

We Are Qorvo[®]

FY23 SUSTAINABILITY REPORT



qorvo
all around you

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A Message from our CEO

In FY23, we continued our focus on our people, our partners and the planet, while supplying more efficient and better performing connectivity and power solutions to our customers around the globe.

Qorvo is well positioned to benefit from large global macro trends like connectivity, mobility, electrification and datafication. We are a technology leader, and we provide a broad base of customers best-in-class solutions that help to connect, protect and power the planet. As a measure of our broader role within the semiconductor industry and beyond, we were recognized by the Global Semiconductor Alliance (GSA) as the most respected public semiconductor company in our peer group in calendar year 2022.

As a Company dedicated to continuous improvement, we recognize it is important to build on our Environmental, Social and Governance (ESG) commitments that support the long-term sustainability of our business for our stakeholders.

The following report describes our global efforts to measure current ESG data across our facilities and includes, among other things, data from our environmental health and safety program, our focus on maintaining a socially responsible supply chain, and our ongoing efforts to foster a diverse culture where every voice is valued.

There are three things that I want to highlight from our report, the first being the paramount importance of the health and safety of our employees. We achieved our lowest recordable incident rate (0.18), which remained significantly below the industry average. While proud of this achievement, we remain dedicated to continuous improvement and instilling education and best practices across our global facilities so that each of our associates returns home safe at the end of each day.

Next, we recognize that our talent is the foundation of our organization. We are pleased that our intern and recent college graduate programs grew year over year, and we expect continued growth into FY24. Additionally, we believe that each person brings unique perspectives that help expand our thoughts and broaden our reach. I am pleased with our ongoing efforts to ensure a more inclusive workplace and that we enjoyed increased employee participation in our Qorvo Employee Networks.

Finally, we are all responsible for how our actions impact the environment, and at Qorvo, we are taking actionable steps to reduce our resource usage. As just one example, during the year, we completed the installation of a new wastewater treatment plant and continued to invest in renewable energy offerings and abatement projects. We will continue to look for opportunities to reduce waste, conserve water and decrease Greenhouse Gas (GHG) emissions.

In the following pages, we have included an overview of our efforts in these areas and some key achievements that highlight our commitment to continued progress.

**Thanks for taking the time to review our progress
in this year's Sustainability Report.**



Robert A. Bruggeworth
Chief Executive Officer



Company Overview

Qorvo engages in the development and commercialization of technologies and products for wireless, wired and power markets.



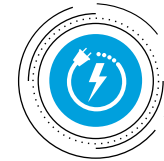
Automotive



Internet of Things (IoT)



Industry 4.0



Power Products



Mobile Products



8,500+
employees
worldwide

We employ 8,500+ 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).

Where We Operate

Manufacturing/
Test Operations

R&D/Sales Centers

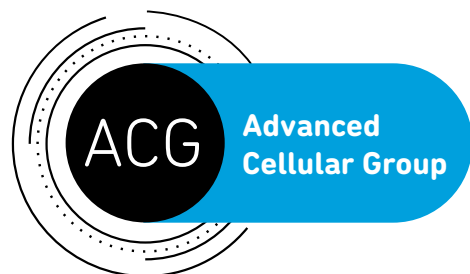
Sales Centers



1. Hillsboro, OR
2. Bend, OR
3. Plymouth, MN
4. Waseca, MN
5. Hiawatha, IA
6. Princeton, NJ
7. Chelmsford, MA
8. San Jose, CA
9. Torrance, CA
10. Newbury Park, CA
11. Chandler, AZ
12. Richardson, TX
13. Greensboro, NC
14. Apopka, FL
15. Fort Lauderdale, FL
16. Heredia, Costa Rica
17. Dublin, Ireland
18. Reading, United Kingdom
19. Paris, France
20. Toulouse, France
21. Nice/Sophia-Antipolis, France
22. Zele, Belgium
23. Utrecht, Netherlands
24. Norresundby, Denmark
25. Nuremberg, Germany
26. Munich, Germany
27. Barcelona, Spain
28. Helsinki, Finland
29. Bangalore, India
30. Seoul, South Korea
31. Dezhou, China
32. Beijing, China
33. Shanghai, China
34. Zhongshan, China
35. Shenzhen, China
36. Hong Kong, China
37. Osaka, Japan
38. Taipei, Taiwan
39. Zhubei City, Taiwan
40. Hanoi, Vietnam
41. Ipoh, Malaysia
42. Singapore
43. Biñan, Philippines

Organizational Changes

To accelerate growth and drive execution of our key strategies, Qorvo made several organizational changes to enhance focus on our end markets, customers and critical technologies. Our new business groups are Advanced Cellular (ACG), Connectivity and Sensors (CSG) and High Performance Analog (HPA).



Cellular RF Products for Smartphones, Tablets, Notebooks and Wearables

- **PADs, Integrated Modules**
UHB, MHB, LB, and Dual-Uplink integrated modules
- **Antenna Tuning, Multiplexing**
Antenna tuning solutions, antennaplexer and advanced multiplexed filter solutions
- **RF Power Management**
Envelope Tracking (ET) and advanced Average Power Tracking (APT) RF Power Management solutions



- **Connectivity Components**
Wi-Fi, V2X and cellular IoT components for mobile, automotive, enterprise and consumer gateways
- **Connectivity Systems**
Bluetooth® Low Energy (LE), Zigbee, Thread, Matter™ and Ultra-Wideband (UWB) systems solutions
- **Automotive Connectivity**
Discrete and system-on-chip (SoC) connectivity solutions
- **Sensors**
Force and other sensing solutions for touch and touchless HMI for consumer and automotive
- **Bio-Sensor**
Bio-sensors and related test systems and support



- **Power Device Solutions**
Silicon carbide (SiC) FETs, JFETs and diode power semiconductors
- **Power Management Solutions**
Battery management devices, DC/DC converters, intelligent motor controllers, PMICs, power loss protection devices
- **Defense & Aerospace**
Devices and solutions for comms, radar, EW and space
- **Base Station & Broadband**
Devices and integrated solutions for cellular and broadband networks

Corporate Responsibility at Qorvo



Qorvo's Corporate Social Responsibility program forms the basis of our ethical standards and is our guide and management policy for maintaining our status as a good, global corporate citizen. As a global corporation, Qorvo is accountable for our actions and policies that affect people, our local and extended communities and the environment.

Corporate Responsibility at Qorvo

ESG Oversight

Oversight related to ESG activities is at the Board level. Our Governance and Nominating Committee is responsible for reviewing, discussing with management, and periodically reporting to the Board regarding the Company's policies, initiatives and disclosures with respect to ESG matters.

Engagement from executive leadership through our ESG Steering Committee (the ESG Committee) is quarterly. The ESG Committee is comprised of the Senior Vice President and Chief Financial Officer, Senior Vice President and General Counsel and Secretary (ESG Committee Chair), Senior Vice President and Chief Human Resources Officer, Vice President of Marketing and Senior Vice President of Global Operations. Other members of the ESG Committee may be added from time to time, taking into consideration each person's expertise and relevant experience. The ESG Committee meets quarterly and reports to the Board and the Chief Executive Officer.

The ESG Committee duties include but are not limited to setting ESG priorities and objectives, recommending policies relating to ESG matters, assisting company personnel in implementing the ESG Committee recommendations, overseeing the Company's reporting and disclosure with respect to ESG matters, and supporting the Board's oversight of risks and opportunities relating to ESG matters. Similar to previous years, a portion of executive remuneration was tied to certain ESG objectives.

Our Sustainability Council was established in FY23 and includes key members from groups such as planning and logistics, Environmental Health and Safety (EHS), facilities, supply chain, technology, prototype and quality. Roles and responsibilities include issuing recommendations, selecting key metrics and prioritizing goals, overseeing resources and allocations, assisting with the development of sub-councils and supporting sustainable strategies at Qorvo.

Each manufacturing location has management responsible for executing key sustainability initiatives and providing reporting to the Sustainability Council and ESG Steering Committee. The implementation of ESG initiatives and day-to-day management of ESG-related risks and opportunities sit within the Company's responsible business units and administrative functions, as applicable.



FY23 ESG Priorities

Through engagement with our stakeholders, review of global reporting guidelines, understanding current trends in the semiconductor industry, and engaging in ongoing reviews of our business, Qorvo identified ESG topics that are material to the company.



Environmental

- GHG emissions
- Energy
- Water management
- Waste management



Social

- Employee health and safety
- Employee engagement, diversity, equity and inclusion
- Talent management
- Responsible sourcing



Governance

- Ethics
- Anti-corruption and anti-bribery
- Information security
- Intellectual property

Stakeholder Engagement

Qorvo engages with multiple stakeholders on topics that affect our company and the communities in which we operate. These stakeholders include customers, investors, external associations, employees, suppliers and local communities.



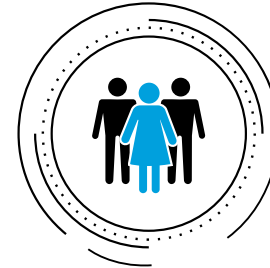
Customers

Customer Surveys,
Business Reviews,
Conference Participation



Investors

Investor Outreach
and Engagement



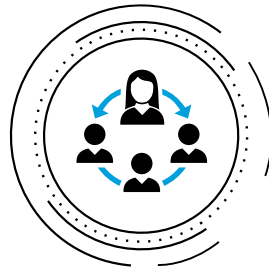
External Associations

Responsible Business Alliance (RBA) Member Meetings, Responsible Minerals Initiative (RMI) Member Meetings, SEMI Meetings and Conferences Semiconductor Industry Association (SIA)



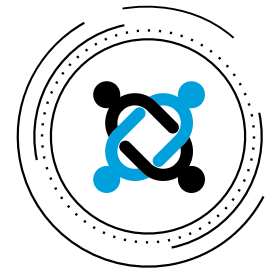
Employees

Employee Committees,
Surveys, Recognition,
Open Door Policy,
Performance Appraisals



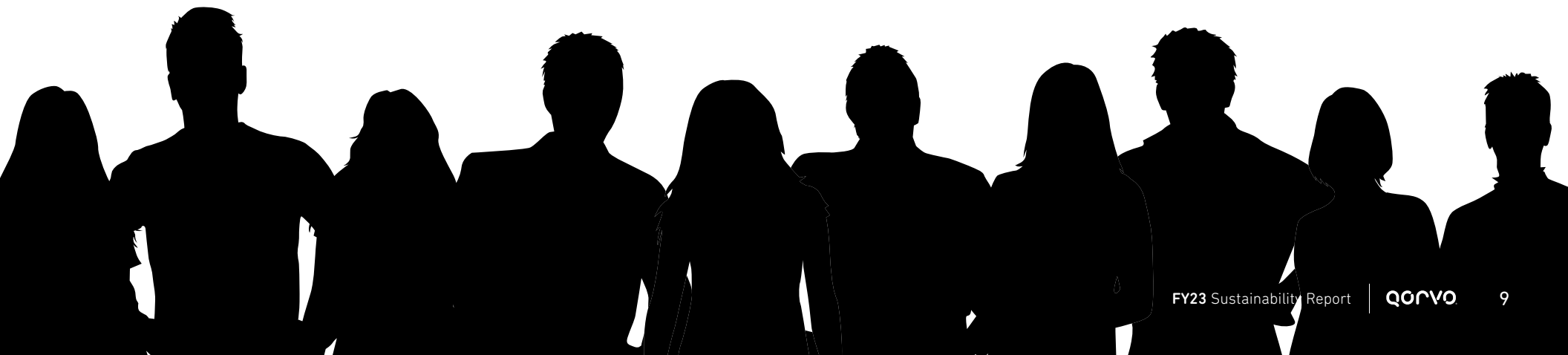
Suppliers

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



Local Communities


STEM Education,
Good Neighbor Relations,
Environmental
Stewardship



FY23 Highlights by the Numbers




GSA Qorvo receives 2022 GSA award



21% Increase in educational assistance investment




100% Code of conduct review and acknowledgment




38% GHG emission reduction from FY20

>100k icon" data-bbox="105 490 175 590"/>


>100k Global training completion hours




0.18 Recordable rate; five consecutive years below 0.25 target



60% Increase in patent awards for employees (from FY22)




52% Water reused in "extremely high" stress water regions



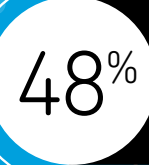
99% Response rate for conflict minerals survey



100% Strategic suppliers assessed against the RBA SAQ



22% Increase in internships



48% Reduction in hazardous waste from FY20

Product Sustainability

Qorvo offers products that enable the next generation of energy-efficient systems. We combine product and technology leadership, systems-level expertise and global manufacturing scale to quickly solve our customers' most complex technical challenges. Qorvo serves diverse high-growth segments of large global markets, including consumer electronics, smart home/IoT, automotive, electronic vehicles, battery-powered appliances, network infrastructure, healthcare and aerospace/defense.



