



**SKYWORKS®**



# **Sustainability Report 2020**

*Enabling Environmental and Social Responsibility*

# Commitment to Sustainability

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## Letter from the CEO

The challenges presented by the global COVID-19 pandemic made 2020 a year like no other for Skyworks and for all of our stakeholders. Yet our resilient workforce endured the disruptions and headwinds with incredible tenacity, demonstrating our leadership in critical connectivity technologies that have only increased in importance. As a team, we have forged on with our mission of *Connecting Everyone and Everything, All the Time*, in service of our employees, customers and partners, communities, consumers and the planet as a whole.

Last March, in the face of considerable uncertainty, we took swift actions to protect the health and safety of our employees, establishing a COVID-19 playbook with detailed safety protocols for each of our facilities worldwide. Through careful implementation of preventative measures, our sites were able to effectively maintain business operations to ensure continued supply of critical products to our customers.

The events of the past year have caused many essential daily interactions to move online—including remote work, virtual education and touchless commerce—fueling extraordinary demand for the greater speed, reliability, capacity, and security that our next-generation technologies uniquely provide. Technology-enabled collaboration has been instrumental not only to our individual activities but also to humanity’s collective efforts to confront and overcome the pandemic.

This 2020 Sustainability Report marks the twelfth consecutive year in which Skyworks has voluntarily published a report on the company’s sustainability and corporate responsibility initiatives. Consistent with our long-maintained sustainability policy, Skyworks continues to operate in accordance with sustainable business practices that meet today’s needs without compromising the ability of future generations to meet their own. Though not featured in this report, our connectivity solutions have also been front and center in the sustainability efforts of businesses and governments worldwide, which increasingly rely on constant measurement, analysis and optimization.

These pages contain disclosure beyond what has been provided in prior years, in several cases in response to requests from our stockholders. In accordance with our commitment in last year’s report, we have aligned our disclosure with the standards set forth by the Sustainability Accounting Standards Board (SASB) for the semiconductor industry. We remain committed to continuous improvement and increased transparency and accountability to stakeholders, and in future reports we expect to provide additional detail about Skyworks’ commitment to confront climate change.

At a time when global supply chains remain under enormous pressure, Skyworks’ operation of its own critical manufacturing facilities remains a strategic competitive advantage. As a result of years of continuous investment in capital, technology and efficiency improvements, as well as our extraordinary discipline during 2020, we exited the calendar year with a healthy balance sheet, record quarterly revenue, and a path to continued sustainable growth.

Looking to the future, we are committed to creating value for all of our stakeholders while satisfying the insatiable demand for wireless connectivity in today’s transformed world.

A handwritten signature in black ink, appearing to read "Liam K. Griffin". The signature is fluid and cursive, with a long horizontal stroke at the end.

**Liam K. Griffin**

President and Chief Executive Officer  
Skyworks Solutions, Inc.



# Our Company

Skyworks is empowering wireless networking, connecting people, places and things around the world. As wireless connectivity continues to explode on a global basis, our high-performance analog semiconductors enable breakthrough communication platforms from industry leaders—dramatically altering the world. Our solutions create a market for diverse and transformative applications, changing how individuals live, work, play and learn. In 2020, we faced unprecedented challenges with the global COVID-19 pandemic. Nevertheless, our company’s vision - to **Connect Everyone and Everything, All the Time** - has never been more important.

Skyworks is a global company with engineering, marketing, operations, sales and support facilities located throughout Asia, Europe and North America and is a member of the S&P 500® and Nasdaq-100® market indices (Nasdaq: SWKS).

## Major Manufacturing Locations



**Woburn, MA**  
*GaAs HBT, pHEMT, GaN Fab*



**Newbury Park, CA**  
*GaAs HBT Fab*



**Osaka, Japan**  
*SAW / BAW Filter Fab*



**Kadoma, Japan**  
*SAW Filter Fab*



**Mexicali, Mexico**  
*Back End Assembly and Test*



**Singapore**  
*SAW / BAW Filter WL-CSP Fab*

## Stockholder Engagement and Reporting Framework

Responsiveness to stockholders is a critical part of our commitment to good corporate governance, responsibility and accountability. We regularly conduct outreach to our stockholders to understand their perspectives on environmental, social and governance issues. On a regular basis, as part of its oversight of risk management activities, our Nominating and Corporate Governance Committee reviews matters of corporate responsibility and sustainability, including the opinions expressed by our stockholders during our engagement efforts.

In response to feedback from our stockholders, we have further aligned our disclosure in this report with the external reporting framework promulgated by the SASB. The SASB reporting framework is a voluntary, industry-specific disclosure standard intended to facilitate the disclosure of information considered useful to investors. The Appendix to this report sets forth a detailed description of how this report aligns with the SASB reporting framework, noting omissions and variations where applicable. In general, the disclosure in this report refers to all Skyworks business operations. However, where the disclosure refers to a subset of our operations (such as factory locations only), we have noted this within the report. The data in this report involves reasonable assumptions, subject in many cases to a high degree of uncertainty and based on our best estimates at the time, and we have no expectation that the data will be updated or revised as a result of new information.

We are also in the process of assessing climate-related risks, and we expect to align future sustainability disclosure with the guidelines from the Task Force on Climate-related Financial Disclosures (TCFD). As part of that internal assessment, we are evaluating the feasibility of setting a target date for net-zero emissions, and we intend to disclose these efforts in the future.



