

**Sustainability  
Report 2021**



# Ampleon at a Glance

## Our Company

- Worldwide presence (HQ in Nijmegen, Netherlands)
- 1,600 employees in 16 sites
- Sales, Application and R&D on 3 continents
- Own manufacturing facility
- Reliable global supply chain
- Partnering with leading external manufacturers
- Strong financial performance enabling investments in R&D



## Technologies and Products

- Market-leading RF Power know-how
- Broad GaN and LDMOS technology portfolio
- Comprehensive package line-up
- Outstanding product consistency
- Scientific ecosystem with universities and institutes



## Our Businesses

- Designing and manufacturing RF Power products for over 50 years
- Industry leader addressing the market segments:
  - Wireless Infrastructure
  - Navigation and Safety Radio
  - Broadcast
  - Industrial, Scientific and Medical



## Our Customers

- Servicing all global base station manufacturers and customers in specific market segments directly and through our global distribution partners



# Company History



## 2015 (Dec. 7)

Company foundation

## 2016

Own **package-assembly-test factory** established in the Philippines

## 2017

Go-live of our own Enterprise Resource Planning (**ERP**) system  
Release of our **LDMOS** captive foundry process

# Company History



## 2018

Start of **5G** in Mobile Broadband business



## 2019

**Top supplier awards** from customers



## 2020

Ramp-up of **GaN** in Mobile Broadband business



## 2021

Introduction of best-in-class **Advanced Rugged Technology (ART)** in **MultiMarket** businesses

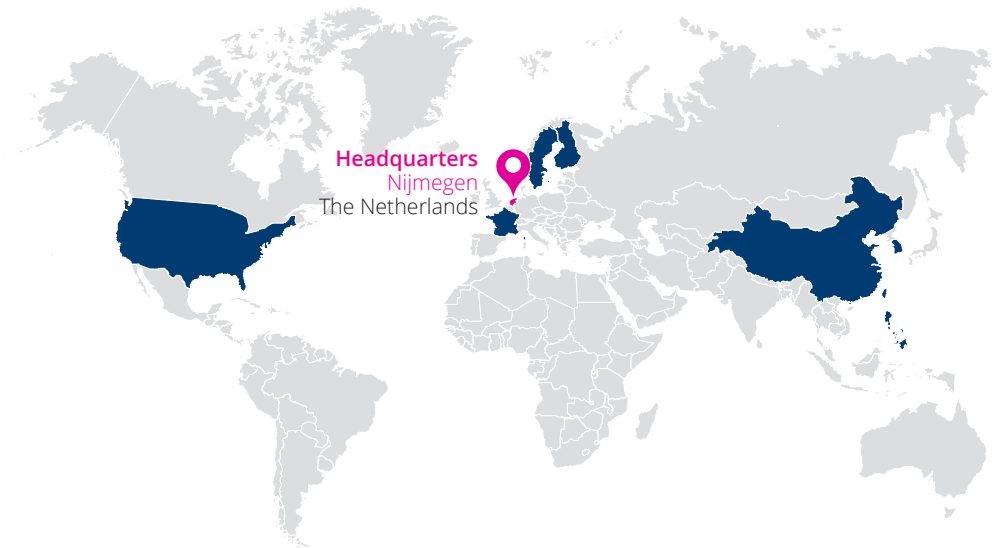


## 2022

Factory in the Philippines on 100 % renewable electricity:  
**Amplify a Sustainable Future**

# The Global Team

- 1600 team members on 3 continents
- Professionals and industry experts from over 30 nationalities
- Fostering variety and diversity (ethnicity, gender, age)
- Offering equal opportunity employment
- Aspiring to be a “Great Place to Work”



