

We Are Qorvo[®]

FY22 SUSTAINABILITY REPORT



qorvo[®]
all around you

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A MESSAGE FROM OUR CEO

Our global team made outstanding progress during a challenging year. The health and safety of our employees remains paramount, and I am proud of how our team continued to do its part to keep family, friends, fellow employees and communities safe. We maintained productivity, focused on our internal and external customers and delivered 16% year-over-year growth in Qorvo revenue. We continue to expand our product and technology leadership, and we have made outstanding progress in our annual goals to reduce our environmental footprint.

Strong demand for Qorvo products and technology which connect, protect and power the world around us drove our growth in our fiscal 2022. Qorvo technology is at the heart of products and systems that enable 5G and Wi-Fi networks and mobile devices, power-efficient internet-of-things products and make the “connected car” a reality through vehicle-to-everything technology. We also expanded our product offering with the acquisition of NextInput, adding micro-electromechanical touch sensors that convert human touch into action.

This past year, we grew our customer offerings for key products and applications that highlight energy efficiency and help power the planet. Through our acquisition of United Silicon Carbide, we increased product offerings that support sustainability, such as electric vehicles and renewable energy. Our power management and silicon carbide power solutions are bringing unmatched levels of efficiency to a new generation of automotive, smart appliances, solid-state drives, battery-operated tools and renewable energy systems. Qorvo is well positioned to help accelerate the global shift to electrification, where high-efficiency, sustainable energy is key to a cleaner and brighter future.

One of the most important facets of the semiconductor industry is the need for a strong global supply chain, which has only been reinforced by the ongoing pandemic. Qorvo maintains strong and positive relationships with our key external suppliers. Our teams actively monitor our supply chain to maintain compliance with laws, regulations and initiatives around product compliance, responsible sourcing and social responsibility. Qorvo is a proud member of the Responsible Business Alliance (RBA) and we support their mission to improve working and environmental conditions and business performance through leading standards and practices.

We remain committed to taking important steps to address the environmental, social and governance issues important to our investors, customers, employees and other stakeholders, while creating shareholder value.

- Our commitment to the health and safety of our workforce resulted in a recordable injury rate well below industry average.
- Our ongoing focus on our environmental footprint has enabled strong CO2e reduction over each of the last two years.
- Our pledge to operate at the highest level of ethical standards continues to be evident with 100% of our workforce acknowledging our Code of Business Conduct and Ethics.

Thanks for taking the time to review our progress in this year’s Sustainability Report and learning more about how Qorvo’s diverse and innovative team is helping connect, protect and power the solutions that improve the planet.



Robert A. Bruggeworth | Chief Executive Officer



COMPANY OVERVIEW

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



Mobile



Infrastructure



Aerospace & Defense



Internet of Things (IoT)



8,900+
employees
worldwide

We employ 8,900+ people who are dedicated to delivering innovative technologies.



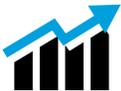
**COMBINED
EFFORT**

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.

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. Mountain View, CA
9. San Jose, CA
10. Torrance, CA
11. Newbury Park, CA
12. Chandler, AZ

13. Farmers Branch, TX
14. Richardson, TX
15. Greensboro, NC
16. Apopka, FL
17. Fort Lauderdale, FL
18. Heredia, Costa Rica
19. Dublin, Ireland
20. Reading, United Kingdom
21. Paris, France
22. Colomiers, France
23. Toulouse, France
24. Nice/Sophia-Antipolis, France

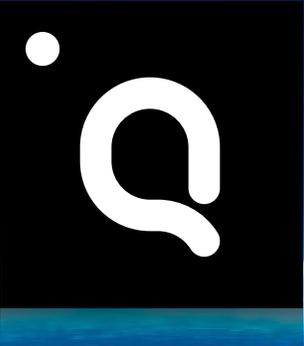
25. Zele, Belgium
26. Utrecht, Netherlands
27. Norresundby, Denmark
28. Nuremberg, Germany
29. Munich, Germany
30. Helsinki, Finland
31. Bangalore, India
32. Dezhou, China
33. Beijing, China
34. Seoul, South Korea
35. Osaka, Japan
36. Shanghai, China

37. Taipei, Taiwan
38. Zhubei City, Taiwan
39. Zhongshan, China
40. Shenzhen, China
41. Hong Kong, China
42. Hanoi, Vietnam
43. Ipoh, Malaysia
44. Singapore
45. Biñan, Philippines

OUR PRODUCTS

Drawing on over 30 years of providing industry-leading solutions, Qorvo continues to offer the products that enable the next generation of systems. From GaAs, GaN, SAW, BAW, CMOS and SiGe, Qorvo has the right technology, the right products and the right solutions to help our customers shape and launch the most powerful new ideas for a broad range of mobile, defense and infrastructure applications.

30+
YEARS
PROVIDING
INDUSTRY
LEADING
SOLUTIONS



OUR PRODUCTS

KEY APPLICATIONS

Automotive | Biotechnologies | CATV Networks | 4G & 5G Cellular Networks | Customer Premises Equipment (Wi-Fi Set-top Boxes & Gateways/Routers | Data Storage | Defense & Aerospace | Enterprise Networks (Wi-Fi Access Points) | Electric Vehicle | Human-Machine Interface (HMI) | Industrial Power | Intelligent Motor Control | IoT Networking & End-Nodes (Bluetooth®, Zigbee & Matter) | Mobile Devices | NB-IoT | Radar | Satellites

KEY PRODUCTS

Amplifiers | Analog/Mixed-signal Power Solutions | Antenna Control Products Solutions | Communication SoCs (Systems on a Chip) | Control Products | Discrete Components | Filters & Duplexers | Frequency Converters | Integrated Modules | Mobile Wi-Fi Solutions | Multiplexers | Oscillators | RF Fusion™ & RF Flex™ Solutions | RF MEMS | Silicon Carbide FETs & JFETs | Switches | Ultra-wideband (UWB) Solutions

Our robust technology portfolio enables Qorvo to best deliver a variety of integrated modules.

FOCUS ON SMART ENERGY

Our smart energy product offerings cover a wide array of **industrial, scientific and medical (ISM)** frequency bands from 169 MHz through 2.5 GHz. These provide support for multiple industry standards, including IEEE 802.15.4, Zigbee and Bluetooth technologies. Qorvo's product portfolio enables low-power consumption, cost-effectiveness and reliability for a longer life span (no matter the battery size).



ISM band



Internet of Things (IoT)



Smart energy



AMR/AMI metering



Smart home automation sensors, alarm systems and thermostats



Home entertainment



Demand and mesh networks



Commercial building monitoring



Industrial device control

Learn more about the applications we enable [online](#).

STAKEHOLDER ENGAGEMENT

Qorvo engages with multiple stakeholders on topics that affect us and the communities in which we operate. These stakeholders include customers, suppliers, investors, employees, external associations and the local community. Through our engagement with our stakeholders and internal review of our business, Qorvo has identified environmental, social and governance (ESG) topics that are material to the company.



