



Environmental, Social & Governance at MACOM

Our Commitment

MACOM[™]
Partners from RF to Light



At MACOM, we are committed to conducting our business activities in an ethical and responsible manner, while working to integrate environmental, social and governance (ESG) practices into our business operations as well as stockholder and other stakeholder engagements.



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Who We Are

MACOM Technology Solutions Inc. is a technology leader within the semiconductor industry. We have a long history of designing and manufacturing high performance semiconductor solutions to support critical infrastructure applications. Known as the “First Name in Microwave,” MACOM is a recognized and trusted brand within the industry, across a broad spectrum of radio frequency (RF), microwave, millimeterwave, and optical semiconductor solutions.

Our history of pioneering developments within RF and microwave technologies dates back to the mid 1950s. Our industry developments include magnetrons for early microwave radar systems, the first high power PIN diodes and the first Gallium Arsenide (GaAs) RF integrated circuit (RFIC). Over the last 70 years, MACOM’s products have helped power

Polaris submarines; Pioneer IV, which was the first U.S spacecraft launched into solar orbit; and Mariner II, the first successful space mission to reach Venus.

Today, we support a customer base of over 6,000 customers, including leading edge global technology companies in the Datacenter, Telecommunication, Defense, Industrial, Space, Medical, and Automotive markets. We have more than 1,000 employees worldwide, with facilities throughout North America, Europe, and Asia. We are experts in analog and mixed-signal circuit design, photonics, materials science, process development, compound semiconductor fabrication, and RF and optical systems.



Environmental

MACOM's commitment to conducting our business in an environmentally responsible and sustainable manner is aimed at protecting the environment, while providing an atmosphere for continuous business growth and development. We believe that protecting the environment enhances our ability to provide competitive and profitable products and services.

We are committed to:

- > Conducting our operations in a manner that protects the environment, our employees and the communities in which we operate
- > Managing our resources responsibly and practicing prudent conservation principles
- > Implementing sustainable sources of energy and water resources, where possible
- > Maintaining a comprehensive environmental management system, and striving for continual improvement
- > Establishing, measuring, and regularly reviewing environmental objectives and targets

Climate Policy

We will seek to develop ways to reduce our climate footprint. We work with our supply chain to help and encourage others to further reduce their climate footprints.

We advocate a systematic approach where we can commit, track, and communicate our actions. This includes:

- > Compliance with laws and regulations
- > Reducing pollution and waste, and conserving resources
- > Acting with integrity, transparency and accountability
- > Continuing to improve our efforts to reduce our climate footprint

Our path forward will include:

- > Setting company priorities and targets
- > Educating our employees to help them understand and work towards those targets
- > Monitoring and collecting data for our most significant environmental impacts
- > Reporting our progress on an annual basis across Energy, Emissions, Water and Waste management
- > Considering environmental impacts when making business or investment decisions



Energy Management

Our Lowell, Massachusetts headquarters uses highly efficient solutions to conserve energy, such as low energy consumption light-emitting diode (LED) lighting, Energy Star appliances and low volume plumbing fixtures. The heating, ventilation, and air conditioning (HVAC) building management system automatically reduces energy usage based on building occupancy. An energy recovery ventilator (ERV) captures waste heat from the building exhaust. The waste heat captured from this process pre-heats the incoming outside fresh air, which in turn, reduces our natural gas usage. Since 2018, we have implemented energy efficient equipment upgrades resulting in over 790,000 kWh in energy savings.

Our latest initiative, kicked off in 2020, is to install a Combined Cooling and Heating Power (CCHP) plant that will produce electricity and thermal energy onsite at our Lowell, Massachusetts, manufacturing facility. The CCHP plant is expected to reduce our consumption of energy while delivering sustainable, resilient energy for heating and cooling. This initiative will reduce our dependency on the local power grid and improve our facilities resiliency and uptime, eliminating the negative impacts of power grid surges and outages.

Electric vehicle charging stations are installed at our head-quarter facilities. As of today, our charging stations are currently providing up to 1,238 kWh available capacity per day. Through a series of consolidation initiatives, we have reduced our total number of facilities further reducing our overall energy use.



Our leased Lowell, Massachusetts, facility (pictured above) includes our primary operations and manufacturing capabilities, as well as our corporate headquarters and represents more than 40% of our world wide headcount and footprint. In addition, we currently operate 28 global offices. (See page 16 for our worldwide locations.)