**43%**  
Female population



**57%**  
Male population

# The Leading Global Partner in RF Power



## Best-in class

RF power technologies and designs for every customer application

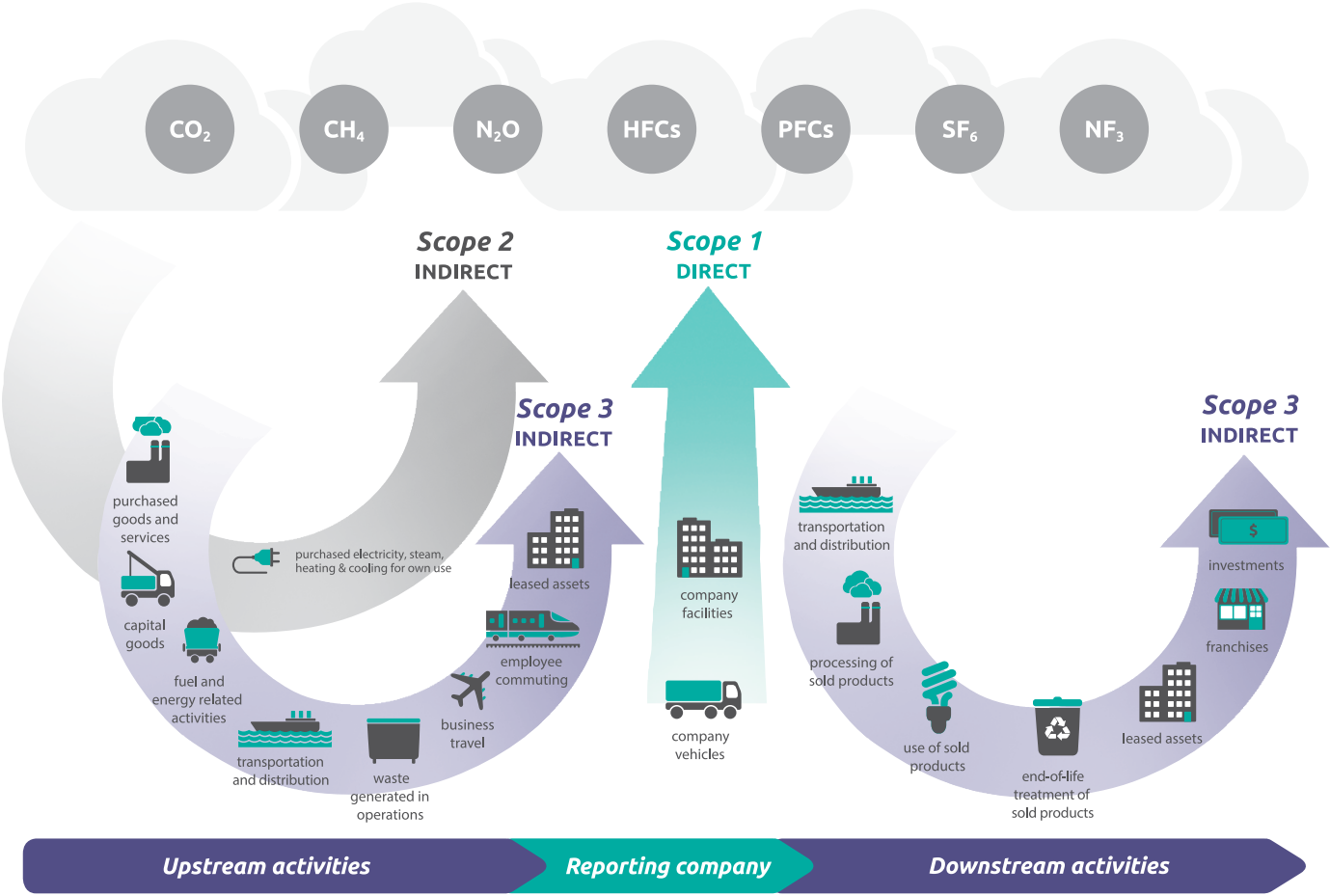
## Superior

application knowledge and support, enabling market leading customer solutions

## Proven

Reliability, secure supply and excellent product consistency, enabling the highest manufacturing yields for our customers

