

Building A Sustainable Future

FY25 SUSTAINABILITY REPORT



qorvo

TABLE OF CONTENTS

03

MESSAGE
FROM OUR CEO

10

CORPORATE
GOVERNANCE

46

SUPPLY
CHAIN

04

COMPANY
OVERVIEW

14

OUR
PEOPLE

48

QORVO®
CARES

05

CORPORATE
SOCIAL
RESPONSIBILITY

30

OUR
ENVIRONMENT

50

FOOTNOTES

08

FY25
HIGHLIGHTS

43

OUR
PRODUCTS

51

METRICS &
FRAMEWORKS



MESSAGE FROM OUR CEO

Qorvo continues to reshape the future of RF technology and advance key new technologies that support sustainability.

We continue to push the physical limits of RF, closely collaborating with customers to upgrade cellular and broadband networks, defense/aerospace communications and radar systems, smartphones and mobile devices, automobiles and smart homes. Our solutions improve energy efficiency and the way we interact with the world around us.

Our company's resilience, rooted in teamwork and innovation, has positioned the company for long-term success. Our annual worker engagement survey showed 93% believe managers treat employees with respect. Our employees feel valued and in control of how they grow their careers within Qorvo. Whether through job rotation, online or in-person learning opportunities, we are dedicated to shaping and growing our employees. In fact, over 50,000 hours of training were completed last year. And 140 employees were able to continue their education through our education reimbursement program.

From an environmental standpoint, we are driving impressive results to reduce our footprint. Our teams across the globe are focused on reducing waste, conserving water, eliminating greenhouse gas (GHG) emissions and achieving energy reduction milestones. Since FY20, we have seen our GHG emissions reduced by 42%. Furthermore, we have reduced our water intensity since FY20 by 32%, and we continue to divert waste from the landfill with a recycling rate of 43%.

In today's increasingly complex global landscape – shaped by shifting trade policies, evolving geopolitical dynamics and mounting pressure on critical resources – strong partnerships with strategic suppliers have become essential. These alliances serve as a cornerstone for navigating uncertainty, ensuring supply chain continuity and unlocking mutual value in a rapidly changing environment.

We're proud to work with suppliers who not only deliver excellence but also align with our values – supporting our mission to operate responsibly, sustainably, and with a deep commitment to ethical business practices. Their collaboration strengthens our ability to make a positive impact, both within our industry and across the communities we serve.

Looking ahead, we are excited about Qorvo's key strategic priorities. And we will strive to achieve continued success by focusing on our amazing Qorvo talent, protecting the planet, increasing shareholder value and supporting our suppliers. Thank you for taking the time to read our report.



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.



Industry
4.0



Internet of
Things (IoT)



Defense &
Aerospace



Mobile
Products



Power
Products



6,200+
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.

WHERE WE OPERATE

● Manufacturing/
Test Operations

● R&D/Sales Centers

● Sales Centers



1. Hillsboro, OR
2. Bend, OR
3. Bloomington, MN
4. Hiawatha, IA
5. Chelmsford, MA
6. San Jose, CA
7. Newbury Park, CA
8. Torrance, CA
9. San Diego, CA
10. Chandler, AZ
11. Richardson, TX

12. Greensboro, NC
13. Apopka, FL
14. Fort Lauderdale, FL
15. Heredia, Costa Rica
16. Dublin, Ireland
17. Reading, United Kingdom
18. Paris, France
19. Toulouse, France
20. Nice/Sophia-Antipolis, France
21. Zele, Belgium
22. Utrecht, Netherlands

23. Norresundby, Denmark
24. Nuremberg, Germany
25. Munich, Germany
26. Barcelona, Spain
27. Helsinki, Finland
28. Bangalore, India
29. Seoul, South Korea
30. Shanghai, China
31. Zhongshan, China
32. Shenzhen, China
33. Hong Kong, China

34. Osaka, Japan
35. Taipei, Taiwan
36. Zhubei City, Taiwan
37. Hanoi, Vietnam
38. Ipoh, Malaysia
39. Singapore
40. Biñan, Philippines

CORPORATE SOCIAL RESPONSIBILITY AT QORVO

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

PROGRAM OVERSIGHT

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

AUDIT COMMITTEE

- Financial risk matters
- Cybersecurity risk
- 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 and improves 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.

STAKEHOLDER ENGAGEMENT & FY25 PRIORITIES

Qorvo engages with multiple stakeholders on topics that affect our Company and the communities in which we operate. This includes investors, customers, external associations, employees, suppliers and the local communities. Through engagement with our stakeholders, review of global reporting guidelines, understanding current trends in the semiconductor industry and performing ongoing reviews of our business, Qorvo identified the following topics prioritized for the Company.



ENVIRONMENTAL

- GHG Emissions
- Energy
- Water Management
- Waste Management



SOCIAL

- Employee Health & Safety
- Employee Engagement
- Talent Management
- Responsible Sourcing



GOVERNANCE

- Ethics
- Anti-corruption & Anti-bribery
- Information Security
- Intellectual Property

OUR HIGHLIGHTS

In FY25, we made significant strides in advancing sustainability and responsible innovation. We remain committed to reducing our environmental footprint, enhancing energy efficiency and promoting ethical supply chain practices.



Reduced our environmental footprint with a 42% reduction in GHG emissions since FY20, more than 10,000 MWh of energy conserved and 81 Million gallons of water reuse in FY25.



Qorvo employees supported over 50 organizations in the communities where we live and work.



Voluntary turnover remains low at 7%.



Recognition¹

- America's Most Responsible Companies
- America's Greenest Companies
- America's Best Midsized Employers



Innovation and design like [QSPICE Circuit Simulation Software](#) reduces environmental impact.



CELEBRATING
10
YEARS
OF INNOVATION
QORVO



ENHANCING CORPORATE GOVERNANCE AT QORVO

The Board of Directors² ("the Board") has implemented [Corporate Governance Guidelines](#) to strengthen Board and committee effectiveness while ensuring alignment between directors and management on roles and responsibilities.

Board Diversity & Qualifications

- Board Expertise: Qorvo's Board members bring a diverse range of skills, industry knowledge and expertise essential for overseeing the company's business operations. More information can be found in our annual [Proxy report](#).

- Qorvo's [Code of Business Conduct and Ethics](#) ("Code") applies to all directors, officers and employees, holding them accountable to the highest ethical standards.

The Code Covers:

- Employment practices
- Confidentiality
- Interactions with government officials
- Political contributions

Upholding the Highest Ethical Standards

Training & Compliance

- All employees (including part-time and temporary staff) are required to complete Code training within 60 days of joining.
- Employees reaffirm their commitment to the Code through an annual review and online acknowledgment. In FY25, 100% of Qorvo employees reviewed and acknowledged the Code.

ANTI-CORRUPTION & ANTI-BRIBERY

At Qorvo, our leadership team plays a key role in fostering a culture of integrity by setting clear policies, establishing robust internal controls and enforcing compliance through regular monitoring and audits. We have a zero-tolerance policy: bribes are never permitted – not by employees, third parties or agents working on Qorvo's behalf.

Senior management and the board are responsible for setting a strong "tone at the top." They actively oversee risk assessments and demonstrate a zero-tolerance stance on corruption. From an accountability structure, we have a Chief Compliance Officer as well as Head of Internal Audit, ensuring execution and enforcement of our policies. Results from internal assessments, led by our internal auditor, are reported periodically to the Audit Committee.

Key Policies Include:

- No offering or paying bribes under any circumstances.
- Strict monitoring of gifts, entertainment and travel to prevent ethical breaches.
- Alignment with international frameworks (e.g., FCPA, UK Bribery Act).

Qorvo conducts an annual Enterprise Risk Assessment (ERA) to identify key governance risks, including bribery, corruption and information security. Feedback from these assessments drives improvements in the overall compliance program.

Ongoing training in our general compliance policies is provided to all employees, and regular targeted training is conducted for employees interacting with third parties.

Employees unsure about ethical decisions – like gifts or entertainment – are encouraged to consult managers, HR or the Compliance Officer. Those looking to report a violation are offered multiple channels, including our anonymous whistleblower hotline.

OUR CORE VALUE

At Qorvo, ethics are more than policies – they are a core value.

We monitor, train and hold ourselves to the highest standards to ensure every business action aligns with our principles of integrity and transparency.

RESULTS MATTER

Our ethical conduct underpins good business results. Managers are accountable for ensuring employees adhere to Qorvo's policies and guidelines.



INFORMATION SECURITY

Qorvo's Information Security program and policies guide the organization in protecting our information and systems. Our policies are designed to ensure compliance with relevant laws and regulations and to create a foundation for secure, consistent and reliable technology operations.



Guiding Principles

- Designed to protect Qorvo's information and systems.
- Ensures compliance with relevant laws and regulations.
- Provides foundation for secure, consistent and reliable technology operations.



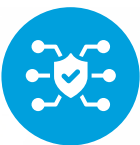
Audit Program

- Conducts regular audits, both internal and external, including third-party assessments.
- Tests key security controls to improve information security and compliance.
- Performs periodic technical assessments to identify potential system vulnerabilities.



Threat Intelligence and Incident Response

- Subscribes to continuous threat intelligence and security posture assessment services.
- Maintains ongoing visibility into cybersecurity threats impacting Qorvo and its partners.
- Exercises incident response processes for readiness in scenarios including:
 - Ransomware attacks
 - Intellectual property theft
 - System outages
 - Personal information breaches



Security Framework Alignment

- Aligns with recognized cybersecurity frameworks, including:
 - ISO 27001/2
 - NIST 800-171
 - NIST 800-53



Oversight and Reporting

- Regularly reports to the Audit Committee by the Chief Information Officer and Chief Information Security Officer.
- Updates company leadership on actions taken to enhance IT network and asset protection.
- Continually monitors and improves efforts to mitigate cybersecurity risks.



ARTIFICIAL INTELLIGENCE (AI)

At Qorvo, we want to ensure optimal productivity, quality and our competitive edge. We look to harness AI opportunities, however, we understand that we must acknowledge and responsibly address the potential risks. Our executive leadership is guided by an AI Committee consisting of two teams, a Governance Team and a Technical Team. These teams are responsible for creating policies that outline appropriate use of AI technologies as well as identifying and evaluating opportunities that offer significant business benefits throughout the company. Our executive leadership is responsible for making final decisions on policies and investments based on the recommendations of the AI Committee.

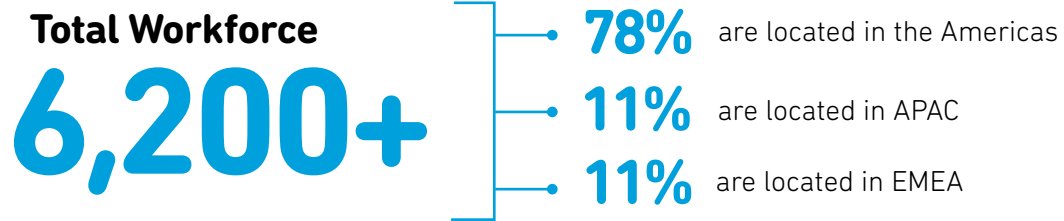
REPORTING CONCERNS

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 [website](#) and can be accessed 24/7. Our managers are trained to ensure employees feel comfortable raising concerns and are free from retaliation. All matters are investigated with prompt and appropriate actions.

