








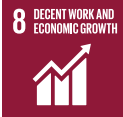






# 2022 ESG Results

As part of our commitment to accurate and transparent disclosures for our stakeholder, the following pages itemize our publicly available ESG performance metrics and KPIs. Where appropriate, we align them with the appropriate UN Sustainable Development Goals (SDGs) to help address the identified societal challenges.


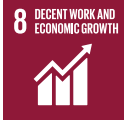




KPI and Definition	Value	UN SDG Alignment
<b>DIVERSITY, EQUITY, AND INCLUSION</b>		
<b>Female engineers (exempt) globally*</b> Fiscal Year (FY), 5-year aspiration: 17% --> 26%	18.5%	  
<b>Female people managers globally</b> FY, 5-year aspiration: 23% --> 29%	25%	
<b>Black, Hispanic, Latinx employees in the U.S.</b> FY, 5-year aspiration: 6% --> 9%	7%	
<b>WORKFORCE DATA</b>		
<b>Number of total employees</b> Calendar Year (CY), Total number of ADI's employees	~24,450	  
<b>Percentage of female employees in our global workforce</b> CY, Percentage of female employees in our global workforce	41%	
<b>GREEN ACTIVITY**</b>		
<b>Green revenue</b> FY, % of total revenue that can be tied to potential sustainable end applications	~30%	
<b>Green R&amp;D</b> FY, % of total R&D that can be tied to potential sustainable end applications	~30%	

\* This figure reflects an adjustment to how we identify Female Engineers in Exempt roles. For this and future calculations, the population will be identified using internal Career Band classifications rather than country-specific Exempt status definitions. This adjustment provides greater consistency and accuracy.








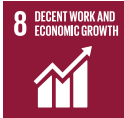


\*\* For more information about our Green revenue and R&D methodology [see here](#).


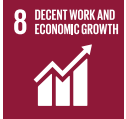

KPI and Definition	Value	UN SDG Alignment
<b>HEALTH AND SAFETY</b>		
<b>Injury and illness recordable rate</b> FY, Number of injury and illness cases per year, based on 100 employees (includes contingent workers) working 200,000 hours annually, as measured against OSHA recordability criteria	0.26	  
<b>Lost workday incident rate</b> FY, Number of injuries & illnesses resulting in days away from work, based on 100 employees (includes contingent workers) working 200,000 hours annually, as measured against OSHA recordability criteria	0.16	
<b>High consequence injuries</b> FY, Work-related injury that results in a fatality or in an injury from which the worker cannot, does not, or is not expected to recover fully to pre-injury health status within six months	10	
<b>Fatalities</b> FY, Number of employee and contingent worker work-related fatalities during year	0	
<b>ISO 14001 sites</b> CY, Number of manufacturing sites certified to ISO 14001	9/9	
<b>ISO 45001 sites</b> CY, Number of manufacturing sites certified to ISO 45001	6/9	
<b>Notices of Violation with Fines</b> FY, Number of written notices of violation involving fines served by a regulatory agency due to environmental, health, or safety infractions	1	
<b>EMISSIONS</b>		
<b>Scope 1 GHG emissions</b> CY, Direct GHG emissions from ADI's operations	176 (thousand metric tons CO <sub>2</sub> e)	    
<b>Scope 2 GHG emissions</b> CY, Indirect GHG emissions from electricity usage	149 (thousand metric tons CO <sub>2</sub> e)	
<b>Scope 3 GHG emissions*</b> CY, Other indirect GHG emissions not within ADI's scope 1 and 2 boundaries	1,441 (thousand metric tons CO <sub>2</sub> e)	

\* Includes categories 1 through 9 as defined by the Greenhouse Gas Protocol. Downstream categories 10-12 are excluded as our products are intermediate products with many potential downstream applications.

