



Supplier Sustainability Specification

QORVO



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PURPOSE & SCOPE

This specification summarizes Qorvo's sustainability requirements for suppliers, which includes contractors, consultants, and on-site service providers. Suppliers are expected to follow all applicable requirements, and some Qorvo requirements may exceed local law. In this case, the stricter requirement shall apply. Qorvo recognizes that these requirements require significant resources to fulfill and encourages suppliers to proactively engage Qorvo for support and clarification when necessary.

CODE OF BUSINESS CONDUCT AND ETHICS

[Qorvo's Code of Business Conduct and Ethics](#) forms the basis of Qorvo's commitment to sustainable operations and supply chains. It incorporates [Responsible Business Alliance's \(RBA\) Code of Conduct](#) focused specifically on labor, health, safety, environment, ethics, and management systems. Suppliers are required to review and accept Qorvo's [Business Conduct Requirements for Suppliers, Contractors and Consultants](#) as part of the supplier onboarding process.

RISK ASSESSMENTS, AUDITS, AND PRIORITY FINDINGS

Qorvo's monitoring activities are determined based on supplier categorization and risk. New suppliers are required to complete a risk assessment as part of the initial vetting and onboarding process. A smaller subset of suppliers – referred to as "Major" or "Strategic" suppliers – are subject to enhanced monitoring.

Strategic suppliers are required to submit annual [RBA Self-assessment Questionnaires \(SAQs\)](#) through the [RBA-Online platform](#) and complete [RBA Validated Assessment Program \(VAP\) audits](#) every two years. Qorvo expects suppliers to proactively schedule and pay for RBA audits, effectively treating them like an ISO certification with direct impact on current and future business opportunities.

Suppliers using the RBA-Online platform are required to share all available data for all manufacturing locations supporting Qorvo. This includes a detailed corrective action plan (CAP) for each audit finding, and suppliers are required to demonstrate continuous improvement between audits.

Priority findings are the most severe and must be closed through a separate priority closure audit conducted by a 3rd party. If a priority finding involves prohibited recruitment fees shown in the ["Definition of Fees" document on RBA's Code of Conduct page](#), then the supplier must first complete a 3rd-party fee investigation to determine the full extent of the problem. The supplier will then develop a repayment plan to be approved by both RBA and Qorvo. Upon completion of the approved repayment plan and other corrective actions, the supplier is required to complete a priority closure audit to officially eliminate the finding.

ON-SITE SERVICE PROVIDERS

Companies with a dedicated on-site presence at a Qorvo manufacturing facility are subject to the requirements of Qorvo's [On-site Service Provider Expectations for CSR Audits](#). This includes full participation in internal audits conducted by Qorvo and external audits conducted by customers and RBA. Participation includes making employees available for voluntary interviews and providing paystubs, contracts, training, and other related records for review.



MANAGING LABOR RISKS

Qorvo publishes an annual [Modern Slavery Statement](#), which is tied directly to supplier alignment with RBA Code requirements. Suppliers must maintain effective management systems and compliance programs to detect and prevent “modern slavery,” as defined in the statement.

Beyond RBA requirements and tools, Qorvo encourages suppliers to review [Social Accountability International's SA8000 Standard](#) and [Social Responsibility Alliance's Slavery & Trafficking Risk Template \(STRT\)](#) in support of their risk mitigation and continuous improvement activities.

RESPONSIBLE MINERALS

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

Qorvo is a public company subject to Securities and Exchange (SEC) reporting requirements for tin, tungsten, tantalum, and gold (3TG). Suppliers of products or materials containing these substances are required to complete [Responsible Mineral Initiative's \(RMI\) Conflict Minerals Reporting Template \(CMRT\)](#) twice annually. Refer to [Qorvo's CMRT Review Criteria](#) for more information.

Beyond 3TG, suppliers are required to use [RMI's Extended Minerals Reporting Template \(EMRT\)](#) twice annually for cobalt, nickel, and copper and [RMI's Additional Minerals Reporting Template \(AMRT\)](#) when required for aluminum. Suppliers will be notified in advance if additional minerals or reporting requirements are added to the program.

