SKYWORKS®

Sustainability Report 2023

Enabling Environmental and Social Responsibility

skyworksinc.com

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Our Commitment to Sustainability

Letter from the CEO

As Skyworks continues to design and manufacture increasingly complex and higher performing connectivity solutions to support our customer engagements throughout the world, we remain steadfast in our commitment to environmental stewardship, social responsibility and corporate governance.

We are proud that our technologies play an important role in being able to advance sustainability across various industries by enabling networks of intelligent and interconnected systems designed to optimize energy consumption. Additionally, we are pleased to provide insight into the actions we are taking within our own organization as we continue our sustainability journey.

Some key initiatives and achievements in 2023 included:

- Renewable Energy Sourcing: We increased our procurement of renewable energy by 279% from the previous year.
- Greenhouse Gas Emissions Reduction: We reduced our Scope 1 and 2 CO2e emissions by 36,086 metric tons year over year, making strong progress toward achieving our long-term emissions reduction target.
- Water Recycling: At our Mexicali facility, we broke ground on the construction of a wastewater treatment plant that will enable us to recycle city wastewater for use in our production processes.
- Supply Chain Sustainability: We expanded our supplier review and scoring process to include sustainability considerations.
- Responsible Minerals Sourcing: We achieved our program target of a 100% audited and conformant 3TG supply chain.

Skyworks has been recognized by Newsweek as one of America's Most Responsible Companies and one of America's Greenest Companies for 2024. And our university relations program was selected as a winner of RippleMatch's 2023 Campus Forward Awards for our commitment to delivering impactful talent programs for early career individuals and retaining those employees amidst an ever-changing landscape.

These accolades, and our 2023 achievements, are a result of collaboration among Skyworks' deeply talented individuals.

Thank you for your continued support of Skyworks. We look forward to a future of working with our business partners to drive sustainable innovation.

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

Mexicali, Mexico
Back End Assembly and Test

Bedok, Singapore
SAW / BAW Filter WL-CSP Fab

Osaka, Japan
SAW / BAW Filter Fab

Our Company

Our Products Support Sustainability

Working alongside some of the world's most innovative and influential tech companies, Skyworks provides the backbone of the power management and wireless connectivity their products demand.

Over the past year, Skyworks' technologies have played a key role in enabling innovative smart grid applications and improving monitoring capabilities in factory automation solutions. These solutions allow utility companies to manage the smart grid efficiently. Skyworks' collaboration with partners such as Trilliant, Itron and Samsara enabled the utility companies to make better automated intelligent decisions across their networks, fostering increasingly higher levels of efficiency and better safety standards. Further, in emerging IoT, we delivered next-generation Smart Home solutions with Google's Nest Temperature Sensors.

In automotive, we delivered cutting-edge solutions for onboard chargers, battery management systems, in-vehicle infotainment systems, and cellular telematics connectivity across leading automotive OEMs that provided high-bandwidth, high-reliability cellular connections and power management solutions.

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

Brian Mirkin
Senior Vice President and General Manager, Mixed Signal Solutions

Kris Sennesael
Senior Vice President and Chief Financial Officer

Robert J. Terry
Senior Vice President, General Counsel and Secretary

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 from environmental (e.g., greenhouse gas emissions and water use and scarcity), social and governance (ESG) issues. In 2023, 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 and performance against those goals; renewable energy sourcing; human capital management; workforce diversity; board composition and refreshment; corporate governance policies; director commitments; ESG ratings and reporting frameworks; and ESG strategy, 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 a long-established enterprise-wide sustainability policy approved by our CEO and executive leadership team, and we have more recently established an executive forum to review our sustainability strategy to drive progress and improvement. Members of our Sustainability Council, a cross-functional team of employees from throughout the Skyworks organization, are responsible for implementing our sustainability initiatives, including the establishment and management of facility and organization-specific systems and improvement projects, and 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 and is reviewed quarterly with senior and executive leadership. This information is then reported to the NCGC or board of directors on a periodic basis.

With regard to climate change, our Sustainability Council leverages expertise from professionals across our organization 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 utilize ISO 14001:2015 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 progress toward our improvement objectives and take actions where those objectives are being missed.

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 2024 proxy statement, we regularly conduct outreach to our stockholders to understand their perspectives on governance and ESG-related issues matter. 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.

Furthermore, we actively engage in business reviews with our customers, many of whom are themselves leading voices on sustainability matters, covering topics including sustainability, and we take steps to respond to our customers' suggestions and requests.

During our engagement meetings in 2023, many institutional stockholders generally expressed approval of our progress in the area of ESG, our view of ESG as an ongoing journey, and the disclosures contained within and the format of our 2022 Sustainability Report.

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 .

Timeline of Sustainability Report Improvements

Enabling a Connected World Through Sustainable Business Practices

2023 Highlights

36,086 tons of CO2e averted through electricity and gas use efficiency improvements

49,850,000 gallons of water usage averted through process and infrastructure improvements

834,571 pounds of hazardous waste avoided through waste minimization and source reduction strageties

Worldwide Skyworks team
~9,850 employees

ISO 14001 certifications maintained across all manufacturing locations

12th 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 has a long-standing sustainability policy intended to set the direction of the organization and align our worldwide operations to a commitment to sustainable business practices. The policy is approved by the executive management team, is regularly reviewed for adequacy and effectiveness, and is available to our employees in local languages. Our policy is available to the public and establishes commitments across environmental, health and safety, labor, ethics, supply chain, and management system topics. The policy is controlled within our Sustainability Systems Manual where the framework is established to assign clear responsibilities and establish clear quantitative objectives and management review mechanisms. Refer to the Management Systems section of this document for more information.

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. 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

Skyworks strives to protect the environment through the minimization of adverse impacts arising from the activities, products and services of our business operations. Environmental management systems and supporting programs are established and maintained to support pollution prevention, resource conservation and waste minimization.

Our factory locations are each certified to the ISO14001:2015 standard and utilize a comprehensive risk-based approach for environmental impact assessment and improvement in the key impact categories of energy, water, hazardous waste, municipal waste and CO2e emissions. Improvement objectives with clear ownership are established, tracked and reported at regular management reviews, ensuring awareness and ongoing support throughout the organization to meet or exceed our objectives.

