Welcome to our first Corporate Responsibility Report!

At Maxim, we’re committed to providing greater transparency on the most relevant environmental, social, and governance topics for our business. The report you’re now reading reflects this commitment. Looking ahead, we plan to issue regular updates to share how we’re improving in areas of corporate responsibility.

This report has been prepared in accordance with the principles and disclosures of the GRI Standards: Core Option. This report covers topics for all entities in our financial statements. The highlights and metrics shared in this report cover calendar years 2017 and 2018, and we provide multi-year trend data where applicable.

If you have any feedback on this report or our corporate responsibility initiatives, we’d love to hear it. Please email corporate.responsibility@maximintegrated.com to engage with us.

Learn more about our corporate responsibility policies and programs here.
Tunç Doluca

Maxim was founded on time-tested values and principles that have defined who we are for over 35 years. They’re rooted in our desire to challenge the status quo and make a difference, and they fuel our passion to create innovative products that enable new and exciting inventions. For us, the path forward is obvious. It entails designing “green” products, conserving resources, and fostering healthy work environments for our employees. And doing it all responsibly.

Designing environmentally friendly products is nothing new to us. In fact, we’ve been doing it since 1983, with high-efficiency DC-DC power converters, battery-management integrated circuits (ICs), and low-power products such as amplifiers. We’ve worked hard to make these and other products responsibly, through ethical sourcing, and by reducing the amount of materials we use, including hazardous materials.

Today, the world is challenged by the impact of climate change and the increased demand for more green products. At the same time, we’re now seeing ways we can help the world become more energy efficient, through smaller power supplies, greater board densities, improved battery life, reduced heat, and higher reliability. While the technical challenges of designing green solutions are numerous, our proven track record of solving these difficult engineering problems gives me confidence that we can succeed.

We’ve also worked diligently to make Maxim buildings greener. We have Leadership in Energy and Environmental Design (LEED)-certified facilities worldwide, which have a smaller environmental footprint and facilitate a healthier, more enjoyable work environment. Additionally, we’ve made reductions in energy, waste, and emissions, especially in the last three years.

Finally, we’ve evolved our culture to become more transparent, diverse, and inclusive. We have adopted a Pledge of Respect and Fairness, publicly disclosing our commitment towards diversity and inclusion, pay equity, preventing harassment and protecting individuals from retaliation. We’ve updated and publicized our corporate strategy. We are focusing on helping managers recognize unconscious bias and apply new thinking to developing and expanding our workforce. We also encourage and support employees in their quests to help those in need.

We’ve come a long way. And we’ll continue to make and report our progress. I hope you enjoy reading our first Corporate Responsibility Report.

Maxim is committed to building a smarter, more sustainable future through the products and technologies we innovate, design and manufacture, as well as through how we treat and respect one another.
About Maxim

Maxim Integrated Products, Inc. is a publicly traded company (NASDAQ: MXIM) that develops and builds innovative analog and mixed-signal products and technologies to make systems smaller and smarter, with enhanced security and increased energy efficiency.

We are empowering design innovation for our automotive, industrial, healthcare, mobile consumer, and cloud data center customers to deliver industry-leading solutions that help change the world. We are a global company with just over 7,000 employees in operations in the Americas, Asia and Europe.

We help our customers:
• Make cars safer and smarter
• Build efficient data centers for a connected world
• Automate factories that maximize productivity
• Deliver wearable solutions for a healthier world
• Enhance mobile devices with high-quality audio, efficient power and sophisticated sensors
• Secure challenging embedded applications, while lowering power and enabling greater integration
• Deliver analog solutions to bridge the real and digital world

You can learn more about our ownership structure in our Annual Report.

MAJOR END MARKETS & APPLICATIONS

Industrial
- FACTORY AUTOMATION
- MEDICAL
- ELECTRICAL INSTRUMENTATION
- AUTOMATIC TEST EQUIPMENT
- FINANCIAL TERMINALS
- SECURITY
- USB EXTENSION

Consumer
- SMARTPHONES
- DIGITAL CAMERAS
- HANDHELD COMPUTERS
- HOME ENTERTAINMENT & APPLIANCES
- MOBILITY & FITNESS WEARABLES

Automotive
- ADVANCED DRIVER-ASSISTANCE SYSTEMS
- BATTERY MANAGEMENT SYSTEMS
- BODY ELECTRONICS
- INFOTAINMENT

Communications & Data Center
- BASE STATIONS
- DATA CENTER
- DATA STORAGE
- NETWORK & DATACOM
- SERVERS
- TELECOM

Computing
- DESKTOP COMPUTERS
- NOTEBOOK COMPUTERS
- PERIPHERALS
We utilize wafer foundry partners and third-party packaging houses as well as our own wafer fabrication and test facilities in the manufacture of our products. Historically, our internal wafer production occurred at one of our three wafer fabrication facilities at Beaverton, Oregon, San Jose, California and San Antonio, Texas. During fiscal year 2016, we completed the closure of our San Jose facility, as well as the sale of our San Antonio facility to TowerJazz Texas, Inc. Production from these sites was transferred to our remaining Beaverton location and to our foundry partners. Learn more about our supply chain management activities here.
Corporate governance

We set high expectations for the ethical conduct of our leadership, employees, and suppliers and believe that maintaining high standards of accountability and transparency are fundamental for the long-term success of our business.

Since our founding in 1983, we have attracted and built a strong, qualified board of directors who have expertise relevant to our business, are diverse in background and have strong ethics and integrity. All of the members of our Board of Directors are independent directors, with the exception of Tunç Doluca, our Chief Executive Officer. We recruit Board members who understand our end markets to help us with emerging regulations and issues, navigate changing market needs and stay in front of technological advancements. Key corporate governance policies and practices are available on our Governance website.

Our Nominating and Governance Committee recognizes the great value in diversity of experience and perspective. Currently we have two female board members, both of whom joined us in 2016.

Our Board is committed to providing oversight of the Company’s strategy and performance in an effective and constructive manner with the goal of representing the best interests of our stockholders.

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<thead>
<tr>
<th>Composition*</th>
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<tr>
<td>TOTAL BOARD DIRECTORS</td>
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<tr>
<td>88% INDEPENDENT DIRECTORS</td>
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<td>25% FEMALE</td>
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<td>75% MALE</td>
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Composition *

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<tr>
<th>Compensation</th>
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<tr>
<td>CEO’S EQUITY GRANTS AS A MULTIPLE OF SALARY</td>
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<td>EXECUTIVES’ LONG-TERM INCENTIVES AND MECHANISMS</td>
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<td>LONG-TERM COMPENSATION BASED ON MAXIM STOCK PERFORMANCE AND ON TOTAL SHAREHOLDER RETURN RANKING OVER 4 YEARS, RELATIVE TO PEER COMPANIES.</td>
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<td>DESCRIPTION OF EXECUTIVES’ CLAW-BACK OR MALUS PROVISIONS BOARD MAY TAKE APPROPRIATE ACTION FOR MISCONDUCT BY EXECUTIVE OFFICERS.</td>
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Ownership & Business Practice

| 100% OF BOARD SUBJECT TO RE-ELECTION |
| BOARD ELECTION FREQUENCY |
| ANNUAL |

Ownership & Business Practice

| *Data as of February 26, 2019. |

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<th>Serving Board Committees</th>
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<td>Robust Committee</td>
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<th>Independent Directors</th>
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<td>Robert Grady</td>
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<td>Tracy C. Accardi</td>
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<tr>
<td>MaryAnn Wright</td>
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<tr>
<td>William P. Sullivan</td>
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<td>William D. Watkins</td>
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<th>Board Election Frequency</th>
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| *Data as of February 26, 2019. |
Risk management

Our Enterprise Risk Management framework outlines the framework and process for identifying and managing risks related to the achievement of our strategic, financial, compliance and operational objectives.

Our Chief Corporate Compliance Officer is directly responsible for risk management. He meets regularly with the Audit Committee, Governance Committee and the full Board of Directors on the topic of risk. He also oversees the Corporate Compliance and Ethics Team, as well as internal investigations.

Our Audit Committee reviews and discusses with management, the head of internal audit and the independent auditor any significant risks or exposures as well as the Company’s policies and process with respect to risk assessment and risk management. It is the responsibility of the Audit Committee to assess the steps management has taken to mitigate such risks, except those risks for which oversight has been assigned to other committees of the Board of Directors.

The full Board of Directors also reviews all enterprise and operational risks, including cyber security and privacy.

Please see our 2018 Annual Report for additional information on key risks and associated factors.

Corporate responsibility governance

Maxim’s CEO and Executive Leadership Team, reporting to the Board of Directors, are responsible for the day-to-day conduct of the Company’s business, including economic, social, environmental and governance aspects.

Additionally, the Governance Committee of our Board of Directors oversees certain environmental and social objectives of the Company. Our Corporate Responsibility (CR) Steering Team is responsible for creating the Corporate Responsibility Report and measuring performance, and works to implement specific programs and initiatives. The Executive Team is accountable for performance outcomes.

Our Codes of Business Conduct and Ethics and Corporate Social Responsibility are our credo and outline our ethical, environmental and social commitments to our employees. We request our suppliers and foundry partners to meet the same high standards. The Codes, managed through our Legal Department, are guided by international standards which include the Universal Declaration of Human Rights, ILO International Labor Standards and OECD Guidelines for Multinational Enterprises.

We support the Responsible Business Alliance (RBA) Code of Conduct objectives by undergoing on-site audits and completing the RBA corporate and facility Self-Assessment Questionnaires. We make our data available via the RBA-Online tool, making it easy for our customers to find the information they need.
Assessing emerging issues

In 2018, we evaluated environmental, social and governance topics that are most critical to our business. We reviewed feedback from key stakeholders and reviewed inputs from the business, when evaluating whether a topic was a priority for us (Maxim Materiality Assessment Process figure). We assess significance of each topic in two ways: if it impacts our business in terms of growth, cost, risk or trust, and if it significantly influences the assessments and decisions of our key stakeholders. Through analysis of our priority topics, eleven broad themes emerged:

- Anti-Corruption & Ethics
- Diversity & Inclusion
- Employee Attraction & Retention
- Employee Safety & Wellbeing
- Energy Efficiency & Climate Change
- Human Rights & Labor Issues
- Intellectual Property Protection & Competitive Behavior
- Product Life Cycle Management
- Regulatory Compliance
- Sustainable Economic Growth
- Waste & Water Management

Prioritizing topics of focus has helped us to refine our strategic efforts and resource allocation, update our strategy, and communicate effectively with key stakeholders. Maxim also identifies emerging issues through its membership and active participation in industry associations such as the Semiconductor Industry Association (SIA).