Qorvo expects all 3TG and cobalt smelters/refiners to be validated by a third-party audit program and accepts audits under [RMI's Responsible Minerals Assurance Process \(RMAP\)](#), [LBMA's Responsible Gold Certification Program](#), [RJC's Chain-of-Custody Program](#), and [The Copper Mark Assurance Framework](#).

Suppliers are required to have policies and due diligence practices in place to reasonably ensure that relevant minerals supplied to Qorvo are sourced responsibly. Please refer to [Supplier Expectations for Responsible Mineral Sourcing](#) for more information.



MATERIALS COMPLIANCE AND RECYCLED CONTENT

At a high level, suppliers are required to comply with [Qorvo's Banned and Restricted Substances Specification](#) and [Qorvo's 3rd Party Test Report Specification](#). These specifications are based on global regulations and customer requirements, and Qorvo requires detailed documentation to confirm compliance.

For components and materials incorporated into products, this means providing full material disclosure (FMD) using the Chemical Abstracts Service (CAS) number for each substance present in each material along with the corresponding material weights and percentage by weight or part per million (PPM) of each substance. FMDs must disclose the use of any restricted and/or reportable substances. Refer to [Qorvo's Banned & Restricted Substances List](#) for more detail. Suppliers may need to periodically refresh the FMDs provided to Qorvo as the list and thresholds for individual substances change. Each homogeneous material must be tested annually for restricted substances at a 3rd-party lab certified to the ISO 17025 standard. Suppliers are encouraged to certify their facilities to the IECQ 080000 standard for hazardous substances management.

Qorvo seeks to partner with suppliers that actively minimize environmental impact. This is achieved by proactively minimizing the use of harmful chemicals in the manufacturing process and ultimately in the parts or materials supplied to Qorvo. Additionally, Qorvo strongly encourages suppliers to proactively pursue the use of recycled content to minimize environmental impact and align with legal and/or customer requirements. All claims about recyclability must be defensible and substantiated by appropriate documentation. Where applicable, Qorvo encourages certification to the ISO 14021 standard.

GREENHOUSE GAS (GHG) AND OTHER ENVIRONMENTAL REPORTING

Qorvo is subject to various legal and customer environmental reporting requirements and expects suppliers to disclose complete and accurate Scope 1, 2, and 3 GHG emissions data. This may be done via annual sustainability reports, [Carbon Disclosure Project \(CDP\)](#), or equivalent frameworks. Suppliers are expected to support new environmental reporting requirements as they arise.

ENVIRONMENTAL HEALTH AND SAFETY

Qorvo requires suppliers to maintain effective management systems for addressing environmental, health, and safety risks. Certification to the latest ISO 14001, 45001, and 50001 standards is strongly encouraged. Qorvo's [Environmental Expectations for Suppliers and Service Providers](#) includes Qorvo's Environmental Policy and expectations for minimizing environmental impact.

QUALITY

[Qorvo is committed to providing solutions that meet our customers' quality, reliability, and performance requirements.](#) We pursue excellence in the customer experience and continually drive improvement in all that we do. Suppliers are expected to demonstrate a similar commitment by making quality a cornerstone of their relationship with Qorvo.



SUPPLIER BUSINESS REVIEWS (SBR)

Strategic suppliers are subject to periodic performance reviews. SBRs include a scorecard for the following:

- Price Competitiveness
- Supply Chain Execution
- Quality
- Technology
- Environmental, Social, and Governance (ESG) and Product Compliance
- Business Continuity and Risk

Scorecards reflect both positive and negative events or achievements during the reporting period and highlight opportunities for improvement. Although this specification touches on multiple aspects of the scorecard, it provides the clearest roadmap for a strong ESG and Product Compliance score.

SUPPLY CHAIN MAPPING

Qorvo requires suppliers, as applicable, to implement comprehensive supply chain mapping, extending to sub-tier suppliers, to ensure full traceability and support sustainability efforts. This includes conducting risk assessments across the supply chain, addressing ESG risks, and providing certifications for material origins and ethical sourcing. Suppliers must comply with all applicable regulatory requirements, including sustainability standards and responsible sourcing practices, and take corrective actions where needed to align with Qorvo's ethical and sustainable sourcing goals.