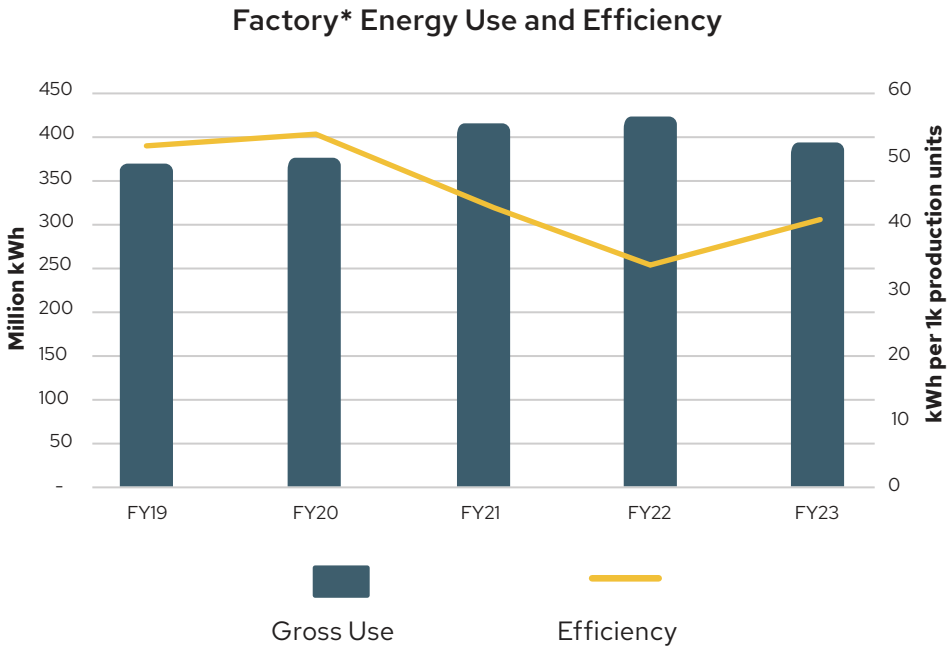
We analyze our performance data from absolute value and intensity perspectives to help us better identify opportunities for improvement. Those opportunities are then incorporated into our target setting process with the overall intent of demonstrating continuous improvement and minimization of adverse environmental impacts from our operations. 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. A copy of the Cameron-Cole verification report can be found on our website and linked here.

Environment

Energy Management

Skyworks measures energy consumption as the sum total of electricity usage and natural gas usage. In 2023, the total energy consumed at our factory* locations was 391,181 MWh (1,408,253 gigajoules), showing a gross energy use decrease of 7% from the previous year. The largest single site decrease occurred at our Mexicali facility by maximizing tool utilization and shutting down idled tools. We are continuing our focus on improvements through energy efficient infrastructure system improvements and manufacturing densification (minimizing the physical footprint of manufacturing operations and the associated resources needed to support it). These initiatives will position us to meet production demands while minimizing energy consumption into the future.