Emissions

Taking responsibility for our carbon footprint is vital to ensuring our business remains sustainable. Our investments in energy efficient equipment since 2018 have resulted in a reduction of more than 560 metric tons of CO2 GHG, or the equivalent of the annual energy usage of 67 homes for one year, or 122 passenger vehicles driven for one year.

The CCHP Plant is expected to further reduce our carbon emissions by up to 1,869 metric tons. This is the equivalent of the annual energy used by 225 homes in one year, or 406 passenger vehicles. Further reduction targets will be set in line with our commitment to reduce our carbon footprint.

An additional regenerative thermal oxidizer (RTO) was installed in our Lowell, Massachusetts, manufacturing facility. This system destroys volatile organic compounds (VOCs) that could potentially be released during preventative maintenance in our wafer foundry.

Further reduction targets will be set in line with our commitment to reduce our carbon footprint. We'll work to reduce the use of ozone depleting substances (ODS), such as fluorinated gases, particulate matter, volatile organic compounds, hazardous air pollutants, nitrogen oxides (NOx), and carbon monoxide using emissions abatement equipment and other reduction strategies.

Water Usage

MACOM recognizes the importance of water conservation as a key component of our Environmental sustainability practices. We work to use water responsibly and conserve water, in our own manufacturing facilities, where possible. We also use trusted third-party foundries and contract manufacturers for certain assembly and test operations. These third parties are expected to abide by our Supplier Code of Conduct.

Our primary water usage location is our Lowell, Massachusetts manufacturing facility. We track and monitor our water use in this facility and ensure that the quality of our wastewater meets all local and federal requirements. We also track and monitor water usage in our other facilities. Projects focused on water conservation include the installation of touchless/low-volume water output faucets and plumbing fixtures in our Lowell, Massachusetts, facility.

As stated above, through a series of consolidation initiatives, we've have reduced our total number of facilities, which resulted in a significant reduction in water usage. We continue to maintain best practice in our management of water usage and will set future water conservation targets based on business needs and identified opportunities.



Waste Management

MACOM meets and/or exceeds all local and federal requirements related to waste management and ensures that all waste is disposed of responsibly.

Although the semiconductor manufacturing process requires the use of chemicals, we're committed to reducing their use, along with ensuring that they are used safely. We assure the proper disposal of all hazardous waste, as part of our ISO 14001: 2015 Environmental Management System. We maintain a health and safety manufacturing team with ongoing employee training and regular audits.

We're also committed to recycling or reclaiming metals used in semiconductor processing. We have developed methods to capture process metals that either do not remain in our finished goods or can be reclaimed from scrapped products. We've demonstrated a reclamation rate of up to 90% of the metal used in our manufacturing process. Incoming metals are monitored through our purchasing and supply chain practices and inventory management systems. Waste metals are collected from process equipment, liquid waste drains, and excess production material and through diligent collection of multiple solid waste streams from our manufacturing lines.

We partner with a third-party service provider to decommission and recycle our unused electronic equipment, and continue our implementation of local recycling practices to reduce the overall waste going to landfill.

Chemicals

We are committed to adhering to all legal requirements, international treaties and conventions, along with specific market requirements and best practices regarding the use of chemicals. Where possible, we minimize the use of substances in our products and processes, which could harm the environment or human health.

As a result of compliance with our policies and legislation restricting the use of hazardous chemicals, we:

- > Limit the use of components or materials which may present a threat to the environment or human health during production
- > Comply with laws in jurisdictions that require environmental disclosure associated with certain chemical substances in our products
- > Seek to reduce the adverse impact of our products on the environment
- > Seek to reduce pollution during the production of our products and their life cycle

Social

Our People

Our ability to thrive depends on our people. We want to attract and retain the most qualified people from around the globe. To achieve these goals, we are committed to providing a challenging and rewarding work environment that is also diverse, equitable, and inclusive.

Supporting our employees and monitoring their satisfaction is important to us. In 2019, we created site specific management teams, assigning leaders to each of our locations to drive global cohesiveness, provide local leadership, and to help ensure that employee feedback is continually solicited and reviewed.