# Scope 1, 2, 3 According to GHG Protocol



Source: GHG Protocol

# Environmental Social Governance (ESG)

## Performance Review

- Annual participation in the Ecovadis monitoring for gap analysis

## Banned Substances

- Applying the legislation, fulfilling customers' requirements and imposing measures on our suppliers

## Responsible Sourcing

- Adhering to Responsible Business Alliance (RBA) guidelines



## Greenhouse Gases

- Committed to reduce our carbon footprint by 50 % before 2030
- The Philippines fab on 100 % renewable electricity

## Human Rights

- Operate responsibly, adhering to laws and regulations
- The Responsible Business Alliance (RBA) Code of Conduct determines our activities



# GHG Reduction

## Overall

### Our commitment

We are committed to reducing our carbon footprint (scope 1, 2) by 50 % by 2030 compared to the reference year 2019. This commitment is also captured in our GHG statement on [www.ampleon.com/sustainability/greenhouse-gases.html](http://www.ampleon.com/sustainability/greenhouse-gases.html)

### Results: 2021 compared to 2019

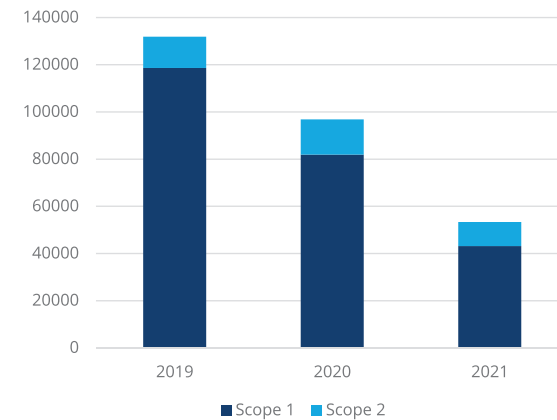
- SCOPE 1: > 63 % reduction, mainly due to reduced use of FC-40 chemicals
- SCOPE 2: Energy consumption reduced by 17 % and CO<sub>2</sub> emissions by 23 %; higher CO<sub>2</sub> reduction achieved by using more CO<sub>2</sub>-neutral energy in 2021
- Note: > 99 % of GHG emissions in Scope 1 and 2 for 2019 and 2021 derived from in-house manufacturing

### Ambition statement

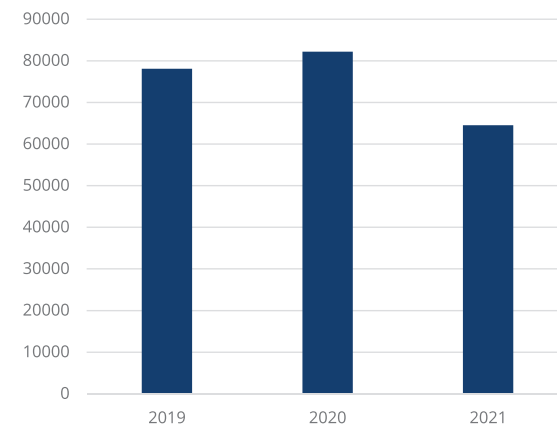
We will further focus on lowering the CO<sub>2</sub> emission of our sites by decreasing the use of energy in combination with switching to CO<sub>2</sub>-neutral energy supply.

For Scope 3, we will focus on reducing CO<sub>2</sub> emissions for transportation and distribution, business travel, employee commuting, purchased goods and services, as well as use of sold products.

### Ampleon emissions in tons CO<sub>2</sub>



### Energy consumption in Gigajoules



# GHG Reduction

## In-House Manufacturing

Our fab's GHG initiatives have been successful with regards to adapting a green building and promoting an environmental-friendly, healthy, and safe environment for employees. These initiatives do not only save carbon emissions but improve the ambiance and create a fresh environment for the employees.