CUSTOMERS

Customer Surveys,
Business Reviews,
Conference Participation



INVESTORS

Investor Engagement,
Quarterly Earnings Calls



EXTERNAL ASSOCIATIONS

RBA Member Meetings,
RMI Member Meetings



EMPLOYEES

Worker 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

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 to 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 governments and political contributions.

Qorvo completes an annual enterprise risk assessment (ERA) to identify material topics. Bribery, corruption and information security are some of the 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.

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’s compliance team oversees policies on anti-corruption and anti-bribery, and in partnership with Internal Audit, completes regular risk assessments of our operations. Results from internal assessments are provided to our Audit Committee on a periodic basis.

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. Among other training, workers receive necessary security awareness training as part of the initial onboarding process and annually thereafter. This includes a basic understanding of security awareness to protect themselves and the organization to maintain security.

TRAINING PROGRAM

- General and targeted trainings
- Knowledge check
- Annual employee acknowledgement
- Internal monitoring

CODE TRAINING & COMMUNICATION

All new employees, including part-time and temporary workers, complete Code training within the first 60 days of employment. After that, workers complete an annual review of the Code and acknowledge acceptance through our online system. It is the responsibility of managers to ensure their workers review and understand our policy. In FY22, 100% of Qorvo employees completed Code training.

REPORTING CONCERNS

Workers are encouraged to report any concerns regarding potential or actual Code violations, which are proactively communicated across our workforce. Worker communication, including our Code, is translated into multiple languages. Similar information on reporting is available for workers through our intranet and website and can be accessed 24/7. Our managers are trained to ensure workers feel comfortable raising a concern and are free from retaliation. All matters are investigated with prompt and appropriate actions.

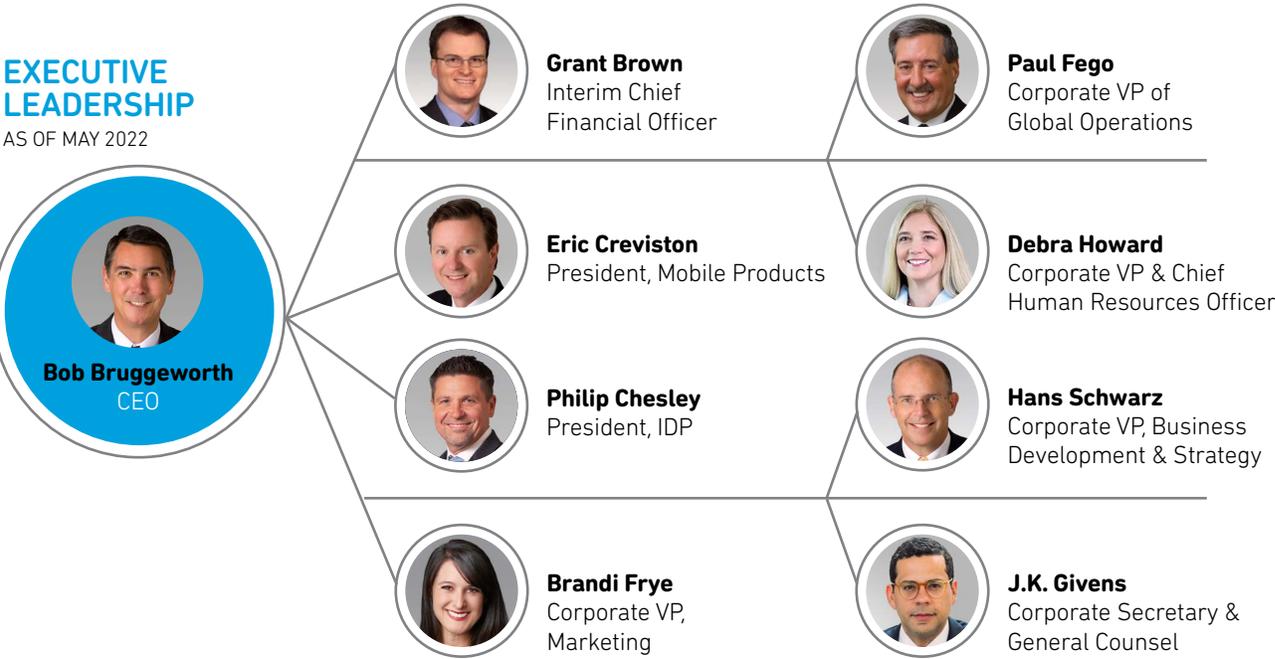


CORPORATE GOVERNANCE

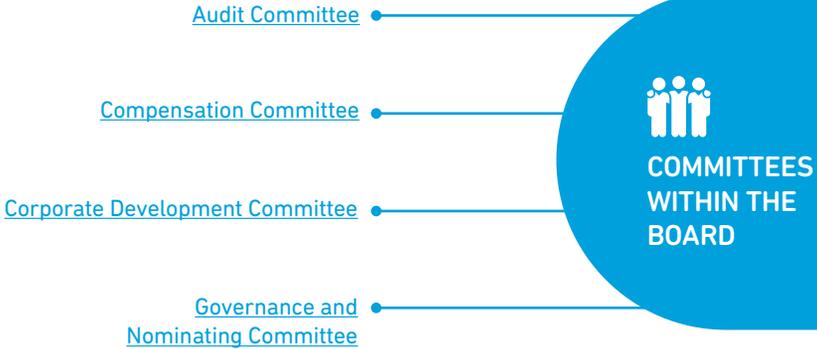
BOARD OF DIRECTORS

The Board of Directors (the "Board") has adopted [Corporate Governance Guidelines](#) to promote the effective functioning of the Board and its committees and to ensure a common understanding among individual directors and management concerning the operation of the Board and its committees. Our Board members possess a broad and diverse range of skills, industry and other knowledge and expertise useful for the oversight of Qorvo business.

When searching for new director candidates, the Board 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.



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



CORPORATE GOVERNANCE

ESG COMMITTEE OVERSIGHT

- ✓ Corporate social responsibility
- ✓ Diversity, equity and inclusion
- ✓ Workplace health and safety
- ✓ Environmental stewardship and sustainability
- ✓ Human rights
- ✓ Corporate governance
- ✓ Reputation management
- ✓ Community relations
- ✓ Philanthropy
- ✓ Political contributions and lobbying

ESG OVERSIGHT

Oversight related to ESG activities is at the Board level. Our [Governance and Nominating Committee](#) has responsibility for ESG-related activities and receives periodic updates on progress toward ESG business objectives. Engagement from executive leadership, through our ESG Steering Committee (the ESG Committee) is quarterly, and factory management reporting on ESG business objectives occurs monthly.

In FY22, Qorvo established an ESG Committee and adopted a charter. The ESG Committee is comprised of the Chief Financial Officer, General Counsel and Corporate Secretary (ESG Committee Chair), Corporate Vice President and Chief Human Resources Officer, Corporate Vice President of Marketing, and Corporate 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. 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. To emphasize the importance of ESG-related goals, in fiscal year 2022, a portion of executive remuneration was tied to certain ESG objectives.