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

- Open door policy
- Third-party anonymous hotline/website
- Employee surveys
- Management/human resources

OUR PEOPLE



OUR PEOPLE

SUPPORTING HUMAN RIGHTS ACROSS OUR OPERATIONS

At Qorvo, our [human rights policy](#) upholds the highest standards of human rights compliance through rigorous processes. Policies, procedures and monitoring efforts for our fiscal year are published in our annual modern slavery statement.

Annual Assessments

All Qorvo manufacturing locations complete self-assessments addressing:

- Workplace safety and labor conditions
- Environmental impact
- Ethical business operations

In FY25, no Qorvo locations scored “high risk” on such assessments. Results of these assessments are shared internally during annual management reviews with senior leadership.

Third-Party Audits

We currently partner with the Responsible Business Alliance (RBA) and their contracted third-party auditors to complete assessments at our locations. These audits not only review Qorvo compliance against legal requirements, but also conformance to the RBA Code of Conduct. Labor topics such as freely chosen employment, child labor, wage and hours, non-discrimination, harassment and freedom of association/collective bargaining are reviewed against the Code of Conduct. This includes documentation review and confidential worker interviews. In FY25, there were zero non-compliances³ on labor/human rights issues at Qorvo locations. By fostering trust, fairness and accountability, Qorvo creates an environment where every team member can excel and contribute to our shared success.

In FY25, there were zero non-compliances on labor/human rights issues at Qorvo locations.



OUR PEOPLE

FOSTERING A CULTURE OF RESPECT AND OPPORTUNITY

At Qorvo, we recognize that every individual brings unique experiences and ideas that drive innovation and progress. We are committed to creating a workplace where everyone can thrive, contribute meaningfully and feel valued for who they are and the work they do.

Empowering Our People Across the Organization

We focus on equipping all team members, whether in engineering, manufacturing, corporate management or human resources – with the tools and knowledge they need to:

- Collaborate effectively across teams and backgrounds.
- Build respectful, productive working relationships.
- Promote an environment of mutual trust and belonging.

By fostering a culture that values open dialogue, shared success and innovation, Qorvo ensures every voice is heard and every team member can contribute to our collective achievements.

FAIR AND EQUITABLE COMPENSATION

Qorvo is dedicated to ensuring equitable pay practices for all employees. Our approach includes:

- **Regular Monitoring:** We conduct ongoing reviews of compensation structures in partnership with external legal experts to ensure fairness.
- **Annual Reviews:** During merit planning, we compare Qorvo's pay for full-time US employees with industry benchmarks to identify opportunities for improvement.



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. We welcome all employees to participate if interested in joining.



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 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.



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 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.



The Women in Tech (WIT) group supports women in STEM. Our inclusive forum promotes career development and mutual growth for all involved. The members are STEM advocates to people from different backgrounds, both within Qorvo and via community outreach.

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. Our response rate was 86% 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 79% favorable rating for the engagement index items, with over 79% of respondents stating they are proud to work at Qorvo.

93%

Say their manager
treats employees
with respect

87%

Say their
manager seeks
and responds
to new ideas

90%

Say their time is
spent productively
and purposefully

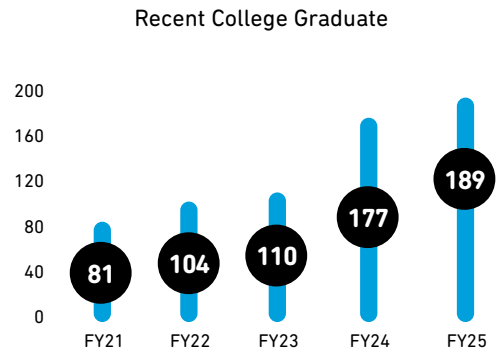
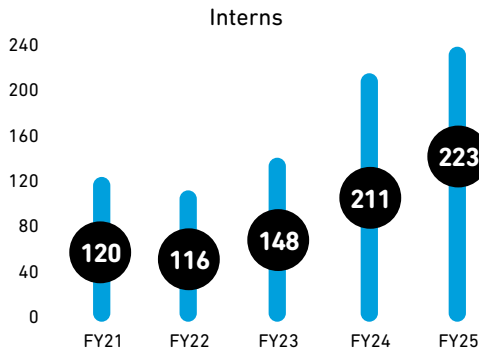
88%

Say they feel
comfortable discussing
concerns with their
manager



OUR PEOPLE

EARLY CAREER PROGRAMS



Internships

Internships are a vital and growing part of our work at Qorvo, with many employees having begun their careers as interns at Qorvo. 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. In FY25, we offered 6% more internships to students than in the previous year and converted 73% of eligible interns to recent college graduate (RCG) hires, which is consistent with the prior year conversion rate. In FY25, 189 positions were filled from recent college grads, which is a 7% increase in the total number of RCGs hired from the previous year.

University Partnerships

We continued to advance our university strategy by partnering with schools that best align with our technology roadmap. In FY25, 67% of US interns were from target universities with 35% coming from our tier 1 universities. Further advancements to expand the global strategy in EMEA and APAC were made in FY25 in the following ways:

- Identification of target universities in EMEA and APAC that align with the strategy in the US
- Forming ambassador teams to carry out the strategy for tier 1 universities.

Qorvo was proud to support and participate in several university events throughout the year. Qorvo participated in hands-on STEM learning through robotics at the Texas A&M University (TAMU) Robomaster Fall Showdown, celebrating STEM with the future engineers. We also hosted a successful tech talk at The University of Texas at Dallas IEEE branch. In Vietnam, Qorvo hosted a ceremony presenting certificates to students who received scholarships to support their degree program.



OUR PEOPLE

INTERNAL HIRING, JOB MOVEMENT AND PROMOTIONS

Qorvo is committed to creating an environment where employees and managers embrace and support employee development through internal hiring, internal job movement and internal promotions.

We believe focusing on our internal talent for promotions and growth opportunities not only demonstrates the value we see in our current employees, but at the same time reduces employee turnover.

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. Our internal mobility options include internal hires, promotions and development job assignments such as expatriate assignments and temporary job rotations.

Such promotions and developmental job assignments are created between employees and managers in partnership with our HR team. In FY25, we filled 16% of our positions with internal candidates while 84% were filled externally.



OUR PEOPLE

CAREER MANAGEMENT AND COMPETENCY DEVELOPMENT

We address career management 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.

Power Packs

Curated resources focused on specific areas of interest to help employees strengthen their knowledge and skills.



Competency Development Goals

Provides clear guidance and roadmaps to enhance competencies or technical skills, such as project management or software proficiency.



Qorvo University

Offers access to over 1,200 courses covering a variety of technical and professional development topics.



Voyage Program

Enables employees to set annual performance goals that align with company priorities. Ongoing discussions between employees and managers provide feedback, coaching and support to help achieve these goals.



TALENT RETENTION

Like many in the semiconductor industry, we face challenges in securing and maintaining a skilled workforce. In FY25, our global voluntary turnover rate was 7% (below the industry average of 10%). We regularly evaluate our hiring plans and benefits offerings to ensure Qorvo remains a competitive and attractive employer. By focusing on employee growth, engagement and retention, Qorvo ensures a strong, capable workforce that drives our continued success.

↓ 7%

Global Voluntary
Turnover Rate



OUR PEOPLE

DEVELOPING TOMORROW'S LEADERS AT QORVO

Qorvo's comprehensive succession planning ensures we identify high-potential talent and provide the necessary support to help employees build the skills needed for larger, more impactful roles.

Qorvo LEAD: Building Leadership Excellence

Qorvo LEAD is our premier leadership development program, designed to cultivate leadership skills and foster a culture of excellence across the organization.

- **Targeted Development:** The program supports employees at multiple levels, from early career professionals to mid-level managers.
- **Blended Learning:** LEAD combines individual assessment and interactive online modules with engaging in-person workshops for a comprehensive learning experience.
- **Collaborative Cohorts:** Participants join cross-functional groups to encourage collaboration, knowledge-sharing and networking.

Qorvo LEAD equips employees with the competencies needed to lead with confidence and drive organizational success.

TAILORED LEADERSHIP DEVELOPMENT FOR SENIOR LEADERS

For senior leaders, Qorvo offers a flagship leadership program designed to strengthen our leadership pipeline and ensure readiness to drive sustainable success.

Key Features:

- **Leadership Skill Building:** Focused training sessions to refine critical leadership competencies.
- **Real-Time Business Forums:** Engaging, hands-on discussions addressing current business challenges.
- **Executive Coaching:** Personalized one-on-one coaching to align leadership strategy with business goals.

By integrating strategic learning opportunities with practical application, Qorvo ensures our leaders are prepared to deliver results and guide the company toward a successful future.

OUR PEOPLE

TRAINING

As part of Qorvo's long-term strategy to develop our employee talent base, we delivered learning solutions in FY25 to provide employees with the training needed to continue to grow their skills and advance their careers. Our Qorvo University Learning Council, a cross-functional team, provides oversight to our training program by ensuring there are quality employee training and development resources essential for the continued viability and growth of Qorvo in an ever-changing competitive environment. We review such content annually to ensure relevancy. Furthermore, managers review employee competencies annually and determine if further competency requirements and improvements are needed. In FY25, we offered over 1,200 courses to employees in our online learning management system (LMS) as pre-recorded sessions and as virtual live training courses. The top voluntary (professional development) courses selected by employees included continuous improvement/lean, communication/public speaking and coaching. In total, employees completed over 50,000 hours of training, with an average of 7.62 hours of training per employee.

 **1,200+**

Over 1,200 courses
offered online
through LMS



Top Courses

Coaching, communication
and continuous
improvement/lean



Over 50,000 hours
of total training
completed



Over 7 hours
of training
per employee

 **14%**

Increase of those
receiving tuition
assistance and pursuing
a master's degree.

CONTINUING EDUCATION

Qorvo values lifelong learning. We encourage employees 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. In FY25, over 140 employees (2.4%) took advantage of our tuition assistance benefit. Of those pursuing a degree, 67% were pursuing a master's degree.

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 FY25, over 500 employees received a Core Award, with the top categories representing customer experience and product development 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. In FY25, over 900 patent awards were issued to our employees.



OUR PEOPLE



QORVO LIFE+ PROGRAM

The goal of Qorvo's Life+ program is to provide programs and resources to help employees get and stay healthy. [Our health and well-being program](#) focuses 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.

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 EWS, which offers help with stress, depression, anxiety, conflicts, grief and loss, relationship issues and family and parenting problems. Employees also have access to health and wellness programs, both onsite and online through clinics, memberships, trainings or other types of programs.

Our wellness program supports employees' mental health while also focusing on reducing the stigma on the topic. Virtual training on mental health awareness and best practices is available, including topics such as stress management. Managers receive special training on mental health risks. Furthermore, our Wellness SharePoint site has a page dedicated to mental health where employees can access additional resources, videos or links to company-sponsored apps for those on the go. We believe our focus on employee wellness is just one of the reasons Qorvo has received such awards as America's Best Midsize Employers by Forbes.



No more than 60 hours allowed per workweek and at least 1 day of rest after 6 consecutive days worked for non-exempt workers.

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. Our working hours policy states that except in emergencies 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.



