

AMPLEON

**Sustainability  
Report 2022**



# Ampleon at a Glance

## Our Company

- Worldwide presence (HQ in Nijmegen, Netherlands)
- 1,500 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

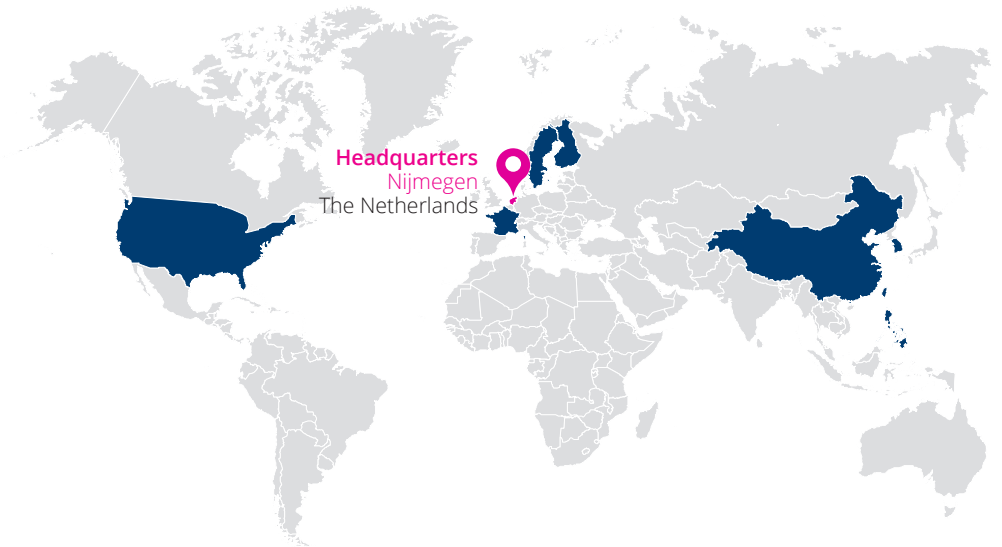


## 2022

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

# The Global Team

- 1500 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

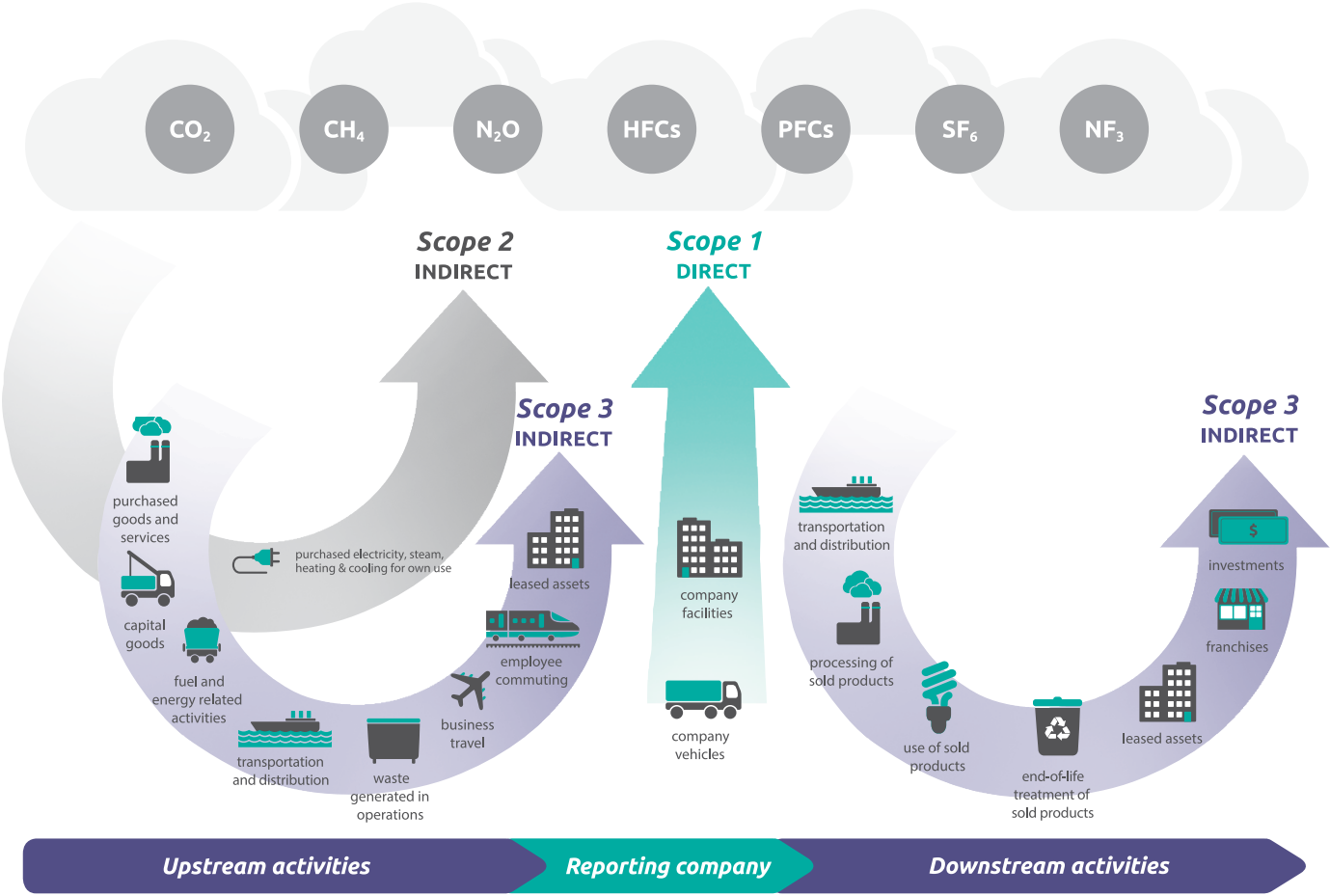
## Superior

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
- Our Code of Conduct is aligned with the Responsible Business Alliance (RBA) Code of Conduct



# 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

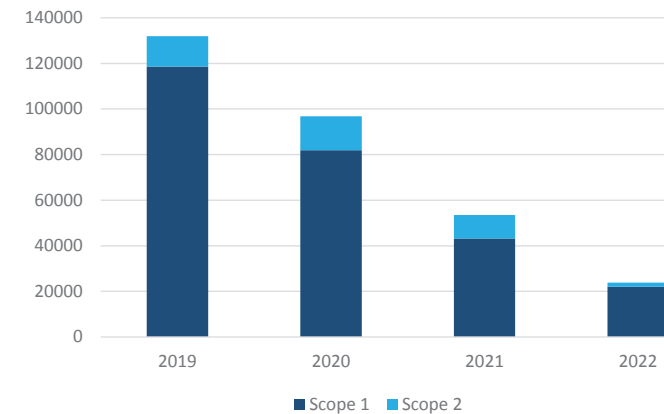