KPI and Definition	Value	UN SDG Alignment
<b>ENERGY</b>		
<b>Heating / natural gas consumption</b> CY, Consumption of fuel for the generation of heat	103,309 MWh	   
<b>Total electricity used</b> CY, Total electricity used	583 GWh	
<b>Nonrenewable electricity</b> CY, Non-renewable electricity purchased	271 GWh	
<b>Renewable electricity - direct</b> CY, Renewable electricity from direct procurement (on-site generation, PPAs, green tariffs, etc.)	266 GWh	
<b>Renewable electricity (EACs)</b> CY, Renewable electricity from the purchase of unbundled Environmental Attribute Certificates	44 GWh	
<b>WATER</b>		
<b>Water withdrawn (production)*</b> CY, Quantity of all water drawn from surface water, groundwater, seawater, or a third party for any use over the course of the year normalized to production.	0.28 gal/cm(squared) Si/ML	 
<b>Water withdrawn (revenue)</b> CY, Quantity of all water drawn from surface water, groundwater, seawater, or a third party for any use over the course of the year normalized to revenue	963 Millions of gallons	
<b>Surface water withdrawn</b> CY, Water withdrawn that occurs naturally on the Earth's surface in ice sheets, ice caps, glaciers, icebergs, bogs, ponds, lakes, rivers, and streams	0 Gallons	
<b>Groundwater withdrawn</b> CY, Water withdrawn that is held in an underground formation	4 Millions of gallons	
<b>Seawater withdrawn</b> CY, Water withdrawn from the sea or ocean	0 Gallons	
<b>Third party water withdrawn</b> CY, Water withdrawn from municipal water suppliers	958 Millions of gallons	
<b>Water recycled</b> CY, Quantity of all water recycled or reused for purposes which would otherwise require additional water withdrawn	237 Millions of gallons	
<b>Water discharged</b> CY, Quantity of effluents, used water, and unused water released to surface water, groundwater, seawater, or a third party, for which the organization has no further use	669 Millions of gallons	
<b>Water consumed</b> CY, Quantity of water that has been withdrawn and incorporated into products, generated as waste, evaporated, transpired, or is polluted to the point of being unusable by other users, and is therefore not released back to surface water, groundwater, seawater, or a third party	293 Millions of gallons	

\* Water withdrawal is normalized to fab production output. A description of the metric and how it is calculated is noted [here](#).

KPI and Definition	Value	UN SDG Alignment
<b>WASTE</b>		
<b>Total waste</b> CY, Total waste generated, where waste is defined according to the national legislation at the point of generation	5228 Metric tons	   
<b>Total nonhazardous waste</b> CY, Total waste that is not considered hazardous by national legislation	3751 Metric tons	
<b>Total nonhazardous waste recycled</b> CY, Total nonhazardous waste that is recycled, reused, or reclaimed	2285 Metric tons	
<b>Total nonhazardous waste landfilled</b> CY, Total nonhazardous waste that is sent to landfill	493 Metric tons	
<b>Total hazardous waste</b> CY, Total waste that is considered hazardous by national legislation	1477 Metric tons	
<b>Total hazardous waste recycled</b> CY, Total hazardous waste that is recycled, reused, or reclaimed	373 Metric tons	
<b>Total hazardous waste landfilled</b> CY, Total hazardous waste that is sent to landfill	14 Metric tons	
<b>COMPANY OUTREACH</b>		
<b>Community Grants</b> FY, Grants provided by the Foundation to charitable organizations	\$800,000	     
<b>Employee donations and Foundation match</b> FY, A combination of employee donations and time spent volunteering that is matched by the Foundation	\$2,000,000	
<b>Hours volunteered by employees</b> FY, Number of hours volunteered reported by employees	5,000+ Hours	
<b>Unique organizations supported</b> FY, Number of unique charitable organizations supported through the Foundation	900+	
<b>Countries Impacted</b> FY, Number of countries impacted by the Foundation's community grants, donations, and volunteering	20	

KPI and Definition	Value	UN SDG Alignment
<b>SUPPLY CHAIN</b>		
<b>Percent of Suppliers Responding to ADI's Sustainability Survey</b> CY, Surveyed ~60% of ADI's spend in FY21 & FY22	80%+	
<b>ADI SAQ Completion</b> CY, Percent of ADI facilities with SAQ scores low or medium	100%	
<b>Supplier Responsibility</b> CY, Percent of suppliers that received ADI's Supplier Ethics Agreement and RBA Code of Conduct	100%	
<b>FINANCIAL HIGHLIGHTS</b>		
<b>Revenue</b>	\$12,013,953 (thousands)	  
<b>R&amp;D Spend</b>	\$1,700,518 (thousands)	
<b>Capital expenditures as a percentage of revenue</b>	5.8%	