

SKYWORKS®



Sustainability Report 2022

Enabling Environmental and Social Responsibility

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Our Commitment to Sustainability

Letter from the CEO

Over the last 20 years, Skyworks has proven itself a leader in connectivity solutions through sustained investments in next-generation technology, deep customer relationships and an incredibly talented workforce. Ubiquitous connectivity is fundamentally altering the way we live each day – increasingly, wherever we are and whatever we are doing. Our connectivity solutions are also vital to the wireless innovations that advance sustainability, including applications from energy-management to electric vehicles to water-use efficiency.

A key driver of our success is our determination to not sacrifice our commitment to sustainability for the sake of growth. Rather, supported by this long-standing commitment, we drive further efficiencies and make improvements across key environmental, health and safety measures while being considerate of the impact our work has on the world around us.

As we continue alignment with the Sustainability Accounting Standards Board (SASB) and the Task Force on Climate-Related Financial Disclosures (TCFD) disclosure frameworks, as well as maintaining third-party data verification, we are proud to share with you some of our many accomplishments from 2022.

- Skyworks achieved a year-over-year Scope 1 and 2 CO₂e emissions rate reduction of 16%, surpassing our target of 5%
- In that same time frame, we achieved a new best in water use efficiency, decreasing our water usage rate to 41.8 gallons/1k production units, surpassing our annual improvement goal of 8% with a 21% year-over-year efficiency improvement
- We reduced our hazardous waste generation rate, averting the generation of 1,055,484 pounds of hazardous waste for the year

Additionally, I am proud to share that Skyworks was recognized by Newsweek as one of America’s Most Responsible Companies for 2023 and by Forbes as one of Mexico’s Best Employers for 2022. These accomplishments reflect the efforts of inspired minds from all around the world coming together to solve challenging complexities and push the capabilities of technology forward to benefit our communities and the world.

Looking ahead, we remain focused on sustainability – concentrating on emissions reduction, renewable energy, water conservation, and recycling – while designing and building state-of-the-art products that enable greater efficiencies and facilitate information sharing across expanding industries and end points.

We are proud of the strides we’re making and are committed to creating value for our many stakeholders by delivering innovative connectivity solutions – now and into the future.



Liam K. Griffin

Chairman, Chief Executive Officer and President



Our Company

Company Overview

Headquartered in Irvine, California, Skyworks (Nasdaq: SWKS) is a global company with engineering, marketing, operations, sales and support facilities located throughout Asia, Europe and North America. Our analog and mixed signal semiconductors are connecting people, places and things spanning a number of new and previously unimagined applications within the aerospace, automotive, broadband, cellular infrastructure, connected home, defense, entertainment and gaming, industrial, medical, smartphone, tablet and wearable markets.

Major Manufacturing Locations



Woburn, MA
GaAs HBT, pHEMT, GaN Fab



Newbury Park, CA
GaAs HBT Fab



Osaka, Japan
SAW / BAW Filter Fab



Mexicali, Mexico
Back End Assembly and Test



Bedok, Singapore
SAW / BAW Filter WL-CSP Fab

Our Products Support Sustainability

The power of 5G is increasingly being harnessed around the globe to drive sustainability efforts across industries worldwide, providing a wireless backbone to AI-powered ecosystems through a combination of measurement, analysis and optimization. Using smart connected controls, Skyworks' RF components for those applications leveraging Thread® and Bluetooth® Low Energy specifications provide enhanced smart home features on such devices as the Google Nest Hub® and the Google Nest Audio® Home Mini 3. Our smart home solutions also enable leading efficiencies in home automation and security, providing long battery-life operations.

Additionally, our machine-to-machine IoT devices provide power-efficient, wide-area cellular connectivity solutions for smart meters and asset trackers, and our isolated amplifiers and digital isolators are being used in home energy storage management systems. 5G's ability to handle increasing bandwidths will support the increase in sensors and data, allowing us to make better and more efficient decisions about the use of resources across smart cities, factories, agriculture and more.



Our Leadership



Liam K. Griffin

*Chairman, Chief Executive Officer
and President*



Carlos S. Bori

*Senior Vice President,
Sales and Marketing*



Kari Durham

*Senior Vice President,
Human Resources*



Yusuf Jamal

*Senior Vice President
and General Manager,
Diversified Analog Solutions*



Reza Kasnavi

*Senior Vice President,
Technology and Manufacturing*



Joel R. King

*Senior Vice President
and General Manager,
Mobile Solutions*



Kris Sennesael

*Senior Vice President and
Chief Financial Officer*



Robert J. Terry

*Senior Vice President,
General Counsel
and Secretary*



Mark Thompson

*Senior Vice President
and General Manager,
Mixed Signal Solutions*

Governance and Oversight

Our board of directors oversees our general corporate responsibility and sustainability both directly and through its committees. The Nominating and Corporate Governance Committee (NCGC) of our board of directors has been given specific oversight of matters of corporate responsibility and sustainability, including potential impacts to our business of environmental, social and governance (ESG) issues. In 2022, Skyworks' management team provided ESG-related updates at each of the NCGC's three meetings, covering the topics of climate risk, short-term and long-term environmental goals, human rights within our supply chain, human capital management, workforce diversity, board refreshment, ESG ratings, and stakeholder engagement, as well as public disclosure related to these topics. In addition, the Audit Committee of our board of directors oversees risk management activities related to legal and compliance risks and consults regularly with our management team regarding our whistleblower reporting system and our compliance with applicable laws, rules and regulations.

We have established an organization-wide strategic vision for our sustainability programs. Members of our Sustainability Council, a cross-functional team of employees from throughout the Skyworks organization, are responsible for our day-to-day sustainability initiatives, including the establishment and management of facility-specific systems and improvement projects, as well as compliance with the Responsible Business Alliance's (RBA) Code of Conduct (RBA Code) and risk management activities related thereto. Progress toward various ESG-related business objectives is monitored monthly at the business level using detailed performance scorecards, is reviewed quarterly with the senior vice president of technology and manufacturing and other senior executives, and is reported to the NCGC or board of directors on a periodic basis.

With regard to climate change specifically, our Sustainability Council leverages expertise from professionals across our operations, environment, health and safety, legal, human resources, sourcing and supply chain organizations to identify risks, establish improvement initiatives for carbon dioxide equivalent (CO₂e) emissions, water recycling and other sustainability measures, coordinate renewable energy sourcing efforts, track our progress, and drive improvements. In line with the RBA Code's requirement that suppliers maintain programs around energy consumption and greenhouse gas emissions,

our manufacturing locations operate ISO 14001 certified environmental management systems to control and reduce environmental impacts from our manufacturing operations. We utilize management review forums to keep local and executive level management aware of our progress and take actions where targets are being missed. Environmental improvement activities focus on efficiency gains to minimize CO₂e emissions intensity and maximize energy use efficiency.



Engagement with Stakeholders

Responsiveness to key constituencies throughout our value chain is a critical part of our commitment to good corporate governance, responsibility and accountability. As described in greater detail in our 2023 proxy statement, we regularly conduct outreach to our stockholders to understand their perspectives on governance matters, and this has included discussions on ESG-related issues. We likewise solicit feedback and review publicly available statements from other groups including customers, suppliers, employees, credit ratings agencies, nongovernmental organizations (NGO), community organizations, industry groups and regulators. As noted in the Governance and Oversight section of this report, we provide regular updates to our NCGC and board of directors regarding matters of corporate responsibility and sustainability, including the opinions expressed by our various stakeholders.

We regularly engage in business reviews with our customers, covering many topics, including sustainability, and we take steps to respond to our customers' suggestions and requests.

During our engagement meetings in 2022, many institutional stockholders generally expressed approval of the additional disclosure contained in our 2021 Sustainability Report, which included our first-time alignment with the external reporting guidelines from the Task Force on Climate-Related Financial Disclosures (TCFD).

By reporting in line with established frameworks and guidelines, we believe our stakeholders will be better able to understand our ESG programs. The Appendix to this report sets forth a detailed description of how this report aligns with the SASB reporting framework and TCFD guidelines, 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 is based on reasonable assumptions and our best estimates at the time of the report. We have no expectation that this report will be updated or revised as a result of new information.



