

AMPLEON

# Sustainability Report 2023



# 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 nearly 60 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 highlights



## 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 highlights



## 2018

Key player in the **5G** roll out in Mobile Broadband business



## 2019

**Top supplier awards** from customers



## 2020

Release and ramp-up of **GaN** in Mobile Broadband business



## 2021

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

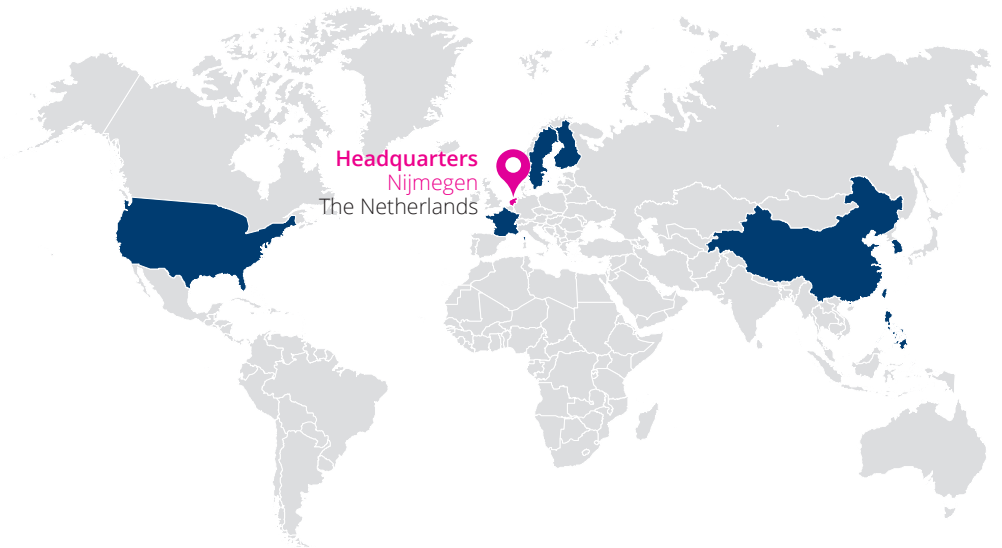


## 2022

Factory in the Philippines on 100 % renewable electricity

# 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 employees



**57 %**  
Male employees



# Our value proposition



## One-stop partner

for RF power solutions

## Flexibility

in scaling design and production for any volume

## Global

footprint addressing Wireless Infrastructure as well as MultiMarket domains

