

Building A Better World Together

FY24 SUSTAINABILITY REPORT



qorvo[®]
all around you

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MESSAGE FROM OUR CEO

Qorvo's fiscal year 2024 was marked by numerous accomplishments, including increasing year-on-year revenue and meeting critical environmental goals such as reducing greenhouse gas emissions (GHG) and conserving water resources. As we look back on these successes, it is important to recognize our dedicated team, who continue to support customers with innovative solutions while prioritizing employee well-being, environmental sustainability and supply chain excellence.



Maintaining a Safe and Healthy Workplace

We are committed to ensuring our employees thrive every day in a safe and healthy environment. We prioritize their well-being by identifying and ranking safeguards to protect from hazards in our facilities and providing extensive safety training. In addition to physical workplace safety, we also offer flexible time off to allow our employees to rest and recharge because we recognize mental health as an important component of physical well-being. Our many efforts have led to significant milestones in health and safety performance. Our recordable rate of 0.20 in fiscal 2024 – well below both our annual target (0.25) and the industry average (1.1) – underscores our dedication.

We firmly believe that prioritizing worker health and safety fosters heightened job satisfaction, loyalty and morale. In our fiscal 2024 worker engagement survey, we reviewed various aspects of worker sentiment, including retention, job satisfaction and company culture. We were pleased by the overwhelmingly positive results: an impressive 91% of respondents reported feeling respected by their managers. But we are committed to improving further still. In response to this feedback, we have undertaken additional measures, including conducting focus groups to gather deeper insights. During fiscal 2024, we saw internal departments establish employee recognition committees, institute job rotation programs, organize technology councils and enhance strategic communication to further enhance employee engagement and satisfaction.



Reducing our Environmental Footprint

The environmental challenges facing our planet impact ecosystems, economies and communities, and they require action. By addressing our environmental footprint, we support global efforts to halt irreversible damage and secure a sustainable future for generations to come.

Qorvo plays a crucial role in combatting climate change. We invest in manufacturing capabilities and process technologies that deliver RF and power solutions that optimize power, size and performance, to contribute to a greener, more resilient future. Whether customers measure performance in data throughput, power output, talk time, battery life or duration between charges, they increasingly require higher levels of performance with greater efficiency in a reduced form factor. Qorvo is critical to enabling these capabilities.

We are actively engaged in efforts to reduce our carbon footprint, minimize environmental impact and champion sustainable business practices. Implementing oversight of climate-related matters at the corporate leadership level empowers us to drive positive change, both internally and throughout our industry. We remain committed to sustainability and established concrete goals in areas such as reducing greenhouse gas emissions, investing in renewable energy, undertaking water conservation projects and collaborating with our supply chain partners. Since FY20, we have successfully reduced GHG emissions by 43%. Furthermore, last year, we saved nearly 40 million gallons of water through Company-wide initiatives. We recognize that collaboration and innovation are essential to addressing climate change, and advocate for policies through membership organizations like Responsible Business Alliance (RBA) that tackle these global challenges head-on.



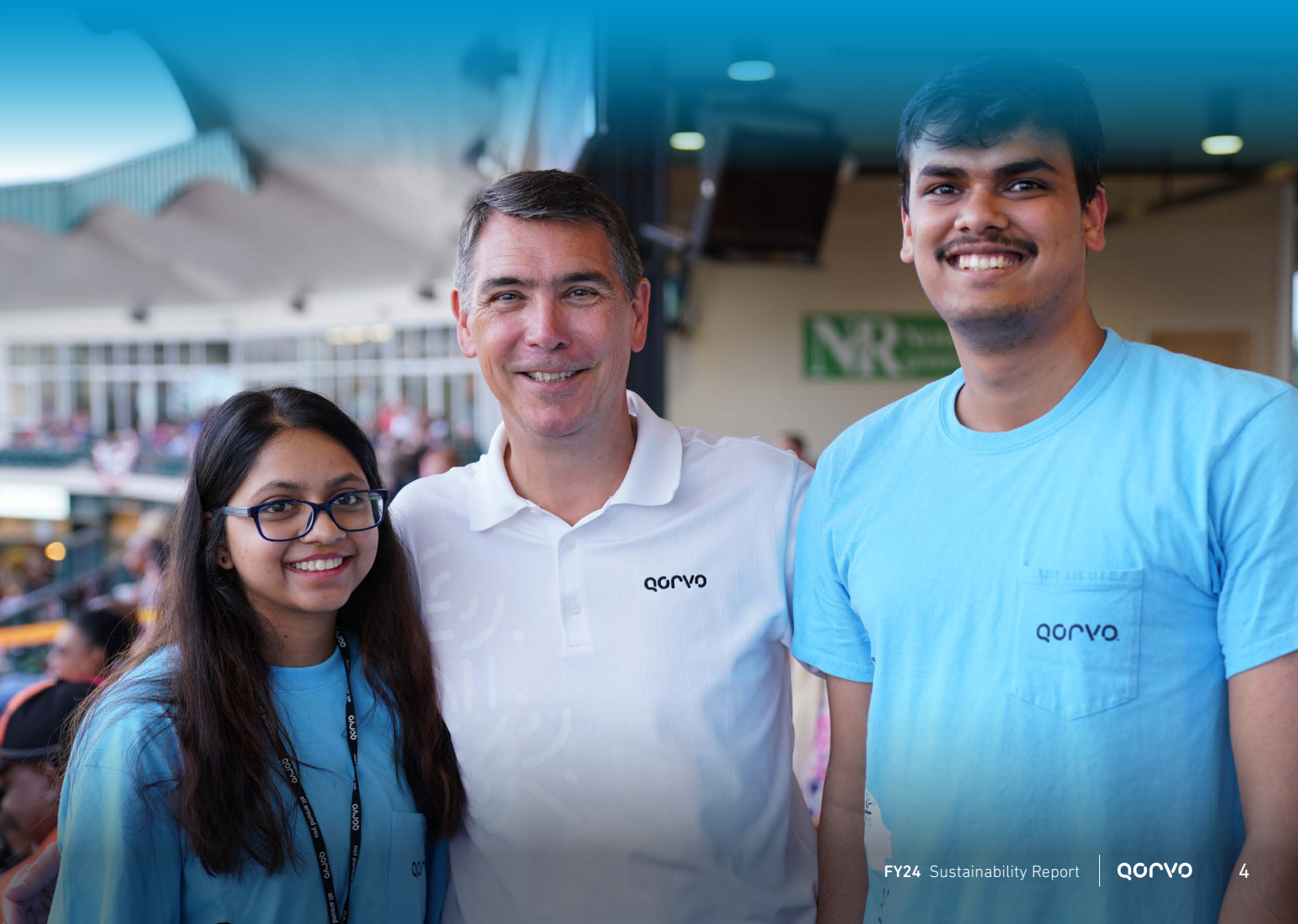


Supply Chain Execution

We seek out and collaborate with suppliers who prioritize sustainable business practices. Our commitment extends beyond our own factories as we vigilantly monitor human rights compliance throughout our entire supply chain. Recognizing that human rights are indispensable to business prosperity, we uphold ethical benchmarks and foster corporate accountability. Through rigorous risk assessments, third-party audits and supplier scorecards, we enforce uniform, high standards across our supplier network.

Your interest in our sustainability commitment, as detailed in this year's report, is deeply appreciated. While we are pleased with our achievements in fiscal 2024, we recognize the ongoing journey toward sustainability requires continuous effort. We are grateful for the talent and dedication of our team and are confident in our ability to achieve our fiscal 2025 sustainability goals. Thank you for your support.

Robert A. Bruggeworth | Chief Executive Officer



COMPANY OVERVIEW

Qorvo transforms the way you live, work, play and communicate. We design and deliver innovative products that connect, protect and power our planet, utilizing our advanced technologies for wireless, wired and power markets.



Internet of Things (IoT)



Industry 4.0



Automotive



Power Products



Mobile Products



8,600¹+
employees
worldwide

Our diverse team solves tough challenges.



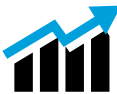
COMBINED EFFORT

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



FACILITIES

We operate world-class ISO 9001: 2015, ISO 14001: 2015 and IATF 16949: 2016 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 OPERATE²

Manufacturing/ Test Operations

R&D/Sales Centers

Sales Centers



- 1. Hillsboro, OR
- 2. Bend, OR
- 3. Bloomington, MN
- 4. Hiawatha, IA
- 5. Princeton, NJ
- 6. Chelmsford, MA
- 7. San Jose, CA
- 8. Newbury Park, CA
- 9. Torrance, CA
- 10. San Diego, 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

¹Includes personnel in Beijing and Dezhou locations, which were divested in first quarter of FY25. As of FY25, we employ ~6,100 employees.

²In the third quarter of fiscal 2024, we entered into a definitive agreement with Luxshare to divest our assembly and test operations in Beijing and Dezhou. In connection with this transaction, which was completed on May 2, 2024, Luxshare is providing assembly and test services to us under a long-term supply agreement.

Note - The reporting boundary for our FY24 report includes environmental performance data from nine major Qorvo locations: Hillsboro, Oregon; Bend, Oregon; Apopka, Florida; Richardson, Texas; Greensboro, North Carolina; Heredia, Costa Rica; Nuremberg, Germany; Beijing, China; Dezhou, China.

CORPORATE SOCIAL RESPONSIBILITY AT QORVO

Qorvo's Corporate Social Responsibility program compliments our ethical standards and is our guide and management policy for maintaining our status as a good, global corporate citizen. Qorvo is committed to actions and policies that positively impact people, our communities and the environment.



OVERSIGHT OF OUR PROGRAM

BOARD OF DIRECTORS

Oversight responsibility of environmental, social and governance matters, including risks and opportunities and topics such as climate change.

NOMINATING AND GOVERNANCE COMMITTEE

- Reviews Company policies and disclosures
- Board composition and refreshment

COMPENSATION COMMITTEE

- Executive compensation and performance
- Human capital management
- Diversity

AUDIT COMMITTEE

- Oversight relating to financial risk matters
- Cybersecurity risk oversight
- Ethics compliance

EXECUTIVE STEERING COMMITTEE

- Comprised of members of executive leadership and subject matter experts
- Sets priorities and objectives and recommends policy changes
- Meets quarterly and reports to the Board at minimum on an annual basis
- Oversees disclosures and supports the Board in its oversight of risks and opportunities

ENTERPRISE RISK MANAGEMENT

- Designed to understand significant business risks
- Focus areas are data security, environmental, health and safety, human capital, sourcing
- Annual review and oversight includes key business leaders

INTERNAL AUDIT

- Independent and operates pursuant to a charter
- Provides reports to Audit Committee
- Tests out and improves upon current internal controls

SUSTAINABILITY COUNCIL

- Includes members from logistics, environmental health and safety, facilities, supply chain and technology roles
- Assists in selecting sustainability metrics and prioritizing goals
- Provides support for sustainable strategies of the Company

SITE MANAGEMENT AND INDIVIDUAL CONTRIBUTORS

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

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 the following topics that are prioritized for the Company.

ENVIRONMENTAL

- GHG Emissions
- Energy
- Water Management
- Waste Management

SOCIAL

- Employee Health and Safety
- Employee Engagement and Diversity
- 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

EXTERNAL ASSOCIATIONS

- Responsible Business Alliance (RBA)
- Responsible Minerals Initiative (RMI)
- SEMI Industry Association
- Semiconductor Industry Association (SIA)
- Copper Mark

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

INVESTORS

- Financial Disclosures and Press Releases
- Quarterly Earnings Conference Calls
- Annual Shareholder Meeting
- Investor Calls and 1x1 Meetings
- Presentations at Investor Conferences
- Investor Surveys and Perception Assessments
- Investor Outreach and Engagement

OUR HIGHLIGHTS

2024 AMERICA'S MOST RESPONSIBLE COMPANIES³



2024 AMERICA'S GREENEST COMPANIES³

TOP 50 EMPLOYER
by STEM Workforce Diversity Magazine



2023 RISING STEWARD OF THE YEAR AWARD
Environmental Stewardship Initiative (ESI)
at our Greensboro, NC location

2023 HEALTHIEST EMPLOYER AWARDS
Oregon, Texas and Central Florida locations



³Award by Newsweek

CORPORATE GOVERNANCE

The Board of Directors⁴ (the “Board”) has implemented Corporate Governance Guidelines to enhance the Board and its committees’ effectiveness and ensure alignment among directors and management regarding their roles and operations.

Our Board members possess a broad and diverse range of skills, industry and other knowledge and expertise useful for the oversight of Qorvo’s business. When searching for new director candidates, the Board seeks highly qualified women and individuals from minority groups to include in the pool of director candidates from which nominees are selected. At the end of FY24, three of the eight directors are gender, racially or ethnically diverse.

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. Meet the highest ethical standards in all Company activities
3. Focus on customer service and promote excellent relationships with our suppliers
4. Understand and work hard to achieve our Company goals

CODE OF BUSINESS CONDUCT AND ETHICS

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

Our Board 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 key focus areas. 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.



⁴ More information on Board Charters can be accessed at: [BOD Committee Charters: Audit Committee Charter | Compensation Committee Charter Corporate Development Committee Charter | Governance and Nominating Committee Charter](#).

CORPORATE GOVERNANCE



CODE OF CONDUCT 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 FY24, 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, and all employees receive annual communication about this policy. Our basic policy is simple: individuals subject to the Code may not offer to pay bribes to anyone, at any time, in any amount, for any reason. Further, 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.