Creating an environment that promotes innovation helps us to enhance the potential of our greatest asset—our employees. It also helps us to achieve quality and continual improvement goals. The organization has been structured to maximize efficiencies; increase communication and responsiveness; empower talented, experienced team members; and promote decision-making at all levels of the organization.

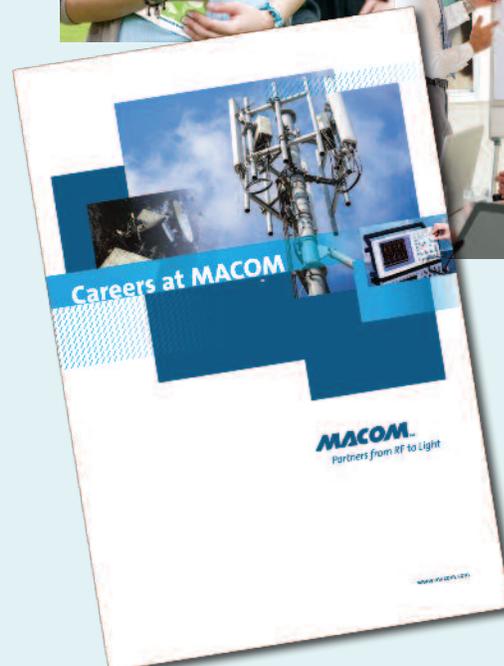
We maintain an employee motivation and empowerment policy, which outlines the meaningful initiatives in place, including but not limited to:

- > Healthcare benefits (medical, dental, vision)
- > Health savings and flexible spending accounts
- > Retirement savings plans including 401(k) matching
- > Employee Stock Purchase Plan
- > MACOM corporate bonus program
- > Annual equity incentive program
- > Team building events
- > Patent, publication and presentation awards programs
- > Employee service awards
- > Performance review process
- > Learning and development opportunities

Recruitment

We are focused on recruiting, developing, rewarding and retaining our global workforce. We utilize a metrics-driven, “outside-in” approach to quickly assess and respond to the human capital demands of our business.

We operate a global paid internship program, providing our interns with the opportunity to work for an industry leader, gain experience and expertise in key disciplines, contribute to the success of high-profile projects and build professional relationships. The internship program provides MACOM with the opportunity to hire key talent in engineering and other fields.



Retention, Training and Development

We offer professional development opportunities in a variety of different disciplines, including engineering, technology, sales, and administration.

We support career development communication, advancement and coaching plans to address performance. We're also in the process of establishing a formal mentoring program and a job rotation program to include domestic and international assignments. We feel this will help us to foster deeper cross-functional understanding of the business. More specifically, our global job rotation program will engage employees and enable them to develop their careers within MACOM across disciplines, departments, and locations. Employees taking part in the program will build connections, learn new skills and have a broader understanding of our operations, products, and the culture of the different locations.

We hold an annual engineering conference, during which our engineering and technical community share ideas and foster communication on the latest technological developments across our product areas. The conference includes reviews of published white papers, formal presentations, and highly interactive technology sessions. This ongoing technical exchange and mutual learning enhances innovations in designing new products with advanced manufacturing. It also supports our employees in moving forward along pathways of continuous learning. This is a highlight of the year for many in our engineering community.



Our 32nd Annual Engineering Conference in 2020 included a virtual event which allowed us to include certain participants who wouldn't be able to travel. Going forward we expect this event to continue to have virtual activities enabling us to include more participants and reduce travel.

Diversity, Equity and Inclusion (DE&I)

We have a diverse employee base, serving a wide variety of customers across multiple geographies. By embracing and cultivating the richness that diversity offers, we can best serve our customers, employees, and other stakeholders, ultimately driving increased stakeholder value. We are strengthened by the broad diversity of our employees' perspectives, backgrounds, cultures, lifestyles, and experiences. Our diversity enables our commitment to a better-connected and safer world, driven by our innovative technology and products.



We continue to create a culture of DE&I in the workplace in order to promote and effect change at the corporate and community levels. We support establishing a work environment where everyone has equal opportunities to learn and grow. Our DE&I efforts are guided by the following principles:

- > Diversity is the representation of different people in an organization.
- > Equity is ensuring that everyone has fair, just and equal opportunities at work.
- > Inclusion is ensuring that everyone has an equal opportunity to contribute to and influence every part and level of a workplace.
- > Belonging is ensuring that everyone feels safe and welcome at work.