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

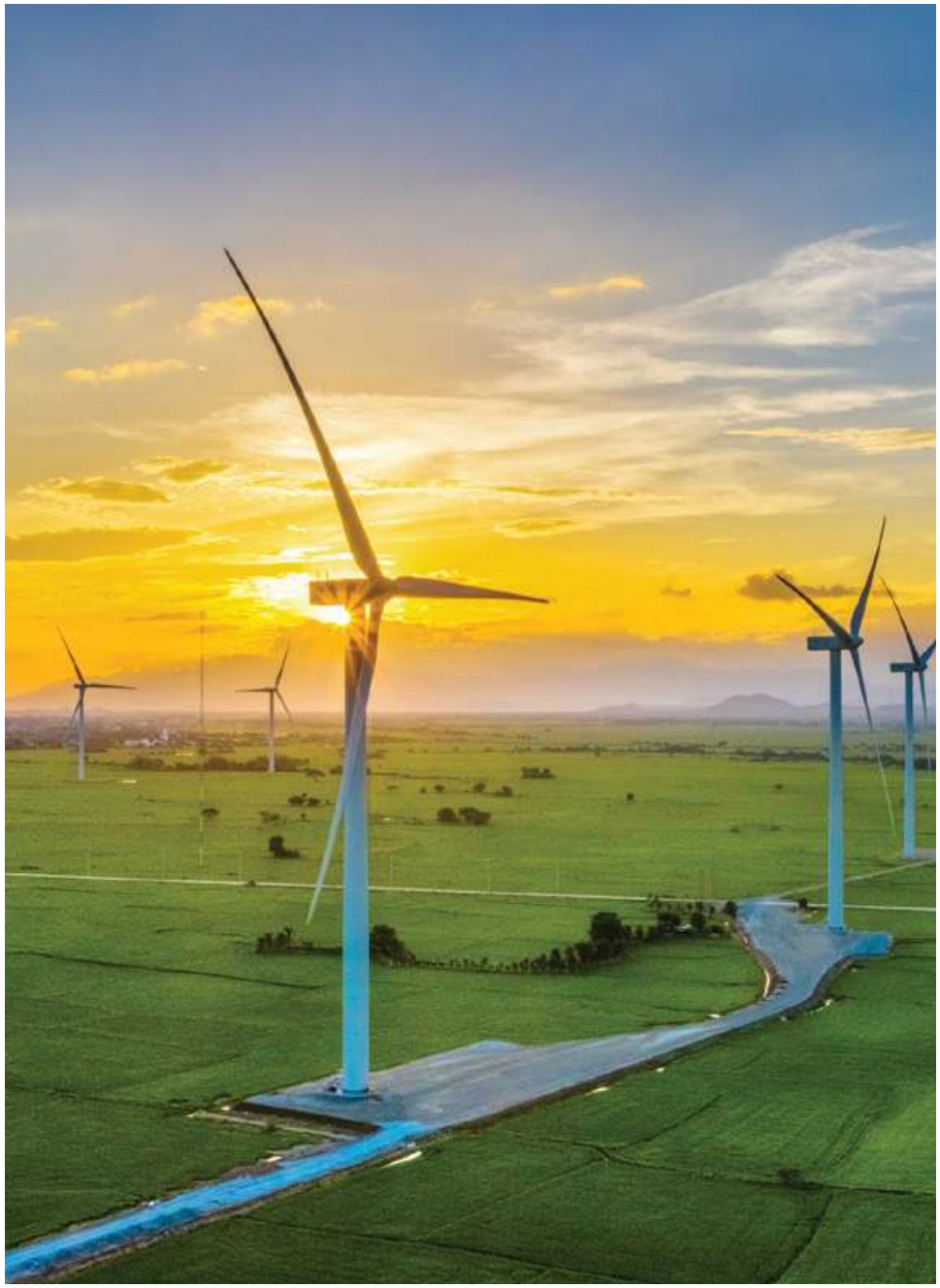
Environment

Renewable Energy

We have established a renewable energy sourcing task force, which is supported by our vice president of sourcing and includes members of our sourcing, facilities and operations teams. The task force executes our renewable energy sourcing plan for all of our factory locations, and includes assessing various renewable energy sourcing opportunities such as on-site and off-site renewable energy projects, power purchase agreements and renewable energy certificates (RECs).

Through the work of our task force, Skyworks expanded its renewable energy sourcing efforts by increasing our sourced renewable energy from 31,500 MWH in 2022, to 96,683 MWH in 2023, which is a year-over-year increase of 279%.

Going forward, we are seeking to further increase our sourcing of renewable energy as a key component of achieving our greenhouse gas emissions reduction target.



Environment

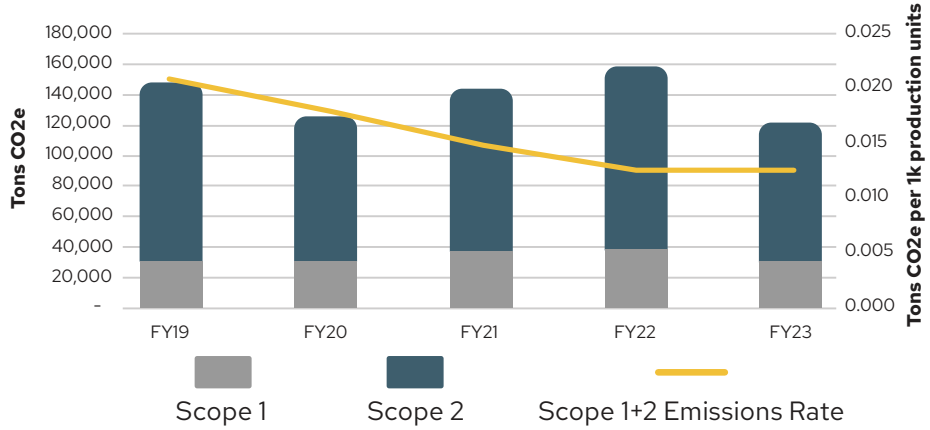
Greenhouse Gas Emissions Management

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 fluorinated greenhouse 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.

Ongoing strategies to reduce greenhouse gas emissions include source reduction and the substitution of Scope 1 emissions contributors, and energy efficiency improvements along with increased renewable energy sourcing to reduce Scope 2 emissions.

As a result of these strategies, in 2023 Skyworks achieved a year-over-year emissions reduction of 23%. Total gross CO2e emissions from Scopes 1 and 2 were 29,692 tons and 91,776 tons (using a market-based reporting Scope 2 location-based emissions** (calculated excluding emissions reductions from clean energy sourcing) was 138,005 tons of CO2e.

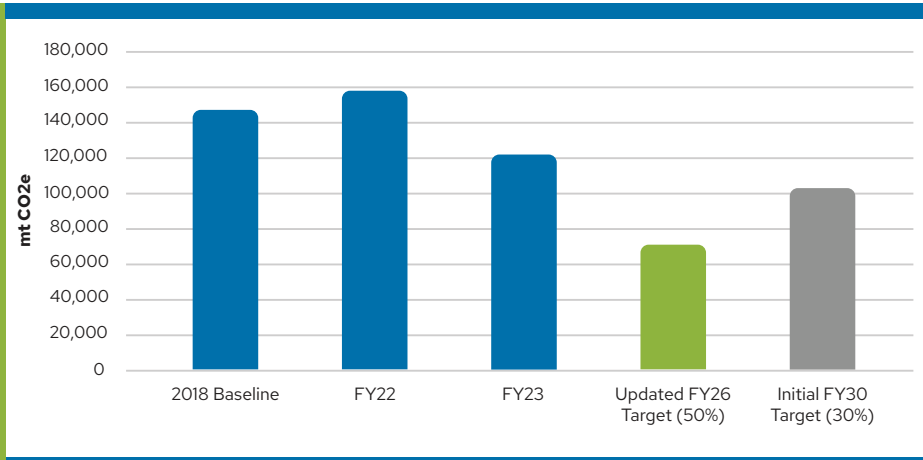
Factory Scope 1 and Scope 2 CO2e Emissions**



***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) = 138,005 tons CO2e.*

Scope3

Skyworks has performed an initial Scope 3 emissions inventory and will report its Scope 3 emissions for business travel (category 6 as defined by the Greenhouse Gas Protocol) through CDP this year. Also, Skyworks is taking steps to further evaluate and refine its Scope 3 emissions inventory and calculation methodologies.



CO2e Emissions Reduction Target

Skyworks remains committed to reducing CO2e emissions and pursuing renewable energy sourcing opportunities in the countries and regions in which we operate. In 2021 we publicly communicated our target of reducing absolute Scope 1 and 2 CO2e emissions from factory* operations by 30% by 2030 (from a baseline year of 2018). Striving for continuous improvement, we have strengthened our CO2e emissions reduction target to reduce Scope 1 and 2 CO2e emissions from factory operations by 50% by 2026 (from a baseline year of 2018).

