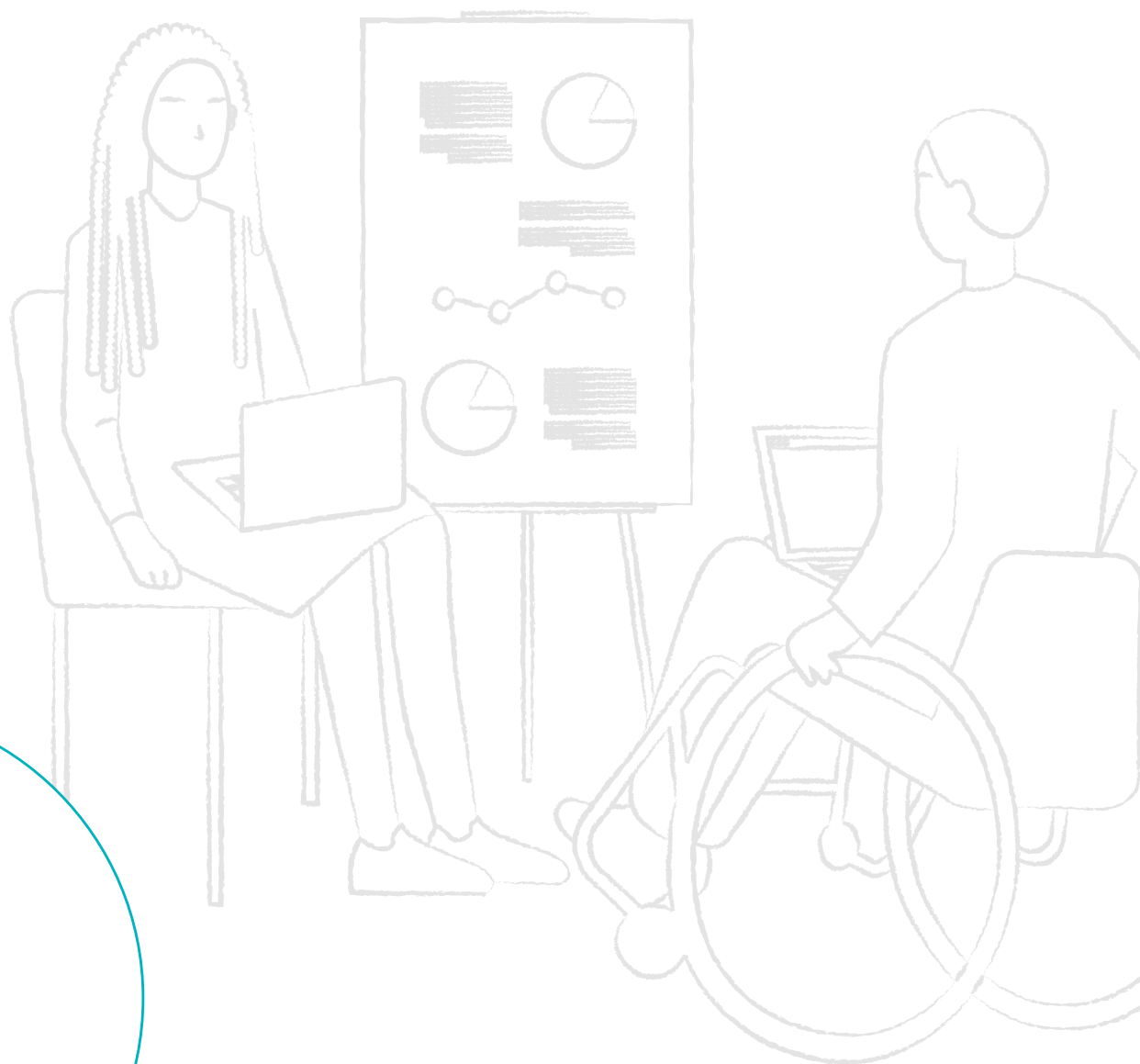
In 2020, we activated our Emergency Response Plan in response to the COVID-19 pandemic. As an essential business, we developed a comprehensive COVID-19 response strategy including the establishment of a cross-functional COVID-19 task force and implementation of enhanced safety protocols. Our COVID-19 response strategy is discussed in more detail in [Chapter 9](#).



As part of the IIPP, all employees, including temporary employees, interns and any contractor working on Amyris' premises, are required to attend mandated company training sessions, as well as individual training on potential hazards and safe work practices for their specific role.

FOSTERING DIVERSITY, EQUITY AND INCLUSION

Amyris recognizes that our core values of innovation, collaboration, safety and integrity, along with amyrous (meaning to love what we do and what we make), are brought to life by having a truly diverse workforce that both reflects the markets we serve and the ability to understand and meet the needs of the people we make our products for.



4

Our commitment to diversity,
equity and inclusion

50% 33%

Percent of our total workforce
are women

Percent increase in Black representation
in our workforce in 2020

\$180K

We pledged to donate \$100,000 to the United Negro College Fund
and \$80,000 to 10,000 Degrees to support scholarship programs

Setting Policies and Leading from the Top

We are committed to providing equal employment opportunities and promoting a work environment and culture that welcomes diversity, equity and inclusion. Amyris has strong employment and non-discrimination policies, which include our Code of Business Conduct and Ethics and our Non-Harassment, Non-Discrimination and Non-Retaliation Policy.

Our commitment to diversity, equity and inclusion starts at the top with the Company's Board of Directors. Our education programs for directors include diversity training, and our Board meets the requirements of California's new law mandating board diversity for public companies based in California by 2023. The Board renamed one of its committees in 2020 as the Leadership, Development, Inclusion and Compensation Committee, and restated the committee's charter to include oversight responsibility for the Company's diversity, equity and inclusion policies and practices. This oversight includes periodic reviews of the composition of the Company's workforce in terms of diversity, trends in compensation equity related to diverse populations, and initiatives designed to achieve the Company's diversity goals.

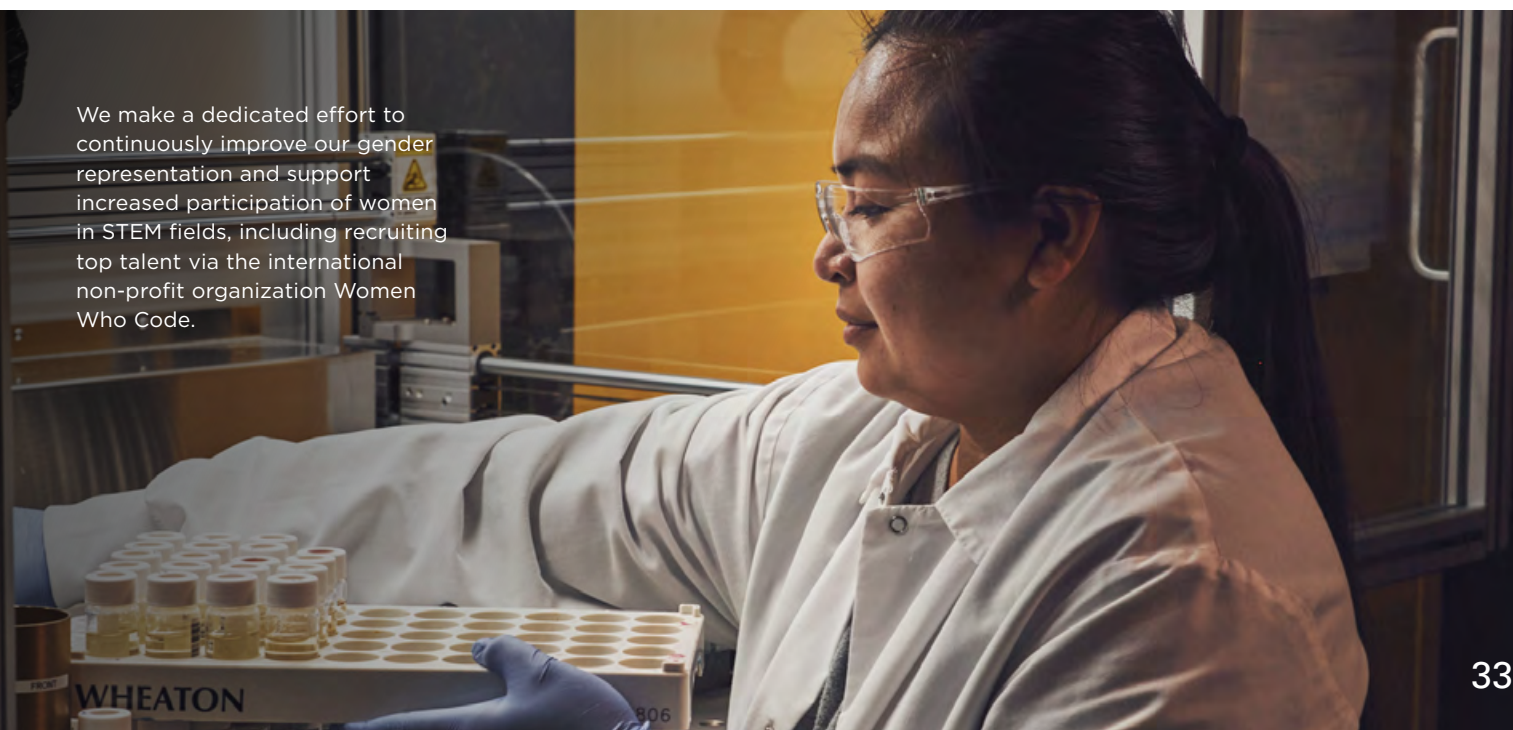
Promoting Gender and Racial Equality in Pay and Opportunity

Amyris has over 600 employees in the U.S., Brazil and Portugal. Women make up 50% of our total workforce, including 45% of our Executive Leadership Team and 44% of U.S. employees in management roles. We make a dedicated effort to continuously improve our gender representation and support increased participation of women in STEM fields, including recruiting top talent via the international non-profit organization Women Who Code.