We regularly use our monthly employee newsletter and communications meetings to share information, opportunities, and updates with our workforce on our DE&I and other initiatives. We are committed to providing equal opportunity in all aspects of employment and do not tolerate discrimination or harassment of any kind. We maintain a policy against unlawful discrimination, harassment, and retaliation which sets forth our position on the prohibition of all forms of discrimination and harassment in the workplace.

Health and Safety

We employ more than 1,000 people worldwide and strive to provide each employee with a safe and healthy work environment. We have health and safety team members to support compliance requirements and also promote and encourage employees to maintain healthy and safe lifestyles.

Safety

Our building and work environments are designed with safety in mind, with state-of-the-art building management systems to ensure clean air, ventilation, and isolation control. Our equipment facilitates safe use and is regularly assessed for potential risk to our employees. Safety trainings and communications are conducted on a regular basis to ensure our people stay safe and can raise any concerns easily.

Over the past five years, we have experienced a significant reduction in the number of U.S.-based workers compensation claims filed.

We evaluate and control chemicals used in our on-site manufacturing processes to eliminate and/or reduce any potential hazards. We maintain safety protocols and controls and provide personal protective equipment, where needed.

Health and Well-being

We believe that our people thrive when their health and well-being is prioritized. Our goal is to promote a culture of wellness by rewarding healthy and active lifestyle choices. We provide our employees with many benefits, including comprehensive benefits packages across the globe including competitive compensation, health and welfare, and retirement packages.

We make comprehensive financial and employee assistance programs, insurance, an employee stock purchase plan program, and other benefits programs available to our employees as well as a variety of health and wellness offerings to our workforce, including flu vaccinations, onsite fitness facilities, and cafeterias in certain locations.



COVID-19 Response

As a global organization, we followed and continue to follow local government guidance related to COVID-19 in every jurisdiction where we operate. In particular, we continue to follow government-issued orders, direct social distancing, minimize in-person workforce, and adhere to requirements for temporary site closures. These orders, while designed to minimize the spread of COVID-19, also contain exemptions for certain essential or critical businesses, services, and functions.

We manufacture products which are deemed essential and critical for U.S. Defense and Telecommunications Infrastructure. We have a special responsibility to keep all of our U.S manufacturing facilities operational during this time of crisis.

Throughout the crisis, we've continued to support our customers with a diversified and global manufacturing capability and supply chain. Our customers are reassured that our manufacturing capability remains strong and we can meet our commitments to them.

Our COVID-19 response plan includes the following:

- > Minimizing business impact
- > Minimizing impact to our employees
- > Establishing policies to be implemented during a pandemic
- > Implementing facility level changes to assure a safe working environment
- > Allocation of resources to protect employees
- > Communicating with and training employees
- > Coordinating with external organizations

As part of this plan, we implemented extensive onsite health and safety protocols to protect our employees, which included onsite health screening, free private COVID-19 testing, and onsite COVID-19 vaccination in our Lowell, Massachusetts headquarters. We also supported our workforce with advice and guidance on protecting their own health and the health of their families.

For those working from home during the pandemic, we facilitated the movement of computers and office furniture to ensure our employees had an ergonomic work environment at home. We implemented work from home guidance, which included information on posture, taking breaks, along with the benefits of regular movement. We worked to support our staff's mental health by offering extensive resources for dealing with the COVID-19 pandemic.



Supply Chain Responsibility

As a global company, we have a deep understanding of our responsibilities to respect human rights and avoid infringing on the rights of others. We abide by international laws and standards to ensure that we avoid causing or contributing to adverse human rights impacts through our activities and relationships. Our sourcing strategy includes expectations that our suppliers conduct their business activities in a responsible and legal manner and ensure they also respect human rights.

We specify performance requirements and expectations in our purchase order terms and conditions, supplier agreements and our supplier quality manual. Our suppliers are expected to demonstrate their commitment to conducting their activities in a responsible manner by complying with the requirements outlined below.

Supply Chain Code of Conduct

Our supply chain code of conduct is based on the Responsible Business Alliance (RBA) Code of Conduct and communicates our expectations across Labor, Ethics, Environment and Safety.

Policy Against Trafficking and Slavery

Our policy communicates our commitment to ensure forced labor, slavery, and trafficking is prohibited in connection with our operations and we have a compliance plan which sets forth specific requirements that vendors must adhere to.