For more detail on what is included in the scope of each topic area, as well as topic boundary, please see page 33.

MAXIM MATERIALITY ASSESSMENT PROCESS

1. Identification
   - Research & Benchmarking
   - Impact Mapping
   - Inputs

2. Prioritization
   - Stakeholder Mapping
   - Internal & External Engagement
   - Analysis

3. Validation
   - Senior Management Engagement

4. Review
   - Re-Assess and Align With Emerging Stakeholder Request for Information

Business Inputs
- Our values
- Our strategic business priorities
- Customer requirements
- Investor interest
- Risk management
- Relevance to our products
- Direct financial impact

Stakeholder Inputs
- A review of stakeholder engagement data, including feedback from employees and investors
- Research on the prominence of issues across external inputs (e.g. media scans, reporting best practice)
- Interviews with key representatives across a selection of external stakeholder groups that included investors and external consultancies
Operating ethically

Business integrity, ethics and compliance have been part of the foundation of Maxim’s success and ongoing growth. We strive to conduct our operations in accordance with applicable laws and regulations of the relevant jurisdictions. We promote ethical behavior and maintain an open-door approach that encourages employees to talk to supervisors, managers, their human resources business partner, the anonymous hotline, or the Chief Compliance Officer, when in doubt about the best course of action in any situation.

Our Codes of Business Conduct and Ethics and Corporate Social Responsibility reinforce our values and define our expectations for ethical behavior of our employees, officers, and nonemployee directors. The Codes apply globally. Maxim requires that employees certify they have read and agree to adhere to the Maxim Integrity Guide, the foundation of which is built on the Company’s Code of Business Conduct and Ethics. Employees must also take training courses related to the Codes, including topics related to discrimination, harassment, retaliation, and conflicts of interest. In 2018 we expanded anti-harassment training to include all employees globally. Maxim reached over 99% training completion rates in 2018 for all employees assigned training, related to Maxim’s Code of Business Conduct and Ethics, Global Anti-Bribery and Corruption, and Harassment Prevention.

Employees have a responsibility to report suspected violations of the Codes—to their immediate supervisor or the Chief Compliance Officer. We provide a toll-free hotline and a third-party website via EthicsPoint as a means for anonymously reporting concerns. Maxim is committed to ensuring that anyone who raises a good-faith concern will be protected from retaliation.

We support the objectives of the RBA Code of Conduct which promote trust and underpin our “direct” supply chain relationships. Learn more about our supplier engagement process.

Since our founding in 1983, we’ve built a rich history and culture of innovation that rewards bold thinking, teamwork, personal growth, and community involvement.

Be Bold

We know that the biggest risk is not taking one. Never satisfied with the status quo, we seek challenges and find a better way.

One Maxim

United, we’re a stronger company. We know that so much more is possible when we work together.

Reach Higher

We invest in our personal growth because we know that great achievements lie within our grasp. We just need to be willing to challenge ourselves and each other.

Be The Difference

We take ownership. We believe that one person, each of us, can make a positive impact on our colleagues, our customers, and our communities.

In our 2018 Employee Engagement Survey,

95% of employees said they support the values for which Maxim stands.

86% of employees believe that the CEO and his staff’s decisions are consistent with Maxim’s core values.
Building solutions for tomorrow

In 2018, Maxim celebrated 35 years of empowering design innovation for our customers who then develop products that provide society with environmental and social benefits, such as reducing energy consumption, reducing the carbon footprint of operations, and improving people’s quality of life.

Over the years, we have built a resilient and long-lasting business through our expertise in high-performance analog, particularly in power management products. Our customers tell us that the performance and power efficiency of Maxim products sets us apart from our competitors and gives us lasting differentiation in each of our end markets: automotive, industrial, healthcare, data center and mobility. Our customers also appreciate that we design and manufacture our products in a responsible manner, always looking for ways to improve the environmental footprint of our products through using less hazardous substances and ensuring that our value chain meets high ethical, human rights, health and safety, and environmental standards.

Maxim’s core strength is in facilitating more efficient power management in the end market applications that use our products. This energy efficiency lens is comprehensively applied along our entire portfolio, along with other design attributes such as reliability, smaller footprints, accuracy, and cost providing key differentiators. While energy efficiency has been a long time focus for Maxim, our products are also used in end use applications with significant social benefits. We’re proud of the environmental and social benefits our products facilitate for our customers and the end consumer. Read on for examples of our recent innovations.
Design innovations

AUTOMATING FACTORIES THAT ARE SAFER AND MORE ENERGY EFFICIENT

Maxim’s analog ICs are contributing to the revolution in factory automation. Sensors, actuators and programmable logic controllers in ‘smart factories’ require efficient power management that is robust for harsh industrial environments, minimizes heat generation, and fits into small footprints. These requirements play to our strengths, while our robust IO-Link products enable network access to sensors and actuators using existing wiring, an easy upgrade for factory owners. These improvements not only enable more energy efficient industrial systems, but automation also often has a safety benefit, removing workers from potentially unsafe working conditions, and enabling process control from a remote location.

POWERING MORE EFFICIENT VEHICLES

Industry experts predict that by 2025, 25% of vehicles on the road will be electric vehicles (EVs). Maxim is developing products that optimize the efficiency of EVs. We have solutions that improve the efficiency of lithium ion cells, used in EVs, which must operate in harsh environments and be able to withstand long periods of inactivity. The hundreds of battery cells in EVs must be precisely managed, and the voltages between these batteries must be carefully monitored and balanced. This is where fast and accurate battery management systems (BMS) come into play. Our BMS systems extend battery life, vehicle driving range and enable higher reliability and safety of the battery cells required for electric vehicles.

Industrial equipment’s control power supply inputs must meet 60V input and low thermal dissipation for reliable operation and standards compliance. With Maxim’s Himalaya DC-DC converters, we can consistently meet our requirements for the SINAMICS Drives Family.

Andreas Kuhn
Head of Hardware Development, Drives Chemnitz, Siemens AG
IMPROVING PATIENT DIAGNOSIS AND TREATMENT

Maxim’s innovative solutions have been enhancing the capabilities of healthcare products since the launch of the company. Nowadays, many human-body signals traditionally monitored in a clinical environment (i.e., heart rate, blood oxygen, EKG/ECG, ultrasound) may now be collected through a wearable product or device. Our products enable these applications and provide a reliable, precise, low power, accurate and cost-conscious option that facilitates the capture of patient data for improved diagnosis and treatment.

ENABLING MORE EFFICIENT DATA CENTERS

According to third-party market research, over 90% of data traffic stays within the data center, including data traffic local to each server rack and from server rack to server rack. As the volume of data traffic continues to increase, high-speed optical connectivity within the data center becomes paramount. Maxim’s optical connectivity products are best-in-class for high-speed data transport. The cost of ownership is also extremely important for cloud customers because they are the ones paying the energy bill. Our power management products for servers are efficient and easy to incorporate in designs. These products have already been recognized by our key cloud customers as they help reduce energy use, which drives down the cost of data center ownership.

The name of the game is miniaturization and low power, and Maxim has the best solution for both.

Arvind Thiagarajan
CEO, Founder, Chief Inventor, HD Medical

More information about our evolving product solutions can be found on our webpage.
Developing more sustainable products

Strong environmental, health and safety standards

While Maxim’s Environmental Policy is at the heart of our environmental sustainability efforts, our Environmental Management System ensures that the design, manufacturing, testing, marketing and sales of analog/mixed-signal semiconductor products meets and exceeds our compliance obligations. Additionally, our Product Sustainability Program assesses the health, safety and environmental impacts of our analog devices for continual improvement. This program ensures our compliance with relevant regulations around substances of concern (REACH, RoHS, ELV, Battery Directive) and protects people in contact with our products at any point in the value chain from exposure to hazardous substances. Maxim’s Policy on Restricted and Hazardous Substances holds us accountable to providing the market with end products that are compliant with all applicable environmental product regulations and requirements.

We continuously monitor developments in the global regulatory landscape, and provide our customers with regular updates online to facilitate transparency on the materials and environmental substances found in our end products.
Extending high standards into our supply chain

At Maxim, we believe that the social, environmental and ethical aspects of suppliers’ and subcontractors’ performance are critical elements of our long-term business success. Supply chain responsibility is embedded in our policies and practices through our Codes of Corporate Social Responsibility and Business Conduct and Ethics. We also support the objectives of the Responsible Business Association (RBA) Code of Conduct.

Our procurement process promotes sustainable sourcing and develops long-term social and environmental standards and practices.

Our Code of Corporate Social Responsibility covers the following scope of our supplier practices:

- **Labor and Human Rights** – including prevention of child and forced labor and discrimination, and promoting fair labor practices
- **Health and Safety** – including occupational safety, emergency preparedness and industrial hygiene
- **Environmental** – including obtaining appropriate environmental permits, compliance with applicable laws and regulations prohibiting or restricting specific hazardous substances, and monitoring and control of air emissions, wastewater and solid waste discharges
- **Ethics** – including prohibition of bribery, corruption, extortion, embezzlement, and retaliation against whistleblowers, and promoting fair business standards and community engagement
- **Management systems** – requiring suppliers to have an ongoing process to obtain feedback from their workers on practices related to the Codes and foster continuous improvement

We require adherence by all vendors and suppliers to the United States Foreign Corrupt Practices Act. If suppliers suspect violations within Maxim, they are encouraged to report them through our Compliance Officer at +1 (408) 601-5866, by email at compliance.officer@maximintegrated.com, or anonymously through a third-party hotline.

Maxim has worked to reduce conflict minerals in our supply chain. Conflict minerals are those that fuel human rights abuses in the Democratic Republic of Congo. We released a public policy statement describing our approach to conflict minerals, required our suppliers to comply with our Conflict Minerals Policy, and became a member of the Conflict Free Sourcing Initiative in 2011. As of 2017, 100% of our new suppliers comply with the Conflict-Free Smelter Program.
Managing environmental performance

As a leading member of the global semiconductor industry, Maxim has acted to reduce our impacts and strengthen our environmental performance.