Enabling a Connected World Through Sustainable Business Practices

2022 Highlights



29,173 tons of CO2e averted through electricity and gas use efficiency improvements



140.8 million gallons of water usage averted through process and infrastructure improvements



>1 million pounds of hazardous waste avoided through process efficiency improvements



Worldwide Skyworks team
~11,150 employees



ISO 14001 certifications maintained across all manufacturing locations



11th year of membership in the
Responsible Business Alliance



100% of factory locations with current Validated Assessment Program (VAP) audits



SASB and **TCFD** aligned sustainability report

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 tomorrow. 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



Environment

Utilizing a well-established process for environmental improvement as outlined within our ISO 14001 certified management systems, our company routinely identifies initiatives intended to drive improvements in the key impact categories of energy, water, hazardous waste, municipal waste and CO₂e emissions. Factory locations are tasked with identifying improvement projects in support of those initiatives. Progress is monitored and reported frequently. Regular management reviews ensure awareness and ongoing support throughout the organization to drive our improvement projects to completion and to meet or exceed our established targets. Within the following pages, you will find details of our performance in each major environmental impact category as well as our forward-looking initiatives.

As part of our ongoing process improvement efforts and in response to feedback from various stakeholders, we have our CO₂e emissions and water use data verified by Cameron-Cole, an independent environmental services firm.



Verification Statement Skyworks Solutions – FY2022 GHG Inventory

Verification Scope & Assertions

A description of Skyworks' GHG Emissions Inventory that is included in the scope of verification activities is as follows:

- **Geographical:** world-wide
- **Organization Boundary:** 6 manufacturing facilities; offices and labs are excluded from the scope of the assertion and verification
- **Operational Boundary:** The following sources/emissions were identified in Skyworks' organizational boundary:
 - Direct Emissions from Stationary Combustion Sources (Scope 1): natural gas
 - Direct Process Emissions (Scope 1)
 - Indirect Emissions from Purchased Electricity (Scope 2) (Market-based and location-based)

In addition to GHG emissions, Cameron-Cole verified Skyworks' water withdrawals at the six manufacturing facilities.

Skyworks' FY2022 assertions are as follows:

- Scope 1 emissions totaled 38,022.04 metric tons (MT) CO₂e
- Market-Based Scope 2 emissions totaled 119,531.75 MT CO₂e
- Location-Based Scope 2 emissions totaled 165,115.09 MT CO₂e
- Total water withdrawal totaled 522,018,236.95 gallons

It is therefore verified that Skyworks' declared assertions above are materially correct, limited to the boundaries listed in the Verification Scope & Assertions section of the Verification Statement. Skyworks Solutions FY 2022 GHG inventory is in conformance with The GHG Protocol.

Most of Scope 1 and Scope 2 emissions were calculated from activity data consisting of fuel invoices, manufacturing process data, and electricity invoices. No other data and information supporting the GHG assertion for Scopes 1 and 2 were hypothetical, projected, or historical in nature, other than the inherent historical nature of grid-based electricity emissions factors.

Verification Opinion

Based on the method employed and the results of our verification activities, **Cameron-Cole has found no evidence of material errors, omissions, or misstatements in Skyworks' Global FY2022 GHG Inventory or reported FY2022 Water Withdrawals within the boundaries described above.** Cameron-Cole also found that Skyworks' GHG accounting and calculation methodologies, processes, and systems for this inventory conform to guidance from The GHG Protocol. Skyworks Solutions GHG inventory is considered in conformance with The GHG Protocol.

Cameron-Cole's verification of Skyworks' Global FY2022 GHG Emissions Inventory was constructed to provide a Limited Level of Assurance.

Environment

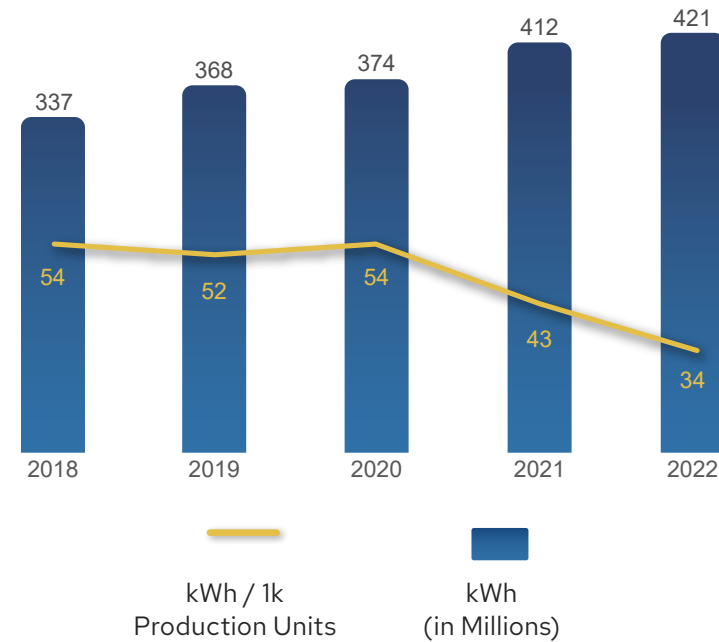
Energy Management

Skyworks measures energy consumption as the sum total of electricity usage (as supplied by the energy grid) and natural gas usage. In 2022, the total energy consumed at our factory* locations was 421,155,074 kWh (1,516,158 gigajoules). The gross energy use increased in large part due to the further expansion of our production capacity, most notably at our factories in the Asia-Pacific region and in Mexico.

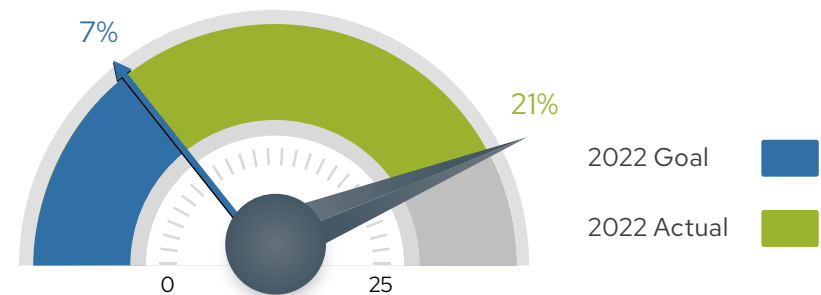
Even with the increase in gross energy consumption, in 2022, we achieved a 21% year-over-year improvement in energy use efficiency, surpassing our target of 7%. Our Osaka and Mexicali facilities made the most significant contributions to the improvements through facilities infrastructure and production process efficiency projects.



Factory Energy Use



Energy Efficiency Improvement



*Throughout this report, references to "factory" means our major manufacturing locations including Newbury Park, CA; Woburn, MA; Mexicali, Mexico; Kadoma, Japan; Osaka, Japan; and Bedok, Singapore.

Environment

Renewable Energy

In 2022, Skyworks continued its renewable energy sourcing efforts at roughly the same level as in 2021 with more than 31,000,000 kWh of clean energy being sourced from renewable sources (via the purchase of renewable energy credits or RECs above and beyond those required by local regulatory requirements).

The availability of renewable energy remains a challenge in many of the regions where we operate factories (most notably Singapore, Mexico and Japan). To help with this issue, in 2022, Skyworks continued its support of and participation in a clean energy consortium to encourage the creation and implementation of renewable energy supply in Japan. The consortium consists of multinational companies operating factories in Japan and representing a wide range of industries and energy use profiles. Together, the group worked with an energy provider in Japan to develop and make available additional clean energy within the Japan market.