OUR PEOPLE

HEALTH AND SAFETY MANAGEMENT

At Qorvo, we are committed to maintaining a safe and healthy workplace across all our operations. By adhering to national, regional and local laws, as well as global industry standards, we proactively identify risks, implement controls and foster a culture of safety to protect our employees.

Health and Safety at our factories is managed by our local teams, with routine reporting to executive leadership. Onsite managers are responsible for policy implementation, risk management, employee training and incident reporting. Corporate oversight of health and safety is responsible for policy development, resource allocation, performance monitoring and strategic direction. By maintaining clear lines of communication, fostering collaboration and ensuring accountability at every level, Qorvo has built a robust health and safety management system. This approach minimizes risks, ensures regulatory compliance and facilitates continuous improvement, while protecting our employees.

COMPREHENSIVE MANAGEMENT SYSTEMS

Qorvo integrates semiconductor industry best practices and standards to guide our health and safety protocols, including:

- ✓ **SEMI Safety Guidelines (S Series), NFPA Codes and ANSI Standards** for semiconductor manufacturing safety.
- ✓ **RBA Code Alignment** We align with the RBA Code for health and safety management.
- ✓ **ISO 45001:2018 Alignment** Future plans include achieving this certification across all locations.

Every Qorvo manufacturing site maintains systems to ensure the company meets health and safety requirements.



IDENTIFYING AND MITIGATING WORKER RISKS

Our Environmental, Health and Safety (EHS) teams conduct Job Hazard Assessments (JHAs) at all manufacturing sites to:

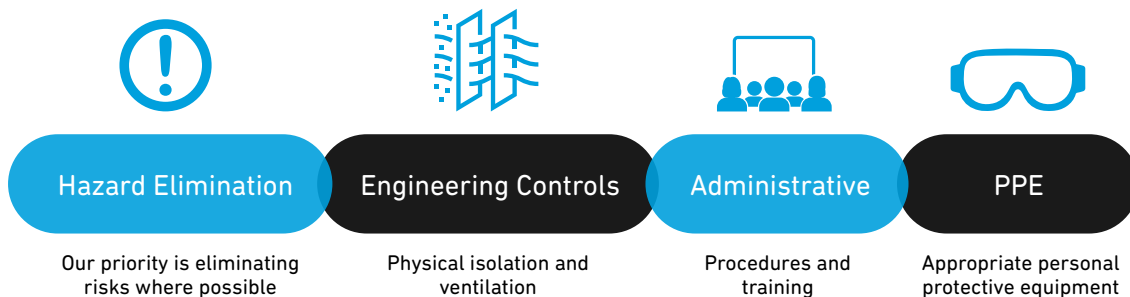
- Review tasks, toolsets and facilities for potential hazards.
- Assess risks prior to new machinery installation or the introduction of new chemical processes.
- Proactively implement engineering controls, administrative procedures and personal protective equipment (PPE) to minimize risks.

In addition to general hazard communication training, all operations personnel are assigned task-and tool-specific training covering safety considerations and hazards present, including chemicals in use and emergency response procedures. Employees working with chemicals having potential exposure risks, such as arsenic or methylene chloride, receive detailed training covering engineering controls, safe handling procedures, exposure monitoring and exposure control procedures.

Tool-specific safety guides are posted at each tool to communicate PPE requirements and specific chemical hazard and waste handling information. These guides are reviewed at least annually and whenever changes are made. All personnel have access to Safety Data Sheets (SDSs) for additional chemical information, and electronic systems are in use at all manufacturing sites for employees to ask questions and communicate newly identified hazards.

OUR PEOPLE

Utilizing the hierarchy of controls ensures our teams operate safely while minimizing risks associated with hazardous materials such as corrosive liquids and solvents. When it comes to PPE, our comprehensive program ensures employees have the tools needed to stay safe. PPE requirements are determined through JHAs and include equipment such as gloves, safety shoes, aprons, eye protection, respirators and hearing protection. Qorvo provides workers with PPE free of charge and each site is responsible for maintaining the appropriate PPE. Tools and areas requiring PPE are clearly labeled with visual indicators. EHS teams conduct regular reviews of tools and facilities to confirm proper labeling, controls and safeguards are in place.



HAZARDOUS SUBSTANCES IN SEMICONDUCTOR MANUFACTURING

Semiconductor manufacturing involves the use of various hazardous substances, including solvents, corrosives and toxic gases that may pose significant health risks to workers. Examples of such substances include hydrofluoric acid used in etching processes, n-methylpyrrolidone (NMP) used for cleaning and stripping and photoresists used in lithography. Communicating information on hazards and potential health implications of hazardous substances is crucial to providing our employees with a safe environment. Employees are provided hazardous material information through our comprehensive safety training program, access to SDSs, proximity warning labels and signage, standard operating procedures and emergency response protocols. We hold regular safety meetings and have multiple channels established for employee feedback.⁴

Every new substance introduced into Qorvo's products or manufacturing locations undergoes a rigorous chemical review process to ensure compliance with legal and customer requirements.



OUR PEOPLE

When it comes to employee training and safety awareness, we emphasize continuous improvement. Key elements include:

- **Training Matrices:** Each site develops and maintains a training matrix, reviewed annually to ensure alignment with job-specific responsibilities.
- **Structured Learning:** Training is completed through a combination of online modules, in-person sessions and on-the-job training.
- **Pre-Position Transfers:** Employees must complete all relevant training before transitioning to new roles.

Onsite training initiatives target engineers, technicians, operators and emergency responders. These individuals must complete both initial and periodic training to reinforce operating procedures. Furthermore, safety walks and peer-to-peer interactions help identify gaps and improve employee performance. In addition, we post visual guides to ensure employees have quick access to needed safety information.

Online Learning

- Around 100 training modules are available for employees depending on their role.
- Over 12,000 training hours completed on health and safety-related topics.
- Hazardous substances training includes additional safe handling and storage practices through job aids and in-person training.

Worker Participation in Health and Safety Program and Feedback Channels:

We encourage employees to participate in our health and safety program through opportunities at their site. This includes joining a Health and Safety Committee, participating on an Emergency Response Team (ERT) or raising suggestions and/or potential risks through one of our established feedback channels (Suggestion Boxes, Site Meetings, Newsletters, SafetyNet Webpage, Site Safety Committees).

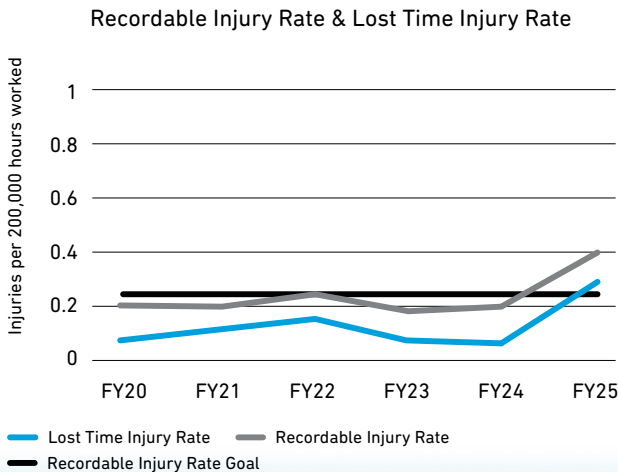


OUR PEOPLE

PROMOTING A CULTURE OF SAFETY AND ACHIEVING PERFORMANCE TARGETS

Fostering a culture of safety is critical to our operations. Our site-specific health and safety teams empower employees to take an active role in safety management.

In FY25, we set a goal to not exceed a recordable rate of 0.25, consistent with previous years. We ended the year with a rate of 0.40, above our target but below the industry average for semiconductor manufacturing⁵ (1.0). Recordable injuries in FY25 were addressed through after-action reviews led by cross-functional teams, engaging in comprehensive corrective action plans, providing training to impacted individuals and communicating progress updates to our leadership. The most common injuries reported stemmed from slips, trips and falls.



Safety Net

Our near-miss and hazard reporting system. In FY25, over 1,000 entries were reported and resolved, driving incident prevention and improved safety outcomes.



Performance Metrics

A recordable rate of 0.40, below industry average, and a lost time injury rate of 0.28.



Key Initiatives

Near-miss reporting, site safety walks and targeted training all contribute to our safety performance.



OUR PEOPLE

EMERGENCY PREPAREDNESS

Qorvo conducts annual risk assessments and impact analyses to prepare for natural and human-made disasters. We evaluate risks, including:

1. **Natural Events:** Storms, earthquakes, floods, tornadoes and epidemics.
2. **Human-Caused Events:** Fires, chemical spills and technology disruptions (e.g., power or software failures).

Key Steps in Emergency Preparedness:

- Qorvo rates risks based on severity and likelihood, considering impacts to operations, financials and reputation.
- Each site develops a specific Emergency Action Plan and validates the effectiveness biannually through drills and exercises.

Each site updates its risk assessment on an annual basis, based on site-specific risks and opportunities. We include stakeholder expectations in risk identification and consider natural and human-caused events. Based on the risk evaluations, we create action plans to eliminate or minimize the risk to employees, our buildings, the local community and environment. Our risks and action plans are shared across the larger manufacturing sites through site-specific training and communication.

Our employees complete annual emergency preparedness online training, which includes a knowledge check. During the training, employees receive information on the array of potential emergencies at the location, including information on emergency alarm systems. Employees are briefed on their role during an emergency and the role of the incident command and emergency response teams. Evacuation drills for employees are performed semiannually. These drills take place across all shifts, including day and night drills, to incorporate all employees. After the drills have been completed, the EHS team, along with factory management, meet to discuss successes and challenges and adjust training, procedures, equipment and communication when and where necessary.

EMERGENCY RESPONSE TEAMS

ERTs are present at major manufacturing locations. Their primary role is to ensure employee safety during incidents. ERT members receive comprehensive training, including initial 24-hour hazardous materials technician training and monthly on-the-job training to ensure proficiency and certification maintenance. We require medical clearance and physical evaluations for ERT participation, with additional screenings for employees using respiratory protection. Moreover, we require regular medical evaluations for ERT members responding to hazardous substances incidents. The team is responsible for participating in after-action reviews after each incident and drill to improve preparedness.

By investing in proactive risk management, comprehensive training and emergency preparedness, Qorvo ensures the safety and well-being of every employee while maintaining operational resilience and protection of the environment.

Contractor Safety

Contractors working on site must comply with our environmental, health and safety policies as listed in our contract language and must complete both safety training and a project-specific safety incident prevention review 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.



OUR ENVIRONMENT

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 ISO 14001: 2015.⁶



OUR ENVIRONMENT

LIFECYCLE ASSESSMENTS AND GOAL SETTING

As in prior years, our annual lifecycle assessments reviewed aspects and impacts for the following categories: design and procurement; production, support, transport, delivery and use; and final disposition. FY25 results highlighted air quality, water quality, climate change and land use as the greatest concerns of our interested parties, including employees, suppliers, customers, government/regulators, community and trade associations. From those results, we established four major goals that Qorvo would pursue this fiscal year.

While we continue to use FY20 as our baseline, we have adjusted our annual corporate performance to reflect the divestment of our China manufacturing locations last year. The adjustment in our environmental data was completed according to GHG guidance.⁷



2.5% annual GHG reductions from FY20.



> 2 million gallons of water saved through projects.



10,000 MWh saved in energy.