In 2022, we were honored to receive the award for Most Respected Public Semiconductor Company in its category by the Global Semiconductor Alliance (GSA).



Automotive

Qorvo offers intelligent connectivity and power solutions to meet the challenging requirements of the automotive industry. We are helping to drive the transition to EVs with high-efficiency power circuits to reduce power loss and improve efficiency and reliability while charging.



Internet of Things (IoT)

Qorvo's portfolio of Matter certified, IEEE.802.15.4a/z based (UWB) and power management solutions enable a wide range of applications within a sustainable smart home. Eco-friendly products such as smart thermostats, smart lighting or home monitoring that emphasize lower power consumption and efficiency.



Industry 4.0

Qorvo's UWB technology provides centimeter accuracy distance location and high data communication while using minimal energy. When applied to Industrial IoT use cases, UWB helps reduce the environmental impact of manufacturing processes by increasing efficiency and reducing resource consumption.



Power Products

With intelligent power management and silicon carbide power products, Qorvo's power solutions bring new levels of minimized size and battery efficiency to charging, powering, and controlling industrial, commercial and consumer applications including end markets that focus on solar energy generation.



Mobile Products

Qorvo's highly integrated modules for cellular devices help increase power savings and efficiency for better battery life. Small-size solutions save space and reduce material consumption.

Product Sustainability

Qorvo is committed to reducing 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 meet legal and customer requirements. This includes vetting suppliers during the supplier selection process to identify those that meet our compliance requirements. We regularly monitor our suppliers to maintain compliance with our requirements. Monitoring may consist of annual risk assessments and/or third-party audits in addition to the review of composition data and third-party analytical test reports. To ensure compliance, we provide a scorecard to our strategic suppliers during their annual/semi-annual business reviews.

In addition to meeting the requirements of the EU RoHS Regulation, Qorvo bans the intentional use of numerous substances of concern in our products, including Brominated Flame Retardants (BFRs), PVC, Phthalates, Beryllium, Antimony and Arsenic (exempting semiconductor substrates and dopants).



In FY23, approximately 12% of Qorvo products sold (by revenue) contained IEC62474 declarable substances. Please visit our website for more information about our product compliance program, including a REACH policy statement.



Corporate Governance

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

We expect our employees to:

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

Our Board of Directors has adopted the Code as a guide to help individuals subject to the Code live up to the company’s high ethical standards. This Code establishes principles for a wide range of business settings, including but not limited to employment practices, confidentiality, doing business with government officials and political contributions.

Qorvo completes an annual Enterprise Risk Assessment (ERA) to identify material topics. Bribery, corruption and information security are some of the governance risks included in the assessment. We integrate feedback from the assessment to drive improvements in our overall compliance program. This includes periodically updating the Code.

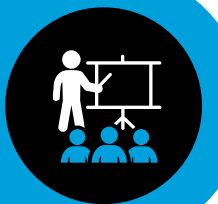


The Board of Directors

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 actively seeks 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 directors are gender, racially or ethnically diverse.

[BOD Committee Charters](#): [Audit Committee Charter](#) | [Compensation Committee Charter](#)
[Corporate Development Committee Charter](#) | [Governance and Nominating Committee Charter](#)

Corporate Governance



Code Training and Communication

All new employees, including part-time and temporary employees, complete Code training within the first 60 days of employment. After that, employees complete an annual review of the Code and acknowledge acceptance through our online system. It is the responsibility of managers to ensure their employees review and understand our policy. In FY23, 100% of Qorvo employees reviewed and acknowledged compliance with the Code.



Anti-Corruption & Anti-Bribery

Qorvo's policies on anti-corruption and anti-bribery can be found in the Code. Our basic policy is simple: individuals subject to the Code may not offer to pay or pay bribes to anyone, at any time, in any amount, for any reason. Further, such individuals may not authorize or knowingly or tacitly permit a third-party conducting business on Qorvo's behalf to offer to pay or pay bribes on Qorvo's behalf to anyone, at any time, in any amount, for any reason.

Our Gift and Entertainment guideline is provided to assist employees, independent contractors and other personnel and agents of Qorvo, in making the right decisions during interactions with any business associates in both the government and private sectors.

Qorvo completes regular risk assessments of our operations regarding anti-corruption and anti-bribery in partnership with internal audit. Results from internal assessments are provided to our Audit Committee on a periodic basis.

Violation of these guidelines may subject an employee to discipline, up to and including termination of employment. In all cases, if employees are unsure about the appropriateness of a gift, entertainment, travel or other matter covered by these guidelines, they are to seek assistance in interpreting the applicable requirements by contacting their manager, HR Business Partner or Qorvo's Compliance Officer.

Corporate Governance



Information Security

Each member of the Qorvo community is responsible for the security and protection of electronic information resources over which they have control. Qorvo has developed Information Security policies to assist the organization in protecting our information and systems. Our Information Security policies are designed to assist in compliance with relevant laws and regulations and to create a foundation for secure, consistent and reliable IT operations. They guide Qorvo's businesses

and IT partners to include information and security within our processes and programs. Cybersecurity risks are included in our annual enterprise risk assessment, and feedback from the ERA helps drive program improvements.

Qorvo plans and executes an audit program to test and improve its information security and compliance programs. This includes internal audit, external audit and other third-party experts who test key security controls. We conduct periodic technical assessments of the configuration of information systems to identify potential security weaknesses that may be targeted by malware and cyber criminals.

Qorvo subscribes to multiple continuous threat intelligence and security posture assessment services to provide ongoing visibility of potential cybersecurity threats to Qorvo and its business partners. Additionally, we regularly exercise incident response processes to ensure employee readiness to respond to a wide variety of incident scenarios, including ransomware, intellectual property theft, system outages and breaches of personal information. We align our information security program to ISO 27001/2, NIST 800-171 and NIST 800-53, which are nationally and internationally recognized best practices for cybersecurity.

Qorvo's Audit Committee receives regular reports from Qorvo's Chief Information Officer, on actions Qorvo is taking to enhance the protection of its IT networks and assets and to mitigate global cybersecurity risk.

Elements of our program include:

- ✓ Operational measures in place to monitor and respond to data breaches and cyber attacks
- ✓ Regular internal and external audits oriented toward all types of sensitive information, particularly IP
- ✓ Annual employee training
- ✓ Regular simulated phishing attacks
- ✓ Regular security awareness reminders

Employee Training

Among other training, employees receive security awareness training as part of the initial onboarding process and annually thereafter. This includes an understanding of security awareness to protect themselves and the organization to maintain security. A knowledge check is completed after training as part of internal monitoring. In addition, we have added table-top cybersecurity exercises and periodic "simulations" (test phishing e-mails) to Qorvo employees to ensure Qorvo staff remain diligent in identifying and reporting attempts to infiltrate Qorvo information systems through our employees.

Corporate Governance

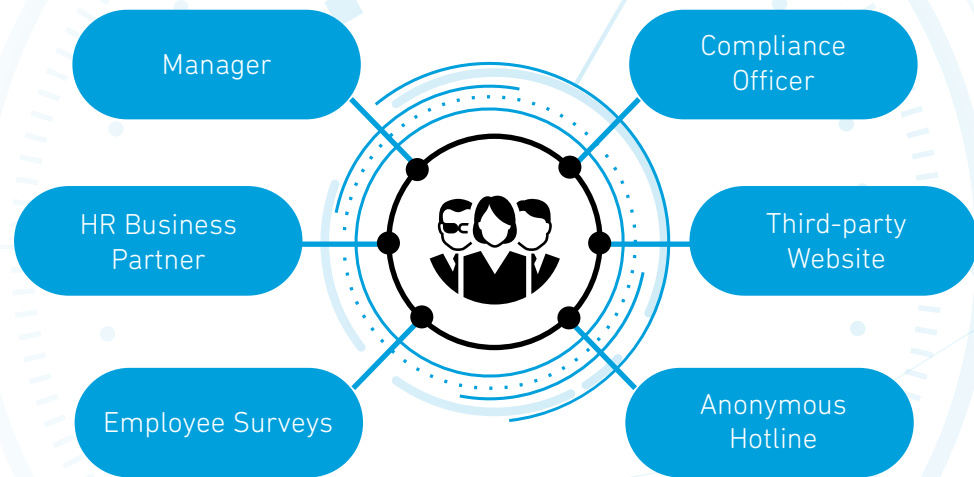


Reporting Concerns

Employees are encouraged to report any concerns regarding potential or actual Code violations. Employee communications, including our Code, are translated into multiple languages. Similar

information on reporting is available for employees through our intranet and website and can be accessed 24/7. Our managers are trained to ensure employees feel comfortable raising a concern and are free from retaliation. All matters are investigated with prompt and appropriate actions.

Employee Channels



Supply Chain

100%

of strategic suppliers assessed. No high-risk suppliers were identified.

0

Environmental priority findings¹

83%

Strategic supplier locations with ISO14001 certification

99%

Relevant suppliers provided a response to our conflict minerals survey request

¹Represents open findings at time of publishing.



Supply Chain



Responsible
Business
Alliance

Our Program

We hold our suppliers to our high standards and those required by our customers and the 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 Self-Assessment Questionnaire (SAQ), to conduct supply chain assessments and mitigate potential risks. Other RBA resources employed include the RBA Learning Academy, RBA data analytics and risk heat maps. We engage suppliers to develop effective corrective action plans to address any gaps and provide evidence of compliance.

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 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. Language is provided to suppliers through long-term agreements, and our supplier portal includes flow-down requirements for their supply chain.

Reporting Channels for Suppliers

Qorvo encourages our suppliers to report any potential or actual code violations through our third-party managed reporting channel. Alternatively, they may access the Responsible Minerals Assurance (RMAP) grievance system to submit complaints related to that program.



Supply Chain

Respecting Human Rights

We expect suppliers to protect human rights and comply with all relevant elements of the RBA Code of Conduct. Our suppliers are expected to flow down the requirements to their next tier as well as any onsite service providers they use. Like our suppliers, Qorvo completes risk assessments addressing human rights to better understand supply chain risk.

- ✓ RBA SAQ: Required annually for all Qorvo strategic suppliers and completed by all potential suppliers during the onboarding process.
- ✓ Slavery and Trafficking Risk Template (STRT), developed by the Social Responsibility Alliance (SRA): Completed annually at the request of customers.
- ✓ RBA Validated Audit Program (VAP): Used to verify strategic suppliers' level of compliance with the RBA Code.
- ✓ Internal assessment tool to evaluate the severity, likelihood and mitigation of potential risks



Recruitment Fees

As a company with a global supply chain, we source from countries where recruitment fees are common. While legal in certain countries, such practice is prohibited by RBA Code. To address this risk, we identify suppliers in high-risk areas and provide additional training on Code guidance. We also complete onsite audits to verify compliance with the Code and help develop effective management systems as part of the correction action process when necessary.



Labor Agents

We source from suppliers using labor agents to supplement their workforce. The use of labor agents increases risk, and we expect suppliers to actively monitor their supply chains and internal operations. This includes onsite service providers for security, canteen, cleaning, etc. In FY23, we continued to utilize RBA tools and trainings when engaging with our supply chain. By actively engaging in the RBA and its initiatives, RMI and Responsible Labor Initiative (RLI), we continue to build on best practices in the industry. We routinely monitor labor agent migration corridors to better understand critical risk, and we partner with suppliers in those regions proactively. We also monitor public reports such as the Trafficking in Persons report to monitor events in countries where we source.