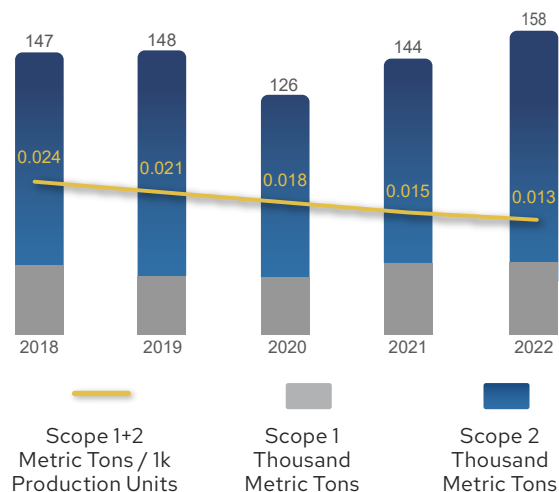
Environment

Greenhouse Gas Emissions Management

Scope 1 and 2 CO₂e emissions are closely monitored and minimized through Skyworks' improvement projects implemented worldwide. Natural gas (used primarily for facility infrastructure systems) and perfluorocarbon (PFC) and hydrofluorocarbon (HFC) gases (integral to semiconductor manufacturing) are the primary sources of scope 1 CO₂e emissions. Our electricity consumption results in indirect scope 2 CO₂e emissions at our electricity providers' generation facilities. Improvements or changes in the energy supplied to local grids are factored into our calculated scope 2 emissions using factors provided by the utilities to convert generated electricity to CO₂ equivalent emissions. Additionally, we are aggressively pursuing renewable energy sources, as discussed in the Renewable Energy section of this report.

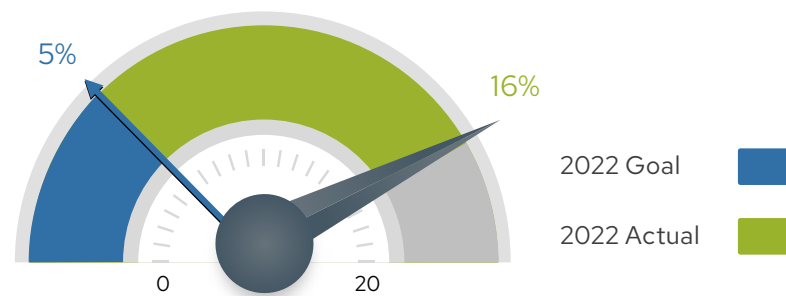
In 2022, Skyworks achieved a year-over-year emissions rate reduction of 16%, surpassing our target of 5%. Total gross CO₂e emissions from scopes 1 and 2 were 38,022 tons and 119,532 tons, respectively.

Factory Scope 1 and Scope 2 CO₂e Emissions**



**Calculated using [Greenhouse Gas Protocol Market Based reporting methodology](#). Location based scope 2 emissions (using emissions factors published in [The Climate Registry report](#) and excluding clean energy purchases) = 165,115 tons CO₂e.

Scope 1 and 2 CO₂e Emissions Rate Reduction



Long-Term CO₂e Emissions Reduction Target

We are and will continue to aggressively pursue energy efficiency gains, gross energy use reductions, and process gas use reductions at all of our factory locations worldwide. Further, we are pursuing both short and long-term opportunities to source clean (renewable) energy where available and cost effective.

In 2022, improvements in our emissions rate averted the generation of 29,173 tons of CO₂e emissions for the year.

CO₂e Target

Skyworks remains committed to reducing CO₂e emissions and pursuing renewable energy sourcing opportunities in the countries in which we operate. As part of this commitment, in 2021 we publicly communicated our long-term target of reducing absolute scope 1 and 2 CO₂e emissions from factory* operations by 30% by 2030 (from a baseline year of 2018), which is in line with the Paris Climate Accord objective of limiting global warming to well below 2° C. Skyworks plans to achieve this scope 1 and 2 CO₂e emissions reduction target by sourcing clean (renewable) energy. As disclosed above, Skyworks has its scope 1 and 2 CO₂e emissions data verified by Cameron-Cole, an independent environmental services firm, and Skyworks plans to continue having its CO₂e emissions data verified by an independent third-party in the future.

*Major manufacturing locations including Newbury Park, CA; Woburn, MA; Mexicali, Mexico; Kadoma, Japan; Osaka, Japan; Bedok, Singapore.

Environment

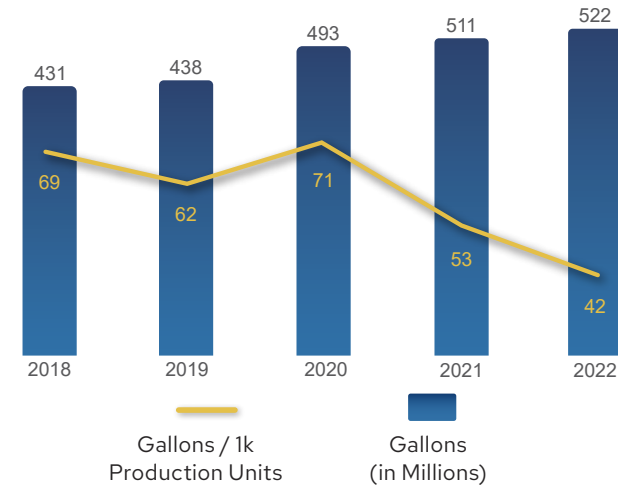
Water Management

Across Skyworks' major manufacturing facilities in 2022, water withdrawals from municipal water utilities suppliers totaled 522,018,237 gallons (1,976,054 cubic meters). During this same time frame, we achieved a new best in water use efficiency, decreasing our water usage rate to 41.8 gallons/1k production units, surpassing our 2022 improvement goal of 8% with a 21% year-over-year efficiency improvement. This efficiency was driven primarily by improvements to water recycling in Mexicali and production efficiency gains in Osaka. Overall, the improvements at both locations averted the use of 140,851,976 gallons of water for the year.

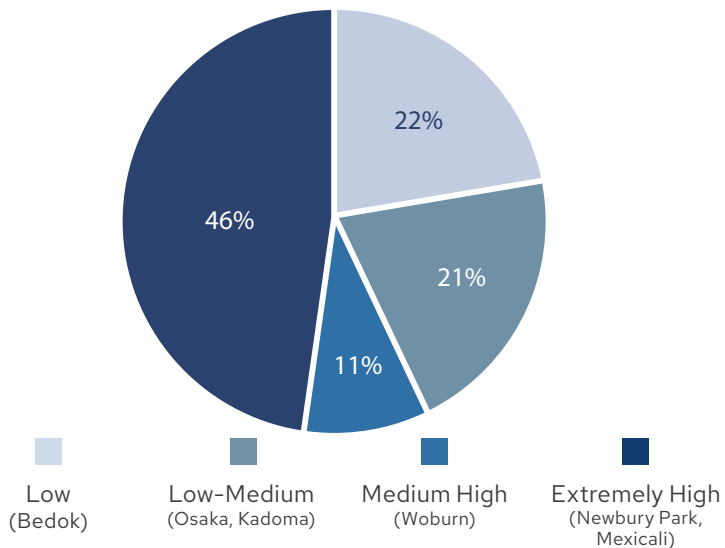
Factory water use by stress level (WRI Water Risk Atlas Tool) remained similar to previous years with approximately 46% of our factory water use occurring in the regions considered to have 'Extremely High' water stress.

In 2022, the cumulative water recycling rate at our facilities in extremely high water stress regions was 46%, up from 42% in 2021. Looking to 2023 and beyond, Skyworks is focusing its water recycling efforts at our facilities in these regions.

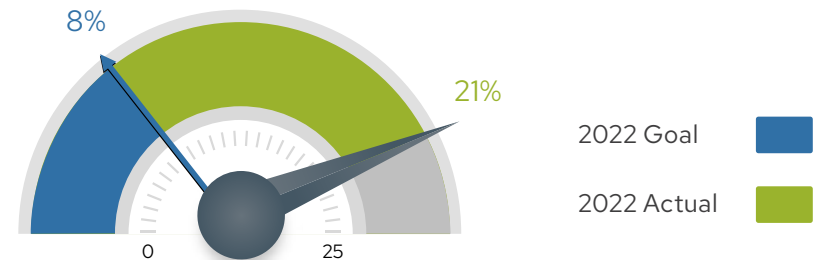
Factory Water Use and Efficiency



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



Water Use Efficiency Improvement



Water Target

Improve aggregate water recycling rate at sites located in Extremely High WRI water stress regions from 46% in 2022 to 55% by 2025.