### GHG reduction programs

#### Purchased electricity

- Switch to green energy source on February 26, 2022, reducing the emission factor from 0.7122 tons CO<sub>2</sub> / MWh to 0.0868 tons CO<sub>2</sub> / MWh
- 100 % replacement of conventional light bulbs to LED lights
- Installed 302 solar panels of up to 99 kW capacity for lighting fixture
- Air leakage detectors

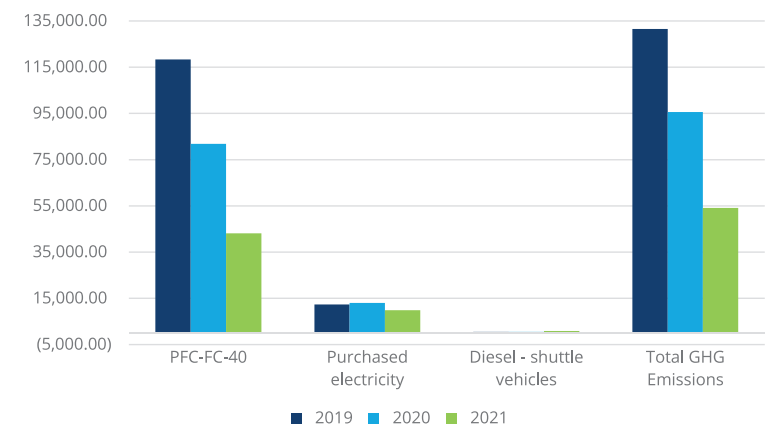
#### Chemicals

- Reduced Bubble Leak Test (BLT) chemical FC-40, equivalent to 47 % reduction or 38,732 tons CO<sub>2</sub> avoided per year
- Inventory of refrigerants to establish baseline – no accounted releases in 2019 - 2022

### GHG reduction target by 2030

- 50 % reduction from 2019 to 2030

### GHG emissions 2019-2021



# In-House Manufacturing

## Waste Reduction

Waste management in Ampleon's manufacturing site in the Philippines (AMP) has increasingly been diverted from going to landfill. Avoiding landfill as much as possible reduces the impact on the environment with regards to polluting land and groundwater. Waste from production is separated into recyclable and residual with further recoveries being executed to ensure economically solid waste management.

### Waste reduction programs

#### Recycle / recovery

- Metal recovery from scrap
- Recyclables recovered from waste in the material recovery facility

#### Re-use

- Mold grit used as filler for concrete hollow blocks
- Return-to-vendor initiatives for blister trays
- Re-use of plastic containers as repository for used oil and fuel

#### Reduce

- Avoiding the use of single-use plastic for bottled water in the AMP canteen

#### Compliance to all legal requirements

- Source-out of qualified treater / recycler to ensure reduction of wastes going to landfill

#### HIRAC - EIOA

- Identification of environmental aspect/impacts leading to programs on pollution prevention

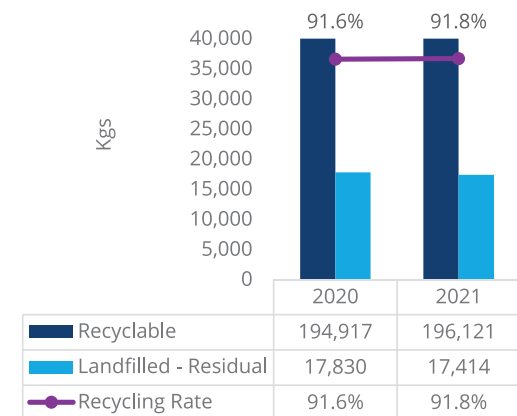
#### E-waste handling

- Identified e-waste recycler/ treater who recovers materials from e-waste instead of entirely disposing in landfill of totally ending-up in landfill

### Waste reduction target 2021 vs 2022

- Recyclable rate to 98 %
- Reduction of residual from 8 % to 2 % (remaining waste going to landfill)

### 2020 and 2021 comparison (normalized consumption)



# Water Conservation

## In-House Manufacturing

Water is one of the vital resources on our planet and plays a major role in our manufacturing process. Our facility utilizes enormous amounts of water to manufacture our products, major part of which is used in operating our cooling and heating systems, in producing our air requirements, in our toilets and in our canteen. It is very important to us to efficiently use this resource as our way of protecting our environment for sustainable operations.