- SCOPE 1: 49 % reduction, mainly due to reduced use of FC-40 chemicals
- SCOPE 2: CO<sub>2</sub> emissions reduced by 83 %, achieved by switching to 100 % renewable energy in the manufacturing site in the Philippines. Energy consumption increased by 13 % due to higher volume in the factory
- Note: about 99 % of GHG emissions in Scope 1 and 2 for 2022 are derived from in-house manufacturing

### Ambition statement

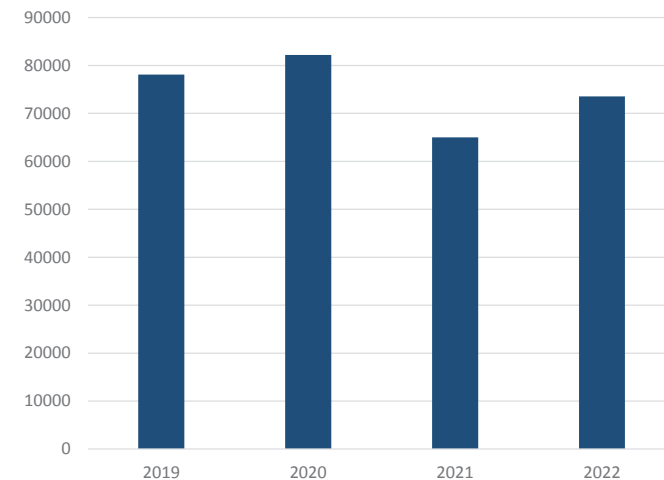
We will further focus on lowering the CO<sub>2</sub> emission of our sites by decreasing the use of energy in combination with switching to 100 % renewable energy supply.