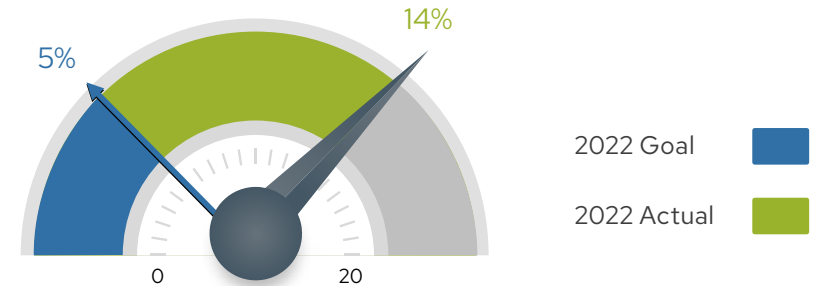
Environment

Waste Management

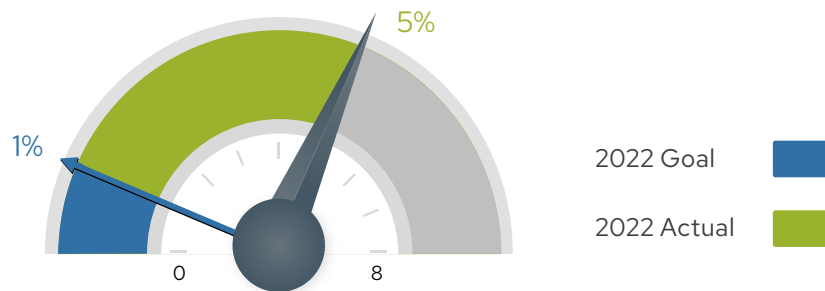
As a high-volume manufacturer, waste minimization is an important measure of our materials use efficiency as well as our waste management capabilities. Our sites deploy waste strategies to minimize hazardous waste through source reduction, chemical substitution, use efficiency and recycling, and municipal waste recycling through improved on-site recycling efforts. Skyworks' waste management programs deliver reliable compliance with applicable regulations and work to minimize environmental impacts from waste materials.

In 2022, the hazardous waste generation rate was improved in Osaka by using a nickel, manganese and cobalt (NMC) recycling program, enabling Skyworks to re-sell our waste material for re-processing and re-use elsewhere. Across all factory locations, the improved hazardous waste generation rate averted the generation of 1,055,484 pounds of hazardous waste for the year.

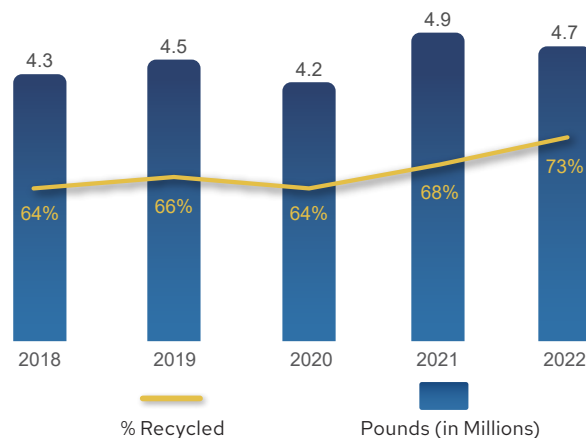
Factory Hazardous Waste Generation Rate Improvement



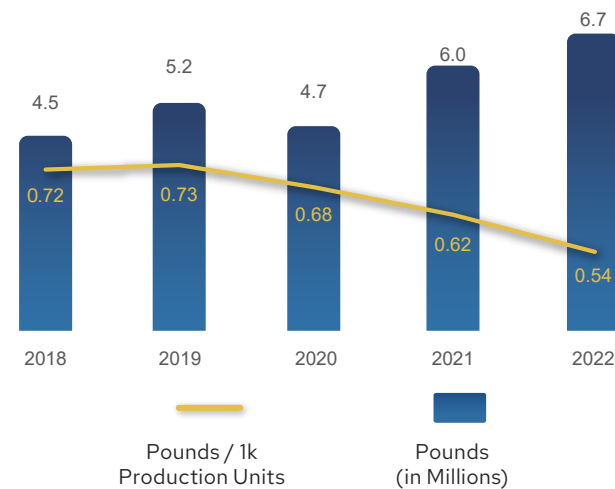
Factory Municipal Waste Recycle Rate Improvement



Factory Municipal Waste Recycling



Factory Hazardous Waste Generation



Waste Target

Decrease hazardous waste generation at our factories by 10% by 2025 (from a baseline year of 2022).

Cybersecurity

We are committed to maintaining a secure environment for all our information resources and assets that supports our business objectives and customer needs. Skyworks' cybersecurity and information security programs were developed with the following goals in mind:

- To minimize the risk of business disruptions, harm to our customers and stakeholders, loss of reputation and potential for regulatory fines
- To protect Skyworks' network, systems and applications from cyberattacks
- To comply with government and industry regulations and to meet our customer needs
- To educate our directors and management team on our security risks and associated posture
- To continuously monitor the evolving threat landscape so that proper safeguards can be implemented to ensure cyber resilience

We structure our cybersecurity program based on industry best practices, regulatory requirements and customer obligations. We apply a unified controls framework that encompasses various National Institute of Standards and Technology (NIST) frameworks and ISO 27001 standards. Skyworks has developed and adopted a comprehensive Information Security Policy that incorporates risk management, acceptable use, access controls, asset management, cryptography, development and maintenance, software acquisition, vendor management, and physical, human resources, operations and communication securities. There are also detailed procedures and guidelines built on best practices covering topics such as incident management, system hardening, and disaster recovery. The policies, procedures and guidelines are reviewed throughout the year and updated as needed when there are changes in the business, regulatory or IT environments.

Skyworks cultivates a security-minded organization through employee education, training and cybersecurity bulletins. We rely on a culture of ownership and accountability for all aspects of cybersecurity whereby users are encouraged to report unauthorized activities, anomalous events and suspected phishing emails. Security awareness training is required for all personnel and targeted training, such as privacy and insider threats, is assigned based on the user's function. Users are also tested on their security knowledge

through monthly phishing simulations. Additionally, users must acknowledge our Acceptable Use Policies during onboarding and annually thereafter. Cybersecurity is ingrained into Skyworks' infrastructure and business operations and is a critical component of the Skyworks digital ecosystem.

In support of our commitment to ongoing security, our Cybersecurity Council governs and ensures alignment of cybersecurity initiatives with business objectives. This council includes executives and managers from various departments and convenes quarterly where it receives updates from our chief information security officer (CISO) on industry trends, key cybersecurity initiatives, upcoming security changes, areas of potential risk, and our current security risk posture. Management also provides quarterly updates to either the audit committee or full board of directors on similar topics and key cybersecurity metrics.

Our cybersecurity program is reviewed for effectiveness by independent third-party firms and internal auditors; customers and business partners also review and audit our program. We perform annual penetration tests to validate the efficacy of our network and security controls.

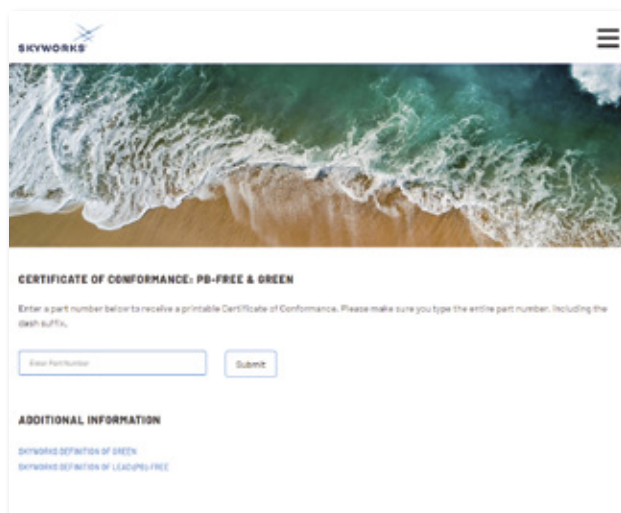
Although our goal is to prevent cyber-attacks, we understand the importance of maintaining a comprehensive recovery program. Our incident response plan includes playbooks for major types of cyber events and is regularly tested regularly through tabletop exercises and continually updated with improvements. We also developed a holistic business continuity and disaster recovery program to minimize business disruptions from cyber events or any adverse event that affects IT enabled services. These systems are tested for high availability, fault tolerance and data recoverability to ensure IT and business resiliency.



