Welcome to our Corporate Responsibility Report!

At Maxim, we’re making strides to sustainably address the most relevant environmental, social, and governance topics for our business. This report demonstrates our continued commitment to transparency in reporting our corporate responsibility progress.

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 2019, unless noted otherwise, 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

For over 37 years, Maxim has relied on our time-tested values and principles that fueled our resilience and success. Our second Corporate Responsibility Report is a testament to our employees’ commitment to making a difference—for each other, for our customers, and for a world that needs innovations that enable progress.

Maxim solves engineering problems and empowers innovation for our customers through the design and development of leading analog and mixed-signal products. Amid a challenging business climate, our business model and flexible manufacturing strategy has maintained strong profitability and stability through uncertain times.

But it’s our character as a company that has prevailed through unforeseen challenges, including the January 2020 Taal volcano eruption in the Philippines and the ongoing COVID-19 pandemic. We took decisive actions to safeguard employee health and safety while minimizing disruption to our operations. We prioritized production for parts used in critical medical equipment and made swift operational changes to protect our employees through social distancing, work-from-home, and additional safety measures. Through this adversity, we have proven our adaptability and resiliency.

While we continue to tackle the challenges of 2020, the focus of this report is to celebrate our corporate responsibility related achievements in 2019, including:

• Implementing over $40 million in upgrades for our Oregon manufacturing site that help the environment and improve efficiency.
• Formalizing corporate responsibility governance at the board level.
• Strengthening our robust practices to mitigate cybersecurity and data privacy risks.
• Initiating a new vendor due diligence system to enhance our oversight of human rights issues in the supply chain.
• Having 40% of our annual sales be deemed as “Green Revenue” by FTSE Russell.
• Being recognized by leading organizations for our inclusion & diversity efforts.
• Investing in our people through bolstered training, inclusion & diversity, employee recognition, and benefits programs.
• Formalizing commitments to help ensure fundamental equity for all our workers.

I am proud of our team’s recent accomplishments and inspired by our employees who strive to make a difference every day. It is a privilege to lead Maxim’s global employees who work hard to deliver the best solutions for our customers and treat each other with dignity and respect.

Tunç Doluca, President and CEO
Maxim’s Response to COVID-19

Our Global Outreach

**Portland**
Maxim donated 1,000 N95 respirators to Legacy Health in Portland. Legacy Health is a non-profit health system, with six local hospitals, including Randall’s Children Hospital in downtown Portland.

**San Jose**
Maxim donated 1,000 N95 masks to San Jose Medical Center. The much-needed medical supplies were highly appreciated as they supported the County of Santa Clara Health System. HQ-based employees also participated in a giving campaign to help Second Harvest Food Bank. Maxim matched employee donations to Second Harvest up to $20,000.

**Boston**
Boston Design Center employees made monetary donations to the Merrimack Valley Food Bank during its fundraiser drive, which Maxim matched.

**Italy**
Employees raised funds for the local communities in Italy’s Milan and Bergamo regions, which were dramatically impacted.

**Philippines**
Maxim Philippines donated over 300 pieces of new and slightly used smocks and bunny suits for distribution to the frontline workers of General Trias City in Cavite. Maxim Philippines also donated 6,600 much-needed family food packs to the Cavite community.
Redirecting our business to fight COVID-19

Maxim is committed to using our business for the benefit of others. As a technology leader, we have a responsibility to prioritize parts that are used on the front lines, and that’s exactly what we did to help tackle the COVID-19 pandemic.

We added 50 more priority parts to our supply chain for products used in medical equipment and accelerated the production of these technologies to assist in the diagnosis and treatment of COVID-19 patients. Our semiconductor devices are used in a vast array of medical equipment, including virus detection devices, ultrasounds, analytical/laboratory equipment, ventilators, patient remote monitoring devices, intravenous blood monitors, temperature loggers for critical COVID drugs, pulse oximeters, remote patient/IR thermometers, blood glucose meters for diabetics, anesthesia machines, and disposable patches for blood pressure. Maxim employees in the Philippines, Thailand and Oregon worked hard to manufacture, test and ship these parts. At the same time, our Customer Operations and Supply Chain ensured orders for these critical applications received top priority.