# Enabling a Connected World Through Sustainable Business Practices

## 2020 Highlights

Through our Sustainability Management Systems, we leveraged existing programs and developed new initiatives to drive continuous improvement.



### SASB Alignment

Disclosure according to the Sustainability Accounting Standards Board (SASB) Semiconductors standard



### >30,000,000 Kilowatt Hours

Renewable energy credits sourced



### 395,000 Pounds

Hazardous waste generation averted



### 10 Percent

Growth in global workforce



### 6 Years

Consecutive reporting DRC Conflict-Free



### ISO 14001 Certification

Maintained at all manufacturing locations worldwide



### 9 Years

Active membership in the Responsible Business Alliance (RBA)

## Sustainability Policy

Skyworks is committed to operating under sustainable business practices that meet today's needs without compromising the ability of future generations to meet their own. We employ a management system approach to:

- Comply with applicable laws, regulations and requirements
- Prevent pollution, conserve resources and minimize waste
- Cultivate safe, healthy and productive work environments
- Operate with integrity, honesty and accountability
- Foster continuous improvement
- Promote sustainability throughout our supply chain

Our sustainability policy is regularly communicated to all employees. Each year, our employees are required to complete a sustainability general awareness training course in which they are provided key information on our sustainability objectives and systems in place to drive continuous improvement. In addition, employees are provided with policy badges (in their local language) to carry with their identification badges. These policy badges act as a regular reminder of the importance of sustainability at Skyworks and that each employee has a contributing role.



# Environment

In accordance with the ISO 14001 standard to which all our manufacturing locations are certified, Skyworks identifies the aspects of our activities, products and services that we can control and those that we can influence, along with their associated impacts. We identify environmental improvement objectives for those impacts deemed most significant and where there is opportunity for further improvement. We use standardized metrics and methods to track our progress.

As an essential services provider, Skyworks maintained operations in 2020 with strict COVID-19 safety protocols in place. While overall operations were successfully maintained, some production inefficiencies were created, which had an adverse impact on some of our environmental metrics. Keeping employee health and safety as our top priority, our factories worked to minimize those adverse impacts, even realizing gains in some areas.

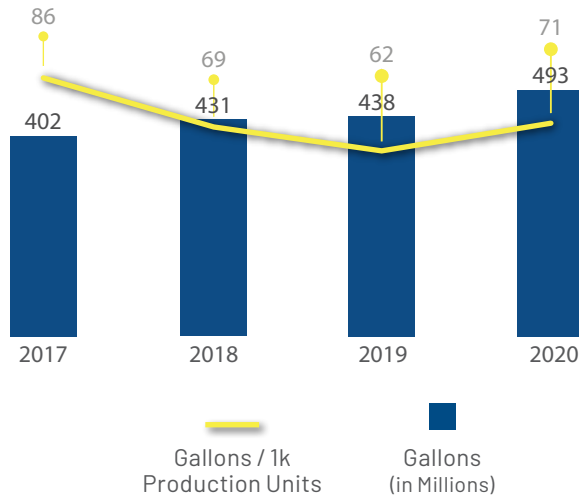


## Water Management

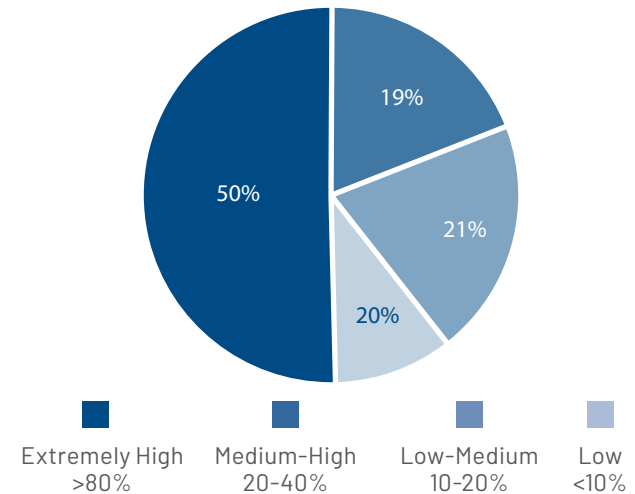
Across Skyworks' major manufacturing facilities, water withdrawals (100% from municipal water utilities suppliers) totaled 493,385,675 gallons (1,867,667 cubic meters). Following our water-use efficiency low of 62 gallons per 1k production units achieved in 2019, usage efficiency increased in 2020 to 71 gallons per 1k production units.

Baseline water stress measures the ratio of total water withdrawals to available renewable surface and groundwater supplies. Water stress levels by region were taken from the World Resources Institute (WRI) Aqueduct Water Risk Atlas found at [wri.org/aqueduct](http://wri.org/aqueduct).

**Factory\* Water Use and Efficiency**



**Factory\* Water Use by Stress Level (WRI Aqueduct Water Risk Atlas Tool)**



\*All major manufacturing locations, including Newbury Park - CA, Woburn - MA, Mexicali - Mexico, Singapore, Osaka - Japan and Kadoma - Japan.