Amyris is committed to gender pay equality, and in 2020 our gender pay ratio was 1.04 to 1, male to female, compared to 1.05 to 1 in 2019.

In June 2020, Amyris and our consumer brands committed to several new initiatives to demonstrate our commitment to combating racial inequities. We pledged to add Black representation to the Company's Board of Directors by the end of the year, and in August 2020, we welcomed Julie Spencer Washington to the Board, a senior executive with deep marketing leadership experience, who also became a member of the Leadership, Development, Inclusion and Compensation Committee.

We make a dedicated effort to continuously improve our gender representation and support increased participation of women in STEM fields, including recruiting top talent via the international non-profit organization Women Who Code.



We pledged in June 2020 to increase Black representation in our workforce by 50% over the next 18 months. By the end of 2020, we increased our percentage of Black employees by approximately 33%. Amyris also pledged to hire a third of our interns from Historically Black Colleges and Universities (HBCUs). In summer 2020, half of our student interns were Black, representing either an HBCU or a local university. We are continuing to support increased opportunities for students from HBCUs and our local communities, including a pledge to donate \$100,000 annually to the United Negro College Fund and \$80,000 annually to 10,000 Degrees, a non-profit organization dedicated to helping students in California from low-income backgrounds positively impact their communities by getting to, and graduating from, college.

Strengthening our Inclusive Culture

In 2020, Amyris introduced a new learning series for all employees to help increase understanding of issues such as unconscious bias, micro-aggressions, social identities and privilege and effective allyship. The learning series was initiated first with senior leadership and then expanded to all employees and has received high levels of engagement throughout the company. The learning series will continue as a regular part of employee training at Amyris to help strengthen our culture of diversity, equity and inclusion.

We also engaged the Unconscious Bias Project to independently conduct a company-wide Diversity, Equity and Inclusion (DE&I) Climate Survey. Feedback from the survey helps

We pledged in June 2020 to increase Black representation in our workforce by 50% within 18 months.

We pledge to donate:

\$180,000

annually to the United Negro College Fund and to 10,000 Degrees.

inform our leadership to better understand the strengths and challenges of Amyris and to shape our DE&I strategic plan towards the ultimate goal of creating a more welcoming, inclusive and equitable organization.

To demonstrate its support of the Black Lives Matter movement in 2020, our consumer brand Biossance pledged \$100,000 to the ACLU, the Minnesota Freedom Fund, Color of Change and Black Lives Matter. In addition, Pipette pledged \$50,000 to Teaching Tolerance, The Conscious Kid and EmbraceRace.

Amyris sponsors several employee-led affinity groups, where empowered colleagues self-organize around shared interests, backgrounds or experiences. The employee-led affinity groups provide support, as well as a spirit of community to their members while promoting our overall goal of ensuring an inclusive work environment at Amyris.

Amyris sponsors several employee-led affinity groups, where empowered colleagues self-organize around shared interests, backgrounds or experiences. Examples are: Out@Amyris (LGBTQ+), BIPOC (Black, Indigenous & People of Color), and WEE (Women Empowering Each Other). The employee-led affinity groups provide mentoring and support, as well as a spirit of community to their members while promoting our overall goal of ensuring an inclusive work environment at Amyris.



We are committed to providing equal employment opportunities and promoting a work environment and culture that welcomes diversity, equity and inclusion

PROTECTING FUNDAMENTAL HUMAN RIGHTS

Amyris is committed to respecting human rights in our business operations, including the fair treatment of workers throughout our supply chain. We comply with all applicable laws and regulations governing the prohibition of child labor, modern slavery and human trafficking.

5

Our core values include collaboration and safety, and we respect and learn from each other and demonstrate a deep regard for the well-being of everyone throughout our operations.

Supporting Human Rights Laws and International Standards

Amyris fully supports the California Transparency in Supply Chains Act of 2010 and conducts our business activities accordingly. This law requires certain large retailers and manufacturers doing business in the State of California to publicly disclose their efforts to eradicate slavery and human trafficking from their direct supply chain and to ensure that the goods they sell are not produced by workers who are enslaved, coerced into service or have been victims of human trafficking.

Amyris also abides by the Social Accountability International SA8000 international labor standards for the fair treatment of workers, including the Universal Declaration of Human Rights, International Labor Organization conventions and applicable national laws.

Ensuring Human Rights Compliance in our Supply Chain

Amyris requires our contract manufacturers and other suppliers to operate in compliance with all applicable human rights laws and regulations in the countries in which they do business. These include laws and regulations regarding forced

labor, underage labor, modern slavery, human trafficking, minimum wage and working hours.

Suppliers are also required to comply with the SA8000 international labor standards and, if applicable, the California Transparency in Supply Chains Act of 2010. Our suppliers must ensure that the products they make for Amyris, including any materials sourced in connection with production of the product, are not manufactured, assembled or packaged by forced, prison or child labor.

As part of our compliance process, we conduct vendor diligence and third-party verification of all our suppliers. In addition, under our Supplier Code of Conduct, which is incorporated in our standard manufacturing agreement, we reserve the right to provide periodic assessments and engage in audits of our suppliers and will consider measures such as auditing, directly or by a third party, of any suppliers we determine to present a legitimate risk of violating our Supplier Code of Conduct. If a non-compliance issue is not resolved in a timely manner, then Amyris will re-evaluate its business relationship with the supplier, including potential termination of the business relationship.

Ensuring Fair Trade and Labor

In 2020, Amyris received Bonsucro Chain of Custody Certification ensuring that sustainability claims along our sugarcane supply chain in Brazil are traceable from farmer to end user. Bonsucro is a global organization with more than 500 members who commit to a Code of Conduct supporting fair-trade and labor practices, including working with ethical supply chains. Bonsucro is part of the UN Global Compact and aligns its member Code of Conduct with the UN Guiding Principles on Business and Human Rights and with multiple UN Sustainable Development Goals including Responsible Consumption and Production (#12) and Climate Action (#13). The Bonsucro Code of Conduct also supports the Organisation for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises and draws on the OECD-Food and Agriculture Organization (FAO) Guidance for Responsible Agricultural Supply Chains.



SUPPORTING OUR LOCAL COMMUNITIES

Amyris is committed to having a positive impact on the local communities in which we live and work by donating our time, talents and resources to help organizations serving vital needs. We are also focused on supporting initiatives to protect our planet, including promoting sustainability, advocacy and innovation.



Our commitment to making a positive impact on our communities

\$120K

Donated from one day of sales on April 16

21K+

Units of 32oz-size Pipette Hand Sanitizer to frontline workers

120M

ACT treatments developed using our technology that were delivered to help fight malaria worldwide

Helping Protect Communities During the Pandemic

In early 2020, Amyris launched a new Pipette brand hand sanitizer on an accelerated schedule as part of our efforts to help fight the COVID-19 pandemic. Following the product launch, Amyris donated over 21,000 32-ounce-size units to front line health care workers at hospitals and organizations throughout California and New York. Amyris also donated hand sanitizer to Bloom Energy, a company that refurbishes critically needed hospital ventilators.

Our Purecane brand launched a campaign in May 2020 to support Feeding America, an organization committed to serving communities and individuals facing hunger across the US. Purecane customers were able to round up the amount of their online purchases, which were donated to Feeding America and helped provide meals to 4,000 families struggling as a result of the pandemic.

Our Biossance brand raised funds to support Direct Relief, an organization that works in the U.S. and internationally to equip doctors and nurses with lifesaving medical resources. 100% of online sales on April 16 were donated to Direct Relief, totaling \$120,000, and from April 17 through May 31, online customers were able to round up the total of their purchases to be donated to the organization.

Volunteering our Time to Assist Communities

Despite challenges related to the COVID-19 pandemic that prevented Amyris from safely holding our annual Volunteer Week and other in-person volunteer events, our purpose-driven employees continued to provide community assistance where we could. In addition to donating Pipette hand sanitizer, Amyris also hosted a Fall Backpack Drive, raising over \$3,800, as well as our annual holiday drive with the Family Giving Tree, which resulted in donations of over \$2,700. We donated bulk snacks and Pipette hand sanitizer to The East Oakland Collective, a community-based organization dedicated to racial equality, economic empowerment, and solutions to homelessness. Our employees also volunteered their time to STEM education, which was held virtually in 2020. In 2019, over 100 employees volunteered 2,045 hours at food banks, animal shelters, educational institutions and blood drives. We look forward to continuing these in-person efforts in the post-pandemic world.

Hiring in our Communities

Amyris strives to have a positive economic impact in our local communities. At our Brazil site, entry level pay starts at 2x the local minimum wage and entry level positions start at 3x the local minimum wage in our Leland site. In addition, we are Bonsucro certified ([see Chapter 2](#)) to ensure fair labor practices throughout our feedstock supply chain.

Hand Sanitizer Donated to Hospitals

California:

UCSF Benioff Children's Hospital

Kaiser Permanente

Alameda Hospital

Fairmont Hospital & Rehabilitation Center

Highland Hospital

John George Psychiatric Hospital

San Leandro Hospital

UCLA, Cedars Sinai

New York:

Elmhurst Hospital

Mount Sinai

St Francis Hospital

New York Presbyterian Hospital



Amyris employees, as part of a Purecane sponsorship of the American Diabetes Association, formed a team to participate in the 2020 ADA Wine Country Tour de Cure (biking, running and walking) event. The event raised nearly half a million dollars for diabetes education and research.

Educating the Next Generation of Leaders

As discussed in [Chapter 4](#), Amyris is committed to providing support to ensure greater opportunities for students from Historically Black Colleges and Universities (HBCUs) and from colleges and universities in our local communities. In 2020, we pledged to donate \$100,000 to the United Negro College Fund to support scholarship programs at HBCUs. We also pledged to donate \$80,000 annually to 10,000 Degrees, a non-profit organization that works on an ongoing basis with students in seven Bay area counties, so they can graduate college and positively impact their communities and the world.