Our Environmental Policy demonstrates our commitment to:

- Prevent or reduce pollution through programs that reduce environmental impacts and conserve natural resources
- Understand and commit to comply with legal and other requirements
- Review environmental objectives and targets and set guidelines for reduction of environmental impacts
- Evaluate the effectiveness of and continually improve our Environmental Management Systems (EMS)

We pursue these commitments primarily through our ISO 14001 Environmental Management System (EMS), which addresses both customer and regulatory concerns via natural resource and risk and opportunity management. Identifying and assessing water and climate-related risks is part of the EMS, where all new or modified processes are evaluated using a change control process that measures risk, the environmental impact and the amount of resource consumption and waste generated. Since 2004, we’ve implemented these ISO standards at key facilities, including our semiconductor fabs, testing facilities and our headquarters campus location, representing 72% of our total real estate footprint. Through our EMS, we’re continually assessing potential impacts associated with our activities and setting targets to ensure we are adopting industry best practices and continuous improvement programs. We verify conformance with the ISO Standards during regular environmental audits. In 2017 and 2018, there were no negative comments from outside auditors and zero major non-conformities.

To ensure we are going beyond compliance, we pursue LEED certification for our facilities. As of 2018, 620 thousand square feet of our facilities are LEED certified. Our Bangalore, India office is a Platinum LEED facility, our San Jose, California headquarters is a Gold LEED facility and our Oregon and Arizona offices are Silver LEED facilities. We are currently pursuing future LEED certification for our Operations Center in the Philippines and in other locations.

For more information on Maxim’s commitment to continuous environmental impact monitoring and improvement, please visit our Environmental Management & Product Sustainability page.
Emissions & energy

Maxim is proud to have reduced our greenhouse gas (GHG) intensity over the last 3 years.

An intensity of 98 metric tons CO2e (carbon dioxide equivalent) per $1 million in revenue in 2015 decreased to 58 metric tons in 2016 and 42 metric tons in 2017—an overall reduction of 57%. Concurrently, our energy intensity—GWh consumed per $1 billion in revenue—dropped by 48% from 2015 to 2017. These reductions reflect achievement of our previous five-year goals established in 2012 to pursue normalized reductions of 10% for both emissions and energy by 2017; once this expired, we established new rolling targets of annual 3% normalized reductions based on annual revenue.

Maxim continuously looks for efficiency improvement opportunities that result in GHG emissions and energy reductions as well as cost savings. Over the years, we’ve implemented projects ranging from process improvements, facility installations, to power generation.

We’ve also strategically procured cleaner electricity for our larger manufacturing and test locations. Maxim entered into a power purchasing agreement for our Cavite, Philippines test operations whereby the site consumed 100% geothermal energy in 2017 and 2018. Additionally, in 2017 we procured 35% of the electricity for both the Beaverton fab and the San Jose headquarters campus from renewable sources. In total, 48% of the electricity consumed by Maxim in 2017 was generated from renewable sources.

Our VOC emissions increased modestly by approximately 5% in 2017 from 2016, due to a higher level of semiconductor IC production in 2017.

<table>
<thead>
<tr>
<th>VOLATILE ORGANIC COMPOUND (VOC) EMISSIONS (U.S. ONLY)</th>
<th>2015</th>
<th>2016</th>
<th>2017</th>
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<tbody>
<tr>
<td>NITROGEN DIOXIDE (NO₂)</td>
<td>41</td>
<td>44</td>
<td>46</td>
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GREENHOUSE GAS EMISSIONS 2015 – 2017

- **TOTAL SCOPE 1 (MTCO₂e):**
  - 2015: 85,171
  - 2016: 43,218
  - 2017: 48,143

- **CARBON DIOXIDE (CO₂):**
  - 2015: 18,806
  - 2016: 10,496
  - 2017: 8,723

- **METHANE (CH₄):**
  - 2015: 9
  - 2016: 5
  - 2017: 4

- **NITROUS OXIDE (N₂O):**
  - 2015: 6,427
  - 2016: 2,728
  - 2017: 2,931

- **HYDROFLUOROCARBONS (HFCs):**
  - 2015: 8,092
  - 2016: 5,166
  - 2017: 6,872

- **PERFLUOROCARBONS (PFCs):**
  - 2015: 28,885
  - 2016: 13,429
  - 2017: 14,858

- **SULFUR HEXAFLUORIDE (SF₆):**
  - 2015: 17,414
  - 2016: 10,358
  - 2017: 14,050

- **NITROGEN TRIFLUORIDE (NF₃):**
  - 2015: 886
  - 2016: 82
  - 2017: 76

- **HEAT TRANSFER FLUIDS (HTFs):**
  - 2015: 4,649
  - 2016: 954
  - 2017: 629

- **TOTAL SCOPE 2 MARKET-BASED (MTCO₂e):**
  - 2015: 134,713
  - 2016: 85,638
  - 2017: 50,606

- **% REDUCTION IN TOTAL SCOPE 1 AND 2 GHG EMISSIONS:**
  - 2015-2017: 41%
  - 2016-2017: 23%

- **SCOPE 1 AND 2 EMISSIONS INTENSITY (MTCO₂e PER $1MM OF REVENUE):**
  - 2015: 98
  - 2016: 58
  - 2017: 42

Greenhouse gas inventory calculations were performed using the U.S. EPA reporting guidance. Emission factors for fuels were sourced from the US EPA’s GHG Database. Electricity emission factors were sourced from the 2014 IPCC Report for 35% of the electricity consumed from identified renewable sources and the US EPA Power Profile for 65% of the electricity consumed from unspecified sources; factors for the Cavite and Chonburi facilities were sourced directly from the electricity provider. Maxim’s GHG inventories have not been verified by an independent third party and are estimates. Data reflects Maxim’s global operations footprint as shown on page 5.
Investing in efficiency

Several initiatives at key locations helped us achieve our previous emissions goal and continue to provide ongoing energy and cost savings. These include:

Beaverton fab:
- In 2017, efficiency process projects reduced the usage of several greenhouse gases, preventing over 5,000 metric tons of CO$_2$e from being emitted annually.
- Our upgraded glycol chiller piping saves an estimated 50,000 kWh annually.
- An LED lighting upgrade of approximately 10,000 lamps, targeted for completion in 2019, is projected to save over 1,757,000 kWh annually, or nearly 2% of the facility’s electricity consumption in 2017.

San Jose headquarters:
- A Bloom Energy fuel cell system activated in August 2014 has avoided 770 metric tons of CO$_2$ emissions annually.
- During 2016 and 2017, we invested in a roofing program which resulted in annual energy savings of 600,000 kWh, the equivalent of 286 metric tons of CO$_2$.
- Our electric vehicle charging stations at San Jose headquarters are calculated to have reduced emissions by approximately 4 metric tons annually since 2016.

For more information about our efforts to reduce GHG emissions and energy use, please see our recent CDP reports available on our Corporate Responsibility page.
Conserving water

Maxim is consistently undertaking new initiatives to reduce the water used at our sites, which led to us exceed our five-year goal of reducing water usage by 5% by 2017. Since 2015, we’re proud to have achieved a reduction in our water intensity—the water consumed per employee in cubic meters—by 50% (Operational Water Impacts). Under the guidance of our Technology and Manufacturing Group, we have committed to a new target of reducing our water usage by a normalized 3% rate per year (based on annual revenue) in our fabrication and testing processes.

Where possible, we strive to recycle or reuse the water from our operations to mitigate the risk of depleting local water supplies. At our San Jose headquarters, which uses 3% of our total water volume, we’ve implemented several water reduction projects, from low-water landscapes to modern kitchen equipment and restroom facilities that consume less water. Meanwhile, our Beaverton fab uses 72% of our total water withdrawals based on volume. Approximately 14% of the initial water used is reused in our abatement scrubbers or for gray water purposes, such as restroom toilets. Overall, Maxim is currently recycling 10% of the total water volume used.

Water discharges are also an important focus area, particularly for our wafer fab, where chemicals and other pollutants may be present in the effluent. Our close attention to wastewater system management was recognized at our Beaverton fab, which received a Certificate of Excellence from the Oregon Department of Environmental Quality.
Waste management

Responsible waste management at our operations is vital due to the nature of the materials used during the manufacturing process. If not handled appropriately, these inputs could be released into the environment via the air, water, or as solid waste.

We surpassed our five-year goal of a 10% reduction in hazardous waste by 2017, pursuing initiatives big and small to reduce our impacts. From 2016 – 2017, we achieved a 24% decrease in hazardous waste and a 39% decrease in non-hazardous waste. In fact, our Beaverton fab removed 5.8 tons of waste simply by reducing paper cups. Our new rolling targets are annual 3% normalized reductions based on annual revenue.

Safety is also a key component of these efforts. We’ve avoided on-site hazardous spills over the last seven years, helping manage for both airborne and water pollutants.

**Operational Waste Generation and Recycling, 2016 and 2017**

Data reflects Maxim’s global operations footprint as shown on page 5.
Earning a reputation as a great place to work

Our people are fundamental to the ongoing success of our business. We are committed to building a culture and working environment where our employees can do their best work and feel valued for their contributions.

To ensure we are meeting their needs and earning a reputation as a great place to work, we actively listen and respond with leading programs to develop, recognize and empower our employee base and to foster their health and wellness.

We are also continually working to build an inclusive culture where our collective efforts leverage diverse points of view and enable us to realize superior solutions. We are enhancing our commitment to building an inclusive work environment, and in early 2019, initiated Maxim’s Pledge of Respect and Fairness, shown in its full text on pg 25. We see recruiting and developing a diverse workforce as both a company imperative and a competitive advantage. Our job swap initiative, Maxim University, and intern programs help empower employees to grow. We also look to increase inclusion and diversity of thought within our organization. In fact, senior executives are expected to promote Employee Training and Development initiatives.

We formalize employee feedback via our employee engagement survey, issued on a periodic basis. We also provide an avenue for employee feedback on individual performance through our performance management process. This input is vital as we evaluate and adjust our initiatives to meet the changing needs of our employee base. Maxim has an internal relations function that provides a mechanism for employees to raise feedback regarding the company and management. The feedback is conveyed anonymously and confidentially to upper management to analyze and implement changes and improvements, as appropriate. In addition to the above programs, we hold All-Hands meetings at the company-wide level and within our business groups.
Investing in our people

Throughout 2017 and 2018, we utilized our Development Planning Process to help employees realize career growth and success. All employees are encouraged by management to set career goals that are meaningful for them, and develop Individual Development Plans that outline the steps to achieve those goals.