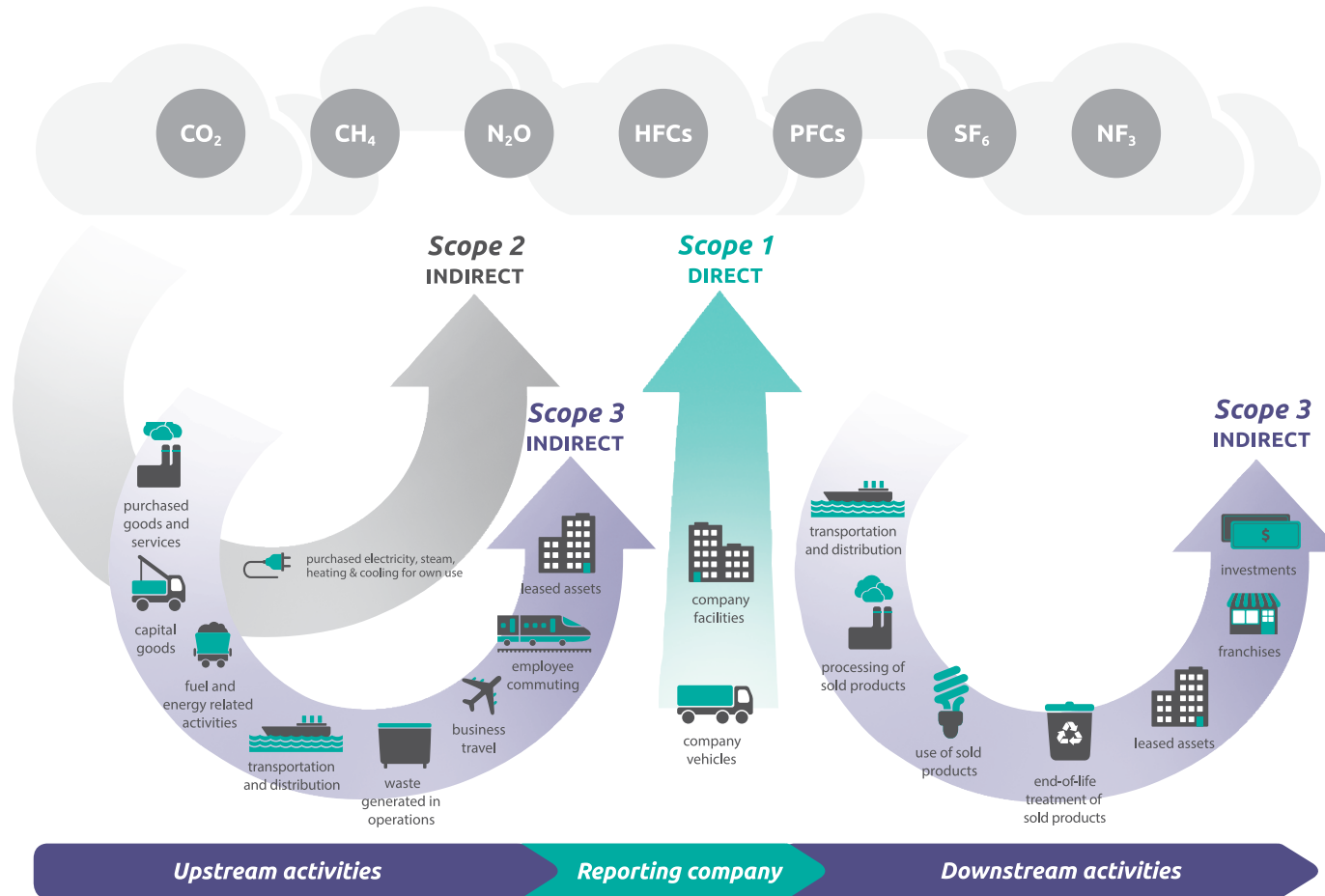
## Proven

reliability, secure supply and excellent product consistency, enabling the highest manufacturing yields for our customer

## High

quality Ampleon-owned LDMOS nodes and supply; access to GaN foundries and technology partners

# 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: 2023 compared to 2022

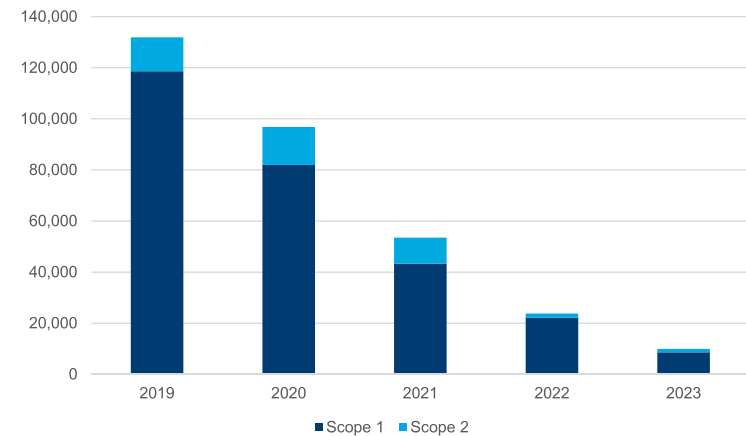
- SCOPE 1: 61% emission reduction, mainly due to further reduction of use of FC-40 chemicals
- SCOPE 2: 23% emission reduction, mainly due to lower energy consumption
- Note: about 98% of GHG emissions in Scope 1 and 2 for 2022 are derived from in-house manufacturing

### Ambition statement

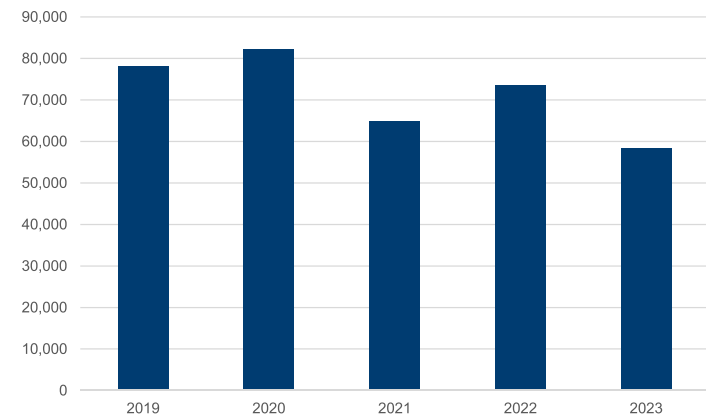
We will further focus on lowering the CO<sub>2</sub> emission of our sites by decreasing the use of energy in combination with the use of 100% renewable energy supply.