Product Lifecycle Management

As a supply chain manufacturer of semiconductor devices used in a multitude of end products, Skyworks can impact product lifecycle management as it pertains to the management of hazardous materials contained within its products. 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.”

Available on our website are [certificates of conformance](#) that identify the conformance status to applicable regulatory requirements including RoHS, REACH and IEC 62474 DSL. Upon request, all customers can receive a full materials declaration identifying all substances contained in a finished good, along with their concentrations and conformance status to IEC 62474.



Supply Chain

Responsible Minerals Sourcing

Materials considered critical to our 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 they are regulated under the U.S. Securities and Exchange Commission (SEC) conflict minerals rule. In conformance with this rule, we have developed a responsible minerals sourcing program. The program is aimed at reducing risks associated with the use of 3TG through an evaluation of sourcing practices to identify and eliminate risks to human rights abuses in the minerals supply chain. As a longstanding member of the [Responsible Minerals Initiative](#) (RMI), which helps companies make informed decisions on their supply chains, we utilize the RMI’s flagship [Responsible Minerals Assurance Process](#) (RMAP) which provides independent, third-party smelter/refiner audits, and we work with our supply chain partners to drive toward a 100% audited and conformant supply chain. Our Conflict Minerals Policy along with current and past [Conflict Minerals Reports](#) are available to the public on our website.



In 2022, we had a 98.5% 3TG supplier response rate, and our data results indicated our smelter/refiner supply chain from those respondents as 100% conformant to the RMAP, LBMA Good Delivery List, and/or the Responsible Jewellery Council Chain of Custody Certification Program as of Dec. 31, 2022.

	Identified Smelters/Refiners	% Conformant*
Tantalum	33	100%
Tin	50	100%
Tungsten	30	100%
Gold	91	100%
Total	204	100%

*Responsible Minerals Assurance Program (RMAP), LBMA Good Delivery List, Responsible Jewellery Council Chain of Custody Certification

Supply Chain

Supplier Responsibility

Our global supply chain is critical to our flexibility and our ability to innovate in response to the needs of our customers. It gives us the unique opportunity to expand the reach of the very same sustainable business standards we deploy at our own factories. Sustainability standards are contained in, and communicated to our suppliers through, our [Supplier Sustainability Specification](#). The specification leverages the RBA Code and establishes standards by which our supply chain partners are required to operate.

Every year, we develop a “major supplier” list consisting of, at a minimum, the suppliers from whom we acquire a critical volume of products or materials, as well as key vendors providing on-site services and third-party employment agencies (TPEAs). In 2022, we classified 64 suppliers as major suppliers (17 materials suppliers, subcons or foundries, 22 on-site service vendors, and 25 TPEAs). We require an annual evaluation of this major supplier group, including the assessment of their sustainability programs and performance against the standards set forth in the Supplier Sustainability Specification and the RBA Code. A primary tool for this supplier risk assessment process is the [Self-Assessment Questionnaire](#) (SAQ) developed by the RBA. Suppliers not meeting minimum standards are subject to disqualification.

In 2022, we achieved a 98% response and SAQ completion rate among our major suppliers and their respective facilities. According to Skyworks' policy, SAQs scoring as “high risk” trigger additional follow-up and corrective action plans. If open issues are not resolved in a timely manner, high-risk suppliers are subject to audit or disqualification. Suppliers are also subject to audit at the request of Skyworks based on other risk factors. In total, 13 supplier facilities were confirmed audited in 2022 or possessed a [Validated Audit Process](#) (VAP) audit report. VAP is the RBA's standardized audit process, and VAP audit reports remain valid for two years.

Supplier Qualification Process



1. Communication

Sustainability requirements are communicated to our suppliers via the Supplier Sustainability Specification. 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 and represent the vast majority of our expenditures. This group includes subcontractor assembly facilities and labor agencies (i.e. recruiting companies).



4. Risk Assessment

All major suppliers complete an industry standardized 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 on-site industry standard RBA 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.

Health and Safety

Safe, Healthy and Productive Work Environment

The health and safety of our employees is a top priority, and we have integrated health and safety into our business principles and management systems worldwide. Aggressive improvement metrics are established and reported in regular management review forums, where further improvement actions are also identified.

Complementing our “safety first” mentality, we routinely complete risk assessments and job hazard analyses to identify and control workplace hazards. In addition, our industrial hygiene processes establish the means to anticipate, recognize, evaluate and control hazards to reduce workplace exposures to chemical and physical stressors in the workplace. Overall, our health and safety programs and practices are audited across all factory locations as part of our internal audit program. Further, we use root cause analysis to determine corrective actions to minimize identified risks.

Driven by these programs, we are pleased to report that in 2022, we maintained our previous year’s all-time low total recordable incident rate (TRIR) and all-time low lost time incident rate (LTIR). Skyworks’ TRIR and LTIR demonstrate results consistently below benchmarks* for the semiconductor industry** overall as identified by the Bureau of Labor Statistics. In 2022, Skyworks achieved a TRIR of 0.4 versus the industry benchmark of 1.2, and a LTIR of 0.2 versus the industry benchmark of 0.4.

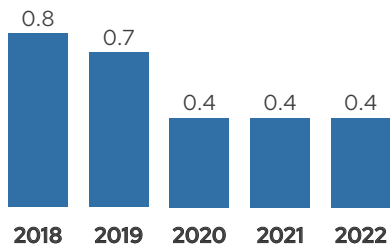
Health and Safety Compliance

Skyworks 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 to help us improve and keep our workplace safe. In 2022, there were no (zero) monetary losses incurred as a result of legal proceedings associated with employee health and safety violations.



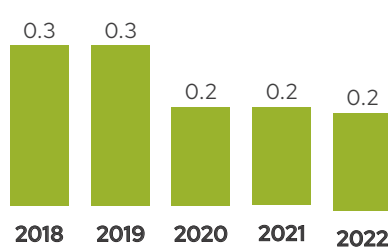
*Bureau of Labor Statistics (BLS) injury and illness data can be found at: <https://www.bls.gov/iif/>
 **North American Industry Classification System (NAICS) code 3344: Semiconductor and other electronic component manufacturing.

**Total Recordable Incident Rate[†]
(TRIR)**



Total cases per 200,000 hours

**Lost Time Incident Rate[†]
(LTIR)**



Lost time incidents per 200,000 hours

[†]All manufacturing locations and U.S. Design Centers

Human Rights

Skyworks values human rights. We are committed to ensuring that slavery and human trafficking have no place in our business or in our supply chain. In addition to our work as a member of the RBA, we have internal policies and practices that are based on the RBA Code and international labor and human rights standards. We regularly evaluate the risk of modern slavery and human trafficking at our own factories and within our supply chain by using the RBA's SAQ risk assessment tool. Additionally, we participate in regular RBA teleconferences, webinars and other meetings in order to understand and monitor risk associated with labor recruitment practices. We also require certain employees, including key individuals in our sourcing organization, to complete periodic training for awareness of established sustainability programs and requirements, including the RBA Code.

We partner with our supply chain to create an environment where workers have the rights to freely choose employment and associate freely. In support of this policy, we require suppliers' compliance with all labor and ethics laws applicable to the country where work is being performed. Direct suppliers of materials incorporated into our finished products certify that those materials comply with the laws regarding slavery and human trafficking of the country or countries in which the supplier is doing business.

For more information, see our [Statement on Combatting Modern Slavery and Human Trafficking in Supply Chains](#), which is reviewed and approved annually by our board of directors.



Management Systems

Our quality and sustainability policies capture and communicate our commitment to strive for perfect quality while operating under sustainable business practices, and our management systems are certified to internationally recognized standards for quality and environmental management, including ISO 9001 and 14001. Certifications are available [here](#). Furthermore, our systems are designed and operated in accordance with the RBA Code. Throughout 2022, we remained an active member of the RBA, maintaining our status as a full member, the highest membership status available.