We continued to encourage employees to broaden their knowledge, skills and abilities through Maxim University, or MaximU. In 2018 we provided over 5,000 salaried employees continual training via an online portal that is accessible globally, 24 hours a day. Maxim also offers a tuition reimbursement program to encourage employees to broaden their on-the-job knowledge, skills, and abilities as we strongly believe that educational advancement will enhance our growth potential through the individual growth of our employees.

The Developing Professionals of Maxim (DPoM) offers a community of welcoming peers and helping hands to employees seeking to find their place within the company. DPoM’s mission is to provide a platform for professional growth, personal development, local outreach, and social networking. In 2018, the DPoM Workshop Series was launched to allow peer-to-peer training on skills such as Microsoft Excel, Personal Finance, and Tableau. The group also hosted small-group lunches between members and Executives to facilitate an open line of communication between management and employees. DPoM has also served as a means for Maxim employees to give back to the local community, organizing events such as food sorts at the Second Harvest Food Bank and group donations to the Ronald McDonald House.

In 2016, Maxim launched a novel approach to hiring talent for the Automotive Business Unit (ABU), which experienced tremendous growth in a short period of time. Recognizing the need for more layout designers to meet industry demands, Randall Wollschlager, VP of the ABU, pitched the Junior Layout Design Program to the executive staff, where individuals with little to no layout experience or education could receive training as an opportunity to engage local community members to develop career skills.

Connie Phillips, Senior Layout Designer, and Anthony Valliere, Layout Designer, prepared the six-month curriculum to train program participants to be qualified for a Junior Layout Designer position with Maxim. At the end of the program, consisting of lectures, labs, a midterm, and a final exam, all students successfully graduated the course and transitioned to be full-time members of the layout team. The team launched a second class in 2017 with graduates from the 2016 program acting as mentors for the new students. The next class of trainees began in late April 2018.

I am so thankful to everyone who made this program happen. It has changed my life and given me a career better than what I had imagined for myself.
Katie Bonse
Associate Layout Designer, 2017 program graduate

Experienced designers often request to work with the students who have come through this program. We are confident the chips they work on will be successful because they have a great foundation.
Connie Phillips
Senior Layout Designer
Another way we invest in our people is by having a well-developed summer internship program, hiring interns from universities around the world to help build a robust pipeline of future Maxim teammates. The program provides the opportunity to gain hands-on professional experience within an innovative and global company. Over the last 3 years, Maxim has had approximately 480 interns throughout 11 countries.

A great differentiator of our program is a high level of interaction with executive leadership, as well as exposure to cutting edge technology through project-based work. In fact, in our San Jose headquarters, summer interns receive regular interaction with our CEO, Tunç Doluca, where they may ask questions on their minds during “Walks with Tunç.” They are also invited to test themselves against our CEO’s table tennis skills during an end-of-summer tournament. Participants are also afforded several networking opportunities with peers and local leadership and are assigned a mentor and peer ‘buddy’ to facilitate ongoing support. The program culminates with the interns presenting to their group’s leadership about their experience at the summer intern symposium. These myriad experiences contribute to a robust program that fosters technical, professional, and social development.

In March 2018, Maxim and Beijing Jiaotong University (BJTU) initiated a long-term strategic partnership that will help build our visibility and recruiting efforts with Chinese universities. To kick off the partnership, Maxim hosted an on-campus event at BJTU where students were invited to learn about Maxim, our recruiting process, and benefits and development opportunities for employees. Many students from the Electronic and Information Engineering College attended and several interviewed for internship positions. Maxim entered into a similar partnership with one of the top schools in Dublin, Ireland (UCD). After just two years, Maxim has moved from being unknown to students, to a well-known semiconductor company in the area.

On March 12, 2018, Batao Han, the Secretary of Youth League Committee from Beijing Jiaotong University (BJTU), visited Maxim to initiate a long-term partnership between Maxim and BJTU which will enable Maxim to expand our awareness and recruiting efforts with Chinese universities.

Maxim’s robust intern program includes quality time with the CEO. During the summer, Tunç goes on a “walk & talk” with interns, answering questions and giving career advice.
Recognizing our people

We want our people to share in our mutual success. We provide compensation, benefits, and long-term savings packages that are market competitive and that our employees value.

Maxim’s U.S. 401(k) Plan helps employees save for their futures through a Company match, dollar-for-dollar for the first 3 percent of salary deferred and 50 percent match for the subsequent 2 percentage points deferred. Employees can also choose to make pre-tax and after-tax Roth 401(k) contributions. Maxim provides competitive retirement savings plans in nearly all of the countries in which we operate.

Recognizing the contributions our employees make to our company is a top priority. Managers can utilize several awards programs to recognize employees, including awards for exceptional performance, awards for successfully publishing technical papers or securing patents for new products, referral bonuses, and awards that recognize long term service to the company.

We also launched our Peer-to-Peer recognition program, or “Maxim Inspire” program in 2012 because it is equally important to provide a mechanism for employees to recognize the outstanding achievements of their peers and to thank them for a job well done. Managers can award Maxim Inspire Points which may be redeemed for gift cards and other awards. Our employees can send e-cards to recognize their peers for going “above and beyond.” Feedback has been tremendously positive, and we’ve seen a high level of engagement with thousands of employees acknowledging the efforts of their global peers each year. The program may now also be accessed as a smartphone app, for employee nominations “on the go.”

Additional benefits

Maxim recognizes that, sometimes, our employees need flexibility to balance work and family obligations.

As of March 1, 2019, Maxim is implementing Paid Parental Leave to allow eligible U.S. employees with up to 8 weeks of full or partial paid time off to bond with their child due to birth, adoption, or foster care event. This leave program is in addition to pregnancy and other unpaid leaves that have been previously available to Maxim’s employees.

Receptions were held in both San Jose, California and Dallas, Texas in September 2018 to recognize 29 Maxim employees and their contributions to the company over the past 30+ years. Each employee honoree was called on stage and presented with a 30-year service award, a special 30-year lanyard, and a thank you letter from our CEO, Tunç Doluca. During the presentation, awardees’ families were also recognized for supporting family members throughout their Maxim journey. In a special moment for the Doluca family, Tunç’s wife and daughter then presented Tunç with his service award for 34 years of dedication to Maxim.
Fostering a diverse and inclusive workplace

At Maxim, empowering design innovation means empowering diverse perspectives and ideas. As a company with customers around the world, it is beneficial for our business to foster a workforce that reflects the diversity of the markets we serve and embraces different backgrounds, viewpoints, skills and talents.

Maxim is committed to providing equality of opportunity for all, protecting the dignity of employees, and promoting respect for others at work. Our non-discrimination policy states that workers should not be discriminated against based on race, color, age, gender, sexual orientation, ethnicity, disability, religion, political affiliation, union membership, national origin, or marital status in hiring and employment practices. All employees are required to comply with these policies and not to participate in any acts of harassment based on these protected classes, retaliation for engaging in protected activity, or otherwise engage in inappropriate conduct. Employees are encouraged to report any incidents of discrimination, harassment, or retaliation for internal review and corrective action. Maxim is committed to responding and reviewing concerns that are received and taking corrective action, as appropriate.

We are partnering with Stanford University’s Clayman Institute for Gender Research to initiate certain pilot programs within Maxim, focusing on areas such as our talent search practice and our employee engagement programs. Maxim’s Pledge for Respect and Fairness can be found on page 25.

Given that 42% of our global workforce is female, Maxim is committed to encouraging and empowering the next generation of Maxim’s female leaders.
Maxim Pledge of Respect and Fairness

In matters of culture and our employees, we view laws prohibiting harassment and discrimination as minimum standards. At Maxim, we are not satisfied with minimum performance standards. We believe that respect for individuals is paramount, and we publicly declare our commitment to respect in our workplaces:

**Diversity and Inclusion:** We believe in the power of diverse perspectives and ideas at work. We know that having the very best employee population means actively seeking out people with different genders, races, cultures, religions and other backgrounds, experiences, and perspectives and then providing them opportunities for growth and advancement. We will take real steps to build a workplace where everyone feels welcome and all voices are heard. We will welcome feedback from employees about their workplace experience. We will not be satisfied with merely complying with laws prohibiting discrimination or harassment.

**Equal Pay:** We are committed to the concept that all employees will be paid fairly and equitably. Not only in those jurisdictions where laws mandate fair pay, but globally, for all our employees, in all locations. We will do this by examining market pay and internal pay equity for all jobs and employees. This does not mean everyone in the same job receives the same pay. Differences in skills and abilities will often result in different pay. This does mean that we will perform annual reviews of our pay practices and, when necessary, adjust compensation levels to ensure our employees are paid fairly and equitably.

**Harassment:** We believe that respect for individuals is paramount. We believe that harassment and respect cannot co-exist. We are committed to promptly investigating harassment claims and, where it occurs, to taking corrective action to stop it. When we investigate a claim, we will treat all individuals with fairness and respect. Some forms of unprofessional conduct in the workplace may be remediated through additional training or coaching. Other forms of conduct, such as, harassment through sexual gestures, unwanted touching, or intimidation are not consistent with our values and will not be tolerated. When harassment is found, we will take immediate action to stop the conduct. We will not cover it up or seek confidentiality, but we will try to learn from it, to prevent recurrence, and to improve our workplace. We will not pay discretionary “settlement” compensation to individuals who engage in harassment upon their termination of employment by Maxim.

**Retaliation:** We are committed to ensuring that anyone who raises a good faith concern will be protected from retaliation for doing so. We will affirmatively assess performance ratings and reviews for all individuals involved in investigations and reporting claims to make sure that all employment actions are objective and are independent of retaliatory action for the good faith reporting of concerns.
We prioritize fostering an inclusive community that respects individuals to live out our foundational values and guiding principles. To this end, we hired Executive Director Dino Anderson in September 2017 to lead our first corporate-wide Diversity and Inclusion Strategy. In collaboration with Stanford University’s Clayman Institute for Gender Research we are launching manager development workshops on “Blocking Unconscious Bias” to improve the company’s hiring, retention and promotion operations. In conjunction with formal manager development, an ongoing Speaker Series Program has been launched to increase general employee awareness on inclusivity topics regarding diversity in innovation. Dr. Caroline Simard, Managing Director of the Stanford VMware Women’s Leadership Innovation Lab, led one of the most popular talks this year on Women's Leadership in Technology and Science.