Internal audit regularly considers bribery and corruption risks as we perform relevant projects. Examples include but are not limited to distributor reviews, competitive bidding process reviews and review of transactions with higher inherent risk of corruption. Furthermore, internal audit reviews air travel and entertainment tools regularly to look for trends or individual transactions that appear to be high risk of fraud or policy/guideline/ethics violation. 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.

Our basic policy is simple: individuals subject to the Code may not offer to pay bribes to anyone, at any time, in any amount, for any reason.

CORPORATE GOVERNANCE

We monitor our suppliers for adherence to ethics-related policies (such as anti-bribery and anti-corruption) and utilize RBA risk assessments and third-party audits. More information can be found in our [Supply Chain](#) section of this report.

Customers are screened against the U.S. government’s various restricted party lists in accordance with internal processes, including the Entity List, Military End User List, Specially Designed Nationals List and the Excluded Party Database. Customers failing a Restricted Party screen are flagged and may only be released for export by trade compliance.

THIRD-PARTY DUE DILIGENCE PROGRAM

Third-party screening and customer vetting

Compliance questionnaires

Contract language and customer/channel vendor policies

Internal and external audits

Qorvo employees dealing with third parties receive continuing instruction and education that includes new employee training, general awareness training and targeted training for employees with specific responsibilities.

Qorvo believes that ethical conduct plays a fundamental role in producing good business results. Every action we take as a Company, and every action our representatives take on behalf of Qorvo, should conform to the highest ethical, moral and legal standards. Individuals across multiple business organizations work to ensure we partner with third-parties who uphold our high ethical standards. We prescreen and vet potential third-parties using internal procedures and systems, third-party databases and software.

INFORMATION SECURITY

Each member of the Qorvo community is responsible for the security and protection of Qorvo’s electronic information resources. Qorvo has developed Information Security policies to guide the organization in protecting our information and systems.

Our Information Security policies are designed to ensure compliance with relevant laws and regulations and to create a foundation for secure, consistent and reliable technology 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 (ERA), and feedback from the ERA guides program enhancements.



CORPORATE GOVERNANCE

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 or 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 exercise incident response processes to ensure 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 frameworks for cybersecurity.

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

TRAINING

Among other training, employees receive security awareness training as part of the initial onboarding process and annually thereafter, to protect themselves and the organization. A knowledge check is completed after training as part of internal monitoring. In addition, we have added cybersecurity exercises and periodic "simulations" (test phishing e-mails) to Qorvo employees to help increase diligence in identifying and reporting attempts to infiltrate Qorvo information systems.

INFORMATION SECURITY PROGRAM ELEMENTS

Operational measures in place to prevent, detect and respond to cyber attacks

Regular internal and external audits oriented toward all types of sensitive information, particularly intellectual property

Annual employee training and ongoing simulation and testing

Regular simulated phishing attacks

Regular security awareness reminders

Alignment to national and international standard security frameworks



CORPORATE GOVERNANCE



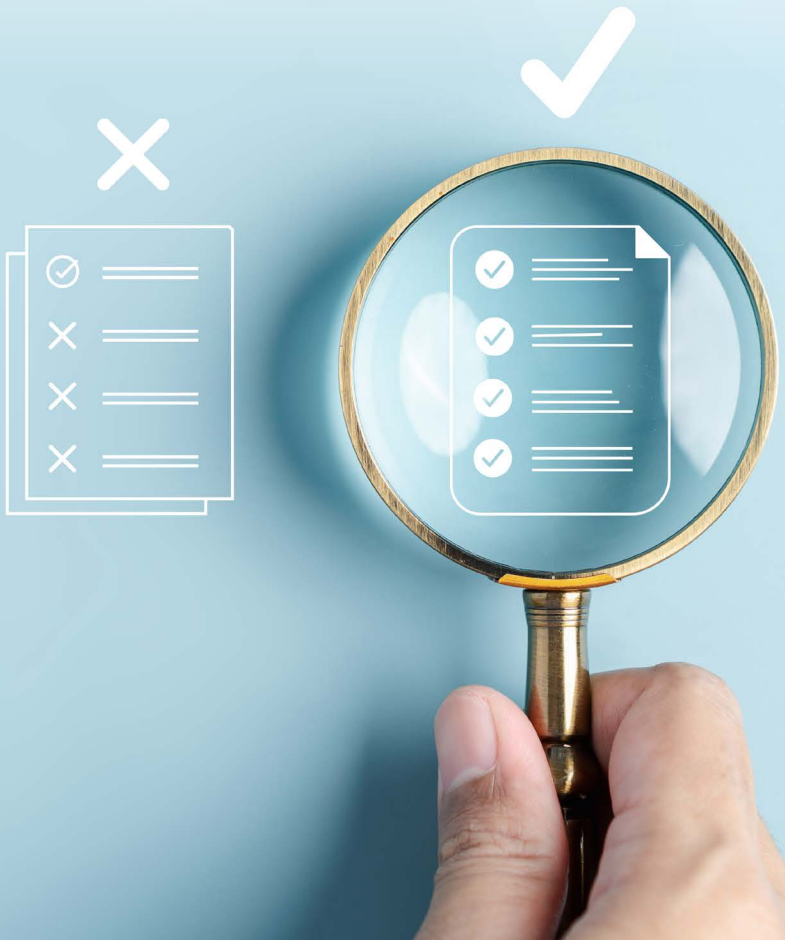
REPORTING CONCERNS

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 REPORTING CHANNELS

We encourage our employees to reach out with their concerns and provide multiple channels to solicit feedback.

- Open door policy
- Annual performance review
- Third-party anonymous hotline/website
- Employee surveys
- Management
- Human resources



OUR PEOPLE

Total Workforce
 **8,600+**

Worldwide: 71% male 29% female

4% foreign nationals

- 55%** are located in the Americas
- 38%** are located in APAC
- 7%** are located in EMEA
- United States Only:** 16% composed of Black or African American and Hispanic or Latino employees.



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 are committed to internationally recognized frameworks, such as the International Labor Organization, United Nations Declaration of Human Rights, United Nations Global Compact and seek to embed such frameworks in our policies and procedures for ethical labor practices.

Our **human rights policy** acts as our guide. Additional details can also be found in our Code. 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 Costa Rica and Oregon locations completed an RBA audit in FY24 and received a perfect score.



Training



Activities



Guidelines



Processes



Programs

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 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. We were pleased to be recognized by Minority Engineer magazine as a Top 50 Employer by their readers.

We are committed to promoting equality in pay by providing fair and equitable compensation to all our employees. Qorvo pay practices are monitored through both internal and external reviews with our legal partners and reviewed during activities such as our annual merit planning. During this time, we complete a fair pay review where we compare our Company’s estimated salaries for full-time US workers to industry peers.

Our most recent pay gap analysis was completed in FY24 and was reviewed across race/ethnicity (US) and gender (global). Results from this analysis led us to believe our structure, practices and pay decisions are fair and equitable.



OUR PEOPLE

EMPLOYEE NETWORKS

As part 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), Qorvo has added QNet Groups, including Veterans Enablement & Troop Support (V.E.T.S.), Next Generation (NextGen), Qorvo Amateur Radio Group (QARG) and Inclusivity at Qorvo (I:Q). Our NextGen group alone has over 800 members.



The Women in Tech (WIT) group fosters a culture where women thrive and girls are inspired. Our inclusive forum 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 and their supporters. Its goal is to promote the collective experience of all members to enhance professional career development and work productivity.



Qorvo’s Amateur Radio Group’s mission is to foster connection and collaboration between Qorvo employees who have an interest in the wide-ranging aspects of Amateur Radio, and serve the local community in case of disaster.



OUR PEOPLE

EMPLOYEE ENGAGEMENT SURVEYS

Qorvo employees participated in an annual engagement survey designed to gather worker feedback and to ensure Qorvo has a work environment that supports our goals. Qorvo's work environment is a critical aspect of our success. It shapes our culture, our interactions with each other and how we approach our work.

Our response rate was 85% and we received feedback on critical topics such as strategy, culture, execution, inclusion, environment, growth and development, support, collaboration and engagement. Overall, Qorvo received a 78% favorable rating for the engagement index items, with over 84% of respondents stating they are proud to work at Qorvo.

Engagement survey feedback was received and managed by an independent third-party survey research firm. Responses were strictly confidential, and results were shared only in aggregate form.

After the survey was completed, results were analyzed, and summaries were shared with the larger Qorvo workforce. Action plans based on worker feedback were developed to address opportunities for improvement.

Examples from individual departments include employee recognition committees, job rotation programs and technology councils to increase engagement in strategy discussions.



EMPLOYEE ENGAGEMENT SURVEY

91%

Say their manager treats employees with respect

89%

Say their time is spent productively and purposefully

87%

Say they feel comfortable discussing concerns with their manager

86%

Say their manager seeks and responds

OUR PEOPLE

EARLY CAREER PROGRAMS

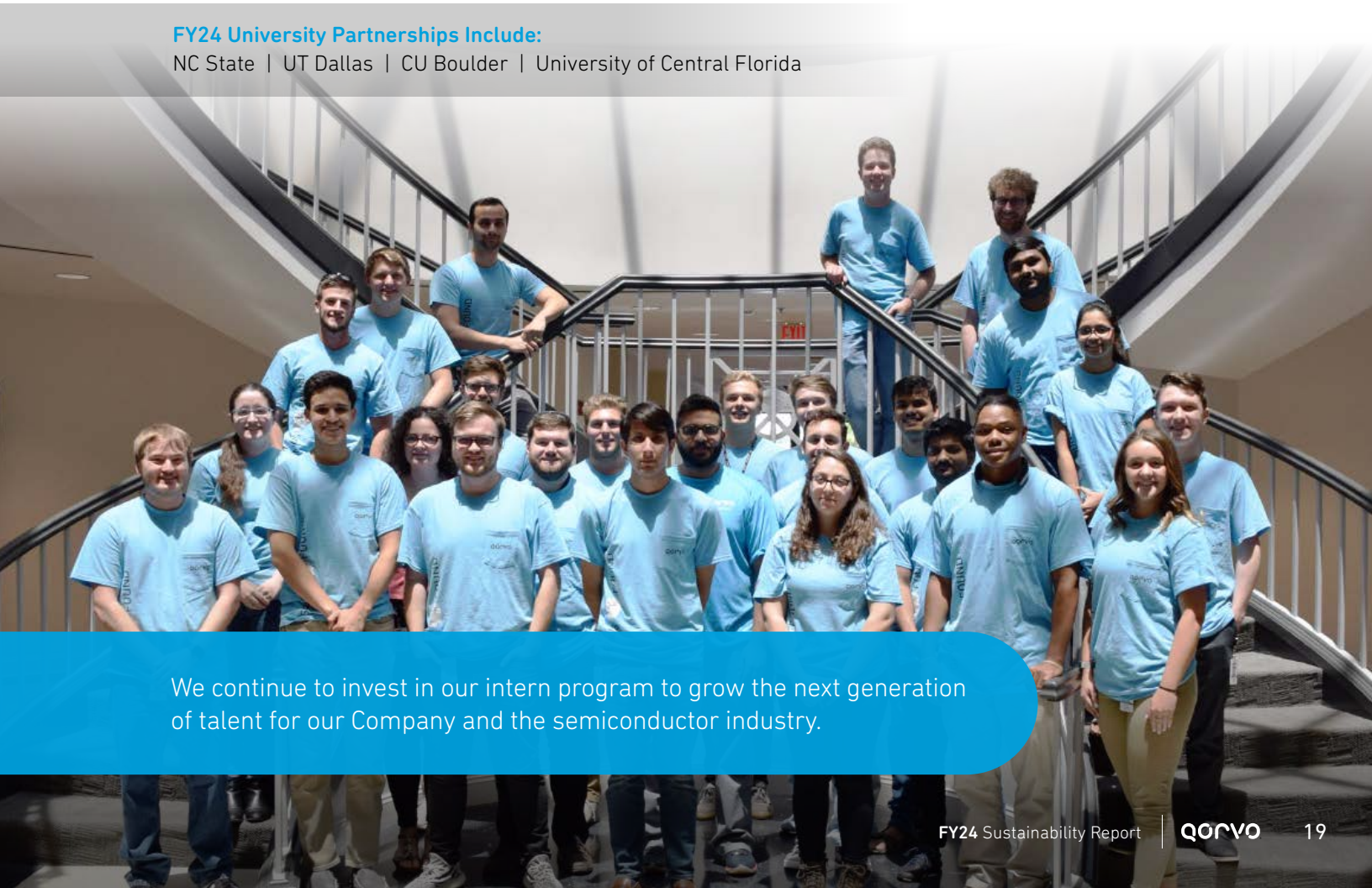
Internships are a vital and growing part of our work at Qorvo, and many former interns begin their careers here. We continue to invest in our intern program to grow the next generation of talent for our Company and the semiconductor industry.

Interns focus on projects related to their field of study and conclude their internship with a presentation on their work product. While at Qorvo, our interns participate in a professional development series intended to provide exposure to different areas of the business. Many of our interns join our QNet groups and participate in their activities over the course of the internship. Outside of work, interns are invited to participate in Company culture-building activities like baseball games and trivia nights.

In FY24, we offered 43% more internships to students than in the previous year and converted 74% of eligible interns to recent college graduate (RCG) hires, which represents a 4% increase from FY23.

