

# We Are Qorvo®

FY21 SUSTAINABILITY REPORT



**QORVO**  
all around you



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# A MESSAGE FROM OUR CEO

This past year created unprecedented challenges and demonstrated the importance of keeping the world connected. As a leader in wireless and wired connectivity, we are proud of Qorvo's ability to keep employees safe while delivering for our customers, suppliers and communities during a period of uncertainty and change.

In this report, we describe many of the actions we have taken to address sustainability. To name a few, these include our commitments to:

- **Our people**, to ensure a safe and healthy work environment, and encourage engagement and development.
- **Our partners**, with high standards for our suppliers to support responsible sourcing and quality.
- **Our planet**, through focused efforts to minimize our environmental impact.

We are pleased with the progress and accomplishments described in this report. And we remain committed to taking important steps forward to address the environmental, social and governance issues important to our investors, customers, employees, and other stakeholders, while creating shareholder value.

We will continue to protect and support our people, engage with the right partners, and take steps to protect the environment, as we solve our customers' toughest challenges and help keep the world connected.

ROBERT A. BRUGGEWORTH, CHIEF EXECUTIVE OFFICER

# COMPANY OVERVIEW

Qorvo is a leader in the development and commercialization of technologies and products for wireless and wired connectivity.



Mobile



Infrastructure



Aerospace/Defense



Internet of Things (IoT)



**8,400+**  
employees  
worldwide

We employ 8,400+ people who are dedicated to delivering innovative technologies.



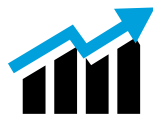
**COMBINED  
EFFORT**

We collaborate with the top researchers, universities and experts around the world.



**FACILITIES**

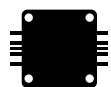
We operate world-class ISO 9001-, ISO 14001- and IATF 16949-certified manufacturing facilities.



**S&P 500**  
(QRVO)

**QORVO IS AN S&P 500 COMPANY**

Information on current financial reporting can be found on our investor page on [Qorvo.com](https://www.qorvo.com).



**FY21**  
Product  
Highlights

Qorvo considers sustainability when researching, designing, and building its products. Recent product offerings include:

- Single-chip motor control and inverter solution for brushless DC (BLDC) motors that enable high-performance motor control with extended battery life.
- Wi-Fi 6E FEMs, which deliver robust and rugged performance with world-class energy efficiency.
- Ultra-wideband proximity awareness applications.
- Qorvo Biotechnologies Omnia™ SARS-CoV-2 Antigen Test.\*

\*This product has not been FDA cleared or approved, but has been authorized by FDA under an EUA for use by authorized laboratories. This product has been authorized only for the detection of proteins from SARS-CoV-2, not for any other viruses or pathogens; and the emergency use of this product is only authorized for the duration of the declaration that circumstances exist justifying the authorization of emergency use of in vitro diagnostics for detection and/or diagnosis of COVID-19 under Section 564(b)(1) of the Federal Food, Drug and Cosmetic Act, 21 U.S.C. § 360bbb-3(b)(1), unless the declaration is terminated or authorization is revoked sooner.

# COMPANY OVERVIEW

## WHERE WE OPERATE



- 1. Hillsboro, OR
- 2. Bend, OR
- 3. Plymouth, MN
- 4. Waseca, MN
- 5. Hiawatha, IA
- 6. Chelmsford, MA
- 7. Mountain View, CA
- 8. San Jose, CA
- 9. Torrance, CA
- 10. Newbury Park, CA

- 11. Chandler, AZ
- 12. Farmers Branch, TX
- 13. Richardson, TX
- 14. Greensboro, NC
- 15. Apopka, FL
- 16. Fort Lauderdale, FL
- 17. Heredia, Costa Rica
- 18. Dublin, Ireland
- 19. Reading, United Kingdom
- 20. Paris, France

- 21. Colomiers, France
- 22. Toulouse, France
- 23. Zele, Belgium
- 24. Utrecht, Netherlands
- 25. Norresundby, Denmark
- 26. Nuremberg, Germany
- 27. Munich, Germany
- 28. Helsinki, Finland
- 29. Bangalore, India
- 30. Dezhou, China

- 31. Beijing, China
- 32. Seoul, South Korea
- 33. Osaka, Japan
- 34. Shanghai, China
- 35. Taipei, Taiwan
- 36. Zhubei City, Taiwan
- 37. Zhongshan, China
- 38. Shenzhen, China
- 39. Hong Kong, China
- 40. Hanoi, Vietnam
- 41. Singapore

# STAKEHOLDER ENGAGEMENT

Qorvo engages with multiple stakeholders on topics that affect us and the communities in which we operate. These stakeholders include customers, suppliers, investors, employees, external associations, and the local community. This report includes information relevant to our stakeholders as well as material items identified by SASB for the semiconductor industry.\*



**CUSTOMERS**  
Customer Surveys,  
Business Reviews,  
Conference  
Participation



**SUPPLIERS**  
Code of Business  
Conduct, RBA Code  
Compliance, Risk  
Assessments and  
Audits, Supplier  
Business Reviews



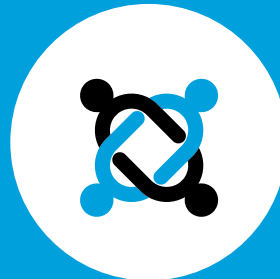
**INVESTORS**  
Investor Engagement,  
Quarterly Earnings Calls



**EMPLOYEES**  
Worker Committees,  
Surveys, Recognition,  
Open Door Policy,  
Performance Appraisals



**EXTERNAL  
ASSOCIATIONS**  
RBA Member Meetings,  
RMI Member Meetings



**LOCAL  
COMMUNITIES**  
Qorvo Cares

Targets and objectives listed throughout the report detail activities in our manufacturing and assembly locations for FY21. Such material topics focus on environmental, social and governance (ESG). Information provided in the report is accurate at the time of publishing.

\*Additional SASB information can be found at: [SASB Materiality Map](#)