We also prioritized the safety and well-being of our employees, mobilizing a business continuity plan and taking comprehensive precautions to protect our employees from exposure. After swiftly closing many offices and halting business travel, we implemented remote working at many of our office locations. We used productivity tools, including a new video conferencing system, to stay connected. We added new paid leave for those unable to work due to COVID-19, were quarantined, or who had childcare challenges. In locations where essential work continued, we implemented global safety and cleaning protocols, which included employee training, social distancing, enhanced cleaning, requiring masks or facial coverings, lab specific protocols, temperature checks and health questionnaires.

Looking towards the future, our engineering teams will continue to partner with medical customers on products that could save lives. Our operations teams will do everything within their control to keep our supply chain operating at a level to best support our customers. We will continue to prioritize the health and safety of our employees. And finally, our employees, known for their big ideas and even bigger hearts, will continue to act responsibly to facilitate wellbeing for themselves and their coworkers, as well as demonstrate kindness and generosity toward the communities in which we operate.

While the pandemic is a challenge and a true test of our resiliency, we are grateful to our employees, customers, and community partners who have come together to tackle the challenge of COVID-19 on a global scale. One thing is for certain: every little bit of inspiration and hope is vital to get through it together.

We are committed to alleviating the impact of this global pandemic. In order to support efforts in fighting this disease, we adjusted manufacturing capacity to prioritize products used in medical equipment which assists in the diagnosis and treatment of COVID-19 patients.

Tunc Doluca, President and CEO
About Maxim

Maxim Integrated Products, Inc. is a publicly traded company (NASDAQ: MXIM) that solves engineering problems and empowers design innovation through analog and mixed-signal products and technologies.

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.
- Deliver analog solutions to bridge the real and digital world.
- Secure challenging embedded applications, while lowering power and enabling greater integration.
- Enhance mobile devices with high-quality audio, efficient power and sophisticated sensors.

We're proud to serve customers in automotive, industrial, healthcare, mobile consumer, and cloud data center industries, helping them create the products that shape our world.

Since our founding in 1983, we've grown as a global company with over 7,000 employees working in the Americas, Asia and Europe.

Learn about our ownership structure, financial highlights, and more in our Annual Report.
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. Learn more about our supply chain management activities here.
Corporate governance

The diverse and highly qualified backgrounds of our Directors are integral to Maxim’s development and success.

Our Board provides effective and ethical oversight of the Company’s strategy and performance while representing the best interests of our stockholders. Several of our board members are experts in the semiconductor industry, in risk mitigation and in our end markets. All are adept in navigating emerging regulations and issues—enabling Maxim to be resilient through today’s challenges.

In 2019, we augmented the capabilities of our Board with the appointment of Mercedes Johnson, a semiconductor industry veteran and expert in risk mitigation and finance. We also formed the Governance and Corporate Responsibility Committee, which is chaired by MaryAnn Wright. We updated board charters to limit the number of public company boards on which directors may serve, to encourage directors’ continuing education to better perform their duties, and to prohibit hedging and future pledging by directors.

Key corporate governance policies and practices are available on our Governance website. These are reviewed and updated regularly to maintain best practice and adapt to the changing needs of the business.

Our Board

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**BOARD COMPOSITION**

<table>
<thead>
<tr>
<th>Total Board Size</th>
<th>9 Members</th>
</tr>
</thead>
<tbody>
<tr>
<td>% Independent</td>
<td>89%</td>
</tr>
<tr>
<td>% Male</td>
<td>66%</td>
</tr>
<tr>
<td>% Female</td>
<td>33%</td>
</tr>
</tbody>
</table>

**COMPENSATION**

| CEO’s Equity Grants as Multiple of Salary | 8.76 |
| CEO’s Stock Ownership Guidelines | 5 Times Annual Base Salary |
| Executives’ Long-Term Incentives and Mechanisms | Long term compensation based on Maxim stock performance and on total shareholder return ranking over 4 years, relative to peer companies. |
| Description of Executives’ Clawback or Malus Provisions | Board may take appropriate action for misconduct by executive officers. |

**OWNERSHIP & BUSINESS PRACTICE**

| % of Board Subject to Re-Election | 100% |
| Board Election Frequency | Annual |
| Signatory to Responsible Tax Principles | We are committed to a similar set of Responsible Tax Principles as required by UK Law |

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**OUR BOARD**

- **Tracy Accardi**
  Member, Compensation Committee

- **James R. Bergman**
  Member, Audit Committee
  Chairperson, Compensation Committee

- **Tunç Doluca**
  President and CEO

- **Mercedes Johnson**
  Member, Audit Committee

- **Robert E. Grady**
  Member, Compensation Committee
  & Governance and Corporate Responsibility Committee

- **William P. Sullivan**
  Chairman of the Board
  Member, Governance and Corporate Responsibility Committee

- **William D. Watkins**
  Member, Audit Committee

- **MaryAnn Wright**
  Chairperson, Governance and Corporate Responsibility Committee
Risk management

We strengthened our already robust management practices to mitigate cybersecurity and data privacy risks.