We also focus on promoting diversity at all levels of the Company. We currently have two female Board members. While we will always seek out the best available candidates, we will concentrate on nominating and retaining Board members who collectively reflect the best mix of skills, experience, knowledge and independence for effective decision-making and risk oversight, with an emphasis on identifying diverse candidates. Additionally, we are implementing a policy in 2019 requiring that for each executive hire (director and above), the applicant slate of qualified candidates must include at least one diverse candidate in race and/or gender. This builds upon our existing efforts to track and encourage gender diversity in candidate pools for new career hires and interns.

We are committed to gender pay equity and conduct regular pay equity reviews across our global operations to assess any potential pay equity issues. We are also committed to correcting pay equity issues, if identified.

Maxim has created guidelines for the formation of Employee Resource Groups to foster inclusion and provide a platform for employees to connect, explore their unique passions and talents, innovate, and excel. One such example is our newly formed Women@Maxim group. The mission of the Women@Maxim group is to enable employees to engage in personal development, peer mentoring, cross-functional collaboration, networking and social opportunities. Events include career development workshops, networking opportunities and a speaker series.

We are proud of the progress we’ve made in this area but know we can do more. We continue to take practical steps to ensure we are living up to the commitments we’ve set for ourselves.

One of the many wonderful things on which Maxim prides itself is creating a supportive and collaborative corporate culture where any individual contributing to this well-being is respected. Our value of One Maxim is the North Star for our peoples’ human and humane development.

Dino Anderson, Executive Director of Learning, Development, Diversity & Inclusion

Another notable example of Maxim’s rich culture is our annual Diwali Event. The Hindu “festival of lights” is celebrated by millions across the world, regardless of faith, to rejoice in new beginnings and the victory of light over darkness, and good over evil. Employees at Maxim come together every year to celebrate Diwali in a grand style with food, cultural dancing and singing performances, and decorations. The 2018 Diwali celebration theme of “Many Lights, One Maxim” referenced one of our core values of “One Maxim,” representing oneness in employee community and highlighting Maxim’s diverse employee culture.
Our workforce

Diversity of U.S. Workforce, 2018

- 48% WHITE
- 40% ASIAN
- 5% HISPANIC
- 1% BLACK OR AFRICAN AMERICAN
- 1% NATIVE AMERICAN
- 5% NOT CLASSIFIED OR NO DATA

Diversity of U.S. Workforce New Hires, 2018

- 39% WHITE
- 44% ASIAN
- 7% HISPANIC
- 2% BLACK OR AFRICAN AMERICAN
- <1% NATIVE AMERICAN
- 8% NOT CLASSIFIED OR NO DATA
## Global Workforce, 2018

- **Total Number of Employees**: 7,273
  - **Male**: 60%
  - **Female**: 40%

### By Region:

- **Americas Total 2018**
  - **Total Number of Employees**: 2,547
    - **Male**: 76%
    - **Female**: 24%

- **Asia Total 2018**
  - **Total Number of Employees**: 4,294
    - **Male**: 48%
    - **Female**: 52%

- **Europe Total 2018**
  - **Total Number of Employees**: 432
    - **Male**: 81%
    - **Female**: 19%

## New Hire Employees, 2018

- **Total Number of Employees**: 7,273
  - **Male**: 58%
  - **Female**: 42%

### By Region:

- **Americas Total 2018**
  - **Total Number of Employees**: 2,547
    - **Male**: 77%
    - **Female**: 23%

- **Asia Total 2018**
  - **Total Number of Employees**: 4,294
    - **Male**: 48%
    - **Female**: 52%

- **Europe Total 2018**
  - **Total Number of Employees**: 432
    - **Male**: 91%
    - **Female**: 9%

### Past Years (2016 vs. 2017)

#### Fiscal Year: 2016 vs. 2017

<table>
<thead>
<tr>
<th>Region</th>
<th>2016 Male</th>
<th>2016 Female</th>
<th>2017 Male</th>
<th>2017 Female</th>
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</thead>
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<tr>
<td><strong>Worldwide</strong></td>
<td>60%</td>
<td>40%</td>
<td>58%</td>
<td>42%</td>
</tr>
<tr>
<td><strong>Americas</strong></td>
<td>75%</td>
<td>25%</td>
<td>72%</td>
<td>28%</td>
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<td><strong>Asia</strong></td>
<td>51%</td>
<td>49%</td>
<td>50%</td>
<td>50%</td>
</tr>
<tr>
<td><strong>Europe</strong></td>
<td>73%</td>
<td>27%</td>
<td>80%</td>
<td>20%</td>
</tr>
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</table>
Health, safety & wellness

Maxim is committed to protecting our employees, contractors, and the public by integrating health and safety into all aspects of our business.

Our safety-minded culture is led by senior leadership, but all employees and contractors are empowered and expected to take responsibility for their own safety, the safety of those around them and to constantly promote a safe and healthy work environment.

We conduct frequent training and monitoring, covering applicable topics. Our employees receive Environmental Health and Safety New Hire Training and we maintain Emergency Response Teams at all our manufacturing and test centers.

We focus on prevention and strive for continuous improvement on all health and safety indicators as measured by standard industry metrics and established goals. In 2017, our OSHA Recordable Injury Rate was 0.18 while our Lost-Time Injury Rate was 0.04, making Maxim a leader in the semiconductor industry in terms of safety. Our average injury rates have been consistently lower than the U.S. manufacturing industry overall.

We also know there’s a strong connection between an employee’s physical and mental well-being and his or her ability to work effectively. That is why we provide comprehensive healthcare benefits, free onsite wellness screenings for each employee and their spouse, and an employee assistance program. Learn more about the health and wellness benefits we offer our employees.

In 2018, 24 Maxim locations participated in Global Walking Day, with approximately 2,012 individual employees joining the walk, double the participation rate in 2017. Employees walked 4,500 miles that day and more than 400 of those employees signed on for the month-long Global Walking Challenge to improve their health. For four weeks, 426 Maxim employees attempted to hit their daily step goals and walk the distance of one lap around the globe. Not only did participants collectively walk the distance around the globe, but they circled it more than twice for a total of 51,702 miles, or 103,405,243 steps. This event not only inspires healthy habits, but it brings colleagues together around a shared, common goal.
People performance highlights (2016 - 2018)

**PAY & BENEFITS**

100% EMPLOYEES PAID LIVING WAGE (Only calculated in the U.S.)

IN FISCAL 2018, OUR CEO’S TOTAL ANNUAL COMPENSATION WAS APPROXIMATELY 366 TIMES THAT OF OUR MEDIAN EMPLOYEE.

YES, WE ARE COMMITTED TO PROMOTING GENDER PAY EQUITY

**HEALTH, SAFETY & WELLNESS**

OSHA Recordable Injuries

<table>
<thead>
<tr>
<th>Year</th>
<th>2016</th>
<th>2017</th>
<th>2018</th>
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</thead>
<tbody>
<tr>
<td>Rate</td>
<td>0.14</td>
<td>0.18</td>
<td>0.29</td>
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</tbody>
</table>

U.S. average OSHA-recordable injury rate (semiconductor manufacturing) Per 100 full-time-equivalent (FTE) employees

Lost-Time Injuries

<table>
<thead>
<tr>
<th>Year</th>
<th>2016</th>
<th>2017</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rate</td>
<td>0.04</td>
<td>0.04</td>
<td>0.16</td>
</tr>
</tbody>
</table>

U.S. average (semiconductor manufacturing) Per 100 full-time-equivalent (FTE) employees

**COMPETITIVE BENEFITS**

Examples of competitive benefits we offer our employees include:

- Educational Assistance Program
- Post-Retirement Equity Vesting
- Life & Disability Insurance
- Wellness Perks
- Medical/Dental/Vision Coverage
- Paid time off Policy
- Paid Parental Leave Policy
- 401(k) Program

Learn more about our commitments to our employees here on our website.
Giving back to communities

At Maxim, giving back to our communities is ingrained in the culture and values of our business. It is a common thread that unites and inspires us.

All Maxim operations have community engagement programs in place. Our established review processes help us efficiently select and fund charitable causes that align with the issues we are passionate about. Additionally, our internal Give.Care.Do. platform for employee-specific or company-wide campaigns is an important communication tool to facilitate active engagement and support our employees in their efforts to identify volunteer or donation opportunities. Maxim frequently matches employee-based donations as well, in some cases as much as $100,000.

The causes we support are myriad, but they all share a connection to our employees and the communities that surround us. They range from providing tutoring and mentorship to students through local elementary schools in the communities where we operate, or through science, technology, engineering, and math (STEM) education initiatives, from combating hunger through support of our local Food Banks, to supporting natural disaster relief efforts including the recent California wildfires, and many more.

In 2018 and 2017, we gave a total of $302,000 and $317,000, respectively, to our community partners, a significant increase over the level of giving in 2016. This was due in part to the generosity of our employees who significantly increased their personal contributions as well.

Our company values making a difference for the betterment of the communities in which we operate.
Maxim goes “into orbit” for FIRST LEGO® League robotics tournament

A topic close to our hearts is that of inspiring students to pursue STEM (science, technology, engineering, and math) education. We are proud to have supported robotics teams and competitions since 2012 through cash donations, volunteerism and in-kind donations.

In November 2018, Maxim hosted one of the FIRST LEGO League (FLL) Qualifying Tournaments in California where 16 youth teams competed in multiple categories in hopes of advancing to the Regional Tournament, and eventually the World Championship. More than half of the event’s 50 volunteers were Maxim employees.

The FLL is an exciting, mentor-based STEM competition that helps kids ages 9 – 14 become innovative problem solvers for real-world issues. This year’s theme, “Into Orbit,” focused on space exploration. In the Robot Games—an action-packed segment of the tournament where teams complete as many “mission” challenges within a two-and-a-half-minute time limit—FLL teams designed, built, and programmed an autonomous robot using LEGO MINDSTORMS® technology.

Seven teams were recognized for their outstanding tournament performance and received the following awards: Champions, Core Values, Project, Robot Design, Robot Performance, Judges’, and Global Innovation.
Social Performance

Combating hunger

For decades, our employees have given generously of their time and resources to Second Harvest. In 2017, more than 70 employees volunteered at the Second Harvest warehouse to sort and prepare food for distribution. Employees also competed in a 48-hour Virtual Race against other local companies to raise funds. We finished in the top three for all three competition categories (Total Giving, Giving Per Capita, and Participation), coming in close second for Participation with 38% of our employees giving to the cause.