2.5% annual waste generation reductions from FY20.

OUR ENVIRONMENT

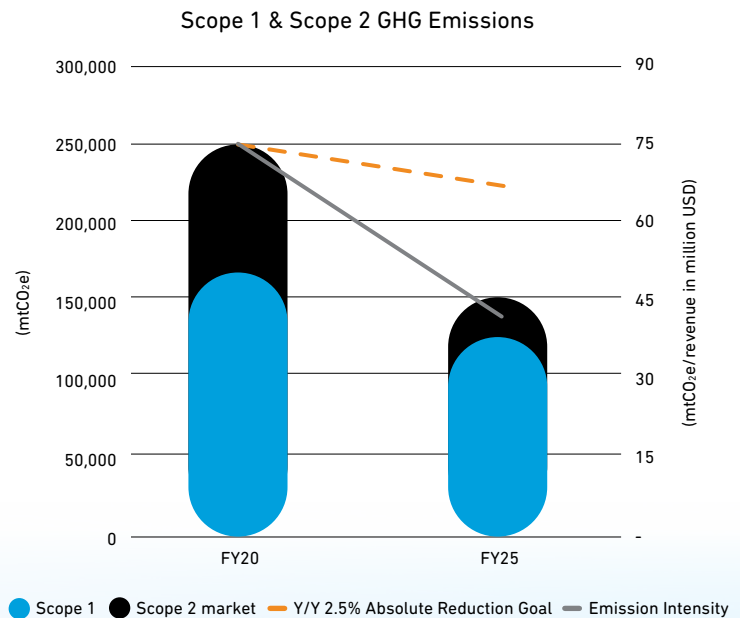
CONTINUING OUR LOW-CARBON TRANSITION JOURNEY

Our annual environment risk assessment includes climate-related risks and opportunities in the short-term (0-3 years) and medium-term (3-10 years) and has informed short-term and long-term (10-20 years) strategy at the operational level. Impact (financial and business), likelihood (probability of occurrence) and company preparedness are considered. This also includes the risk generated by our value chain.

We partner with third parties to review our physical risks related to climate change and address asset-related risks through a business continuity plan. Additional risks are addressed at the corporate level where our short-term strategy focuses on GHG abatement and other operational initiatives and the medium-to-long-term strategy continues to include renewable energy options.

Each manufacturing location⁸ is responsible for keeping an inventory of GHG emissions and providing accurate reporting following the EPA standard and applicable state regulations⁹. Scope 1 and Scope 2 emissions at our manufacturing locations are tracked and reported internally on a quarterly basis and the performance against target is reviewed annually. We participate in third-party audits such as the RBA Validated Audit Program (VAP) and recently achieved a corporate-wide [ISO 14064-3 assurance statement](#)¹⁰ for Scope 1 and Scope 2 (location and market-based) emissions reporting.

In FY25, we were able to meet our 2.5% (6,304 mtCO₂e) annual reduction goal from baseline FY20. In fact, from baseline FY20, we have successfully reduced our GHG by 42% or 104,747 mtCO₂e. Furthermore, we have driven down our intensity by 49% from baseline. This past year, our Scope 1 emissions represented 107,713 mtCO₂e and our Scope 2 emissions¹¹ represented 39,681 mtCO₂e. In addition to GHG emissions, we monitor other significant emissions. Volatile Organic Compounds (VOC) represented 90 tons from manufacturing and hazardous air pollutants represented 0.97 tons from manufacturing. In FY25, NO_x was 13.5 tons and SO_x was 0.19 tons.



↓ **2.5% mt CO₂e**

In FY25, we continued with our annual reduction goal of 2.5% of Scope 1 and Scope 2 GHG emissions based on FY20 baseline.

OUR ENVIRONMENT

We continued to address our Scope 1 emissions through the abatement of our manufacturing processes, focusing on etch tools. A total of five abatement units were installed in our US locations, and we were able to eliminate over 45,000 mtCO₂e of Scope 1 GHG emissions through all the abatement projects. Going forward in FY26, we will continue to install abatement units, focusing on the reduction of Fluorinated GHG from our operations in Richardson, TX. For any future processing tools purchased, we look to suppliers with integrated abatement systems.

We continually monitor our performance relative to a 1.5 and well below 2-degree (WB2C) scenario and provide additional information on our GHG performance to stakeholders through our RBA survey and CDP disclosure.

ADDRESSING SCOPE 3 EMISSIONS

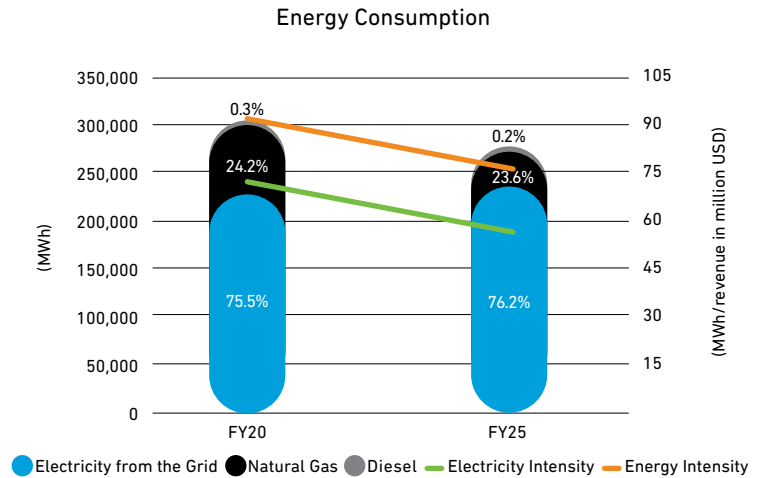
Scope 3 emissions are indirect greenhouse gas emissions resulting from Qorvo's activities outside of our operational control. This could include upstream and downstream shipping, employee commuting or goods and services purchased. We continue to investigate initiatives that will positively impact such emissions on our value stream. In FY25, we were again able to utilize sustainable aviation fuel (SAF) for a portion of our shipping with multiple vendors and plan to continue our investment in FY26. Furthermore, we expanded our EV charger inventory across our US sites, allowing more employees to take advantage of the charging stations while at work. Additionally, we continued to focus on reclaim efforts for goods purchased, diverting material from landfills.



OUR ENVIRONMENT

ENERGY REDUCTION PROGRAM

Our Energy Reduction Team mitigates environmental, operational and financial implications associated with semiconductors' intensive energy consumption. Work done by the team helps drive cost savings, ensure compliance with regulations and execute on the business objectives established to lower the company's carbon footprint. Operational risk such as power outages caused by natural disasters or equipment failure, grid overload due to peak demand issues or pricing volatility of energy costs may pose risks to Qorvo.

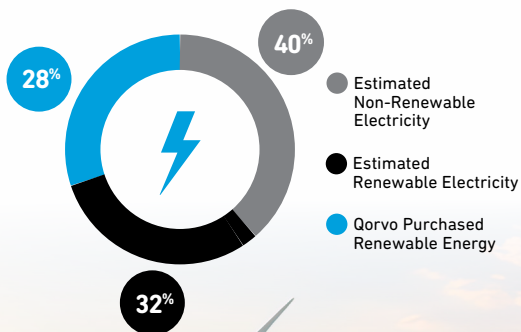


Our short-term focus includes identifying areas to drive energy efficiencies with our manufacturing tools, optimization and upgrading existing systems, adoption of additional LED lights across our facilities and utilizing systems such as our manufacturing excellence system to effectively manage our work in progress. This past year, we completed system deep dives of our chilled water, hot water, make-up air and deionized water.

The team also created and/or updated energy standards for tool purchases and highlighted areas of opportunities to factory management. We also worked on an updated roadmap, which included recommended methods for tool monitoring and installation of utility monitoring points across our US fabs.

In FY25, we established a target of 10,000 MWh annualized savings through identified energy projects. More than 15,000 MWh and approximately 1.8 million dollars were saved as a result of these energy efficiency projects. Since FY20, we have reduced energy consumption by 10%.

FY25 Qorvo Electricity Source¹³

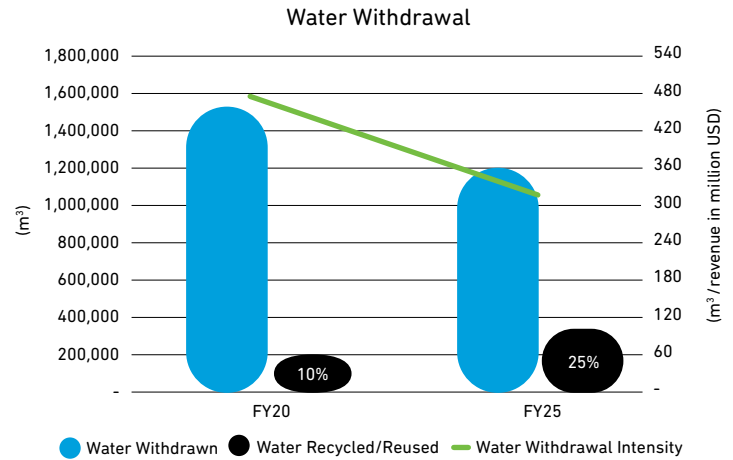


Qorvo utilizes renewable energy in our production via Renewable Energy Certificates (RECs) as well as renewable energy from the grid. Renewable energy sources accounted for 60% of the total electricity consumption, with 28% of that coming from Qorvo purchased renewable energy¹². Long term, we are focused on increasing renewable energy. We partner with external professionals who have extensive experience within the semiconductor industry to help us identify areas of opportunity as well as mitigate the risks related to non-renewable energy. Furthermore, we engage in associations such as SEMI and RBA to understand the current best practices within the industry.

OUR ENVIRONMENT

WATER

Water is an essential natural resource and one we believe 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 climate change may impact changes to water supply and demand. Since FY20, we have continued to focus on reducing the total amount of water withdrawn across our locations.



We conduct multiple internal and external water risk assessments, including our ERA, ISO 14001: 2015, RBA Self-Assessment Questionnaire (SAQ), WRI and WWF. Of the seven locations assessed through platforms such as WRI and WWF, zero locations have an overall high-risk rating, while four of the seven (57%) locations have a high-risk rating for water stress. Unlike previous years, no locations are extremely high-risk.

Qorvo evaluates water risks annually as part of our major site risk and impact assessment process. We analyze over twenty-five risk scenarios at each major manufacturing site, prioritizing potential events based on likelihood, severity and overall impact on customer revenues, company financials and third-party interests. This analysis includes evaluating the risk of water supply disruptions.

The FY25 site risk and impact assessment determined that the likelihood, severity and impact of water supply disruptions remain low across all sites. Additionally, an analysis using a third-party tool to assess emerging water risks associated with climate change found no significant threats to our major site operations.

We review water-related physical risks during our annual insurance assessments, which evaluate potential financial impacts on revenue. These assessments include onsite evaluations and focus on three key areas: human factors, physical conditions and equipment. Loss estimates consider the worst-case scenarios to have maximum negative impact. The FY25 insurance assessments for Qorvo locations identified no actionable recommendations. Results from each of our water risk assessments function as data points to drive our overall water conservation program.

