



## Report Disclosure: GRI Standards

GRI Standard Title/Topic	Disclosure Number	Disclosure Title	Chapter/Sub-chapter	Disclosure
<b>Organization profile</b>	102-1	Name of the organization	About the Company	Disclosed
	102-2	Activities, brands, products, and services	Where Analog and Value Meet, Approaching Sustainable Future	Disclosed
	102-3	Location of headquarters	Headquarters and Facilities Locations	Disclosed
	102-4	Location of operations	Headquarters and Facilities Locations	Disclosed
	102-5	Ownership and legal form	Disclosed in the company's 20-K Form	Disclosed
	102-6	Markets served	The Semiconductor Industry & Technology Offering	Disclosed
	102-7	Scale of the organization	Where Analog and Value Meet, Employees & Work Environment	Partially disclosed
	102-8	Information on employees and other workers	Employees & Work Environment	Disclosed
	102-9	Supply chain	Responsible and Ethical Business	Disclosed
	102-10	Significant changes to the organization and its supply chain	(none (1st report	Disclosed
	102-11	Precautionary Principle or approach	Responsible and Ethical Business	Disclosed
	102-12	External initiatives	Environmental Responsibility, Employees & Work Environment	Disclosed
	102-13	Membership of associations	Responsible and Ethical Business	Disclosed
<b>Strategy</b>	102-14	Statement from senior decision-maker	The CEO Message	Disclosed
<b>Ethics and integrity</b>	102-16	Values, principles, standards, and norms of behavior	Where Analog and Value Meet	Disclosed
<b>Governance</b>	102-18	Governance structure	Responsible and Ethical Business	Disclosed
	102-40	List of stakeholder groups	Responsible and Ethical Business, About this Report	Disclosed
	102-41	Collective bargaining agreements	Developing and Engaging Our Employees	Disclosed
<b>Stakeholder engagement</b>	102-42	Identifying and selecting stakeholders	Ethical Business Practices	Partially disclosed
	102-43	Approach to stakeholder engagement	Employees & Work Environment, Health and Safety	Partially disclosed
	102-44	Key topics and concerns raised	Sensitive information	Not disclosed
	102-45	Entities included in the consolidated financial statements	Disclosed in the company's 20-K Form	Disclosed
	102-46	Defining report content and topic boundaries	About this Report	Disclosed
	102-47	List of material topics	GRI and SASB tables	Disclosed
	102-48	Restatements of information	(None (1st report	Disclosed

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<b>Reporting practice</b>	102-49	Changes in reporting	(None (1st report	Disclosed
	102-50	Reporting period	About this Report	Disclosed
	102-51	Date of most recent report	(None (1st report	Disclosed
	102-52	Reporting cycle	About this Report	Disclosed
	102-53	Contact point for questions regarding the report	About this Report	Disclosed
	102-54	Claims of reporting in accordance with the GRI Standards	About this Report	Disclosed
	102-55	GRI content index	Annexes	Disclosed
	102-56	External assurance	None	Disclosed
<b>Management Approach (required for each material aspect)</b>	103-1	Explanation of the material topic and its Boundary	Where Analog and Value Meet, Responsible and Ethical Business Approaching Sustainable Future, Environmental Responsibility, Health and Safety, Employees & Communities	Disclosed
	103-2	The management approach and its components		
	103-3	Evaluation of the management approach		
<b>Economic performance</b>	201-2	Financial implications and other risks and opportunities due to climate change	Where Analog and Value Meet	Disclosed
	203-2	Significant indirect economic impacts	Industry Overview, Approaching Sustainable Future, Bringing Value for Our Communities	Disclosed
<b>Anti-competitive Behavior</b>	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Responsible and Ethical Business	Disclosed
<b>Energy</b>	302-1	Energy consumption within the organization	Environmental Responsibility	Disclosed
	302-2	Energy consumption outside of the organization	Environmental Responsibility	Disclosed
	302-4	Reduction of energy consumption	Environmental Responsibility	Disclosed
	302-5	Reductions in energy requirements of products and services	Approaching Sustainable Future	Disclosed
<b>Water</b>	303-1	Water withdrawal by source	Environmental Responsibility	Disclosed
	303-3	Water recycled and reused	Environmental Responsibility	Disclosed
<b>Emissions</b>	305-1	Direct (Scope 1) GHG emissions	Environmental Responsibility	Disclosed
	305-2	Energy indirect (Scope 2) GHG emissions	Environmental Responsibility	Disclosed
	305-5	Reduction of GHG emissions	Environmental Responsibility	Disclosed
	305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	Environmental Responsibility	Partially disclosed

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<b>Effluents and Waste</b>	306-1	Water discharge by quality and destination	Environmental Responsibility	Disclosed
	306-2	Waste by type and disposal method	Environmental Responsibility	Partially disclosed
	306-3	Significant spills	Environmental Responsibility	Disclosed
	306-4	Transport of hazardous waste	Environmental Responsibility	Partially disclosed
<b>Environmental Compliance</b>	307-1	Non-compliance with environmental laws and regulations	Environmental Responsibility	Disclosed
<b>Supplier Environmental Assessment</b>	308-1	New suppliers that were screened using environmental criteria	Responsible supply chain	Partially disclosed
<b>Employment</b>	401-1	New employee hires and employee turnover	Developing and Engaging Our Employees	Partially disclosed
<b>Occupational Health and Safety</b>	403-1	Workers representation in formal joint management-worker health and safety committees	Employees & Work Environment, Health and Safety	Disclosed
	403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	Health and Safety	Partially disclosed
	403-4	Health and safety topics covered in formal agreements with trade unions	Employees & Work Environment	Disclosed
<b>Training and Education</b>	404-1	Average hours of training per year per employee	Developing and Engaging Our Employees	Partially disclosed
	404-2	Programs for upgrading employee skills and transition assistance programs	Employees & Work Environment	Disclosed
	404-3	Percentage of employees receiving regular performance and career development reviews	Developing and Engaging Our Employees	Disclosed
<b>Diversity and Equal Opportunity</b>	405-1	Diversity of governance bodies and employees	Employees & Work Environment	Disclosed
	405-2	Ratio of basic salary and remuneration of women to men	Employees & Work Environment	Partially disclosed
<b>Human Rights Assessment</b>	412-2	Employee training on human rights policies or procedures	Responsible and Ethical Business	Disclosed
<b>Local Communities</b>	413-1	Operations with local community engagement, impact assessments, and development programs	Bringing Value for Our Communities	Disclosed
<b>Customer Health and Safety</b>	416-1	Assessment of the health and safety impacts of product and service categories	Approaching Sustainable Future	Disclosed