### Water conservation programs

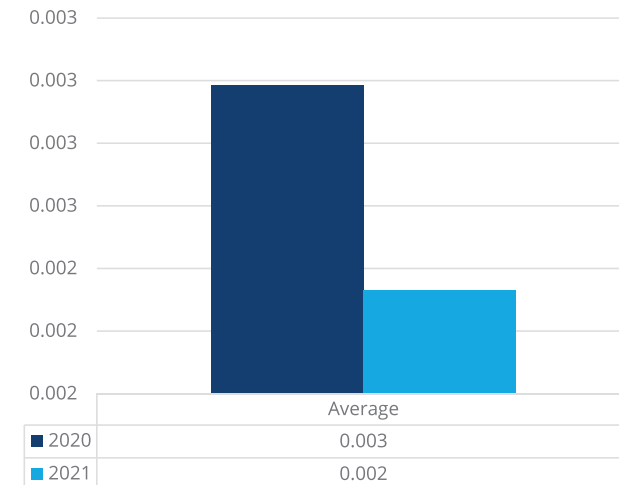
- Installation of 17 waterless urinals, saving 150,000 liters of water per year per unit, equivalent to 0.0636 tons CO<sub>2</sub> avoided per year
- Smixin handwashing machines reducing volume of water for washing by 50 %, equivalent to 0.843 tons CO<sub>2</sub> avoided per year
- Automatic shut-off of lavatory faucets to avoid continuous water flow during use
- Re-used water for water closets
- Water leakage detection and corrections
- Replacement of conventional faucet with motion-sensor faucets

### Water reduction target 2021 vs 2022 (normalized consumption)

- 5 % reduction YoY

### Yearly water consumption 2020 and 2021 comparison (normalized consumption)

- 0.003 cum / unit in 2020 vs. 0.002 cum / unit in 2021



# Banned and Restricted Substances

## Banned and restricted substances policy

To protect our customers, employees and the environment from use of chemicals and substances that may present a threat to the environment and human health during production, use or via disposal at the end of the product lifecycle, we have several programs in place which regulate our use of hazardous chemicals or “substances of concern”. In fact, we follow some of the toughest practical standards in the industry.

We carefully monitor our use of substances categorized as restricted, hazardous, or relevant, and have committed, as part of our near-term sustainability program, to achieving a 100 % reduction of all restricted and hazardous substances which are not critical use. We track our usage of chemicals in our company-wide chemical management program, which registers and classifies the chemical substances we handle. Any use or emission of restricted or hazardous substances must be covered by internal approval. For such substances, and we are searching for alternatives to be used as quickly as possible.

The Ampleon “ECO-Products Substance Control for Products and Packaging” specifies substances which are not permitted in materials, parts, semi-finished goods and products at levels above our established threshold. This is to ensure that no Ampleon product sold contains any substances which are restricted by law or other regulations. We also apply the European Union’s Directive on the restriction of the use of certain hazardous substances in electrical and electronic equipment (commonly known as RoHS) and key customer requirements.