From WRI Database	Low	Low-Medium	Medium-High	High	Extremely High
Overall Water Risk by Location	14%	86%	0%	0%	0%
Water Stress by Location	14%	29%	0%	57%	0%
Water Stress by Withdrawal Location	18%	5%	0%	77%	0%
Water Stress by Discharge Location	23%	6%	0%	70%	0%

OUR ENVIRONMENT

Water Monitoring Qorvo monitors production interruptions across all major sites to address infrastructure disruptions, including those related to water scarcity, human or nature-related water issues. Ensuring uninterrupted water supply is critical to maintaining manufacturing operations and meeting customer demands. Should a disruptive event occur, our team would promptly report, analyze and address the event to prevent recurrence and mitigate risks across our network.

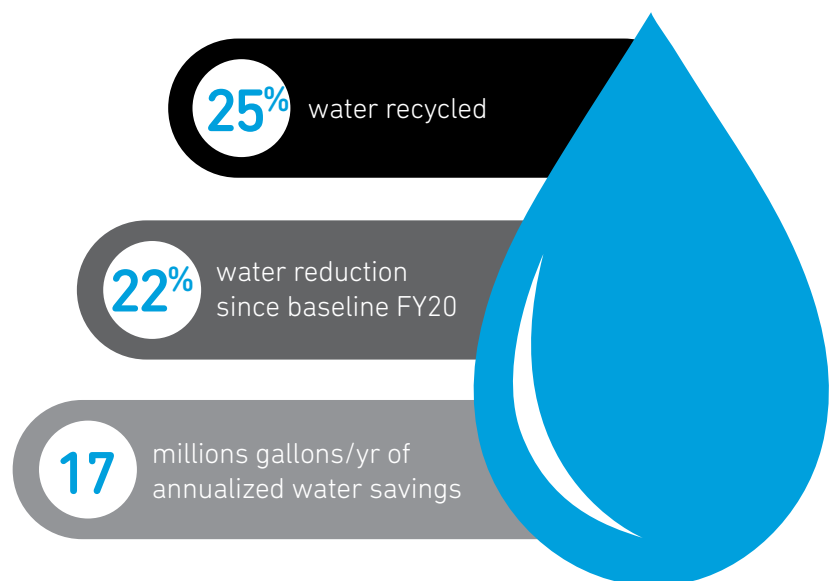
In FY25, there were zero days of production impact due to incoming water supply quantity or quality, resulting in no associated costs or compliance risks. Minor water distribution issues, such as leaks, occurred infrequently, with minimal production impact.

Given the importance of uninterrupted production, Qorvo's products undergo site-specific qualifications as required by our customers. We collaborate closely with our customers to establish robust business continuity plans that address potential risks, ensuring reliability and consistency in meeting their needs.

Water Target In FY25, we established a water usage reduction target of two million gallons (about 7,570,820 L) of water conserved through company-wide projects. Leadership approved the recommended target and included it in the key business objectives monitored by the Board. Water-related initiatives are part of our executive remuneration program. Furthermore, we have continued to address water recycling and our recycling rate in FY25 was 25% or over 300,000 m3 of water across Qorvo locations.

In FY25, we completed several key water reduction initiatives, resulting in over 17 million gallons/year of annualized savings. Tighter controls and optimization of blowdown rates on scrubbers, as well as water reduction and reuse opportunities in-process tools and support equipment significantly contributed to our goal of decreasing our demand on the municipal water supply system.

We continue to focus on water conservation in FY26 with a more aggressive target. Projects identified align with our short-term goal of reducing water withdrawal. Our long-term goal has not changed, with our focus on reduced water through end of production recycling. To help us achieve our target, we continue to partner with consultants to learn best practices.



OUR ENVIRONMENT

Sourcing Water

Our Qorvo locations mainly source water withdrawals from our local municipalities. Benefits from this model include safe drinking water for our employees, consistent supply for production and quality monitoring. Through the local municipalities, we are able to monitor our water for withdrawal and water quality. Furthermore, local municipalities are staffed with employees who have expertise in managing water resources sustainably.

Stakeholder Engagement

To help drive water conservation, Qorvo participates in RBA self-assessments and requires our suppliers to assess their water-related risk. 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 to support mitigation plans. 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. Third-party audits of our supply chain review and verify compliance to our supplier environmental management system. Audits are conducted every two years and corrective actions are tracked through to completion.



OUR ENVIRONMENT

WASTE

Qorvo is committed to:

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

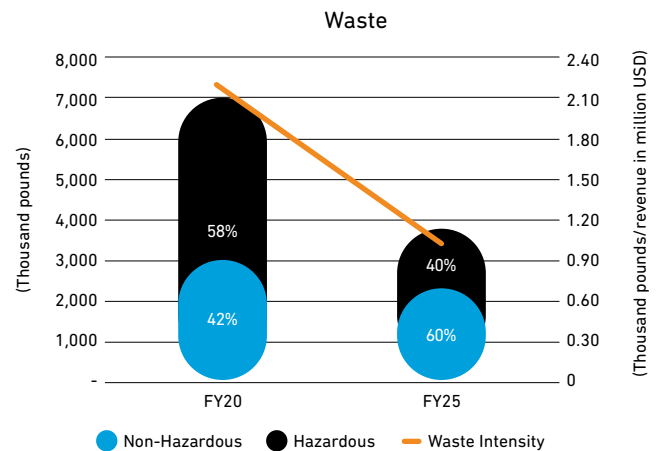
Qorvo has a strong commitment to recycling and frequently looks for opportunities to move closer to a circular economy. In the past five years, we have made significant strides in our landfill diversion efforts.

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

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

Qorvo completes risk assessments of hazardous waste streams to ensure toxic, flammable, corrosive or reactive materials are properly managed and disposed of. Risks related to hazardous waste could impact employee health and safety, and therefore, risk assessments help to promote a culture of safety and responsibility. In the environment, hazardous waste contamination of soil, water or air could drive financial penalties or expensive cleanup costs. Through our risk assessments, we identify potential areas where spills, leaks or improper disposal may occur, and develop countermeasures to ensure compliance.

Monitoring hazardous waste streams and third-party vendors is essential for legal compliance, environmental stewardship, financial management and risk mitigation. Management oversight of hazardous waste activities at Qorvo locations is shared between Facilities and EHS teams.



This includes our onsite vendors. We use online platforms to monitor our hazardous waste vendors to ensure they operate within legal boundaries and maintain appropriate licenses.

Waste generated onsite is categorized into hazardous and non-hazardous waste and monitored according to federal, regional and local requirements. One benefit of proper segregation of waste is that we can identify potential cost savings. In FY25, our target was a 2.5%/year waste reduction, measured as FY25 absolute numbers from the FY20 baseline. Through our multiple initiatives we were able to exceed our waste reduction goal and delivered a reduction of 45% from the FY20 baseline.

OUR ENVIRONMENT

Initiatives

At our Greensboro, North Carolina, site this year, we adjusted process formulations, saving 57,000 lbs of throughput chemistry and kicked off a new cardboard recycling initiative that was able to divert over 4,800 lbs from the landfill. Our Hillsboro, Oregon, location was able to complete diversion of non-hazardous industrial waste to incineration for energy recovery, saving an additional 6,000 lbs from landfill.

A reuse initiative by our process development engineers in Texas is estimated to reduce use of new pilot wafers by 50%. In terms of chemical waste reduction, our Texas site has optimized a tooling process that saves roughly 11,000 gallons per year in chemicals. Through our initiatives since baseline FY20, we have been able to significantly increase our percentage of waste recycled, reclaimed or reused from 23% to 43%.

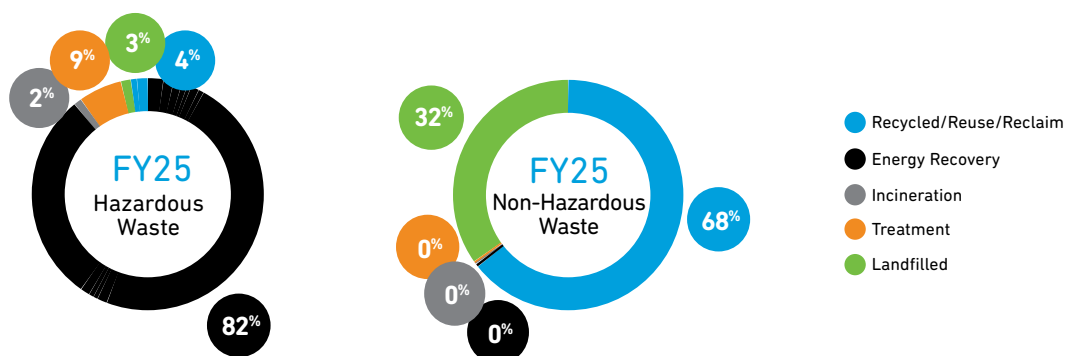
Examples of Initiatives Include

Initiative	Waste Type	Savings
 Cardboard Initiative	Non-Hazardous	4,800 lbs.
 Multi-Use Office Waste	Non-Hazardous	6,000 lbs.
 Process Formulation Optimization	Hazardous	57,000 lbs.
 Plastic Recycling	Non-Hazardous	16,000 lbs.
 Unused Tools/ Tool Parts	Non-Hazardous	194,000 lbs.
 Optimized Chemical Tooling	Hazardous	11,000 gal.

Addressing Waste through our Business Waste Management Program

At Qorvo, we are committed to minimizing the environmental impact of our operations through a robust Business Waste Management Program. Our EMS addresses waste management by focusing on reducing business waste, production waste and packaging waste. Each of our manufacturing sites has established dedicated business waste management programs to ensure that waste is diverted from landfills and managed responsibly. Proper collection and disposal of business waste form the backbone of our program. Our facilities teams, in collaboration with EHS teams, designate universal waste collection locations and provide ongoing training for employees to ensure compliance and best practices.

We have implemented specialized programs for collecting, recycling and responsibly disposing of electronic waste, including outdated IT equipment, servers and manufacturing tools. We partner with certified e-waste recycling vendors and ensure compliance with all applicable regulations. We continue to see impressive results with our tool program. Our team partners with universities and/or third parties to reuse whole tools or tool parts in order to limit landfill waste. For example, as a part of our corporate-wide energy reduction initiative, we installed new high-efficiency vacuum pumps and were able to partner with a third-party vendor to resell the used vacuum pumps. Thus, this project alone was able to recycle 80 US tons of vacuum pumps and related parts. In FY25, we were able to divert over 97 US tons of mechanical equipment waste from landfills through our tool reuse program.



OUR ENVIRONMENT

Reducing single-use plastic is a priority across our business operations. This includes replacing plastic materials with biodegradable or reusable alternatives in office spaces and cafeterias. Employees are encouraged to adopt sustainable practices such as using personal ceramic mugs in lieu of single-use cups.