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

The GHG initiatives of our manufacturing site in the Philippines have been successful with regards to adapting a green building and promoting an environmentally 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

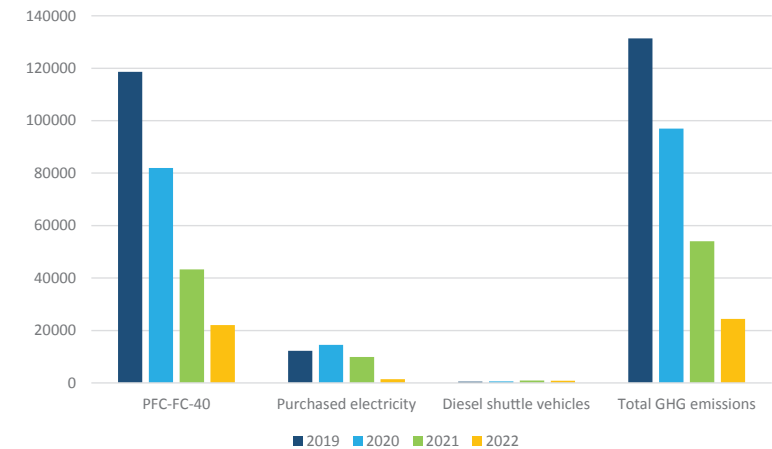
#### Chemicals

- Reduced Bubble Leak Test (BLT) chemical FC-40 in 2022 by 49 % compared to 2021, resulting in a CO<sub>2</sub> equivalent reduction of 21,155 tons compared to 2021
- Inventory of refrigerants to establish baseline – no accounted releases between 2019 to 2022

### GHG reduction target by 2030

- 50 % reduction from 2019 to 2030

### GHG emissions 2019 - 2022



# In-House Manufacturing

## Waste Reduction

Waste management in Ampleon's manufacturing site in the Philippines 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
- Further improvements achieved through improving the segregation at in-house material recovery facility through the FIT Project

#### 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 waste going to landfill

#### HIRAC – EIOA

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

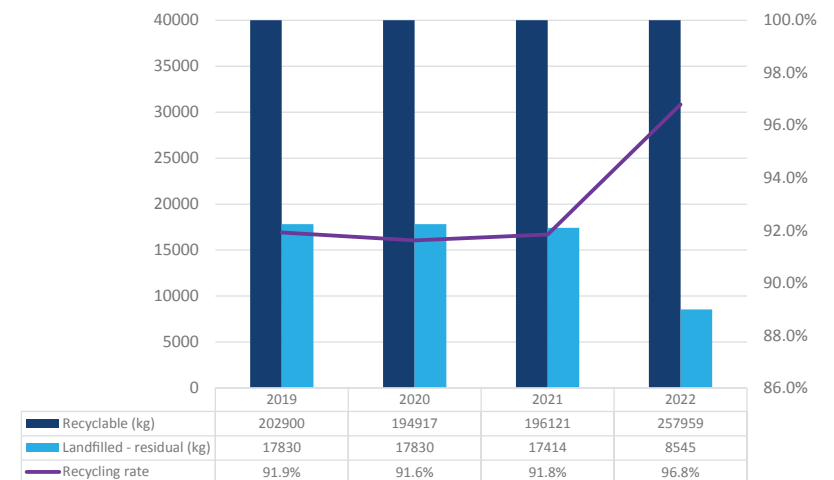
#### E-waste handling

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

### Waste reduction target 2021 vs 2022

- Recyclable rate to 95 %
- Remaining waste going to landfill

### Waste recycling rate 2019 - 2022



# 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 manufacturing site in the Philippines 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 Management and Conservation Programs

- Technologies or practices to recycle water
  - Cooling tower blowdown (reject water) discharge used for flushing toilets
- Adoption of cooling systems with reduced or recycled water consumption
  - Provision of water treatment (water softener, anti-corrosion, biocide) before feed as cooling tower make-up
- On-site or offsite wastewater treatment facilities
  - Onsite: neutralization only
  - Offsite: connected to LISP Industrial Park centralized biological treatment
- Wastewater Quality Assessment
  - Monthly conventional analysis of BOD, COD, oil and grease
- Other actions to manage water efficiency or wastewater discharge
  - Leak tracing and repair of water lines
  - Sensor type faucets
  - Installation of internal sub-meters and variable frequency drive domestic pumps

### Potential Water Savings

In-house manufacturing domestic water consumption is based on production volume allocation by local supplier. As of 2023, this will be based on metered consumption.

Initiatives	Potential savings
Recovery of Cooling Tower Blowdown	4,000 CUM / month
Leak tracing and repair of water lines	13,212 CUM / month
Provision of water treatment for Cooling Tower Operation	4,000 - 5,000 CUM / month

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

- 5 % reduction YoY

# Banned and Restricted Substances

## Banned and restricted substances policy

To protect our customers, employees, and the environment from the 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, we are searching for alternatives to be used as quickly as possible.