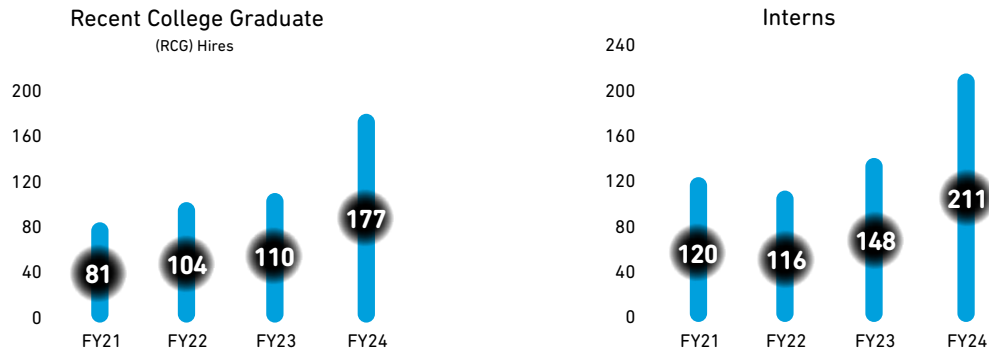
FY24 University Partnerships Include:

NC State | UT Dallas | CU Boulder | University of Central Florida



We continue to invest in our intern program to grow the next generation of talent for our Company and the semiconductor industry.

OUR PEOPLE



EARLY CAREER PROGRAMS

Our university strategy identifies target schools that best align with our diversity objectives as well as our technology roadmaps. In FY24, 64% of filled US internships came from our targeted schools with 49% of those coming from our Tier 1 targeted schools.

We continue to grow our engagement 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. In FY24, Qorvo hosted members of The Society of Women Engineers at UT Dallas at our Richardson, TX site and recently conducted a session on Imposter Syndrome with the Society of Hispanic Professional Engineers at NC State.



We encourage our interns and recent graduates to take advantage of Qorvo's Launch program, for professional development and networking opportunities.

OUR PEOPLE

CAREER MANAGEMENT AND COMPETENCY DEVELOPMENT

Career management is addressed through our Voyage program, a journey between employee and manager to identify and strengthen Qorvo's performance, and set up employees for further success. Through Voyage, 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. Ongoing meetings between employees and managers provide employees with feedback, coaching and assistance as they work to complete goals and objectives.

Employees incorporate opportunities for competency development by completing a self-assessment, available through our online HR portal. Core competencies could include accountability, adaptability, collaboration, customer orientation, decision-making, global perspective and influencing. Results from the assessment help identify development opportunities and the associated roadmaps for strengthening target competencies and/or technical skills (such as software or project management). Employees work with their manager to discuss developing an individual plan complete with associated metrics. These metrics are reviewed throughout the year during check-ins and during their annual performance review.



Over 900 courses offered online through Qorvo University



Resources providing guidance and support for competency development



Performance development through goal-setting, feedback and competency growth



Curated resources to accelerate learning on important topics of interest

OUR PEOPLE

We understand that people learn in three basic ways – experience, exposure and education. Our learning model incorporates the three Es and is a guide for structuring developmental experiences in the workplace. Employees are encouraged to review their career development aspirations with their manager to determine potential growth opportunities.

We monitor our attrition rate within Qorvo. Like many semiconductor manufacturers, we face challenges with securing/maintaining top talent and review our hiring plan and benefits throughout the year. Our global voluntary turnover rate of 8% for FY24 was below industry average.



Employee check-ins per year on metrics



Annual performance review for all employees



Voluntary turnover rate

SUPPORTING INTERNAL JOB GROWTH

We continue to focus on internal hiring and internal job movement, and review our hiring process to ensure opportunities are available for current employees looking for their next challenge. Through our Q-HR system, employees can create an online candidate profile, search for job positions by job function and job location and apply with just a few clicks. Employees are able to track the status of open job applications and save potential job postings that they might want to consider at a later time.

In FY24, 18% of indirect labor positions were filled by internal candidates and 82% by external candidates. 25% of total indirect labor positions were filled by female candidates, and 75% were filled by male candidates.



OUR PEOPLE

SUCCESSION PLANNING AND LEADERSHIP DEVELOPMENT

Our comprehensive succession planning ensures we are identifying high-potential performers and providing necessary support and guidance as employees build the skills necessary to take on larger roles. Succession planning is undertaken at multiple levels and reviewed annually by HR and key leadership teams. Managers play a crucial role by evaluating and offering input on their high-potential performers, utilizing a standardized development framework to help identify and craft impactful development plans aimed at addressing key areas for growth.

In FY24, we launched Qorvo LEAD, which is our cornerstone leadership development program for cultivating leadership talent and fostering a culture of excellence. Our program is designed for various levels, from mid-level managers to early career employees, aiming to instill the competencies essential for leadership excellence within Qorvo. It is delivered in a blended format, combining online learning modules with interactive in-person workshops. Moreover, the program promotes collaborative learning by organizing participants into cross-functional cohorts, fostering interaction and knowledge-sharing among diverse backgrounds.

Our flagship leadership development program offers tailored solutions for senior leaders to ensure our leadership pipeline remains robust and equipped to drive the Company towards sustainable success. This comprehensive program integrates leadership skill-building training, real-time business forums and one-on-one executive coaching to enhance participants' ability to execute their business strategy and achieve results.

Our lean leadership program consists of small groups working offsite, addressing key business challenges and developing leadership and business skills. The program ends with a capstone project.



Leadership skill development for all levels – from mid-level leaders to early career employees



The Leadership Room is our flagship program for senior leadership development



360° competency assessment and feedback for leaders at all organizational levels



Graduate certificate in lean systems targeting Qorvo's current and emerging leaders

OUR PEOPLE


TRAINING

As part of Qorvo's long-term strategy to develop our employee talent base, we delivered learning solutions in FY24 to provide employees with the training needed to continue to grow their skills and advance their careers. Through our Qorvo University Learning Management System (LMS), we now offer 900+ online courses linked to our strategically aligned competency models for all employees. Our training and development program ensures that competent personnel are available to perform the activities they are responsible for safely and effectively. We take pride in fostering a learning environment that encourages employee development, thereby strengthening the Company's operations.

 **900+**
Over 900 courses offered online through Qorvo University


Top Courses
Coaching, communication and continuous improvement/lean


New Hire Orientation
Provided to all employees


Site Leadership
Identifies need for additional staff, education and/or training to achieve goals and objectives

EVALUATION OF TRAINING PROGRAMS

Our Qorvo University Learning Council, a cross-functional team, provides oversight to our training program by ensuring there is quality employee training and development resources essential for the continued viability and growth of Qorvo in an ever-changing competitive environment. Such content is reviewed annually to ensure relevancy. Furthermore, managers review employee competencies annually and determine if further competency requirements and improvements are needed.

Over 4,000 self-directed learning courses completed by our employees in FY24 for skill and competency development.



OUR PEOPLE

UNIVERSITY RELATIONSHIPS

At Qorvo, we have established relationships with universities and collaborate on topics relevant to the semiconductor industry. This could be in the form of promoting research opportunities, educational funding or assisting with curriculum development. Some of our technical staff sit on university curriculum advisory boards.

CONTINUING EDUCATION

Qorvo values lifelong learning. Employees are encouraged to pursue additional formal education to help them stay at the top of their field. Tuition reimbursement is available for undergraduates through post-graduate degrees.



RECOGNITION

Qorvo's Core Award is designed to enable managers to recognize individuals and teams for extraordinary effort that is core to our success. In FY24, over 600 employees received a Core Award, with top categories representing customer experience and cost improvement. 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 FY24, over 760 patent awards were issued to our employees.



600

Employees receiving a Core Award.



OF THOSE EMPLOYEES

WHO RECEIVED

TUITION ASSISTANCE,

53% PURSUED A

MASTER'S DEGREE.

OUR PEOPLE



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. To supplement the wellness components of our health plan offerings, our health promotion specialist developed and executed a number of wellness exercises and trainings to better support our employee health. 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).

Employees also receive access to the employee well-being solutions program (EWS). The EWS is a modern and flexible employee assistance program, that provides employees and their households with support for everyday life. Employees and their families can take advantage of 24/7 access to the EWS, which offers help with stress, depression, anxiety, work conflicts, grief and loss, relationship issues and family and parenting problems. Employees also have access to many health and wellness programs both onsite and online through clinics, memberships, trainings or other types of programs. On site and online, employees can access valuable resources such as smoking cessation and weight loss programs, gym access and discounts and wellness fairs.

64% of our US workforce took advantage of at least one wellness offering in the plan year.



OUR PEOPLE

PILLARS OF HEALTH



Physical



Mental



Financial



Community

WORKING ARRANGEMENTS

We take measures to ensure our work schedules do not create adverse impacts to workers' health. Upon hire, all employees are offered a firm or stable work schedule and information is communicated to the employee through the job offer and HR policies. This allows our employees to schedule time off for rest, volunteering or to attend to appointments as needed.

Our working hours policy states that except in emergency or unusual situations, Qorvo limits the actual hours worked by each non-exempt worker to no more than 60 hours per workweek and provides at least one day of rest after every six consecutive days worked.

Some roles at Qorvo can be flexible or part-time, and we engage with workers in discussion when those opportunities arise. Flexible work arrangements are agreed upon hours and/or locations that differ from the standard workweek and/or workplace for a particular department.

Flexible work arrangements allow the needs of the individual and Qorvo to be met in an approach that is as manageable and predictable as possible. Flexible work arrangements may include a flex-place arrangement or part-time employment.

We understand some roles are more conducive to working from home than others. A flex-place arrangement is an agreed upon frequency an employee is permitted to work from a remote location. Roles are classified into three categories:

(FO) Fully onsite **(HR)** Hybrid roles **(FR)** Fully remote

Additionally, part-time positions are assigned and granted at the discretion of the Company. Part-time employees are those who are regularly scheduled to work less than the standard number of hours by site.



In FY24, Qorvo was recognized by Healthiest Employers for Oregon, Texas and Central Florida in its category. The Healthiest Employers awards were created to recognize organizations that are committed to creating a healthy workplace.



OUR PEOPLE



HEALTH AND 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.

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. A number of our locations are ISO 45001: 2018 certified, a standard for occupational health and safety (OH&S), and we have a long-term vision to attain this certification across all manufacturing sites. Other manufacturing locations look to align with RBA Code requirements for its health and safety management systems.



OUR PEOPLE


IDENTIFYING AND ADDRESSING WORKER RISK

Qorvo's environmental, health and safety (EHS) team completes job hazard assessments (JHA) at all manufacturing locations. The JHA program ensures that all tasks on the identified toolsets and facilities are reviewed, the hazards are proactively assessed, and risk is minimized to acceptable levels with the appropriate engineering controls, administrative procedures and personal protective equipment (PPE) in place. Risk assessments are completed before installing new machinery and before introducing new chemical processes. Furthermore, employees receive training on minimizing any risks that cannot be eliminated.⁹

Hazardous materials such as corrosive liquids and solvents are used in manufacturing our products. Risks related to these materials include potential impacts on the health and safety of our employees. Qorvo takes steps to protect our employees first through hazard elimination. For risks 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 ensuring the health and safety of our employees. By following the hierarchy of controls, Qorvo ensures the safety and well-being of our teams.

 **Annual**
Health and Safety
Assessments


Regular
Third-party Audits

 **2**
Emergency Evacuation
Drills per Year per Shift

 **52,000** HOURS
Health and Safety Training

PROTECTION OF WORKERS EXPOSED TO HAZARDOUS SUBSTANCES

-  Regular medical checks are provided for emergency response team (ERT) members responding to hazardous substances incidents.



The hierarchy of controls is used within Qorvo to determine the best way to keep employees safe.

⁹ 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.

OUR PEOPLE

TRAINING AND COMMUNICATION

Our health and safety programs have been developed to ensure continuous improvement in the training and protection of 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. Our corporate training policy requires an annual review of our training matrix and monthly communication of workers' training completion status. Training is assigned based on job responsibilities and completed through online learning and in-person sessions.

Prior to transferring to a new position, an employee must complete the necessary training. For example, information on physical hazards, chemical hazards and safe work practices is provided to employees through multiple channels, such as structured lessons and on-the-job training.



Online Learning

- Over 100 training modules available for employees depending on their role.
- Over 52,000 training hours completed on health and safety-related topics.
- Hazardous substances training includes safe handling and storage practices through job aids and in-person training.



Onsite Training

Employees such as engineers, technicians and operators are expected to complete initial and ongoing onsite training to demonstrate compliance with proper operating procedures. Supplemental to instructor or manager-led training, Qorvo completes peer-to-peer training and safety walks to observe employee performance. Visual cues are included in our training and communication program as a driver to keep workers safe. For example, every chemical onsite has an SDS available for workers to access and review. Additionally, process-specific hazard communication placards are posted on equipment throughout the site.



Worker Feedback Channels

- Suggestion Boxes
- Site Meetings
- Health and Safety Newsletters
- SafetyNet Webpage
- Site Safety Committees

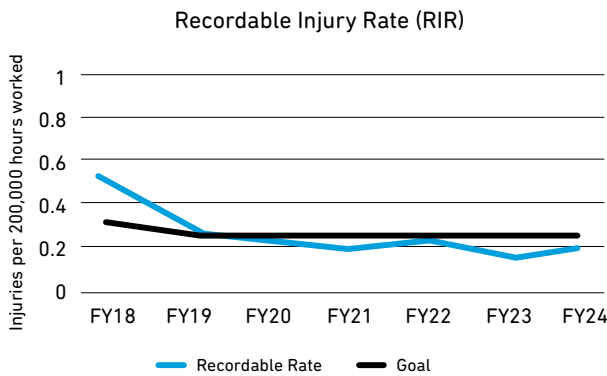


PPE

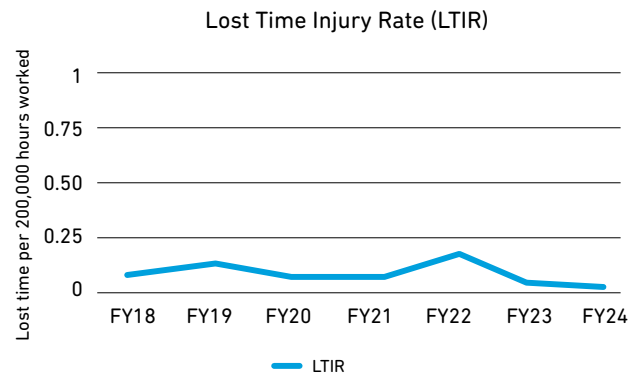
Many roles within manufacturing require a certain level of PPE (determined by a JHA). All PPE is provided to workers free of charge and properly maintained as part of our PPE program. Each tool that requires PPE is properly labeled with pictures corresponding to the PPE needed, such as eye protection, aprons, gloves, safety shoes, face masks, respirators and hearing protection. Workers are required to understand the PPE necessary prior to beginning work. Portions of our manufacturing space may have heightened risks for workers, and such risks are displayed through visual warnings and area segregation. To ensure all risks are properly identified and labeled, our EHS teams conduct frequent reviews of our facilities and tools for proper safety labels and controls.