PHYSICAL AND CYBERSECURITY

Suppliers have an obligation to ensure due diligence and due care is taken to safeguard customer information, data, systems, and intellectual property as applicable. Suppliers must adhere to all cybersecurity requirements, rules, laws, and regulations that govern the type of work being rendered, including goods (product/technology), services, and country of origin. Suppliers are required to have a defined cybersecurity organization with incident response and reporting guidelines with defined points of contact.

Suppliers shall use industry standards and recognized frameworks as the foundation for their cybersecurity organizations and controls to ensure the use of best practices. Standards and frameworks may include ISO 27001, NIST, RMF, CSF, 800-532, 800-171, etc., though this list is not exhaustive. Suppliers must have cybersecurity practices aligned with standards that are applicable to their industry and contractual efforts involving Qorvo. Suppliers are expected to acknowledge the ever-evolving threat landscapes and adapt their cybersecurity posture to mitigate and prevent risks.



USE OF ARTIFICIAL INTELLIGENCE (AI)

Unless expressly authorized in writing, suppliers shall not enter confidential Qorvo data into generative AI applications. This includes, but is not limited to:

- Software source code, contracts, specifications, design rules, and other Qorvo confidential documents or information
- Any personal information specific to Qorvo employees or other individuals
- 3rd-party confidential information provided by Qorvo

BUSINESS CONTINUITY

Qorvo requires suppliers to establish and maintain Business Continuity Plans (BCPs) to address potential disruptions that may impact the production, sale, or distribution of goods and services. These plans should align with the ISO 22301 standard for business continuity management systems and include:

- Risk Assessment and Mitigation: A comprehensive evaluation of supply chain risks, including dependencies on critical suppliers and logistics
- Recovery Objectives: Defined recovery time objectives (RTOs) and recovery point objectives (RPOs) for critical operations
- Testing and Validation: Regular testing and review of the BCP to ensure effectiveness and readiness
- Stakeholder Communication: Clear protocols for internal and external communication during disruptions

Suppliers shall provide evidence of compliance and periodic updates to Qorvo upon request.

COUNTERFEIT PARTS

All components sold to Qorvo shall be genuine and wholly authorized for use in Qorvo assemblies or resale. Qorvo's Counterfeit Parts Prevention Plan aligns with the AS5553 standard and requires distributors to comply with applicable AS6171 and AS6081 requirements. Independent distributors (brokers) are required to provide clear documentation of traceability back to the original OCM or aftermarket manufacturer or the necessary testing per AS6081 to confirm that all components shipped to Qorvo are genuine and not counterfeit.

REPORTING COMPLIANCE CONCERNS

Suppliers should report any suspected or potential violation of [Qorvo's Code of Business Conduct and Ethics](#) in a timely manner via [EthicsPoint](#) or one of the other methods described in [Qorvo's Whistleblower Policy](#). All submissions are subject to the protections of that policy.



REFERENCE DOCUMENTS

Document Number	Document Title
FOR-000428	Business Conduct Requirements for Suppliers, Contractors and Consultants
N/A	Qorvo Code of Business Conduct and Ethics
N/A	Responsible Business Alliance (RBA) Code of Conduct & Definition of Fees
N/A	Qorvo Whistleblower Policy
SPE-001698	On-site Service Provider Expectations for CSR Audits
SPE-001288	Qorvo Supplier Expectations for Responsible Mineral Sourcing
SPE-001287	CMRT Review Criteria
SPE-001275	Qorvo Banned and Restricted Substances Specification
SPE-001202	Qorvo 3rd Party Test Report Specification for Suppliers
SPE-002590	Environmental Expectations for Suppliers and Service Providers
LIS-000591	Qorvo Mfg Banned-Restricted Substance List

REVISION HISTORY

Revision	Date (mm/dd/yyyy)	Description of Change	Initiator of Change
A	04/23/2025	Initial release	S. Mogentale