For additional info including our REACH statement please visit our website: [www.ampleon.com/documents/quality/ampleon-reach-certificate.pdf](http://www.ampleon.com/documents/quality/ampleon-reach-certificate.pdf)

# Community

	Philippines	China	Netherlands	France	Other locations
<b>Safe workplace</b>	<ul style="list-style-type: none"> <li>• Safety Seal Certification from DOLE</li> <li>• Vaccination Programs (Flu, COVID-19)</li> <li>• COVID-19 prevention and workplace control</li> <li>• Annual fire &amp; earthquake drills</li> </ul>	<ul style="list-style-type: none"> <li>• Annual fire drill and fire knowledge training</li> <li>• Covid-19 prevention and workplace control</li> <li>• First aid kit management</li> </ul>	<ul style="list-style-type: none"> <li>• Covid-19 prevention and workplace control</li> <li>• BHV organization incl. drills</li> <li>• Ergonomics team</li> <li>• Company doctor and work ability specialist</li> </ul>	<ul style="list-style-type: none"> <li>• Covid-19 prevention and workplace control</li> <li>• Fire drills every 2 years</li> <li>• First-aid training course every 2 years</li> </ul>	<ul style="list-style-type: none"> <li>• Covid-19 prevention and workplace control</li> <li>• Safety trainings</li> </ul>
<b>Social responsibility</b>	<ul style="list-style-type: none"> <li>• Patronizing local farming community</li> <li>• Supporting COVID-19 patients and their immediate families</li> <li>• Disaster-relief efforts</li> <li>• Donation of PPE for COVID-19 Frontliners</li> <li>• Blood donation program</li> <li>• EHS training for students</li> </ul>	<ul style="list-style-type: none"> <li>• Annual blood donation</li> <li>• Volunteer at residential community during Covid-19 lockdown</li> </ul>	<ul style="list-style-type: none"> <li>• Supporting local food bank</li> <li>• Supporting sports events and donating for cancer research</li> <li>• Organizing visits from schools to get kids interested in high tech</li> <li>• Educate general public about RF at POPHUB store</li> </ul>	<ul style="list-style-type: none"> <li>• Apprenticeship tax to a targeted engineering school</li> <li>• Financial contribution to disabled community (mandatory by law)</li> </ul>	
<b>GHG reduction</b>	<ul style="list-style-type: none"> <li>• Earth Hour</li> <li>• FC-40 elimination</li> <li>• Green energy source</li> <li>• Solar panels</li> <li>• LED lighting</li> </ul>	<ul style="list-style-type: none"> <li>• Electricity saving programs</li> <li>• 2-side printing to reduce paper usage</li> <li>• Paper cup usage reduction</li> <li>• Electronic whiteboards</li> </ul>	<ul style="list-style-type: none"> <li>• LED Lighting</li> <li>• Earth Hour</li> <li>• Green electricity</li> <li>• Carbon reduction plan</li> </ul>	<ul style="list-style-type: none"> <li>• Carbon-free electricity (at 92-97 %)</li> <li>• Energy saving plan to be launched late 2022</li> </ul>	<ul style="list-style-type: none"> <li>• Less paper printing</li> </ul>
<b>Environment protection</b>	<ul style="list-style-type: none"> <li>• Environment runs</li> <li>• Mangrove and fruit-bearing tree planting</li> <li>• Plastics and solid-waste management programs</li> </ul>	<ul style="list-style-type: none"> <li>• Garbage sorting in office and at home</li> <li>• Encourage public transportation to reduce carbon emission</li> </ul>	<ul style="list-style-type: none"> <li>• Reduction / stop use of paper cups</li> <li>• Preparing for dedicated waste stream plastic</li> <li>• Phase-out lead in our products</li> <li>• RoHS compliance</li> </ul>	<ul style="list-style-type: none"> <li>• Cardboard &amp; coffee ground recycling in place</li> <li>• Plastic &amp; glass recycling to be put in place late 2022</li> </ul>	<ul style="list-style-type: none"> <li>• Waste sorting in office and at home</li> </ul>

# Recognition

## Community Initiatives



### **“Diploma of Service”**

Given by Philippine Red Cross in recognition of more than 3 years commitment for blood donation



### **“Best Environmental Technology”**

Awarded and recognized by DENR – Environment Management Bureau



### **“Highest Recognition”**

Given by Philippine Red Cross for Ampleon’s dedication to the principles of voluntary, non-remunerated blood donation



Ampleon leading on “Best Practices” among inspected companies within the region

# Responsible Sourcing

## Our commitment

We support the goals and objectives of Section 1502 of the Dodd-Frank Act, which aims at preventing the use of conflict minerals which directly or indirectly finance or benefit armed groups in the Conflict Region.