Donating to Protect Marine Environments

Our clean beauty brand Biossance has partnered with Oceana, an international advocacy organization focused on ocean conservation, to support their mission of keeping our oceans more biodiverse and abundant. Consumers who purchase our clean beauty products on the Biossance website are able to round up the amount of their purchases to donate to Oceana. These donations support Oceana's policy-driven approach to advocacy on issues such as overfishing, protecting aquatic habitats and preserving marine animal species.

In 2020, The Clean Academy by Biossance launched a new annual program, the Clean Academy Impact Award, to help support impactful projects that help protect and defend our oceans. After receiving over 50 submissions, we awarded two \$10,000 grants to fund two projects, one focused on science and innovation and one on social impact. In addition to the funding, the winning projects will receive mentorship and support from experts on the Biossance team.

2020 CLEAN ACADEMY IMPACT AWARDS



Science & Innovation Award 2020, Deirdre Horan, Massachusetts

launching a line of sustainable umbrellas made from upcycled, ocean-bound plastics and other recyclable materials.



Social Impact Award 2020, Kevin Kung, Texas

helping farmers transition from using chemical fertilizers on their crops to using certified organic fertilizers instead.

We are focused on supporting initiatives to protect our planet, including sustainability, advocacy and innovation.

Working to Fight Infectious Diseases

Amyris was founded in 2003 by a group of scientists from the University of California, Berkeley. In 2004, through a grant from the Bill & Melinda Gates Foundation, we developed technology to create microbial yeast strains that produce artemisinic acid, a precursor of artemisinin used in artemisinin combination therapies (ACT) to treat malaria. This technology was licensed to Sanofi on a royalty-free basis and approximately 120 million ACT treatments were delivered to help fight malaria worldwide. We are continuing to work with the Gates Foundation to develop additional yeast strains that produce ACT treatments at a low cost.

Our work on combating infectious diseases continued in 2020 with the signing of a collaborative agreement and exclusive license with the Infectious Disease Research Institute (IDRI), a medical research organization, to advance a novel ribonucleic acid (RNA) vaccine platform for use in future vaccines for COVID-19 and certain other viruses. Pre-clinical studies of the Amyris/IDRI RNA vaccine platform have been promising and the project is expected to move to Phase 1 clinical trials. The Amyris/IDRI platform is expected to offer manufacturing,

storage, and distribution advantages for the use and development of future vaccines. The Amyris/IDRI platform's manufacturing process is designed with a well-established oil-in-water emulsion technology that is already used in commercialized vaccines. In addition, the use of the Amyris/IDRI RNA platform would result in a vaccine that can be stored for a protracted period at refrigerator temperatures and for several months at room temperature, increasing the potential to significantly improve distribution of pandemic response vaccines in low-resource settings.

The work on the RNA vaccine platform builds on another collaboration between Amyris and IDRI under a \$4.4 million, five-year grant received by IDRI in 2019 from the National Institute of Allergy and Infectious Diseases (part of the U.S. National Institutes of Health) to develop sustainable alternatives to shark squalene for use in vaccine adjuvants. Squalene is an important component in many adjuvants, which help boost the efficacy of vaccines. Amyris has produced highly effective squalene from sugarcane as a replacement for shark-derived squalene, offering a sustainable, affordable and rapidly scalable alternative that offsets the killing of sharks and supports ocean biodiversity.

GRANT AND PARTNERSHIPS



We developed technology to create microbial yeast strains that produce artemisinic acid, a precursor of artemisinin used in artemisinin combination therapies (ACT) to treat malaria.



We signed a collaborative agreement and exclusive license with IDRI to advance a novel ribonucleic acid (RNA) vaccine platform for use in future vaccines for COVID-19 and other viruses.



Through IDRI, we worked with The National Institute of Allergy and Infectious Diseases (part of the U.S. National Institutes of Health) to develop sustainable alternatives to shark squalene for use in vaccine adjuvants.

OPERATING OUR BUSINESS RESPONSIBLY

UPHOLDING EFFECTIVE CORPORATE GOVERNANCE

Our Board of Directors and Executive Leadership Team recognize the importance of maintaining robust corporate governance policies and practices to maintain high standards of oversight, compliance, integrity, and ethics. Each year, we review our corporate governance policies, compliance policies and procedures, and compensation practices and policies to ensure they are consistent with evolving market practices and trends and the promotion of long-term stockholder value.

7

Amyris recognizes the value of having a Board of Directors with diverse backgrounds, skills, experience and industry knowledge.

Our Board of Directors is demographically diverse



Board of Directors

10

Providing Accountable Leadership from the Board

The Amyris Board of Directors has 10 members, consisting of eight independent directors and two directors considered not independent under applicable Nasdaq rules, including one executive director. Our corporate governance policies and practices include majority voting for directors, an independent Board chair, Board committees made up of only independent Board members and annual Board and Board committee self-evaluations.

Amyris recognizes the value of having a Board of Directors with diverse backgrounds, skills, experience and industry knowledge. Our Board is demographically diverse, with four of our 10 directors being either female or ethnically diverse. Our Board members bring a diversity of thought and skills to their roles, based on their extensive experience in the biotechnology, beauty and health/wellness, and consumer products industries and their varied backgrounds in finance, global operations, scientific/R&D/product development, supply chain/manufacturing, regulatory, marketing and sales functions.

Our Board members bring a diversity of thought and skills to their roles, based on their extensive experience in the biotechnology, beauty and health/wellness, and consumer products industries and their varied backgrounds in finance, global operations, scientific/R&D/product development, supply chain/manufacturing, regulatory, marketing and sales functions.

Ensuring Oversight Through Board Committees

Our Board of Directors includes four standing committees:

- Audit
- Leadership, Development, Inclusion, and Compensation (LDICC)
- Nominating and Governance
- Operations and Finance

The Audit Committee of the Board has primary oversight of our financial controls and risk, litigation and regulatory matters, as well as enterprise risk prioritization and mitigation, and management's plans and objectives for our capitalization. The Audit Committee monitors risk assessment and compliance with legal and regulatory requirements, reviews violations of our Code of Business Conduct and Ethics and oversees confidential submissions under the Company's Whistleblower Policy, in coordination with the Company's General Counsel, as discussed in [Chapter 8](#).



The LDICC is responsible for reviewing the Company's overall executive and employee compensation programs and related benefit plans to ensure that they are aligned with investor interests, support our long-term strategic objectives and provide appropriate rewards and incentives to attract and retain talented and high-performing executives and employees. The LDICC also has primary oversight of management's plans, policies and practices related to human capital, including diversity, equity and inclusion strategies.

The Nominating and Governance Committee is responsible for oversight of the Company's corporate governance policies and practices, including policies regarding the structure and composition of the Board and Board committees. This committee is responsible for identifying, considering and nominating qualified candidates for Board membership, consistent with criteria approved by the Board including diversity goals.

The Operations and Finance Committee is responsible for oversight of the Company's operational performance, certain strategic transactions and transactions relating to Amyris' capitalization.

In 2020, we created our first Chief Engagement & Sustainability Officer (CESO) role, with responsibility for framing the ESG agenda and strategic goals, leading ESG improvements and communicating the strategic direction for the Company's ESG objectives. Reporting to our Chief Financial and Administration Officer, our CESO engaged a cross-function team to progress our ESG agenda, part of which includes regular updates to the Board of Directors and relevant Board committees.

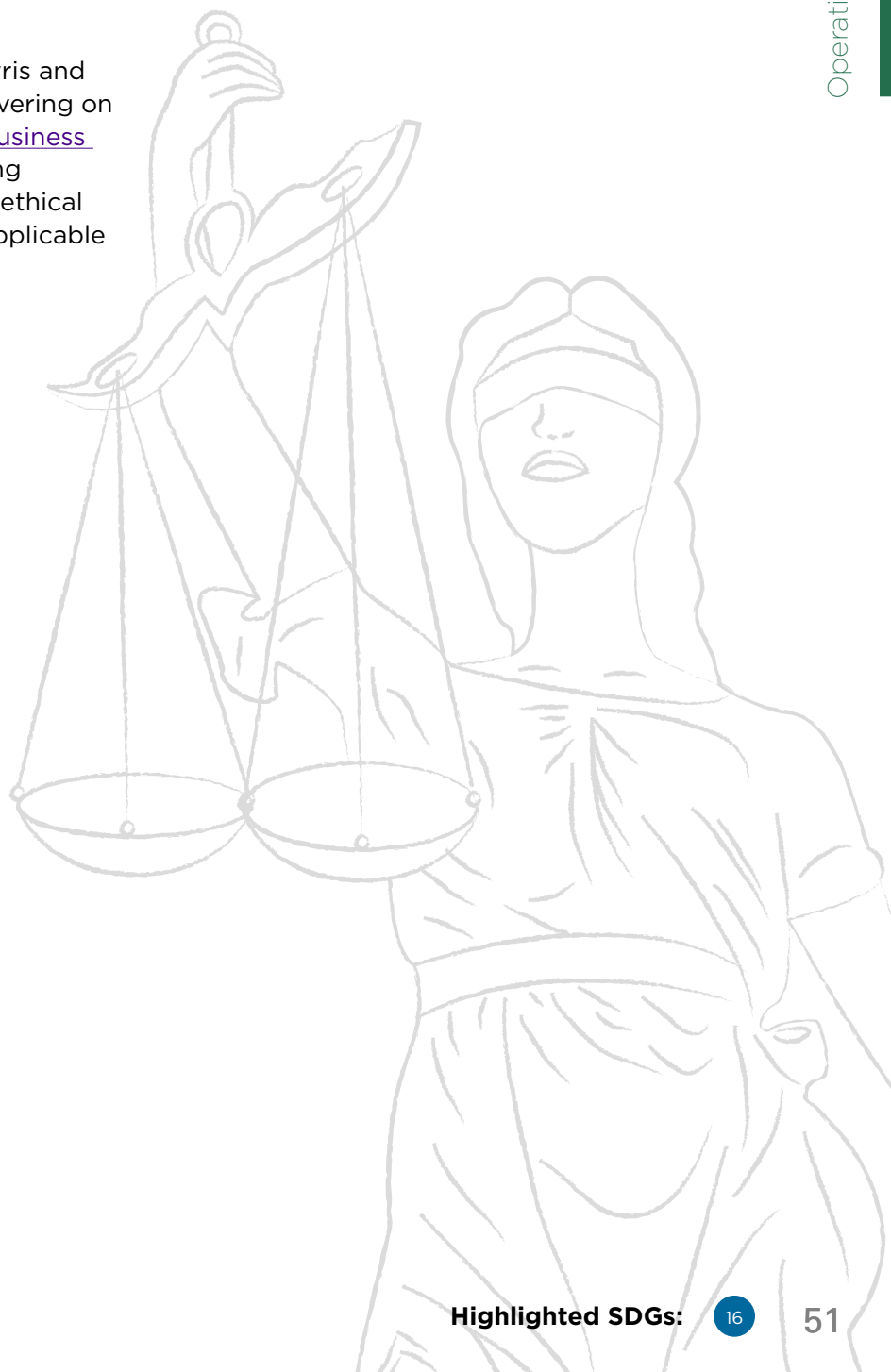
In 2020, Amyris created our first Chief Engagement & Sustainability Officer position, with responsibility for framing the ESG issues and goals in strategic terms, leading systemic ESG improvements and communicating the strategic direction for the Company's ESG objectives.