In 2019, we launched a program to supplement our Enterprise Risk Management (ERM) framework and validate our commitment to protecting individuals’ personal information. In addition, in 2019 we published Values for our global Data Privacy Program, which includes transparency into data use, steps to ensure data security, proactive adaptation to changing requirements, prevention and rapid response to data breaches, retention of data, and responsiveness to stakeholder questions or concerns.

Our Audit Committee also added cybersecurity to its risk management focus. It is the responsibility of the Audit Committee to assess the steps management has taken to mitigate significant risks, except those risks for which oversight has been assigned to other committees of the Board of Directors.

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

Please see our Fiscal Year 2020 Annual Report for more information on key risks and associated factors.

Corporate responsibility governance

We’re excited about the newly-formed corporate responsibility function within our Governance and Corporate Responsibility Committee. This committee is chaired by MaryAnn Wright and backed by an updated charter that formalizes the board’s oversight of economic, social, environmental and governance issues.

Our Corporate Responsibility (CR) Steering Team guides our CR strategy and focus areas and measures performance, working with the business to implement related programs and initiatives. The team also leads the development of our annual Corporate Responsibility Report. Maxim’s executive team is accountable for the strategy and performance outcomes and has approved the contents of this report.

Our Codes of Business Conduct and Ethics and Corporate Social Responsibility reflect the high ethical, environmental, and social standards we expect of our employees, suppliers and foundry partners. The Codes, managed through our Legal Department, are guided by international standards including 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, providing transparency and ease of access for our customers.

Please see our 2019 Corporate Responsibility Report for more information on our process for assessing the environmental, social, and governance topics that are most critical to our business. We intend to reevaluate this materiality assessment on a biannual basis.
Operating ethically

Business ethics, integrity, and compliance are integral to Maxim’s success and ongoing growth. We strive to conduct our operations in accordance with applicable laws and regulations in which we do business.

Our globally applicable Codes of Business Conduct and Ethics and Corporate Social Responsibility define the ethical behavior we expect of our employees, officers, and non-employee directors. 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.

In 2019, we expanded our compliance training to include global data privacy as part of the new program launch. Maxim reached over 99% training completion rates in 2018 and 2019 for all employees assigned training. These included trainings related to Maxim’s Code of Business Conduct and Ethics, Global Anti-Bribery and Corruption, Harassment Prevention, Global Data Privacy, and Safe Computing.

We maintain an open-door approach that encourages employees to talk to supervisors, managers, their human resources business partner, or the Chief Compliance Officer, when in doubt about the best course of action in any situation.

If an employee suspects a violation of the Codes, they have the responsibility to report the issue to their immediate supervisor, the Chief Compliance Officer, or anonymously via a toll-free hotline or a third-party website via EthicsPoint. 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.

More information on our integrity and compliance training initiatives is available in the Social Performance section of this report.

COMPLIANCE TRAINING COMPLETION RATES 2019

<table>
<thead>
<tr>
<th>TRAINING NAME</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>ANTI-CORRUPTION</td>
<td>99.5%</td>
</tr>
<tr>
<td>GLOBAL DATA PRIVACY</td>
<td>99.9%</td>
</tr>
<tr>
<td>HARASSMENT PREVENTION</td>
<td>99.7%</td>
</tr>
<tr>
<td>SAFE COMPUTING</td>
<td>99.7%</td>
</tr>
</tbody>
</table>

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 MOST RECENT 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.
Awards and Recognition

We’re proud to be recognized for our performance on environmental, social, and governance topics.

**Bloomberg Gender-Equality Index 2020**

In January 2020, Bloomberg selected Maxim for membership in the 2020 Gender-Equality Index, which represented 325 global companies spanning 50 industries. We were recognized as one of the top public companies in the world committed to supporting gender equality through policy development, representation, and transparency.

**America’s 100 Most JUST Companies**

For the third straight year, Forbes and JUST Capital named Maxim one of America’s 100 most JUST Companies of 2020. The JUST 100 is a preeminent list of companies that perform best on the priorities of the American people, such as fair pay, equal treatment for all workers, good jobs, strong communities, and a healthy planet.