Ampleon's policy “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>Continued compliance with COVID-19 protocols under safety seal from DOLE Vaccination programs (flu, COVID-19)</li> <li>Bi-annual evacuation, fire, earthquake, chemical and medical drill</li> <li>Identifying unsafe conditions during GEMBA walk</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>Blood donation program</li> <li>Adopt a student scholarship project</li> <li>Adopt a school / Brigada Eskwela</li> <li>Climate change lecture to grade school and teaching how to use Firex</li> <li>Gift-giving to different foundations, such as schools for less fortunate kids</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> </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>GHG awareness during EHS week</li> <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>Green electricity</li> <li>Carbon reduction plan focused on lower energy consumption of climate control system</li> </ul>	<ul style="list-style-type: none"> <li>Carbon-free electricity (at 92~97 %)</li> <li>Energy saving plan launched late 2022. First results visible (&gt; 30 % energy reduction)</li> <li>Specific training on global warming mechanism offered for volunteers</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 Fun Runs</li> <li>Mangrove and fruit-bearing tree planting and coastal clean-up</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>Stopped use of paper cups</li> <li>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 in place end 2022</li> </ul>	<ul style="list-style-type: none"> <li>Waste sorting in office</li> </ul>

# Recognition

## Community Initiatives



### **“Recognition from Department of Education”**

Ampleon Philippines Inc. ranks second in the Department of Education’s Recognition and is among the top 20 stakeholders supporting the education of children in Cabuyao.

# 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)

## Code of Conduct

We require our employees and all our business partners, to comply with [Ampleon's Code of Conduct](#).

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. Furthermore, we expect from 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 2022, these emissions were around 82 % 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.

Read more about how Ampleon will support the Paris climate agreement on [www.ampleon.com/sustainability/greenhouse-gases.html](http://www.ampleon.com/sustainability/greenhouse-gases.html)

During 2022, 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 had been 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.

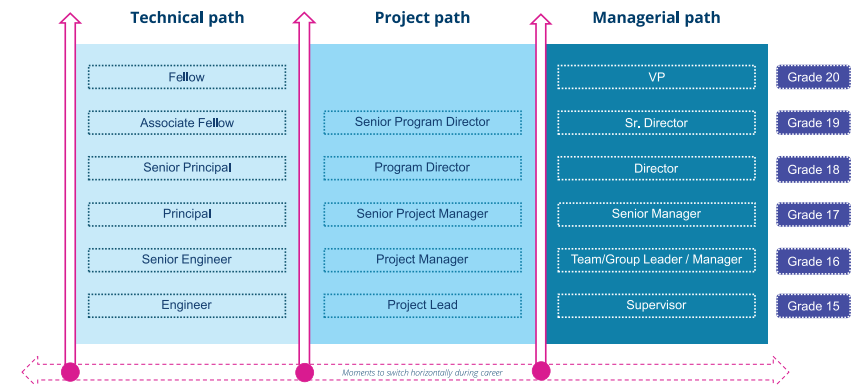
The health and wellbeing of our employees - besides our GPtW roadmap - is of key importance and translated into numerous social and sports activities and supported by the opportunity to work in a hybrid mode.

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 our 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



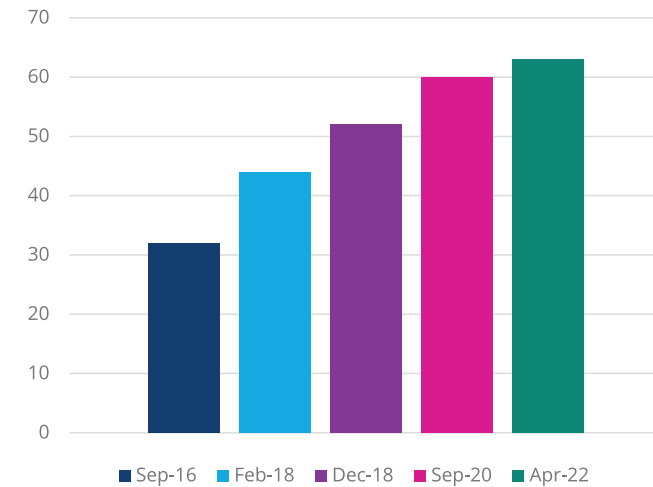
# How Do We Track Performance?

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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[www.ampleon.com](http://www.ampleon.com)

Date of release: September 12, 2023  
Document identifier: AMP3-0922  
Printed in the Netherlands