The Race to End Hunger in November 2018 was our best showing yet. Maxim came in at over $100K in employee donations, and more than 50% of our local employees participated in a 5K/1 Mile Race to End Hunger on the Maxim campus, race, up from 38% in 2017. This earned Maxim 1st place in Second Harvest’s Participation category—thus our logo will appear on the side of a food distribution truck for a full year.

For our efforts, Maxim was recognized by Second Harvest at their Make Hunger History Awards in three different categories in 2018—Brass Ring, Blue Diamond and Hunger Hero which specifically recognized the individual dedication of our CEO, Tunç Doluca, to hunger relief. We were honored to be recognized as allies in the fight against hunger in Silicon Valley.

Maxim has supported the Second Harvest Food Bank for over 25 years, whose mission is to ensure that anyone who needs a healthy meal can get one. In those 25 years we have donated over $1 million, an equivalent of 2 million meals for families in need.
The real winners are the kids. These backpacks are distributed to K-12 grade students, providing them with the tools they need to succeed in school. Now these students can walk onto campus for the new school year with brand new backpacks and supplies!

Bruce Kiddoo
Senior Vice President and CFO
# GRI Content Index

This table includes a summary of the Global Reporting Initiative’s Sustainability Reporting Standards and Disclosures found in Maxim’s Corporate Responsibility Report, 2018 Annual Report and company websites.

<table>
<thead>
<tr>
<th>PRIORITY TOPIC AREAS FOR MAXIM</th>
<th>SCOPE</th>
<th>TOPIC BOUNDARY</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>ANTI-CORRUPTION &amp; ETHICS</strong></td>
<td>• Ethics Code outlining expected behaviors, practices and training (includes anti-corruption)</td>
<td>✓</td>
</tr>
</tbody>
</table>
| **EMPLOYEE ATTRACTION & RETENTION** | • Competition for Talent  
• Employee Engagement & Retention  
• Training & Development  
• Volunteering  
• Work life Balance | ✓ |
| **EMPLOYEE SAFETY & WELLBEING** | • Employee Health & Safety | ✓ |
| **ENERGY EFFICIENCY & CLIMATE CHANGE** | • GHG Emissions reduction  
• Energy consumption – renewable and non-renewable | ✓ |
| **HUMAN RIGHTS & LABOR ISSUES** | • Human rights in the Supply Chain  
• Responsible Materials Sourcing  
• Restricted Substances  
• Conflict Minerals | ✓ |
| **DIVERSITY & INCLUSION** | • Diverse workforce and leadership team | ✓ | ✓ |
| **INTELLECTUAL PROPERTY PROTECTION & COMPETITIVE BEHAVIOR** | • IP Protection  
• Anti-competitive behavior  
• Patent Litigation | ✓ |
| **PRODUCT LIFE CYCLE MANAGEMENT** | • Sustainable Product Design/ LCA  
• Product Energy Efficiency  
• Hazardous or harmful materials in products (toxics) | ✓ |
| **REGULATORY COMPLIANCE** | • Compliance with environmental and social regulations | ✓ |
| **SUSTAINABLE ECONOMIC GROWTH** | • Increasing shareholder value while maximizing other stakeholder benefits | ✓ | ✓ |
| **WASTE & WATER MANAGEMENT** | • Operational recycling and reuse  
• Hazardous & non-hazardous solid waste  
• Toxic emissions  
• E-waste  
• Wastewater effluents  
• Reducing/reusing and recycling water  
• Wastewater complies with regulatory limits | ✓ |

This report has been prepared in accordance with the GRI Standards: Core Option. We have focused our topic-specific standard disclosures on the priority sustainability topics identified through our materiality assessment. These priority topics are outlined in the table along with the scope of each topic (what is relevant about that topic for our business) and the topic boundary.
## GRI General Disclosures

<table>
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<tr>
<th>GRI DISCLOSURE NUMBER</th>
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<th>ADDITIONAL REFERENCE</th>
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<td>SEC Form 10-K</td>
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<td>Activities, brands, products, and services</td>
<td>ABOUT MAXIM</td>
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<td>GRI 102-3</td>
<td>Location of headquarters</td>
<td>160 Rio Robles San Jose, California 95134</td>
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<td>GRI 102-5</td>
<td>Ownership and legal form</td>
<td>See our Annual Report: Part I, Item 1 and Part 2</td>
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<td>GRI 102-6</td>
<td>Markets served</td>
<td>See our Annual Report: Part I, Item 1</td>
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<td>Scale of the organization</td>
<td>ABOUT MAXIM</td>
<td>SEC Form 10-K</td>
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<td></td>
<td>As of June 30, 2018, Maxim had 7,149 employees at over 20 fabrication, manufacturing, engineering, and sales operations worldwide. We reported $2.48 billion in net revenue, generated from sales of over 20,000 products</td>
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<td>SOCIAL PERFORMANCE: OUR GLOBAL WORKFORCE</td>
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<td>PRODUCTS: EXTENDING HIGH STANDARDS INTO OUR SUPPLY CHAIN</td>
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<td></td>
<td>Maxim requires a variety of raw materials to manufacture its products and sources from approximately 50 suppliers located in North America, Europe and Asia.</td>
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<td>GRI 102-10</td>
<td>Significant changes to the organization and its supply chain</td>
<td>In fiscal year 2018, Maxim Integrated made no significant changes to the organization's size, structure, ownership and supply chain.</td>
<td></td>
</tr>
<tr>
<td>GRI 102-11</td>
<td>Precautionary Principle or approach</td>
<td>Our precautionary approach is reflected in our Code of Corporate Social Responsibility, our Environmental Policy and our Enterprise Risk Management approach.</td>
<td>Code of Corporate Social Responsibility</td>
</tr>
<tr>
<td>GRI 102-12</td>
<td>External initiatives</td>
<td>The following voluntary environmental and social charters/standards/sets of guiding principles:</td>
<td><a href="https://investor.maximintegrated.com/corporate-responsibility/default.aspx">https://investor.maximintegrated.com/corporate-responsibility/default.aspx</a></td>
</tr>
<tr>
<td></td>
<td>• ISO 14001 EMS Standard</td>
<td></td>
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<tr>
<td></td>
<td>• Responsible Business Alliance (RBA) Code of Conduct</td>
<td></td>
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<tr>
<td></td>
<td>• GRI Sustainability Reporting Standards</td>
<td></td>
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<td></td>
<td>• CDP</td>
<td></td>
<td></td>
</tr>
<tr>
<td>GRI 102-13</td>
<td>Membership of associations</td>
<td>GOVERNANCE &amp; ETHICS: ASSESSING EMERGING ISSUES</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Maxim Integrated belongs to several industry associations to advance various policy objectives in support of the semiconductor industry. Examples include participating in the Semiconductor Industry Association (SIA) to strengthen U.S. leadership in semiconductor manufacturing, design, and research by working with the U.S. government to encourage policies and regulations that fuel innovation, propel business, and drive international competition. Additionally, we are a member of the World Semiconductor Trade Statistics (WSTS) association, which publishes industry market data on a monthly cadence. We also collaborate with outside groups such as the Responsible Business Alliance (RBA) which promote trust and underpin our “direct” supply chain relationships.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>GRI DISCLOSURE NUMBER</td>
<td>GRI DISCLOSURE TITLE</td>
<td>LOCATION &amp; NOTES</td>
<td>ADDITIONAL REFERENCE</td>
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<tr>
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</tr>
<tr>
<td>GRI 102-14</td>
<td>Statement from senior decision-maker</td>
<td><strong>MESSAGE FROM OUR CEO</strong></td>
<td></td>
</tr>
<tr>
<td><strong>ETHICS &amp; INTEGRITY</strong></td>
<td></td>
<td></td>
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</tr>
<tr>
<td>GRI 102-16</td>
<td>Values, principles, standards, and norms of behavior</td>
<td><strong>GOVERNANCE &amp; ETHICS: OPERATING ETHICALLY</strong> Code of Business Conduct and Ethics outlines our policy, which applies to the company's employees, officers, and nonemployee directors, including the company's CEO, CFO, and principal accounting officer or controller. Code of Corporate Social Responsibility is our credo and outlines our ethical, environmental and social commitments to our employees.</td>
<td>Learn more about our Corporate Governance policies and practices, and our Board of Directors and committees here: <a href="https://investor.maximintegrated.com/corporate-governance/default.aspx">https://investor.maximintegrated.com/corporate-governance/default.aspx</a></td>
</tr>
<tr>
<td>GRI 102-17</td>
<td>Mechanisms for advice and concerns about ethics</td>
<td><strong>GOVERNANCE &amp; ETHICS: OPERATING ETHICALLY</strong> Our Code of Business Conduct and Ethics outlines the internal and external mechanisms for employees to seek advice about ethical and lawful behavior, and organizational integrity, and to report concerns about unethical or unlawful behavior, and organizational integrity.</td>
<td></td>
</tr>
<tr>
<td><strong>GOVERNANCE</strong></td>
<td></td>
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</tr>
<tr>
<td>GRI 102-18</td>
<td>Governance structure</td>
<td><strong>GOVERNANCE &amp; ETHICS: CORPORATE GOVERNANCE</strong></td>
<td>Learn more about our Corporate Governance policies and practices, and our Board of Directors and committees here: <a href="https://investor.maximintegrated.com/corporate-governance/default.aspx">https://investor.maximintegrated.com/corporate-governance/default.aspx</a></td>
</tr>
<tr>
<td><strong>STAKEHOLDER ENGAGEMENT</strong></td>
<td></td>
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</tr>
<tr>
<td>GRI 102-40</td>
<td>List of stakeholder groups</td>
<td>Our key stakeholder groups include but are not limited to: current and former Maxim employees and contractors; customers; suppliers and vendors; societies and communities in which we operate; trade associations; and government and regulatory agencies and investors.</td>
<td></td>
</tr>
<tr>
<td>GRI 102-41</td>
<td>Collective bargaining agreements</td>
<td>Employees are generally not covered by collective bargaining agreements, only as required by certain local European Country laws (such as France).</td>
<td></td>
</tr>
<tr>
<td>GRI 102-42</td>
<td>Identifying and selecting stakeholders</td>
<td><strong>GOVERNANCE &amp; ETHICS: ASSESSING EMERGING ISSUES</strong></td>
<td></td>
</tr>
<tr>
<td>GRI 102-43</td>
<td>Approach to stakeholder engagement</td>
<td><strong>GOVERNANCE &amp; ETHICS: ASSESSING EMERGING ISSUES</strong></td>
<td></td>
</tr>
<tr>
<td>GRI 102-44</td>
<td>Key topics and concerns raised</td>
<td>Maxim stakeholders have raised several key issues that include but are not limited to: supplier management, conflict minerals, human rights, workers rights, ethics and compliance, waste/water/energy use, chemical/gas emissions, climate change, and diversity/inclusion.</td>
<td></td>
</tr>
<tr>
<td><strong>REPORTING PRACTICE</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>GRI 102-45</td>
<td>Entities included in the consolidated financial statements</td>
<td>The Company currently has one operating segment. Enterprise-wide information is provided in accordance with ASC No. 280, Segment Reporting. (SEC Form 10-K, Note 11: Segment Information). Maxim's corporate responsibility report covers topics for all entities included in our financial statements.</td>
<td>SEC Form 10-K, Note 11: Segment Information</td>
</tr>
<tr>
<td>GRI 102-46</td>
<td>Defining report content and topic Boundaries</td>
<td><strong>GOVERNANCE &amp; ETHICS: ASSESSING EMERGING ISSUES</strong> We determined the focus of this report through a materiality assessment conducted in 2018, and through ongoing engagement and consultation with our Corporate Responsibility Steering Team, our employees and key external stakeholders such as our customers and investors.</td>
<td></td>
</tr>
<tr>
<td>GRI DISCLOSURE NUMBER</td>
<td>GRI DISCLOSURE TITLE</td>
<td>LOCATION &amp; NOTES</td>
<td>ADDITIONAL REFERENCE</td>
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</tr>
<tr>
<td>GRI 102-47</td>
<td>List of material topics</td>
<td>GOVERNANCE &amp; ETHICS: ASSESSING EMERGING ISSUES</td>
<td>Maxim’s priority ESG topics include: • Anti-Corruption &amp; Ethics • Diversity &amp; Inclusion • Employee Attraction &amp; Retention • Employee Safety &amp; Wellbeing • Energy Efficiency &amp; Climate Change • Human Rights &amp; Labor Issues • Intellectual Property Protection &amp; Competitive Behaviour • Product Life Cycle Management/Materials Use • Regulatory Compliance • Sustainable Economic Growth • Waste Management • Water Management</td>
</tr>
<tr>
<td>GRI 102-48</td>
<td>Restatements of information</td>
<td>Since this is our first Corporate Responsibility Report, this is our first disclosure of baseline ESG data and information.</td>
<td></td>
</tr>
<tr>
<td>GRI 102-49</td>
<td>Changes in reporting</td>
<td>Not applicable since this is our first Corporate Responsibility Report.</td>
<td></td>
</tr>
<tr>
<td>GRI 102-50</td>
<td>Reporting period</td>
<td>The highlights and metrics shared in this report cover calendar 2017 and 2018, and we provide multi-year trend data where feasible.</td>
<td></td>
</tr>
<tr>
<td>GRI 102-51</td>
<td>Date of most recent report</td>
<td>This is our first Corporate Responsibility Report.</td>
<td></td>
</tr>
<tr>
<td>GRI 102-52</td>
<td>Reporting cycle</td>
<td>Maxim plans to release an annual Corporate Responsibility Report.</td>
<td></td>
</tr>
<tr>
<td>GRI 102-53</td>
<td>Contact point for questions regarding the report</td>
<td>Maxim’s contact point for questions regarding the report is <a href="mailto:corporate.responsibility@maximintegrated.com">corporate.responsibility@maximintegrated.com</a>.</td>
<td></td>
</tr>
<tr>
<td>GRI 102-54</td>
<td>Claims of reporting in accordance with the GRI Standards</td>
<td>We self-declare that this report has been prepared in accordance with the GRI Standards: Core Option.</td>
<td></td>
</tr>
<tr>
<td>GRI 102-55</td>
<td>GRI content index</td>
<td>This GRI Content Index Table.</td>
<td></td>
</tr>
<tr>
<td>GRI 102-56</td>
<td>External assurance</td>
<td>We do not currently have a policy regarding external assurance for our CR reporting, and as such, the data and information in our report are not externally assured.</td>
<td></td>
</tr>
</tbody>
</table>