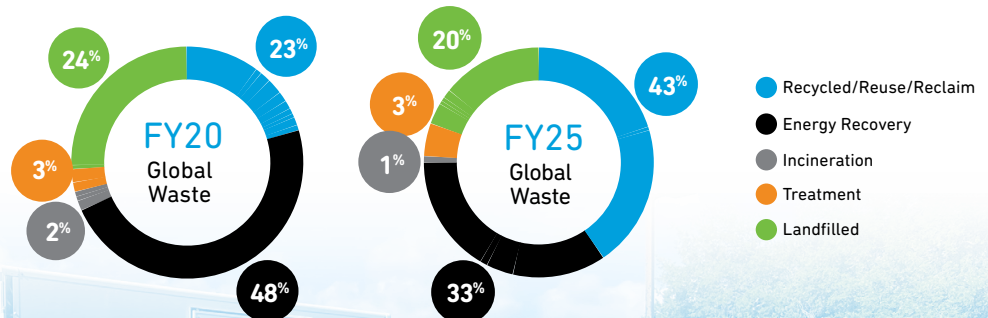
Common packaging supplies, such as frames, canisters and spacers, are reused whenever possible. These materials are collected, consolidated and shipped to third-party vendors for cleaning and processing before being returned to our facilities for additional use. This reduces the need for new materials and supports a circular economy. Recent years have shown success with identifying third-party vendors that would reclaim plastic trays used for product transportation and storage.

Beyond our operations, we engage with local communities and suppliers to extend our sustainability impact. Initiatives, such as sponsoring e-waste collection drives and collaborating with suppliers to implement consolidated shipping options, demonstrate our commitment to environmental stewardship. When it comes to e-waste, we ensure that our vendors comply with all regulations and industry best practices for disposal.



Over 16,000 pounds of plastics were sent to a third-party vendor instead of a landfill.

By setting clear expectations and annual performance targets, we have increased our recycle/reuse/reclaim rate from 23% to 43% since FY20.



OUR ENVIRONMENT

A critical element of our strategy is optimizing the dimensional weight of our shipments. Dimensional weight, which accounts for the package size relative to its actual weight, is essential for reducing shipping waste, improving efficiency and lowering emissions. We are committed to reducing packaging waste through a comprehensive strategy that emphasizes lightweight materials, recyclable and reusable products, minimizing plastic usage and active collaboration with stakeholders.

 **71%**

Dimensional weight efficiency goal achieved with key logistics partners.

Our efforts include regular evaluations of packaging materials – such as corrugated boxes, bubble wrap and other components – to identify eco-friendly and plastic-free alternatives that maintain product protection. By training employees, enhancing cross-site communication and standardizing shipping processes, we have increased our average dimensional weight efficiency. In FY25, our key logistics partners achieved a 71% efficiency rate, just shy of our 75% goal by the end of 2025.

In Costa Rica, our team created visual dashboards using carrier data and enterprise resource planning information to analyze our dimensional weight. Understanding the current state led us to better packaging solutions, such as leveraging another SKU within our existing inventory or working with suppliers to create a better fit package. Our project recognized multiple benefits: savings in transportation costs, reduction in packaging materials and productivity improvements throughout our warehouse operations.

We track key metrics such as recycling percentages and the use of recovered materials and report on our progress toward our environmental business objective of waste reduction. These metrics enable us to measure progress and continuously refine our approach to business waste management.

Limiting Production Waste through Reclaim and Recycling Efforts

We also understand the importance of reducing waste generated during the manufacturing process. Similar to our business waste management program, our production waste management program focuses on minimizing production-related waste, enhancing resource recovery and ensuring compliance with environmental guidelines. Our process waste is managed according to site-specific procedures and overseen by our EHS and Facilities teams. Our chemical waste (e.g., mixed solvents, plating solutions, etc.) policy and procedure includes proper handling, storing and disposal of solvents, etchants and other chemicals used onsite for manufacturing. Slurries and sludge are filtered and concentrated for reclaim at a third-party location.

We prioritize recovering valuable materials from production waste, including metal recovery. Precious metals such as gold are recovered from plating processes and other manufacturing activities through partnerships with certified vendors.

OUR ENVIRONMENT

Our facilities adhere to stringent regulations for hazardous waste disposal, including proper segregation and tracking of hazardous materials. Where feasible, we seek safer alternatives to hazardous substances to reduce their presence in our operations. Key systems that help reduce and responsibly manage hazardous waste within our facilities include our ISO 14001: 2015 certification, robust review process for new chemicals used in research and development that restricts known high-risk chemicals from being utilized in future products, engagement in governmental/customer discussions on process chemistries and supply chain monitoring for compliance.

Furthermore, we partner with suppliers to create and encourage a more circular economy through our material selection. Starting in FY26, our strategic suppliers are scored on recycled content and are requested to provide annual updates during their supplier business reviews on their material sourcing program to better understand their long-term strategy. We also partner with organizations like Copper Mark and the RBA to understand what training and tools are available to us and our suppliers to help us in our circular economy journey.

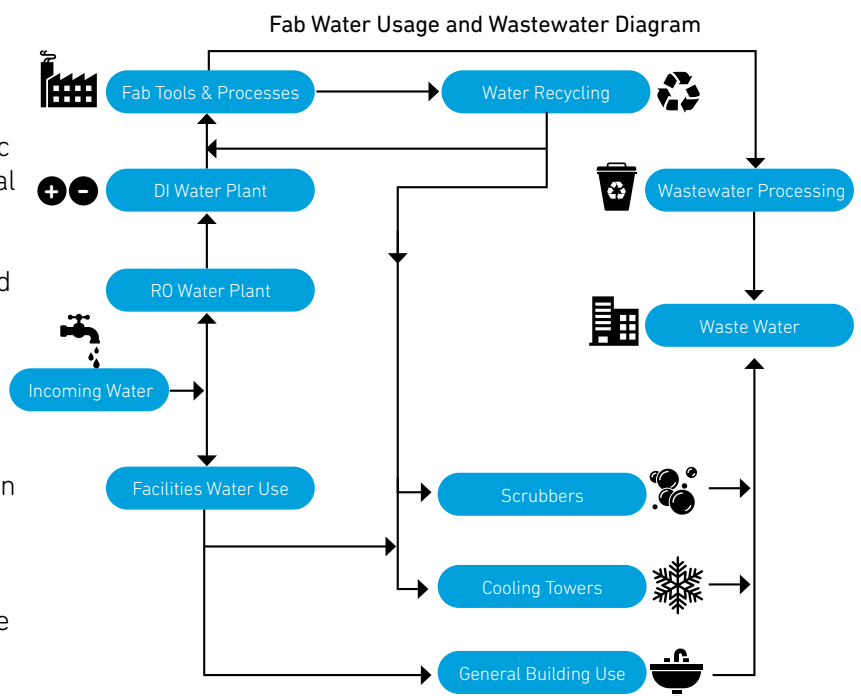
Addressing Water Waste from Production

Given the water-intensive nature of semiconductor manufacturing, we continue to look for opportunities to expand our closed-loop water systems to recycle and reuse additional water from production processes. This enables us to reduce both water consumption and wastewater discharge.

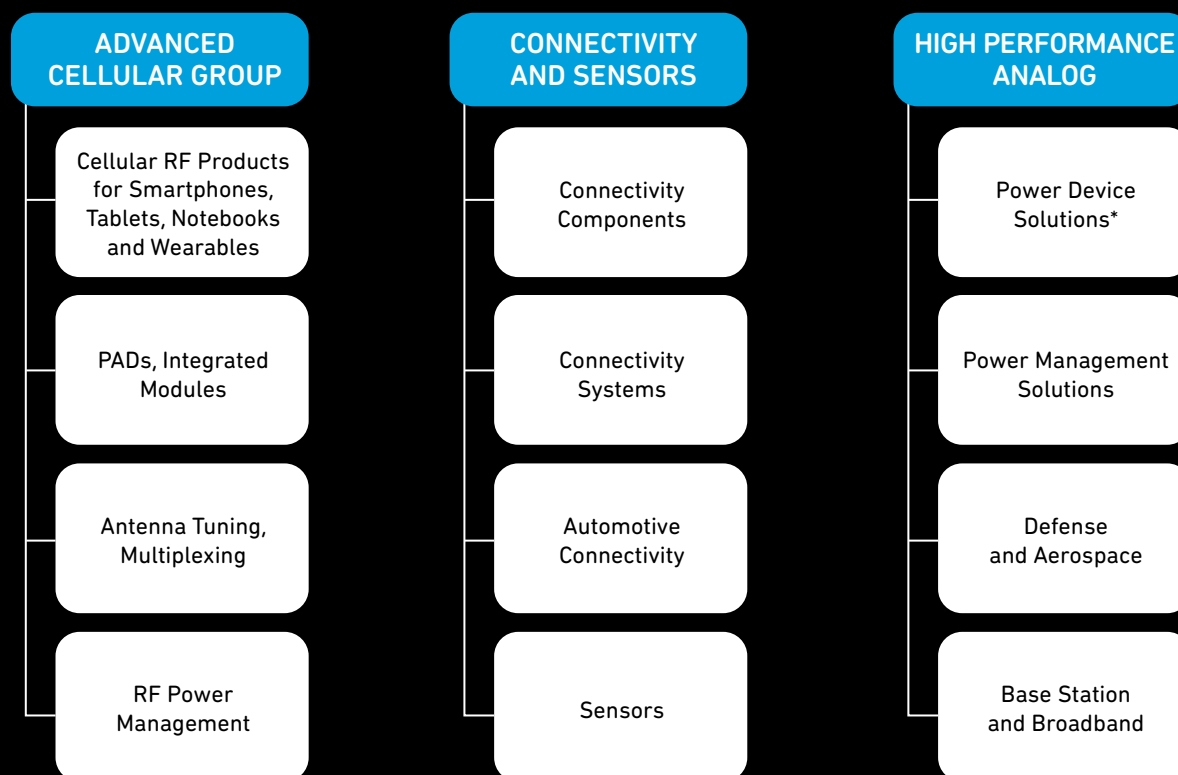
Our approach to water management prioritizes site-level responsibility, as most water consumption occurs during production. Each manufacturing location has trained professionals who oversee the monitoring, sampling, pre-treatment and discharge of wastewater in compliance with site permits and local regulations. Wastewater, a byproduct of semiconductor manufacturing, is monitored, evaluated and pre-treated as necessary before discharge to the appropriate authority. Pre-treatment systems at our facilities include Acid Waste Neutralization (AWN), arsenic removal and cyanide removal systems to address these pollutants, ensuring compliance with permit requirements.

Our EHS teams maintain current wastewater permits, while site facilities teams operate and maintain pre-treatment systems. Comprehensive management plans, such as Toxic Organic Management Plans (TOMP) and Accidental Spill Prevention Plans (ASPP), ensure preparedness and compliance. These plans document our response actions and facilitate communication with internal stakeholders and external authorities. Additionally, our sites continually seek opportunities to reduce and recycle effluents. In FY25, we completed projects in the US that focused on redirecting clean discharge for use in other utility systems and implementing improved controls to reduce water volumes needed by utility systems. These projects were responsible for reducing annual new water usage by 17 million gallons.