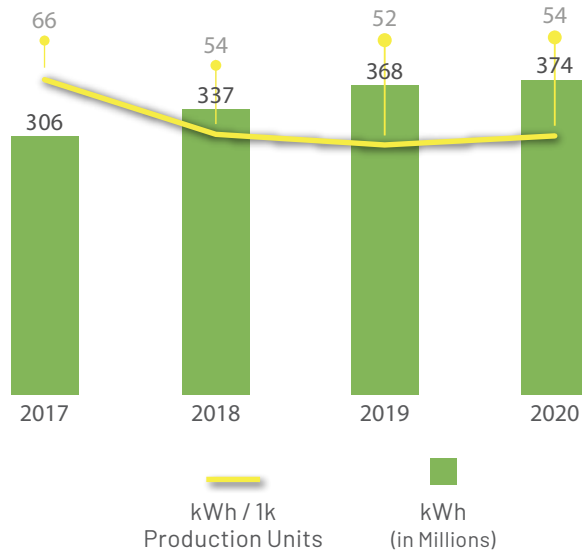
# Environment

## Energy Management

Semiconductor manufacturing is an energy-intensive activity by its very nature.

Energy, as presented here, includes electricity usage (as supplied by the energy grid) and natural gas usage, which is consumed in large part by critical infrastructure systems such as boilers and thermal oxidizers, among other things. In 2020, the total energy consumed at our factory\* locations was 374,066,000 kWh (1,346,636 gigajoules). Our gross energy use increased year-over-year due to the continued expansion of our production capacity. In 2019, we saw our lowest (best) energy efficiency rate of 52 kWh per 1k production units. In 2020, primarily due to factory inefficiencies resulting from COVID-19, we saw a slight increase to 54 kWh per 1k production units.

Factory\* Energy Use and Efficiency



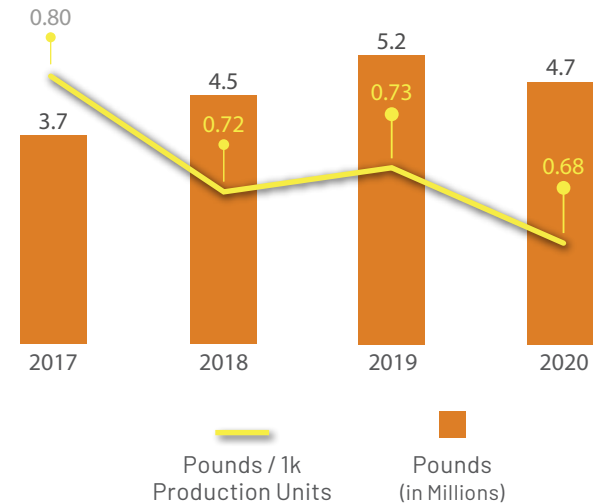
## Clean Energy

In 2020, Skyworks continued its clean energy sourcing efforts. Through the purchase of >30,000,000 kWh of renewable energy credits (RECs), Skyworks offset an additional 9% of its total electricity usage above and beyond applicable regulatory requirements.

## Waste Management

In 2020, Skyworks realized year-over-year decreases (improvement) in both gross hazardous waste generation and the hazardous waste generation rate. Improvement to the generation rate averted approximately 395,000 lb. of waste for the year. Total gross hazardous waste generated globally was 4,725,000 lb. (2,143 metric tons). The waste generation rate of 0.68 lb. per 1k production units marks our lowest (best) annual rate. Hazardous waste generation was slightly less impacted by inefficiencies caused by COVID-19 as compared to the other environmental measurements, because the waste generation, and the chemical usage that precedes it, has a more direct correlation to production activity.

Factory\* Hazardous Waste Generation and Efficiency

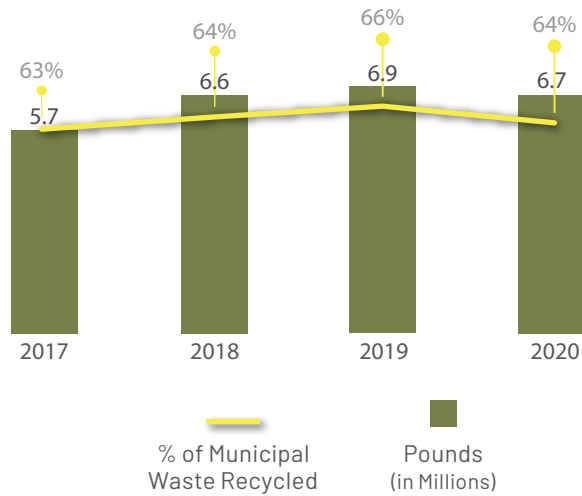


In addition to hazardous waste, Skyworks also tracks, and works to minimize, the generation of non-hazardous municipal waste and to improve the overall percentage recycled (includes waste for energy recovery). While there was a year-over-year decrease from 66% to 64%, the gross quantity of waste generation was decreased by nearly 230,000 lb.