We are committed to a strong governance program and practices designed to maintain high standards of oversight, compliance, integrity and ethics to earn the trust of our stakeholders, including our employees, customers, investors and supply chain partners.

ENSURING HIGH STANDARDS OF ETHICS AND INTEGRITY

Integrity is one of the core values of Amyris and we hold ourselves accountable while delivering on our commitments. [The Amyris Code of Business Conduct and Ethics](#) reflects our underlying dedication to promote high standards of ethical business conduct and compliance with applicable laws, rules and regulations.



8

Maintaining Comprehensive Compliance and Whistleblower Programs

Our commitment to ethics and compliance starts at the top, with the Board's Audit Committee providing oversight and receiving quarterly reports on the whistleblower complaint hotline or any other compliance events occurring within the quarter from our Compliance Officer. Our Compliance Program is led by our Compliance Officer, who, among other responsibilities, has a primary role in fielding questions about legal compliance policies and overseeing the protocols of all of our Compliance policies and processes, including our Whistleblower and Complaint Policy.

The Whistleblower and Complaint Policy provides employees with clear procedures for reporting known and suspected violations of laws, government regulations or Amyris policies. These procedures include a toll-free compliance hotline and online reporting, available 24/7 and with the option to remain anonymous, both of which are managed by a third-party. Our policy reflects a deep commitment from Amyris to protect the confidentiality of an employee within the confines of applicable law and to prohibit any form of retaliation.

Ensuring Strong Anti-Corruption, Anti-Bribery and Fair Competition Practices

As part of our fundamental commitment to operating our business ethically, Amyris complies with all applicable provisions of anti-corruption, anti-bribery and anti-money laundering laws and regulations. Our Code of Business Conduct and Ethics and our Anti-Corruption Policy provide guidance on specific activities prohibited by anti-bribery and anti-corruption laws including, but not limited to, the U.S. Foreign Corrupt Practices Act and U.S. export controls. Our compliance with these U.S. laws, rules and regulations also extends to all Amyris activities outside the United States.

Amyris is dedicated to ensuring open competition in the marketplace by complying with all applicable laws governing antitrust and fair competition. Our Code of Business Conduct and Ethics prohibits employees and all Amyris representatives covered by the Code from engaging in unethical activities such as price fixing arrangements, or other agreements with competitors or customers to share nonpublic information or otherwise influence market conditions through anticompetitive conduct. All Amyris employees are required to undergo training on the Code of Business Conduct and Ethics and related policies, both as new hires and every two years thereafter.

We have a toll-free compliance hotline and online reporting, available 24/7 and with the option to remain anonymous, both of which are managed by a third-party.



We have robust policies and protocols in place to ensure compliance with applicable laws and regulations governing business conduct.

MANAGING ENTERPRISE RISKS

Amyris recognizes the importance of managing risks in our business, including operational risks such as business continuity, reputational risk, compliance risk, and technology risks involving information security and protection of intellectual property. The Board as a whole oversees our risk management systems and processes, with each committee having oversight of certain categories of risk. At the management level, the Risk Management function is overseen by the Chief Financial Officer, who reports to the Board's Audit Committee on a regular basis.



We protect the inventions that are important to the development and conduct of our business.

695

Issued U.S. and foreign patents

220

Pending U.S. and foreign patents



Maintaining Business Continuity During the Pandemic

Amyris has in place emergency management plans to manage the impact of a crisis or other emergency. In early 2020, we began closely monitoring the global COVID-19 pandemic and its impact on all aspects of our business, including our employees, partners, supply chain and distribution network. As an essential business, we developed a comprehensive COVID-19 response strategy including the establishment of a cross-functional COVID-19 task force and implementation of safety protocols to ensure continuity of our essential operations. Our safety protocols were focused on strategies to prevent the spread of COVID-19 using science based recommendations from state and federal public health experts, with the highest priority being the health and welfare of our employees and community.

We initiated procedures including additional sanitation and cleaning protocols in our laboratories and other facilities, on-site COVID-19 testing, temperature and symptom confirmations, implementation of social distancing and staggered work schedules for our employees who were required to work on-site. For employees who were able to work remotely, we rolled out new technologies and collaboration tools as well as financial support for ergonomic workstations at home.

Amyris successfully managed to sustain ongoing laboratory work, product development and distribution, including no employee layoffs or furloughs, while staying in compliance with public health orders. Our plans to reopen our sites and enable a broad return to work in our offices, laboratories and production facilities will continue to follow applicable public health guidance and orders.

Our safety protocols were focused on strategies to prevent the spread of COVID-19 using science based recommendations from state and federal public health experts, with the highest priority being the health and welfare of our employees and community.

Protecting Information Technology Systems and Intellectual Property

Information security, including cybersecurity, is a high priority for Amyris given an increase in cybersecurity threats, phishing attacks and other targeted attacks on information technology (IT) systems. Amyris protects our IT systems from these threats through a number of measures, including employee training, comprehensive monitoring of our networks and systems, incident response procedures and maintenance of backup and protective systems.

Management oversight of the Information Security function is provided by the Technical Director, Infrastructure and Security, who is responsible for development of policies and the ongoing testing of the effectiveness of the program, as well as job-specific training for employees to create awareness of information security policies and protocols. The Technical Director, Infrastructure and Security reports to our Chief Financial Officer, who reports periodically to the Board's Audit Committee on information security issues and the overall effectiveness of the information security program.



We are committed to respecting and protecting the privacy of the personal information entrusted to us by our customers.

The success of Amyris depends in large part on our advanced technology and innovations. We protect the inventions that are important to the development and conduct of our business through filing for patent applications with the U.S. Patent and Trademark Office (USPTO) and its foreign counterparts. As of December 31, 2020, Amyris had 695 issued U.S. and foreign patents and 220 pending U.S. and foreign patent applications that are owned or co-owned by or licensed to us. We also use other forms of protection (such as trademark, copyright and trade secret) to protect our intellectual property.

In addition, we protect our proprietary information by requiring our employees, consultants, contractors and other advisers to execute nondisclosure and assignment of invention agreements upon commencement of their respective employment or engagement. Agreements with our employees prevent them from bringing the proprietary rights of third parties to us, and we also require confidentiality or material transfer agreements from third parties that receive our confidential data or materials.

Respecting Customer Privacy and Personal Information

We are committed to respecting and protecting the privacy of the personal information entrusted to us by our customers. Our Code of Business Conduct and Ethics, Privacy Policy and other policies and procedures are designed to protect customer information by limiting access to authorized individuals who need it for legitimate business purposes and prohibiting the sale of customer data to any third parties.

We comply with all applicable federal and state laws and regulations concerning the use and protection of customer information. This includes the California Consumer Privacy Act, which provides California residents with the right to be informed about personal information collected by third parties and the sharing of that information with our affiliates or any nonaffiliated third party, other than as permitted by law or with the customer's consent. The storage and processing of information from customers who use the online stores of our consumer brands are governed by applicable laws in the United States, with the exception of customers who use our Brazilian online store, which is governed by the laws of Brazil. Amyris maintains compliance with the Brazilian General Data Protection Law and with the European Union's General Data Protection Regulation.

We comply with all applicable federal and state laws and regulations concerning the use and protection of customer information.