OUR PEOPLE



Qorvo establishes a recordable rate goal lower than industry averages. US BLS (2022) for NAICS Code 334413, total recordable cases for semiconductor and related device manufacturing was 1.1. <https://www.bls.gov/iif/>



US BLS (2022) for NAICS Code 334413 for cases with days away from work was 0.3 for semiconductor and related device manufacturing.

FOSTERING A CULTURE OF SAFETY – ESTABLISHING TARGETS & ACHIEVING PERFORMANCE

Site-specific health and safety teams are critical in fostering a positive safety culture. Team members encourage employees to utilize SafetyNet, our online near miss and hazard reporting system, a system critical to prevent employee injury. For FY24, over 800 total SafetyNet entries were received and resolved through our reporting system. 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. Like previous years, our FY24 recordable rate target was set at 0.25. We were pleased to report an actual recordable rate of 0.20, below our target and significantly below industry average. Furthermore, our lost time injury rate was 0.07, significantly below industry average. Key initiatives like our near-miss reporting, site safety walks and audits as well as continued focus on training, helped the team achieve this great result.

PERFORMANCE

0.25

FY24 Target

Qorvo's health and safety target of 0.25 was established in FY19 and focuses on an annual recordable rate well below industry standard.

0.20

FY24 Results

FY24 was the sixth consecutive year the Company achieved a recordable rate below target (this year at 0.20), which is below the US BLS (2022) rate of 1.1 for semiconductors (NAICS 334413).

OUR PEOPLE

EMERGENCY PREPAREDNESS

Qorvo's site risk assessments and impact analyses consider possible natural and/or human-made disasters that could impact our sites, and such assessment is re-evaluated on an annual basis by key leaders in the Company. Our team examines natural disaster risk, including storms, snow, ice, tornadoes, hail, heavy winds, earthquakes, flooding and epidemics. Human caused disasters and technology caused disasters are also considered. Examples include fire, chemical spill, electrical power failure and software failure.

Each site reviews the severity (negligible impact to catastrophic impact) as well as occurrence or likelihood (ranging from an event will never occur to an event occurring once a day) of each risk and assigns a risk rating. Impacts to financials, customers and intangibles such as reputation and goodwill are also considered. Site assessments with heightened risk ratings are included in an annual corporate summary for review. Corporate and site-specific management teams are tasked with developing and implementing appropriate emergency action plans based on the risks identified in these assessments. Our teams conduct annual drills/exercises to validate site readiness for threats to operations.



EMERGENCY RESPONSE TEAMS (ERT)

Our major manufacturing locations are staffed with ERT and are responsible for maintaining certification status as outlined in our internal procedures. The primary responsibility of the ERT is the safety of personnel. Team members use detection equipment and personal protective equipment protocols to identify and safely isolate hazardous material releases. Workers must undergo a medical clearance/physical prior to joining the ERT. Those who use respirators are required to complete additional medical clearances and physicals. After a member obtains their initial certifications, they must maintain their certifications by attending ongoing training, participating in drills and responding to incidents that occur on their shift. All ERT members receive emergency response training through our online learning management system, completing an initial 24 hour classroom training (if required) and monthly on-the-job training. Each shift is responsible for completing two evacuation drills per year, with an after-action review documented.

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

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

CONTRACTOR SAFETY PROGRAM

- ✔ Corporate expectations
- ✔ Site specific information
- ✔ Verification through knowledge check



All contractors must complete safety training prior to commencing work.



OUR PLANET

100%

Achievement of Board objectives that focused on sustainability

88%

Manufacturing locations ISO 14001: 2015 certified

25%

Locations ISO 50001: 2018 certified

43%

Reduction in GHG emissions over base year



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 certification to ISO14001: 2015.⁶

OUR GOALS



Reduce Scope 1 & 2 emissions by 34,529 mtCO₂e in FY24, representing a 2.5% annual reduction or 10% reduction from FY20 (baseline).



Complete water improvement projects that will result in conserving over 1 million gallons of water annually across Qorvo locations.



Reduce total waste by 847,760 pounds in FY24, representing a 2.5% annual reduction or 10% reduction from FY20 baseline.

⁶ Seven out of eight manufacturing sites are ISO 14001 certified ([download](#)).

OUR PLANET

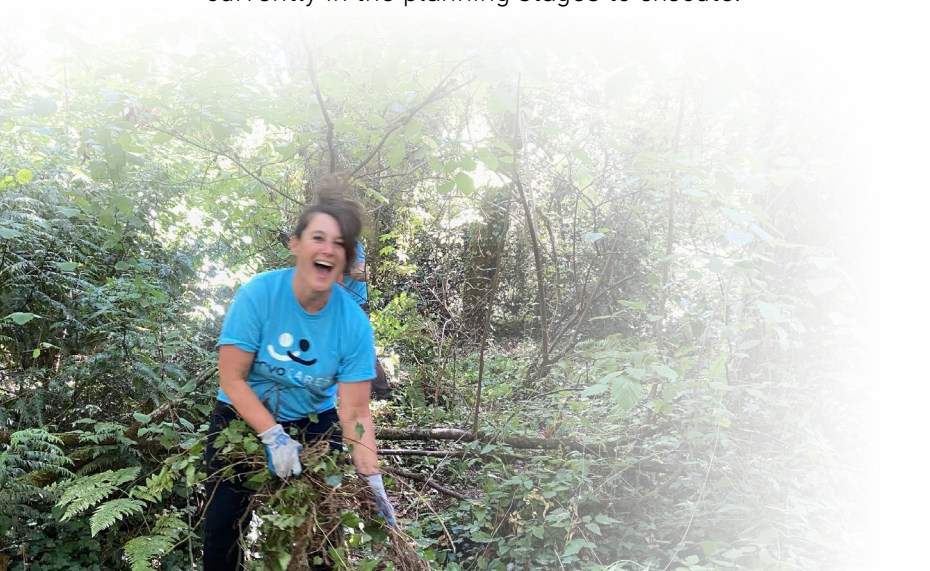
Understanding our business impact on the environment begins at the design stage of our products and continues through the final disposition. This is referred to as a lifecycle assessment and is built into our ISO14001: 2015 EMS. Lifecycle assessments are completed by our EHS team to understand our aspects and impacts 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 activities.

In FY24, 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 adverse 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 adverse environmental impact and were addressed this year. Additional risks and opportunities were identified for FY25 and are currently in the planning stages to execute.



QORVO INTERESTED PARTIES

Senior leaders and managers

Contractors

Customers

Trade associations

Government/regulators

Suppliers

Employees

Community

Registrars & certification bodies

Family members

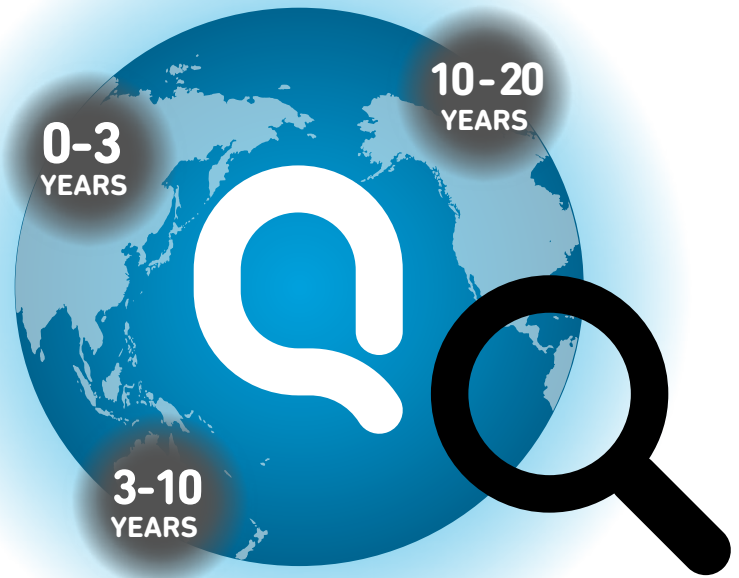
Shareholders

Insurers, brokers & underwriters

OUR PLANET

CLIMATE CHANGE AND ENERGY

Qorvo performs an annual enterprise risk assessment (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.

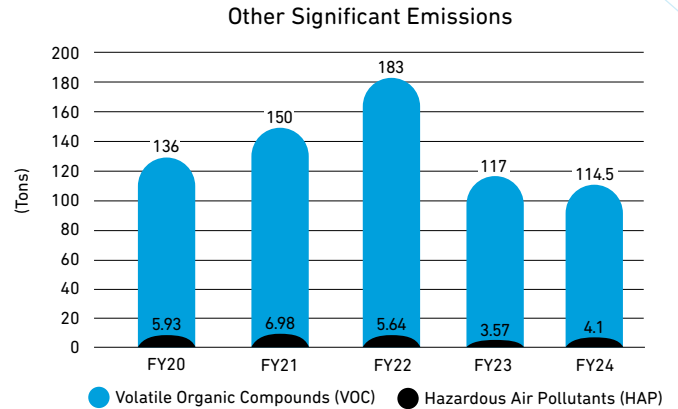
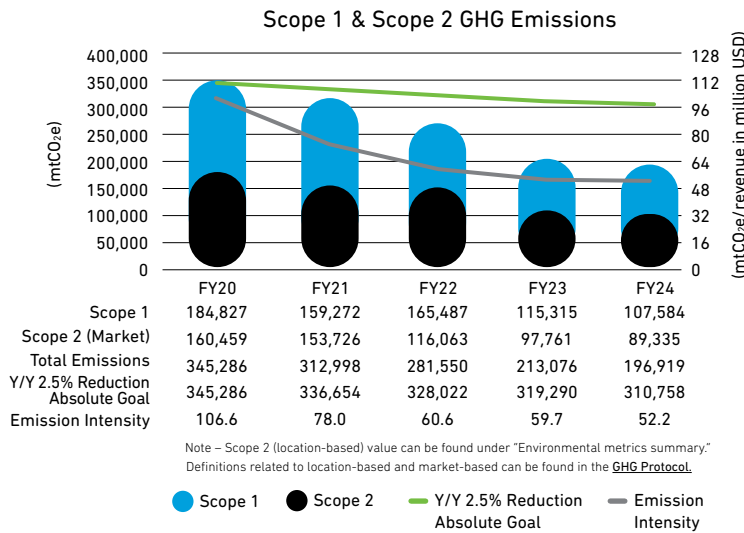


We address asset-related risk through a business continuity plan. Our plan addresses site-specific physical climate risks, such as flooding. We carry commercial property damage and business interruption insurance against various risks – with limits we deem adequate – for reimbursement for damage to our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

In FY24, we enlisted a third party to help review our physical risks related to climate change, including extreme precipitation, wind, temperature, drought and sea level rise. Qorvo, along with major supplier locations holding Qorvo owned capital equipment were assessed with specific risks and opportunities identified.

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 1 and Scope 2 emissions.

OUR PLANET



CLIMATE CHANGE AND ENERGY

Each manufacturing location is responsible for keeping an inventory of GHG emissions and providing accurate reporting 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.

This past fiscal year we began engaging with third-parties to review our Scope 1 and 2 GHG emissions. Hillsboro, Oregon; Richardson, Texas and Beijing, China locations were audited by third-parties (representing 37.5% of our locations), and we are in the process of completing GHG audits at additional locations.

We continue to focus aggressively on Scope 1 and Scope 2 emissions reductions and reported a 8% year over year reduction in absolute emissions and a 43% reduction from FY20 (baseline), well surpassing our goal. We continue with our emissions reduction focus in FY25 with an annual 2.5% reduction.

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.



OUR PLANET

In FY24, we continued with a 2.5% yearly absolute reduction target of Scope 1 and Scope 2 emissions, representing 34,529 metric tons of CO₂e.

We addressed our Scope 1 emissions this year through additional investment in abatement devices. For example, one U.S. location focused initial abatement equipment investments on CVD process clean gases as our highest pareto emission source, and we are moving to wafer etch processing abatement as the next area of focus. Other initiatives looked at process improvements that reduced the amount of chemicals used in production.

Our Scope 2 efforts included energy conservation initiatives within our buildings and additional installation of LED lights. Across U.S. locations, our facilities teams focused on HVAC projects related to temperature and humidity controls in low occupancy areas and optimization in manufacturing areas. Lastly, we continued to focus on investing in clean energy.

Our annual review identified additional opportunities for GHG emissions reduction in FY25. However, all sites continue to monitor GHG emissions and investigate/implement opportunities for reductions through reduced consumption, process conversions/alternative substitutes and abatement options.