As a constituent of JUST Capital’s rankings, Maxim is now included in Goldman Sachs Asset Management’s JUST U.S. Large Cap Equity ETF (Ticker: JUST), which is the first exchange-traded fund based on ethical business behavior.

**FTSE4Good Index Inclusion**

In July 2019, Maxim achieved membership in the FTSE4Good Index Series. Designed for socially responsible investors, FTSE4Good is a series of benchmark and tradable indexes comprised of high-performing, ESG-focused companies. FTSE Russell ESG evaluated Maxim on a variety of criteria ranging from climate change impact to labor standards. We were selected as a new constituent after outperforming the semiconductor sector in all three major categories: Environmental, Social, and Governance.

**WayUp’s Top 100 Internship Programs in the U.S**

In August 2019, Maxim was selected for WayUp’s list of Top 100 Internship Programs in the United States. A panel of industry experts and thousands of public voters recognized us among over 1,000 other companies. WayUp noted that a key differentiator of our program is a high level of interaction with executive leadership. Maxim interns receive regular interaction with the CEO, asking questions and gaining valuable insights.

**Winning ‘W’ Company**

Maxim was named a Winning ‘W’ Company by 2020 Women on Boards for achieving at least 20% women on our corporate board before the year 2020. 2020 Women on Boards goal was to increase the percentage of women on U.S. company boards to 20% or greater by the year 2020. This organization spearheaded a campaign to redefine good corporate governance, set gender diversity standards and create a cultural imperative for corporate action.
Building solutions for tomorrow

In a time of increasing awareness around resiliency and impacts on both human health and the environment, our technologies seek to reduce energy consumption, enhance product safety, and improve medical outcomes.

Over the years, we have built a durable business through our expertise in high-performance analog and mixed signal devices. Our products provide efficient power, robust protection of sensitive processors, reliable data connectivity, and precision in measurements. 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 & health, communications & data center and mobile consumer. Our customers appreciate that we design and manufacture our products in a responsible manner. We are 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 standards.

Maxim’s core strength is in delivering efficient power management in the applications that use our products. Energy efficiency is a priority across our product portfolio, along with other design attributes such as reliability, smaller footprints, accuracy, and cost providing key differentiation.

Now more than ever, we’re proud of the design innovation we’ve provided to our customers. We enable them to develop products that provide society with environmental and social benefits.

IN 2019, FTSE RUSSELL DESIGNATED 40% OF MAXIM’S ANNUAL SALES AS “GREEN REVENUE,” DRIVEN BY THE THOUSANDS OF EFFICIENT POWER MANAGEMENT PRODUCTS WE SELL TO OUR CUSTOMERS.
Design innovations

Innovation through research and development is critical to our competitiveness in all of our end markets. In fiscal 2019 we invested over $435 million, approximately 19% of our revenue, in R&D activities including:

• new product definition and development of differentiated products
• design of high-performance products that achieve industry-leading manufacturing yield and reliability
• development of hardware, software, and algorithms to support the acceptance and design-in of our products in the end customer’s system
• development of high-integration products across multiple end markets

We are constantly tracking changes in our end markets and are in close communication with customers about their needs. Not only can we meet current technology development needs, but we also prepare for disruptive technologies that will enable us to participate in market inflections.

For example, industry experts predict that the number of electric vehicles (EVs) sold each year is growing at a 20% compound annual growth rate. Given that our battery management systems (BMS) optimize the safe operation and efficiency of EVs, we are well positioned to meet this growing need. With cloud computing now making up the majority of data center traffic, our ability to deliver highly efficient power management ICs which reduce data center energy consumption and CO₂ emissions is going to be critical.

Our products have also played an increasing role in efficient medical vital sign data collection, and remote detection and identification of illness and we expect that to continue to grow. This was validated through the demand we saw through the COVID-19 pandemic, where we were able to quickly pivot to prioritize shipments of our medical products.
Working to accelerate the adoption and scale of digital health solutions

The math is simple. Moving the point of care closer to patients and giving people the tools they need to care for themselves can reduce medical costs by 80%.

Maxim has invested in the deployment of remote patient monitoring that helps to ensure that chronic conditions are managed in ways that improve outcomes and reduce the need for regular healthcare facility visits. From sophisticated sensors to advanced algorithms and artificial intelligence (AI), technologies are now available to enable accurate wearable medical devices that collect and transmit data to support remote patient monitoring.