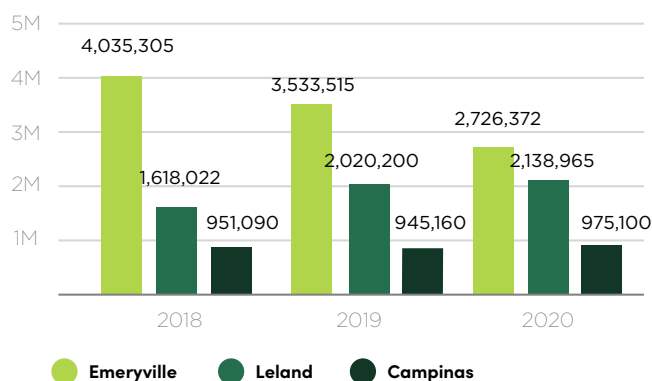


APPENDIX

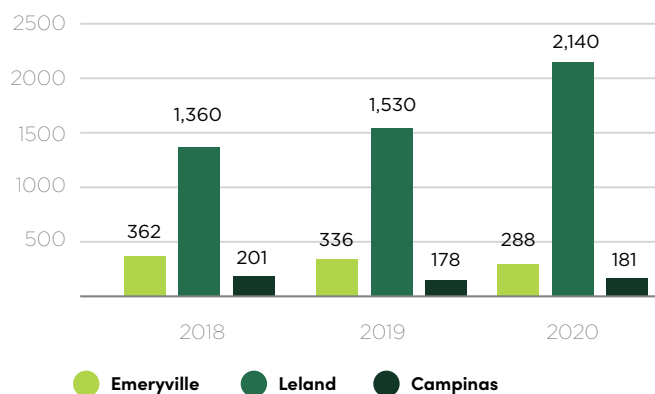
ESG DATA TABLES

Environmental¹

Energy consumption (kWh)



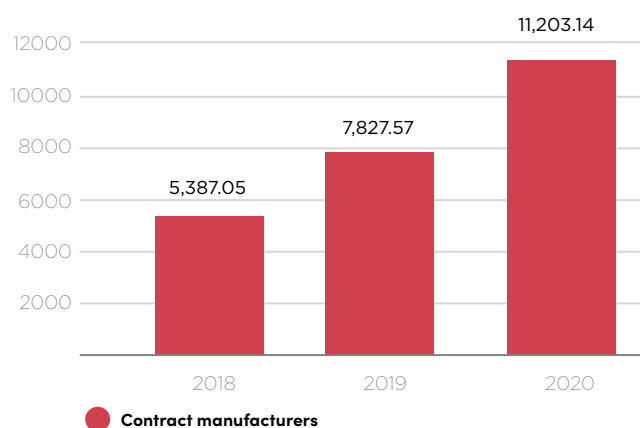
Scope 2 GHG emissions (tCO₂e)



Energy consumption outside the organization (kWh)

	2018	2019	2020
Contract manufacturers	81,559.24	1,935,588.67	15,099,978.13

Scope 3 GHG emissions (tCO₂e)



GHG emissions intensity

	2018	2019	2020
Emeryville (tCO ₂ e / employee)	4.00	3.00	2.00 ²
Emeryville (tCO ₂ e / sqft)	0.01	0.01	0.01
Leland (tCO ₂ e / sqft)	0.05	0.05	0.07
Leland (tCO ₂ e / T Biofene® consumed)	1.27	0.89	0.96

1: Data for third parties covers 8 out of 10 contract manufacturers

2: Headcount for 2020 not all onsite due to COVID-19 pandemic

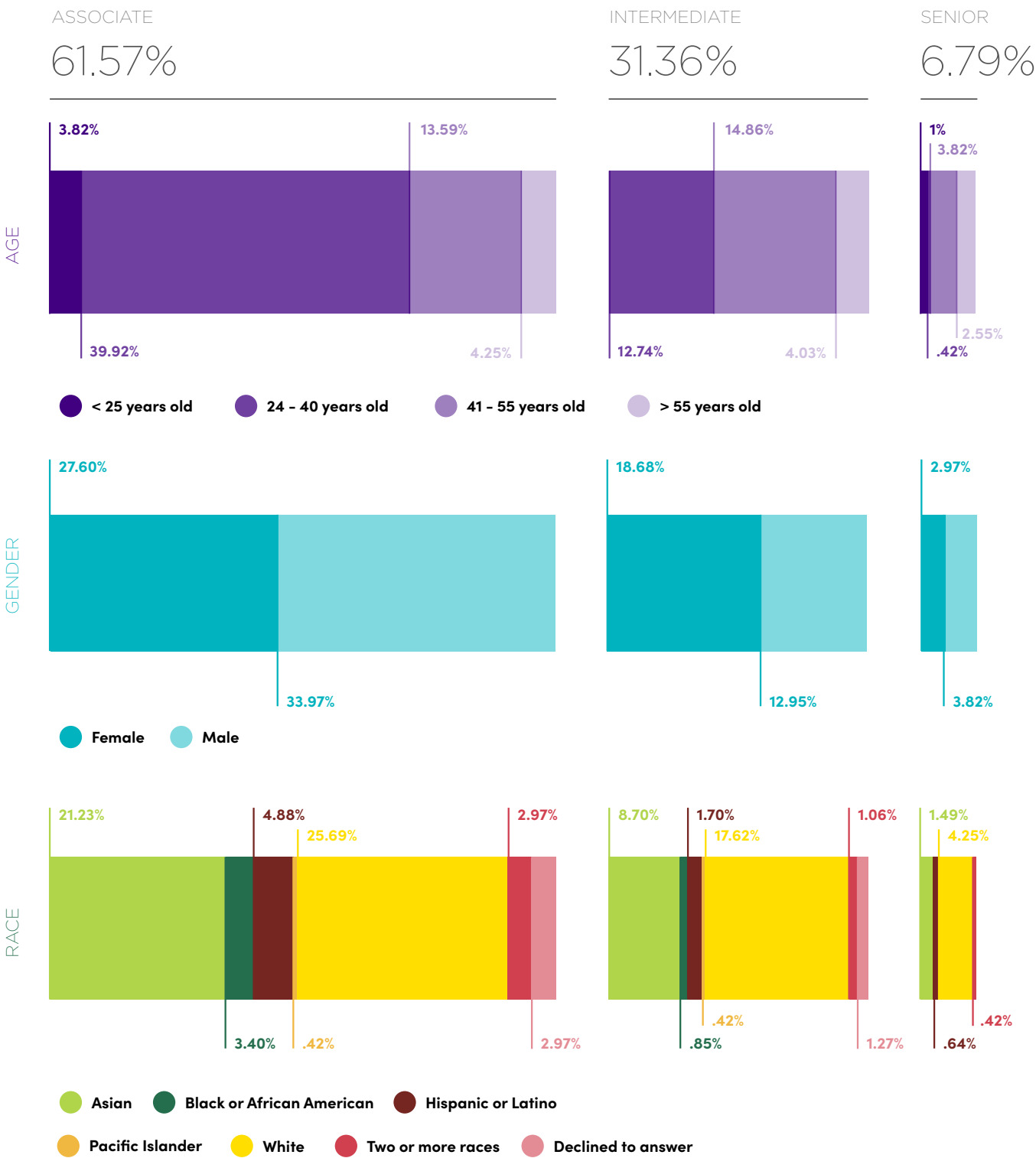
Waste generated (metric tons)	2019	2020
Emeryville - Total	522.51	436.24
Emeryville - Landfill	95.99	80.37
Emeryville - Compost	57.15	47.36
Emeryville - Recycle	369.37	308.52

Water withdrawal (gallons)	2018	2019	2020
Campinas - Total	749,985	799,913	740,738
Leland - Total	2,798,100	4,704,500	5,242,300

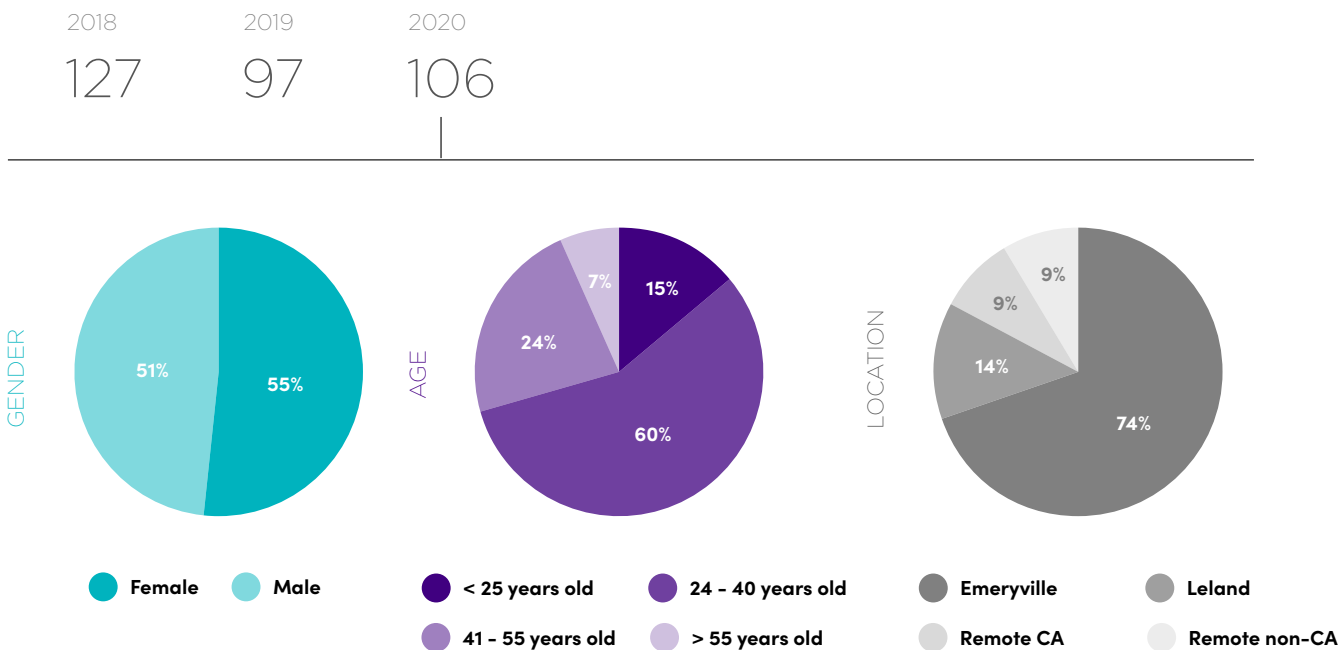
Hazardous waste (metric tons)	2020
Campinas - Total	4.82
Emeryville - Total	19.25
Emeryville - Burned for energy	5.58
Emeryville - Recycled	13.48
Emeryville - Landfilled	0.19
Leland - Total	0.41
Leland - Burned for energy	0.08
Leland - Landfilled	0.33