Environment

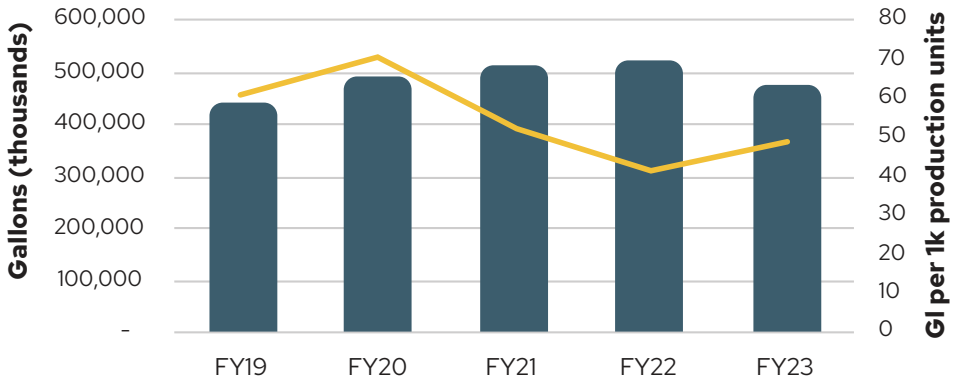
Water Management

As part of monitoring and mitigating our impact on freshwater resources, we strive to minimize our water withdrawals by implementing factory-level reduction measures and water recycling systems.

Across Skyworks' major manufacturing facilities in 2023, water withdrawals from municipal water utilities suppliers totaled 472,168,244 gallons (1,787,351 cubic meters). This represents a 10% reduction from 2022, which amounts to a water savings of 49,850,000 gallons. We're proud to share that an improved overall water recycling rate of 39% across all facilities helped achieve these water savings.

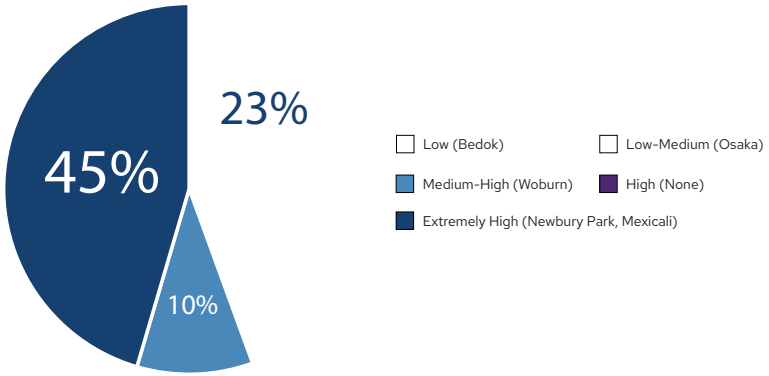
In further support of our water management efforts, we are pleased to announce that we broke ground on an ambitious new municipal wastewater treatment system at our Mexicali facility . The system is being developed in partnership with the local municipality to treat city generated wastewater and reuse it as a substitute for freshwater. The result will be a significant reduction in freshwater usage (i.e., water withdrawal) for our Mexicali facility in future years.

Factory Water Withdrawal and Use Efficiency

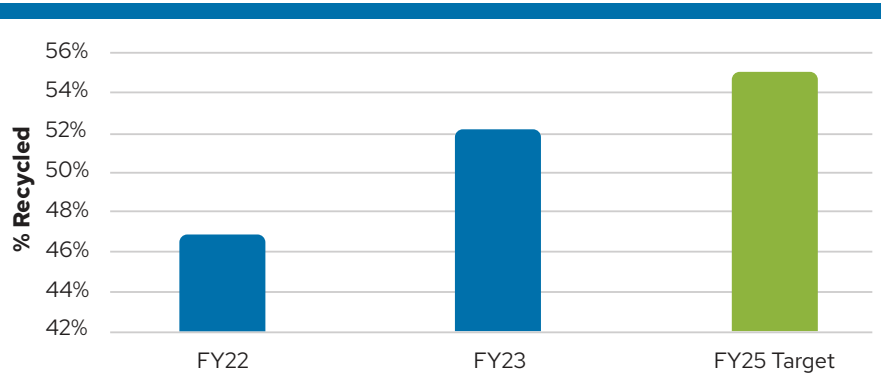


In terms of factory water use by stress level (WRI Water Risk Atlas Tool), our usage remained similar to previous years with approximately 45% of our factory water use occurring in the regions considered to have 'Extremely High' water stress.

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



That said, across all of Skyworks' factories overall water recycling in 2023 had improved to 39% (up from 35% in 2022). Moving forward, we will continue to focus on water recycling efforts at our factories located in High or Extremely High WRI water stress regions.



Water Target

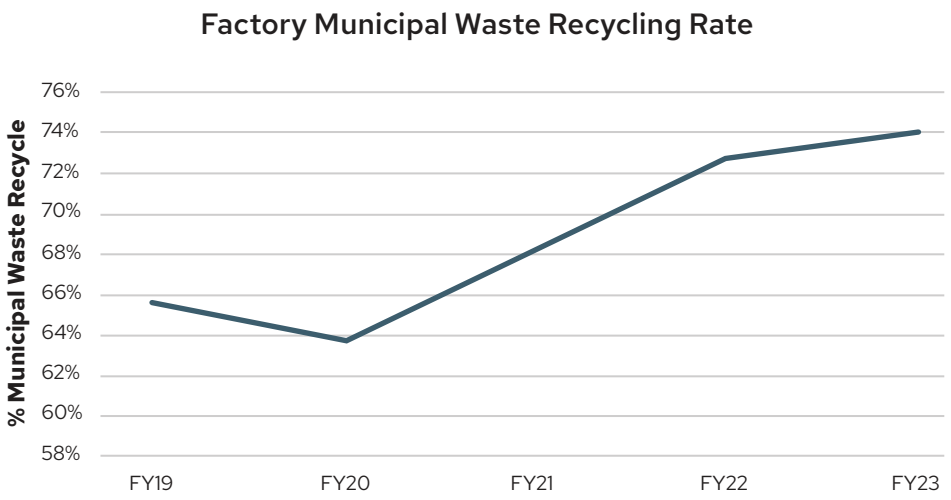
Focusing on the most water stressed regions, in 2022 we set a target to improve the aggregate water recycling rate at factories located in High and Extremely High WRI water stress regions from 46% in 2022 to 55% by 2025. As of the end of 2023, we improved the aggregate water recycling rate at such factories to 52% and are well on our way to achieving our 2025 target.