Conflict Minerals Policy

Our policy regarding conflict minerals is the cornerstone of our program to ensure that covered minerals are responsibly sourced and that we contribute to global efforts to mitigate human rights abuses in conflict affected areas.

MACOM Banned and Restricted Substances

Our policy regarding banned and restricted substances requires suppliers to avoid 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 products lifecycle.

Supplier Quality

Our suppliers are critical to our success. We work to build long-term relationships with our supply chain members, which helps us deliver high quality products, remain competitive, and achieve technological innovation goals. Our structured approach to sourcing and managing our supply chain is aimed at ensuring that we can mitigate risk and assure continuity of supply.



Community Engagement

We recognize that MACOM and its employees can play an important role in the communities within which we work and live. We seek to align our employee engagement and community investment initiatives by incorporating and prioritizing the well-being of our workforce and the communities in which we function. We do this through charitable giving, employee volunteerism, and other company-driven initiatives.

Some recent examples of MACOM’s community involvement are:

- > To “give back” directly to the communities in which we operate, in December 2020, MACOM donated to 20 different employee-selected charitable organizations based in each jurisdiction where we operate a major facility. Our charitable reach extended to helping children and families in need, supporting disaster relief efforts, enabling medical research and assistance, and providing physical and mental health support and humanitarian services.
- > Our charitable giving program further promotes community-level involvement, pursuant to which MACOM donates up to 5,000 volunteer hours to the communities in which we operate by allowing each employee to volunteer up to eight hours per year during work hours on approved charitable activities.
- > MACOM employees engage directly at the community-level, volunteering their time to a number of organizations, including local public schools, Toys for Tots, organizing food drives for St. Vincent de Paul and the Salvation Army Toy Drive.



Governance

We are committed to conducting business activities in an ethical and responsible manner, and contributing to economic development, while working to address social and environmental concerns through our business operations, stockholder and other stakeholder engagements. We have robust governance policies and procedures to help ensure that we conduct our activities accordingly, in conformance with, or exceeding, all applicable laws and regulations.

Board of Directors

Our board of directors sets high standards for our employees, officers and directors. Implicit in this philosophy is the importance of sound corporate governance. It is the duty of the board of directors to serve as a prudent fiduciary for the company's stockholders, and to oversee the management of the business, including in relation to material ESG factors. To fulfill its responsibilities, the board of directors follows established procedures and standards, including those set forth in our bylaws and the board of directors committee charters.

Our board of directors has established and maintains oversight of a code of business conduct and ethics. This code of conduct is designed to promote full, fair, accurate, timely and understandable disclosure in our public filings and reporting requirements, compliance with applicable governmental laws, rules and regulations, protection of our assets, including corporate opportunities and confidential information, fair dealing practices, honest and ethical conduct, including the ethical handling of actual or apparent conflicts of interest. All employees are expected to conduct themselves according to the letter and spirit of the code of business conduct and ethics and, seek to avoid even the appearance of improper behavior.



Stakeholder	Engagement	Engagement Areas
Employees	CEO communications meetings, local town halls, performance reviews, "open door" policy, whistleblower policy, guest speaker series, technology "podcasts," corporate-level partnerships with local universities	Safety, training, compensation, benefits, job stability, sustainability, advancement, career and professional development, education
Customers	Trade shows, direct meetings, website, sustainability reporting, regular product roadmap, and quality reviews	Product innovation, design, pricing, performance, responsive service, business continuity, cybersecurity
Investors	Earnings calls, investor conferences, annual stockholder meeting, sustainability report, direct meetings	Quarterly financial data, operational performance, compliance, business risks & opportunities, ESG
Suppliers	Direct interaction and visits, quality reviews	Processes, procedures, contracts, audits, service/ yield levels, stability, pricing, ESG
Communities	Environmental stewardship, direct community support projects, charitable giving, volunteering	Safety, emissions, effluent, community awareness, support
Government/ Public Policy	Regulatory filings, OSHA, CDP, EPA reporting, RMI, focused labor, and trafficking	SEC comment letters, environment, emissions, labor reporting, conflict minerals
Board of Directors	Management reviews, corporate- and business-level strategy reviews, company policy reviews, and compliance	Operational performance, cybersecurity, compliance, business risks & opportunities, DE&I, ESG

Nominating and Governance Committee

We believe that day-to-day program and resource management are key to the successful adoption and success of our ESG strategy. We are determined to build out systems and processes to enhance our ESG management accountability, transparency and reporting, and ensure that the program has the necessary resources and support at all levels of MACOM management.