SOCIAL

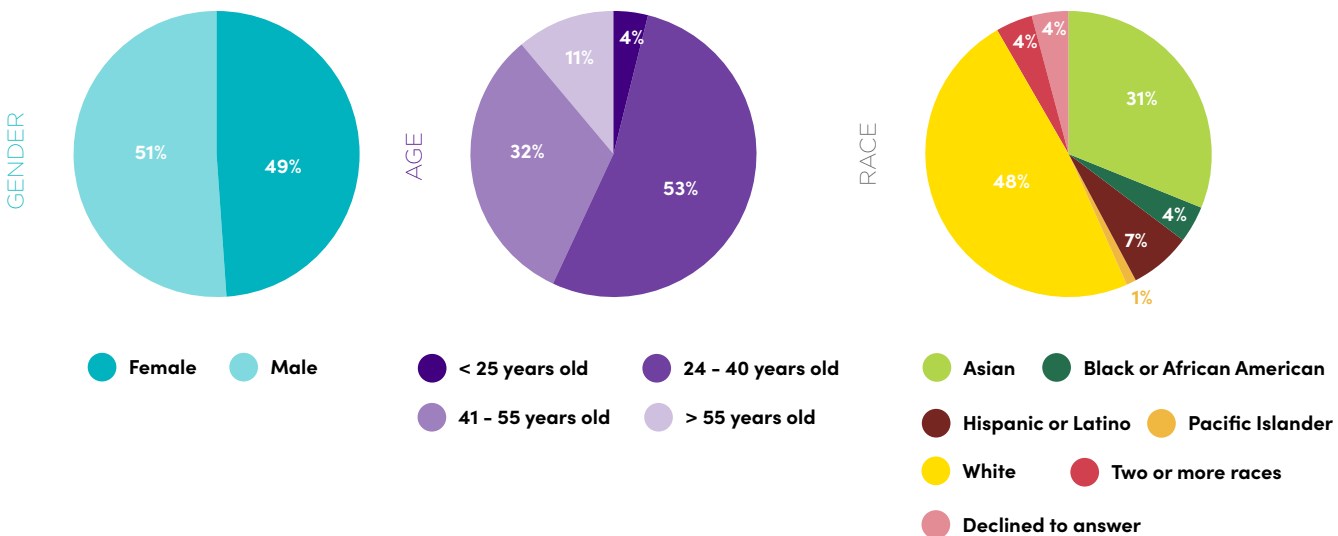
Employee breakdown by employment category
(percentages given are of total workforce)



Employee hires



Diversity of employees



Internal mobility		2020
Employees promoted internally		106
Percentage of female employees promoted		54

Engagement survey participation rate ³		2019	2020
Percentage		95	86

3: More information on the survey can be found in Chapter 3

Employee turnover	2020
Total	15%
Female	17%
Male	13%
< 25 years old	0%
25 - 40 years old	18%
41 - 55 years old	11%
> 55 years old	20%
Emeryville	15%
Leland	20%
Remote CA	6%
Remote non-CA	15%

Parental leave	2020
Employees entitled to parental leave - female	231
Employees entitled to parental leave - male	238
Employees who took parental leave - female	14
Employees who took parental leave - male	10
Employees returned to work after parental leave - female	14
Employees returned to work after parental leave - male	10
Employees that returned to work after parental leave ended that were still employed 12 months later - female)	12
Employees that returned to work after parental leave ended that were still employed 12 months later - male)	9

Employee volunteer hours ⁴	2019	2020
Number	2,045	120

4: Due to COVID safety precautions, employee volunteering was sharply reduced in 2020 and all events after March were virtual

Lost work day rate (days away from work per 200,000 hours worked)	2019	2020
Emeryville	8.6	0.0
Leland	0.0	0.0
Campinas	0.0	0.7

Total incidents	2019	2020
Emeryville	132	30
Leland	43	21
Campinas	18	4

Total recordable incidents	2018	2019	2020
Total	0	4	4
Emeryville	0	2	2
Leland	0	2	1
Campinas	0	0	1

Total recordable incident rate (incidents per 200,000 hours worked)	2018	2019	2020
Total	0.0	0.6	0.6
Emeryville	0.0	0.4	0.4
Leland	0.0	5.2	2.3
Campinas	0.0	0.0	0.7

Severity rate (incidents per 200,000 hours worked)	2019	2020
Emeryville	0.5	0.0
Leland	0.0	0.0
Campinas	0.0	1.0

Fatality rate (incidents per 200,000 hours worked)	2018	2019	2020
Ratio	0	0	0

On-site COVID-19 cases ⁵	2020
Emeryville	1 (+ 2 contractors)
Leland	1

Percentage of products that contain GHS Category 1 and 2 substances ⁶	2020
Ratio	0.33

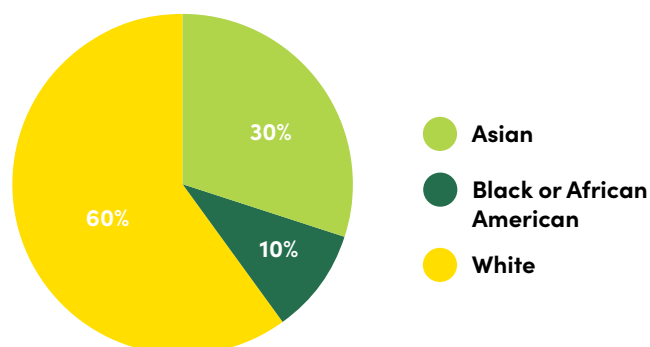
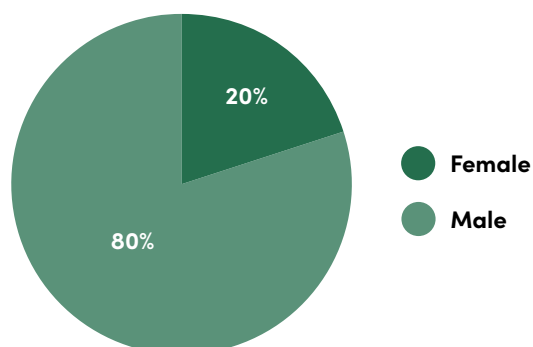
Gender pay ratio	2020
Men:Women	1.04:1

Number of reported incidents of discrimination	2020
Number	0

5: There were no reported cases of on-site transmission
6: Of Pipette and Biossance products

GOVERNANCE

Diversity of Board of Directors



Number of independent directors	2018	2019	2020
Number of directors	9	8	8

GRI CONTENT INDEX

GRI Standard	Disclosure	Report Location	SDG
GENERAL DISCLOSURES			
GRI 102: General Disclosures 2016	Organizational profile		
	102-1 Name of the organization	Amyris, Inc.	
	102-2 Activities, brands, products, and services	2020 Annual Report , Business Overview, pages 111-123	
	102-3 Location of headquarters	Emeryville, CA	
	102-4 Location of operations	2020 Annual Report , Business Overview, pages 111-123 2020 Annual Report , Properties, page 156-157	
	102-5 Ownership and legal form	2020 Annual Report , Corporate Information, page 122	
	102-6 Markets served	2020 Annual Report , Business Overview, pages 111-123	
	102-7 Scale of the organization	2020 Annual Report , Business Overview, pages 111-123 2020 Annual Report , Properties, page 156-157 2020 Annual Report , Financial Statements and Supplementary Data, pages 168-184	
	102-8 Information on employees and other workers	Chapter 3: Creating a Positive Work Environment, pages 25-30	#8 Decent Work and Economic Growth #10 Reduced Inequalities
	102-9 Description of the organization's supply chain	Chapter 5: Protecting Fundamental Human Rights, page 38	#17 Partnerships for the Goals
	102-10 Significant changes to the organization and its supply chain	There were no significant changes to the organization nor its supply chain in the reporting year.	
	102-11 Precautionary principle or approach	Chapter 2: Minimizing Environmental Impacts in our Operations, page 17	#13 Climate Action
	102-12 External initiatives	Chapter 1: Creating Safe, Sustainable Ingredients and Products, pages 12-15	
	102-13 Membership of associations	Chapter 2: Minimizing Environmental Impacts in our Operations, pages 19-20	
	Strategy		
	102-14 Statement from senior decision-maker	CEO Letter, page 3	
	102-15 Key impacts, risks, and opportunities	2020 Annual Report , Risk Factors, pages 124 - 156	
	Ethics and integrity		
	102-16 Values, principles, standards, and norms of behavior	Chapter 8: Ensuring High Standards of Ethics and Integrity, pages 51-53 Code of Business Conduct and Ethics	#16 Peace, Justice, & Strong Institutions
	102-17 Mechanisms for advice and concerns about ethics	Chapter 8: Ensuring High Standards of Ethics and Integrity, page 52 Code of Business Conduct and Ethics	#16 Peace, Justice, & Strong Institutions