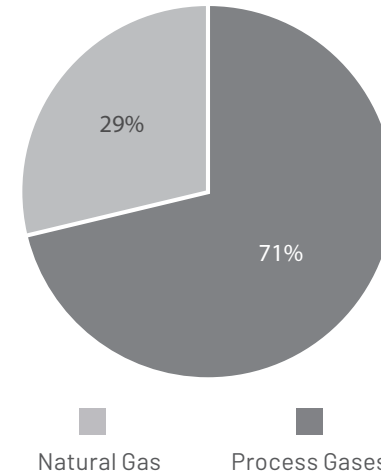
# Environment

## Waste Management *(continued)*

Factory<sup>1</sup> Municipal Waste Generation and Percent (%) Recycled



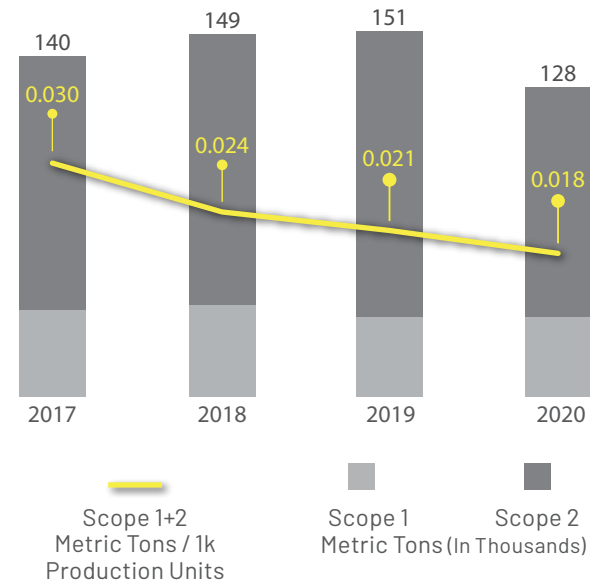
Factory<sup>1</sup> Scope 1 CO<sub>2</sub>e Emissions By Source



## Greenhouse Gas Emissions Management

Gross Scope 1<sup>1</sup> CO<sub>2</sub>e emissions remained relatively flat year-over-year at 32,844 tons. 71% of Scope 1 emissions were attributed to process gas usage (gases with established global warming potential values). The remaining 29% was the result of natural gas usage in factory infrastructure systems such as boilers and thermal oxidizers. The gross Scope 2<sup>2</sup> emissions decreased year-over-year to 95,354 tons primarily due to an update in local emissions factors from the energy providers reflecting an increased percentage of renewable energy supplied to the grid. The total Scope 1 and 2 emissions for the year was 128,189 tons CO<sub>2</sub>e, down by nearly 22,900 tons. The emissions rate (intensity) also improved year-over-year to 0.018 tons CO<sub>2</sub>e per 1k production units.

Factory<sup>1</sup> Scope 1 and 2 CO<sub>2</sub>e Emissions



1. Scope 1 emissions include all process-related HFCs and PFCs as well as natural gas.

2. Scope 2 emissions include off-site emissions resulting from our electricity consumption.

\*All major manufacturing locations, including Newbury Park - CA, Woburn - MA, Mexicali - Mexico, Singapore, Osaka - Japan and Kadoma - Japan.



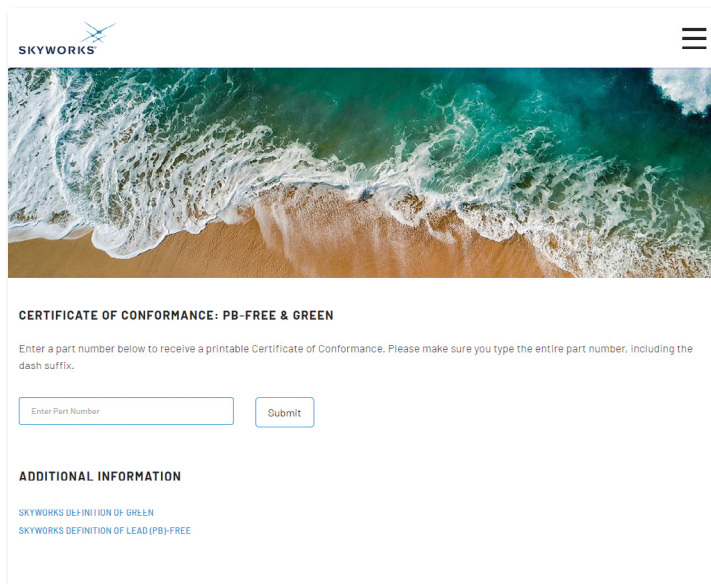
# Environment

## Product Lifecycle Management

As a supply chain manufacturer of semiconductor devices used in a multitude of end products, Skyworks can impact product life cycle management as it pertains to the management of hazardous materials contained within them. We maintain a robust process of supplier qualification and certification of materials conformance to the industry-recognized International Electrotechnical Commission (IEC) 62474 Declarable Substance List (DSL). As stated by the IEC, "The electrical and electronics industry and its supply chain use material declarations to track and declare specific information about the material composition of its products. To harmonize requirements across the supply chain and to improve economic efficiencies, IEC 62474 provides an International Standard for the exchange of material composition data and provide requirements for material declarations. This International Standard benefits the electrotechnical industry by establishing requirements for reporting of substances and materials, standardizing protocols, and facilitating transfer and processing of data."

Skyworks makes available on its website certificates of conformance identifying the conformance status to applicable regulatory requirements including RoHS, REACH, and IEC 62474 DSL.