For further details, please also see our website on Conflict Minerals: [www.ampleon.com/documents/quality/ampleon-conflict-minerals-policy-statement.pdf](http://www.ampleon.com/documents/quality/ampleon-conflict-minerals-policy-statement.pdf)

We actively engage with suppliers to conduct due diligence in alignment with the Responsible Minerals Initiative: [www.responsiblebusiness.org/initiative/rmi.html](http://www.responsiblebusiness.org/initiative/rmi.html)

## Supplier Code of Conduct

We require our suppliers, including contractors and external manufacturers, to comply with Ampleon's Supplier Code of Conduct ([www.ampleon.com/about/general-terms-and-conditions-of-purchase/ampleon-supplier-code-of-conduct.html](http://www.ampleon.com/about/general-terms-and-conditions-of-purchase/ampleon-supplier-code-of-conduct.html)), which includes requirements relating to conflict minerals and responsible sourcing.

Our suppliers shall have a policy to assure that the tantalum, tin, tungsten and gold in the products they manufacture do not directly or indirectly finance or benefit armed groups who are perpetrators of serious human rights abuses. Our suppliers shall exercise due diligence on the source and chain of custody of these minerals and shall make their due diligence measures available to us upon our request.

In addition, our suppliers are required to provide evidence of their own corporate policy on the use of conflict free minerals and information from their suppliers concerning the origin of the metals which are used in the manufacture of our products. Based upon information provided by our suppliers, we do not knowingly use metals derived from the Conflict Region.



# Responsible Sourcing

## Supplier Management

We adhere to the policies outlined in the Code of Conduct and require our suppliers to adhere to strict social and environmental standards, as described in our Supplier Code of Conduct. Furthermore, we require our key suppliers and partners to follow Ampleon`s requirements for 50 % reduction of greenhouse gas (GHG) emission by 2030.

Ampleon has set the goal to reduce greenhouse gases by 50 % by 2030 compared to the reference year 2019 regarding own emissions and purchased energy. In 2020, these emissions were around 15 % lower than in the reference year. Ampleon has defined actions to achieve these targets and is working intensively with key material suppliers to set targets and define actions to reduce their emissions.

Link: [www.ampleon.com/sustainability/greenhouse-gases.html](http://www.ampleon.com/sustainability/greenhouse-gases.html)

During 2021, we reached out via audits and dedicated calls to our key material suppliers and contract manufacturers. This was done to explain the Ampleon guidelines and efforts in meeting our goals and to have a dialogue about their goals and attempts to meet those goals. From this assessment, we can conclude that the majority of Ampleon suppliers and partners are aware of greenhouse gas emission and have plans in place, however, not all of them reach as far as 2030 yet.

The next steps are to activate the Ampleon greenhouse gas emission program by way of reviewing targets and achievements with our key suppliers and partners in business review meetings and/or regular calls. Additionally, the greenhouse gas reduction targets will be added to our supplier rating system.

# Ampleon: A Great Place To Work (GPtW)

The GPtW ambition is based on the following pillars and is measured each year. The results are translated into global as well as team improvement actions:

- Excellent communication and labor relations;
- Great bosses
- Development (like the triple career ladder for the R&D colleagues)
- Great recognition and rewards
- Good atmosphere
- Pride

Development opportunities consist of technical training, webinars, conferences, temporary assignments in different sites of Ampleon, as well as a global, cross-functional and cross-site program which aims at amplifying the leadership skills that each individual has.