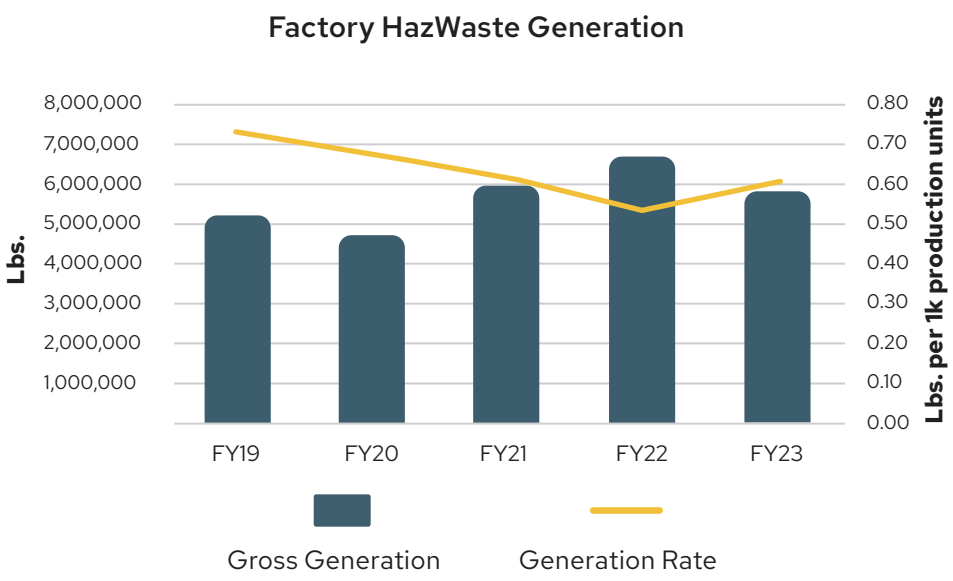
Environment

Waste Management

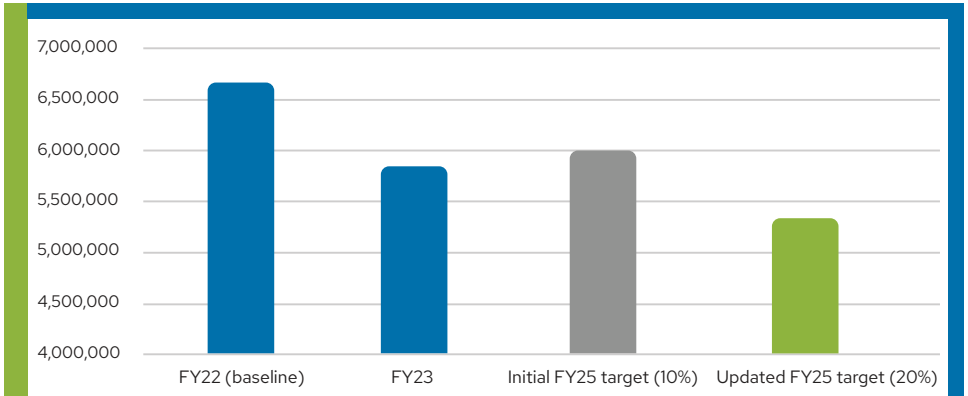
As a high-volume manufacturer, waste minimization is an important measure of our material use efficiency, as well as our waste management capabilities. Our sites deploy strategies to minimize hazardous waste through source reduction, chemical substitution and materials use efficiency, and minimize municipal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

In 2023, Skyworks generated 5,840,236 lbs of hazardous waste at our factories, achieving a decrease of 13% from 2022. Improvements made to waste management practices at our Bedok facility most significantly contributed to the reduction.





Our municipal waste recycling rate also improved from 73% overall in 2022, to 74% in 2023, reducing waste going to landfill.



Waste Target

In 2022, we set a target to decrease hazardous waste generation at our factories by 10% by 2025 (from baseline year 2022). In 2023, we are pleased to report that we exceeded this target, ahead of schedule, with a hazardous waste reduction of 834,571 lbs, which is a 13% reduction from baseline year 2022. Striving for continuous improvement, we have strengthened our hazardous waste reduction target to decrease hazardous waste generation at our factories by 20% by 2025 (from baseline year 2022).

Cybersecurity

We are committed to maintaining a secure environment for all our information resources and assets that support 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 customers' 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.

At Skyworks, we use a risk-based approach to manage our cybersecurity program. We leverage risk assessments to focus our resources on the initiatives that drive business value and reduce our risk exposure. We apply this risk perspective in all cybersecurity decisions.

Skyworks structures its 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, Center for Internet Security (CIS) benchmarks and ISO 27001 standards.

Skyworks has a comprehensive Information Security Policy supported by detailed procedures, standards and guidelines based on industry best practices. We review these documents annually and update them as needed when there are changes in the business, regulatory or IT environments.

Skyworks cultivates a security-minded organization through biannual security awareness training, phishing simulations and cybersecurity communications. 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 tested on their security knowledge during each training session and through monthly phishing simulations. Additionally, users must acknowledge our Acceptable Use Policies during onboarding and annually thereafter.

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 head of information security 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 annually for effectiveness by independent third-party firms and internal auditors; customers and business partners also review and audit our program. We contract with an external 3rd party to conduct annual penetration tests to validate the efficacy of our network and security controls.

Over the past few years, we have incorporated cyber resilience into our program's fabric. Our goal is to prevent cyber-attacks, but we also understand the importance of maintaining a highly resilient and recoverable infrastructure. Our incident response plan includes playbooks for major types of cyber events and is updated based on results of tabletop exercises and lessons learned from publicized cyber events. 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 provides 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, customers can receive a full materials declaration identifying substances contained in a finished good, along with their concentrations and conformance status to IEC 62474.