General oversight of ESG strategy and reporting is the responsibility of the nominating and governance committee. At the executive-level, we have established an ESG Steering Committee which has responsibility for ESG matters globally, oversees alignment between our ESG efforts and our overarching business objectives, and reports to the executive leadership and nominating and corporate committee. Our ESG Steering Committee includes executive and senior leaders in global operations, including Quality, Compliance, HR, Legal, Workplace Services, Finance, Ethics and Governance, IT and Data Privacy, and Investor Relations.

In addition, management also regularly reports to the nominating and corporate governance committee regarding matters pertaining to our DE&I initiatives. As discussed further in this report, the other committees of the board of directors oversee ESG issues associated with their respective areas of responsibility.

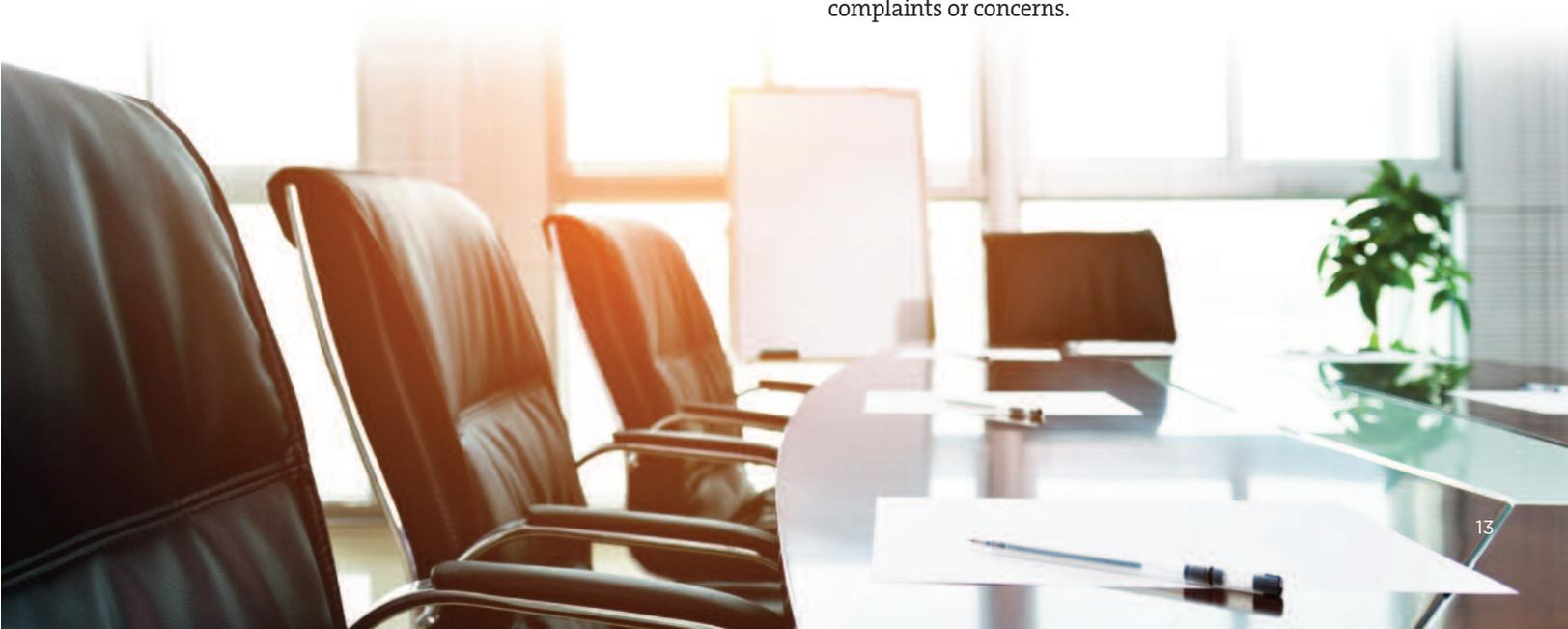
Audit Committee

Our audit committee is responsible for overseeing many of our policies, including our anti-corruption and whistleblower policies, our enterprise risk management framework and cybersecurity and other information technology risks.