SUPPLY CHAIN

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

100%

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

0

Environmental priority findings¹

78%

Strategic supplier locations with ISO14k certification

99%

Relevant suppliers provided a CMRT response to our 3TG survey request

¹Represents open findings at time of publishing

SUPPLY CHAIN



Responsible
Business
Alliance

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 Academy, RBA data analytics and risk heat maps. It is our practice to engage with identified non-compliant suppliers and develop specific action items needed to move a supplier to 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. Qorvo encourages our suppliers to report any potential or actual code violations through our third-party managed EthicsPoint [reporting channel](#). Alternatively, suppliers who are in the scope of the Responsible Minerals Assurance Process (RMAP) can access the grievance system through the [RMI platform](#).

In FY22, Qorvo completed customer due diligence requests using the [Slavery and Trafficking Risk Template \(STRT\)](#), developed by the [Social Responsibility Alliance \(SRA\)](#). This template reviews Qorvo's practices, policies and procedures related to its own manufacturing and our supply chain. Completion of this exercise did not highlight any high risks to Qorvo or its current supplier monitoring program.



SUPPLY CHAIN

RESPECTING 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 and RBA Code of Conduct, to help shape our policies and procedures regarding ethical labor practices.

Qorvo strives to safeguard labor rights and improve working conditions within our supply chain through long-term agreements (LTAs). We target 100% of our strategic suppliers to have LTAs in place. An annual review of strategic suppliers 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 requested to complete third-party audits, which review compliance against the RBA Code. These audits include reviewing human rights policies and procedures, such as child labor prevention, young worker protections and freely chosen employment.

We identified the use of labor agents by our suppliers as a heightened risk related to human rights abuses. In FY22, Qorvo utilized the RBA's tools and training to engage with suppliers and their labor agents. We focused our efforts on suppliers and labor agents in identified high-risk migration corridors. By actively engaging in the RBA and its initiatives ([Responsible Minerals Initiative \(RMI\)](#) and [Responsible Labor Initiative \(RLI\)](#)), we continue to build on best practices in the industry.

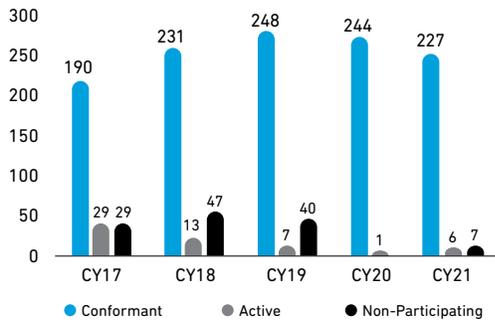
RBA LABOR-RELATED CODE ELEMENTS:

- ✓ Freely chosen employment
- ✓ Young worker protection
- ✓ Working hours and rest days
- ✓ Wages and benefits
- ✓ Humane treatment
- ✓ Non-discrimination
- ✓ Freedom of association

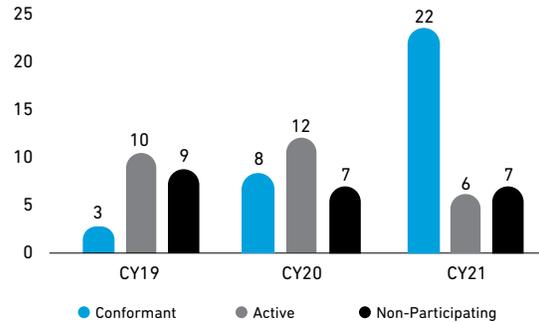


SUPPLY CHAIN

3TG Status by Reporting Year



Cobalt Status by Reporting Year



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. Although we do not purchase minerals directly from mining companies or smelters/refiners (SORs), we actively engage with our suppliers to conduct due diligence in alignment with the [OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected & High-Risk Areas](#) (OECD Due Diligence Guidance).

To support responsible mineral sourcing practices throughout our global supply chain, we expect suppliers who provide Qorvo with components and/or materials containing “relevant minerals” to comply with the requirements outlined in our responsible mineral 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). Qorvo has also obtained an annual Independent Private Sector Audit of its conflict minerals program since 2016.



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 [Responsible Minerals Assurance Process](#) (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 Cobalt Reporting Template (CRT), to collect sourcing data from our suppliers and identify the relevant SORs used in our supply chain.

SUPPLY CHAIN

ENVIRONMENTAL PROTECTION

Our environmental policy is reflected in our contract language with suppliers and can be accessed on our website. 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 greenhouse gas (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.

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

14%

In FY22, approximately 14% 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.

SUPPLIER INCLUSION

It is the policy of Qorvo to provide opportunities to small business concerns as part of our material and service acquisition process. The term "small business concerns" includes small businesses (SB), veteran-owned small businesses (VOSB), service-disabled veteran-owned small businesses (SDVOSB), HUBZone small businesses (HZ), small disadvantaged businesses (SDB) and women-owned small businesses (WOSB), as well as historically black colleges or universities or minority institutions (HBCU/Mis) 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 about our policy and contact information can be found on our [website](#).

OUR PEOPLE

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

8,900+

We employ 8,900+ people who are dedicated to delivering innovative technologies and products. 57% of our global workforce is located in the Americas, 37% in APAC and 6% in EMEA. In addition, our global workforce was 71% male and 29% female and 15% of our workforce in the United States was composed of Black or African American and Hispanic or Latino employees.

12%

Represented by a Works Council/Trade Union

2%

Represents foreign nationals (worldwide)

OUR PEOPLE

EMBRACING DIVERSITY. ENSURING 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 ensuring that at Qorvo, everyone is equally championed, valued, included and understood.

Diversity 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, corporate management to human resources – they are equipped with the knowledge and capabilities to welcome and embrace diversity and advocate for inclusion.

As a testimony of our commitment to nurturing an all-embracing workplace, we created Qorvo Employee Networks or “QNet.” 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. We have seen success in employee participation across all groups, including the newest of the groups, Inclusivity at Qorvo, or “I:Q.” Qorvo’s I:Q employee resource group aims to create a forum where open dialogue and a willingness to learn are encouraged. I:Q bolsters Qorvo’s commitment to nurture the inclusiveness and diversity of our organization to attract and retain the absolute best talent. 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.

The I:Q group’s monthly meetings focus on learning and discussion around a variety of topics and include presentations and panel discussions from internal and external speakers. In calendar year 2021, I:Q members engaged with five outside organizations: Guilford Green Foundation, International Civil Rights Center & Museum, Out of the Garden, Easterseals and National Alliance for Partnerships in Equity (NAPE).



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.



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.