Minerals

Although we do not purchase minerals directly from mining companies or smelters/refiners (SORs), minerals are used in our products. We actively engage 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 Due Diligence Guidance). Additional detail about our program and activities over the past year is available in the Form SD filed with the SEC.

Supply Chain

Human Rights - Supplier Accountability

Qorvo strives to safeguard human 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 and continuous rationalizing of our overall supply chain allows Qorvo appropriate oversight and leverage, where possible, for RBA code compliance. Verification of supplier performance is critical to our program, and Qorvo utilizes third-party audits to review and verify Code compliance. Our strategic suppliers are expected to complete third-party audits, which assess compliance against the following RBA Code elements:

Freely Chosen Employment

We prohibit forced, bonded or indentured labor practices, including human trafficking and harsh or inhumane treatment at our locations as well as our supplier locations. This includes not subjecting employees to an unreasonable restriction on freedom of movement. We prohibit charging fees to gain employment or retaining an employee's original identification documents. Additionally, we prohibit the use of child labor in any stage of manufacturing.

Working Hours and Rest Days

Qorvo carefully monitors working hours at its locations as well as our supplier locations. This includes onsite service providers for Qorvo. We communicate expectations that working hours are not to exceed the maximum set by law. Furthermore, a workweek should not exceed 60 hours per week, including overtime, except in emergency or unusual situations, with at least one day off every seven days. The same requirements extend to all suppliers.

Humane Treatment of Employees

We prohibit harsh or inhumane treatment including violence, gender-based violence, sexual harassment, sexual abuse, corporal punishment, mental or physical coercion, bullying, public shaming or verbal abuse of employees; nor is there to be the threat of any such treatment.

Freedom of Association

We comply with local laws and regulations regarding the rights of employees to form and join trade unions and works councils, to bargain collectively, to assemble peacefully and to refrain from such activities.

Health & Safety

We communicate health and safety expectations to our suppliers and assess strategic suppliers annually for risk. For those suppliers with less developed health and safety management systems, we provide training through RBA's online learning system.



Supply Chain



Responsible Sourcing of Minerals

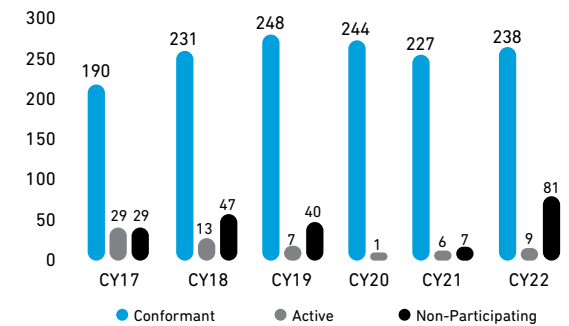
Qorvo is committed to responsible mineral sourcing and strives to conduct activities that respect and support human rights throughout its global supply chain. In support of this commitment, we expect suppliers providing Qorvo with components and materials containing “relevant minerals” to comply with the requirements outlined in our responsible minerals specification. For

the purposes of Qorvo’s responsible minerals 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.

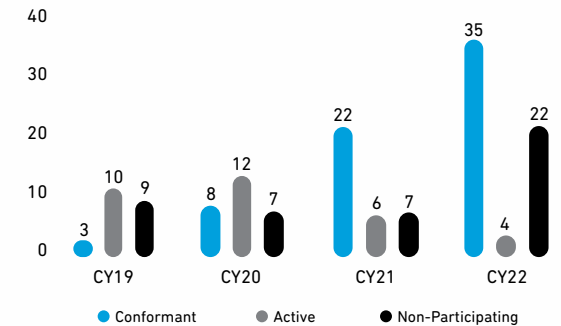
We have implemented a management system based on the 5-step framework of the [OECD Due Diligence Guidance](#), regularly map our supply chain for the use of 3TG and cobalt and annually report on our conflict minerals due diligence process by filing a [Conflict Minerals Report](#) (CMR) on Form SD with the US Securities and Exchange Commission (SEC).

As a member of the RMI and RBA, we actively collaborate with companies both downstream and upstream on tools and best practices to aid in the exercise of responsible minerals due diligence. Qorvo leads the RMI’s Smelter Data Management Team, which maintains the research data gathered and reported on mineral processing facilities. Furthermore, we actively participate in additional teams that determine if facilities are eligible for the [RMAP](#), encourage SORs to participate in the RMAP, manage the development of mineral reporting templates and develop best practices for supply chain due diligence. We also utilize resources, such as the Conflict Minerals Reporting Template (CMRT) and Extended Minerals Reporting Template (EMRT) to collect sourcing data from our suppliers and identify the relevant SORs used in our supply chain.

3TG Status by Reporting Year



Cobalt Status by Reporting Year



Supply Chain



Environmental Protection

Our environmental expectations are reflected in our contract language with [suppliers](#). We partner with our suppliers to help establish effective environmental management systems. We offer training and tools to assist our suppliers in developing best practices at their sites, including setting GHG emission reduction targets. If deficiencies are identified in a supplier's environmental management system, Qorvo engages with the supplier in corrective action planning and additional training to bolster supplier knowledge.

At the time of publishing, no strategic suppliers have priority environmental findings.



Supplier Inclusion

Qorvo provides opportunities to small business concerns as part of our material and service acquisition process. The term "small business concerns" includes small businesses, veteran-owned small businesses, service-disabled veteran-owned small businesses, HUBZone small businesses, small disadvantaged businesses and women-owned small businesses, as well as historically black colleges or universities or minority institutions and defined by the U.S. Small Business Administration. Goals and objectives are established on a contract-by-contract basis for government orders that require a Small Business Plan. More information can be found [here](#).



Our People

 **8,500+**

We employ 8,500+ people who are dedicated to delivering innovative technologies and products.

55% of our global workforce is located in the Americas

38% are located in APAC

7% are located in EMEA

In addition, our global workforce was 72% male and 28% female and 11% of our workforce in the United States was composed of Black or African American and Hispanic or Latino employees. 12% are represented by a Works Council/ Trade Union. Foreign nationals make up 2% of our population.



Our People

Human Rights

Qorvo is committed to complying with applicable laws and regulations and supporting ethical labor practices that do not infringe on human rights. We review internationally recognized frameworks, such as the International Labor Organization, United Nations Declaration of Human Rights, United Nations Global Compact to help shape our policies and procedures regarding ethical labor practices.

Our [Human Rights Policy](#) acts as our guide. Additional details can also be found in our Code of Conduct. Policies, procedures and monitoring efforts for our fiscal year are published in our annual [modern slavery statement](#). We review our compliance with human rights policies through annual risk assessments at all manufacturing locations and participate in third-party RBA audits.

100% of Qorvo manufacturing locations completed annual self-assessment questionnaires on topics including labor, health and safety, environment and ethics. No locations scored high risk in their assessment. Furthermore, our Texas location completed an RBA audit in FY23 and received a perfect score.

Embracing Diversity - Advocating For Inclusion

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

Diversity, equity and inclusion principles are threaded across the entire company and are included in all our training, activities, guidelines, processes and programs. So, no matter where one sits within Qorvo – from engineering, manufacturing and corporate management to human resources – they are equipped with the knowledge and capabilities to welcome and embrace diversity and advocate for inclusion.

Qorvo partnered with a third party to provide online diversity and inclusion training to all eligible managers and supervisors in FY23. We achieved our target of 100% completion rate set out in the beginning of the year.



Supporting Gender Equality

We are committed to promoting equality in pay by providing fair and equitable compensation to all our employees. We strive to create a culture of inclusivity where our employees are valued for their contributions and expertise. We monitor our pay practices through both internal and external reviews with our legal partners and believe them to be fair and equitable. As part of our commitment to promoting diversity, equity and inclusion, we prioritize pay equity within our organization. We believe that every employee deserves fair and equal compensation, regardless of their gender, race, ethnicity or any other characteristic.

We periodically conduct pay equity analyses to identify and address any disparities that may exist. We strive to create a workplace that fosters equality, empowers our employees to reach their full potential and encourages the strong performance and commitment necessary to be a high-performing organization. We are committed to continuing to monitor and improve our pay equity practices ensuring a more just and equitable workplace for all.

Our People

As a testimony of our commitment to nurturing an all-embracing workplace, we created [Qorvo Employee Networks](#) or “QNet Groups.” These executive-sponsored and employee-driven groups provide a chance for people to connect through shared interests and goals, and spur growth through professional and personal development. Since our first group, Women in Tech (WIT), was formed three years ago, Qorvo has added QNet Groups including the Veterans Enablement & Troop Support (V.E.T.S.), Next Generation (NextGen) and Inclusion at Qorvo (I:Q). Our Next Generation (NextGen) group alone has nearly 600 members.



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.



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 I:Q group is focused on fostering, both internally and externally, a corporate culture that is proactively inclusive and welcoming towards all people. Employees of all backgrounds, genders, races, ethnicities, sexual orientations, religions, gender identities/expressions and cultures are encouraged to join. Qorvo’s diverse culture is one of its strengths in attracting, developing and retaining our workforce.



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.



Our People



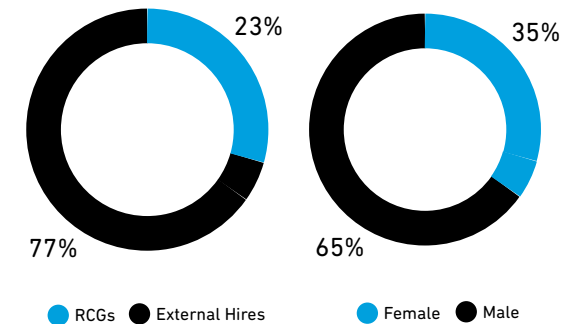
Early Career Programs

Internships are a vital and growing part of our work at Qorvo, and many former interns begin their careers here. We continue to invest in our [intern program](#) to grow the next generation of talent for our company and the semiconductor industry. In FY23, we offered both remote and hybrid internship opportunities to enable us to continue building this talent pipeline.

In FY23, we offered 22% more internships to students than in the previous year and converted 70% of eligible interns to Recent College Graduate (RCG) hires, which represents a 20% increase from FY22 in which our conversion rate was 50%. Our FY24 intern class will be our largest – 181, which is a 27% year-over-year increase.

We refined our University Relations (UR) strategy to identify target schools that best align with our diversity objectives, as well as our technology roadmaps. In the first year of implementing this strategy, 33% of our interns and 26% of our recent college graduates were hired from targeted schools. We plan to grow this representation through stronger engagement that includes involvement with underrepresented minority student groups (Society of Women Engineers, Society of Hispanic Professional Engineers, National Association of Black Engineers, etc.) to broaden our outreach and attract diverse talent. Finally, our UR engagement strategy includes sponsorship of capstone projects with a number of our university partners.

FY23 Indirect Labor Hiring

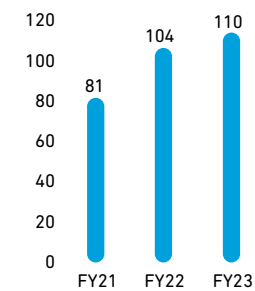


FY23 University Partnerships:

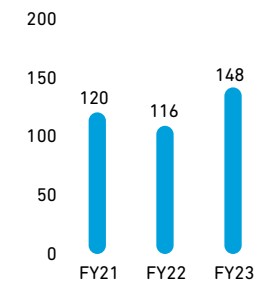
- UT Dallas
- UC Boulder
- Georgia Tech
- IT Averio
- ETH Zurich



Recent College Graduate (RCG) Hires



Interns



Our People

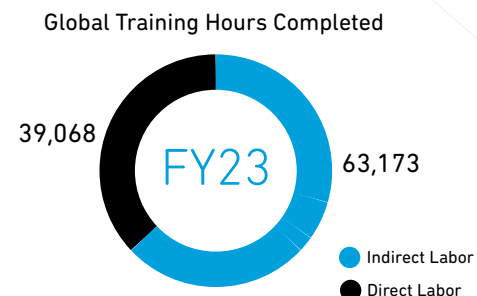
Training and Development

As part of Qorvo’s long-term strategy to develop our employee talent base, we delivered learning solutions in FY23 to provide employees with the training needed to continue to develop their skills and advance their careers. We now offer 500 online courses linked to our strategically aligned competency models for all employees. In addition, we increased our educational assistance investment by 21%, with the greatest increase for employees pursuing master’s degrees (65%).