We expect and require our employees and each of our approved distributors, sales representatives, and resellers to comply with our anti-corruption policy in all of their dealings on our behalf. Our workforce and our distributors, sales representatives and resellers are specifically required to conduct their operations and activities, inside and outside the United States (U.S.), in complete compliance with the letter and spirit of all applicable U.S. and foreign laws.

These laws include, but are not limited to, the U.S. Foreign Corrupt Practices Act (the FCPA), U.S. Travel Act and the U.K. Bribery Act.

Any employee who has complaints or concerns regarding our financial reporting, internal accounting controls, auditing matters, violations of established laws, and company policies is obligated and encouraged to report such matters to our audit committee and our general counsel in accordance with our whistleblower policy. We maintain a whistleblower hotline managed by the chairperson of the audit committee and the general counsel. MACOM's policies strictly prohibit retaliation against employees raising good faith concerns, and provides an anonymous means for individuals to raise complaints or concerns.



Data Privacy and Security

Our Security team has actively worked to enhance our security posture and capacity to prevent and respond to threats, both internal and external. New security systems have been introduced and we remain current with the threat environment to protect our critical Information Technology and Intellectual Property (IP) assets. Annual third-party testing of the efficacy of the security measures applied, helps us identify opportunities for improvement. We have implemented frequent security awareness training and communications for our employees regarding the importance of being diligent with regard to cybersecurity and focus on email phishing and other threats. Our cybersecurity team includes individuals throughout the organization including IT, Engineering, R&D, Legal, Finance, as well as outside consultants. Our systems include firewall filters, spam filters, network analysis, and data protection, as well as numerous end user device security systems.

We are subject to several external government regulations related to privacy that directly impact the implementation and security of our hosted IT systems. These regulations include, but are not limited to, regulations such as GDPR, CPRA, and WISP. The Security team leads the IT efforts to develop and adhere to the controls related to each of these regulations to ensure we remain in compliance.

We report on cybersecurity processes and activities to the audit committee of our board of directors, who has the responsibility for overseeing this critical function.



Compensation Committee

Our compensation committee is responsible for overseeing our compensation philosophy and the objectives of our compensation programs, including talent management and development, talent acquisition and employee engagement.

ESG Summary

Governance Highlights

- Corporate Governance
- Nominating and Governance Committee Charter
- Compensation Committee Charter
- Audit Committee Charter

Additional Information

- [MACOM Proxy Statement](#)
- [Nominating and Governance Committee Charter](#)
- [Compensation Committee Charter](#)
- [Audit Committee Charter](#)

Ethics Highlights

- Code of Business Conduct and Ethics [Code of Business Conduct and Ethics](#)
- Business and Ethics Training Conducted Annually
- Anti-Corruption Policy [Anti-Corruption Policy](#)
- Anti-Corruption Policy Training Conducted Annually

Board Diversity

All Board Members		
Independent Board Members		5
Board Average Tenure	6 years	
Board Gender Diversity		12.5%
Board Racial Diversity		37.5%

Product Quality

Our goal is to continually deliver effective, high-quality products and services that meet our customers' and internal operations' needs in terms of delivery, performance, safety and value.

Process controls are implemented such that tasks are performed properly the first time, so that products and services meet established, agreed to requirements. We believe it is the responsibility of every employee to ensure quality, customer satisfaction, continual improvement, maintenance of our quality management system and strict compliance with customer and regulatory requirements.

Our quality management system and processes are aligned with the requirements of ISO 9001, which provides a model for quality assurance for various operational disciplines, such as design, manufacturing and testing. We expect our suppliers and partners to comply with our Supplier Quality Manual. Our current site Quality Management System (QMS) Certifications are as follows:

ISO 9001:2015:

International standard that specifies requirements for a QMS. Organizations use the standard to demonstrate the ability to consistently provide products and services that meet customer and regulatory requirements.

Sites: Lowell, Massachusetts; Cork, Ireland; Ithaca, New York; Santa Clara and Newport Beach, California; Morrisville, North Carolina; Ann Arbor, Michigan; Nashua, New Hampshire; Hsinchu, Taiwan.