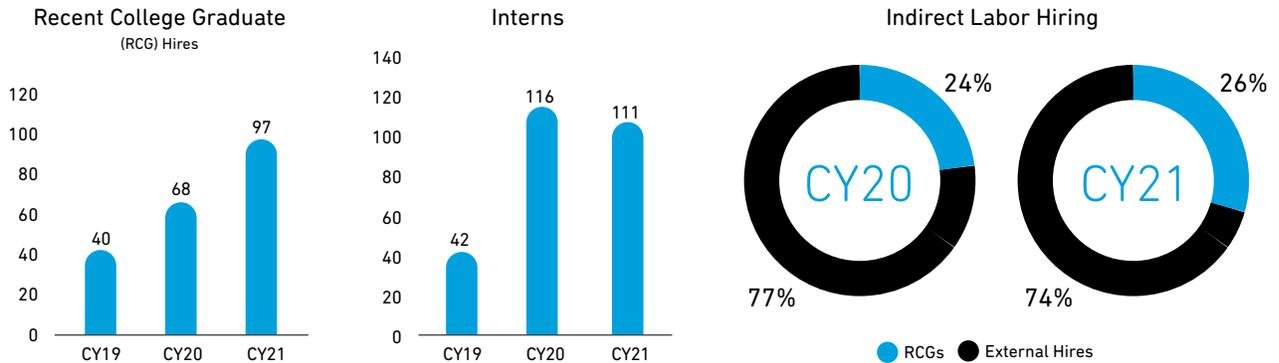


NextGen is a group of Qorvo influencers – coming together with diverse backgrounds, skills and mindsets. The aim: to cultivate an environment that inspires the next generation of employees.



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.

OUR PEOPLE



EARLY CAREER PROGRAMS

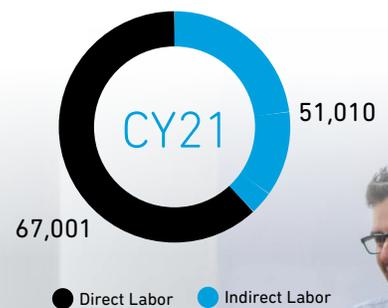
Internships are a vital and growing part of our work at Qorvo, and many former interns begin their careers here. We continue to invest in our intern program to grow the next generation of talent for our company and the semiconductor industry. In calendar year 2021, we offered both remote and hybrid internship opportunities to enable us to continue building this talent pipeline despite the COVID-19 pandemic. In 2022, we anticipate 50% growth in the number of interns joining us.

We refined our University Relations (UR) strategy to identify target schools that best align with our diversity objectives, as well as our technology roadmaps. Our UR engagement strategy includes involvement in underrepresented minority student groups (Society of Women Engineers, National Association of Black Engineers, etc.) and other on-campus activities to broaden our outreach and attract more diverse talent.

TRAINING & DEVELOPMENT

As part of Qorvo’s long-term strategy to develop our employee talent base, we delivered learning solutions in calendar year 2021 to provide employees with the training needed to continue to develop their skills and manage their careers, despite the challenges of the COVID-19 pandemic. Qorvo’s employees’ course completion was up 23% from 2020. We released an additional 200 courses in 2021 linked to our strategically aligned competency models for all employees. In addition, we increased our educational assistance investment by 16%, with 70% of the participants pursuing a bachelor’s or master’s degree.

Global Training Completed



Completions	CY20	CY21	Increase
Online Learning	83,121	113,772	37%
Virtual Classroom Training	672	1,476	119%

OUR PEOPLE



PERFORMANCE MANAGEMENT

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



RECOGNITION

Building a strong employee culture includes recognizing outstanding employee performance and contributions. Qorvo enables managers to identify individuals and teams for extraordinary effort through our Core Award Program. In calendar year 2021, we saw a 65% increase in participation in the number of employees recognized. Top categories for awards include product development, efficiency and customer experience.



65% Increase in participation in the number of employees recognized



OUR PEOPLE



WELL-BEING (LIFE+)

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.

Workers 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

WE OFFER OUR EMPLOYEES



Site Wellness Committees



Onsite Gyms & Gym Discounts



Virtual Wellness Fair



Weight Loss Program



Smoking Cessation Program



Employee Assistance Program



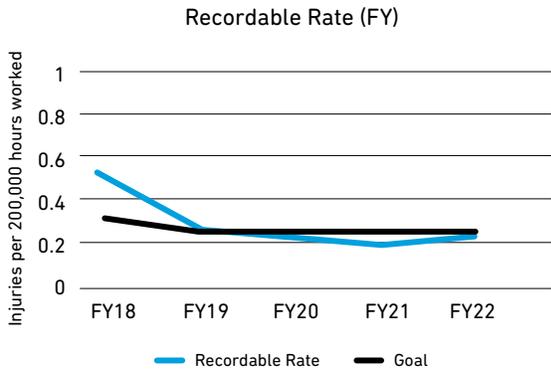
OUR PEOPLE

HEALTH & SAFETY

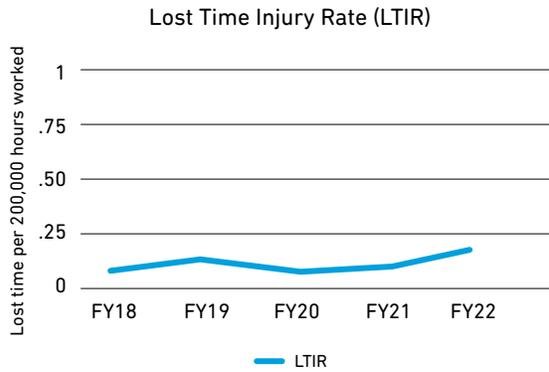
As employees, we own our own safety on the job. We are responsible not only for ourselves but for our co-workers in the workplace.

IF WE SEE AN UNSAFE BEHAVIOR OR CONDITION, WE HAVE A RESPONSIBILITY AS QORVO EMPLOYEES TO:

- RECOGNIZE the problem
- CONFRONT the behavior
- COMMUNICATE the risk/hazard
- ACT to resolve it before anyone is injured or any environmental violation occurs



US BLS (2020) for NAICS Code 334413, total recordable cases for semiconductor and other electronic component manufacturing was 0.7. www.bls.gov/web/osh/summ1_00.htm



US BLS (2020) for NAICS Code 334413 for cases with days away from work was .2 for semiconductor and related device manufacturing.

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. 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.

A hierarchy of control is used within Qorvo when determining the best way to keep workers safe. This process focuses on elimination, followed by substitution, engineering controls, administrative controls, and lastly, personal protective equipment. The most optimal solution when dealing with a risk is to eliminate the hazard. However, that is not possible in some of our production processes. Qorvo's Environmental, Health and Safety (EHS) team completes job hazard assessments to determine the best possible protections for its workforce. Risk assessments are completed before the installation of any new machinery and prior to the introduction of any new chemical processes. Furthermore, workers receive training on minimizing any risks that cannot be eliminated.

OUR PEOPLE

TRAINING AND COMMUNICATION

Our health and safety program was developed to improve the onsite training and protection of our workers, 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 worker 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, a worker must complete the necessary training. More than 30 modules are available for workers depending on their job-specific duties. We openly solicit worker feedback on our health and safety program. This includes but is not limited to suggestion boxes, quarterly meetings, monthly newsletters and site safety committees.

RECORDABLE INJURIES AND NEAR MISSES

Site-specific health and safety teams are critical in fostering a positive safety culture. Team members encourage workers to utilize our online near miss and hazard reporting system, a system critical to prevent worker injury. For FY22, 969 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.