+500
Available courses

21%
Increased education assistance investment

65%
Pursuing a master’s degree



Completions	FY22 Hours	FY23 Hours
Online Learning	96,104	94,049
Virtual Classroom Training	1,336	5,642
Instructor Led Training	3,229	2,550

VOYAGE

Performance Management

Qorvo employees participate in Voyage, a journey between employee and manager to identify and strengthen Qorvo productivity and set up employees for further success. Typical performance reviews focus on past performance. Voyage, however, helps foster the employee’s future success. Employees establish annual performance goals, enabling them to focus their attention on important work outcomes. These goals create alignment on priorities and plans to achieve the desired results. Additionally, employees can incorporate opportunities for competency development. Employees complete check-in meetings with their managers throughout the year. These meetings create opportunities for alignment between managers and employees and provide employees with feedback, coaching and assistance as they work to complete goals and objectives. We have found that these check-in meetings build stronger connections between managers and employees.

During Voyage and throughout the year, employees are encouraged to review their career development aspirations with their manager to determine potential growth opportunities. This includes internal mobility. Internal mobility is defined as an opportunity – regular or temporary – across business groups/locations or within the same business group/location. Such options offered include but are not limited to internal hires (filling regular, approved, posted job requisitions), promotions and/or developmental job assignments. Qorvo is committed to creating an environment where employees and managers embrace and support employee development through internal hiring and/or internal job movement.

Our People



Recognition

Over the last two years, we have seen a 60% increase in the number of employees recognized through our Core Award Program. Top categories for awards include customer experience, employee engagement, and product development. In addition to our Core Award Program, we also have a robust Patent Award program, which rewards inventors and encourages the development of new Intellectual Property (IP). In FY23, we saw a 60% increase in the number of patent awards issued to our employees compared to FY22. Of those who received a patent award, over half received more than one award.



Qorvo Life+ Program

Our health and well-being programs focus on four pillars of health - physical, mental, financial and community - emphasizing preventive care. Providing employees with innovative plans and programs allows them to take ownership of their health to achieve optimal well-being and a high-performing workplace.

The goal of Qorvo's Life+ program is to provide programs and resources to help employees get and stay healthy. In FY23, Qorvo enlisted a wellness advocate to develop and execute a number of wellness exercises and trainings. Employees were able to choose from in-person and online courses such as ergonomics and proper posture, developing emotional intelligence, supporting mental health in the workplace, reading and understanding food labels and cancer screening/preventive care (presented by physicians).



Our People

Qorvo Life+ Program

Throughout the year, we offered health incentives to our employees through company-wide competitions promoting a healthy lifestyle. Many of our sessions were recorded and available for our workforce to access on-demand. 62% of our US workforce took advantage of at least one wellness offering in the plan year.

Employees also receive access to the Employee Assistance Program (EAP). The EAP is designed to assist individuals in leading a happier and more productive life both in the office and at home. Licensed professional counselors are available 24/7 by phone, online, live chat, email and text.

As an employer-paid benefit, Qorvo employees and members of their households have 24/7 access to the EAP, including the following topics:

Stress, depression, anxiety | Job stress, work conflicts | Anger, grief and loss
Relationship issues, divorce | Family and parenting problems

To raise awareness of mental health issues around the world and to mobilize efforts in support of mental health, Qorvo organized multiple activities for employees during World Mental Health Day (October 10). Activities included stress reduction, color calming meditation and prize bundles to support our team's mental health.

We offer our employees



Site
Wellness
Committees



Onsite Gyms
& Gym
Discounts



Virtual
and Onsite
Wellness Fair



Weight
Loss
Program



Smoking
Cessation
Program



Several Chronic
Conditions
Programs

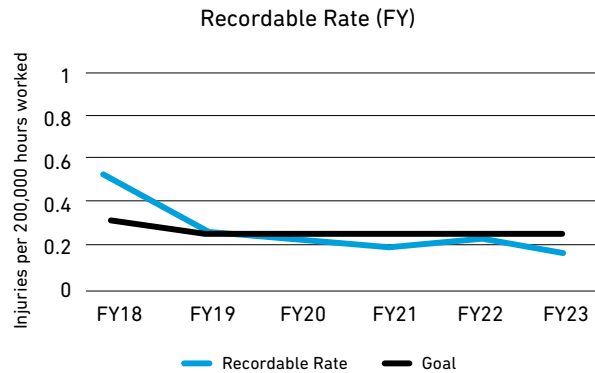


We make a better world possible.

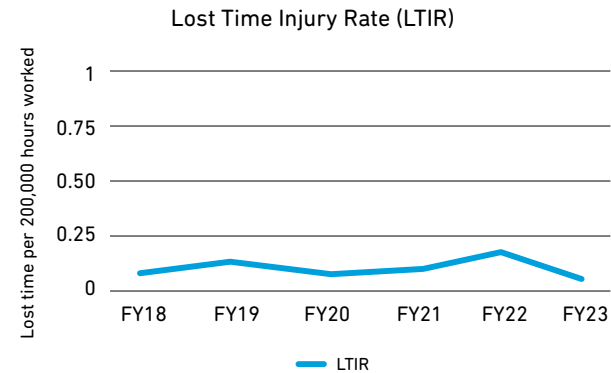
Our People

Health & Safety

As employees, we are responsible for our own safety on the job. We are responsible not only for ourselves but for our co-workers in the workplace.



Qorvo establishes a recordable rate goal lower than industry average. US BLS (2021) for NAICS Code 334413, total recordable cases for semiconductor and other electronic component manufacturing was 0.8. <https://www.bls.gov/iif/>



US BLS (2021) for NAICS Code 334413 for cases with days away from work was 0.2 for semiconductor and related device manufacturing.

Management Systems

In addition to national, regional and local laws and regulations, Qorvo uses the SEMI Safety Guidelines (S Series), NFPA codes, ANSI Standards and factory mutual technical sheets as operating guidelines for semiconductor manufacturing safety.

All manufacturing locations have developed systems to ensure health and safety are properly addressed. Our China locations are [ISO45001](#) certified, a standard for Occupational Health and Safety (OH&S). Other Qorvo locations have management systems developed in alignment with external standards as well as RBA Code requirements.



Our People

Employee Safety

A hierarchy of control is used within Qorvo when determining the best way to keep employees safe. This process focuses on elimination, followed by substitution, engineering controls, administrative controls, and lastly, personal protective equipment (PPE). The optimal solution when dealing with a risk is to eliminate the hazard. However, that is not always possible in some of our production processes.

Qorvo's EHS team completes Job Hazard Assessment (JHA) at all manufacturing locations. The purpose of the JHA program is to ensure that all tasks on the identified toolsets and facilities are reviewed and the hazards are proactively assessed, and risk is minimized to acceptable levels with the appropriate PPE in place. Risk assessments are completed before the installation of any new machinery and prior to the introduction of any new chemical processes. Furthermore, employees receive training on minimizing any risks that cannot be eliminated.

Nanomaterials

Nanomaterials can be of concern for the semiconductor industry. We have assessed our manufacturing process for the risk of nanomaterials, and continue to monitor both our manufacturing processes as well as new research to ensure we stay up to date on the latest knowledge from scientists on current or new chemicals that could be used in the future.

Addressing Risk

Hazardous materials such as corrosive liquids or solvents are used in the manufacturing process of our products. Risks related to these materials can include impacts on the health of our employees. Qorvo takes steps to protect our employees first through hazard elimination. For risk that cannot be eliminated, we provide protection through engineering controls such as physical isolation or ventilation. Where engineering controls do not provide for full protection, we ensure administrative controls and PPE are effective in meeting the health and safety of employees. Hazard identification and control is based on our Qorvo defined JHA process, which reviews all known hazards and employee tasks (operations and maintenance), along with industrial hygiene or other exposure assessments. By following the hierarchy of controls, Qorvo ensures the safety and well-being of our teams.

- ✓ Our respirator use training programs are established to protect employees from potentially hazardous atmospheric risks where engineering controls cannot eliminate exposure. Such programs establish procedures for selection, maintenance, fitting, and training in the use of respiratory protection devices.
- ✓ EHS and factory management teams ensure employees comply with all requirements for the use of a respirator including medical clearance, fit testing and training. Types of respirators used onsite include Air-Purifying Respirators (APR), Breathing Air System (BAS), and Self-Contained Breathing Apparatus (SCBA) and meet the requirements established by the National Institute for Occupational & Safety & Health (NIOSH).
- ✓ It is the responsibility of contractors working at Qorvo to ensure compliance with the Qorvo Respiratory Protection Program (including medical clearance, fit testing, and training).



Our Costa Rica team celebrated 1,000 days accident free.

Our People

Training & Communication

Our health and safety program was developed to improve the onsite training and protection of our employees and is overseen by our health and safety team. In addition to new employee orientation, each manufacturing site is tasked with developing and maintaining a training matrix for all employees at their location. These training programs are monitored monthly for employee completion and reviewed annually for accuracy and regulatory compliance. Trainings are assigned based on job responsibilities and are completed through online learning and in-person training. Prior to transferring to a new position, an employee must complete the necessary training. More than 30 modules are available for employees depending on their job-specific duties.

Over 57,000 training hours were completed on health and safety-related topics, which range from general safety training to specialized tool trainings. General trainings include topics like ergonomics. The purpose of this course is to provide ergonomics awareness training for employees and teach them what to do if they experience work-related ergonomic discomfort, and how to reduce (or even eliminate) exposure to ergonomic hazards in work areas. We openly solicit employee feedback on our health and safety program through suggestion boxes, meetings, newsletters and site safety committees.

Contractors working on site are required to comply with our health and safety policies as listed in our contract language and complete safety training prior to commencing work. Safety training for provided to contractors includes corporate expectations as well as site specific information. Verification of supplier training is tracked and includes a knowledge check.

Safety Training at Qorvo Includes

- ✓ Annual safety management training
- ✓ Orientation safety
- ✓ Emergency Response Team (ERT) and Medical Response Training (MRT)
- ✓ Specialized trainings such as chemical safety, Lock Out Tag Out (LOTO), construction supplier training and mini fire station training

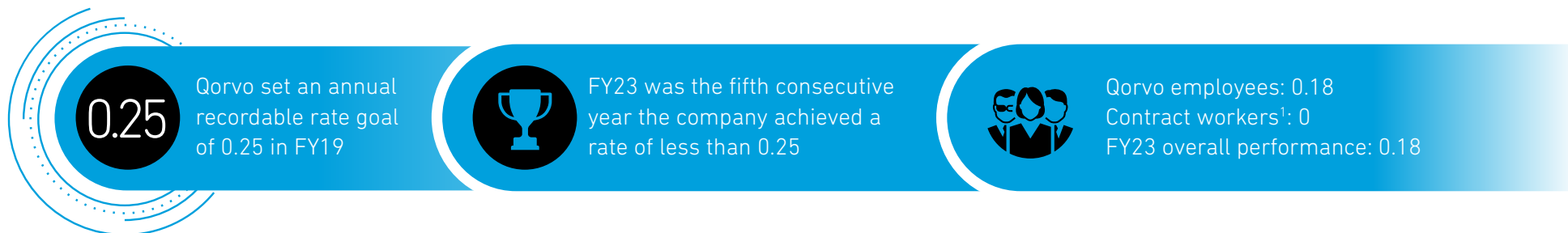


Our People

Fostering a Culture of Safety

Site-specific health and safety teams are critical in fostering a positive safety culture. Team members encourage employees to utilize our online near miss and hazard reporting system, a system critical to prevent employee injury. For FY23, 1,020 total safety net entries were received and resolved through our reporting system. In order to understand and prevent occurrences in the future, Qorvo management teams are responsible for reviewing and facilitating the resolution of all reports received through the system.

Qorvo's health and safety target of 0.25 was established in FY19 and focuses on annual recordable rate well below industry standard. FY23 was the fifth consecutive year the company achieved a rate of less than our recordable rate of 0.18 is below the US BLS (2021) rate of 0.8 for semiconductors (NAICS 334413).