For new product designs, Skyworks utilizes a "Design-for-Environment" (DfE) process to ensure hazardous materials restrictions are considered and that our products meet applicable regulatory and customer requirements. As materials restrictions continue to evolve, the DfE process of evaluating our designs before they go to production helps us maintain a fully compliant product portfolio now and into the future.

Supply Chain

	Identified Smelters/Refiners	% Conformant*
Tantalum	31	100%
Tin	61	100%
Gold	86	100%
Tungsten	32	100%
Total	**210**	**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 2023, we classified 57 suppliers as major suppliers, citing 14 materials suppliers, subcons or foundries, 19 on-site service vendors, and 24 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.

In 2023, 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, 15 supplier facilities were confirmed audited in 2023 or possessed a current Validated Audit Process (VAP) audit report. VAP is the RBA's standardized audit process, and VAP audit reports remain valid for two years.

New in 2023, Skyworks added an ESG scoring component to our existing supplier performance review process. This addition adds a performance score incentive based on suppliers meeting established ESG metrics, including sustainability risk assessments, audits and responsible minerals sourcing.

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.

4. Risk Assessment

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, 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

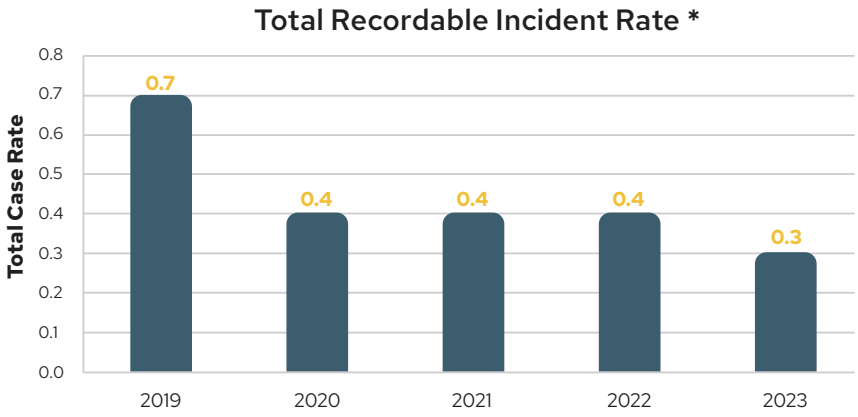
Skyworks is committed to promoting worker safety and wellness, and to providing safe working conditions throughout the company. Health and Safety programs are established and maintained to minimize the incidence of work-related injury and illness and to cultivate a safe and healthy work environment.

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.

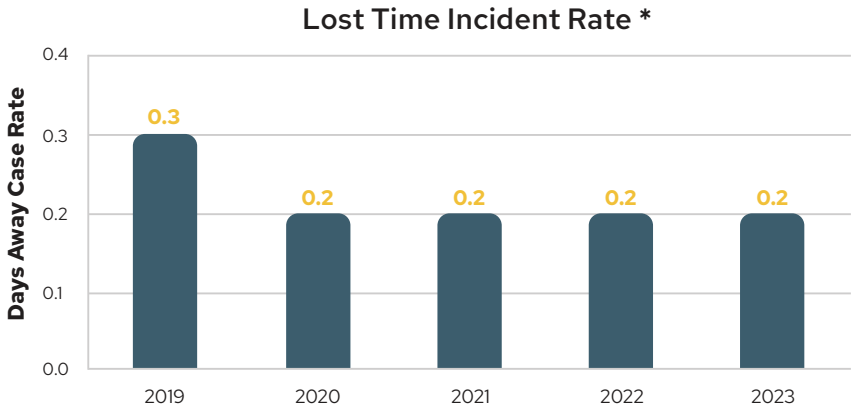
Our health and safety performance and initiatives are regularly reviewed by executive management, and improvement objectives and associated metrics are established with actions taken to drive continuous improvement and meet our commitment to provide a safe and health work environment for our employees worldwide.

Driven by these programs, we are pleased to report that in 2023 we achieved a new all-time low total recordable incident rate (TRIR) of 0.3 and maintained the previous year's all-time low lost time incident rate (LTIR) of 0.2. Skyworks' TRIR and LTIR demonstrate results consistently below benchmarks* for the semiconductor industry** overall as identified by the Bureau of Labor Statistics.

**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 334413: Semiconductor and other electronic component manufacturing.*



Total Case Rate = Total recordable injury & illness cases per 200,000 hours worked
**All manufacturing locations globally and U.S. Design Centers*



Days Away Case Rate = Cases involving days away from work per 200,000 hours worked
** All manufacturing locations globally and U.S.Design Centers*

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 2023, there were no (zero) monetary losses incurred as a result of legal proceedings associated with employee health and safety violations.