GOOD  
ETHICS  
MEANS  
GOOD  
BUSINESS

## CORPORATE GOVERNANCE

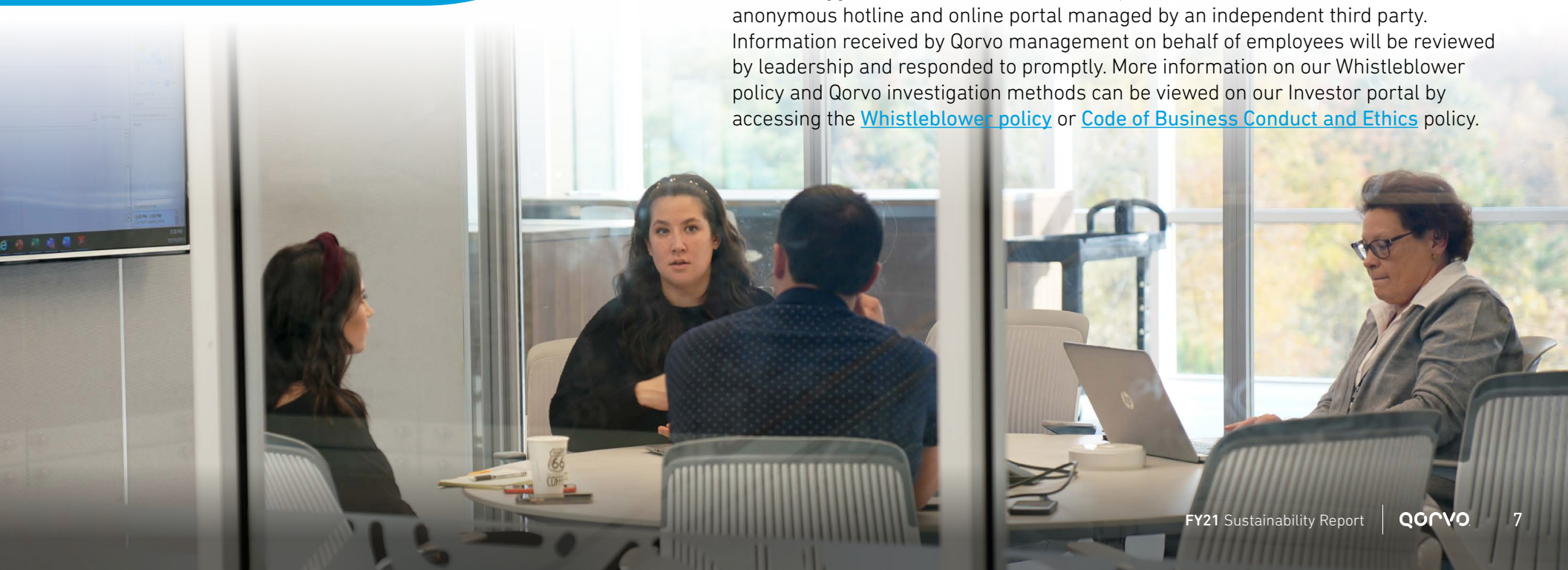
Our [Code of Business Conduct and Ethics](#) holds all directors, officers and employees of Qorvo accountable to the highest level of ethical standards.

We expect our employees to:

- Be honest and fair in all their business dealings, with both fellow employees and people outside the organization.
- Focus on customer service and to promote excellent relationships with our suppliers.
- Understand and work hard to achieve our company goals.
- Meet the highest ethical standards in all company activities.

### EFFECTIVE WORKER FEEDBACK CHANNELS

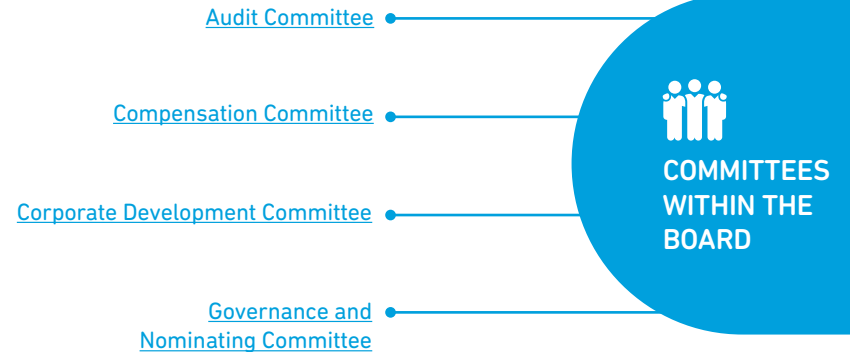
Qorvo has developed multiple channels to encourage worker feedback. Channels include suggestion boxes, a dedicated Compliance Officer email account, and an anonymous hotline and online portal managed by an independent third party. Information received by Qorvo management on behalf of employees will be reviewed by leadership and responded to promptly. More information on our Whistleblower policy and Qorvo investigation methods can be viewed on our Investor portal by accessing the [Whistleblower policy](#) or [Code of Business Conduct and Ethics](#) policy.



# CORPORATE GOVERNANCE

## BOARD OF DIRECTORS

The Board of Directors (the “Board”) has adopted [Corporate Governance Guidelines](#) to promote the effective functioning of the Board and its committees and to ensure a common understanding among individual directors and management concerning the operation of the Board and its committees. Our Board members possess a broad and diverse range of skills, industry and other knowledge and expertise useful for the oversight of Qorvo business. When searching for new director candidates, the Board will actively seek highly qualified women and individuals from minority groups to include in the pool of director candidates from which nominees are selected. Three of the nine director nominees standing for election at the 2021 Annual Meeting of Stockholders have gender, racial or ethnic diversity.



## EXECUTIVE LEADERSHIP

Oversight related to environmental, social, governance (ESG) activities begins at the Board (Governance and Nominating Committee), and includes engagement from executive leadership, CSR steering committee, and factory management. Progress toward various ESG business objectives is monitored monthly at the business level and reported to the Board on a periodic basis.





# SUPPLY CHAIN



## SUPPLIER MANAGEMENT MODEL



Approved Supplier Process



Communication & Training



Risk Assessment



Verification



Continuous Improvement

# 100%

Strategic suppliers monitored using the RBA Self-Assessment Questionnaire (SAQ). No high-risk suppliers were identified in FY21.

### ADDRESSING MODERN SLAVERY

Qorvo publishes an annual [Modern Slavery disclosure](#) in alignment with UK Modern Slavery and California Transparency in Supply Chains Act. More information about how we monitor our supply chain for modern slavery (including child labor) can be found in our annual statement.

# SUPPLY CHAIN SUPPLIER MANAGEMENT

We hold our suppliers to our high standards, and those required by our customers and the Responsible Business Alliance (RBA). Through regular engagements, supply chain assessments and training opportunities, we take affirmative steps to ensure that our suppliers understand Qorvo's expectations for maintaining a socially responsible supply chain.

Qorvo's management system aligns with the RBA Code of Conduct. We utilize tools such as the RBA's SAQ to conduct supply chain assessments and mitigate potential risks. Our strategic suppliers are requested to complete third-party audits,<sup>1</sup> which review compliance against the RBA Code. We also utilize RBA resources, such as the eLearning platform, RBA data analytics, and risk heat maps to better understand potential risks in our supply chain.

Our requirements are communicated through multiple channels, including Qorvo's external website, supplier portals, and contract provisions. All suppliers are required to comply with applicable laws and regulations in countries where they operate, in addition to complying with Qorvo requirements and the RBA Code. Suppliers are expected to acknowledge such requirements through our contract language and supplier code requirements as provided through the supplier portal.

Our supply base is constantly evolving. Qorvo strives to safeguard labor rights and improve working conditions within our supply chain through long-term agreements (LTAs). We target 100% of our strategic suppliers to have LTAs in place. An annual review of strategic suppliers as well as continuous rationalizing of our overall supply chain allows Qorvo appropriate oversight and leverage, where possible, for RBA code compliance.

More information about supplier requirements can be found on Qorvo.com.  
<https://www.qorvo.com/resources/d/qorvo-business-conduct-requirements-for-suppliers-contractors-consultants>  
<https://www.responsiblebusiness.org/code-of-conduct/>

<sup>1</sup>RBA audits utilize third-party auditors to review the following topics: Labor/Human Rights, Ethics, Environment, and Health and Safety

## CHEMICAL REVIEW PROCESS: STAKEHOLDERS

### Product Compliance:

Responsible for reviewing a chemical request to ensure it meets regulatory and customer requirements (such as RoHS, REACH, Halogen-Free, etc.), as well as internal restrictions.