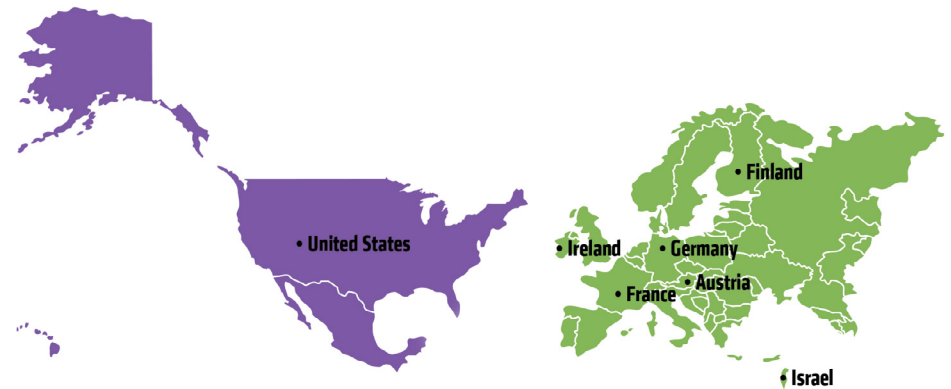
Upon request, all customers may receive a full materials declaration identifying all substances contained in a finished good, along with their concentrations. Skyworks products are free of IEC 62474 substances above referenced thresholds for their referenced uses.



# Supply Chain

## Supplier Responsibility

Skyworks' supply chain is a key factor in our ability to innovate and grow, as well as to meet the needs of our customers for high-quality, low-cost products. Our supplier partnerships are vital to our ongoing efforts towards our sustainability policy commitment to "meet today's needs without compromising the ability of future generations to meet their own." We promote sustainability throughout our worldwide supply chain by holding our suppliers accountable to the same standards to which we hold ourselves. Our tier-one supply chain spans 17 countries, with 20 subcontracted product assembly facilities and 138 finished goods materials suppliers.





# Supply Chain

## Supplier Responsibility

Skyworks publishes, and holds its suppliers accountable to, the standards contained in the Supplier Sustainability Specification (<https://www.skyworksinc.com/-/media/Skyworks/Documents/SupplierDocs/SQ030337.pdf>). Just as with our internal factory standards, the Supplier Sustainability Specification is based on the RBA Code of Conduct.

Skyworks' key suppliers must undergo an onboarding process and periodic evaluation during which their conformance to the Supplier Sustainability Specification is verified.



### 1. Communication

Sustainability requirements are communicated to our suppliers via the Supplier Sustainability Specification. Here, suppliers are informed of the obligations that all qualified supply chain partners must meet.



### 2. Qualification

Suppliers are closely evaluated and qualified based on a strict set of criteria associated with product quality, performance, price, sustainability programs and more.



### 3. Identification

Major suppliers are identified. These suppliers represent 80% of our expenditures and include subcontractor assembly facilities and labor agencies (i.e. recruiting companies).



### 4. Risk Assessment

All major suppliers complete an industry standardized Self-Assessment Questionnaire (SAQ) developed and implemented by the RBA. Risk rankings are identified based on the SAQ scores.



### 5. Audit

Supplier facilities that are ranked as high risk, in addition to any others specifically requested by Skyworks, must complete an onsite industry standard RBA Validated Audit Process (VAP). VAP is a third-party, risk-based audit process where suppliers are objectively evaluated and their sustainability performance is scored.



### 6. Continuous Improvement

Suppliers initiate corrective action plans (CAPs) for any issues identified in the VAP. Skyworks collaborates with its suppliers in tracking the CAPs to closure and provides further assistance at our supplier locations as needed.

## Responsible Minerals Sourcing

Materials considered critical to Skyworks' business operations include Tantalum (Ta), Tin (Sn), Tungsten (W) and Gold (Au), which are collectively referred to as 3TG. Use of these four materials is common throughout the semiconductor industry, and the minerals are regulated under the U.S. SEC Conflict Minerals regulation. In conformance with this rule, Skyworks has developed a Responsible Minerals Sourcing program. The program is aimed at reducing risks associated with the use of 3TG through a robust evaluation of supply chain sourcing practices to identify and eliminate risks to human rights abuses in the minerals supply chain. As a long-standing member of the Responsible Minerals Initiative (RMI) which helps companies make informed decisions on their supply chains, Skyworks remained an active participant throughout 2020. Skyworks utilizes the RMI's flagship Responsible Minerals Assurance Process (RMAP) (which provides independent, third-party smelter / refiner audits) and works with our supply chain partners to drive towards a 100% audited and conformant supply chain. 2020 marks the sixth consecutive year in which Skyworks has declared "DRC Conflict-Free" (in accordance with the SEC rule), a testament to the strength of our supply chain outreach and due diligence efforts.

	Identified Smelters	% Conformant
Tantalum	37	100%
Tin	48	100%
Tungsten	41	100%
Gold	106	100%
Total	232	100%



# Supply Chain

## Responsible Minerals Sourcing *(continued)*

### Five-Step Framework for Risk-Based Due Diligence in the Mineral Supply Chain



## Our Policy

Skyworks is committed to the responsible sourcing of minerals. We have established programs aligned with the internationally recognized OECD due diligence framework<sup>3</sup> to regularly evaluate our supply chain and require our suppliers to do the same. Suppliers are prohibited from supplying Skyworks with materials known to be derived from the Democratic Republic of the Congo (DRC) or adjoining countries that have not been confirmed as “DRC Conflict-Free” via a recognized and credible third-party process such as RMAP, the London Bullion Market Association (LBMA) Good Delivery List, and/or the Chain of Custody (CoC) program from the Responsible Jewellery Council (RJC).