Keeping patients out of hospitals can reduce costs by an order of magnitude or more. Equipment for vital-sign monitoring is rapidly evolving, from $5000 bedside boxes to sub-$100 systems that can comfortably be worn while recuperating at home. Our analog integration is at the heart of these changes, with system-on-chip (SoC) solutions rapidly replacing discrete, multicomponent designs.

Making wearables smarter with Maxim’s health sensor technology

Maxim’s health sensors continuously measure heart rate, ECG, blood oxygen saturation and body temperature which enable wearable applications that uncover a variety of meaningful health and well-being insights. Customers use our health sensors to monitor activity levels, sleep quality, breathing patterns, and stress levels. The sensors are small, making wearable form factors comfortable for people. These health sensors may be also used to monitor medical conditions such as sleep apnea.

Our sensors also allow for monitoring of patients with chronic diseases in home settings, enabling them to live independently at home longer than might otherwise be possible. They have potential widespread application in delivering higher quality care in areas of the world with more limited resources.
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 supports our compliance efforts in the design, manufacturing, testing, marketing and sales of analog/mixed-signal semiconductor products. Additionally, our Product Sustainability Program assesses the health, safety and environmental impacts of our products for continual improvement. This program ensures our compliance with relevant regulations around substances of concern and protects people in contact with our products at any point in the value chain. To enable transparency in our program, Maxim provides a reporting tool using industry standard formatting, such as IPC 1752 and IEC 62474, which includes detailed product information according to RoHS, REACH and Low Halogen (JEDEC JS709) materials directives.

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. Greater than 97% of Maxim’s integrated circuit products are lead free, with the remaining products covered under a RoHS compliance exemption. Maxim is engaged with its supply chain to document, maintain and ensure compliant materials are used in Maxim products. All our suppliers must certify that they comply with these requirements, and we perform annual audits of our largest suppliers in this engagement.
Extending high standards into our supply chain

Maxim’s procurement process promotes long-term ethical, social and environmental standards and practices among our suppliers and subcontractors, which we believe 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. In 2019, we implemented a new vendor due diligence system, prior to onboarding key vendors, to inquire about human rights issues, including forced labor, other key risk areas, and compliance with our Code of Conduct. This process will be expanded to cover existing key vendors in the future.

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

- **Labor and Human Rights** – including prevention of child labor, forced labor and human trafficking (further detailed in a dedicated policy aligned with the California Transparency in Supply Chains Act and UK Modern Slavery Act), anti-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 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 compliance.officer@maximintegrated.com, or anonymously through a third-party hotline.

Maxim has been a member of the Responsible Mineral Initiative (RMI) since 2011. Through this initiative, we support responsible sourcing programs of tin, tantalum, tungsten, cobalt, and gold. We also participate in RMI initiatives as their scope expands. Maxim suppliers must adhere to Maxim's Conflict Mineral Policy, which requires all smelters to undergo regular third-party audits to ensure there is no human rights abuse in the sourcing process. Of the 225 smelters identified within the Maxim supply chain in 2019 and 2020, 100% are listed as RMI Conformant.
Managing environmental performance

Maxim has implemented continual improvements in our operations, products, and services in pursuit of environmental excellence.

As a leader in the semiconductor industry, we demonstrate our commitment to protecting the environment and maintaining resiliency in the face of climate change through program implementation, compliance, and target setting, as formalized in our Environmental Policy.

We're especially proud of our efforts made in 2019 to ensure long-term resiliency and improve environmental performance. We invested in comprehensive facility upgrades at our semiconductor fab in Oregon, which included an overhaul of the facility’s electrical system and process water plumbing. In Oregon, we also completed a site-wide update to energy-efficient LED lighting. We added LEED-certified square footage to our facility in Thailand, enhancing our manufacturing test capacity in those regions. Globally, we’ve expanded our LEED-certified green building footprint to over 625,000 square feet, including our Bangalore, India, office certified as Platinum, our San Jose, California, headquarters certified as Gold and our Oregon and Arizona offices certified as Silver. In addition, we more than doubled the number of our electric vehicle charging stations across our San Jose, Oregon, Dallas and Dublin office locations. We continue to execute to our plan to reduce our greenhouse gas emissions, water use and waste generation by 3% annually.