### Environmental, Health and Safety (EHS):

Responsible for reviewing a chemical request for safety, environmental, and health considerations.

### Operations:

Reviews a chemical request for production awareness and consideration.

### Logistics:

Reviews a chemical request for shipping restrictions, storage requirements, etc.

### Facilities:

Reviews a chemical request for facilities engineering and support considerations.

# SUPPLY CHAIN

## SUBSTANCES OF CONCERN

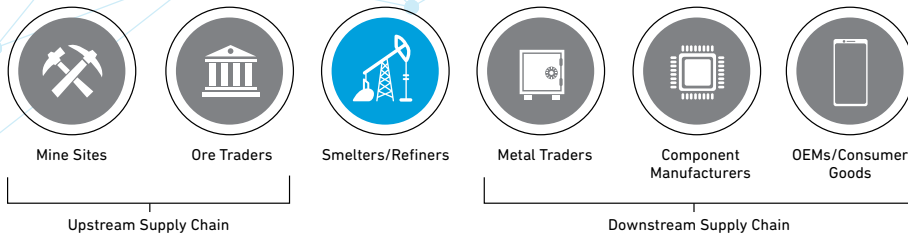
### OUR APPROACH

Qorvo is committed to minimizing the environmental impact of its products while complying with all applicable laws and regulations regarding banned and restricted substances. This starts with restricting the use of chemical substances that have been identified as hazardous to human health or the environment in our processes and products – from the starting materials to assembly and shipping materials.

All new substances used in a product or at a manufacturing/assembly location follow a chemical review process to ensure the substances meet legal and customer requirements. This includes vetting suppliers during the supplier selection process to ensure they meet compliance requirements.

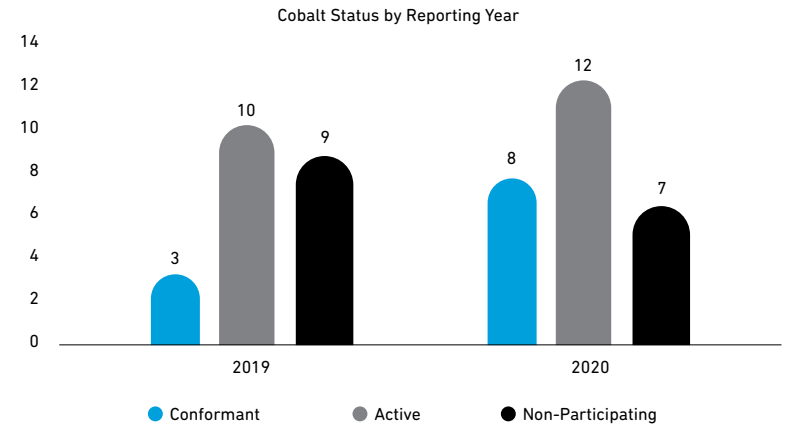
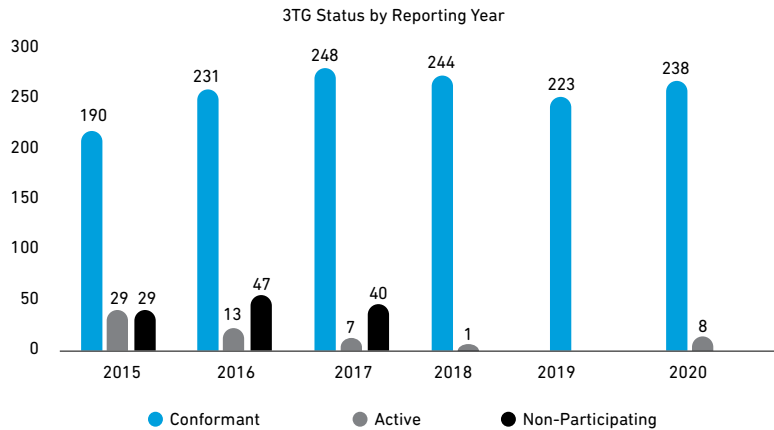
In FY21, approximately 18% of our products (by revenue) contained IEC62474 declarable substances. For more information about our product compliance program, including a REACH policy statement, please visit our [website](#).

[VIEW OUR POLICY HERE](#)



# SUPPLY CHAIN

## RESPONSIBLE MINERALS



**Conformant** – SOR has been validated by a third-party audit and found to be conformant with relevant audit protocols including the RMAP, LBMA or RJC.  
**Active** – SOR is engaged but not yet conformant to a third-party audit program.  
**Non-Participating** – SOR has not yet committed to third-party verification of its mineral procurement processes.

### OUR COMMITMENT

Qorvo is committed to responsible mineral sourcing and strives to conduct activities that respect and support human rights throughout its global supply chain. Although we do not purchase minerals directly from mining companies or smelters/refiners (SORs), we actively engage with our suppliers to conduct due diligence in alignment with the [OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected & High-Risk Areas](#) (OECD Guidance).

[VIEW OUR POLICY HERE](#)

### SUPPLIER EXPECTATIONS

Suppliers that provide Qorvo with components and/or materials containing relevant minerals are expected to comply with the requirements outlined in our responsible mineral specification, SPE-001288. For the purposes of Qorvo’s program, relevant minerals currently include tin, tantalum, tungsten and gold (also referred to as “conflict minerals” or “3TG”; cobalt; and any other mineral identified by Qorvo as contributing possible risk to the supply chain).

[VIEW SPE-001288 HERE](#)



# OUR PEOPLE

Our employees are redefining what's possible in how we solve customer problems and deliver products that make electronics smarter and more efficient. We are committed to providing an environment that brings people together to learn and collaborate in response to both business and individual needs.






# OUR PEOPLE

## WORKFORCE DEMOGRAPHICS

 **8,400+**  
employees  
worldwide

We employ 8,400+ people who are dedicated to delivering innovative technologies and products.