Our sustainability policy along with current and past Conflict Minerals Reports are available to the public on the Company’s website at: [www.skyworksinc.com/en/Sustainability](http://www.skyworksinc.com/en/Sustainability).

3. “OECD due diligence framework” refers to the Organization for Economic Co-Operation and Development’s guidance titled “OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas.”

4. All Skyworks locations.

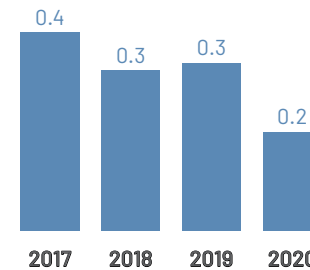
# Health and Safety

## Skyworks is Committed to Cultivating a Safe, Healthy and Productive Work Environment

Skyworks has prioritized, and always will prioritize, the health and safety of our employees in compliance with applicable rules and regulations worldwide. Our approach to health and safety is integrated into our business principles and management systems, further promoting our commitment to the wellbeing of our employees.

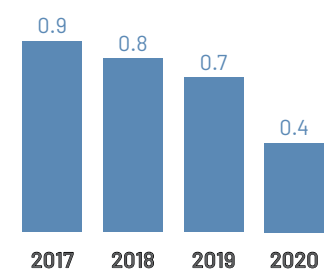
As part of our management systems, Skyworks regularly performs risk assessments throughout the organization. We establish objectives and targets for the reduction of employee exposure to human health hazards. In addition, industrial hygiene plans are in place with surveys performed to measure and monitor employee exposures to chemicals used within the workplace. Further, Skyworks is fully committed to robust training, giving our employees the tools and knowledge to perform their jobs and work safely. As part of our ongoing commitment to health and safety, we conduct internal audits focused on compliance and management systems at all our manufacturing locations. Skyworks will continue to foster a culture of health and safety across the organization to drive improvements.

**Lost Time Incident Rate (LTIR)**



**Lost Time Days per 200,000 Hours Worked<sup>4</sup>**

**Total Recordable Incident Rate (TRIR)**



**Total Cases per 200,000 Hours Worked<sup>4</sup>**

# Health and Safety

## Health and Safety Compliance

Skyworks is subject to, and regularly undergoes, health and safety inspections in accordance with federal, regional and local government laws and regulations. We work closely with regulators and take appropriate actions where necessary and to help us improve. In 2020, there were no (zero) monetary losses incurred as a result of legal proceedings associated with employee health and safety violations.

## COVID-19

In 2020, the vast majority of the countries and other jurisdictions in which Skyworks operates recognized the essential nature of our business. In order to safely continue performing our essential work around the world, Skyworks implemented safety protocols to help protect our workers and by extension, their families and our communities. This effort included the development of a comprehensive COVID-19 Playbook to establish company-wide safety standards concerning employee communication and education, modifications to the work environment, cleaning protocols, entry screening procedures for employees and visitors, travel restrictions, mask usage, social distancing, investigating and otherwise responding to potential COVID-19 cases, return-to-work criteria and training.

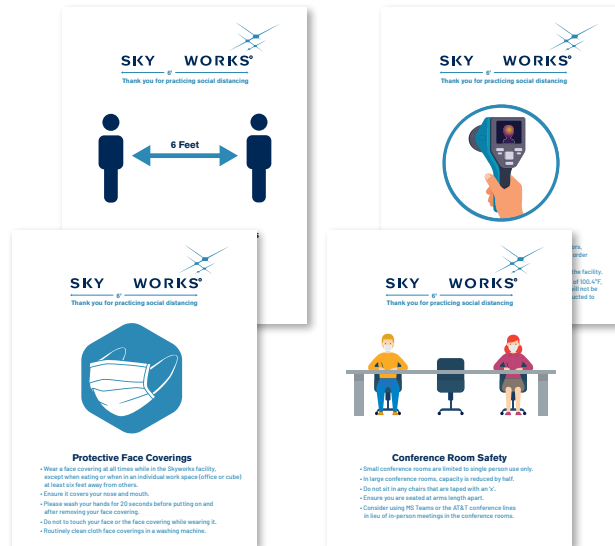
Skyworks provided varying amounts of paid time off, depending on circumstance and location, to employees who were awaiting test results, had close contact with suspected or confirmed cases, contracted COVID-19 themselves, or were otherwise unable to work by virtue of a COVID-19-related government order.



[www.skyworksync.com/COVID-19](http://www.skyworksync.com/COVID-19)



Temperature Screenings at Facilities



Enhanced Cleaning Measures



# Management Systems

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At Skyworks, we strive for perfect quality while abiding by our principles of sustainable business practices. Our management systems are certified to internationally recognized standards for quality and environmental management, including ISO 9001 and 14001. Furthermore, our systems are designed and operated in accordance with the RBA Code of Conduct. To learn more, the following resources are available online: [Sustainability Systems Manual](#), [ISO Certifications](#), and the [RBA Code of Conduct](#).