**GRI Specific Standard Disclosures - Economic**

**TOPIC: ECONOMIC PERFORMANCE**

<table>
<thead>
<tr>
<th>GRI 103-1 to 103-3</th>
<th>Explanation of the material topic and its Boundary</th>
<th>GOVERNANCE &amp; ETHICS: ASSESSING EMERGING ISSUES</th>
<th>SEC Form 10-K</th>
</tr>
</thead>
<tbody>
<tr>
<td>GRI 201-1</td>
<td>Direct economic value generated and distributed</td>
<td>SOCIAL PERFORMANCE: OUR WORKFORCE</td>
<td>SEC Form 10-K</td>
</tr>
<tr>
<td></td>
<td></td>
<td>SOCIAL PERFORMANCE: GIVING BACK TO COMMUNITIES</td>
<td></td>
</tr>
<tr>
<td>GRI DISCLOSURE NUMBER</td>
<td>GRI DISCLOSURE TITLE</td>
<td>LOCATION &amp; NOTES</td>
<td>ADDITIONAL REFERENCE</td>
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</tr>
<tr>
<td>GRI 201-3</td>
<td>Defined benefit plan obligations and other retirement plans</td>
<td>U.S. employees are automatically enrolled in the Maxim Integrated 401(k) plan when they meet eligibility requirements, unless they decline participation. Maxim also provides defined-benefit pension plans in certain countries. Maxim provides medical benefits to current employees pursuant to certain retirement agreements. These benefits to individuals are accounted for pursuant to a documented plan under ASC No. 715, Compensation-Retirement Benefits (“ASC 715”). SEC Form 10-K, Note 18: Benefits.</td>
<td>SEC Form 10-K, Note 18: Benefits</td>
</tr>
<tr>
<td>GRI 201-4</td>
<td>Financial assistance received from government</td>
<td>Maxim received tax-benefit incentives from federal, state and local governments around the world. These incentives are commonly available to manufacturing companies with investments in equipment and facilities, employment and R&amp;D.</td>
<td>SEC Form 10-K, Note 16: Income Taxes</td>
</tr>
</tbody>
</table>

**TOPIC: ANTI CORRUPTION**

| GRI 103-1 to 103-3    | Explanation of the material topic and its Boundary                                   | GOVERNANCE & ETHICS: ASSESSING EMERGING ISSUES  
GOVERNANCE & ETHICS: CORPORATE GOVERNANCE  
GOVERNANCE & ETHICS: OPERATING ETHICALLY                                                                                           | Code of Corporate Social Responsibility                  |
|-----------------------|-------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------|
| GRI 205-1             | Operations assessed for risks related to corruption                                 | GOVERNANCE & ETHICS: CORPORATE GOVERNANCE  
GOVERNANCE & ETHICS: OPERATING ETHICALLY                                                                                              | Code of Corporate Social Responsibility                  |
| GRI 205-2             | Communication and training about anti-corruption policies and procedures             | GOVERNANCE & ETHICS: OPERATING ETHICALLY                                                                                                               | Code of Business Ethics and Conduct                        |
| GRI 205-3             | Confirmed incidents of corruption and actions taken                                 | If allegations of corruption are brought to our attention, we work to investigate and resolve them appropriately and disclose substantiated incidents as appropriate.                                                                |                                                             |

**TOPIC: ANTI COMPETITIVE BEHAVIOR**

| GRI 103-1 to 103-3    | Explanation of the material topic and its Boundary                                   | GOVERNANCE & ETHICS: ASSESSING EMERGING ISSUES  
Code of Corporate Social Responsibility  
Code of Business Ethics and Conduct                                                                                              |                                                             |
|-----------------------|-------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------|

**Specific Standard Disclosures – Environment**

**TOPIC: MATERIALS**

| GRI 103-1 to 103-3    | Explanation of the material topic and its Boundary                                   | GOVERNANCE & ETHICS: ASSESSING EMERGING ISSUES  
Code of Corporate Social Responsibility  
Code of Business Ethics and Conduct                                                                                              |                                                             |
<table>
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</thead>
<tbody>
<tr>
<td>GRI 301-2</td>
<td>Recycled input materials used</td>
<td>The majority of the purchase materials required to manufacture our products are chemicals. Where feasible, we also collect waste from our processes for reuse and for fuel purposes. During construction projects, we give preference to materials containing recycled products, although we do not currently track the total amount of recycled material purchased for these projects.</td>
<td></td>
</tr>
</tbody>
</table>
GRI DISCLOSURE NUMBER | GRI DISCLOSURE TITLE | LOCATION & NOTES | ADDITIONAL REFERENCE
--- | --- | --- | ---
GRI 301-3 | Reclaimed products and their packaging materials | Currently, we are unable to determine the percentage of products reclaimed by customers or end users. Although we cannot control how customers handle the semiconductors they place in their products, nor their product’s end-of-life issues, we provide information about the substances used in our components so that customers can make informed decisions about end-of-life disposal. | 

**TOPIC: ENERGY**

GRI 103-1 to 103-3 | Explanation of the material topic and its Boundary | GOVERNANCE & ETHICS: ASSESSING EMERGING ISSUES ENVIRONMENTAL PERFORMANCE: MANAGING ENVIRONMENTAL PERFORMANCE | 

GRI 302-3 | Energy intensity | ENVIRONMENTAL PERFORMANCE: EMISSIONS & ENERGY | 

**TOPIC: WATER**

GRI 103-1 to 103-3 | Explanation of the material topic and its Boundary | GOVERNANCE & ETHICS: ASSESSING EMERGING ISSUES ENVIRONMENTAL PERFORMANCE: MANAGING ENVIRONMENTAL PERFORMANCE | 
GRI 303-3 | Water recycled and reused | ENVIRONMENTAL PERFORMANCE: CONSERVING WATER | 

**TOPIC: EMISSIONS**

GRI 103-1 to 103-3 | Explanation of the material topic and its Boundary | GOVERNANCE & ETHICS: ASSESSING EMERGING ISSUES ENVIRONMENTAL PERFORMANCE: MANAGING ENVIRONMENTAL PERFORMANCE | 
GRI 305-1 | Direct (Scope 1) GHG emissions | ENVIRONMENTAL PERFORMANCE: EMISSIONS & ENERGY | 
GRI 305-2 | Energy indirect (Scope 2) GHG emissions | ENVIRONMENTAL PERFORMANCE: EMISSIONS & ENERGY | 
GRI 305-4 | GHG emissions intensity | ENVIRONMENTAL PERFORMANCE: EMISSIONS & ENERGY | 
GRI 305-5 | Reduction of GHG emissions | ENVIRONMENTAL PERFORMANCE: EMISSIONS & ENERGY | 