Emergency Preparedness

Qorvo's risks assessment takes into consideration possible natural and/or human-made emergencies that could impact our sites. Corporate and site-specific management teams are tasked with developing and implementing appropriate EAPs based on the risks identified in these assessments. EAPs address emergencies that could occur in the workplace and include, as examples: procedures for reporting a fire or another emergency and procedures for emergency evacuation, including the type of evacuation and exit route assignments. Along with EAPs, each manufacturing location that uses Hazardous Production Materials (HPM) has an established ERT, who completes annual response training. All employees receive emergency response training and have participated in semi-annual drills.

Hierarchy of Priorities During an Emergency Event



¹We define contract workers as those workers who are managed by temporary agency workers.

Our Planet

100%

Achievement of Board objectives that focused on sustainability

38%

Reduction in GHG emissions over base year

2

Qorvo locations ISO50001-certified

0

Notices of violations or spills at Qorvo manufacturing and assembly locations

Qorvo is committed to continually improving 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 are set and reviewed to direct the efforts of the organization to reduce, reuse, recycle and preserve our natural resources. In FY22, Qorvo received corporate-wide ISO14001: 2015 certification ([download](#)).

Our Planet

Understanding our business impact on the environment begins at the design stage of our products and continues through the final disposition. This is referred to as a “lifecycle assessment” and is built into our ISO14001: 2015 program.

Lifecycle assessments are completed by our EHS team to understand our aspect and impact on the following categories:

- Design and procurement
- Production, transport, delivery and use
- Final disposition

Qorvo defines “impact” as any change to the environment, adverse or beneficial, resulting from an organization’s environmental aspects.

In FY23, an analysis was completed to identify the environmental areas of highest concerns considering the needs and expectations of interested parties. The output identified air quality, water quality, climate change and land use as the greatest concerns of the interested parties. Where possible, we exercise control and influence to lessen our impact on the environment. These identified areas of significant control include purchasing, manufacturing and distribution.

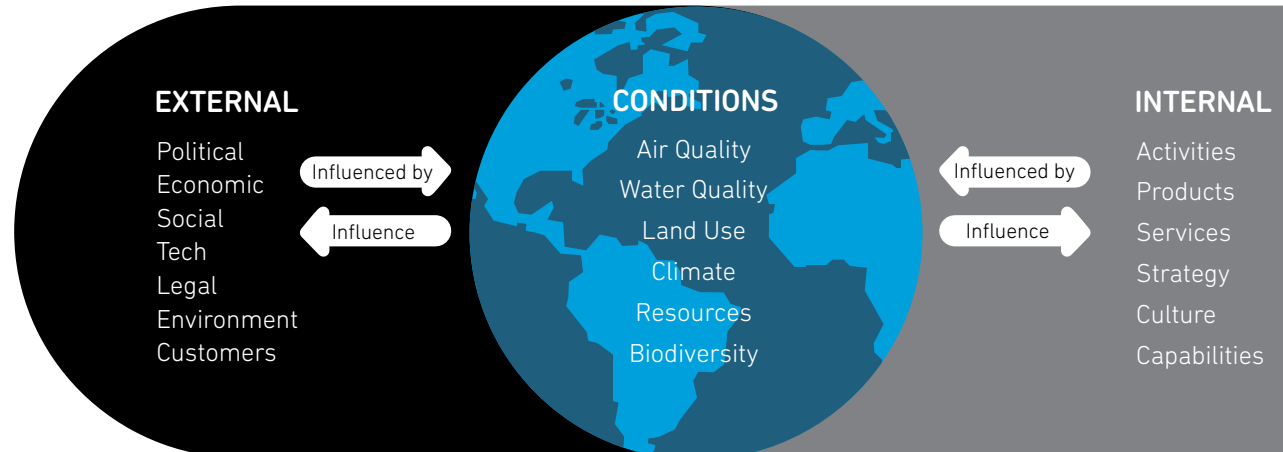
We identified multiple themes for risks and opportunities across our US and Costa Rica sites that reduced our environmental impact and were addressed this year. Additional risks and opportunities were identified for FY24 and are currently in planning stages to execute.

Physical changes to Qorvo locations can also impact the environment. For example, in FY23, our China location underwent construction to build a wastewater treatment plant. We partnered closely with contractors to follow required environmental policies and procedures.

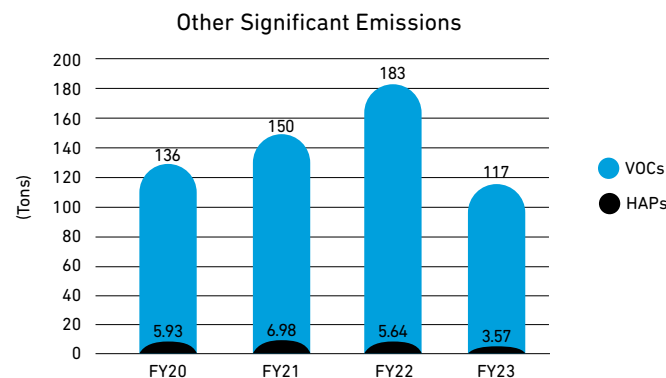
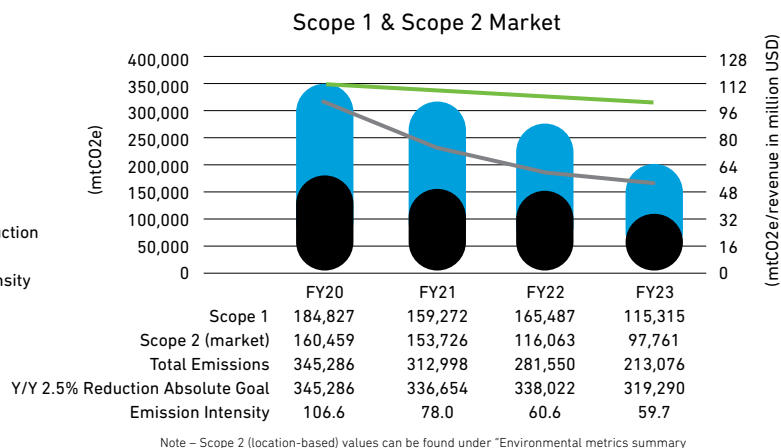
Interested parties

- ✓ Senior leaders and managers
- ✓ Trade associations
- ✓ Employees
- ✓ Family members
- ✓ Contractors
- ✓ Government/regulators
- ✓ Community
- ✓ Shareholders
- ✓ Customers
- ✓ Suppliers
- ✓ Registrars and certification bodies
- ✓ Insurers, brokers and underwriters

Context of the Organization



Our Planet



Climate Change and Energy

Qorvo performs an annual ERA designed to capture global business risks and provide input to the strategic planning process. Time horizons for these risk assessments are short-term (0-3 years) and medium-term (3-10 years) and have informed short-term and long-term (10-20 years) strategy at the operational level. This assessment looks at impact (financial and business), including climate-related risks and opportunities, versus likelihood (probability of occurrence) along with company preparedness. When looking at risk, direct, upstream and downstream operations are included in the value chain and integrated into a multi-disciplinary company-wide risk management process.

We address asset-related risk through a business continuity plan. Our plan addresses site-specific physical climate risks, such as flooding. We carry commercial property damage and business interruption insurance against various risks - with limits we deem adequate - for reimbursement for damage to our fixed assets and the resulting disruption of our operations.

Additional risks are addressed at the corporate level, where our short-term strategy remains focused on operational initiatives, such as process gas abatement projects. Such short-term projects are prioritized based on impact. Our medium-to-long-term strategy continues to include renewable energy options, process improvements, infrastructure redesign, and replacement of aging equipment. Such projects are intended to reduce Scope 2 emissions.

We offer EV charging stations for our employees at select Qorvo locations and plan to add even more stations across our US sites in FY24. EV stations will help support the reduction in Scope 3 emissions for employee commuting.



Our Planet

Climate Change and Energy

We participate in organizations like RBA to drive industry-wide improvements on GHG targets and disclosure. This includes engaging with our supply chain to align with RBA Code requirements on emission reduction targets and natural resource conservation. Furthermore, Qorvo voluntarily participates in [CDP](#) reporting for climate change.

Each manufacturing location is responsible for keeping an inventory of greenhouse gas emissions and providing accurate reporting on emissions following the EPA standard and any state regulations. Scope 1 and Scope 2 emissions at our manufacturing locations are tracked and reported internally on a quarterly basis and performance against target is reviewed annually. An update to our program included compliance with Oregon’s new regulation on third-party verification of GHG emissions. Our Hillsboro location completed verification in May of 2023 and is one of three to have completed third-party verification. We are in the process of verifying GHG emissions across all Qorvo locations.

Emission Reduction Target

Using FY20 as our baseline, Qorvo’s FY23 target was a 2.5% yearly CO2e reduction (7.5% reduction from our baseline FY20), measured in absolute numbers. Reduction in production volumes along with multiple GHG emissions reduction initiatives contributed to a 38% reduction from FY20. Our FY24 goal will follow FY23 with a 2.5% yearly CO2e reduction using FY20 as baseline (10% reduction from baseline FY20).

Examples of FY23 GHG Reduction Projects

Project Type	Impact on Emissions
C2F6 abatement	Scope 1
Tooling upgrades	Scope 1
Lighting projects	Scope 2
Purchase of renewable energy	Scope 2
Chiller replacements	Scope 2
Heat recovery tool	Scope 2
Sintering furnace substrate production	Scope 2
EV charging stations	Scope 3
Freight transportation changes	Scope 3

2.5% Yearly CO2e reduction target, measured in absolute numbers from base year (FY20)

Our Planet

Addressing Scope 3 Emissions

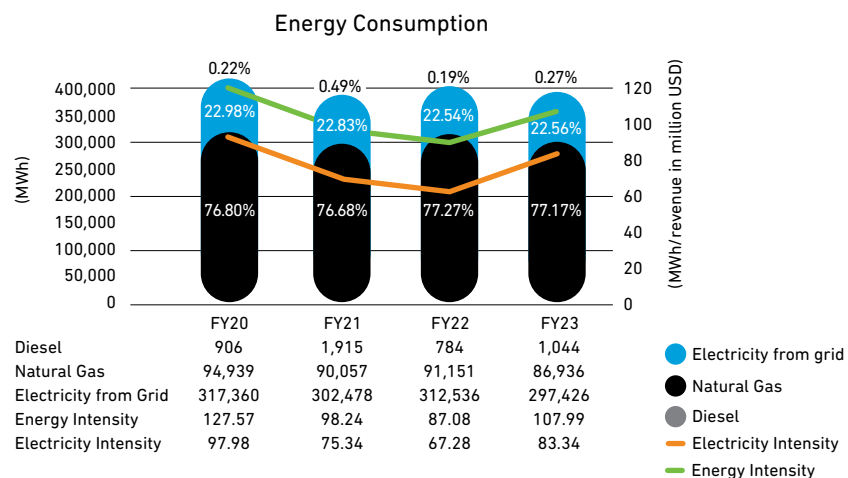
In FY23, we completed multiple initiatives that impacted Scope 3 emissions. Thirty-four transportation-related initiatives were completed, resulting in a savings over 200 mtCO₂e. We also partner with our suppliers to look for opportunities to change sourcing locations to impact cost, time and shipping distance.

With over 8,500 employees worldwide, we continue to look for options to support emissions reduction related to employee commuting. EV charging stations are installed at multiple Qorvo US locations and we plan to add even more stations across our US sites in FY24. Our employees in Costa Rica and China utilize shuttle buses to commute to/from the office in lieu of driving personal vehicles. Recently, the shuttle buses used by employees in some locations have changed to electric.

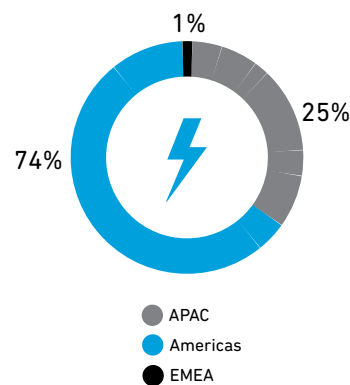
Our annual review of our corporate EMS identified additional opportunities for GHG emission reduction in FY24. However, all sites continue to monitor GHG emissions and investigate/implement opportunities for reductions through reduced consumption, process conversions/ alternative substitutes and abatement options.