 Americas: 54%  
 Asia: 41%  
 Europe: 5%

**12%** 

Represented by  
a Works Council/  
Trade Union

**2%** 

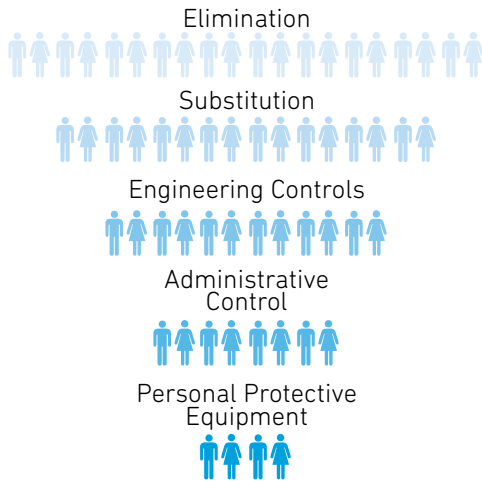
Represents foreign  
nationals (worldwide)



# OUR PEOPLE

## HEALTH & SAFETY

### HIERARCHY OF CONTROL

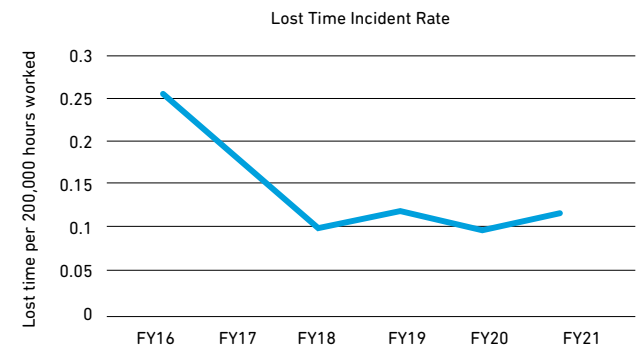
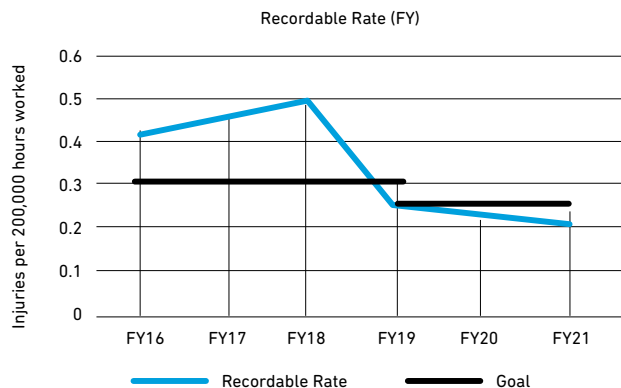


At Qorvo, we are committed to providing a safe work environment. Our strong safety culture, which includes the utilization of hierarchy of controls, and near miss and injury reporting, produce a recordable rate below industry average.<sup>1</sup>

Hierarchy of control is used within Qorvo when determining the best way to keep workers safe. The most optimal solution when dealing with a risk is to eliminate that potential risk. However, that is not possible in some of our production processes. Therefore, Qorvo’s EHS team completes job hazard assessments to determine the best possible protections for its workforce. Risk assessments are completed prior to the installation of any new machinery as well as prior to the introduction of any new chemical processes. Workers receive training on minimizing any risks that cannot be eliminated.<sup>2</sup>

Established worker health and safety management teams are critical in fostering a positive health and safety culture. These teams encourage workers to utilize our online near miss and accident reporting system, a system critical to prevent worker injury. In order to understand and prevent occurrences in the future, our teams review 100% of reports received through the system.

These management practices have driven our corporate recordable rate down year over year. Compared to the most recently published data from the United States Bureau of Labor Statistics (BLS), Qorvo’s recordable rate (0.22) is significantly lower than the semiconductor average (0.9).



<sup>1</sup> US BLS (2019) for NAICS Code 33413, total recordable cases for semiconductor and other electronic component manufacturing was 0.9 Link: [Incidence rates of nonfatal occupational injuries and illnesses by industry and case types, 2019 \(bls.gov\)](https://www.bls.gov/news.release/archives/osh20190828.pdf)

<sup>2</sup> Each Qorvo location keeps a safety data sheet (SDS) list of approved chemicals that can be accessed by workers (online or next to the chemicals). Training is provided to all employees who work with or have potential chemical exposures. In FY21, all workers completed site specific hazard communication training.



# OUR PEOPLE

## HEALTH & SAFETY





### KEEPING WORKERS HEALTHY AND SAFE DURING THE PANDEMIC

In response to COVID-19, Qorvo developed an information hub to provide direction to management and workers during these unprecedented times. The purpose was to define and communicate the actions that Qorvo is taking to prevent the spread of COVID-19 within Qorvo while allowing for business operations to continue and to comply with all federal, state, and local requirements.

This information hub covers all Qorvo facilities worldwide and specifically addresses Qorvo's response to the COVID-19 pandemic. Information includes employee travel, visitor access, internal protective measures including social distancing and cleaning, confirmed case response, and elevated body temperature screening procedures for all Qorvo locations in response to the evolving COVID-19 global health risk.

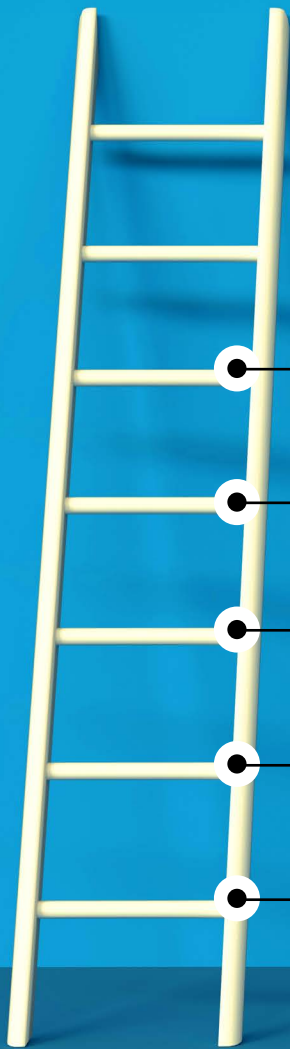
- 1. WEAR A MASK
- 2. WASH HANDS
- 3. SOCIAL DISTANCE
- 4. STAY HOME IF SICK
- 5. CLEAN SURFACES

### ADDITIONAL HEALTH & SAFETY MEASURES IMPLEMENTED BY QORVO INCLUDED:

-  Established COVID-19 response team and provided COVID-19 training for workers.
-  Conducted temperature screenings, enhanced cleaning measures, and social distancing at all locations.
-  Implemented a security health screen COVID-19 questionnaire for contractors and visitors.
-  Pivoted to a work from home model for those employees able to do so in response to COVID-19 health and safety guidelines. Additionally, those workers were provided with an allowance for ergonomics home office equipment, to ensure worker health and safety occurred in the office and while working at home.



Our people are at the core of what we do. Whether it's our internship program or our technical ladder, Qorvo recognizes that it succeeds through its employees.



**TECHNICAL LADDER:**

Qorvo has established a technical ladder creating a career track emphasizing technical development and achievement.

**The technical ladder provides technical engineering employees with:**

- Expanded career options
- Recognition and rewards for technical talent and achievement
- Development opportunities for high-potential employees
- Opportunities for increased scope or depth in their field of engineering
- Prospects for job rotation into additional engineering disciplines



**Creating a Pipeline for Talent:**

Currently enrolled undergraduates and graduate students in an accredited program with plans to return to school are eligible for Qorvo internships. Typical summer internships last 10-12 weeks. In FY21, our worldwide interns actively participated in collaborating, designing and developing Qorvo solutions for a wide variety of applications.

# OUR PEOPLE

## ENGAGEMENT & DEVELOPMENT



Qorvo University provides workers with an opportunity to increase their skillset. In FY21, over 300 courses were offered to employees that range from softskills to specific technical content to help them in their current role or prepare them for future roles.



All Qorvo employees are engaged in Voyage, a journey between employee and manager to identify and strengthen Qorvo productivity and set up workers for further success. Typical performance reviews focus on past performance. Voyage, however, helps foster the employee's future success.