PERFORMANCE

2.5%

FY24 GHG Target

Using FY20 as our baseline, FY24 target was a 2.5% yearly CO₂e reduction, achieving a 10% total reduction from our FY20 baseline, measured in absolute numbers.

8%

FY24 Results

Qorvo has achieved year over year reduction of 8% and a 43% reduction in combined Scope 1 and 2 GHG emissions from FY20.

OUR PLANET




LOW CARBON TRANSITION

Renewable energy is included in our ISO 14001: 2015 and ISO 50001: 2018 programs. Facilities and operations management are tasked with reviewing renewable energy opportunities and pursuing initiatives when possible. In FY24, we continued to invest in renewable energy certificates (RECs) and engaged with third parties on renewable energy options. Our renewable energy allocation in FY24 was 48%⁷. Qorvo purchased renewable energy was 16%. Furthermore, we operate in states that have set renewable energy goals, and therefore, allow our facilities to use more renewable energy in our electricity mix.

48% of energy consumed was derived from renewable energy sources. 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.

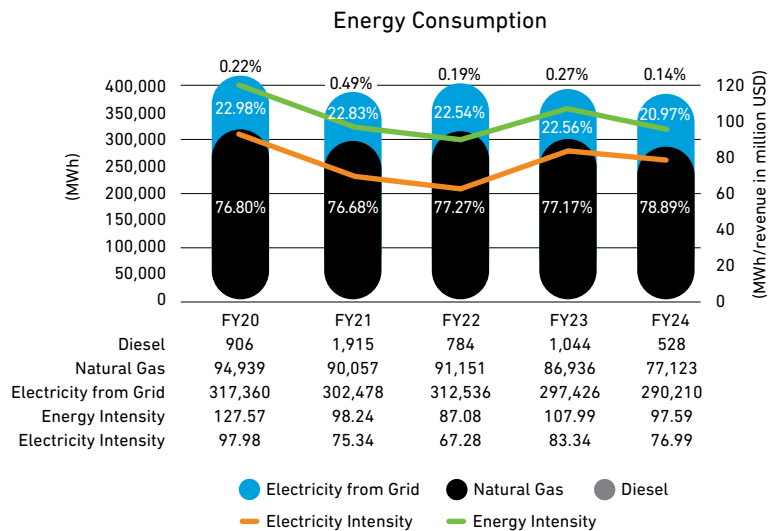
ADDRESSING SCOPE 3 EMISSIONS

In FY24, we engaged with multiple logistics carriers to better understand our carbon footprint. This included enhanced reporting, automating our data collection processes and engaging in alternative fuel options. We used sustainable aviation fuel (SAF) as a percentage of our total fuel consumption.

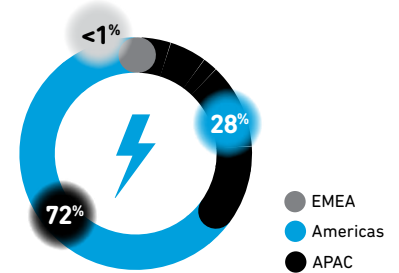
 Employee Commuting	 Business Travel	 Upstream and Downstream
<ul style="list-style-type: none"> • EV stations at numerous Qorvo US locations • Complementary bus transportation for workers in China and Costa Rica 	<ul style="list-style-type: none"> • Encourage virtual meetings when possible to reduce business travel • Encourage carpooling, booking ride shares and options to reserve EV cars 	<ul style="list-style-type: none"> • Optimize shipping routes • Include sustainable aviation fuel (SAF) for shipments • Focus on dimensional weight • Encourage suppliers to use consolidated shipments

⁷ Renewable energy allocation is the sum of renewable energy purchased via RECs and the estimated renewable energy available at the grid.

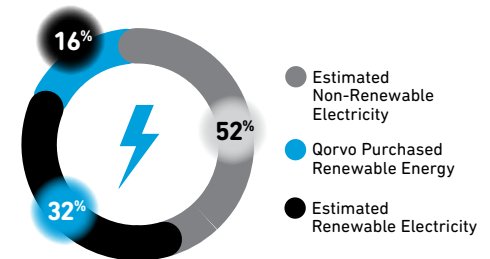
OUR PLANET



FY24 Electricity by Region (%)



FY24 Qorvo Electricity Source



ENERGY EFFICIENCY IN PRODUCTION PROCESSES

Energy efficiency of our tools is key to driving down energy consumption. We partner with vendors at the procurement stage to understand energy efficiency of the tools, while our maintenance techs are responsible for monitoring and servicing the tools during production. When procuring new tools for Qorvo, we consider energy efficiency and water consumption during vendor selection. As we replace aging process equipment, we strive to replace not only with more energy-efficient tools but also utilize process gasses with lower GHG emissions, such as replacing C₂F₆ in-situ chamber clean gas with NF₃ remote plasma chamber clean gas.

Our manufacturing execution system (MES) allows us to effectively manage our work in progress. Users operating an MES can reserve a tool, schedule material around down tools and arrange routine tool maintenance. All actions are intended to maximize energy efficiency.

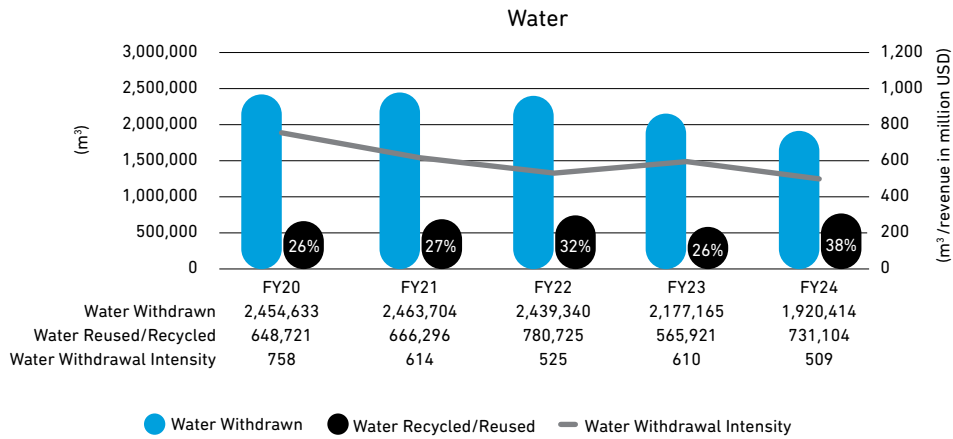
Qorvo cross-functional teams ensure energy efficiency opportunities are fully realized. Facilities, engineers and site leadership analyze energy usage against production data and engage in energy audits across our Qorvo locations. Energy efficiency initiatives not only advance our sustainability efforts but assist with cost savings as well.

In FY24, we created a central energy reduction team to focus on energy optimization projects at our manufacturing locations. We identified multiple opportunities to improve energy efficiency of our tools and our manufacturing plants in general.

Note - Estimated renewable and non-renewable electricity is based on the fuel mix used to generate electricity at the grid. Estimated renewable electricity considers sources of energy, including nuclear, solar, wind, geothermal, biomass and hydropower.

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



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.

Since FY20, we've continued to focus on reducing the total amount of water withdrawn across our locations. Our performance for FY24 (1,920,414 m³ of water) represented the lowest total amount of water withdrawn since our baseline. Additionally, we have seen our performance improve in water withdrawal intensity year over year.

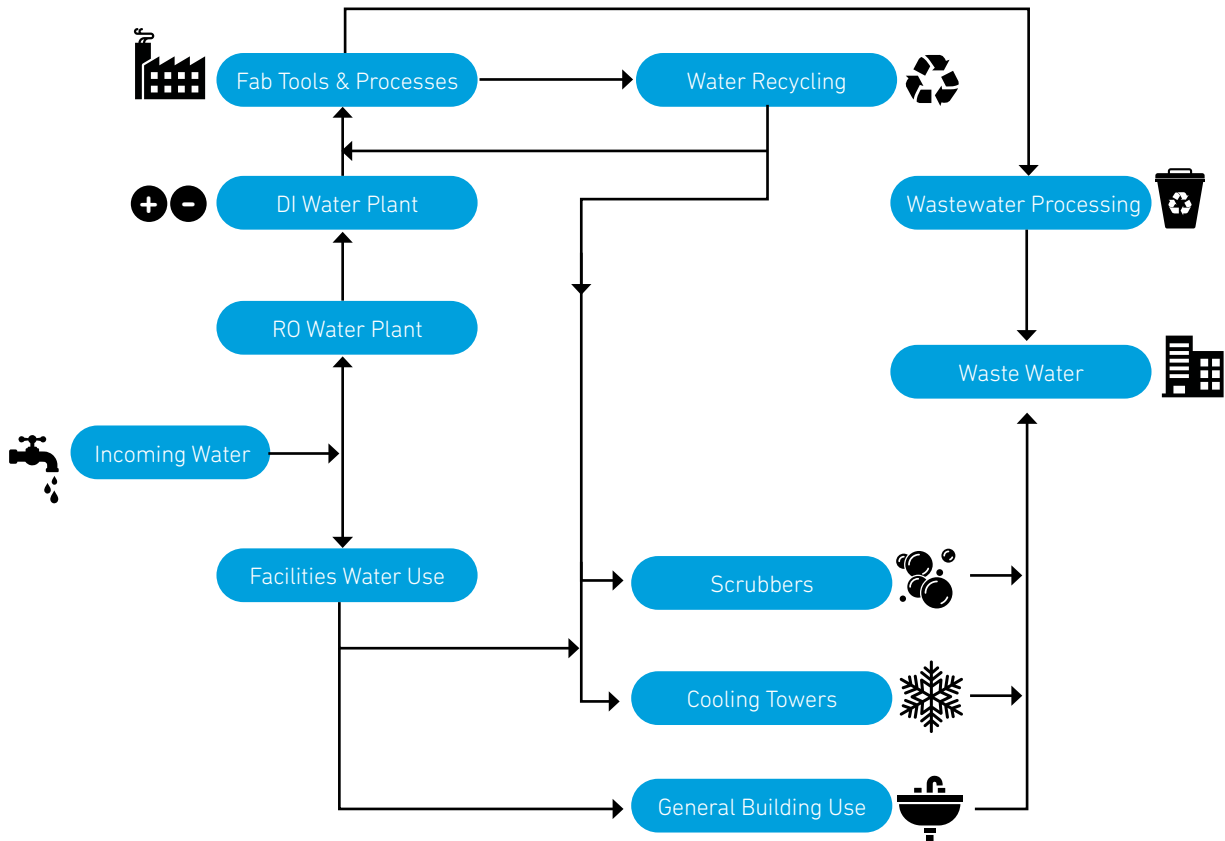
How we consume water and opportunities to recycle and reuse water are explored across manufacturing locations. In FY24, we consumed 269,133 m³ of water (or 14% of total water withdrawn) and our recycling/reuse percentage was 38%. We continue to look for opportunities where we can increase water recycling or reuse.

74%

of water was reused/ recycled at extremely high risk rating locations.

OUR PLANET

FAB WATER USAGE AND WASTEWATER DIAGRAM



WATER RISK ASSESSMENTS AND RISK MANAGEMENT

Water risks are assessed annually and included in our annual major site risk and impact assessment. Over twenty-five risk scenarios are completed at each major manufacturing site. The analysis generates a prioritized summary of risk scenarios based on event likelihood, severity and overall impact to (a) customer revenues; (b) Qorvo financials; and (c) third party interests. The assessment includes analysis of water supply disruption.

Results from our FY24 site risk and impact assessment concluded the likelihood, severity and impact of water supply events is considered low across all sites. Furthermore, engagement with a third-party tool to review emerging water risks driven by climate change did not identify any perceived threats to our major site operations.

Water risks related to physical events are included in our annual insurance reviews, where potential financial impacts on yearly revenue are assessed. Such assessments include onsite visits and include three categories for review: human element, physical and equipment. Loss estimates provided to Qorvo comprehend absolute worst-case situations in which a risk causes maximum negative impact. Assessments concluded at Qorvo locations in FY24 did not identify any recommendations needing to be addressed.

OUR PLANET

Tools such as the FEMA floodplain database, World Resources Institute (WRI) Aqueduct, World Wildlife Fund (WWF), RBA risk assessments and third-party RBA audits (which include environmental criteria) are used to assess risk at Qorvo and within areas of our supply chain. Qorvo locations are evaluated against physical risks (quality and quantity) and reputational risks. Through the WRI tool, scenarios look at 2030, 2050 and 2080 timelines under three current situations – pessimistic, business as usual and optimistic. Results from internal and external tools feed into our overall assessment of water risk and drive future water conservation efforts at our sites.

The WRI Aqueduct overall water risk assessment (which reviews physical risks by quantity and quality as well as reputational risks) identified two of our nine (22%) major manufacturing and assembly locations as extremely high for overall water risk. Seven locations (78%) were identified as low to low-medium overall water risk. Three of nine locations (33%) are identified as low or low-medium risk for baseline water stress. We also utilized the WWF tool to analyze our locations and consider our risk of water scarcity.

Should locations be found to have a heightened risk due to physical events (through our multiple assessment types), Qorvo would 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.

Protecting Against Production Interruption

Qorvo tracks interruptions-to-production at all major sites for all infrastructure disruptions. Disruptive events are promptly reported and analyzed immediately for cross-network preventions and risk mitigations. In FY24, there were zero days of impact related to incoming water supply quantity or quality. As a result, there was zero cost and there were no compliance risks. Disruptive events in water distribution (minor leaks) occurred infrequently with cumulative loss of no wafers and rework of a single wafer. Qorvo's products carry site-specific qualifications by direction of our customer base, and we partner with our customers on a business continuity plan that meets their needs.