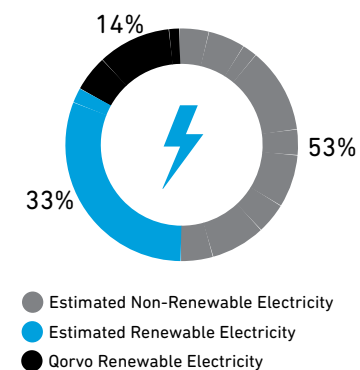
Our Planet



FY23 Electricity by Region (%)



FY23 Qorvo Electricity Source



Energy Consumption and Energy Efficiency

We focus on the energy efficiency of our tools. This includes at the procurement stage as well as during the actual production. When procuring new tools for Qorvo, we consider energy efficiency and water consumption during selection. As we replace aging process equipment, we replace not only with more energy-efficient tools but also move our process gases to those with lower Global Warming Potentials, such as NF3 in CVD chamber cleans.

During production, we utilize a Manufacturing Execution System (MES) to effectively manage our work in progress. Users operating a MES can reserve a tool, schedule material around down tools and arrange routine tool maintenance. All actions are intended to maximize energy efficiency.

Our Nuremberg, Germany, location is one of two sites with ISO50001 certification. In FY23, multiple energy conservation projects were identified at Qorvo. These projects included a heat-recovery intended to transformation of energy consumption into heat and drive down natural gas usage at the site while saving cost.

Electricity mix at the grid reference:

United States, US EPA eGRID [database](#) | Germany, Destatis Statistisches Bundesamt [database](#) | China, National Bureau of Statistics of China [database](#) | Costa Rica, IEA country specific [database](#)

Our Planet

Low Carbon Transition

We operate in states that have set renewable energy goals and therefore allow our facilities to use more renewable energy in our electricity mix. We also look to purchase renewable energy certificates (recs) when possible. Estimated renewable electricity considers sources of energy, including nuclear, solar, wind, geothermal, biomass and hydropower. Estimated renewable and non-renewable electricity is based on the fuel mix used to generate electricity at the grid.

In FY23, 47% of energy consumed was derived from renewable energy sources, with approximately 14% as purchased Recs. In the future, we will continue to look for opportunities to increase our renewable energy as part of our long-term low-carbon transition plan.



Our Beijing and Dezhou locations in China focus on Total Continuous Process Improvement and Innovation (TCPII). Annual continuous improvement projects result in waste reduction and energy savings. An FY23 project included improvement in the CDA system to reduce factory compressed air leakage.

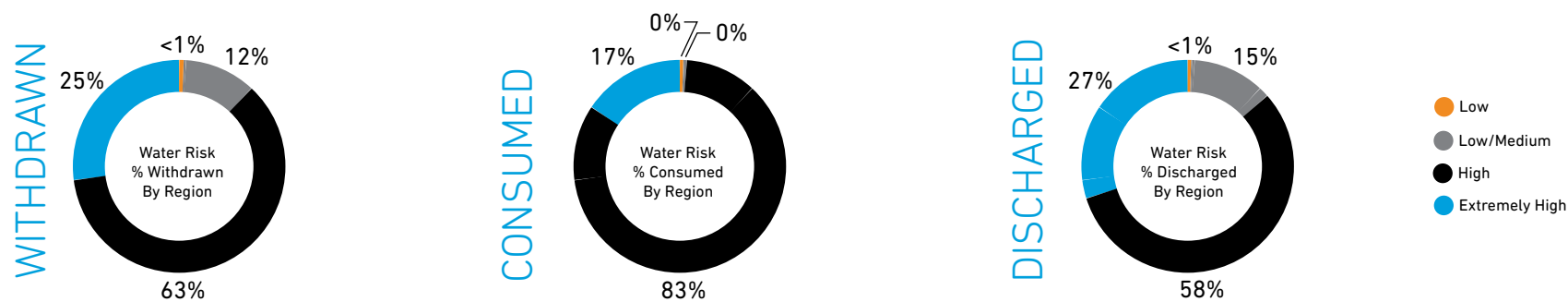


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Our Planet

Water

Water is an essential natural resource and should be managed responsibly. We recognize our role in conserving both the quantity and quality of water sources in the regions where our factories operate. Access to clean water for wafer production is imperative, and we recognize changes to water supply and demand can be impacted by climate change. Monthly and quarterly reporting and performance reviews are conducted at the leadership level.



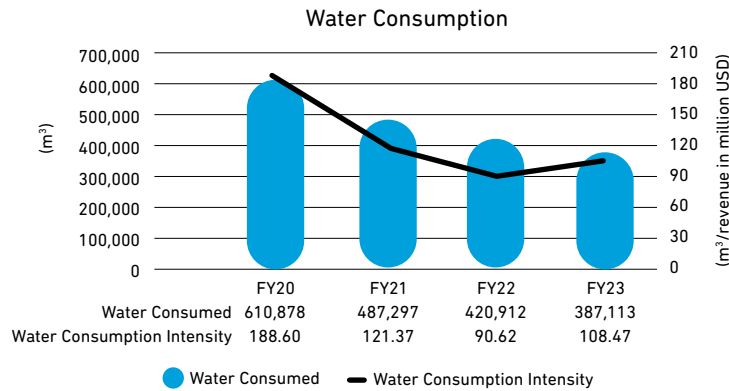
Water Risk Assessments

Water risks are assessed annually as part of our ISO14001: 2015 program, and we consider water risks 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, Aqueduct Water Risk Atlas and the World Wildlife Fund (WWF). RBA risk assessments and third-party audits are also used to monitor risk within our supply chain.

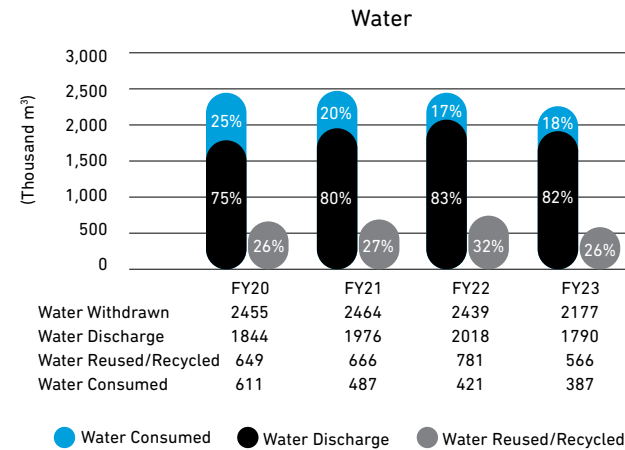
World Resources Institute (WRI) Aqueduct and WWF provide baseline water stress and overall water risk data using Qorvo's manufacturing and assembly locations. WRI Aqueduct identifies Qorvo locations that are situated in high or extremely high regions for baseline water stress and provides modeling for future risk. All internal and external tools used to feed into our overall assessment of water risk and drive future water conservation efforts at our sites.

Our Planet

Water risks related to physical events are included in our annual insurance reviews. Such assessments include onsite visits and a breakdown of current, event-driven climate risk based on our locations. Risks breakdown into a degree of actionable risk and inherent climate risk. Locations that are found to have a heightened risk due to physical events take steps to mitigate damage. Examples include infrastructure updates, assessing tooling locations within the facility and reviewing current insurance coverage as part of the business contingency plans. In FY23, we completed an external landscape/infrastructure project at one of our manufacturing locations to protect the site from future flooding.



We calculate intensity using revenue (million dollars) as our denominator. Therefore, lower production volumes in our factories resulted in a water intensity value that has increased.



Water Target

Our FY23 water target was the completion of two water-related projects at Qorvo manufacturing locations. Each project was managed at the site level and reported up to leadership on a regular cadence. All sites continue to monitor water consumption and investigate/implement opportunities for process improvements, reuse/reclaim/recovery, engineering and automation controls. We have set an FY24 water goal to identify and implement projects for an estimated total water savings of 1 million gallons per year.

52% Of water was reused in WRI stated "extremely high" water stress regions

Our Planet

Water Opportunities

Because the majority of water is consumed during our production process, day-to-day managerial responsibility for water use is at the site level. Opportunities identified to reduce water use include process improvements, infrastructure and tool upgrades and water recapture/reuse when and where possible. In FY23, we focused on water projects at locations that are considered high or extremely high regions for baseline water stress by the WRI. These included Reverse Osmosis (RO) reject recovery and the completion of a wastewater recovery plant. Our wastewater recovery plant is estimated to save 120 tons of fresh water per day and two tons of waste per month.

Water conservation is embedded not only in our production processes but also in our office environment. We continue to support water-saving initiatives such as smart sprinkler systems, automatic faucets in our restrooms, and smart water fountains. Qorvo employees working onsite contribute to our overall water consumption, and we encourage employee feedback and suggestions for future conservation initiatives.

Examples of Water Initiatives

Project Type
Wastewater recovery plant
Recover RO reject water recovery: Install engineering system to recover reject water
Infrastructure update

Stakeholder Engagement

Qorvo looks to partner with local organizations that support the health and safety of local water basins, which provide access to multi-stakeholders. In FY23, Qorvo donated funds to five watershed projects located in three states. These projects were selected based on Qorvo operations and identified minor basins where Qorvo water consumption occurs.

We support the efforts of water conservation and work with our suppliers to translate those requirements into their business practices. Through risk assessments and audit results of our supply chain, we are able to identify suppliers in greatest need of education and training and provide support to those through online e-Learning courses or detailed corrective action plans.

We expect continuous improvement from our suppliers and review the performance of our strategic suppliers through semiannual or annual business reviews.

Wastewater Management

Each manufacturing location has staffed and properly trained professionals to manage the monitoring, sampling, treatment and disposal of wastewater in accordance with site permits. EHS professionals are responsible for maintaining current wastewater permits for the manufacturing locations while facilities professionals operate and maintain site treatment systems.

As part of each site's wastewater program, incident investigation and corrective action steps are taken if and when needed. This includes complying with all state and federal requirements for reporting. In order to minimize the amount of wastewater generated, site facilities and operations teams identify initiatives to reuse or recycle effluents when possible.

In FY23, the city of Greensboro, NC Industrial Waste section presented an award to our Greensboro location for "Outstanding Environmental Compliance Record Of Pretreatment Excellence."

Our Planet

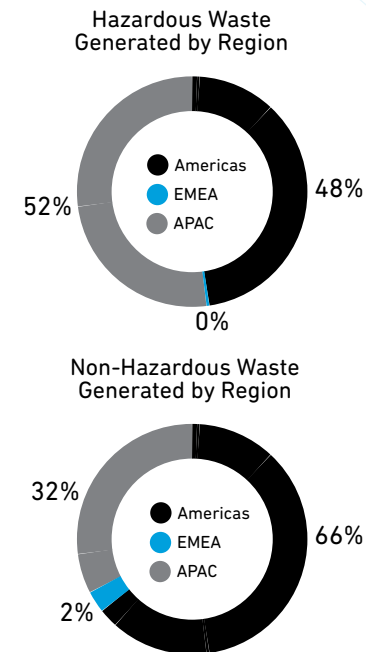
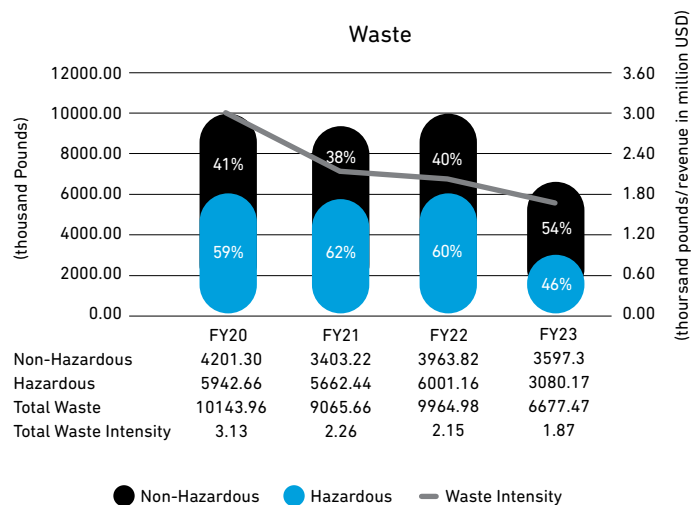
Waste

Qorvo is committed to:

- Minimizing the use of hazardous materials.
- The safe use of hazardous materials.
- The proper disposal of all hazardous waste.