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

- Implementation of energy conservation in production and facilities
  - Turning-off utility supply in case of company shutdowns
  - Turn-off production machines not in use
- 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
  - Renew contract with green energy supplier
- 100 % replacement of conventional light bulbs to LED lights
- Installed 302 solar panels of up to 99 kW capacity for lighting fixture

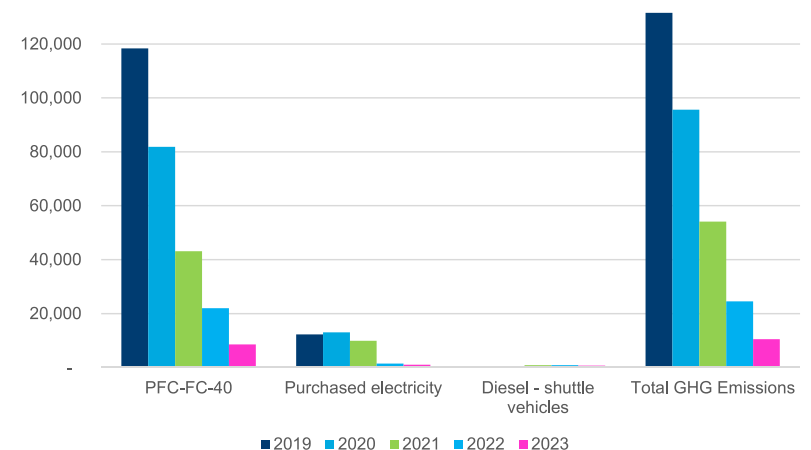
#### Chemicals

- Reduced Bubble Leak Test (BLT) chemical in 2023 by 61 % compared to 2022, resulting in a CO<sub>2</sub> equivalent reduction of 13,346 tons compared to 2022
- Inventory of refrigerants to establish baseline – no accounted releases between 2019 to 2023

### GHG reduction target by 2030

- Target GHG reduction: 50 % from 2019 to 2030
- Actual reduction from 2019 to 2023: 92 % reduction

### GHG emissions 2019 - 2023



# 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 (including precious metal) recovery from scrap
- Achieved 97 % waste recycling in 2022 and 2023 from 92 % waste recycling from 2021

#### 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

- Campaign on non-use of single-use plastic, like bottled water in the AMP canteen
- Promoting use of recyclable food containers in canteen

#### Compliance to all legal requirements

- Disposal of wastes to qualified treater / recycler to ensure reduction of waste going to landfill
- Qualified treater / recycler implement recovery of scrap at their site prior landfill
- Diversion of residual wastes from land fill as fuel at treater / recycler's plant

#### HIRAC – EIOA

- Annual review of hazards, environmental aspect / impacts with identification of wastes reduction and resources reduction

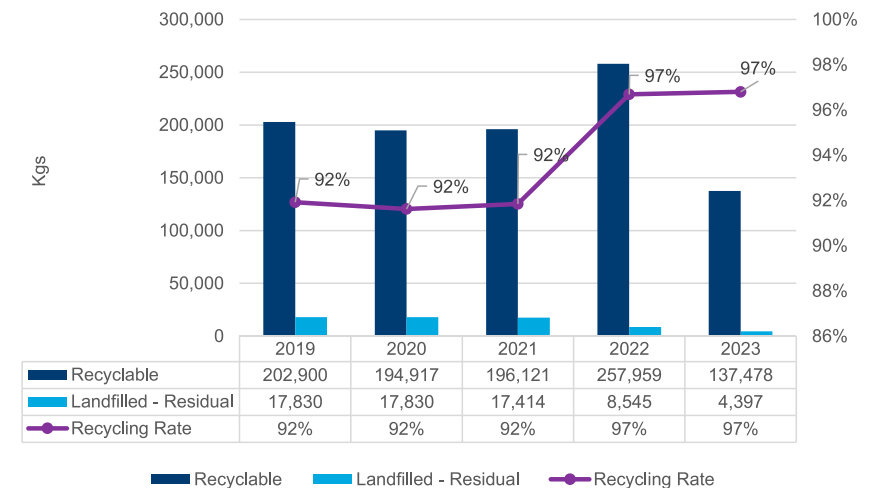
### E-waste handling

- Provision of centralized collection bin for electronic wastes coming from offices for recycling at treater / recycler's site

### Waste reduction target 2021 vs 2023

- Sustained recyclable rate to at 97 % in 2023
- Minimized waste generation

### Waste recycling rate 2019 - 2023





# 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 significant 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