Our efforts are managed through our ISO 14001 Environmental Management System (EMS). The EMS addresses customer and regulatory concerns via natural resource and risk/opportunity management, while providing a framework for pursuing our environmental commitments. Identifying and assessing water and climate-related risks is part of the EMS, which uses a change control process to evaluate all new or modified processes including risk, environmental impact, amount of resource consumption and amount of waste generated.

We’ve implemented these ISO standards at our semiconductor fab, testing facilities and our headquarters campus location, representing 73% of our total real estate footprint. Conformance with the ISO Standards is verified annually through environmental audits of our ISO-certified facilities. From 2017 – 2019, no negative comments and zero major non-conformities were reported by outside auditors.
Maxim implemented significant fab upgrades in the fall of 2019 that are expected to result in future emissions and energy reductions. From 2017 to 2019, our Scope 1 greenhouse gas emissions declined by 20%, driven in part by process improvements at our Oregon fab. This reduction in emissions greatly exceeded our 3% annualized rolling target. Scope 2 greenhouse gas emissions increased during the same period due to the expiration of a power purchasing agreement for 100% geothermal energy in Cavite, Philippines, at year-end 2018. We anticipate that our comprehensive facility upgrades at our Oregon fab in the fall of 2019 and ongoing process improvements will enable reductions in greenhouse gas emissions for Maxim in 2020 and beyond.

We continue to seek renewable energy sources for our global facilities. In 2019, our Oregon fab derived 59% of its electricity from renewable sources, up from 35% in 2018. Thirty-nine percent of our San Jose headquarters’ electricity is supplied by renewables. Across all of our sites, approximately 31% of Maxim’s global electricity usage in 2019 was generated by renewable sources, including hydroelectric, geothermal, solar and wind sources.

**GREENHOUSE GAS EMISSIONS 2017 – 2019**

<table>
<thead>
<tr>
<th>Year</th>
<th>Total Scope 1 (MTCO₂e)</th>
<th>Total Scope 2 Market-Based (MTCO₂e)</th>
<th>% Change in Total Scope 1 and 2 GHG Emissions</th>
<th>Scope 1 and 2 Emissions Intensity (MTCO₂e PER $1MM of Revenue)</th>
<th>Volatile Organic Compound (VOC) Emissions (U.S. ONLY)</th>
<th>Nitrogen Oxide (NOₓ) Emissions (U.S. ONLY)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2017</td>
<td>48,143</td>
<td>50,606</td>
<td>-23%</td>
<td>42</td>
<td>46</td>
<td>6</td>
</tr>
<tr>
<td>2018</td>
<td>49,285</td>
<td>50,693</td>
<td>1%</td>
<td>40</td>
<td>49</td>
<td>5</td>
</tr>
<tr>
<td>2019</td>
<td>38,467</td>
<td>72,239</td>
<td>11%</td>
<td>51</td>
<td>46</td>
<td>6</td>
</tr>
</tbody>
</table>

Greenhouse gas inventory calculations were performed using the U.S. EPA reporting guidance. Emission factors for fuels were sourced from the U.S. 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 U.S. 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 7.

31% of the electricity consumed by Maxim in 2019 was generated from renewable sources.
Upgrading Our Oregon Fab

In 2019, Maxim invested over $40 million in comprehensive upgrades for our Beaverton, Oregon semiconductor manufacturing fab, addressing several areas of environmental impact, including energy and emissions, water, and VOCs. Energy Trust of Oregon recognized us for the energy-saving upgrades we made to this facility.

Overall, we expect to see a savings of 2 million gallons of water and nearly 4 million kWh per year, resulting in nearly 2,000 MTCO2e in emissions, from a variety of projects:

- Water piping update and installation of a new water-efficient cooling tower, which will save over 2 million gallons of water per year, enough to fill 200 swimming pools.
- LED lighting upgrade throughout the facility, which will save over 1.7 million kWh per year, enough to power 400 average homes.
- Installation of new exhaust scrubbers, which will reduce air emissions and effluents resulting from manufacturing.
- Multiple projects focusing on chemical (various solvents and lithographic films) and gas consumption reductions.
- Other upgrades to electrical systems, elimination of processes and tools, and moving to more efficient tools.

The price of investing in these upgrades is small relative to the future environmental benefits we’ll achieve and the improved performance and resiliency of our operations.”