# OUR PEOPLE

## ENGAGEMENT & DEVELOPMENT

### EMBRACING DIVERSITY. ENSURING INCLUSION.

When varied backgrounds, experiences and ideas converge, great things are bound to happen. We truly believe that each person brings unique perspectives that help expand our thoughts and broaden our reach. This is why we are committed to ensuring that at Qorvo everyone is equally championed, valued, included, and understood.

To deliver on our commitment, we have multiple measures in place. We focus on attracting and retaining employees with competitive compensation and benefit packages. We also use a combination of total rewards and other programs, including performance bonuses, stock awards, an employee stock purchase plan and numerous health and wellness benefits and programs.<sup>1</sup> We provide a safe and engaging work environment that has resulted in our worldwide turnover being significantly less than the high tech average. Qorvo monitors employee satisfaction through multiple channels, including but not limited to worker feedback, our open-door policy, and the Qorvo Employee Networks (known as QNet).

### QORVO EMPLOYEE QNET GROUPS:



Qorvo's Veterans Enablement & Troop Support (V.E.T.S.) group's mission is to recognize, connect, engage, and focus the energy and experience of Qorvo's Service members' community. Its goal is to promote the collective experience of all members to enhance professional career development, and work productivity. Qorvo's V.E.T.S.:

- Fosters a military/veteran-friendly environment at Qorvo
- Facilitates a network of Qorvo employees that share an interest in the military community
- Supports Qorvo employees that serve in the military and their family members during service member's deployment
- Facilitates the onboarding, coaching and mentoring of veterans at Qorvo
- Enhances recruitment of candidates with military experience



NextGen is a group of Qorvo influencers – coming together with diverse backgrounds, skills and mindsets. The aim: to cultivate an environment that inspires the next generation of employees. Qorvo's NextGen:

- Builds community and culture to make Qorvo an even more awesome place to work
- Promotes learning and networking
- Expands learning through discussion of ideas and topics
- Defines what Qorvo will be for employees moving forward



The Women in Tech (WIT) group aspires to foster a culture where women thrive through an inclusive forum that promotes career development and mutual growth for all involved. The members are STEM advocates to people from diverse backgrounds, both within Qorvo and via community outreach. Qorvo's WIT:

- Promotes career development and mutual growth and encourages women to pursue leadership roles and opportunities for greater influence and impact at Qorvo
- Welcomes all associates, technical and non-technical
- Works to understand the unique needs of women in a male-dominated environment
- Helps build communities where girls and women flourish



Qorvo's I:Q group is focused on fostering, both internally and externally, a corporate culture that is proactively inclusive and welcoming towards all people. Qorvo's I:Q:

- Creates a forum for an open dialogue and a willingness to learn about our similarities, differences, and shared experiences
- Nurtures the inclusiveness and diversity of our organization
- Unlocks new ideas and celebrates Qorvo's success as an employer of choice
- Engages with communities in which our employees work and live

<sup>1</sup> Learn more about our benefits here: [Life at Qorvo - Qorvo](#)



# OUR PLANET

Qorvo is committed to the continual improvement of our Environmental Management System (EMS). The system is designed to promote environmental stewardship, prevent pollution, and meet all applicable environmental requirements. Key performance objectives and targets will be set and reviewed to direct the efforts of the organization to reduce, reuse, recycle and preserve our natural resources.



## ENVIRONMENTAL REPORTING

Qorvo discloses its climate change and water security impacts through CDP, a global non-profit that runs the world's leading environmental disclosure platform. CDP drives companies and governments to reduce their greenhouse gas emissions, safeguard water resources and protect forests. Over 9,600 companies with more than 50% of global market capitalization disclosed environmental data through CDP in 2020.

# OUR PLANET



Achievement of Board objectives that focused on sustainability.



Notices of violations or spills at Qorvo manufacturing and assembly locations.



Million gallons of water saved through improvement projects.



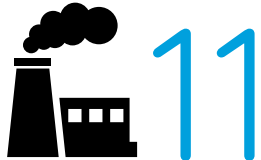
CDP reports provided to investors on water and climate change activities.



Total amount of waste materials that have been diverted to a continuous use process, avoiding disposal via our standard waste stream.



Qorvo locations ISO14001-certified.



Scope 1 and Scope 2 GHG emission reduction projects initiated within FY21.

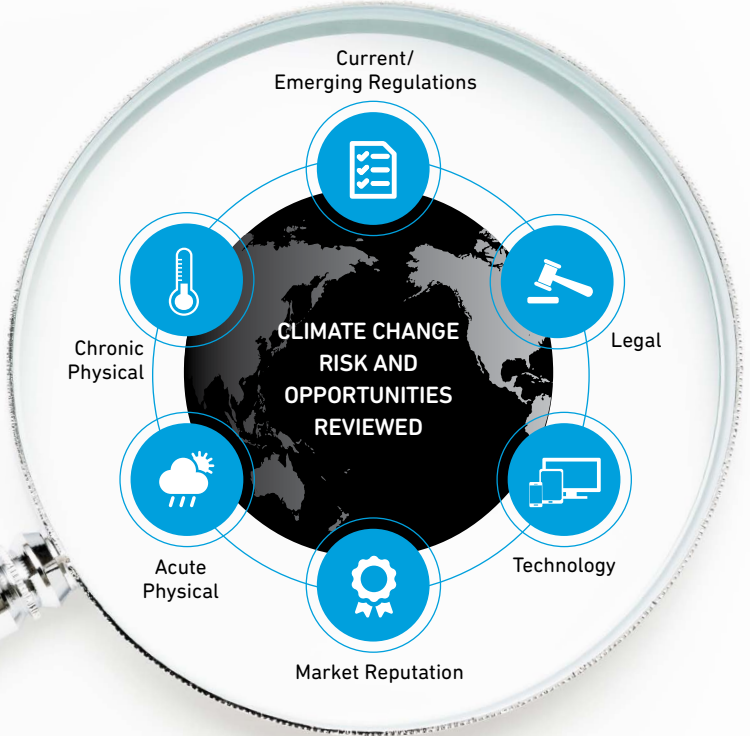


Monitoring of hazardous waste providers.



# OUR PLANET

## CLIMATE CHANGE & ENERGY MANAGEMENT



### GOVERNANCE

Oversight of Qorvo’s ESG program, including climate change, resides within the Governance and Nominating Committee. Climate related risks and opportunities are reviewed and taken into consideration when guiding overall business strategy, which includes budget allocation for large climate-related projects. At the leadership level, the VP of Global Operations is assigned environmental business objectives, with remuneration fixed to the achievement of such objectives. Day-to-day management of climate related risks reside within Corporate Site Services. EHS managers at Qorvo’s manufacturing and assembly locations are tasked with implementing, monitoring, and reporting on the progress of such objectives.

### STRATEGY

Climate change has the potential to impact Qorvo business through mostly physical (both acute and chronic) and regulatory risks (short-term and long-term effects). Our operations in warmer climates could see an increase in HVAC costs related to the change in temperature. Additionally, severe weather events such as flooding and drought could result in business interruption. From the regulatory side, an increase in local and/or national regulations may impact our manufacturing process and/or subject the company to penalties.