GRI Standard	Disclosure	Report Location	SDG
GRI 102: General Disclosures 2016	Governance		
	102-18 Governance structure	Chapter 7: Upholding Effective Corporate Governance, pages 46-50 Board of Directors Webpage	
	102-20 Executive-level responsibility for economic, environmental, and social topics	Chapter 7: Upholding Effective Corporate Governance, pages 46-50	
	102-22 Composition of the highest governance body and its committees	Chapter 7: Upholding Effective Corporate Governance, pages 47-48 Board of Directors Webpage Committee Composition Webpage	#5 Gender Equality #16 Peace, Justice, & Strong Institutions
	102-23 Chair of the highest governance body	2021 Proxy Statement , Board Leadership Structure, page 25-26	#16 Peace, Justice, & Strong Institutions
	102-24 Nominating and selecting the highest governance body	Amended and Restated Nominating and Governance Committee Charter	#5 Gender Equality #16 Peace, Justice, & Strong Institutions
	102-25 Conflicts of interest	Amended and Restated Nominating and Governance Committee Charter	#16 Peace, Justice, & Strong Institutions
	102-26 Role of highest governance body in setting purpose, values, and strategy	Amended and Restated Nominating and Governance Committee Charter	
	102-27 Collective knowledge of highest governance body	2021 Proxy Statement , Board Biographies, pages 17-22 2021 Proxy Statement , Board Skills and Diversity, page 25	
	102-28 Evaluating the highest governance body's performance	Amended and Restated Nominating and Governance Committee Charter	
	102-29 Identifying and managing economic, environmental, and social impacts	Amended and Restated Nominating and Governance Committee Charter , Amended and Restated Leadership, Development, Inclusion, and Compensation Committee Charter	#16 Peace, Justice, & Strong Institutions
	102-30 Effectiveness of risk management processes	Chapter 9: Managing Enterprise Risks, pages 54-58	
	102-31 Review of economic, environmental, and social topics	Chapter 7: Upholding Effective Corporate Governance, pages 48-49	
	102-35 Remuneration policies	2021 Proxy Statement , Executive Compensation, pages 41 - 59 Amended and Restated Leadership, Development, Inclusion, and Compensation Committee Charter	
	102-36 Process for determining remuneration	2021 Proxy Statement , Executive Compensation, pages 41 - 59 Amended and Restated Leadership, Development, Inclusion, and Compensation Committee Charter	
	102-37 Stakeholders' involvement in remuneration	2021 Proxy Statement , Executive Compensation, pages 41 - 59	#16 Peace, Justice, & Strong Institutions
	102-38 Annual total compensation ratio	2021 Proxy Statement , Executive Compensation, pages 41 - 59	
	102-39 Percentage increase in annual total compensation ratio	2021 Proxy Statement , Executive Compensation, pages 50 - 67 2021 Proxy Statement , Executive Compensation, pages 41 - 59	

GRI Standard	Disclosure	Report Location	SDG
GRI 102: General Disclosures 2016	Stakeholder engagement		
	102-40 List of stakeholder groups	Materiality Assessment, pages 4-5	
	102-41 Collective bargaining agreements	2020 Annual Report , Human Capital, page 122	#8 Decent Work and Economic Growth
	102-42 Identifying and selecting stakeholders	Materiality Assessment, pages 4-5	
	102-43 Approach to stakeholder engagement	Materiality Assessment, pages 4-5	
	102-44 Key topics and concerns raised	Materiality Assessment, pages 4-5	
	Reporting practice		
	102-45 Entities included in the consolidated financial statements	2020 Annual Report , Business Overview, pages 111-123	
	102-46 Defining report content and topic boundaries	About This Report, page 75	
	102-47 List of material topics	Materiality Assessment, page 5	
	102-48 Restatements of information	As this is Amyris' inaugural ESG report, there are no restatements of information	
	102-49 Changes in reporting	As this is Amyris' inaugural ESG report, there are no changes in reporting	
	102-50 Reporting period	About This Report, page 75	
	102-51 Date of most recent report	This is Amyris' inaugural ESG report	
	102-53 Contact point for questions regarding the report	info@amyris.com	
	102-54 Claims of reporting in accordance with the GRI Standards	About This Report, page 75	
	102-55 GRI content index	Content Indexes, pages 66-72	
	102-56 External assurance	No external assurance provided at this time	
ECONOMIC TOPICS			
Economic Performance			
GRI 103: Management Approach 2016	103-1-103-3 Aspects of the Management Approach	2020 Annual Report , Business Overview, pages 111-123	
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	2020 Annual Report , Financial Statements and Supplementary Data, pages 168-184	#8 Decent Work and Economic Growth #9 Industry Innovation and Infrastructure
	201-2 Financial implications and other risks and opportunities due to climate change	2020 Annual Report , Risk Factors, pages 124 - 156	#13 Climate Action

GRI Standard	Disclosure	Report Location	SDG
Anti-corruption			
GRI 103: Management Approach 2016	103-1-103-3 Aspects of the Management Approach	Chapter 8: Ensuring High Standards of Ethics and Integrity, page 52	
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Chapter 8: Ensuring High Standards of Ethics and Integrity, page 52	#16 Peace, Justice, & Strong Institutions
	205-2 Communication and training about anti-corruption policies and procedures	Chapter 8: Ensuring High Standards of Ethics and Integrity, page 52	
	205-3 Confirmed incidents of corruption and actions taken	Chapter 8: Ensuring High Standards of Ethics and Integrity, page 52	
Anti-competitive Behavior			
GRI 103: Management Approach 2016	103-1-103-3 Aspects of the Management Approach	Chapter 8: Ensuring High Standards of Ethics and Integrity, page 52	
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Chapter 8: Ensuring High Standards of Ethics and Integrity, page 52	#16 Peace, Justice, & Strong Institutions
ENVIRONMENTAL TOPICS			
Materials			
GRI 103: Management Approach 2016	103-1-103-3 Aspects of the Management Approach	Chapter 2: Minimizing Environmental Impacts in our Operations, page 17	
GRI 301: Materials 2016	301-2 Recycled input materials used	Chapter 2: Minimizing Environmental Impacts in our Operations, pages 22-23	#8 Decent Work and Economic Growth #12 Responsible Consumption & Production
	301-3 Reclaimed products and their packaging materials	Chapter 2: Minimizing Environmental Impacts in our Operations, pages 22-23	
Energy			
GRI 103: Management Approach 2016	103-1-103-3 Aspects of the Management Approach	Chapter 2: Minimizing Environmental Impacts in our Operations, pages 17-20	
GRI 302: Energy 2016	302-1 Energy consumption within the organization	ESG Data Table, page 60	#7 Affordable Clean Energy #8 Decent Work and Economic Growth #12 Responsible Consumption & Production #13 Climate Action
	302-2 Energy consumption outside of the organization	ESG Data Table, page 60	
	302-3 Energy intensity	ESG Data Table, page 60	
	302-4 Reduction of energy consumption	Chapter 2: Minimizing Environmental Impacts in our Operations, pages 19-20	
Water and Effluents			
GRI 103: Management Approach 2016	103-1-103-3 Aspects of the Management Approach	Chapter 2: Minimizing Environmental Impacts in our Operations, pages 17 & 22	
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Chapter 2: Minimizing Environmental Impacts in our Operations, page 22	#6 Clean Water & Sanitation #12 Responsible Consumption & Production
	303-3 Water withdrawal	ESG Data Table, page 61	#6 Clean Water & Sanitation #13 Climate Action

GRI Standard	Disclosure	Report Location	SDG
Biodiversity			
GRI 103: Management Approach 2016	103-1-103-3 Aspects of the Management Approach	Chapter 2: Minimizing Environmental Impacts in our Operations, pages 17 & 23	
GRI 304: Biodiversity 2016	304-2 Significant impacts of activities, products, and services on biodiversity	Chapter 2: Minimizing Environmental Impacts in our Operations, page 23	#6 Clean Water & Sanitation #14 Life Below Water #15 Life on Land
Emissions			
GRI 103: Management Approach 2016	103-1-103-3 Aspects of the Management Approach	Chapter 2: Minimizing Environmental Impacts in our Operations, pages 17-20	
GRI 305: Emissions 2016	305-2 Energy indirect (Scope 2) GHG emissions	ESG Data Table, page 60	#3 Good Health & Well-Being #12 Responsible Consumption & Production #13 Climate Action #14 Life Below Water #15 Life on Land
	305-3 Other indirect (Scope 3) GHG emissions	ESG Data Table, page 60	
	305-4 GHG emissions intensity	ESG Data Table, page 60	#13 Climate Action #14 Life Below Water #15 Life on Land
	305-5 Reduction of GHG emissions	Chapter 2: Minimizing Environmental Impacts in our Operations, pages 19-20	
Waste			
GRI 103: Management Approach 2016	103-1-103-3 Aspects of the Management Approach	Chapter 2: Minimizing Environmental Impacts in our Operations, pages 17 & 22-23	
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Chapter 2: Minimizing Environmental Impacts in our Operations, pages 22-23	#3 Good Health & Well-Being #6 Clean Water & Sanitation #8 Decent Work and Economic Growth #11 Sustainable Cities & Communities #12 Responsible Consumption & Production
	306-2 Management of significant waste-related impacts	Chapter 2: Minimizing Environmental Impacts in our Operations, pages 22-23	
	306-3 Waste generated	ESG Data Table, page 61	#3 Good Health & Well-Being #6 Clean Water & Sanitation #11 Sustainable Cities & Communities #12 Responsible Consumption & Production #15 Life on Land
	306-4 Waste diverted from disposal	ESG Data Table, page 61	