22%

Two of our nine (22%) locations receive an extremely high risk rating for overall water risk.

78%

Seven locations (78%) receive a low to low-medium risk rating for overall water risk.

33%

Three of nine locations (33%) are identified as low or low-medium risk for baseline water stress.

Stakeholder Engagement

To help drive water conservation, Qorvo participates in RBA self-assessments and requires our suppliers assess their water-related risk. We regularly monitor our suppliers to ensure water conservation efforts are carried upstream in our supply chain.

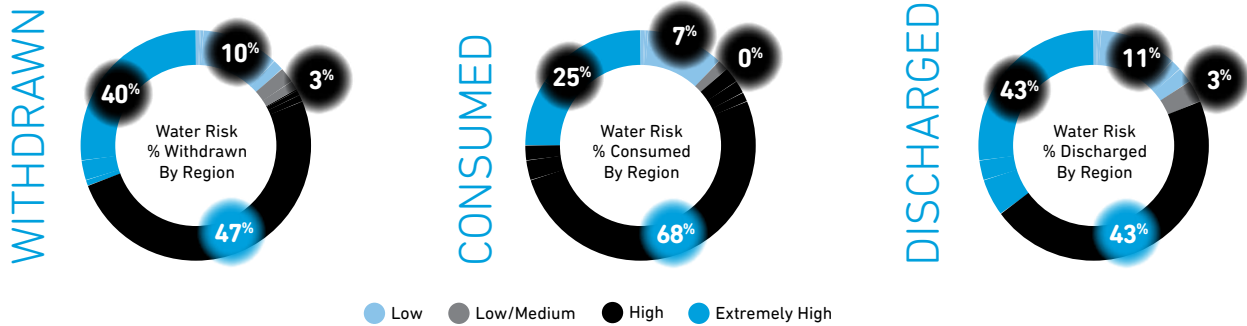
OUR PLANET

WATER TARGET

We set an FY24 water target to conserve one million gallons of water through Company-wide initiatives. While the focus of water targets was on extremely high-risk areas, we completed water savings projects across multiple locations.

Opportunities identified to reduce water use included process improvements, infrastructure and tool upgrades and water recapture/reuse when and where possible. In one U.S. location, a completed project that focused on increasing reverse osmosis (RO) water recovery, for ultrapure water is estimated to save 37M gallons annually. Another completed project in the U.S. focused on reducing scrubber blowdown rates and removing non-value-added equipment is estimated to save two million gallons of water annually. Furthermore, we completed improvements on RO brine recovery which saved an estimated 1.4 million gallons of water in FY24 alone.

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, and engineering and automation controls. We continue to focus on water conservation and have set a goal to complete water projects in FY25 that would translate to over two million gallons of water saved.



PERFORMANCE

1 MILLION

FY24 Water Target

Established a goal to conserve one million gallons of water through Company-wide initiatives.

~40 MILLION

FY24 Water Result

Nearly 40 million gallons of water were conserved through Company-wide initiatives.

OUR PLANET

WASTEWATER MANAGEMENT

Because most water is consumed in production, daily managerial responsibility for water use is at the site level. Each manufacturing location has staffed and properly trained professionals to manage the monitoring, sampling, treatment and disposal of wastewater in accordance with site permits.



A byproduct of semiconductor manufacturing includes wastewater, which is monitored, tested, and pre-treated as needed before discharge to the authority having jurisdiction. This process is managed at the site level by our facilities teams, and according to state and local requirements. Wastewater treatment facilities may include acid waste neutralization (AWN) systems, arsenic removal and cyanide removal systems. Key pollutants at manufacturing sites may include corrosives, cyanide, arsenic and metals; these are monitored and treated in compliance with local permit requirements. For example, in our Hillsboro, Oregon, location, we have acid waste neutralization and arsenic/cyanide removal systems.

Our EHS professionals are responsible for maintaining current wastewater permits for the manufacturing locations, while facilities professionals operate and maintain site treatment systems. Sites have established management plans to ensure responsible discharge of wastewater, such as Toxic Organic Management Plan (TOMP), Accidental Spill Prevention Plans, etc. These plans ensure that our preparation and response actions are documented and communicated to internal stakeholders and external authorities. Site facilities and operations teams are committed to managing and reducing effluents and identifying initiatives to reuse or recycle effluents when possible. For example, our Greensboro, NC and Richardson, TX sites installed reverse osmosis brine recovery systems, reusing millions of gallons of water annually that otherwise would go to drain.

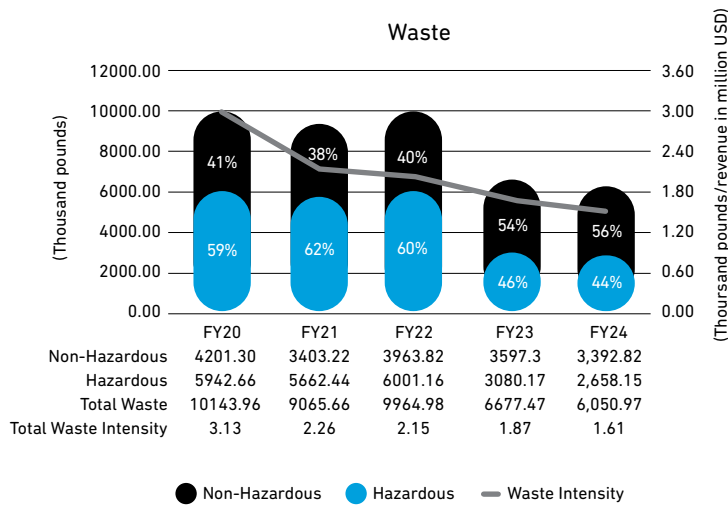


Environmental Stewardship

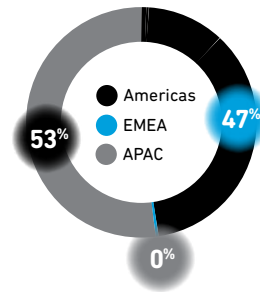
Our Greensboro, NC location was recognized for 15 years at the rising steward level in Environmental Stewardship Initiative (ESI) and took home the 2023 environmental stewardship Initiative (ESI) rising steward of the year award.

Employees at our Qorvo locations are offered opportunities to give back to the community in which we serve. One project completed in Hillsboro, Oregon, was the restoration of our local watershed.

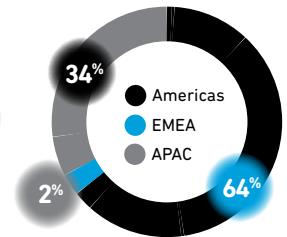
OUR PLANET



Hazardous Waste Generated by Region



Non-Hazardous Waste Generated by Region



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.

PERFORMANCE

2.5%

FY24 Target

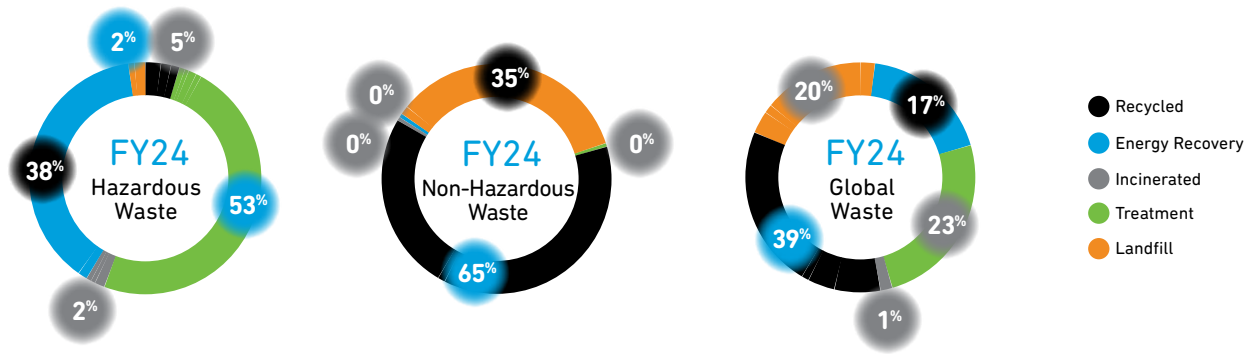
Reduce total waste by 424 tons in FY24, representing a 2.5% annual reduction or 10% total reduction from FY20 baseline.

9%

FY24 Results

Total waste was decreased by 9% year over year. Our total absolute waste reduction was 40% from FY20 baseline.

OUR PLANET



BUSINESS WASTE MANAGEMENT PROGRAM

Our EMS addresses waste management through the reduction of business waste, production waste and packaging waste. Our manufacturing sites have established business waste management programs to divert waste from landfills.

Appropriate collection and disposal of business waste is key to our waste management program. Qorvo facilities teams and EHS teams are responsible for designating universal waste locations and providing employee training.



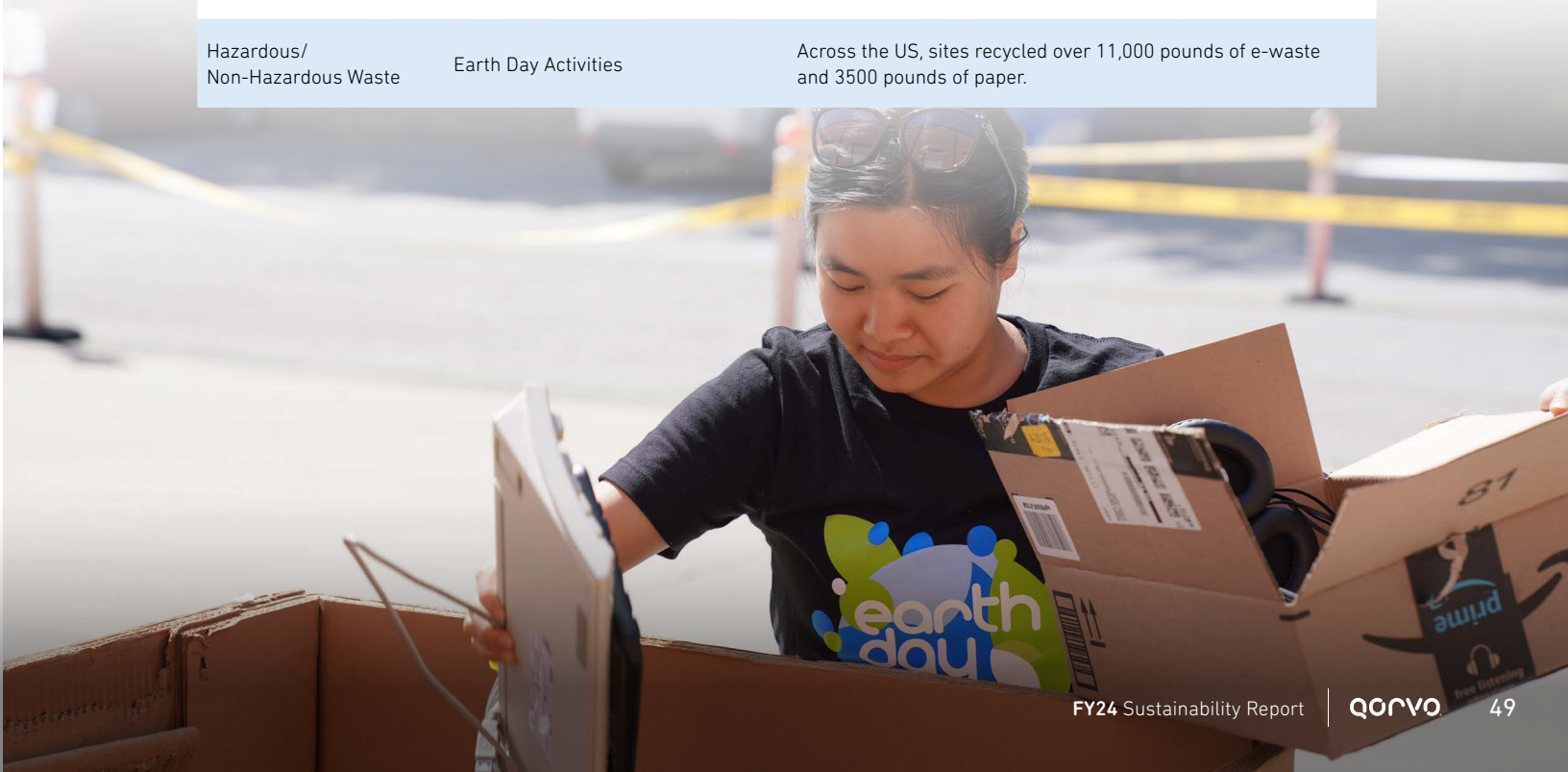
OUR PLANET

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 our locations. We utilize various methods to reduce waste related to production, including prototype and simulation, automation, process improvements, build-to-order model, quality, reuse, recycle and reclaim methods. We expect our third-party vendors to comply with all local and national requirements and routinely monitor our vendors for compliance.



Waste Stream	Initiative	Results
Non-Hazardous	Plastic Waste Reduction in Manufacturing	Eliminated 30mm/wafer of tape consumption, resulting in a plastic reduction of 290 pounds per year or 8.5% of plastic waste within our grind tape and dicing tape processes.
Non-Hazardous	Waste to Landfill Diversion	Identified third-party vendor to reclaim plastic trays, diverting over 10,000 pounds of waste from landfill.
Non-Hazardous	Waste to Landfill Diversion	Identified third-party vendor to incinerate carrier tape for energy, diverting over 2,000 pounds of carrier tape from landfill in one location.
Hazardous Waste	Optimization of Chemicals in Manufacturing	Reduced chemical consumption within process step by over 500 gallons per month/6,000 gallons per year.
Hazardous/ Non-Hazardous Waste	Earth Day Activities	Across the US, sites recycled over 11,000 pounds of e-waste and 3500 pounds of paper.