Special Note Regarding Forward-Looking Statements

This report may contain forward-looking statements based on MACOM management's beliefs and assumptions and on information currently available to our management. Forward-looking statements include all statements that are not purely historical and are often identified by the use of words such as, but not limited to, "believe," "can," "continue," "could," "expect," "may," "plan," "potential," "seek," "target," "will," "would" and similar expressions or variations intended to identify forward-looking statements. These forward-looking statements include, among others, statements about MACOM's strategic plans and priorities, our operations and compliance with applicable laws and regulations, our systems for implementing our goals, our commitments to ESG programs and policies, and our objectives, expectations and priorities for ESG initiatives.

These forward-looking statements are not guarantees of future performance or achievement and are subject to risks, uncertainties, assumptions and changes in circumstances that may cause those events or our actual activities or results to differ materially from those indicated by the forward-looking statements, including as a result of challenges faced in executing our ESG initiatives, changes in government regulations, failure to realize assumptions about the impact of our ESG programs, technological developments, evolving ESG strategies, and those other factors described in "Risk Factors" in MACOM's filings with the Securities and Exchange Commission ("SEC") (www.sec.gov), including MACOM's Annual Report on Form 10-K, its Quarterly Reports on Form 10-Q and other filings with the SEC. These forward-looking statements speak only as of the date of this report, and MACOM undertakes no obligation to publicly update or revise any forward-looking statement, whether as a result of new information, future events or otherwise.

ISO 14001:2015:

International standard that specifies requirements for an effective environmental management system. It provides a framework for an organization to manage environmental responsibilities and establish performance requirements.

Site: Lowell, Massachusetts

ANSI/ESD S20.20-2014

Industry standard for the development of an Electro-Static Discharge (ESD) control program to protect today's increasingly sensitive semiconductor devices from ESD damage.

Sites: Lowell, Massachusetts; Allentown PA; Ann Arbor, Michigan; Nashua, New Hampshire; Hsinchu, Taiwan

NEW STANDARDS:

We are currently working to become certified to two additional quality standards.

- > IATF 16949 – International Standard for Automotive QMS. This standard is built upon the ISO 9001 framework and focuses on defect prevention, waste reduction, and supply chain management for the automotive industry.
- > AS9100D – This is the standardized quality management system for the Aerospace industry. This standard builds upon the ISO 9001 standards, but modified to meet the Department of Defense (DoD), National Aeronautics and Space Administration (NASA), International Aviation, and Federal Aviation Administration (FAA) quality standards.

MACOM...an International Partner

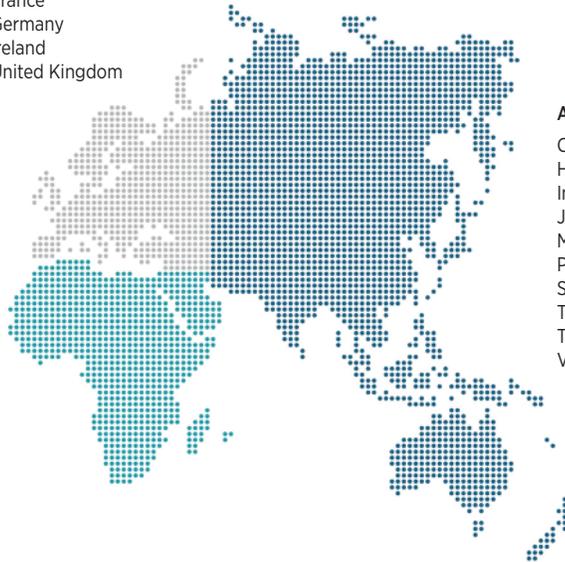
Americas

California
Massachusetts
Michigan
New Hampshire
New Jersey
New York
North Carolina
Oregon
Pennsylvania
Canada



Europe and Middle East

Finland
France
Germany
Ireland
United Kingdom



Asia Pacific

China
Hong Kong
India
Japan
Malaysia
Philippines
South Korea
Taiwan
Thailand
Vietnam

Corporate Headquarters

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Lowell, MA 01851 USA
www.macom.com

Additional product information
can be found on our website at:
www.macom.com

Contact our worldwide sales offices,
or authorized representatives
to request samples, test boards, and
application support.

All contacts are listed on our website at:
www.macom.com/support