Human Rights

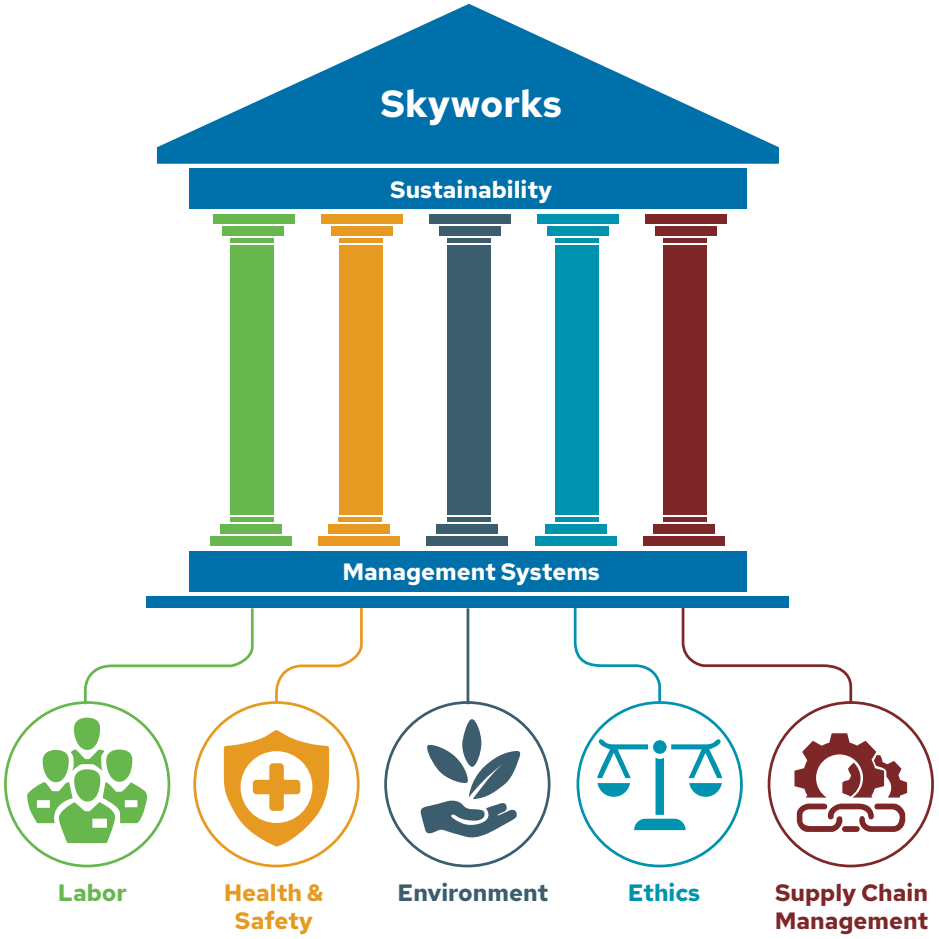
Management Systems

Our quality and sustainability policies capture and communicate our commitment to strive for perfect quality while operating under sustainable business practices. Our Sustainability Systems Manual establishes our overall commitment to sustainability and alignment to the RBA Code. Skyworks recognizes the RBA Code of Conduct as a total supply chain initiative and applies it to our business operations as well as our direct and indirect supply chain and subcontractors, including providers of labor services. As stated in the RBA Code, its provisions are derived from and respect internationally recognized standards including OECD Guidelines for Multinational Enterprises, UN Guiding Principles on Business and Human Rights, ILO Declaration on Fundamental Principles and Rights at Work, ILO Fundamental Conventions, and the UN Universal Declaration of Human Rights. Skyworks' commitment to the RBA Code extends to these internationally recognized standards to the extent that the RBA Code incorporates them. In support of this commitment to the RBA Code, the Skyworks Sustainability Systems Manual establishes the program pillars of labor, ethics, environment, health and safety, and supply chain management, built on a management system foundation, to facilitate consistent and effective deployment globally.

In 2023, we successfully completed RBA VAP audits at our factories in Japan and Singapore. In combination with our VAP audits completed in 2022, 100% of Skyworks factory locations worldwide maintain a current VAP audit record (VAP audits are valid for 2 years). Looking forward to 2024, we plan to maintain valid VAP audits across all our active factory locations. For all audits (both internal and external), root cause analysis and corrective actions are completed for identified areas of non- conformance.

Skyworks has been a participating member of the Responsible Business Alliance (RBA) for 12 years and is currently listed at the highest member status – Full Member. Further, factory locations are certified to internationally recognized standards for quality and environmental management, including ISO 9001 and 14001. Certifications are available here.

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.



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. Our compliance officer, who is our general counsel and reports to our chief executive officer, leads our ethics and compliance program.

Code of Business Conduct and Ethics

We aim to lead by example—guided by the 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 that prohibits political contributions, is publicly available on our website. Employees are required to review and acknowledge the contents of the Code on an annual basis. In addition, each year we provide targeted trainings based on risk and requests.

For example, in 2023, 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 2023 training courses, 98.8% of the target audience completed the Code review and acknowledgment and 98% of the target audience completed a specific anti-bribery and corruption training, which is provided annually.

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. 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 employees 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 9,850 employees located around the world.

As of Sept. 30, 2023:

- Our workforce was distributed geographically approximately as follows: 54% in Mexico, 24% 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: 43% in individual contributor manufacturing roles, 33% in engineering or technician roles, 13% in professional or other administrative roles and 11% in managerial 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: 43% Asian, 36% White, 15% Hispanic or Latino, 2% Black or African American, and 4% 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 51% identified with one (or more) race and ethnicity categories other than White, up from 50% 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 2023, 36% of open salaried positions were filled by internal candidates, which is up slightly from last year. 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 have expanded the 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 employees across the globe 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 29% in 2023, up from 26% in the prior year due to the tightening labor market, particularly for direct labor, and a reduction-in-force. Similarly, our aggregate employee turnover rate in the United States was 21% in 2023, up from 16% in the prior year. However, our voluntary turnover rate was down 5% in the US and down 2% globally year-over-year.

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 the United States, Skyworks added or enhanced the following benefits offerings in its company-sponsored plans in 2023:

- More generous benefits and simplified claims processing for accident and critical illness insurances
- New mental health care network for children.
- Additional access to mental health care providers.
- Enhanced care targeted at children ages 18 months to 17 years.
- Coaching for parents.

Managing a Global and Skilled Workforce

Training and Development

A key component of our people-oriented strategy is the continuous growth and enrichment of our workforce. We aim to inspire our employees through regular development discussions, challenging projects, engaging leadership development programs, mentorship and recognition. Our comprehensive onboarding process, robust performance management cycle, online learning platform and leadership initiatives equip our employees with the vital knowledge and tools needed for their professional success.

We believe in an all-encompassing performance management philosophy that not only motivates continual employee accomplishments and advancement in line with our company goals, but also encourages career planning and peer feedback to foster meaningful development and boost engagement. All of our new people managers are invited to attend our intensive six-month leadership development program called Lead First, which focuses on strengthening management fundamentals. Our mid-to-senior-level leaders are invited to apply to participate in our six-month leadership development program called Leading from the Middle, with the aim of helping them to fully realize their potential and enhance their coaching skills, influence, credibility and strategic thinking. Both of these programs were designed based on a skills gap analysis, and we use the Kirkpatrick Evaluation Model to measure our training program effectiveness and improve instructional design. Since 2020, more than 500 employees have graduated from our leadership programs.