.25 Qorvo set an annual recordable rate goal of .25 in FY19

.246 The rate achieved in FY22, in line with our goal - furthermore, no workers or contractor fatalities were recorded

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 Emergency Action Plans (EAPs) based on the risks identified in these assessments. EAPs address emergencies that we may reasonably expect in the workplace and include, at a minimum: 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 Emergency Response Team (ERT), who completes annual response training. All workers receive emergency response training and have participated in semi-annual drills.

HIERARCHY OF PRIORITIES DURING AN EMERGENCY EVENT

1. Safety of our People
2. Safety of our Environment
3. Safety of the Facility
4. Safety of the Equipment

OUR PEOPLE

CONTRACTOR SAFETY

Qorvo sites use many outside companies and contractors to perform various tasks for or on behalf of the company. Qorvo's contractor safety program has been developed to address site access control, the management of non-Qorvo individuals, EHS and ISO14001 considerations by defining the minimum requirements for contract companies and their employees working at Qorvo facilities. Before commencing work onsite, contractors must complete trainings provided by their respective companies as well as Qorvo provided training.

Contractors performing work for or on behalf of Qorvo are responsible for the safety of their employees and ensuring the protection of Qorvo personnel, property and operations.

EXAMPLES OF QORVO TRAINING

- ✓ Emergencies, evacuation and incident reporting and investigation
- ✓ Accident reporting and investigation
- ✓ Site access control and badging
- ✓ The Qorvo Site Safety and Environmental Policy
- ✓ Expectations for environmental stewardship
- ✓ Location and operating procedures of safety and emergency equipment
- ✓ Safety Data Sheets (SDSs) and chemicals used at Qorvo
- ✓ Process for chemical review and approval



OUR PLANET

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 certification** ([download](#)).

100%

Achievement of Board objectives that focused on sustainability

16%

Reduction in GHG emissions over base year

2

Qorvo locations ISO50001-certified

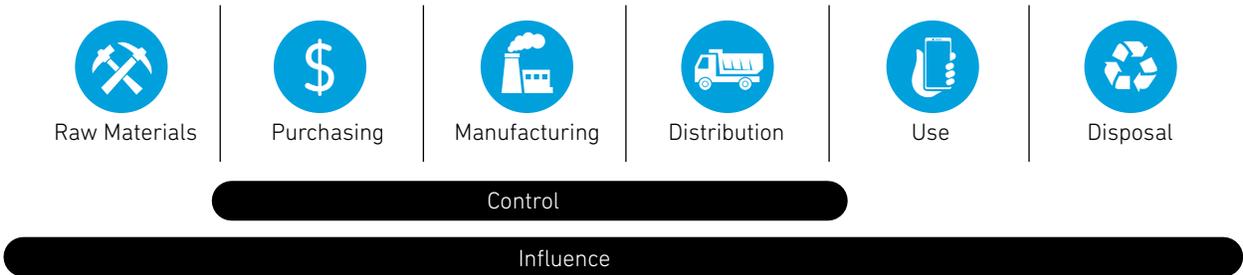
0

Notices of violations or spills at Qorvo manufacturing and assembly locations

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

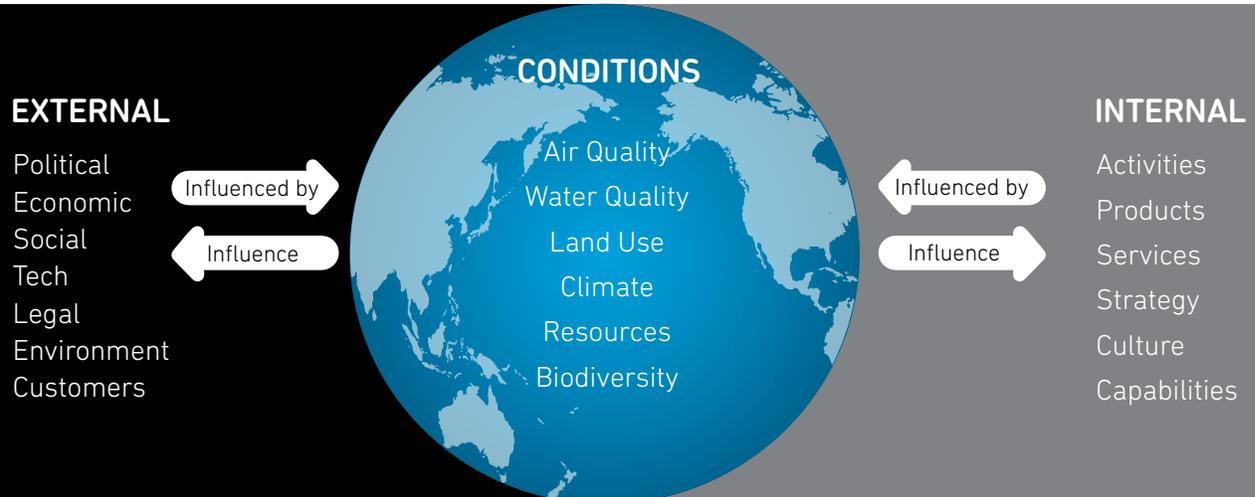
- Design and Procurement
- Production, Transport, Delivery and Use
- Final Disposition



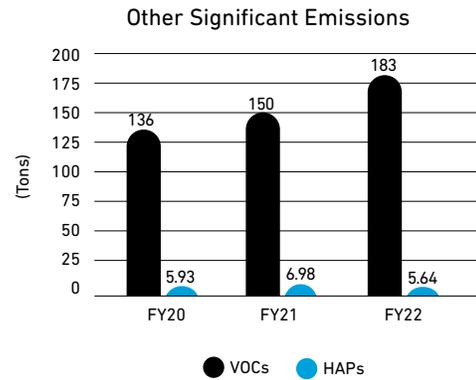
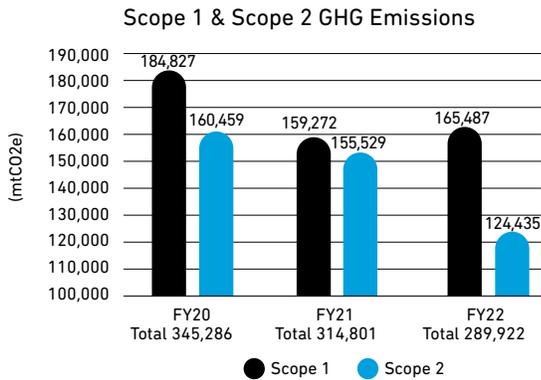
Qorvo defines “impact” as any change to the environment, adverse or beneficial, resulting from an organization’s environmental aspects. In FY22, key impacts identified across our sites included climate impact, air quality, water quality and resource consumption. Where possible, we exercise control and influence to lessen our impact on the environment. These identified areas of significant control include purchasing, manufacturing and distribution.

Physical changes to Qorvo locations can also impact the environment. In FY22, our Hillsboro, Oregon location underwent an expansion project to add 3,200 square feet, including additional cleanroom space. We partnered closely with contractors to follow required environmental policies and procedures. We also looked for sustainable options when outfitting our new space, such as LED lights. Additional sustainability features, such as energy-efficient pumps, will be installed on new tools, where applicable.