In 2020, Skyworks continued its active membership in the RBA, which is a nonprofit coalition of electronics manufacturers and other affiliated companies committed to supporting the rights and well-being of workers and communities worldwide who are affected by the global electronics supply chain. RBA members commit and are held accountable to a common Code of Conduct and utilize a range of RBA training and assessment tools to support continuous improvement in the social, environmental, and ethical conditions of their supply chains. Skyworks has been an active member of the RBA since 2011. A full list of members can be referenced by visiting: [www.responsiblebusiness.org/about/members](http://www.responsiblebusiness.org/about/members).



**Responsible Business Alliance**

Formerly the Electronic Industry Citizenship Coalition

Advancing Sustainability Globally

In 2020, Skyworks also maintained its “full member” status within the RBA. “Full” members demonstrate the highest level of commitment and accountability to the RBA Code of Conduct.

## Ethics

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Skyworks is dedicated to conducting business in compliance with both the letter and the spirit of applicable laws, rules and regulations and consistent with the highest standards of business ethics. Our sound business principles and practices foster our strong commitment to ethical behavior, accountability and transparency.

We aim to lead by example—guided by good corporate governance and principles as defined in our Code of Business Conduct and Ethics (the “Code”). The Code outlines broad principles of ethical business conduct embraced by Skyworks. In order to establish an effective ethics and compliance program and to develop trust, employees must be able to raise concerns without fear of retaliation. Our employees have a duty to report any known or suspected violation of the Code, or of any rules or regulations applicable to the Company. Employees are trained annually on the contents of the Code.

Skyworks maintains an anonymous whistleblower hotline with local language support for employees worldwide to report any concerns or ask any questions about the company’s business practices. In addition, Skyworks maintains a written policy prohibiting any form of retaliation against an employee who reports a concern in good faith.

The Code, along with other corporate governance information, is available on our website: [investors.skyworksinc.com/corporate-governance](http://investors.skyworksinc.com/corporate-governance).





# Recruiting and Managing a Global and Skilled Workforce

## Culture and Diversity

Our workforce consists of approximately 10,000 employees located around the world.

### As of October 2, 2020:

- Our workforce was distributed geographically approximately as follows: 61% in Mexico, 21% in the United States, 17% in Asia, 1% in Canada and less than 1% in Europe.
- Our workforce was distributed by function approximately as follows: 51% in individual contributor manufacturing roles, 29% in engineering or technician roles, 10% in managerial roles and 10% in professional or other administrative roles.
- Approximately 36% of our employees worldwide, and approximately 22% of our employees in the United States, were female. In addition, among our employees in the United States with managerial responsibility, approximately 13% were female.
- In the United States,\* our employees identified with race and ethnicity categories as follows: 42% Asian, 40% White, 13% Hispanic or Latino, 3% Black or African American and 2% Other (including Native Hawaiian or Pacific Islander, Native American or Alaska Native, or Two or More Races). In addition, among our employees in the United States with managerial responsibility, approximately 48% identified with one (or more) race and ethnicity categories other than White.

We work to create an inclusive and equitable environment where individuals of all backgrounds can collaborate in a positive and productive environment. Consistent with our commitment to attracting a skilled workforce that reflects a diverse global marketplace for talent, our internal and external recruiters have been trained to expand candidate pools, wherever possible, to include individuals from underrepresented demographic groups. We enjoy robust collaborative relationships with several leading universities around the world, and we leverage these relationships to introduce candidates from underrepresented demographic groups to the semiconductor industry through our internship and co-op programs, as well as to facilitate the education and development of the next generation of skilled engineers necessary for our future innovation.

In managing our business, we focus on attracting and retaining employees by providing compensation and benefits packages that are competitive within the applicable market, taking into account the job position's location and responsibilities. Nearly all full-time employees across the globe are eligible to participate in one of the Company's incentive

plans, under which payments are tied to pre-established performance goals, as well as to purchase shares of the Company's common stock at a discount from the market price of the common stock at the time of purchase, pursuant to the Company's employee stock purchase plans.

In addition, we believe that developing our employees' skillsets and decision-making abilities—through challenging project assignments, formal training, mentorship and recognition—is key not only to our employees' job satisfaction and our retention efforts, but also to maintaining a strong leadership pipeline. We attempt to maximize the rate at which open positions are filled by internal candidates.

The percentage of foreign nationals employed at our various locations worldwide in 2020 was approximately 6%. The COVID-19 pandemic, along with the resulting restrictions on travel and visa issuance by countries in which we have employees, has presented challenges to the ability of our foreign national employees to maintain applicable work authorization status in their host countries. We attempt to mitigate these challenges by requesting expedited processing of immigration paperwork where possible due to Skyworks' status as an essential business. Furthermore, we work to develop local talent pools and from time to time pursue strategic acquisitions as a method of expanding our highly skilled labor workforce in key geographies.



*Skyworks is an Equal Opportunity Employer. Employment decisions are made without regard to race, color, religion, national origin, gender, sexual orientation, gender identity, age, physical or mental disability, genetic factors, military/veteran status or other characteristics protected by law.*

\*The majority of our workforce is employed in countries in which Skyworks does not collect or report its employees' race and ethnicity data. Employees in Skyworks' international facilities, including ~6,100 employees in Mexico, ~1,000 employees in Singapore and ~450 employees in Japan, are predominantly nationals of the countries in which they are employed.