In collaboration with the above programs, our talent management team works with human resources partners to build individual development plans to help employees grow their careers at Skyworks. Our digital learning platforms offer our employees the flexibility to continually hone their business and technical prowess, learning anytime anywhere. Our employees spent over 5,000 hours focused on professional development through our digital learning platforms in 2023.

Employee Engagement

We believe that engaged employees are pivotal to our growth, bringing innovative ideas, improving operational efficiency and driving responsible behavior within the organization. To foster an inclusive work environment where employees are encouraged to voice their opinions and ideas, we regularly conduct engagement surveys. Skyworks conducted an employee engagement pulse survey in July 2023. The survey's objectives were to collect anonymous feedback from our employees to help us understand where we are doing well and where opportunities exist to create a better environment.

The survey included 14 scaled questions and three open-ended questions focused on company commitment, management, career development and team culture. The results showed that our greatest strengths are clear goals and objectives (89% of employees stated that they have a clear understanding of the goals and objectives of the company) and ethical business practices (86% of employees agreed that the company is committed to ethical business practices).

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 our business goal of a strong, sustainable Skyworks through positive financial performance and increased productivity. 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.

Diversity in the Community

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

- STEM Workforce Diversity – August 2023
- Woman Engineer – April 2023
- Minority Engineer – February 2023

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.

In January 2023, Skyworks was selected as an award winner of RippleMatch's 2023 Campus Forward in the category of Mid-Size Early Career Programs. RippleMatch's Campus Forward Awards recognizes the top early-career teams and programs in the nation. From a pool of competitive applicants, our university recruitment program was selected among the top 50 mid-size early career programs in the country (101-250 entry-level and intern hires annually) for our unwavering commitment to seeking out and hiring early-career talent with an emphasis on inclusion, and investments in nurturing and retaining the next generation of talent.

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.

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.

Toys for Tots – Newbury Park, California

During the 2023 holiday season, our Newbury Park location supported the Toys for Tots charity, an organization that has been making a difference in the lives of families since 1947. Employees donated over three bins of new toys bringing the joy of the holidays to many children.

IEEE UC Irvine – Irvine California

Skyworks is a proud sponsor of the Institute of Electrical and Electronics Engineers (IEEE) Student Branch at UC Irvine, which helps shape students to be the engineers and leaders of tomorrow by providing a safe space for anyone interested in any kind of technology to socialize, collaborate, learn, and create. Lastly, we also sponsor their program Open Project Space, where students gain hands-on experience in circuit design and embedded programming.

Marathon 'Clean UP' Operation – Osaka, Japan

The Skyworks filter solutions group located in Japan participated in the "Osaka Marathon 'Clean UP' Operation" organized by Osaka City. A total of 34 employees from Skyworks and partner companies joined the event to clean the sidewalks. During the cleanup, the team removed weeds, trash, and fallen leaves from the pavement. Since October 2015, we have been conducting a monthly community cleanup activity, and we are committed to continuing this initiative to enhance the beauty of the local environment.

Connected Communities

Demand Management/Supply Chain 2nd Harvest Community Activity -Irvine, California

In early December 2023, 35-40 members of Skyworks' demand management and supply chain teams joined at the 2nd Harvest Food Bank's Irvine, CA farm to harvest vegetables for the local community. 1000 pounds of cauliflower and 3500 pounds of broccoli were harvested in just two hours! It was a great teambuilding experience and for a good cause.

#Givingback CSR with Boys' Brigade Share a Gift – Singapore

In winding down the year-end holiday season, our Skyworks Singapore team took part in a meaningful event giving back to society jointly with the Boys' Brigade Association in their annual community service project. We collected a voluntary cash donation of $5,000 from our employees and supported the delivery of 120 gift packs to 60 families. The Boys' Brigade Share-a-Gift (BBSG) is a national community service project organized annually by The Boys' Brigade in Singapore and is supported by the National Council of Social Service (NCSS) and Ministry of Social and Family Development (MSF).

Community Action Early Head Start Home-Based Program – Hillsboro, Oregon

Skyworks' Hillsboro team partnered with Community Action Early Head Start Home-Based Program, which serves the underprivileged population, helping support three local families in need this holiday season. Home visitors as parent educators support the family to learn child development, foster parent-child interaction, and find resources when they are in need. Employee donations were collected and then delivered personally to the family. We were happy to provide them with clothing, toys, sweets, kitchen items, books and money.

Connected Communities

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 volunteered to make snack pack kits and winter preparedness kits in support of this vulnerable population in the local community.

Prohibido rendirse - Mexicali, Mexico

Over 100 employees participated in an annual run for Alas de Eric Scholarship Foundation which is dedicated to supporting university students with high academic achievement who do not have the appropriate economic conditions to carry out their professional studies. The theme of the fun was Prohibido rendirse (Never give up). Thanks to all the enterprises that participated, the foundation was able to deliver 22 scholarships.

Girls Inc. of Orange County - Irvine, California

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 up to 20-hours each of their time over the course of the year to mentor college-age girls and/or act as writing coaches for female high school seniors getting ready to write their college essays.

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 targets and accomplishments, including short-term targets and a long-term CO2e emissions reduction target. We also report CO2e reduction targets and progress in the annual CDP climate disclosure. Scope 3 emissions are discussed in the Greenhouse Gas Emissions Management section of this report.

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.

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 events, prospects, expectations, and results of Skyworks (e.g., certain projections and business trends, as well as plans for dividend payments). Forward-looking statements can often be identified by words such as "anticipates," "expects," "forecasts," "intends," "believes," "plans," "may," "will" or "continue," 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 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, including rare earth and similar minerals, 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 or our ability to obtain foreign-sourced raw materials), 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 conflicts in Ukraine and the Middle East; 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; the effects of the COVID-19 pandemic on business conditions in our industry 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; 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 with; 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 earnings release are made only as of the date hereof, 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.

Skyworks Worldwide Locations

SKYWORKS®

USA: 949-231-3000 | Asia: 886-2-2735 0399 | Europe: 33 (0)1 43548540 | 1116 Rev 2

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