**TOPIC: EFFLUENTS & WASTE**

GRI 103-1 to 103-3 | Explanation of the material topic and its Boundary | GOVERNANCE & ETHICS: ASSESSING EMERGING ISSUES ENVIRONMENTAL PERFORMANCE: MANAGING ENVIRONMENTAL PERFORMANCE | 
GRI 306-2 | Waste by type and disposal method | ENVIRONMENTAL PERFORMANCE: WASTE MANAGEMENT | 
GRI 306-3 | Significant spills | ENVIRONMENTAL PERFORMANCE: WASTE MANAGEMENT | No significant spills were recorded during this reporting period. | 

**TOPIC: ENVIRONMENTAL COMPLIANCE**

GRI 103-1 to 103-3 | Explanation of the material topic and its Boundary | GOVERNANCE & ETHICS: ASSESSING EMERGING ISSUES ENVIRONMENTAL PERFORMANCE: MANAGING ENVIRONMENTAL PERFORMANCE | 
GRI 307-1 | Non-compliance with environmental laws and regulations | No significant fines or non-monetary sanctions for non-compliance occurred during this reporting period. | 


No significant fines or non-monetary sanctions for non-compliance occurred during this reporting period.
<table>
<thead>
<tr>
<th>GRI DISCLOSURE NUMBER</th>
<th>GRI DISCLOSURE TITLE</th>
<th>LOCATION &amp; NOTES</th>
<th>ADDITIONAL REFERENCE</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>TOPIC: SUPPLIER ENVIRONMENTAL ASSESSMENT</strong></td>
<td></td>
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</tr>
<tr>
<td>GRI 103-1 to 103-3</td>
<td>Explanation of the material topic and its Boundary</td>
<td>GOVERNANCE &amp; ETHICS: ASSESSING EMERGING ISSUES, PRODUCT PERFORMANCE: EXTENDING HIGH STANDARDS INTO OUR SUPPLY CHAIN</td>
<td>Code of Corporate Social Responsibility</td>
</tr>
<tr>
<td>GRI 308-1</td>
<td>New suppliers that were screened using environmental criteria</td>
<td>All new suppliers are screened for their adherence to our environmental policies as described in our Code of Corporate Social Responsibility.</td>
<td></td>
</tr>
<tr>
<td><strong>Specific Standard Disclosures – Social</strong></td>
<td></td>
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</tr>
<tr>
<td><strong>TOPIC: EMPLOYMENT</strong></td>
<td></td>
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</tr>
<tr>
<td>GRI 401-1</td>
<td>New employee hires and employee turnover</td>
<td>SOCIAL PERFORMANCE: OUR WORKFORCE</td>
<td>We report on our new hires by gender and by region, but turnover is very competitive information in our industry. We manage it closely internally, but it is not something we will disclose at this time.</td>
</tr>
<tr>
<td>GRI 401-2</td>
<td>Benefits provided to full-time employees that are not provided to temporary or part-time employees</td>
<td></td>
<td>The following benefits are provided for full-time employees that are not provided to part-time employees: • Healthcare plans for employees and eligible family members • Life and disability insurance • Retirement benefits • Paid time off • Employee discounts • Wellness perks</td>
</tr>
<tr>
<td><strong>TOPIC: OCCUPATIONAL HEALTH AND SAFETY</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>GRI 403-2</td>
<td>Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities</td>
<td>SOCIAL PERFORMANCE: HEALTH, SAFETY &amp; WELLNESS</td>
<td>Note that we don’t report on our total incident rate by gender as we don’t manage to this metric. Our H&amp;S policies, programs, and training are targeted at all of our employees to ensure we meet our established goals of a 0.40 OSHA-recordable injury rate, 0.20 lost-time injury rate and 4.0 days-away injury rate.</td>
</tr>
<tr>
<td><strong>TOPIC: TRAINING AND EDUCATION</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>GRI 404-1</td>
<td>Average hours of training per year per employee</td>
<td>SOCIAL PERFORMANCE: INVESTING IN OUR PEOPLE</td>
<td>Note we are not able to report on average training hours broken down by gender or by employee category as our systems to not currently track this additional level of detail.</td>
</tr>
<tr>
<td>GRI 404-2</td>
<td>Programs for upgrading employee skills and transition assistance programs</td>
<td>SOCIAL PERFORMANCE: INVESTING IN OUR PEOPLE</td>
<td>Note that we report on the type and scope of programs Maxim provides to help employees upgrade their skills. We don’t currently offer any programs to facilitate continued employability of employees who leave either through retirement or termination.</td>
</tr>
<tr>
<td>GRI DISCLOSURE NUMBER</td>
<td>GRI DISCLOSURE TITLE</td>
<td>LOCATION &amp; NOTES</td>
<td>ADDITIONAL REFERENCE</td>
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</tr>
<tr>
<td>GRI 404-3</td>
<td>Percentage of employees receiving regular performance and career development reviews</td>
<td>100% of our managers are required to conduct annual performance reviews for the employees on their teams and set Individual Development Plans for each employee.</td>
<td></td>
</tr>
<tr>
<td>GRI 405-2</td>
<td>Ratio of basic salary and remuneration of women to men</td>
<td>We are committed to gender pay equity and conduct pay equity analyses to assess any potential inequalities.</td>
<td></td>
</tr>
<tr>
<td>GRI 412-2</td>
<td>Employee training on human rights policies or procedures</td>
<td>99% of assigned employees completed Harassment Prevention training in 2018</td>
<td></td>
</tr>
<tr>
<td>GRI 413-1</td>
<td>Operations with local community engagement, impact assessments, and development programs</td>
<td><strong>SOCIAL PERFORMANCE: GIVING BACK TO COMMUNITIES</strong></td>
<td></td>
</tr>
<tr>
<td>GRI 414-1</td>
<td>New suppliers that were screened using social criteria</td>
<td>All new suppliers are screened for their adherence to our human rights, slavery, and human trafficking policies as described in our Code of Business Conduct and Ethics and Code of Corporate Social Responsibility.</td>
<td><a href="https://investor.maximintegrated.com/corporate-responsibility/default.aspx">https://investor.maximintegrated.com/corporate-responsibility/default.aspx</a></td>
</tr>
<tr>
<td>GRI 415-1</td>
<td>Political contributions</td>
<td>Maxim does not participate in political contribution activity, whether directly or indirectly.</td>
<td></td>
</tr>
</tbody>
</table>
GRI DISCLOSURE NUMBER | GRI DISCLOSURE TITLE | LOCATION & NOTES
--- | --- | ---
GRI 103-1 to 103-3 | Explanation of the material topic and its Boundary | GOVERNANCE & ETHICS: ASSESSING EMERGING ISSUES
PRODUCT PERFORMANCE: DEVELOPING MORE SUSTAINABLE PRODUCTS
Our Environmental Management System ensures that our design, manufacturing, testing, marketing and sales of analog/mixed-signal semiconductor products meet compliance obligations and our Product Sustainability Program is dedicated to support and ensure regulatory compliance for Maxim products.

LOCATIONS & NOTES
- Governance & Ethics: Assessing Emerging Issues
- Product Performance: Developing More Sustainable Products

ADDITIONAL REFERENCE
Learn more about our Statements and Notices on Environmental Product Regulations and Topics here:

GRI 416-1 | Assessment of the health and safety impacts of product and service categories | 100% of our products go through our Product Sustainability Program for which health and safety impacts are assessed for improvement. This process ensures we are in compliance with relevant regulations around substances of concern (REACH, RoHS, ELV, Battery Directive). Maxim’s Policy on Restricted and Hazardous Substances defines the policy and procedures of Maxim Integrated with respect to banned and restricted substances to provide a product compliant with applicable environmental product regulations and requirements.

LOCATIONS & NOTES
- Governance & Ethics: Assessing Emerging Issues
- Product Performance: Developing More Sustainable Products

ADDITIONAL REFERENCE
Learn more about our Statements and Notices on Environmental Product Regulations and Topics here:

GRI 416-2 | Incidents of non-compliance concerning the health and safety impacts of products and services | No incidents of non-compliance with regulations and/or voluntary codes were identified during this reporting period.

LOCATIONS & NOTES
- Governance & Ethics: Assessing Emerging Issues
- Product Performance: Developing More Sustainable Products

ADDITIONAL REFERENCE
Learn more about our Statements and Notices on Environmental Product Regulations and Topics here:

TOPIC: SOCIOECONOMIC COMPLIANCE

GRI 103-1 to 103-3 | Explanation of the material topic and its Boundary | GOVERNANCE & ETHICS: ASSESSING EMERGING ISSUES
Our management system for ensuring we are in compliance with relevant social and economic regulations in all regions where we operate is outlined in our Code of Corporate Social Responsibility.

LOCATIONS & NOTES
- Governance & Ethics: Assessing Emerging Issues

ADDITIONAL REFERENCE
Learn more about our Statements and Notices on Environmental Product Regulations and Topics here:
- Code of Corporate Social Responsibility

GRI 419-1 | Non-compliance with laws and regulations in the social and economic area | No significant fines or non-monetary sanctions for non-compliance occurred during this reporting period.

LOCATIONS & NOTES
- Governance & Ethics: Assessing Emerging Issues

ADDITIONAL REFERENCE
Learn more about our Statements and Notices on Environmental Product Regulations and Topics here:
- Code of Corporate Social Responsibility

ABOUT THIS REPORT

The information contained in this report is accurate as of approximately February 26, 2019, unless a different date is used in this report. The information is subject to change, and Maxim may update, amend, supplement, or otherwise alter such information in subsequent reports or filings.

This report contains forward-looking statements based on our current expectations, estimates, and projections about our industry, and our management’s beliefs and assumptions. We caution readers that these statements are merely predictions and are not guarantees of future results. Actual events may differ materially, perhaps adversely.

Our Annual Report on Form 10-K, subsequent Quarterly Reports on Form 10-Q, Current Reports on Form 8-K, and other filings made with the U.S. Securities and Exchange Commission discuss some of the important risk factors that could contribute to differences between projections and outcomes, which could affect our business, operational results, and financial condition. Maxim undertakes no obligation to update forward-looking statements and disclaims any obligation to do so except as required by applicable laws.

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