CONTEXT OF THE ORGANIZATION



OUR PLANET



Amount for total emissions from perfluorinated compounds was 58,529 mtCO2e.
 FY21 Scope 1 GHG emission total increased slightly from previously reported due to change in calculation methodology.

CLIMATE 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 impacted near-term and long-term (10-20 years) strategy at the operational level. This process looks at impact (financial and business), including climate-related risks and opportunities, versus likelihood (probability of occurrence) along with company preparedness. Also reviewed is the importance to stakeholders, such as customers and investors. 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, tornados, etc. 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 near-term strategy remains focused on operational initiatives, such as process gas abatement projects. Such near-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 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 GHG emission reductions and natural resource conservation. Furthermore, Qorvo voluntarily participates in CDP reporting for climate change.

5%

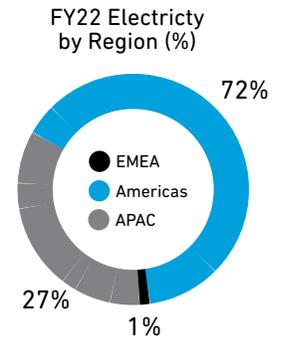
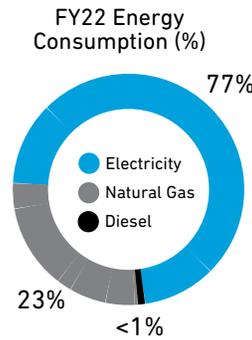
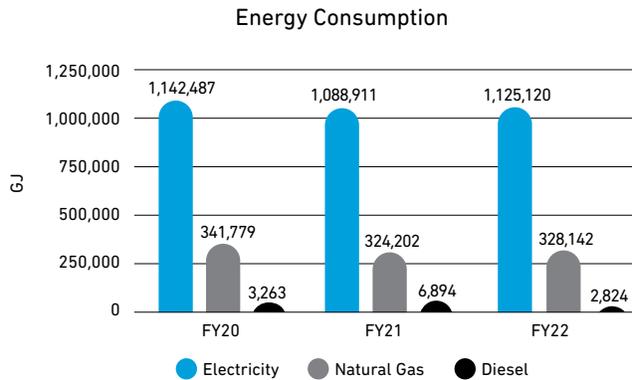
CO2e reduction target, measured in absolute numbers from base year (FY20)

16%

Overall reduction in GHG emissions

Using FY20 as our baseline, Qorvo's FY22 target was a 5% CO2e reduction, measured in absolute numbers. Building on the success of FY21, Qorvo's FY22 projects included a C2F6 abatement at our Hillsboro, Oregon location. Our FY22 initiatives resulted in 55,337 mtCO2e savings and helped Qorvo achieve an overall 16% reduction over FY20. During the annual review of our corporate EMS, we identified additional opportunities for abatement at key U.S. locations for FY23. 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

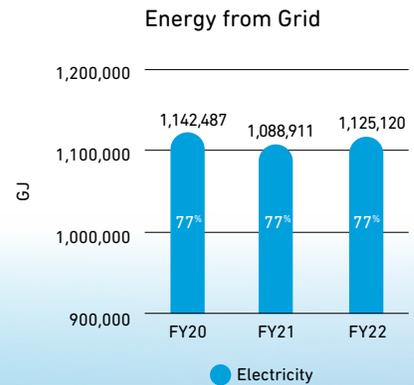


We focus on the energy efficiency of our tools. This includes at the procurement stage as well as during the actual production. When procuring new tools for Qorvo, we consider energy efficiency and water consumption during selection. During production, we utilize a Manufacturing Execution System (MES) 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.

Qorvo employees are encouraged to partake in energy conservation efforts where available. In our office environment, we encourage our workers to turn off computer monitors, projectors or lights when not in use. We install light sensors in our conference rooms and outfit our buildings with LED lights.

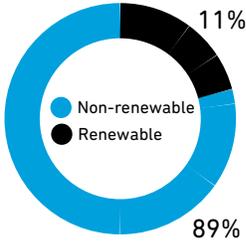
CLEAN ENERGY MARKETS IN THE USA

Our U.S. locations purchase energy from local marketplaces, where offerings include renewable energy. We estimate a 2% year-over-year growth in Qorvo's use of renewable energy, taking advantage of such local marketplace options.

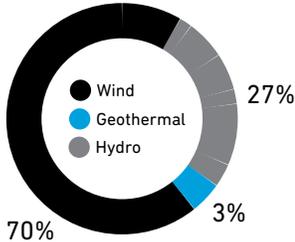


OUR PLANET

FY22 Renewable vs. Non-renewable (%)



FY22 Renewable Energy by Type (%)



13% Represents renewable energy used in Americas - all renewable energy reported currently comes from the Americas

Renewable energy includes directed renewables, Green Ereq and directed power purchase, and our Costa Rica general grid makeup.

Clean energy is included in our long-term strategy, and we strive to increase our clean energy usage across sites. Our Heredia, Costa Rica location utilizes hydropower, while our U.S. locations purchase energy from local marketplaces, where offerings include renewable energy. We estimate a 2% year-over-year growth in Qorvo’s use of renewable energy, taking advantage of such local marketplace options. We partner with power generation providers and support clean alternative energy production. Furthermore, we have engaged with one customer to manufacture its products using 100% renewable energy.

We strive to increase our clean energy usage across sites

11%

Energy was renewable in FY22

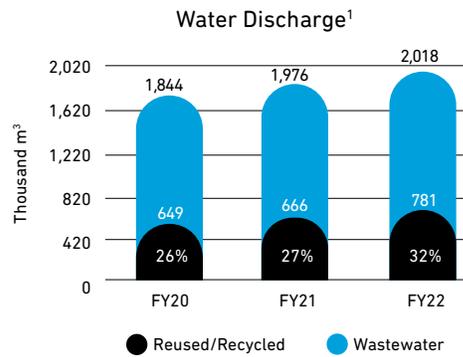
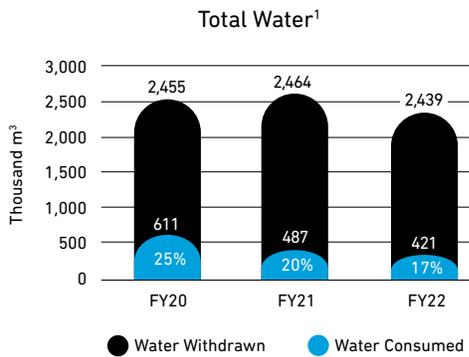
An energy management system can help identify opportunities for energy conservation. In previous years, we identified our Costa Rica location as a candidate for ISO50001 certification. Costa Rica achieved this certification in FY22.

ADDRESSING ENERGY EFFICIENCY IN CHINA

- Annual self-checks to assess key energy consumption equipment
- Third-party energy assessments to local government regulations on energy efficiency
- Year-round energy savings projects



OUR PLANET



¹100% of Qorvo manufacturing and assembly locations monitor water consumption and discharge and provide reporting on a quarterly basis. Water consumed in operations was calculated by subtracting waste water and sanitary water from total water withdrawn. 100% of water consumption is from municipal water.