Consistent with quality system standards, we deploy a target-setting process with associated performance metrics. Performance is then regularly reviewed in management review forums that engage both local management and organization-level leadership, thus helping ensure the necessary actions and resources are applied to support our commitments.

Moreover, we maintain an internal audit process and entertain regular audits from our largest customers at their request. In 2022, we successfully completed RBA VAP audits at our Woburn, Newbury Park, and Mexicali facilities. Our Mexicali and Newbury Park facilities achieved VAP scores of 189.9 and 193.5, respectively, and our Woburn facility achieved a perfect score of 200. In combination with our VAP audits completed in 2021, 100% of Skyworks factory locations worldwide now maintain a current VAP audit record. For all audits (both internal and external), root cause analysis and corrective actions are completed for identified areas of non-conformance. Looking forward to 2023, we plan to maintain valid VAP audits across all our active factory locations.

VAP Audits Valid In 2022

Skyworks Factory	Latest VAP Score (out of a possible 200)	Priority Findings
Osaka	186.8	0
Bedok	187.1	0
Mexicali	189.9	0
Newbury Park	193.5	0
Woburn	200	0

Note: In 2022, Skyworks discontinued production at our Kadoma facility, transferring all production to our Osaka facility.

Ethics

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.

Code of Business Conduct and Ethics

We aim to lead by example—guided by the 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 that we require all our employees to follow. The Code describes and references many of the key policies that guide us. For example, the Code describes our conflicts of interest, anti-bribery and confidential information policies, and references policies addressing matters such as insider trading, harassment and discrimination.

Communication and Training

We make the Code available to all our employees in the local languages of our major sites. The Code, along with other policies such as our [U.S. Public Policy Advocacy Statement](#), is publicly available on our website. Employees are required to review and acknowledge the contents of the Code on an annual basis. In addition, we provide targeted trainings based on risk and requests. For example, in 2022, we provided training to specific groups of employees on topics such as conflicts of interest, anti-bribery and corruption, antitrust considerations, confidential information, trade compliance, insider trading, and harassment and discrimination. Upon assessment of our 2022 training courses, 99.9% of the target audience completed the Code review and acknowledgment and 97% of the target audience completed a specific anti-bribery and corruption training.

Whistleblower System

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. In order to establish an effective ethics and compliance program, and to develop trust between employees and the company, employees must be able to raise concerns without fear of retaliation. Our Code prohibits any form of retaliation against an employee who reports a concern in good faith.

Employees can raise questions or issues through a variety of channels, including our anonymous [whistleblower hotline](#) for employees worldwide to report any concerns or ask any questions about the company's business practices. Through the system, employees (as well as contractors and other third-party partners) can anonymously submit an issue or a question via an internet form that supports 61 languages and dialects, or via a telephone call center that supports 344 languages and dialects, covering the principal languages in all our operating locations. When an employee submits an issue, the system immediately notifies members of Skyworks' compliance function, as well as the chairman of the audit committee in certain instances, who assess the issue or question and tasks appropriate individuals to investigate the matter. The whistleblower system allows the employee to communicate anonymously with members of the compliance function. Once the investigation is complete, the employee who submitted the issue or question is notified through the anonymous communication thread.



Managing a Global and Skilled Workforce

Culture and Diversity

Our workforce consists of approximately 11,150 employees located around the world.

As of Sept. 30, 2022:

- Our workforce was distributed geographically approximately as follows: 55% in Mexico, 23% in the United States, 20% in Asia, 1% in Canada and less than 1% in Europe.
- The percentage of foreign nationals employed at our various locations worldwide was approximately 10%.
- Our workforce was distributed by function approximately as follows: 46% in individual contributor manufacturing roles, 32% in engineering or technician roles, 10% in managerial roles and 12% in professional or other administrative roles.
- Approximately 36% of our employees worldwide, and approximately 22% of our employees in the United States, were female. These percentages are substantially similar to those from the prior year.
- In the United States*, our employees identified with race and ethnicity categories as follows: 40% Asian, 37% White, 15% Hispanic or Latino, 3% Black or African American and 5% Other (including Native Hawaiian or Pacific Islander, Native American or Alaska Native, or Two or More Races). Among our employees in the United States with managerial responsibility, approximately 50% identified with one (or more) race and ethnicity categories other than White, up from 48% in the prior year.

**With respect to our workforce in the United States, we have posted on our website the Employment Information Report (EEO-1) filings we made with the Equal Employment Opportunity Commission for 2019, 2020, and 2021, which report certain demographic data, including a breakdown by race/ethnicity, sex and EEOC-established job categories. We anticipate posting our 2022 EEO-1 filing later this year. 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 are predominantly nationals of the countries in which they are employed.*



Managing a Global and Skilled Workforce

Recruitment and Retention

We work to create an inclusive and equitable workplace where people of all backgrounds can collaborate in a positive and productive environment. We have trained our recruiters to expand candidate pools, wherever possible, to include diverse candidates. Additionally, we post job openings on veterans- and disability-focused websites and job boards in areas where we have a physical location. We enjoy robust collaborative relationships with several leading universities around the world, and we leverage these relationships to introduce candidates from all demographic groups to the semiconductor industry through our internship and co-op programs, as well as to facilitate the education and development of our next generation of skilled engineers.

We attempt to maximize the rate at which open positions are filled by internal candidates. During 2022, 35% of the open salaried positions were filled by internal candidates. Furthermore, we work to develop local talent pools as a method of expanding our highly skilled labor workforce in key geographies. By encouraging strong female participation in our “transition to leadership” program, our formal engineering job rotation program and our employee resource group, we continue to enable a pathway for women to broaden their skill sets and earn promotions.

We focus on attracting and retaining employees by providing compensation and benefits packages that are competitive within the applicable market for each position. Nearly all full-time employees across the global 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 stock at a discount pursuant to the company's employee stock purchase plans.

Our aggregate global employee turnover rate was 26% in 2022, up from 22% in the prior year due to the tightening labor market, particularly for direct labor, while our employee turnover rate in the United States remained at 16% in 2022. To minimize turnover, Skyworks continually evaluates market-based wage trends and adjusts compensation, as needed, to stay competitive within our industry and market space. Additionally, we seek to mitigate employee turnover by focusing on workplace culture, career growth opportunities, job rotation programs, mentoring, and an open, collaborative work environment. Furthermore, in October 2022, we enhanced our benefit programs to provide employees support in managing work and home commitments.

In the United States, Skyworks added or enhanced the following benefits in 2022:

- Increased available wellness time from 40 hours to 56 hours per year
- Increased bereavement leave from 24 hours to 40 hours per year
- In addition to current leave programs, began offering four weeks of paid parental leave for new parents through birth or adoption
- Increased adoption assistance benefit to \$10,000
- Began subsidizing back-up child and elder care to help in covering gaps when care is not available, such as on a school holiday or when a caregiver is sick
- Provided employees with access to a vast network for finding and managing care for children, seniors, pets, tutoring, housekeeping, and more
- Began offering tutoring services for K-12 dependents and college planning advisors for high school student dependents
- Provided a volunteering and giving platform to make it easier for employees to have visibility into Skyworks' volunteering opportunities and to request matching charitable contributions
- Began providing more benefits to regular part-time employees.

At our Mexicali site, employees with perfect weekly attendance now receive 100 pesos/week in grocery vouchers. In 2022, we refined our progressive wage model. The progressive wage model is an internal professional development program wherein employees can earn up to five certifications and receive pay increases for each earned certification. Additionally, we implement salary increases monthly to ensure employees are receiving raises closer to their certification completion time, increasing motivation for continued skills growth. These changes support the labor optimization efforts to have a higher-compensated, more skilled workforce that allows for more flexibility in staffing.