GRI Standard	Disclosure	Report Location	SDG
GRI 306: Waste 2020	306-5 Waste directed to disposal	ESG Data Table, page 61	#3 Good Health & Well-Being #6 Clean Water & Sanitation #11 Sustainable Cities & Communities #12 Responsible Consumption & Production #15 Life on Land
SOCIAL TOPICS			
Employment			
GRI 103: Management Approach 2016	103-1-103-3 Aspects of the Management Approach	Chapter 3: Creating a Positive Work Environment, pages 25-30	
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Chapter 3: Creating a Positive Work Environment, page 29 ESG Data Table, pages 63-64	#5 Gender Equality #10 Reduced Inequalities
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Chapter 3: Creating a Positive Work Environment, pages 26-30	#3 Good Health & Well-Being #5 Gender Equality #8 - Decent Work and Economic Growth
	401-3 Parental leave	Chapter 3: Creating a Positive Work Environment, page 27 ESG Data Table, page 64	#5 Gender Equality #8 - Decent Work and Economic Growth
Occupational Health and Safety			
GRI 103: Management Approach 2016	103-1-103-3 Aspects of the Management Approach	Chapter 3: Creating a Positive Work Environment, pages 25 & 30	
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Chapter 3: Creating a Positive Work Environment, page 30	
GRI 403: Occupational Health and Safety 2018	403-2 Hazard identification, risk assessment, and incident investigation	Chapter 3: Creating a Positive Work Environment, page 30	#8 Decent Work and Economic Growth
	403-3 Occupational health services	Chapter 3: Creating a Positive Work Environment, page 30	
	403-4 Worker participation, consultation, and communication on occupational health and safety	Chapter 3: Creating a Positive Work Environment, page 30	
	403-5 Worker training on occupational health and safety	Chapter 3: Creating a Positive Work Environment, page 30	#8 Decent Work and Economic Growth
	403-6 Promotion of worker health	Chapter 3: Creating a Positive Work Environment, page 30	#3 Good Health & Well-Being
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Chapter 3: Creating a Positive Work Environment, page 30	#8 Decent Work and Economic Growth
	403-8 Workers covered by an occupational health and safety management system	Chapter 3: Creating a Positive Work Environment, page 30	
	403-9 Work-related injuries	Chapter 3: Creating a Positive Work Environment, page 30 ESG Data Table, pages 64-65	
	403-10 Work-related ill health	Chapter 3: Creating a Positive Work Environment, page 30 ESG Data Table, pages 64-65	#3 Good Health & Well-Being #8 Decent Work and Economic Growth #16 Peace, Justice, & Strong Institutions

GRI Standard	Disclosure	Report Location	SDG
Training and Education			
GRI 103: Management Approach 2016	103-1-103-3 Aspects of the Management Approach	Chapter 3: Creating a Positive Work Environment, pages 25, 29 & 30	
GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	Chapter 3: Creating a Positive Work Environment, page 29	#8 Decent Work and Economic Growth
	404-3 Percentage of employees receiving regular performance and career development reviews	Chapter 3: Creating a Positive Work Environment, page 29	#5 Gender Equality #8 Decent Work and Economic Growth #10 Reduced Inequalities
Diversity and Equal Opportunity			
GRI 103: Management Approach 2016	103-1-103-3 Aspects of the Management Approach	Chapter 4: Fostering Diversity and Inclusion, pages 31-35	
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Chapter 4: Fostering Diversity and Inclusion, pages 31-35 ESG Data Table, page 65	#5 Gender Equality #8 Decent Work and Economic Growth
	405-2 Ratio of basic salary and remuneration of women to men	Chapter 4: Fostering Diversity and Inclusion, page 33 ESG Data Table, page 65	#5 Gender Equality #10 Reduced Inequalities
Human Rights Assessment			
GRI 103: Management Approach 2016	103-1-103-3 Aspects of the Management Approach	Chapter 5: Protecting Fundamental Human Rights, pages 36-38	
GRI 412: Human Rights Assessment 2016	412-1 Operations that have been subject to human rights reviews or impact assessments	Chapter 5: Protecting Fundamental Human Rights, pages 36-38	
Local Communities			
GRI 103: Management Approach 2016	103-1-103-3 Aspects of the Management Approach	Chapter 6: Supporting our Local Communities, pages 39-44	
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Chapter 6: Supporting our Local Communities, pages 39-44	#4 Quality Education #11 Sustainable Cities and Communities
Supplier Social Assessment			
GRI 103: Management Approach 2016	103-1-103-3 Aspects of the Management Approach	Chapter 5: Protecting Fundamental Human Rights, page 38	
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Chapter 5: Protecting Fundamental Human Rights, page 38	#5 Gender Equality #8 Decent Work and Economic Growth #16 Peace, Justice, & Strong Institutions
	414-2 Negative social impacts in the supply chain and actions taken	Chapter 5: Protecting Fundamental Human Rights, page 38	#8 Decent Work and Economic Growth #16 Peace, Justice, & Strong Institutions
Customer Health and Safety			
GRI 103: Management Approach 2016	103-1-103-3 Aspects of the Management Approach	Chapter 1: Creating Safe, Sustainable Ingredients and Products, pages 9-16	
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Chapter 1: Creating Safe, Sustainable Ingredients and Products, pages 13-16	

SASB TABLE

SASB Topic	Accounting Metric	Code	Section Reference
Greenhouse Gas Emissions	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	RT-CH-110a.2	Chapter 2: Protecting the Planet; Reducing our Carbon Footprint, pages 19-20
Energy Management	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable, (4) total self-generated energy	RT-CH-130a.1	Chapter 2: Protecting the Planet; Reducing our Carbon Footprint, pages 19-20 ESG Data Table, page 60
Water Management	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	RT-CH-140a.1	Chapter 2: Protecting the Planet; Conserving Water and Reducing Use of Harmful Chemicals, page 22 ESG Data Table, page 60
	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	RT-CH-140a.2	Amyris did not have any incidents of non-compliance in the reporting year.
	Description of water management risks and discussion of strategies and practices to mitigate those risks	RT-CH-140a.3	Chapter 2: Protecting the Planet; Conserving Water and Reducing Use of Harmful Chemicals, page 22
Hazardous Waste Management	Amount of hazardous waste generated, percentage recycled	RT-CH-150a.1	Chapter 2: Protecting the Planet; Reducing Waste in our Operations and Packaging, pages 22-23 ESG Data Table, page 61
Community Relations	Discussion of engagement processes to manage risks and opportunities associated with community interests	RT-CH-210a.1	Chapter 6: Supporting Our Local Communities, pages 39-44
Workforce Health & Safety	(1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees	RT-CH-320a.1	Chapter 3: Creating a Positive Work Environment; Ensuring A Safe Work Environment, page 30 ESG Data Table, pages 64-65
	Description of efforts to assess, monitor, and reduce exposure of employees and contract workers to long-term (chronic) health risks	RT-CH-320a.2	Chapter 3: Creating a Positive Work Environment; Ensuring A Safe Work Environment, page 30

SASB Topic	Accounting Metric	Code	Section Reference
Safety & Environmental Stewardship of Chemicals	(1) Percentage of products that contain Globally Harmonized System of Classification and Labeling of Chemicals (GHS) Category 1 and 2 Health and Environmental Hazardous Substances, (2) percentage of such products that have undergone a hazard assessment	RT-CH-410b.1	Chapter 1: Creating Safe, Sustainable Ingredients and Products; Ensuring the Safety of Ingredients and Products, pages 13-16 ESG Data Table, page 65
	Discussion of strategy to (1) manage chemicals of concern and (2) develop alternatives with reduced human and/or environmental impact	RT-CH-410b.2	Chapter 1: Creating Safe, Sustainable Ingredients and Products; Ensuring the Safety of Ingredients and Products, pages 9-16 Chapter 2: Protecting the Planet; Conserving Water and Reducing Use of Harmful Chemicals, pages 22-23
Management of the Legal & Regulatory Environment	Discussion of corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry	RT-CH-530a.1	Chapter 1: Creating Safe, Sustainable Ingredients and Products; Ensuring the Safety of Ingredients and Products, pages 9-16
Operational Safety, Emergency Preparedness & Response	Process Safety Incidents Count (PSIC), Process Safety Total Incident Rate (PSTIR), and Process Safety Incident Severity Rate (PSISR)	RT-CH-540a.1	Chapter 3: Creating a Positive Work Environment; Ensuring A Safe Work Environment, page 30 ESG Data Table pages 64-65

ABOUT THIS REPORT

Our 2020 ESG Report primarily covers data and metrics related to the 2020 fiscal year from January 1 to December 31, 2020, unless otherwise noted.

This report was prepared in reference to the Global Reporting Initiative (GRI) Core option and the Sustainability Accounting Standards Board (SASB) Chemicals 2018 Sustainability Accounting Standard. We have also mapped our progress on material topics aligned with the United Nations Sustainable Development Goals (SDGs). Content indexes are available from page 66-72.

Amyris is committed to transparency, engagement and consistent communication of our ESG strategies and programs to all stakeholders. This is our inaugural ESG report, which takes a materiality-based approach to disclosure.

This report contains certain forward-looking statements based on our management's current assumptions and expectations, including statements regarding our goals, commitments, programs and other business plans, initiatives and objectives. These statements are typically accompanied by the words "expect," "may," "could," "hope," "believe," "would," "might," "estimate," "anticipate," "plan," "aspire" or similar words. All such statements are intended to enjoy the protection of the safe harbor for forward-looking statements provided by the Private Securities Litigation Reform Act of 1995, as amended.

We caution that a variety of factors, including but not limited to the following, could cause our results to differ materially from those expressed or implied in our forward-looking statements: our cash position and ability to fund our operations; difficulties in predicting future revenues and financial results; the potential loss of, or inability to secure relationships with, key distributors, customers or partners; the ongoing impact of the COVID-19 pandemic on our business, financial condition and results of operations; our lack of revenues generated from the sale of our renewable products; our inability to decrease costs to enable sales of our products at competitive prices; delays in production and commercialization of products due to technical, operational, cost and counterparty challenges; challenges in developing a customer base in markets with established and sophisticated competitors; and other risks detailed from time to time in filings we make with the Securities and Exchange Commission, including our Annual Reports on Form 10-K, our Quarterly Reports on Form 10-Q and our Current Reports on Form 8-K. Except as required by law, we assume no obligation to update any forward-looking information that is included or incorporated by reference in this document, whether as a result of new information, future events, or otherwise.

amyris

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