# Appendix

## Sustainability Disclosure Topics and Accounting Metrics

Topic	Code	Accounting Metric	Our Response / Comments	Reference in Report
Greenhouse Gas Emissions	TC-SC-110a.1	(1) Gross global Scope 1 emissions and (2) amount of total emissions from perfluorinated compounds	(1) 32,844 metric tons CO <sub>2</sub> e (2) 23,319 metric tons CO <sub>2</sub> e from process gases including perfluorinated compounds	Greenhouse Gas Emissions Management ( <a href="#">Page 7</a> )
	TC-SC-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets and an analysis of performance against those targets	We have not yet made a public commitment regarding long-term or short-term Scope 1 emissions reduction targets. As a result of efficiency improvements, our Scope 1 emissions remained relatively flat year-over-year even as our manufacturing volume expanded significantly	Greenhouse Gas Emissions Management ( <a href="#">Page 7</a> )
Energy Management in Manufacturing	TC-SC-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	(1) 1,346,636 gigajoules (2) 100% grid electricity (3) 9% of electricity consumed is sourced from renewable sources (via Renewable Energy Credits)	Energy Management and Clean Energy ( <a href="#">Page 6</a> )
Water Management	TC-SC-140a.1	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	(1) 1,867,667 m <sup>3</sup> (2) See Page 5 of report	Water Management ( <a href="#">Page 5</a> )
Waste Management	TC-SC-150a.1	Amount of hazardous waste from manufacturing, percentage recycled	2,143 metric tons; we have omitted disclosure of the percentage recycled due to data collection processes that are still being finalized	Waste Management ( <a href="#">Page 6</a> )
Employee Health & Safety	TC-SC-320a.2	Description of efforts to assess, monitor and reduce exposure of employees to human health hazards	See Page 10 of report	Health and Safety ( <a href="#">Page 10</a> )
	TC-SC-320a.2	Total amount of monetary losses as a result of legal proceedings associated with employee health and safety violations	\$0 monetary losses incurred in 2020	Health and Safety Compliance ( <a href="#">Page 11</a> )
Recruiting & Managing a Global & Skilled Workforce	TC-SC-330a.1	Percentage of employees that are (1) foreign nationals and (2) located offshore	(1) 6% foreign nationals (2) 79% located offshore (outside the United States)	Culture and Diversity ( <a href="#">Page 13</a> )

## Appendix (continued)

Sustainability Disclosure Topics and Accounting Metrics				
Topic	Code	Accounting Metric	Our Response / Comments	Reference in Report
Product Lifecycle Management	TC-SC-410a.1	Percentage of products by revenue that contain IEC 62474 declarable substances	0% of products by revenue	Product Life Cycle Management ( <a href="#">Page 8</a> )
	TC-SC-410a.2	Processor energy efficiency at a system-level for: (1) servers, (2) desktops and (3) laptops	Because the products we manufacture are constantly being updated and can be incorporated by our customers into multiple end uses, including the listed product categories, we do not track or disclose percentages pursuant to this metric.	N/A
Materials Sourcing	TC-SC-440a.1	Description of the management of risks associated with the use of critical materials	See Page 9 of report	Responsible Minerals Sourcing ( <a href="#">Page 9</a> )
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 on legal proceedings is disclosed in our Annual Report on Form 10-K and in our Quarterly Reports on Form 10-Q, available on the Investor Relations portion of our website.	N/A

## Safe Harbor Statement

Any forward-looking statements contained in this report are intended to qualify for the safe harbor from liability established by the Private Securities Litigation Reform Act of 1995. Forward-looking statements include without limitation information relating to future events, results and expectations of Skyworks. Forward-looking statements can often be identified by words such as “anticipates,” “expects,” “forecasts,” “intends,” “believes,” “plans,” “may,” “will” or “continue,” and similar expressions and variations (or negatives) of these words. Actual events and/or results may differ materially and adversely from such forward-looking statements as a result of certain risks and uncertainties including, but not limited to, the effects of the global COVID-19 pandemic and the measures taken to limit COVID-19’s spread on our business operations, including actions that may be taken by us, our suppliers and partners, or governmental authorities in the jurisdictions in which we operate in an effort to contain the COVID-19 pandemic; the risks of doing business internationally, including economic, social, military, and geo-political conditions in the countries in which we, our customers, or our suppliers operate; changes in laws, regulations and/or policies that could adversely affect our operations and financial results, the economy and our customers’ demand for our products, or the financial markets and our ability to raise capital; our ability to retain, recruit and hire key executives, technical personnel and other employees in the positions and numbers, with the experience and capabilities in our desired geographic locations and at the compensation levels needed to implement our business and product plans; and other risks and uncertainties identified in the “Risk Factors” section of Skyworks’ most recent Annual Report on Form 10-K (and/or Quarterly Report on Form 10-Q) as filed with the Securities and Exchange Commission (“SEC”). Copies of Skyworks’ SEC filings can be obtained, free of charge, on Skyworks’ website ([www.skyworksinc.com](http://www.skyworksinc.com)) or at the SEC’s website ([www.sec.gov](http://www.sec.gov)). Any forward-looking statements contained in this report are made only as of the date the report is issued, and we undertake no obligation to update or revise the forward-looking statements, whether as a result of new information, future events or otherwise.

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# Skyworks Worldwide Locations