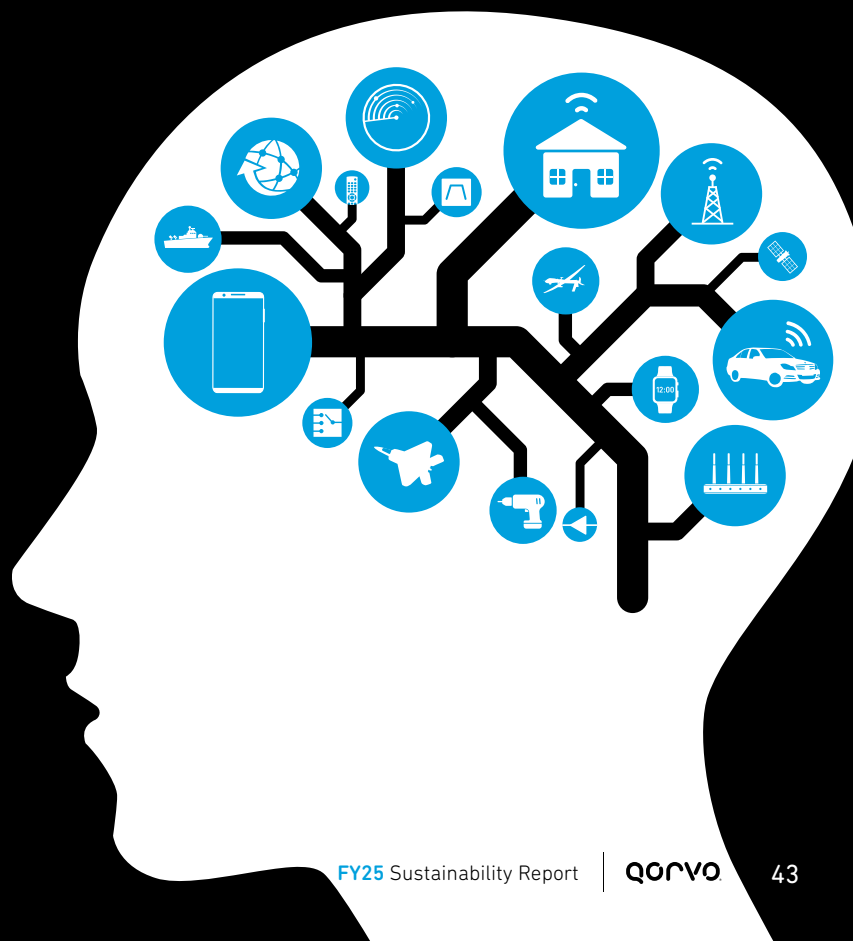
 **81 MILLION GALLONS**
of water reused through multiple projects.



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.



* This product line was acquired by another company on January 14, 2025.

OUR PRODUCTS

In our product design process, we incorporate considerations for end-of-life management, striving to minimize environmental impact throughout the product lifecycle.

Eco-Design & Sustainable Innovation

- **Designing for the Planet**

Our approach to product development incorporates eco-design principles to minimize environmental impact from the outset. By integrating sustainability into our design philosophy, we ensure that efficiency, durability and recyclability are considered from the very beginning.

- **Sustainable Design Tools and Engineering Support**

Tools like Qorvo's QSPICE® simulator and MatchCalc™ help engineers design with sustainability in mind, reducing the need for physical prototypes and conserving materials such as fiberglass, copper and epoxy. These tools also accelerate time-to-market while supporting better-performing, energy-efficient applications like electric vehicles.

Sustainable Materials and Manufacturing

- **Responsible Material Selection**

We consider the environmental impact of materials at every stage, including the sourcing of gallium nitride (GaN), a high-efficiency material that supports sustainable electronic solutions.

- **Use of Recycled Content**

Efforts to integrate recycled materials – in packaging, substrates and precious metals – help reduce raw material consumption and support circular material flows.

- **Eco-Friendly Manufacturing Practices**

Beyond regulatory compliance, Qorvo prohibits the use of several hazardous substances¹⁴ and leads with programs to recycle and reuse chemicals in processes like wafer cleaning. Our operations aim to reduce hazardous waste and environmental exposure wherever possible.

Energy-Efficient Product Solutions

- **Low-Power Wireless Connectivity**

Qorvo's wireless solutions are designed to minimize power consumption in connected devices across smart homes, industrial automation and building systems. Technologies like Zigbee, Thread, Bluetooth® Low Energy and Ultra-Wideband (UWB) offer a low-power solution, are optimized for long battery life, reducing environmental impact over the product's use phase.

- **GaN Power Amplifiers and High-Efficiency RF**

GaN technology plays a major role in increasing energy efficiency, particularly in high-power applications like base stations, satellite communications, radar and electric vehicles. Qorvo's GaN-based RF and power amplifiers offer higher power density and better thermal performance, which means smaller and lighter systems with less thermal energy loss.

OUR PRODUCTS

Energy-Efficient Product Solutions Continued

- **Power Management for Edge and Battery-Powered Devices**

Qorvo's power management ICs (PMICs) are tailored for wearables, hearables and IoT sensors, delivering ultra-low quiescent current and efficient power regulation to prolong device lifespan and reduce energy draw across millions of deployed devices.

- **Energy-Saving in Network Infrastructure**

Qorvo provides front-end modules and filters for 5G and Wi-Fi 6/6E/7 that improve spectral efficiency and reduce energy consumption per bit of data transmitted. This directly impacts data center and network infrastructure sustainability by reducing cooling and operational power requirements.

- **Integrated Systems for Smart Energy Applications**

Smart meters and energy management systems using Qorvo technology support real-time monitoring, better grid efficiency and user-level energy optimization. These systems play a role in demand response programs and grid decarbonization efforts.

Product Lifecycle Management

- **End-of-Life (EOL) Strategies**

Sustainability doesn't stop at product delivery. We provide comprehensive lifecycle information and material disclosures to support customer compliance and promote proper end-of-life disposal through certified recycling programs.

- **Recycling, Reuse and Circularity**

We recycle precious metals from manufacturing, reuse materials like shipping canisters and repurpose defective wafers for R&D. These practices extend the life of materials and reduce waste.

- **End-of-Life Inventory Program**

Select discontinued products remain available through our EOL inventory program, allowing customers continued access to essential components while minimizing waste.

Addressing Emerging Concerns: PFAS

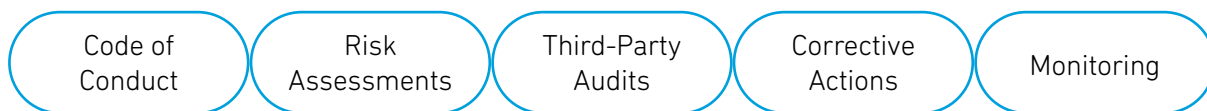
Qorvo supports the responsible use of PFAS where essential and is actively working to eliminate non-essential PFAS in alignment with SEMI's industry stance. Through supplier engagement, alternative sourcing and proactive policy updates, we ensure alignment with evolving customer and regulatory expectations.



SUPPLY CHAIN

CORPORATE SOCIAL RESPONSIBILITY

We hold suppliers to high standards, including all applicable legal, regulatory, customer and RBA Code requirements. These requirements may be communicated through Qorvo's external website, purchase order terms and conditions, supplier portals and contract language. Strategic suppliers¹⁵ are required to formally review and acknowledge key requirements through Qorvo's supplier portal and contract language. Qorvo offers and, in some cases, requires suppliers to complete targeted training on RBA Code through RBA's online Learning Academy and live training workshops. The purpose of this training is to build supplier capacity to reliably and sustainably meet Qorvo requirements. Training is directed at managers responsible for creating and executing company policies for labor, health & safety, environment, ethics and supply chain management.



Qorvo's supply chain management systems align with RBA Code and utilize RBA's SAQ, which we require strategic suppliers to complete annually. Qorvo reviews supplier responses for completeness, consistency and major issues requiring additional oversight or corrective action. This includes, but is not limited to, the use of foreign migrant workers, prohibited recruitment fees and disciplinary wage deductions. Third-party RBA audits are critical to ensuring on-the-ground working conditions align with Qorvo requirements. These audits include confidential worker interviews that allow auditors to triangulate worker feedback with onsite observations and documented policies, procedures and records. Qorvo partners with suppliers on corrective action after each audit and provides additional training and guidance on RBA Code requirements when necessary.

Finally, supplier scorecards reflect supplier audit performance and progress on corrective action to drive continuous improvement and accountability after each audit. Qorvo manages environmental risks like water scarcity and natural disasters by partnering with suppliers in high-risk regions, promoting water conservation programs and requiring robust business continuity plans. These efforts are critical to maintaining supply chain resiliency while minimizing environmental impact and protecting worker health and safety. Qorvo encourages suppliers to adopt strong management systems based on the following ISO standards: 14001, 45001, 50001 and 22301.

Qorvo's supplier monitoring does not stop at tier 1. We leverage a variety of sophisticated software tools and engage tier 1 suppliers to drive greater visibility and risk mitigation. We screen suppliers against US government restricted party lists (Entity List, Military End User List, etc.). Qorvo's Operations team has managerial responsibility for Qorvo's supply chain and reports performance to senior leadership and Board of Directors as needed.

Outsourced Production

Qorvo's manufacturing strategy balances internal and external capacity. External capacity comes from partners in Asia referred to as Outsourced Semiconductor Assembly and Test (OSAT). OSATs are key to Qorvo's success and are monitored for environmental and social performance.

OSAT Performance (%)

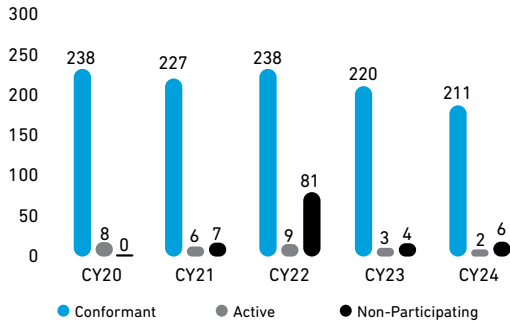
ISO 50001: 41%
ISO 14001: 100%
ISO 45001: 95%

Water Target: 77%
GHG Reporting: 95%
GHG Target: 86%

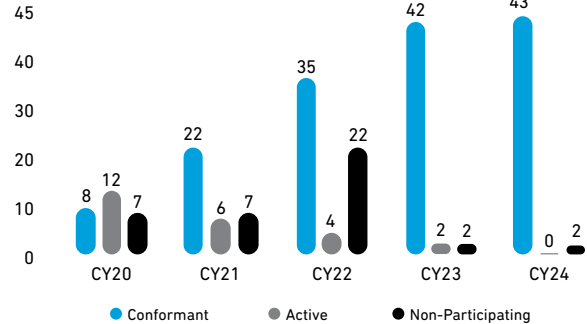


SUPPLY CHAIN

3TG Status by Reporting Year



Cobalt Status by Reporting Year



RESPONSIBLE MINERAL SOURCING

Qorvo is dedicated to responsible mineral sourcing, ensuring our activities respect and support human rights across our global supply chain. We require suppliers providing components and materials containing “relevant minerals” to adhere to the standards outlined in our responsible minerals specification¹⁶.

Our management system aligns with the OECD Due Diligence Guidance’s five-step framework, enabling us to map our supply chain for 3TG (Tin, Tungsten, Tantalum and Gold) and cobalt use and annually report on our conflict minerals due diligence process through a Conflict Minerals Report (CMR) filed with the US Securities and Exchange Commission (SEC).

To further advance our responsible minerals program, Qorvo has expanded its focus beyond 3TG and cobalt. In FY24, we began assessing risks related to aluminum, copper, lithium and nickel, conducting our first supply chain survey using the RMI’s pilot reporting template. This ongoing analysis will guide and prioritize our future due diligence efforts.

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 grievance system, or the VAP grievance system to submit complaints related to that program.