Key systems help reduce and responsibly manage hazardous waste within our facilities:

- ISO 14001:2015 certifications.
- Robust review process for new chemicals used in research and development that prohibits known high-risk chemicals from being utilized in future products.
- Engagement in governmental/customer discussions on process chemistries.
- Supply chain monitoring for compliance.



Waste Target

Using FY20 as baseline, our FY23 goal was a 2.5% yearly reduction (or 7.5% reduction from baseline). In FY23, we achieved a 34% reduction from FY20. Additionally, waste intensity has decreased by 13% year over year. Our FY24 goal continues with a 2.5% yearly reduction (a 10% reduction from FY20).



Our Planet

Business Waste Management Program

Our EMS addresses waste management through the reduction of business waste, production waste and packaging waste. Qorvo sites have established business waste management programs to divert waste from landfills. In FY22 we diverted approximately 70% of waste from the landfill and, in FY23, we diverted approximately 82%.¹

Appropriate collection and disposal of universal waste is key to our business waste management program. Qorvo facilities teams and EHS teams are responsible for designating universal waste locations and providing annual employee training. Our site hazard training provides employees with information on how to properly dispose of batteries (nickel cadmium (NiCad), Lithium ion (Li-ion), nickel metal hydride (NiMH) and button cells), mercury arc lamps and fluorescent light tubes. Universal waste is disposed in designated universal waste containers with the containers kept closed.

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

Throughout our Qorvo locations, we encourage recycling and make the following available for our employees:

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



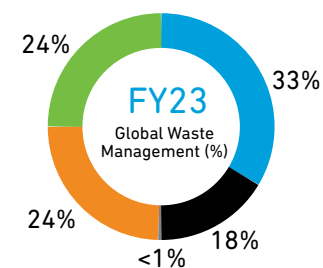
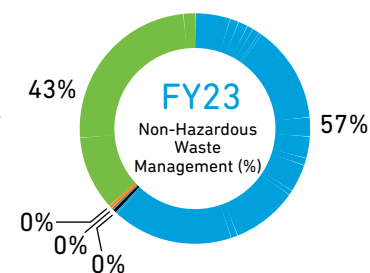
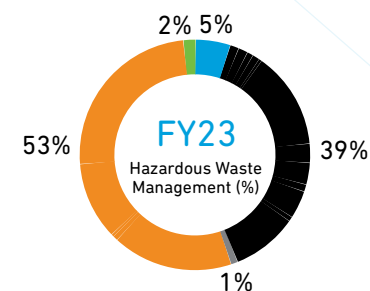
¹Diversion is calculated as the % of what we would send to waste if it was not used in a new process, re-used or recycled

Our Planet

Production Waste Management Program

Overall reduction of production waste and alternative disposal options are key to our production waste strategy and a key focus area for all of our businesses.

- **Prototype and Simulation:** We look to waste reduction opportunities during the prototype stage and use simulation for new product development when possible.
- **Automation:** Through the MES, we have eliminated the need for paper travelers for each production lot.
- **Process Improvements/lean Projects:** We apply the principles of lean to reduce excess inventory and overproduction. A number of lean projects on waste were completed in our China locations alone, with many focused on extending the utilization rate of dicing blades and materials.
- **Build to Order Business Model:** This business model allows us to reduce overall scrap at our manufacturing locations.
- **Quality:** Our quality team works closely with operations and supplier operations to improve processes and prevent excursions.
- **Reuse/Recycle/Reclaim:**
 - Our precious metal reclaim program focuses on unused precious metal resulting from production processes. Qorvo sends unused precious metal to a third-party vendor to melt down and re-sell.
 - Kaizen events are used to identify and drive down hazardous waste through increased reclaim of solder paste and other byproducts through a third-party vendor.
 - Our team developed a process to clean certain consumables in order to divert material to landfill.
 - Our procurement team works with vendors to sell or recycle surplus scrap equipment. In FY23, we were able to divert 45 tools or tool parts from ending up in the landfill. This equated to over 13,000 pounds.

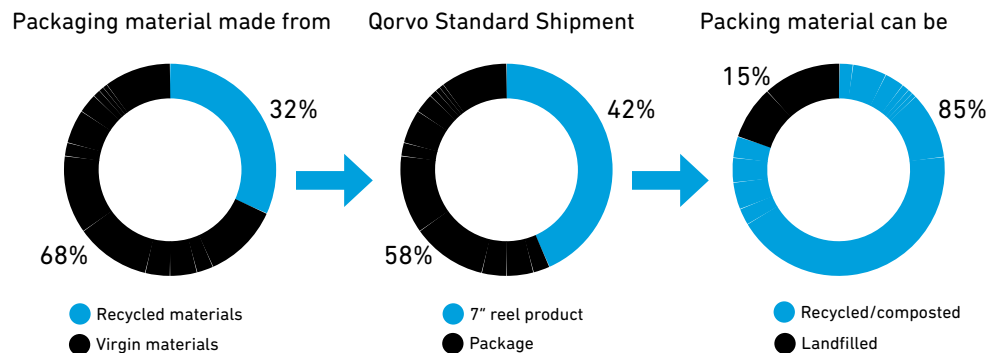


- Recycled
- Energy Recovery
- Incinerated
- Treatment
- Landfill

Examples of Waste Management Projects

Project Type
Improve solvent purity to reclassify as non-hazardous reuse
Solvent: Identify recycling alternatives; consider process changes
Automate system to enable reliable pre-treatment of arsenic wastewater through AWN
Investigate reuse/recycle options for mixed solvent

Our Planet



Packaging Waste Management Program

We continue to look for opportunities to reduce packaging waste. Our strategy includes light weighting, procurement preferences for recyclable/reusable products and direct engagement with stakeholders. We periodically assess packaging supplies, such as corrugated boxes and bubble wrap, to determine eco-friendly options for safeguarding our product. In recent years, we have been able to redesign our boxes and reduce the overall amount of packing materials used.

Our procurement practice is to first reuse common packaging supplies (including but not limited to frames, canisters and spacers) when and where possible. Used supplies are consolidated, shipped to a third party to clean and then delivered back to our manufacturing locations for additional use.

Furthermore, we aim to maximize the dimensional weight of our packages to reduce waste. Through employee training, cross-site communication and standardizing shipping processes, we have increased our average dimensional weight. In FY23, dimensional weight for key logistics partners was 72% and look to reach 75% by end of calendar year 2025. Lastly, we partner with suppliers and customers to offer options for consolidated shipping.

End of Life Treatment

As a semiconductor company, our products are incorporated into customer applications, many of which may be eligible for electronics recycling. When designing our products and sourcing materials, we consider End Of Life (EOL) as part of the process. We encourage end users to check with local requirements and/or speak with recycling companies on disposal options for their product.

Information related to the life cycle of our products is published to assist customers. At times there may be additional product available after end of life. For some products that are discontinued, Qorvo offers an end of life inventory program supported by RFMW where select products can still be purchased.

Status	Description
Preview	Qorvo has announced this product but it isn't yet in full production. This product may be in limited, early production, and samples may or may not be available.
Production	This product is in production and recommended for new designs.
Not Recommended for New Designs	This product is still in production and may have limited or no applications resources to support technical inquiries. As such, Qorvo does not recommend customers use this product in a new design and may discontinue this part in the future. Where possible, we provide replacement, alternate, or future product suggestions on the products details page.
Last Time Buy	Qorvo will discontinue this product soon and has announced a "last time buy" date. Any orders for this product must be submitted before this date. Where possible, we provide replacement, alternate, or future product suggestions on the products details page.
Discontinued	Qorvo no longer produces this product but may still have limited stock. Where possible, we provide suggestions on the product details page for replacement or alternate products.

Our Community



QORVO. CARES

We Cultivate Good

When diverse ideas and positive actions converge, good things are bound to happen. 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 – Inspiring the next generation
- Good Neighbor Relations – Strengthening our communities
- Environmental Stewardship – Helping shape a better future

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.

Our Community

Recent Examples Include

Community Engagement

- During November, Qorvo employees from our Greensboro, NC, site participated in a food drive for Out of the Garden Project, whose mission is feeding children and their families. Together, we collected and delivered enough to provide over 2,100 meals to our neighbors who might otherwise go hungry.
- In December, Qorvo Cares Hillsboro collected toys for donation to the Hillsboro Firefighters Random Acts (HFRA) Inc organization Toy & Joy Drive. Each year, HFRA partners with local organizations like Qorvo to deliver toys and meals to hundreds of households.
- Qorvo was a proud sponsor of the International Civil Rights Center & Museum Gala 2022. We support this innovative educational organization devoted to understanding and advancing civil and human rights in this country and the world.

Disaster Relief

- Qorvo Cares contributed to efforts led by the American Red Cross after severe weather events in our communities where we operate.

Environmental Protection

- Qorvo Cares provided funds to support water conservation groups near Qorvo's five locations. One of these is near our Hillsboro, Oregon, office: the Tualatin River watershed.
- Qorvo celebrated Earth Day with electronics recycling and activities across our sites. Employees were encouraged to bring in personal and work electronics (old laptops, computer components, cell phones, printers) to drop off as well as paper goods to recycle.



Our Community

STEM Outreach

Qorvo sponsored the [High-Tech High Heels North Texas](#) “Friendraiser Casino Night” at UT Dallas, supporting their mission to close the gender gap in STEM professions. Since 2001, High-Tech High Heels has been dedicated to increasing the number of women working and persisting in STEM careers.



Qorvo Apopka, Florida employees had fun at the [Orlando Science Center](#) teaching young minds about circuitry. STEM outreach is important to us because it teaches critical thinking skills and instills a passion for innovation.

Qorvo is proud to support the important mission of [Girls Inc. of the Pacific Northwest](#), including sponsoring this year’s Day of the Girl luncheon. Since 1998, they have taught youth how to value their whole selves, develop inherent strengths, and seek support to navigate any challenge. Like the people of Qorvo, they set bold goals and work to achieve them!



Qorvo was pleased to sponsor and attend the Executive Leadership Forum for the [DFW Alliance of Technology and Women](#) (DFW*ATW) on Sep. 8, 2022. The DFW*ATW is a non-profit organization committed to increasing the number of women in leadership and strengthening the pipeline of girls entering technology fields. At Qorvo, we support the current and next generations of women in technology.

Our Community

Some of our Partners in FY23



Environmental Metrics - Summary

	Metrics	FY23
GHG Emissions	Scope 1 (mtCO2e)	115,315
	Scope 2 - Market (mtCO2e)	97,761
	Scope 2 - Location (mtCO2e)	108,714
	Total Gross GHG Emissions (mtCO2e)	213,076
	NOx (Tons)	13.74
	SOx (Tons)	0.14
	VOCs (Tons)	117
	HAPs (Tons)	3.57
	PFCs (mtCO2e)	42,683

Energy	Total Energy (kWh)	385,407,479
	Percent Non-Renewable Energy	89.5%
	Gross Total Non-Renewable Energy (kWh)	345,137,725
	Non-renewable based on source	
	Electricity (kWh)	257,156,248
	Natural gas (kWh)	86,936,875
	Diesel (kWh)	1,044,602
	Non-renewable based on region	
	Americas	66%
	EMEA	1%
	APAC	22%
	Percent Renewable Energy	10.45%
	Gross Total Renewable Energy (kWh)	40,269,754
	Renewable based on source	
	Wind	8.17%
	Hydro	2.07%
	Geothermal	0.21%
	Renewable based on region	
	Americas	10.45%
	EMEA	0%
APAC	0%	

	Metrics	FY23
Electricity	Gross Total Electricity	297,426,002
	Electricity From Grid	100%
	Electricity Based on Region	
	Americas	74%
	EMEA	1%
	APAC	25%
	Percent Non-Renewable Electricity	86.46%
	Gross Total Non-Renewable Electricity (kWh)	257,156,248
	Percent Renewable Electricity	13.54%
	Gross Total Renewable Electricity (kWh)	40,269,754
	Renewable Based On Source	
	Wind	10.58%
	Hydro	2.68%
	Geothermal	0.27%
	Renewable Based On Region	
	Americas	13.54%
EMEA	0%	
APAC	0%	