OUR PLANET

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 frames, canisters and spacers) when and where possible. Reuseable supplies are consolidated, shipped to a third party to be cleaned 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 FY24, dimensional weight for key logistics partners was 70% and is estimated 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 local requirements and/or speak with recycling companies about 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 products available after the end of life. For some discontinued products, Qorvo offers an end-of-life inventory program where select products can still be purchased.

OUR PRODUCTS

For more than 30 years, Qorvo technology has been at the heart of systems that connect, protect and power the planet. We've been innovating, researching, developing and acquiring cutting-edge technologies that shape the world as we know it.



OUR PRODUCTS

ACG

Advanced Cellular Group

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

CSG

Connectivity and Sensors

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

HPA

High Performance Analog

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 and 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



OUR PRODUCTS

ENABLING ENERGY EFFICIENCY THROUGHOUT VARIED PRODUCT OFFERINGS

Semiconductors play a pivotal role in advancing sustainability by enabling innovations across various industries. At Qorvo, we are proud to offer products that drive efficiency and resource optimization.

- Qorvo is at the forefront of semiconductor innovation, offering a broad range of products that enhance energy efficiency across various markets. Our offerings are specifically designed to support the creation of environmentally friendly, low-power systems, thus benefiting our planet and society. For instance, our 5G components are not only highly integrated and linear but also distinguished by their low power consumption. In the realm of smart lighting and home monitoring, our semiconductor solutions focus on superior efficiency and minimal power usage, aligning with eco-friendly objectives.
- Our Silicon Carbide (SiC) FETs set industry standards with the lowest drain-to-source ON-resistance for their package size, optimizing system efficiency and reducing power demands. Similarly, our Gallium Nitride (GaN) technology introduces a sustainable approach to developing 5G infrastructure. It offers highly efficient, low-power consumption power amplifier solutions. Utilizing Doherty configurations in GaN Power Amplifiers enhances efficiency, particularly at back-off output powers, significantly cutting energy use and operational costs, making GaN a crucial component of sustainable 5G networks.
- Moreover, our Power Management Integrated Circuits (PMICs), combined with advanced RF front-end designs in applications like radar, boost performance while maximizing efficiency. This not only meets but advances the green initiatives in the radar market.
- In the mobile sector, Qorvo's RF filters play a pivotal role by minimizing insertion loss and maximizing cross-isolation, which in turn optimizes power consumption and extends smartphone battery life. As smartphones evolve to include more features like multiple cameras and diverse antenna systems, manufacturers must increase battery capacity and manage an ever-growing number of antenna pathways, necessitating highly efficient and compact RF filters. Qorvo is responding to these challenges by developing smaller, more complex RF filters that enable integration within diminutive RF front-end (RFFE) modules, thereby supporting the industry's shift toward miniaturization, minimizing system power consumption and enhancing functionality.

We invest heavily in research and development to ensure our innovative products allow our customers to offer energy efficient products.



Qorvo participated in CES 2024 in Las Vegas, featuring the theme 'Smart Living Unlocked.' Our team showcased the latest smart home, IoT, 5G, Wi-Fi, Ultra-Wideband (UWB), touch sensor and power solutions. Innovations featured at CES included:

- UWB ICs and modules for high precision, real-time location, asset tracking and more
- Matter™ IoT solutions that enable smart living ecosystems that seamlessly work thanks to ConcurrentConnect™ technology
- Wi-Fi 6E/7 solutions optimized for performance, range, capacity and security for home networks
- Connected Car technology that leverages Qorvo's automotive-certified solutions
- Sensing solutions that transform touch and enable smart, intuitive surfaces
- Power management solutions that improve power efficiency in white goods, power/garden tools, consumer video/audio, wearables and connected home applications



OUR PRODUCTS

PRODUCT SUSTAINABILITY

Qorvo is committed to reducing the impact of known toxic substances in our products and processes. This starts with reducing or eliminating chemicals and substances that have been identified as hazardous to air, water, soil or human health in our processes and products – from the starting materials through to assembly and shipping materials.

In addition to meeting the requirements of the EU RoHS Regulation, Qorvo bans the intentional use of numerous substances of concern⁸ in our products, including Brominated Flame Retardants (BFRs), PVC, Phthalates, Beryllium, Antimony and Arsenic (exempting semiconductor substrates and dopants).

We publish online documentation ([link](#)) to inform Qorvo suppliers about the requirements for testing their materials to ensure these substances are not present. This document applies to those suppliers whose chemicals, materials and/or components are used to manufacture Qorvo products. These suppliers provide chemicals, materials and/or components to Qorvo suppliers or to Qorvo facilities, who then manufacture the Qorvo product. These materials are platings, components, or assembly materials that become incorporated into Qorvo's final product. These requirements also apply to materials to be used in engineering trials.

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.

SUPPLIER REPORTING REQUIREMENTS ON HAZARDOUS SUBSTANCES

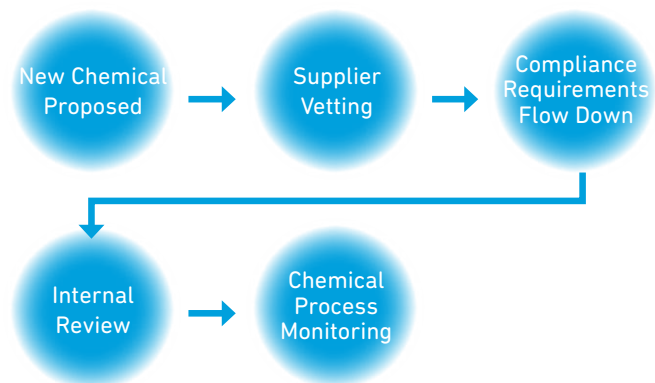
Used to Manufacture Qorvo Products

- Chemicals, Materials, Components

Incorporated Into Qorvo Final Product

- Platings, Components, Assembly Materials

Chemical Review and Monitoring Process



⁸ In FY24, approximately 10% 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.

OUR PRODUCTS

ADDRESSING PFAS (PER- AND POLY-FLUOROALKYL SUBSTANCES)

As a member of SEMI, Qorvo aligns with the SEMI statement regarding PFAS. "SEMI member companies are dedicated to the responsible use of PFAS in the semiconductor industry where it is essential to the interests of a well-functioning society, and to removing PFAS from the industry on a practicable timeline for **non-essential uses**."

PFAS can be present in the semiconductor industry through direct chemicals (photoresist liquids), semiconductor equipment and semiconductor devices, to name a few. We understand the longer-term accumulation of PFAS may increase the risk of harm to humans and animals and have taken the steps below to address the risk of PFAS within our company.

Qorvo is committed to meeting customer and regulatory requirements regarding the elimination of PFAS from its products and processes.

Recent activity includes:

- Adding PFAS to its Banned and Restricted Substances List in FY2021 and updating the restriction as customer and regulatory requirements have evolved. Supplier disclosures have identified PFAS-containing materials within the processes and products used to manufacture Qorvo products. A cross-functional team is addressing this topic at Qorvo.
- Conducting Supply Chain surveys to identify uses of PFAS within products and processes. Where identified, we work with these suppliers to identify viable alternatives to PFAS-containing materials.
- Working to qualify alternatives for use in new product development. Where viable alternatives exist, PFAS-containing materials have been replaced for new product development. For materials without PFAS-free alternatives, as commercially viable alternatives become available, these materials will be evaluated for qualification to replace PFAS-containing materials.



SUPPLY CHAIN

100%	Strategic suppliers assessed using the RBA SAQ	0	Environmental priority findings
100%	Strategic outsourced supplier locations certified as ISO140001	100%	CMRT response rate



SUPPLY CHAIN



Responsible
Business
Alliance

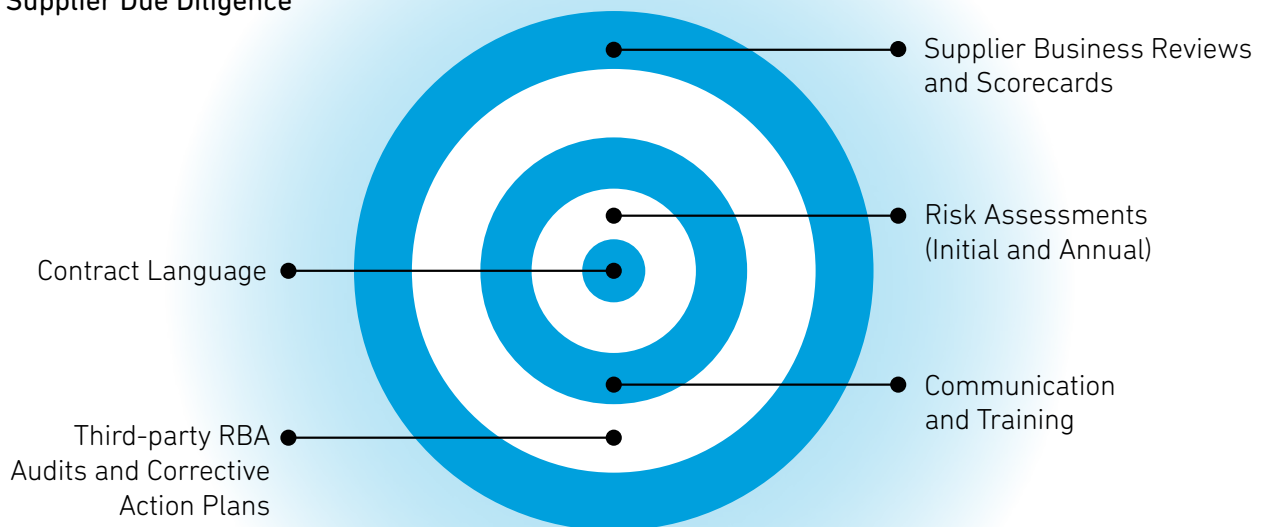
OUR PROGRAM

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 supplier policy and procedures 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.⁹

Supplier Due Diligence



⁹ Strategic suppliers make up, on average, 80% of total spend for suppliers (material, services). All suppliers are subject to RBA Code of Conduct language in contracts or standard terms and conditions. All new suppliers are screened against social and environmental criteria (RBA SAQ risk assessment) during the onboarding process.

SUPPLY CHAIN



SUPPLIER POLICIES AND PROCEDURES

We have adopted the RBA Code of Conduct as our supplier policy. We expect suppliers to comply

with labor, health and safety, environment, ethics and management system policies as stated in the RBA Code of Conduct. Labor policies address child labor, forced labor, working hours and rest days and freedom of association. Health and safety policies include occupational health and safety and emergency preparedness while environmental policies include GHG emission reductions, conservation of natural resources, and pollution prevention.

Our suppliers are expected to flow down the requirements to their next tier, as well as any onsite service providers they use. More information on our supplier expectations can be found on our [website](#).



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](#).



RISK ASSESSMENTS

All new suppliers complete the RBA SAQ as part of the initial vetting and onboarding process and strategic suppliers complete

assessments annually. Additional internal and external tools are used to understand a supplier’s overall risk, as well as risk related to specific topics such as human rights and climate change. For example, Qorvo completes the Slavery and Trafficking Risk Template (STRT) on an annual basis for our customers and this includes a review of our supply chain risk.

Risk assessments help us to better understand supply chain risk. Potential human rights risks include recruitment fees within the supply chain, use of labor agents for recruitment purposes and sourcing of minerals. We take actions to mitigate such risks. We utilize RBA tools and trainings when engaging with our supply chain, and routinely monitor labor agent migration corridors to better understand critical risk in countries where we source. Furthermore, 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 is available [here](#).

Environmental risks within our supply chain include water scarcity and natural disasters. We partner with suppliers that operate in regions with high or extremely high baseline water stress. Suppliers are expected to establish water conservation programs that align with the RBA Code. Moreover, our suppliers operate in regions that may be impacted by weather events such as typhoons or flooding. We address such risks by requiring supplier business contingency plans as part of our overall risk management program. Strong management systems, such as ISO 14001: 2015, are encouraged with our strategic suppliers.

SUPPLY CHAIN



VERIFICATION AND CORRECTIVE ACTIONS

Qorvo completes third-party audits of our supply chain to review and verify compliance to our supplier labor, health and safety, environmental, ethics and management system policies. Audits are conducted every two years and corrective actions are monitored through to completion.

Activities Include:

- ✓ Partner with suppliers to help establish labor, health and safety and environmental systems
- ✓ Offer tools and training to assist in developing best practices (including GHG reduction targets)
- ✓ Engage in corrective action planning



REPORTING CHANNELS FOR SUPPLIERS

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



BUSINESS REVIEWS AND SCORECARDS

Strategic suppliers receive formal business reviews at least annually. Compliance is one of the scorecard inputs and addresses alignment to RBA Code of Conduct, mineral sourcing and banned/restricted substances. Ongoing supplier rationalization ensures Qorvo maintains appropriate oversight and leverage to drive supplier accountability and responsiveness.



OUTSOURCED PRODUCTION

Our manufacturing strategy includes a balance of internal and external capacity. Outsourced production (Outsourced Semiconductor Assembly and Test or OSAT) suppliers are located in Asia. Such suppliers are key to our success and we expect they operate in a responsible manner. Our strategic OSAT locations are monitored for environmental and social performance.