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



Qorvo Cares Bend, Oregon, sponsored and volunteered at a STEM camp with [Friends of the Children – Central Oregon](#) and Think Wild Central Oregon. We helped campers build, personalize and hang up owl nest boxes.

Employees from the Hillsboro, Oregon, location volunteered at the Oregon Food Bank and helped repack over 6,800 pounds of food for the local community. We support the Oregon Food Bank's mission to end hunger.



Qorvo Cares Texas and the Dallas [Society of Women Engineers](#) (SWE) sponsored an Apollo 11 "Moon Day" anniversary event at the Frontiers of Flight Museum. Our volunteers led a "Squishy Circuit" activity with conductive play dough, offering families a hands-on, creative learning experience about space exploration's past, present and future.



We enjoyed hosting families during our Bring Your Child to Work day across Qorvo locations. Visitors were able to learn about semiconductor manufacturing and even try on the bunny suits, which was a hit with the kids.



FOOTNOTES

¹ Awards received by Newsweek and Forbes.

² 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.*

³ Non-compliances are defined as legal violations based on the location of the operation.

⁴ 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.

⁵ Most recently available data on industry average is from US BLS (2023) for NAICS Code 33441, total recordable cases for semiconductor and other electronic component manufacturing was 1.0. And US BLS (2023) for NAICS Code 334413 for cases with days away from work was 0.2 for semiconductor and related device manufacturing. <https://www.bls.gov/iif/>

⁶ Five out of six (83%) manufacturing sites are ISO 14001: 2015 certified and two out of six (33%) manufacturing sites are ISO 50001:2018 certified ([link](#)).

⁷ GHG Protocol Corporate Accounting and Reporting Standard ([link](#)).

⁸ The reporting boundary for our FY25 report includes environmental performance data from seven major Qorvo locations: Hillsboro, Oregon; Bend, Oregon; Apopka, Florida; Richardson, Texas; Greensboro, North Carolina; Heredia, Costa Rica; Nuremberg, Germany. Other locations in our global footprint are small sites such as R&D, test and marketing that are outside of our Scope 1 & 2 boundaries.

⁹ Impact assessment method applied on Scope 1 GHG for calculations is according to IPCC AR5.

¹⁰ We have received ISO 14064-3 certification with limited assurance for all manufacturing sites, covering FY24 greenhouse gas emissions data. (No section of this report received external assurance.)

¹¹ Scope 2 emissions are calculated using the subregion output emission rates from the US EPA Greenhouse Gas Inventory Guidance (Indirect Emissions from Purchased Electricity) section 3.3.1 ([link](#)).

¹² Renewable energy sources accounted consists of 18% of Qorvo purchased RECs & 10% of renewable energy sourced from the grid.

¹³ 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](#) / Costa Rica, IEA country-specific [database](#).

¹⁴ In FY25, approximately 11% 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.

¹⁵ 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.

¹⁶ 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.

¹⁷ Out of total water consumed in high baseline water stress region, only 7% of water is sourced from groundwater & remaining 93% is sourced from local municipal water supply.

METRICS & FRAMEWORKS

Restated Numbers

	Metrics	FY20	FY21	FY22	FY23	FY24	FY25
GHG Emissions	Scope 1 (mtCO2e)	168,164	155,747	162,515	112,334	105,200	107,713
	Scope 2 - Market (mtCO2e)	83,977	74,525	58,850	50,562	42,082	39,681
	Scope 2 - Location (mtCO2e)	83,977	76,299	67,221	61,515	54,092	52,385
	Total Scope 1 + Scope 2 (market)	252,141	230,273	221,364	162,896	147,282	147,393
	Total Scope 1 + Scope 2 (location)	252,141	232,047	229,736	173,849	159,291	160,098
	Y/Y 2.5% Reduction Absolute Goal	252,141	245,837	239,534	233,230	226,927	220,623
	Scope 1 & 2 Emissions Intensity (mtCO2e/M USD)	78	57	48	46	39	40
Energy	Electricity (MWh)	229,003	212,162	212,635	207,665	209,921	207,593
	Natural Gas (MWh)	73,545	71,897	75,426	70,491	63,969	64,385
	Diesel (MWh)	861	1,787	734	988	528	584
	Total Energy (MWh)	303,409	285,846	288,795	279,145	274,418	272,562
	Energy Intensity (MWh / M USD)	94	71	62	78	73	73
	Electricity Intensity (MWh / M USD)	71	53	46	58	56	56
Water	Water Withdrawal (m3)	1,559,136	1,432,545	1,395,401	1,327,374	1,152,041	1,210,110
	Water Reused/Recycling (m3)	161,595	198,257	194,386	89,354	164,153	306,630
	Water Reused/Recycling Rate	10%	14%	14%	7%	14%	25%
	Water Withdrawal Intensity (m3 / M USD)	481	357	300	372	306	325
Waste	Non-Hazardous Waste (thousand lb)	2,958	2,414	2,645	2,398	2,227	2,286
	Hazardous Waste (thousand lb)	4,003	3,768	3,769	1,468	1,248	1,523
	Total Waste (thousand lb)	6,962	6,182	6,415	3,866	3,475	3,809
	Total Waste Intensity (thousand lb / M USD)	2.15	1.54	1.38	1.08	0.92	1.02

Note - We have adjusted our annual corporate performance to reflect the divestment of our China manufacturing locations.



METRICS & FRAMEWORKS

		FY25	
Electricity metrics	Gross Total Electricity (kWh)	207,593,006	
	Electricity From Grid	100%	
	Percent Renewable Electricity	28.2%	
	Gross Total Renewable Electricity (kWh)	58,499,316	
	Percent Non-Renewable Electricity	71.8%	
	Gross Total Non-Renewable Electricity (kWh)	149,093,690	
		Americas	EMEA
	Electricity Based on Region	99%	1%
	Renewable	28.2%	0%
	Non-Renewable	70.8%	1%
Energy metrics	Renewable based on source		
	Wind	0.66%	
	Solar	0.05%	
	Hydro	3.92%	
	Non-Defined	23.56%	
	Total Energy (kWh)	272,561,960	
	Percent Renewable Energy	21.5%	
	Gross Total Renewable Energy (kWh)	58,499,316	
	Percent Non-Renewable Energy	78.5%	
	Gross Total Non-Renewable Energy (kWh)	214,062,645	
		Americas	EMEA
	Energy Based on Region	99%	1%
	Renewable	21.5%	0%
	Non-Renewable	77.5%	1%
	Renewable energy based on source		
	Wind	0.50%	
	Solar	0.04%	
	Hydro	2.98%	
	Non-Defined	17.94%	

		FY25		
		Americas	EMEA	Total
Water metrics	Water Withdrawn (1000m3)	1,208	2	1,210
	Water Consumed (1000m3)	284	0	284
	Water Discharge (1000m3)	924	2	926
	Water Reused/Recycled (1000m3)	307	0	307
	Water Recycling Rate (%)	25%	0%	25%

		FY25		
		Hazardous Waste	Non Hazardous Waste	Total Waste
Waste metrics	Recycled/Reused/Reclaimed	4%	68%	43%
	Energy Recovery	82%	0%	33%
	Incinerated	2%	0%	1%
	Treatment	9%	0%	4%
	Landfill	3%	32%	20%
	Americas	100%	96%	98%
	EMEA	0%	4%	2%

		FY25	
		Direct	Indirect
Social	Training Hours	14,221	36,642
	Number of Interns	223	
	Number of Recent College Graduates	189	
	Global Voluntary Turnover Rate	7%	
	Percentage of Employees that Require a Work Visa	5%	
	Average Number of Training Days Employees Received	1 day (average training hours per employee / 8)	

		FY20	FY21	FY22	FY23	FY24	FY25
Health & Safety	Recordable Injury Rate	0.23	0.22	0.25	0.18	0.20	0.40
	Lost Time Injury Rate	0.09	0.12	0.16	0.09	0.07	0.28

Topic	Code	Metric	FY25	Report Location
Greenhouse Gas Emission	TC-SC-110a.1	(1) Gross global Scope 1 emissions metric tons (t) CO2-e. (2) Amount of total emissions from perfluorinated compounds metric tons (t) CO2-e.	(1) 107,713 metric tons CO2e (2) Details on Qorvo's emissions from perfluorinated compounds are reported in our annual CDP disclosures	<u>Our Environment</u>
	TC-SC-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 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.	
Energy Management in Manufacturing	TC-SC-130a.1	(1) Total energy consumed (GJ), (2) Percentage (%) grid electricity and, (3) Percentage (%) renewable energy.	(1) 981,222 (2) 76% (3) 21.5%	<u>Energy Reduction Program</u>
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) 1,210 Low: 18%, Low/Medium: 5%, High: 77%, Extremely High: 0% (2) 284 Low: 0%, Low/Medium: 0%, High: 100% ¹⁷ , Extremely High: 0%	<u>Water</u>
Waste Management		(1) Amount of hazardous waste from manufacturing metric tonnes (t), (2) percentage (%) recycled.	(1) 691 (2) 4%	<u>Waste</u>
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.	<u>Our People</u>
	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.	5% worldwide. Description of potential risks of a global workforce can be found in our most recent 10-K.	<u>Metrics</u>
Product Lifecycle Management	TC-SC-410a.1	Percentage (%) of products by revenue that contain IEC 62474 declarable substances.	11%	<u>Footnotes</u>
	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.	
Material 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.	<u>Responsible Mining Sourcing</u>
Intellectual Property Protection & Competitive Behavior	TC-SC-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations.	Information related to litigation and legal proceedings is disclosed in our Annual Report on Form 10-K. Documentation is publicly available through our Investor Relations website on Qorvo.com.	

TCFD

Disclosure Area	Recommended Disclosure	Qorvo Disclosure	Disclosure Location
Governance	Disclose the organization's governance around climate-related risks and opportunities.	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. In FY25, 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. Qorvo defines short, medium, and long-term horizons as: Short-term: 0-3 years; Medium-term: 3-10 years; Long-term: 10-20 years.	Our Environment CDP Survey
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.	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 FY25, we achieved our target, which resulted in a total emission reduction of 42% 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.	Our Environment 10-K
Risk Management	Disclose how the organization identifies, assesses and manages climate-related risks.	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. 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. Our Sustainability Report details specific initiatives undertaken in FY25 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.	Our Environment 10-K 2025 Proxy
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 FY25 Sustainability Report as well as in the most recent CDP disclosure.	Our Environment



www.qorvo.com/go/csr

corporate.responsibility@qorvo.com

© 07-2025 Qorvo US, Inc. | QORVO, ALL AROUND YOU, QSPICE, RF FUSION and RF FLEX are trademarks of Qorvo US, Inc.

The Bluetooth® word mark and logos are registered trademarks owned by Bluetooth SIG, Inc. and any use of such marks by Qorvo US, Inc. is under license. Other trademarks and trade names are those of their respective owners.

Safe Harbor Statement

This report includes "forward-looking statements" intended to qualify for the safe harbor from liability established by the Private Securities Litigation Reform Act of 1995. These forward-looking statements include, but are not limited to, statements about our plans, objectives, representations and contentions, including targets relating to our sustainability goals, 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.

This report may contain links to other internet sites or references to third parties. Such links or references are not incorporated by reference to this report, and we can provide no assurance as to their accuracy. The use or inclusion of the information is also not intended to represent endorsements of any products or services.