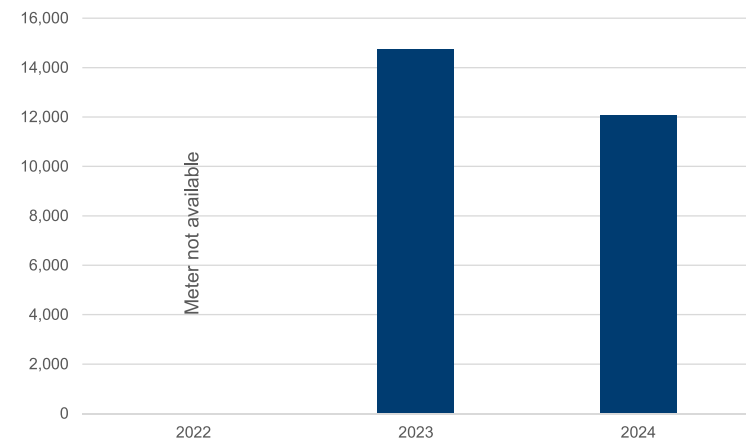
### Water reduction target 2022 vs 2023 (normalized consumption)

- 5 % reduction year over year

### Potential water savings

- In-house manufacturing domestic water consumption is based on production volume allocation by local supplier
- Started monitoring of water consumption in 2023 based on the own installed water meter

### Average monthly water consumption in m<sup>3</sup>



# 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 highest standards in the industry.

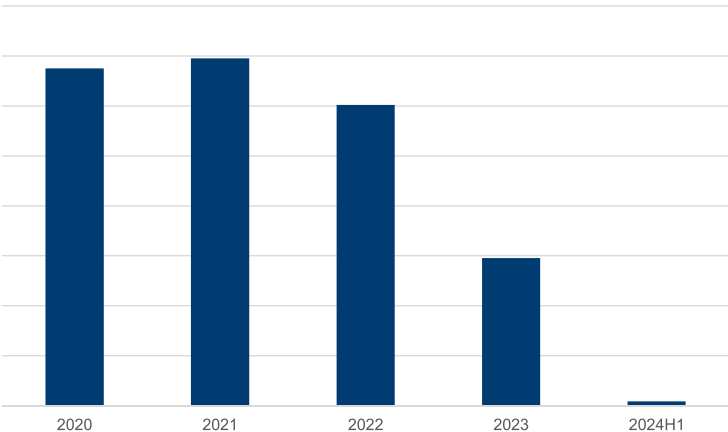
We carefully monitor our use of substances categorized as restricted, hazardous, or relevant, and have committed, as part of our near-term sustainability program, to achieve a 100 % reduction of all restricted and hazardous substances which are not critical use. We track our usage of chemicals in our 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.

All Ampleon products produced as of March 2024 are lead free.

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)

## Consumed lead in products (meters lead solder wire)



# 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</li> <li>Vaccination programs (flu, COVID-19)</li> <li>Bi-annual evacuation, fire, earthquake, chemical and medical drill</li> <li>Identifying unsafe conditions through HIRAC (Hazard Identification, Risk Assessment, and Control) measures and GEMBA walk</li> <li>Behavioral Safety Training</li> <li>Environment, Health &amp; Safety Awareness through bulletin, news TV &amp; AMP facebook</li> <li>Ergonomics exercise (every 10 AM &amp; 2 PM for regular shift &amp; 1x per shift for shifting employees)</li> </ul>	<ul style="list-style-type: none"> <li>Annual fire drill and fire knowledge training</li> <li>Keep the hygiene management after Covid-19 for the prevention of Covid and other infectious disease and workplace control</li> <li>First aid kit management</li> </ul>	<ul style="list-style-type: none"> <li>BHV organization incl. drills</li> <li>Ergonomics team</li> <li>Company doctor and work ability specialist</li> <li>Code of conduct and Speak Up Policy campaign</li> </ul>	<ul style="list-style-type: none"> <li>Fire drills every 2 years</li> <li>First-aid training course every 2 years</li> <li>Annual exercise for evacuation</li> <li>Unique document for risk management: annual mandatory update on track</li> <li>Ergonomic day (self-awareness and actions) with company doctor in March 2023</li> </ul>	<ul style="list-style-type: none"> <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 fire extinguisher</li> <li>Gift-giving to different foundations, such as schools for less fortunate kids</li> <li>"No to Single Use of Plastic" drive</li> </ul>	<ul style="list-style-type: none"> <li>Annual blood donation</li> <li>Financial contribution to disabled community (mandatory by law)</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>Participating in community initiative to improve gender equality in the workplace</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> <li>Welcome to kids weeks internship ("1 week in company" program)</li> </ul>	
<b>GHG reduction</b>	<ul style="list-style-type: none"> <li>GHG awareness/training</li> <li>Earth hour</li> <li>FC-40 elimination/reduction</li> <li>Green energy source</li> <li>Solar panels</li> <li>LED lighting conversion</li> <li>95 % waste recovery</li> <li>Paperless transactions</li> <li>Energy conservation programs</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> <li>Avoid color printing as much as possible</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: &gt;30 % energy reduction in 2023</li> <li>3 Specific training on global warming mechanism offered for 17 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>Use of sustainable low CO<sub>2</sub> impact coffee mugs</li> <li>Separate waste collection</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 / Corporate Social Responsibility