Certifications:

- 100% with ISO 14001 certification
- 92% with ISO 45001 certification
- 33% with ISO 50001 certification

Monitoring

- 83% have a valid RBA audit

Targets:

- 71% responded to GHG survey
- 75% with GHG emissions reduction target
- 75% with water target in place

SUPPLY CHAIN

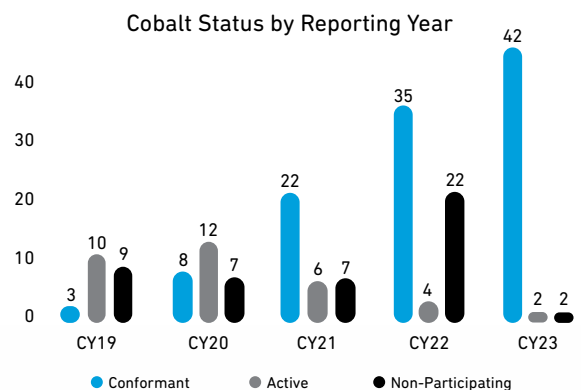
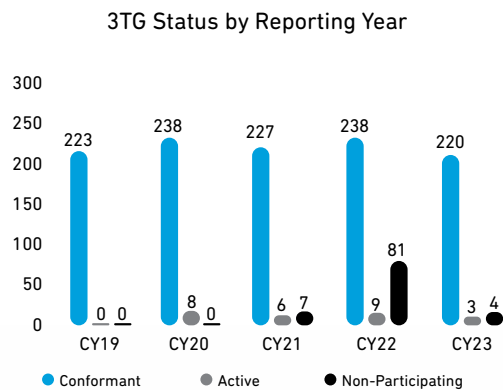


RESPONSIBLE SOURCING OF MINERALS

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](#).¹⁰

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).

In addition, Qorvo continues to advance its responsible minerals program to apply to minerals beyond 3TG and cobalt. In FY24, we began to evaluate the potential risks associated with four new minerals (aluminum, copper, lithium and nickel), and conducted our first supply chain survey using the RMI’s pilot reporting template (PRT). This analysis is ongoing and will help Qorvo prioritize future due diligence efforts.



Activities Include:

- ✓ Collaboration with companies both upstream and downstream
- ✓ Actively participate in multi-stakeholder initiatives including leading the RMI Smelter Data Management Team and SET Co-Chair position
- ✓ Utilizing resources such as the CMRT and EMRT to collect sourcing data from suppliers
- ✓ Most recently joining the Copper Mark in FY24 as an additional measure to mitigate risk within our Copper Supply Chain.

¹⁰ For the purposes of Qorvo’s responsible minerals program, relevant minerals include tin, tantalum, tungsten, gold, cobalt, aluminum, copper, lithium & nickel and any other mineral that may be identified by Qorvo as contributing potential risk to its supply chain

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.



QORVO CARES

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

The following are some examples of organizations that Qorvo partnered with in FY24.

STEM EDUCATION

Inspiring the Next Generation



ISEF Competition

Partnering with the International Society for Science, we are committed to supporting the brightest young minds in science and engineering, our future scientists from around the world.

Dallas Regional Science and Engineering Fair

Qorvo was excited to be the Innovator Sponsor/Partner for this year's Dallas Regionals Science & Engineering Fair (DRSEF). With around 1,000 students and 800 projects, DRSEF showcases the brightest minds from 1,220 campuses. DRSEF students embark on a journey from local school fairs to potentially the international stage.



ECG Robotics

Qorvo Greensboro is a proud sponsor of the ECG Robotics team. This team of bright and talented high schoolers showed off their work at the Robotics World Championship and we recognized their accomplishments at a celebration banquet.



QORVO CARES

ENVIRONMENTAL STEWARDSHIP

Helping shape a better future



Habitat for Humanity Project

Leadership within our sourcing and procurement team in Apopka, Florida, took part in a Habitat for Humanity project to support the local community.



Watershed Project

Qorvo employees at the Hillsboro, Oregon, location volunteered their afternoon and helped clean up the local watershed.



QORVO CARES

GOOD NEIGHBOR RELATIONS

Strengthening our communities



Creations For Cures

Qorvo is a proud sponsor of Creations For Cures (CFC), an Oregon non-profit that uses art to help children battling cancer and other serious illnesses. Creations For Cures distributes art kits to hospitals across the country and partners with other non-profits who are fighting to defeat childhood cancer.

Book Drop

Qorvo Cares sponsored a Book Drop event with author Matt Wood at Harmony Science Academy in Ft. Worth, Texas.



QORVO CARES

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.



Holiday Celebrations

Our Hillsboro, Oregon, location participated in our corporate-wide Halloween costume contest. Winners were announced for multiple categories and employees were able to select a non-profit of their choice for Qorvo to support. Children of Qorvo employees were invited to take part in Halloween festivities by trick-or-treating in our office area.

Bring Your Child to Work Day

Qorvo's Women in Tech (WIT) Apopka, Florida, hosted a Bring Your Child to Work Day event with 62 kids participating in ages from 4-17. The activity-filled event included a simple circuit flashlight kit construction and a mini-laser saber play. Children were also able to try on Qorvo's wafer fab cleanroom "Bunny" suits.



Health and Fitness

Qorvo employees took part in multiple health-related activities throughout the year.



METRICS & FRAMEWORKS

	Metrics	FY24
GHG and Other Air Emissions	Scope 1 (mtCO ₂ e)	107,584
	Scope 2 - Market (mtCO ₂ e)	89,335
	Scope 2 - Location (mtCO ₂ e)	101,345
	Total Gross GHG Emissions (mtCO ₂ e)	196,919
	NO _x (Tons)	17.21
	SO _x (Tons)	0.20
	VOCs (Tons)	114.5
	HAPs (Tons)	4.1

Energy	Total Energy (kWh)	367,861,389
	Percent Renewable Energy	12.3%
	Gross Total Renewable Energy (kWh)	45,273,405
	Percent Non-Renewable Energy	87.7%
	Gross Total Non-Renewable Energy (kWh)	322,587,985
	Non-renewable based on source	
	Electricity (kWh)	244,937,028
	Natural Gas (kWh)	77,123,339
	Diesel (kWh)	527,619
	Non-renewable based on region	
	Americas	61%
	EMEA	1%
	APAC	25%
	Renewable based on source	
	Wind	0.36%
	Solar	0.02%
	Hydro	2.02%
	Geothermal	0.37%
	Combustible Renewables	0.01%
	Non-Defined	9.52%
	Renewable based on region	
	Americas	12.3%
	EMEA	0%
APAC	0%	

	Metrics	FY24
Electricity	Gross Total Electricity (kWh)	290,210,432
	Electricity From Grid	100%
	Percent Non-Renewable Electricity	84.4%
	Gross Total Non-Renewable Electricity (kWh)	244,937,028
	Percent Renewable Electricity	15.6%
	Gross Total Renewable Electricity (kWh)	45,273,405
	Electricity based on region	
	Americas	72%
	EMEA	<1%
	APAC	28%
	Renewable based on source	
	Wind	0.46%
	Solar	0.03%
	Hydro	2.56%
	Geothermal	0.47%
	Combustible Renewables	0.02%
	Non-Defined	12.06%
Renewable based on region		
Americas	15.6%	
EMEA	0%	
APAC	0%	

In FY24, we sold our Farmers Branch location. While GHG Protocol guides companies to restate their baseline when divestments occur, the overall environmental contribution of Farmers Branch did not meet our significance threshold, and therefore, we did not restate our FY20 baseline.

METRICS & FRAMEWORKS

		Metrics	FY24
Water	Americas	Water Withdrawn (thousand m ³)	1151
		Water Consumed (thousand m ³)	203
		Water Discharge (thousand m ³)	948
		Water Reused/Recycled (thousand m ³)	164
		Water Recycling Rate (%)	14%
	EMEA	Water Withdrawn (thousand m ³)	1.5
		Water Consumed (thousand m ³)	0
		Water Discharge (thousand m ³)	1.5
		Water Reused/Recycled (thousand m ³)	0
		Water Recycling Rate (%)	0%
	APAC	Water Withdrawn (thousand m ³)	768
		Water Consumed (thousand m ³)	67
		Water Discharge (thousand m ³)	702
		Water Reused/Recycled (thousand m ³)	567
		Water Recycling Rate (%)	74%
	Total	Water Withdrawn (thousand m ³)	1920
		Water Consumed (thousand m ³)	269
		Water Discharge (thousand m ³)	1651
Water Reused/Recycled (thousand m ³)		731	
Water Recycling Rate (%)		38%	

		Metrics	FY24
Waste	Hazardous Waste	Total (million pounds)	2.66
		Recycled/Reused/Reclaimed	5%
		Energy Recovery	38%
		Incinerated	2%
		Treatment	53%
		Landfill	2%
		Americas	47%
		EMEA	0%
		APAC	53%
		Non-hazardous Waste	Total (million pounds)
	Recycled/Reused/Reclaimed		65%
	Energy Recovery		0%
	Incinerated		0%
	Treatment		0%
	Landfill		35%
	Americas		64%
	EMEA		2%
	APAC		34%
	Total Waste		Total (million pounds)
		Recycled/Reused/Reclaimed	39%
Energy Recovery		17%	
Incinerated		1%	
Treatment		23%	
Landfill		20%	
Americas		56%	
EMEA		1%	
APAC	43%		

TCFD INDEX

Disclosure Area	Recommended Disclosure	Qorvo Disclosure	Disclosure Location
Governance	Disclose the organization's governance around climate-related risks and opportunities.	<p>Oversight 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. Engagement from executive leadership through our Steering Committee is quarterly. The Steering Committee is comprised of the Senior Vice President and Chief Financial Officer, Senior Vice President and General Counsel and Secretary (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 Steering Committee may be added from time to time, taking into consideration each person's expertise and relevant experience. The Steering Committee meets quarterly and reports to the Board and the Chief Executive Officer.</p> <p>In FY24, The Steering Committee completed four quarterly meetings to review progress related to environmental business objectives. The Sustainability Council 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 on key sustainability initiatives providing reporting to the Sustainability Council and the Steering Committee. The implementation of initiatives and day-to-day management of risks and opportunities sit within the Company's responsible business units and administrative functions, as applicable.</p> <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>	FY24 Sustainability Report, p. 7, 37 2024 Proxy Statement, p. 11
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>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. 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 FY24, we achieved our target, which resulted in a total emission reduction of 43% from base year FY20. 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.</p>	FY24 Sustainability Report, p. 37 2024 Proxy Statement, 12 Annual Report on Form 10-K, p. 23-24
Risk Management	Disclose how the organization identifies, assesses and manages climate-related risks.	<p>Climate-related risks are 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 FY24 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>	FY24 Sustainability Report, p. 37 2024 Proxy Statement, p. 7 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 FY24 Sustainability Report as well as in the most recent CDP disclosure.	FY24 Sustainability Report, p. 66

SASB INDEX

Topic	Code	Metric	FY24	Report Location
Greenhouse Gas Emission	TC-SC-110a.1	1) Gross global Scope 1 emissions metric tons (t) CO ₂ -e. 2) Amount of total emissions from perfluorinated compounds metric tons (t) CO ₂ -e.	(1) 107,584 metric tons CO ₂ e (2) Details on Qorvo's emissions from perfluorinated compounds are reported in our annual CDP disclosures.	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.	Climate and Energy
Energy Management in Manufacturing	TC-SC-130a.1	(1) Total energy consumed (GJ), (2) Percentage (%) grid electricity and, (3) Percentage (%) renewable energy.	(1) 1,324,300 (2) 79% (3) 12.30%	Climate and Energy
Water Management	TC-SC-140a.1	(1) Total water withdrawn (1000m ³), (2) Total water consumed (1000m ³); percentage (%) of each in regions with High or Extremely High Baseline Water Stress.	(1) 1920 Low: 10%, Low/Medium: 3%, High: 47%, Extremely High: 40% (2) 269 Low: 7%, Low/Medium: 0%, High: 68%, Extremely High: 25%	Water Conservation
Waste Management	TC-SC-150a.1	(1) Amount of hazardous waste from manufacturing metric tonnes (t), (2) percentage (%) recycled.	(1) 1205 (2) 5%	Waste Reduction
Employee Health and Safety	TC-SC-320a.1	Description of efforts to assess, monitor and reduce exposure of workforce to human health hazards.	Hierarchy of control is used within Qorvo when determining the best way to keep employees safe.	Health & Safety
	TC-SC-320a.2	Total amount of monetary losses as a result of legal proceedings associated with employee health and safety violations.	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 .	
Recruiting & Managing a Global & Skilled Workforce	TC-SC-330a.1	Percentage (%) of employees that require a work visa.	4% Description of potential risks of a global workforce can be found in our most recent 10-K.	Our People
Product Lifecycle Management	TC-SC-410a.1	Percentage (%) of products by revenue that contain IEC 62474 declarable substances.	10%	Our Products
	TC-SC-410a.2	Processor energy efficiency at a system level for: (1) servers, (2) desktops and (3) 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.	Supply Chain
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.	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 .	SEC FILINGS Qorvo, Inc. Item 3. Legal Proceedings



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Safe Harbor Statement

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 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 as of the date the statement is first made, but our actual results, events and performance could differ materially from those expressed or implied by forward-looking statements. We caution you not to place undue reliance upon any such 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 on a quarterly and annual basis; our substantial dependence on developing new products and achieving design wins; our dependence on several large customers for a substantial portion of our revenue; 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, due to timing of customers' forecasts; our inability to effectively manage or maintain 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, divestitures 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; enactment of international or domestic tax legislation, or changes in regulatory guidance; changes in the favorable tax status of certain of our subsidiaries; risks associated with social, 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, failed system upgrades or regular maintenance and other similar disruptions to our IT systems; 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.

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