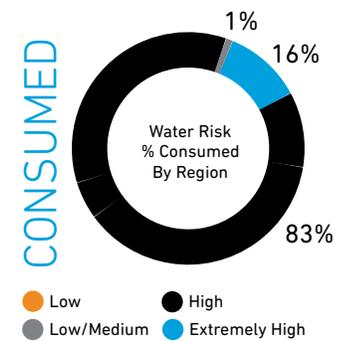
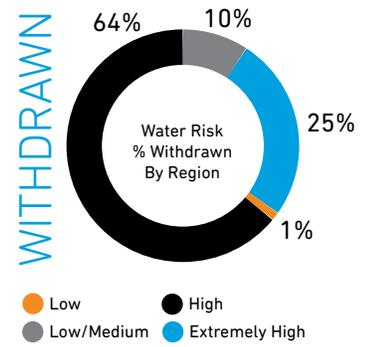
WATER CONSERVATION

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. Water risks are assessed annually as part of our ISO14001 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 and Aqueduct Water Risk Atlas.

In FY22, Qorvo set a project-based water reduction target focusing on installing a reverse osmosis (RO) brine recovery system in Greensboro, North Carolina. This was an annual target established with a projected water savings greater than one million gallons per year.

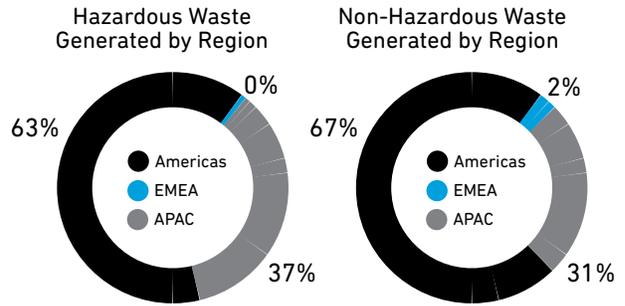
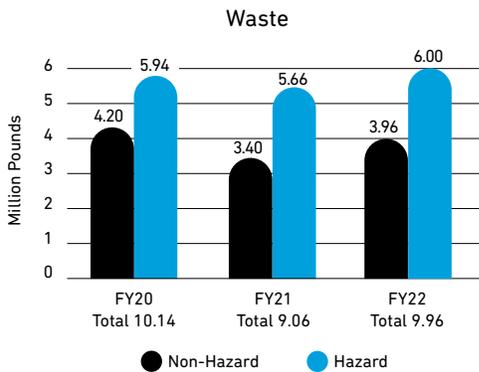
Qorvo's longer-term strategy includes addressing water concerns at high baseline stress locations. Additional future opportunities highlighted in our FY22 EMS review include RO projects in the United States. All sites continue to monitor water consumption and investigate/implement opportunities for process improvements, reuse/reclaim/recovery, engineering and automation controls.

Water conservation is embedded not only in our production processes but also in our office environment. Our facilities teams identify areas of opportunity to reduce water consumption. Qorvo has implemented water savings projects, such as smart sprinkler systems and switching to automatic faucets in our restrooms. Qorvo employees working onsite contribute to our overall water consumption, and we encourage worker feedback and suggestions for future conservation initiatives.



Methodology used in FY22 report to determine baseline water stress was by physical address of Qorvo locations. <https://www.wri.org>

OUR PLANET



WASTE REDUCTION

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:

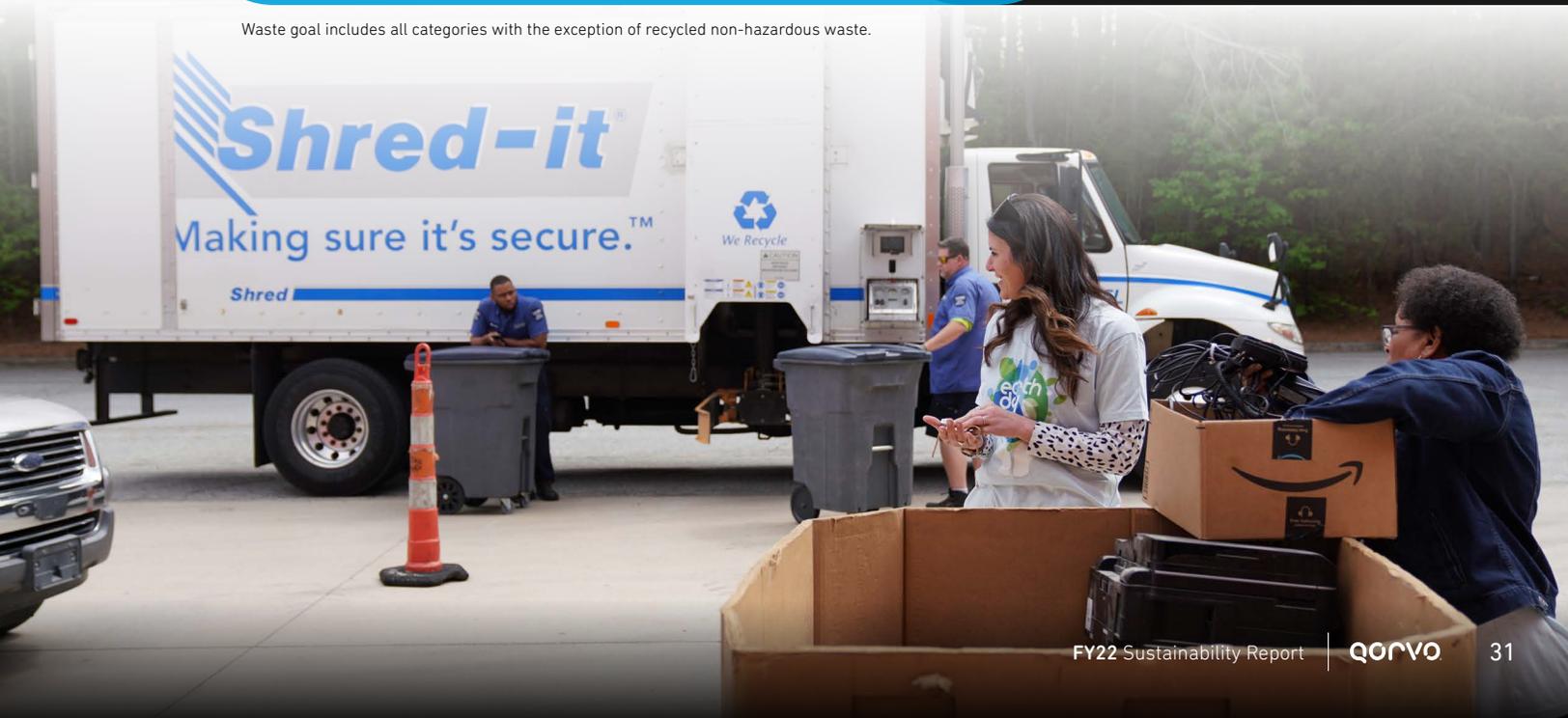
- ISO 14001:2015 certifications.
- Robust review process for new chemicals used in research and development that prohibits known high-risk chemicals from being utilized in future products.
- Engagement in governmental/customer discussions on process chemistries.
- Supply chain monitoring for compliance.