## Community initiatives



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

Ampleon Philippines Inc. ranks as top 4 in the Department of Education’s Recognition and is among the top 20 stakeholders supporting the education of children in Cabuyao.



### **“Recognition: 2023 Excellence in Ecology and Economy (E3) Awards for Large Enterprise**

Ampleon Philippines Inc. was recognized to excel for its greenhouse gas emission reduction initiatives and for actively engaging stakeholders in the implementation of its programs, contributing immensely to its business and environmental sustainability.



### **“Recognition: Red Cross: 2023 National Award Scroll of Honors, Local Awards and Individual Awards**

Ampleon Philippines Inc. was awarded by Philippine Red Cross for the valuable partnership in blood donation:

For Individual Awards:

Gold Award: Norman Nuque for donating more than 50 bags of blood over the years

Galloner Award: 25 employees for donating more than 8 bags of blood over the years



### **“Recognition: Awarded as the National Outstanding LMC for Industrial Peace for three years: 2019, 2021 & 2023**



### **Participating in Gender Equality Initiative “Role It Out”**

Ampleon Netherlands B.V. is actively supporting gender equality in the workplace by participating in the community initiative “Role It Out”. This program is created to inspire more women of all ages to choose a career in tech, by training and educating female employees in our sector to become role models.

Ampleon currently has 4 employees actively involved in this community initiative.

# Responsible sourcing

## Supplier management

### Conflict Minerals

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

### Greenhouse gas reduction in the supply chain

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 2023, Ampleon reduced these emissions by 90 % lower compared to 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 and 2023, 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)

One of our strategic pillars is to become a High-Performance Organization (HPO). To achieve this, a lot is determined by how we behave which also directly implies the importance of leadership which should result in high employee engagement. Becoming a Great Place to Work is a key driver behind our daily actions. The GPtW ambition is based on the following pillars and is measured each year. The results are translated into global, regional as well as team improvement actions:

- Excellent communication (and labor relations)
- Great leaders
- Personal and professional growth opportunities
- Great recognition and good atmosphere
- Pride

Personal growth is encouraged by coaching, 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 is of key importance and translated into numerous team, social and sports activities and supported by the opportunity to work in a hybrid mode across all regions.

Within Ampleon we strive for strong collaboration by which we try to build deeper connections and an environment in which people feel understood and autonomous. A healthy workplace also means an environment in which we accept each other for who we are. We recognize and embrace our differences, so we can create and sustain a respectful, inclusive work environment and be sensitive to the mindsets of our customers.

This environment fuels innovation, optimizes individual and team productivity and drives our continued success.

We consider that every employee with a 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

## High Performance Organization (HPO)

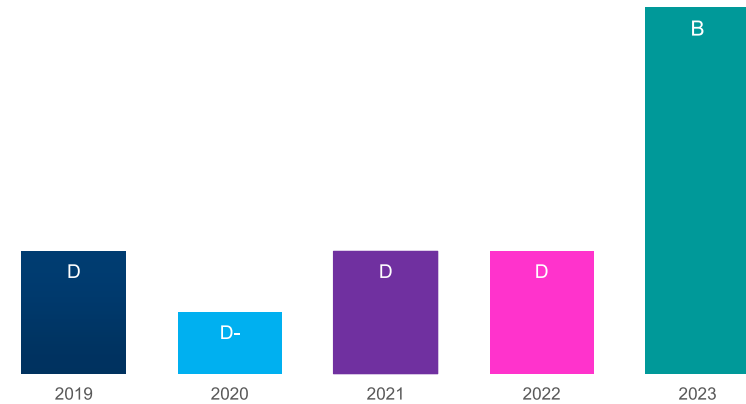


# How do we track performance?

We report our Environment Social Governance results (including GHG reporting) to CDP. In 2023, Ampleon's score significantly improved.

The feedback from CDP will be used to further improve our contribution to a sustainable future.

## CDP assessment results - Climate Change



# 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.



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