In FY21, we commenced research tools such as climate modeling and “what if” scenarios to better understand our climate risk. We anticipate more engagement with these tools in the future. Additionally, the Science-Based Target (SBT) tool was used to model a 1.5 and 2 degree emission reduction target to understand how a SBT impacts operations.



# OUR PLANET

## CLIMATE CHANGE & ENERGY MANAGEMENT

### RISK MANAGEMENT

Qorvo performs an annual Enterprise Risk Assessment (ERA), which is designed to capture global business risks and provide input to the strategic planning process. Time horizons for these risk assessments are short-term and medium-term and have impacted short-term and long-term strategy at the operational level. This process looks at impact (financial & business), including climate-related risks and opportunities, versus likelihood (probability of occurrence) along with company preparedness. When looking at risk, direct operations, upstream, and downstream operations are included in the value chain and integrated into a multi-disciplinary company-wide risk management process.

### METRICS AND TARGETS

Our near-term strategy is focused on process gas abatement projects to reduce our GHG footprint. Medium- to long-term strategies include renewable energy options to impact Scope 2 emissions. For FY21, 11.6% of supplied electricity was identified as renewable energy. We continue to research renewable energy options and partner with customers who require renewable energy for their products.

### GOAL | GHG EMISSIONS



# 5%

Complete GHG reduction projects equal to 5% of total FY20 GHG emissions.



### PROGRESS TOWARDS GOAL

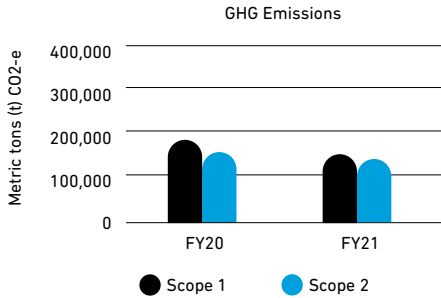
Achieved. 18.9k tons; 5.9% of FY20.

### TARGET & PERFORMANCE

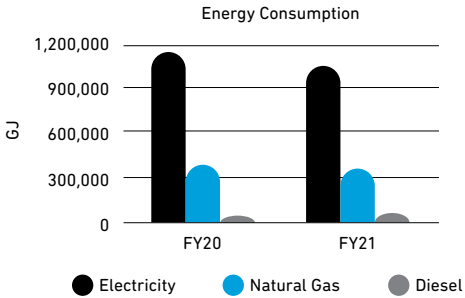
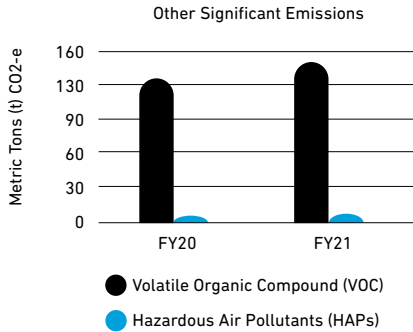
To achieve our internal reduction goals, 11 GHG-related projects were initiated across sites with three focused on Scope 1 reductions and eight focused on Scope 2 reductions. The results of the initiatives allowed Qorvo to surpass the FY21 goal of a 5% reduction.

# OUR PLANET

## CLIMATE CHANGE & ENERGY MANAGEMENT



Our total perfluorocarbon (PFC) contribution to our Scope 1 GHGs for FY21 was 65,366 mtCO<sub>2</sub>e.



Our FY21 diesel usage increased due to extreme weather events in Texas.

### TARGET & PERFORMANCE

In Hillsboro, Oregon, our GHG abatement project resulted in a 13,468 mt-CO<sub>2</sub>e reduction of Scope 1 emissions. In a similar project at our Richardson, Texas, location, we were able to reduce 23,007 mt-CO<sub>2</sub>e of Scope 1 emissions.

Additionally, manufacturing process improvements at our Greensboro, North Carolina, location resulted in a 3,967 mt-CO<sub>2</sub>e reduction of Scope 1 emissions. Qorvo’s Scope 2 projects were focused on process improvements and hardware upgrades across multiple locations.

**5%**

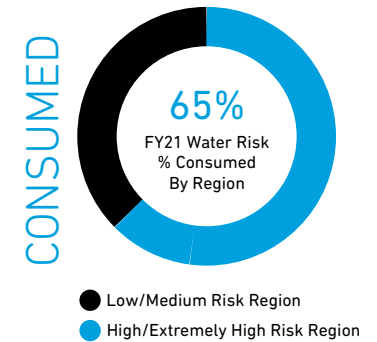
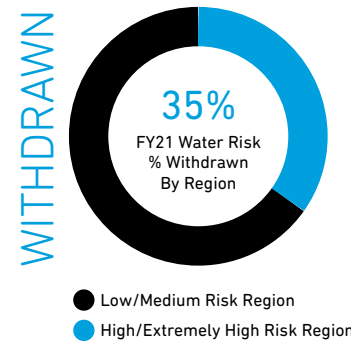
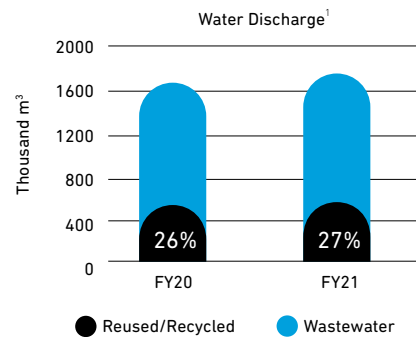
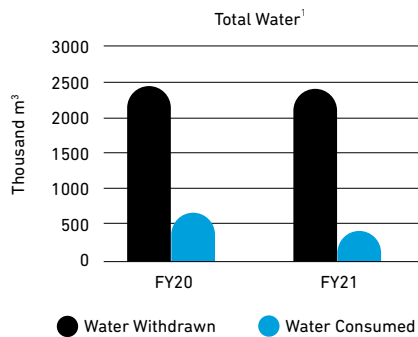
reduction in overall energy usage year over year.

In FY21 **77%**

of total energy was purchased grid electricity. However, we were able to reduce total grid electricity consumption by 5% year over year.

# OUR PLANET

## WATER CONSERVATION



<sup>1</sup>100% of Qorvo manufacturing and assembly locations monitor water consumption and discharge and provide reporting on a quarterly basis. Water consumed in operations was calculated by subtracting waste water and sanitary water from total water withdrawn. Our FY21 absolute water withdrawal increased 0.3% compared to FY20 due to our manufacturing growth.