Environmental Metrics - Summary

		Metrics	FY23
Water	Americas	Water Withdrawn (Thousand m3)	1,457
		Water Consumed (Thousand m3)	220
		Water Discharge (Thousand m3)	1,237
		Water Reused/recycled (Thousand m3)	89
		Water Recycling rate (%)	6%
	EMEA	Water Withdrawn (Thousand m3)	2
		Water Consumed (Thousand m3)	0
		Water Discharge (Thousand m3)	2
		Water Reused/recycled (Thousand m3)	0
		Water Recycling rate (%)	0%
	APAC	Water Withdrawn (Thousand m3)	718
		Water Consumed (Thousand m3)	167
		Water Discharge (Thousand m3)	551
		Water Reused/recycled (Thousand m3)	477
		Water Recycling rate (%)	66%
	Total	Water Withdrawn (Thousand m3)	2,177
		Water Consumed (Thousand m3)	387
		Water Discharge (Thousand m3)	1,790
Water Reused/recycled (Thousand m3)		566	
Water Recycling rate (%)		26%	

Note - 100% of water withdrawn is from municipal water

		Metrics	FY23
Waste	Hazardous waste	Total (million pounds)	3.08
		Recycled/Reused/Reclaimed	5%
		Energy Recovery	39%
		Incinerated	1%
		Treatment	53%
		Landfill	2%
		Americas	48%
		EMEA	0%
		APAC	52%
		Non-hazardous waste	Total (million pounds)
	Recycled/Reused/Reclaimed		57%
	Energy Recovery		0%
	Incinerated		0%
	Treatment		0%
	Landfill		43%
	Americas		66%
	EMEA		2%
	APAC		32%
	Total waste		Total (million pounds)
		Recycled/Reused/Reclaimed	33%
Energy Recovery		18%	
Incinerated		1%	
Treatment		24%	
Landfill		24%	
Americas		58%	
EMEA		1%	
APAC		41%	

TCFD Index

Disclosure Area	Recommended Disclosure	Qorvo Disclosure	Disclosure Location
Governance	Disclose the organization's governance around climate-related risks and opportunities.	<p>Oversight related to ESG activities is at the Board level. Our Governance and Nominating Committee is responsible for reviewing, discussing with management, and periodically reporting to the Board regarding the Company's policies, initiatives and disclosures with respect to ESG matters.</p> <p>Engagement from executive leadership through our ESG Steering Committee (the ESG Committee) is quarterly. The ESG Committee is comprised of the Senior Vice President and Chief Financial Officer, Senior Vice President and General Counsel and Secretary (ESG Committee Chair), Senior Vice President and Chief Human Resources Officer, Vice President of Marketing, and Senior Vice President of Global Operations. Other members of the ESG Committee may be added from time to time, taking into consideration each person's expertise and relevant experience. The ESG Committee meets quarterly and reports to the Board and the Chief Executive Officer. In FY23, the ESG Steering Committee completed four quarterly meetings to review ESG-related topics, including progress related to environmental business objectives.</p> <p>The Sustainability Council (established in FY23) includes key members from groups such as planning and logistics, Environmental Health and Safety (EHS), facilities, supply chain, technology, prototype and quality. Roles and responsibilities include issuing recommendations, selecting key metrics and prioritizing goals, overseeing resources and allocations, assisting with the development of subcouncils and supporting sustainable strategies at Qorvo.</p> <p>Each manufacturing location has management responsible for executing on key sustainability initiatives providing reporting to the Sustainability Council and ESG Steering Committee. The implementation of ESG initiatives and day-to-day management of ESG-related risks and opportunities sit within the Company's responsible business units and administrative functions, as applicable.</p>	FY23 Sustainability Report, p. 7 2023 Proxy Statement, p. 12
Strategy	Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy and financial planning where such information is material.	<p>Qorvo defines short, medium, and long-term horizons as: Short-term: 0-3 years; Medium-term: 3-10 years; Long-term: 10-20 years.</p> <p>Climate-related risks and opportunities are described in our Sustainability Report as well as the risk-factors section of our Annual Report on Form 10-K. We have not conducted a formal Scenario Analysis but continue to use online tools to investigate impacts on Qorvo related to a 1.5-degree scenario.</p> <p>Identified risks, as stated in our annual report, include current and emerging regulations, acute physical and reputation. Opportunities identified by Qorvo include abatement, investment in renewable energy and clean technology offerings. Using FY20 as our baseline, Qorvo established annual targets to reduce its GHG emissions across locations. We focus on both Scope 1 and Scope 2 emission reduction initiatives at our sites (abatement projects and process improvements). In FY23, we achieved our target, which resulted in a total emission reduction of 38% from base year FY20.</p> <p>We participate in organizations such as the RBA to drive industry-wide improvements on GHG targets and disclosure. Additionally, we partner with our suppliers to encourage GHG emission reductions at their locations as part of an overall environmental management system. Lastly, we focus on offering products that can reduce customers' environmental footprint. Our smart energy offerings are a highlight at Qorvo.com.</p>	FY23 Sustainability Report, p. 36 2023 Proxy Statement, p.13 Annual Report on Form 10-K, p. 24-25
Risk Management	Disclose how the organization identifies, assesses and manages climate-related risks.	<p>ESG is included in our overall risk management process, and this information is provided to stakeholders through our annual Proxy Statement and Annual Report on Form 10-K. Risk is assessed based on its impact on Qorvo's business and its importance to stakeholders.</p> <p>How we address risk is dependent on the type of risk identified. For example, asset-related risk is addressed through a business continuity plan. Our plan addresses site-specific physical climate risks such as flooding. We carry commercial property damage and business interruption insurance against various risks, with limits we deem adequate, for reimbursement for damage to our fixed assets and the resulting disruption of our operations.</p> <p>Our Sustainability report details specific initiatives undertaken in FY23 to reduce our Scope 1 and Scope 2 emissions. These actions include GHG abatement. Also mentioned is our company's focus on energy conservation and renewable energy. We continue to pursue opportunities offered by local and federal governments to source clean energy where possible.</p>	FY23 Sustainability Report, p. 36 2023 Proxy Statement, p. 13 Annual Report on Form 10-K, p. 24-25
Metrics and Targets	Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.	Information related to our metrics and targets can be found in our FY23 Sustainability report as well as in the most recent CDP disclosure.	FY23 Sustainability Report, p. 52

SASB Index

Qorvo has included SASB information according to the materiality outlined in the semiconductor standards.

Topic	Code	Accounting Metric	FY23	Report Location
Greenhouse Gas Emission	TC-SC-110a.1	1) Gross global Scope 1 emissions metric tons (t) CO ₂ -e.	115,315 metric tons CO ₂ e	Climate Change and Energy
		2) Amount of total emissions from perfluorinated compounds metric tons (t) CO ₂ -e.	42,683 metric tons CO ₂ e	Climate Change and Energy
	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 near-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.	Climate Change and Energy
Energy Management in Manufacturing	TC-SC-130a.1	1) Total energy consumed Gigajoules (GJ).	1,387,467	Energy Consumption and Energy Efficiency
		(2) Percentage (%) grid electricity.	77%	Energy Consumption and Energy Efficiency
		(3) Percentage (%) renewable.	14%	Low Carbon Transition
Water Management	TC-SC-140a.1	(1) Total water withdrawn. Thousand cubic meters (m ³).	2,177	Water
		(2) Total water consumed. Thousand cubic meters (m ³).	387	Water
		Percentage (%) of total water. Withdrawn in regions with high or extremely high baseline water stress.	Low: >0%, Low/Medium: 12%, High: 63%, Extremely High: 25%	Water
		Percentage (%) of total water. Consumed in regions with high or extremely high baseline water stress.	Low: >0%, Low/Medium: >0%, High: 83%, Extremely High: 17%	Water
Waste Management	TC-SC-150a.1	Amount of hazardous waste from manufacturing metric tons (t).	1,397	Waste
		Percentage (%) of hazardous waste from manufacturing that is recycled.	5%	Waste
		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 (U.S., Costa Rica, Germany and China).	Waste
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 employees safe.	Our People SEC FILINGS Qorvo, Inc. Item 3. Legal Proceedings
	TC-SC-1320a.2	Total amount of monetary losses as a result of legal proceedings associated with employee health and safety violations. 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 Annual Report on Form 10-K. Documentation is publicly available through our Investor Relations website on Qorvo.com.

SASB Index

Qorvo has included SASB information according to the materiality outlined in the semiconductor standards.

Topic	Code	Accounting Metric	FY23	Report Location
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: 55%, APAC: 38%, EMEA: 7% 2% of workforce are foreign nationals worldwide.	<u>Our People</u> <u>SEC FILINGS</u> <u>Qorvo, Inc.</u> Item 1A: Risk Factors
			Description of potential risks of a global workforce can be found in our most recent 10-K.	
Product Lifecycle Management	TC-SC-410a.1	Percentage (%) of products by revenue that contain IEC 62474 declarable substances.	Approximately 14% of products by revenue contain IEC 62474 declarable substances.	<u>Supply Chain</u>
		Processor energy efficient at a system level for: servers, desktops and laptops.	Not applicable for Qorvo based on product offerings.	-
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 Qorvo.com.	<u>Supply Chain</u>
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.	-	<u>SEC FILINGS</u> <u>Qorvo, Inc.</u> Item 3. Legal Proceedings Information related to litigation and legal proceedings is disclosed in our Annual Report on Form 10-K. Documentation is publicly available through our Investor Relations website on Qorvo.com.



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Safe Harbor Statement

This report includes "forward-looking statements" within the meaning of the safe harbor provisions of the Private Securities Litigation Reform Act of 1995. These forward-looking statements include, but are not limited to, statements about our plans, objectives, representations and contentions, and are not historical facts and typically are identified by use of terms such as "may," "will," "should," "could," "expect," "plan," "anticipate," "believe," "estimate," "forecast," "predict," "potential," "continue" and similar words, although some forward-looking statements are expressed differently. You should be aware that the forward-looking statements included herein represent management's current judgment and expectations, but our actual results, events and performance could differ materially from those expressed or implied by forward-looking statements. We do not intend to update any of these forward-looking statements or publicly announce the results of any revisions to these forward-looking statements, other than as is required under U.S. federal securities laws. Our business is subject to numerous risks and uncertainties, including those relating to fluctuations in our operating results; our substantial dependence on developing new products and achieving design wins; our dependence on several large customers for a substantial portion of our revenue; continued volatility and uncertainty in customer demand, worldwide economies and financial markets resulting from the impact of the COVID-19 pandemic, conflict in Ukraine or other macroeconomic factors; a loss of revenue if defense and aerospace contracts are canceled or delayed; our dependence on third parties; risks related to sales through distributors; risks associated with the operation of our manufacturing facilities; business disruptions; poor manufacturing yields; increased inventory risks and costs, including under long-term supply agreements, due to timing of customers' forecasts; our inability to effectively manage or maintain evolving relationships with chipset suppliers; our ability to continue to innovate in a very competitive industry; underutilization of manufacturing facilities; unfavorable changes in interest rates, pricing of certain precious metals, utility rates and foreign currency exchange rates; our acquisitions and other strategic investments failing to achieve financial or strategic objectives; our ability to attract, retain and motivate key employees; warranty claims, product recalls and product liability; changes in our effective tax rate; changes in the favorable tax status of certain of our subsidiaries; enactment of international or domestic tax legislation, or changes in regulatory guidance; risks associated with environmental, health and safety regulations, and climate change; risks from international sales and operations; economic regulation in China; changes in government trade policies, including imposition of tariffs and export restrictions; we may not be able to generate sufficient cash to service all of our debt; restrictions imposed by the agreements governing our debt; our reliance on our intellectual property portfolio; claims of infringement of third-party intellectual property rights; security breaches and other similar disruptions compromising our information; theft, loss or misuse of personal data by or about our employees, customers or third parties; provisions in our governing documents and Delaware law may discourage takeovers and business combinations that our stockholders might consider to be in their best interests; and volatility in the price of our common stock. These and other risks and uncertainties, which are described in more detail in Qorvo's most recent Annual Report on Form 10-K and in other reports and statements filed with the Securities and Exchange Commission, could cause actual results and developments to be materially different from those expressed or implied by any of these forward-looking statements.