Managing a Global and Skilled Workforce

Training and Development

Training and development is critically important to enhance our employees' careers. We have a multifaceted approach that includes continual development conversations, challenging project assignments, formal training, open feedback, mentorship and recognition. We equip our employees with the skills, tools and knowledge they need to succeed through onboarding support, our quarterly performance management program, digital learning and leadership programs. Our performance management philosophy encourages and inspires continuous employee achievement and growth that aligns with our corporate objectives. The program focuses not only on goal setting and performance conversations, but also on career planning conversations and soliciting feedback from peers to support actionable growth and increased engagement. Our immersive leadership development programs for first-time managers as well as mid- to senior-level leaders are designed to help employees reach their full potential and enhance their mindset and understanding of how to coach and inspire their teams, think strategically, innovate, and problem-solve. In addition, we use digital learning experiences to empower our employees to develop, maintain and enhance critical business and technical skills from any location.



Employee Engagement

Our Mexicali location conducted a biennial employee engagement survey in partnership with MercerMarsh Beneficios. The objectives of the survey are to prevent illnesses related to work stress, increase positive leadership, support a favorable organizational environment, and increase productivity. The survey assessed risks related to relationships at work, workspace condition, work-life balance, engagement, violence, acknowledgement of performance, working hours, leadership, workload, and amount of work control. With a 92.7% employee response rate, the results were very positive.

In connection with the survey, we developed and implemented a policy for the prevention of psychosocial risks that includes adopting measures that prevent and control psychosocial risk factors, the prevention of workplace violence, and the promotion of a favorable organizational environment. Practices have been put into place this year and incorporated into our business plan to continually improve.

We believe that continuing to focus on creating an engaging environment for employees, and keeping them motivated and empowered to make a difference allows team members to find deeper connections and meaning in their work. This helps retain top talent and achieve greater customer satisfaction. We will continue to focus on the key drivers of engagement, which include inclusion, accomplishment, growth and development, recognition and rewards, and alignment with company vision.

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. Skyworks has implemented robust policies against harassment, discrimination and retaliation that prohibit a broader range of conduct than what the law prohibits. Skyworks also provides its employees with regular training concerning these topics to help ensure we maintain an equal opportunity workplace.

Connected Communities

With employees around the globe, Skyworks calls many countries home. Our employees support projects relevant to local efforts and are committed to investing their time, expertise and resources to help develop and maintain vibrant, sustainable local communities. Our Connected Communities initiative focuses on three core connections:

- STEM Connections: enriching technology-based initiatives including local education collaborations and mentoring
- Collaborative Connections: collaborative caring and belonging initiatives in our local communities
- Sustainable Connections: environmental initiatives

Recently, our employees have taken part in several philanthropic activities, some of which are highlighted below.

Caritas of Austin – Austin, Texas

Caritas of Austin’s mission is to prevent and end homelessness for people in Greater Austin. This year, our team in Austin, Texas worked with Caritas of Austin to put together women’s hygiene kits, snack packs and general hygiene bags for the program’s walk-in clients.

In total, the team put together more than 360 snack packs and hygiene kits and bags.



Christmas Family Adoption Foundation – Hillsboro, Oregon

During the holiday season, our employees in Hillsboro, Oregon adopted a family through the Christmas Family Adoption Foundation. The Christmas Family Adoption Foundation recognizes families nominated by agencies and caseworkers in the Portland, Salem and Vancouver areas who are dealing with hardships. By adopting a family, we committed to providing them with enough gifts to give them a meaningful Christmas. This year, the adopted family was nominated by Morrison Child and Family Services and included a single mother with five children.



Connected Communities

Girls Inc. of Orange County

Girls Inc. of Orange County is committed to supporting young girls from kindergarten through high school with financial literacy, STEM, and college and career readiness.

In support of young women in STEM, Irvine employees volunteered as writing coaches for high school seniors getting ready to write their college essays and provided guidance on the college application process.

Outdoor Trash Cleanup – Osaka, Japan

Since 2015, employees at our Osaka site have been conducting monthly cleanup activities in the community jointly with partner and neighboring companies. In December 2022, employees participated in this activity despite the cold weather, picking up trash in the neighborhood. We will continue this activity to contribute to the beautification of the community.



Jamie’s Joy and St. Anthony Club Annual Toy Drive – Woburn, Massachusetts

The Skyworks team in Woburn, Massachusetts supported two local organizations during the 2022 holiday season -- Jamie’s Joy and St. Anthony Club. Jamie’s Joy is a Woburn charity that provides Christmas gifts to children and their families who otherwise would not experience it. Families submit wish lists, which then get distributed to those who would like to help. Our team in Woburn fulfilled 50 of those wish lists.

St. Anthony Club’s fundraiser supports Toys for Local Kids, an organization designed to spread holiday cheer to local families in need. The Woburn team donated well over 100 toys to the St. Anthony Club toy drive this holiday season.



Connected Communities

Cadenas de Ayuda para México, A.C – Mexicali

As part of our commitment to the communities in which we operate, team members from our Mexicali facility delivered musical instruments that benefited 100 children, with the support of the association Cadenas de Ayuda para México, A.C.



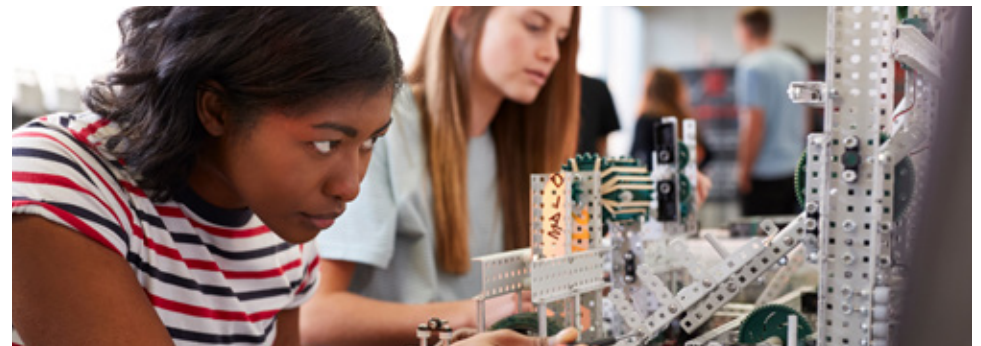
Diversity in the Community

Our company was recently recognized in the Top 50 Employer List for the following publications:

- STEM Workforce Diversity – July 2022
- Woman Engineer – April 2022
- Minority Engineer – February 2022

Readers of these magazines were asked to name the top employers in the country, both in the private and public sectors, for which they would most like to work or that they believe would provide a positive working environment for members of minority groups, diverse cultures, women, and people with disabilities through an annual survey.

During the summer of 2022, we partnered with California State University, Fullerton and CEO Leadership Alliance Orange County to provide summer experiences for women to encourage them to pursue degrees in Science, Technology, Engineering, and Math (STEM) fields. We also sponsor an annual grant through the Research, Academics and Mentoring Pathways (RAMP) Program supporting incoming female freshman engineering students at the University of Massachusetts Lowell with accelerated classes in math and computer programming. The program typically achieves retention rates of >90% for enrolled female engineering students. In addition to the grant, which offsets need-based student costs, Skyworks also provides female technical mentors. Skyworks also has a long relationship with Circa (formerly Local Job Network) with whom we partner to promote our positions across the United States on diversity, disability and military careers sites, and with employment offices in all states where our company has a physical presence.



Appendix

TCFD Index

In this report, we are disclosing climate-related information based on the recommendations of the Task Force for Climate-Related Financial Disclosures (TCFD). The following is a summary of our progress to date.