Water is fundamental to semiconductor manufacturing. It is used at numerous steps in the manufacturing process, and therefore, sufficient available quantities of good quality freshwater and recycled water is vital to our business. Water risks are part of the company-wide annual risk assessment system and we consider water risk three to six years in the future. Tools utilized to complete the risk assessment include company methods, external consultants, and open-source databases such as the FEMA floodplain database and Aqueduct Country Ranking. No water-related risks have been identified as having a substantive financial or strategic impact on business; however, 25% of Qorvo's total manufacturing and assembly locations are in an area classified as "4" or extremely high risk for baseline water stress.<sup>2</sup>

### GOAL | WATER CONSERVATION

**2%** Complete water conservation projects equal to 2% of total FY20 water withdrawal.

**PROGRESS TOWARDS GOAL**  
Achieved. Water savings projects resulted in 3.7% (23.5 million gallons) of water saved.

#### TARGET & PERFORMANCE

To achieve Qorvo's water reduction goal, projects were initiated across multiple sites. Key projects included condensate recovery, pump upgrades as well as process improvements identified in our ultra-pure water manufacturing systems. Qorvo's total water conservation projects initiated in FY21 resulted in 23.5 million gallons of water saved.

<sup>2</sup>Aqueduct Country Ranking report defines "baseline water stress" as the ratio of total water withdrawals to available renewable water supplies. Water withdrawals include domestic, industrial, irrigation and livestock consumptive and non-consumptive uses. Available renewable water supplies include surface and groundwater supplies and considers the impact of upstream consumptive water users and large dams on downstream water availability. Higher values indicate more competition among users.





# OUR PLANET

## WASTE REDUCTION

Hazardous and non-hazardous waste is accumulated at our manufacturing locations. In our office environment, we encourage recycling and make the following available for our workers:

- Battery and light bulb disposal
- Plastic, glass, paper, cardboard, cans and bottles drop off locations
- Annual e-waste events (in conjunction with Earth Day)
- Coffee grounds as compost for workers to use at home

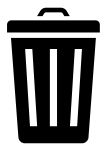
Reduction in consumption is also important. We encourage our employees to think before printing and suggest substitutions to single use paper products. Our Qorvo store offers employees Qorvo branded mugs and water bottles as an alternative to paper or styrofoam cups.

### TARGET & PERFORMANCE

When it comes to hazardous waste, Qorvo complies with all legal and regulatory frameworks in the countries of operation. As a company, we understand the risk associated with hazardous waste and are committed to:

- Minimizing the use of hazardous materials
- Ensuring the safe use of hazardous materials
- Ensuring the proper disposal of all hazardous waste. To date, Qorvo monitors 100% of hazardous waste vendors to ensure proper disposal of product

### GOAL | WASTE REDUCTION



# 3%

Complete waste reduction projects equal to 3% (250k pounds) of total FY20 waste.

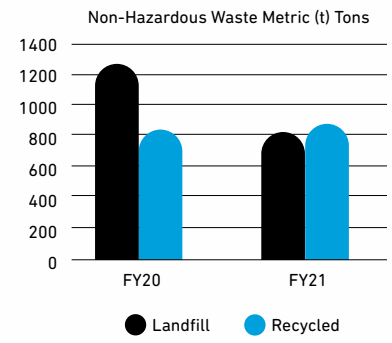
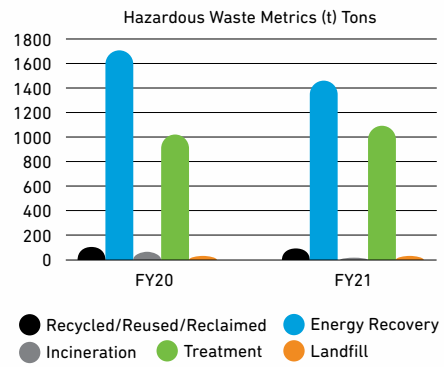
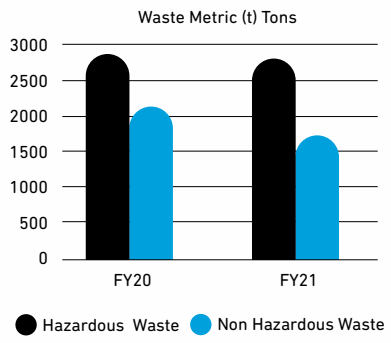
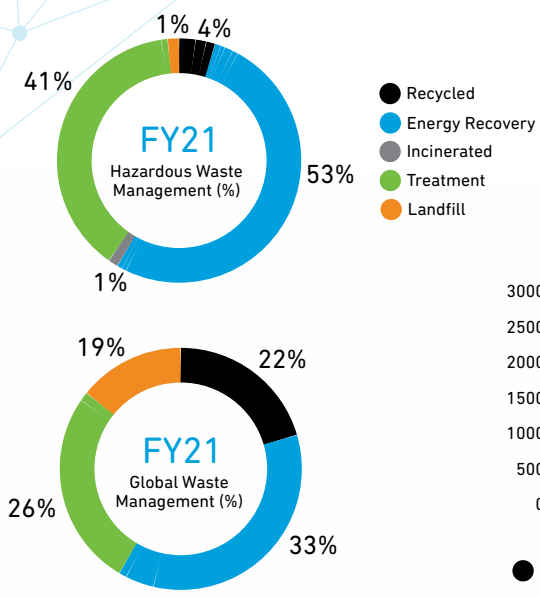


### PROGRESS TOWARDS GOAL

Achieved. 13% diverted through projects.

# OUR PLANET

## WASTE REDUCTION



Qorvo sites engaged in multiple waste reduction projects throughout the year. At our Hillsboro, Oregon, location we implemented a styrofoam recycling stream, which resulted in eliminating our styrofoam to landfill waste. Qorvo sent 780 cubic feet of styrofoam to a recycling vendor that creates renewal paths for end-of-life plastics. Our Richardson, Texas, site took on the challenge to find a company that could utilize the chemical properties of our used solvent materials; thereby excluding the solvent from a waste classification.<sup>1</sup> Qorvo was able to ship over 750,000 pounds of clean solvent for continuous use.

<sup>1</sup> To not be considered "hazardous," the EPA and Texas regulations stipulate that the solvent must be recycled and have beneficial reuse or continuous use.

**780 CU FT**

Qorvo sent 780 cubic feet of styrofoam to a recycling vendor that creates renewal paths for end-of-life plastics.



# OUR COMMUNITIES



Qorvo Cares is our commitment to cultivating good – goodwill, good connections and good fun – all to build strong communities among Qorvo employees and the world around us.

- **Community engagement** – Engaging with and giving back to the places we call home is the ultimate definition of good. The Qorvo Cares Community Engagement program provides our employees opportunities to get out in the neighborhood and spread kindness, generosity and support. The program focuses on three main areas: STEM education, good neighbor relations and environmental stewardship.
- **Employee events** – Innovation thrives at Qorvo, especially when we take a break for fun. From site picnics and holiday parties to wellness fairs and 5K run/walks, we celebrate healthy minds and strong bodies, all while building lasting connections.

To learn more visit [qorvo.com/about-us/our-communities](https://qorvo.com/about-us/our-communities).

# OUR COMMUNITIES

## COMMUNITY ENGAGEMENT



### HILLSBORO, OR

In FY21, Qorvo partnered with [@WithLoveOregon](#) to donate funds and new STEM books/toys for our local foster community. Our employees delivered 140 items to provide foster children with things necessary during these difficult times.



### GREENSBORO, NC

We are elated to contribute to [Chase's Chance](#) "Closing the Gap on Technology" program! The funding from this effort goes directly to purchasing electronics to help close gaps in education.