5% Waste reduction target, measured in absolute numbers from base year (FY20)

12% Reduction achieved from base year

Waste goal includes all categories with the exception of recycled non-hazardous waste.



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.

THROUGHOUT OUR QORVO LOCATIONS, WE ENCOURAGE RECYCLING AND MAKE THE FOLLOWING AVAILABLE FOR OUR WORKERS:



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 workers to use at home

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 workers 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.

OUR PLANET

PRODUCTION WASTE MANAGEMENT PROGRAM

Overall reduction of production waste and alternative disposal options are key to our production waste strategy. Where possible, we look to automation, such as our MES, to remove waste. Through the MES, we have eliminated the need for paper travelers for each production lot. We also utilize the MES to store approved recipes online with the ability for workers to download during production. This process has reduced our scrap material.

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.

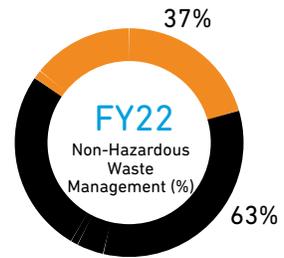
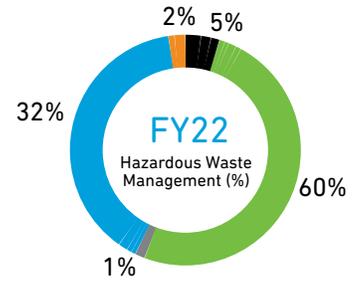
PACKAGING WASTE MANAGEMENT

We continue to look for opportunities to reduce packaging waste. Our strategy includes lightweighting, 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. Furthermore, we aim to maximize the dimensional weight of our packages. Through employee training, cross-site communication and standardizing shipping processes, we have increased our average dimensional weight. In FY22, dimensional weight for key logistics partners was 70%. We look to improve by 5% by end of calendar year 2025.

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 use¹.

Lastly, we partner with suppliers and customers to offer options for consolidated shipping.



- Recycled
- Energy Recovery
- Incinerated
- Treatment
- Landfill

70%

Average dimensional weight as of FY22

75%

Target average dimensional weight by CY25

¹FY22 total reuse for manufacturing locations (Oregon, Texas, North Carolina) was 88% (based on wafer starts and new purchase orders).

OUR COMMUNITIES

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

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



OUR COMMUNITIES

YEAR IN REVIEW

In FY22, Qorvo engaged with 62 partners across the United States. Our international locations participated with organizations local to their sites.

We continued to focus our program on three main areas:

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

A FEW RECENT ENGAGEMENTS ARE HIGHLIGHTED BELOW.



COSTA RICA

The team was able to provide blood to help 148 people in need.



TEXAS

Our Texas human resources leadership team worked with the [North Texas Food Bank](#) to provide more than 8,700 meals for families in need.



NORTH CAROLINA

We continue to support Chase's Chance. Based in High Point, North Carolina, [Chase's Chance](#) is focused on helping its local community by donating supplies to the schools, teachers and families who need assistance. Over the past several years, Qorvo has partnered with Chase's Chance to award STEM scholarships to deserving students across the country.



ARIZONA

Our Arizona site supports [Collective Medicine](#) and its work to gather resources for the benefit of Native Americans in the community ranging from education and construction support to food and water delivery.

To learn more, visit www.qorvo.com/about-us/our-communities



OUR COMMUNITIES

PARTNERS IN FY22



SASB INDEX

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

Topic	Code	Accounting Metric	FY22	Report Location
Greenhouse Gas Emission	TC-SC-110a.1	1) Gross global Scope 1 emissions metric tons (t) CO ₂ -e.	165,487 metric tons CO ₂ e	Climate and Energy
		2) Amount of total emissions from perfluorinated compounds metric tons (t) CO ₂ -e.	58,529 metric tons CO ₂ e	Climate 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 and Energy
Energy Management in Manufacturing	TC-SC-130a.1	1) Total energy consumed Gigajoules (GJ).	1,456,086	Climate and Energy
		(2) Percentage (%) grid electricity.	77%	Climate and Energy
		(3) Percentage (%) renewable.	11%	Climate and Energy
Water Management	TC-SC-140a.1	(1) Total water withdrawn Thousand cubic meters (m ³).	2,439	Water Conservation
		(2) Total water consumed Thousand cubic meters (m ³).	421	Water Conservation
		Percentage (%) of total water withdrawn in regions with high or extremely high baseline water stress.	Low: 1%, Low/Medium: 10%, High: 64%, Extremely High: 25%	Water Conservation
		Percentage (%) of total water consumed in regions with high or extremely high baseline water stress.	Low: 0%, Low/Medium: 1%, High: 83%, Extremely High: 16%	Water Conservation
Waste Management	TC-SC-150a.1	Amount of hazardous waste from manufacturing metric tons (t).	2,722	Waste Reduction
		Percentage (%) of hazardous waste from manufacturing that is recycled.	5%	Waste Reduction
		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 Reduction
Employee Health and Safety	TC-SC-1320a.1	Description of efforts to assess, monitor and reduce exposure of employees to human health hazards.	Hierarchy of control is used within Qorvo when determining the best way to keep workers safe.	Our People
	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.	- -	SEC FILINGS Qorvo, Inc. 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.

SASB INDEX

Topic	Code	Accounting Metric	FY21	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: 57% APAC: 37%, EMEA: 6% 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.

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 environmental, social and governance (ESG) activities begins at the Board (Governance and Nominating Committee) and includes engagement from executive leadership, ESG Steering Committee and factory management.</p> <p>The ESG Committee is comprised of the Chief Financial Officer, General Counsel and Corporate Secretary, Corporate Vice President and Chief Human Resources Officer, Corporate Vice President, Marketing and Corporate Vice President of Global Operations. Progress toward various ESG business objectives is monitored monthly at the business level and reported to the Board on a periodic basis, but no less than annually.</p> <p>Individuals in the ESG Steering Committee report directly to the Chief Executive Officer (CEO) on ESG-related items listed in the Governance section of the report. In FY22, the ESG Steering Committee completed three quarterly meetings to review ESG-related topics, including progress related to environmental business objectives.</p>	FY22 Sustainability Report, p. 11 2021 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 FY22, we achieved our target, which resulted in a total emission reduction of 16% 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>	FY22 Sustainability Report, p. 27 2021 Proxy Statement, p. 13 Annual Report on Form 10-K, p. 23-24
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, tornados, etc. 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 FY22 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>	FY22 Sustainability Report, p. 27-28 2021 Proxy Statement, p. 13 Annual Report on Form 10-K, p. 23-24
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 FY22 Sustainability report as well as in the most recent CDP disclosure.	FY22 Sustainability Report, p. 27-29



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