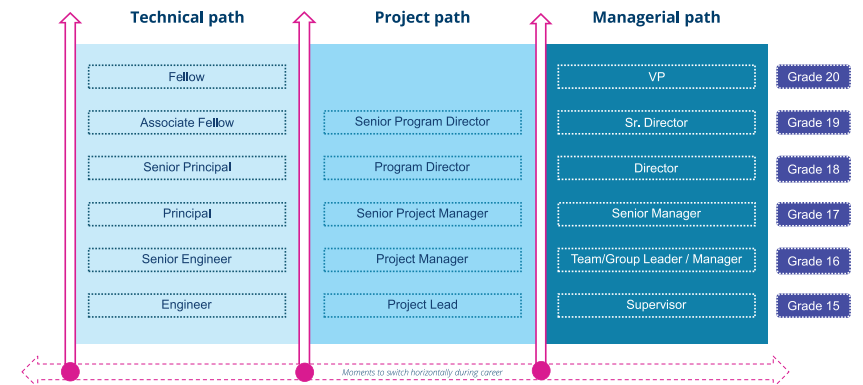
The health and wellbeing of our employees - besides our GPtW roadmap - is of key importance and translated into numerous social and sports activities and supported by the opportunity to work in a hybrid mode.

Within Ampleon, a healthy workplace also means an environment where diversity is valued, and inclusiveness is key. We consider that every employee with a similar job and experience should be paid equally within a certain country, independent of gender.

And lastly:

- We operate responsibly, adhering to the laws and regulations in our countries of operation
- We comply with the Responsible Business Alliance (RBA) Code of Conduct and ensure fair treatment of our employees; condemn child labor, human trafficking and slavery; and offer a healthy, inclusive and safe environment

## Triple career ladder



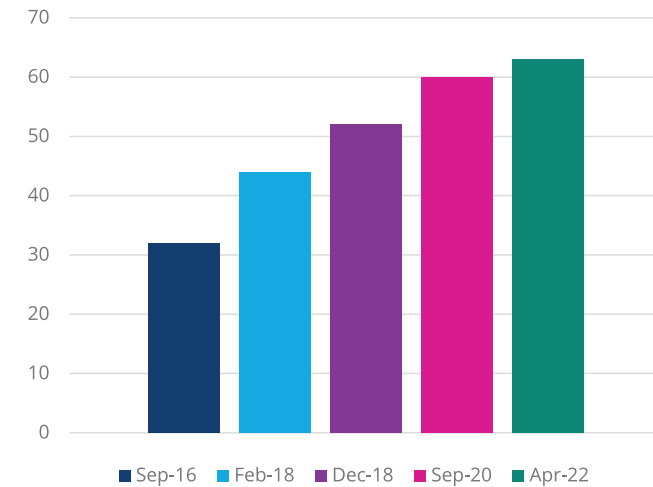
# How Do We Track Performance?

We report our Environment Social Governance results (including GHG reporting) to EcoVadis.

As of 2022, all relevant information, uploaded to the EcoVadis portal, will be made public.

The feedback from EcoVadis will be used to target obtaining the Gold award for the coming year(s).

## EcoVadis assessment results 2016-2022



# Disclaimer

This report contains forward-looking statements based on assumptions and forecasts made by Ampleon management and third parties. Statements that are not historical facts, including statements about our beliefs and expectations, are forward-looking statements. These statements are based on current plans, estimates and projections, and you should not place too much reliance on them. These forward-looking statements speak only as of the date they are made, and we undertake no obligation to update any of them in light of new information or future events. These forward-looking statements involve inherent risks and are subject to a number of uncertainties, including trends in demand and prices for semiconductors generally and for our products in particular, the success of our development efforts, both alone and with our partners, the success of our efforts to introduce new production processes at our facilities and the actions of our competitors, the availability of funds for planned expansion efforts and the outcome of antitrust investigations and litigation matters, as well as other factors. We caution you that these and a number of other known and unknown risks, uncertainties and other factors could cause actual future results, or outcomes to differ materially from those expressed in any forward-looking statement.

# AMPLEON

Amplify a sustainable future

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