### RICHARDSON, TX

Qorvo is proud to continue our partnership with the [North Texas Food Bank](#) by holding a virtual and on-site food drive. Qorvo employees donated funds and 626 pounds worth of food.



### APOPKA, FL

Qorvo Apopka once again partnered with the local police department for [Shop with a Cop](#). This event gives \$100 to 100 financially challenged children in the Apopka area to shop for whatever they need.

The program is comprised of three main areas:

- STEM Education – Inspiring the next generation
- Good Neighbor Relations – Strengthening communities
- Environmental Stewardship – Helping shape a better future



# OUR COMMUNITIES

## COMMUNITY ENGAGEMENT

### PARTNERS IN FY21



# AWARDS & RECOGNITION



2020 IRISH TIMES DEAL OF THE YEAR AWARD  
September 2020



OPPO JOINT ACHIEVEMENT AWARD  
December 2020



2020 WORLD ELECTRONICS ACHIEVEMENT AWARDS TOP 10 BLDC MOTOR CONTROL CHIPSET, PAC5527  
November 2020



2020 VIVO QUALITY AWARD  
December 2020



2020 ELECFAN IOT INNOVATION AWARD  
December 2020



2020 WEA PRODUCT OF THE YEAR - QM28014  
December 2020



2020 ZTE BEST COMPREHENSIVE PERFORMANCE AWARD AND OUTSTANDING ACCOUNT MANAGEMENT AWARD  
December 2020



2021 SAMSUNG BEST QUALITY AWARD  
April 2021

# SASB INDEX

Qorvo has included SASB information according to the materiality outlined in the semiconductor standards. This is our first year reporting against SASB.

Topic	Code	Accounting Metric	FY21	FY20	Report Location
Greenhouse Gas Emission	TC-SC-110a.1	1) Gross global Scope 1 emissions metric tons (t) CO <sub>2</sub> -e.	150,472.98 (mtCO <sub>2</sub> e)	184,123.04 (mtCO <sub>2</sub> e)	<a href="#">Climate Change and Energy Management</a>
		2) Amount of total emissions from perfluorinated compounds metric tons (t) CO <sub>2</sub> -e.	65,366 (mtCO <sub>2</sub> e)	-	<a href="#">Climate Change and Energy Management</a>
	TC-SC-110a.2	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.	Our short-term strategy includes GHG abatement and process improvements. Our long-term strategy includes renewable energy for Scope 2. Please see our response in Climate Change and Energy Management.		<a href="#">Climate Change and Energy Management</a>
Energy Management in Manufacturing	TC-SC-130a.1	1) Total energy consumed Gigajoules (GJ).	1,419,392.31 GJ	1,487,184 GJ	<a href="#">Climate Change and Energy Management</a>
		(2) Percentage (%) grid electricity.	77%	77%	<a href="#">Climate Change and Energy Management</a>
		(3) Percentage (%) renewable.	11.6% of energy was renewable.	-	<a href="#">Climate Change and Energy Management</a>
Water Management	TC-SC-140a.1	(1) Total water withdrawn Thousand cubic meters (m <sup>3</sup> ).	2463.70 thousand cubic meters (m <sup>3</sup> )	2454.63 thousand cubic meters (m <sup>3</sup> )	<a href="#">Water Conservation</a>
		(2) Total water consumed Thousand cubic meters (m <sup>3</sup> ).	391.92 thousand cubic meters (m <sup>3</sup> )	596.67 thousand cubic meters (m <sup>3</sup> )	<a href="#">Water Conservation</a>
		Percentage (%) of total water withdrawn in regions with high or extremely high baseline water stress.	35%	29%	<a href="#">Water Conservation</a>
		Percentage (%) of total water consumed in regions with high or extremely high baseline water stress.	65%	35%	<a href="#">Water Conservation</a>
Waste Management	TC-SC-150a.1	Amount of hazardous waste from manufacturing metric tons (t).	2831.21 metric tons (t)	2971.32 metric tons (t)	<a href="#">Waste Reduction</a>
		Percentage (%) of hazardous waste from manufacturing that is recycled.	4%	4%	<a href="#">Waste Reduction</a>
		The entity shall disclose the legal or regulatory framework(s) used to define hazardous waste and recycled hazardous waste, and the amounts of waste defined in accordance with each applicable framework.	Qorvo complies with all hazardous waste legal and regulatory frameworks. This includes but is not limited to local and national laws where we operate our manufacturing and assembly locations (US, Costa Rica, Germany, and China).		<a href="#">Waste Reduction</a>

# SASB INDEX

Topic	Code	Accounting Metric	FY21	Report Location
Employee Health and Safety	TC-SC-1320a.1	Description of efforts to assess, monitor, and reduce exposure of employees to human health hazards.	Hierarchy of control is used within Qorvo when determining the best way to keep workers safe.	<b><u>Our People</u></b>
	TC-SC-1320a.2	Total amount of monetary losses as a result of legal proceedings associated with employee health and safety violations.	-	<b><u>SEC FILINGS   Qorvo, Inc.,</u></b> Item 3. Legal Proceedings
	-	The entity shall briefly describe the nature, context, and any corrective actions taken as a result of the monetary losses.	-	Information related to litigation and legal proceedings is disclosed in our 10-K Annual Report. Documentation is publicly available through our Investor Relations website on Qorvo.com.
Recruiting and Managing a Global & Skilled Workforce	TC-SC-330a	Percentage (%) of employees that are (1) foreign nationals and (2) located offshore.	Workforce by Region: Americas: 54% ; Asia: 41% ; Europe: 5%  2% of workforce are foreign nationals worldwide.  Description of potential risks of a global workforce can be found in our most recent 10-K.	<b><u>Our People</u></b>  <b><u>SEC FILINGS   Qorvo, Inc.,</u></b> Item 1: Business
Product Lifecycle Management	TC-SC-410a.1	Percentage (%) of products by revenue that contain IEC 62474 declarable substances.	Approximately 18% of products by revenue contain IEC 62474 declarable substances.	<b><u>Supply Chain</u></b>
	-	Processor energy efficient at a system level for: servers, desktops, and laptops.	Not applicable	-
Materials Sourcing	TC-SC-440a.1	Description of the management of risks associated with the use of critical materials.	Qorvo is committed to responsible mineral sourcing and strives to conduct activities that respect and support human rights throughout its global supply chain.  More information on our program can be found on www.Qorvo.com.	<b><u>Substances of Concern</u></b>  <b><u>Supply Chain</u></b> Specialized Disclosure Report
Intellectual Property Protection & Competitive Behavior	TC-SC-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations.	-	<b><u>SEC FILINGS   Qorvo, Inc.,</u></b> Item 3. Legal Proceedings  Information related to litigation and legal proceedings is disclosed in our 10-K Annual Report. Documentation is publicly available through our Investor Relations website on Qorvo.com.





[www.qorvo.com/go/csr](http://www.qorvo.com/go/csr)  
[corporate.responsibility@qorvo.com](mailto:corporate.responsibility@qorvo.com)

Please note that some of the photos used in this report were taken prior to the COVID-19 pandemic. During the pandemic, Qorvo followed strict guidelines to ensure the health and safety of our employees.

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