Disclosure Area	TCFD Recommended Disclosure	Skyworks Disclosure, with References
Governance	Disclose the company's governance around climate-related risks and opportunities	The board of directors and the Nominating and Corporate Governance Committee provide oversight, receiving regular updates from management. See the Governance and Oversight section of this report.
Strategy	Disclose the actual and potential impacts of climate-related risks and opportunities on the company's businesses, strategy and financial planning where such information is material	We believe that the information we have included in response to this topic is not material to our business. Based on engagement with our various stakeholders, we have identified water usage and GHG emissions as two primary climate-related risks to our business. Our global supply chain is subject to various climate-related risks, including from droughts, wildfires, rising sea levels, hurricanes, tsunamis and other natural disasters or severe weather events that may be caused, or exacerbated, by climate change. If any disruption of manufacturing capacity occurs, we may not have alternative manufacturing sources immediately available, and we may therefore experience difficulties, delays or additional costs in securing an adequate supply of our products. As detailed in the Supply Chain section of this report, we pass on our sustainability priorities to our suppliers through our Supplier Sustainability Specification, requiring suppliers to use a management system approach to risk mitigation and to drive CO2e emissions reductions and other environmental improvements. Our wireless connectivity solutions are increasingly used by end customers to drive sustainability efforts across diverse industries worldwide.
Risk Management	Disclose how the company identifies, assesses, and manages climate-related risks	Our annual enterprise risk management project is designed to capture global business risks and provide input to the annual strategic planning process. We regularly engage with customers, suppliers, investors and other stakeholders to understand and manage climate-related risks impacting our entire value chain, as described in greater detail in the Stockholder Engagement section of this report. We utilize the RBA's SAQ, which is a detailed risk assessment tool covering all elements of sustainability including those related to climate change.
Metrics and Targets	Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material	We believe that the information we have included in response to this topic is not material to our business. See the Environment section of this report for disclosure of 2022 goals and accomplishments, short-term goals and a long-term CO2e emissions reduction target. We also report CO2e reduction targets and progress in the annual CDP climate disclosure. While we currently do not track, or set goals with respect to, Scope 3 CO2e emissions, we are evaluating doing so in the future.

Appendix

SASB Index

Our disclosure in this report is again aligned with the standards set forth by the Sustainability Accounting Standards Board (SASB) for the semiconductor industry. The following is a summary of our progress to date.

Topic	Code	Accounting Metric	Unit of Measure	Our Response / Comments	Report Reference
Greenhouse Gas Emissions	TC-SC-110a.1	(1) Gross global Scope 1 emissions and (2) amount of total emissions from perfluorinated compounds	Metric tons (t) CO2e	(1) 38,022 t (2) 28,047 t	Greenhouse Gas Emissions Management
	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	N/A	Beat 2022 scope 1+2 target of 5% year-over-year emissions rate reduction by achieving 16% rate reduction (0.0126 tons/1k production units).	Greenhouse Gas Emissions Management
Energy Management in Manufacturing	TC-SC-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Gigajoules (GJ), Percentage (%)	(1) 1,516,158 GJ (electricity + natural gas) (2) 100% grid electricity (3) 7% of energy consumed is considered sourced from renewable sources (via purchase of Renewable Energy Credits applied as offsets above and beyond regulatory obligations)	Energy Management
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	Thousand cubic meters (m3), Percentage (%)	(1) 1,976,054 m3 (2) Water use by stress level (WRI Water Risk Atlas Tool): Low: 22%, Low-medium: 21%, Medium-high: 11%, High: 0%, Extremely high: 46%	Water Management
Waste Management	TC-SC-150a.1	Amount of hazardous waste from manufacturing, percentage recycled	Metric tons (t), Percentage (%)	3,028 t % recycled not available	Waste Management
Employee Health and Safety	TC-SC-320a.2	Description of efforts to assess, monitor, and reduce exposure of employees to human health hazards	N/A	Refer to Human Health Hazards section for description.	Human Health Hazards
	TC-SC-320a.2	Total amount of monetary losses as a result of legal proceedings associated with employee health and safety violations	Reporting currency	\$0 monetary losses incurred in 2022.	Health and Safety Compliance
Recruiting and Managing a Global and Skilled Workforce	TC-SC-330a.1	Percentage of employees that are (1) foreign nationals and (2) located offshore	Percentage (%)	(1) 10% foreign nationals (2) 76% located offshore (non-U.S.)	Culture and Diversity

Appendix

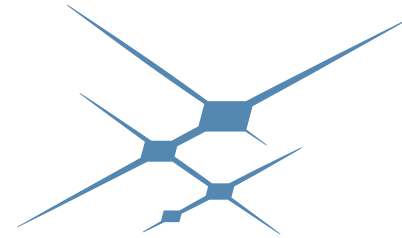
Topic	Code	Accounting Metric	Unit of Measure	Our Response / Comments	Report Reference
Product Lifecycle Management	TC-SC-410a.1	Percentage of products by revenue that contain IEC 62474 declarable substances	Percentage (%)	0% of products by revenue	Product Lifecycle Management
	TC-SC-410a.2	Processor energy efficiency at a system-level for: (1) servers, (2) desktops, and (3) laptops	Various, by product category	Refer to Our Products Support Sustainability section for description.	Our Products Support Sustainability
Materials Sourcing	TC-SC-440a.1	Description of the management of risks associated with the use of critical materials	N/A	Refer to Minerals Sourcing section for description.	Responsible Minerals Sourcing
Intellectual Property Protection and Competitive Behavior	TC-SC-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	Reporting currency	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

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 information relating to future results and expectations of Skyworks. Forward-looking statements can often be identified by words such as “anticipates,” “believes,” “continue,” “expects,” “forecasts,” “intends,” “may,” “plans,” “seek,” or “will” and similar expressions and variations or negatives of these words. All such statements are subject to certain risks, uncertainties and other important factors that could cause actual results to differ materially and adversely from those projected and may affect our future operating results, financial position and cash flows. These risks, uncertainties and other important factors include: the effects of the COVID-19 pandemic on business conditions in our industry, including supply constraints and supply chain disruptions, and the potential for the uncertain duration, severity and future impact of the pandemic, including as a result of more contagious variants of the virus that causes COVID-19, to result in significant disruptions to our business operations, as well as negative impacts to our financial condition; the susceptibility of the semiconductor industry and the markets addressed by our, and our customers’, products to economic cycles, including a rise in inflation and the current heightened risk of recession; our reliance on a small number of key customers for a large percentage of our sales; the availability and pricing of third-party semiconductor foundry, assembly and test capacity, raw materials, supplier components, equipment and shipping and logistics services, including limits on our customers’ ability to obtain such services and materials; the risks of doing business internationally, including increased import/export restrictions and controls (e.g., our ability to sell products to certain specified foreign entities only pursuant to a limited export license from the U.S. Department of Commerce), imposition of trade protection measures (e.g., tariffs or taxes), security and health risks, possible disruptions in transportation networks, fluctuations in foreign currency exchange rates, and other economic, social, military and geopolitical conditions in the countries in which we, our customers or our suppliers operate, including the war in Ukraine; delays in the deployment of commercial 5G networks or in consumer adoption of 5G-enabled devices; the volatility of our stock price; decreased gross margins and loss of market share as a result of increased competition; our ability to obtain design wins from customers; 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; fluctuations in our manufacturing yields due to our complex and specialized manufacturing processes; our ability to develop, manufacture and market innovative products, avoid product obsolescence, reduce costs in a timely manner, transition our products to smaller geometry process technologies and achieve higher levels of design integration; the quality of our products and any defect remediation costs; our products’ ability to perform under stringent operating conditions; reduced flexibility in operating our business as a result of the indebtedness incurred in connection with the transaction with Silicon Laboratories Inc.; our ability to retain, recruit and hire key executives, technical personnel and other employees in the positions and numbers, with the experience and capabilities, and at the compensation levels needed to implement our business and product plans; the timing, rescheduling or cancellation of significant customer orders and our ability, as well as the ability of our customers, to manage inventory; our ability to prevent theft of our intellectual property, disclosure of confidential information or breaches of our information technology systems; uncertainties of litigation, including potential disputes over intellectual property infringement and rights, as well as payments related to the licensing and/or sale of such rights; our ability to continue to grow and maintain an intellectual property portfolio and obtain needed licenses from third parties; our ability to make certain investments and acquisitions, integrate companies we acquire and/or enter into strategic alliances; and other risks and uncertainties, including those detailed from time to time in our filings with the Securities and Exchange Commission. The forward-looking statements contained in this report are made only as of the date this 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. Skyworks and the Skyworks symbol are trademarks or registered trademarks of Skyworks Solutions, Inc., or its subsidiaries in the United States and other countries. Third-party brands and names are for identification purposes only and are the property of their respective owners. Thread® is a registered trademark of Thread Group, Inc. Bluetooth® is a registered trademark of Bluetooth SIG, Inc. Google Nest Hub® and Google Nest Audio® are registered trademarks of Google LLC.

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