Fred Bailey, VP Fab Manufacturing

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

The Environmental, Health, and Safety and Sustainability (EHS&S) group is responsible for monitoring water usage across our manufacturing processes. To ensure we understand and minimize potential risks, Maxim updated our water stress analysis of global operations using the World Resources Institute Aqueduct Water Risk Atlas to determine if our facilities are in stressed water basins. The analysis determined that 94% of Maxim’s 2019 water usage volume was drawn from low and low-medium stress water basin areas while only 6% of water usage was drawn from high-stress water basin areas.

Over time, we’ve been able to decrease our water usage 55% since 2015, with five percentage points of that decrease occurring between 2017 – 2019 as significant projects were implemented prior to this timeframe. With the installation of a new cooling tower at our fab in Beaverton, Oregon, we’re expecting more savings to occur in the coming years. Under the guidance of our Technology and Manufacturing Group, we have committed to a 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, we’ve implemented several water reduction projects, from low-water landscapes to modern kitchen equipment and restroom facilities that consume less water. Our Beaverton manufacturing facility uses 70% of Maxim’s total water withdrawals based on volume. Approximately 16% of the water used in Beaverton is reused in our abatement scrubbers or for gray water purposes, such as restroom toilets. Overall, Maxim is currently recycling 11% 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.

IN 2019, 94% OF OUR WATER USAGE OCCURRED AT FACILITIES LOCATED IN REGIONS OF LOW WATER STRESS.

TOTAL WATER USAGE BY WATER BASIN STRESS LEVEL

High Stress
- Thailand (minor basin: Sa Kaeo)

Low and Low-Medium Stress
- US Oregon (minor basin: Tualatin)
- US California (minor basin: Coyote)
- Philippines (minor basin: Philippines East Coast)

IN 2019, OF OUR WATER USAGE OCCURRED AT FACILITIES LOCATED IN REGIONS OF LOW WATER STRESS.

OPERATIONAL WATER IMPACTS 2017 – 2019

Water data presented for our primary facilities and represents over 90% of Maxim’s total company-wide water usage. Data reflects Maxim’s global operations footprint as shown on page 7.
Waste management

Maxim continues to look for ways to improve our already strict waste management protocols and avoid release of manufacturing inputs into the environment.

From 2018 - 2019, Maxim reduced our combined hazardous and non-hazardous waste generation by approximately 20%. This, in part, was aided by a 42% increase in recycling during that timeframe. Additionally, our Beaverton fab maintained the practice of selling spent solvents to a cement company that uses scrubbers to cleanly burn them as fuel. This gives us the opportunity to responsibly recycle what would otherwise be disposed of as toxic substances.

We've also continued to avoid on-site hazardous spills over the last eight years, helping manage for both airborne and water pollutants.

![Operational Waste Generation and Recycling, 2017 - 2019](chart)

Data reflects Maxim's global operations footprint as shown on page 7.
Earning a reputation as a great place to work

We are committed to ensuring our employees feel valued and respected. We do this through building a culture where employees feel safe and empowered to do their best work. Our people play an integral role in the success of our business, and we want them to feel valued for their contributions.

To ensure we’re earning a reputation as a great place to work and meeting the needs of employees, we are committed to listening and responding. To do this, we provide training as well as employee support through inclusion & diversity and health & wellness programs.

We have restructured our training programs, rethinking the tools and infrastructure we use for collaboration and learning to be easily accessible and effective, as well as determining clear focus areas tailored to specific needs. This approach helps employees to own their own development. Employees have expressed that the trainings we provide are effective, and we are already seeing them incorporate these learnings into their daily work.

We’ve also given significant attention to developing an inclusive workforce. Embracing the unique backgrounds, skills, and viewpoints of our employees allows us to create products that serve customers around the world. Building an inclusive culture means that all employees are supported and have opportunities to develop, which we facilitate through training and employee resource groups. Institutional commitments such as our Pledge of Respect and Fairness and becoming a signatory to the Equal Pay Pledge reinforces these values.

We formalize employee feedback via our employee engagement survey, issued on a periodic basis. The feedback is conveyed anonymously and confidentially to upper management and is used to develop new programs and implement changes to existing programs, as appropriate. Maxim has an internal relations function that provides a mechanism for employees to raise feedback regarding the company and management.
Investing in our people

When our employees feel fully empowered to own their own development, we have achieved our purpose. All the programs and tools we launched over the year support this objective. We aim to provide relevant and meaningful support to help employees grow personally and professionally.

Employees continued to broaden their knowledge, skills and abilities through Maxim University, or MaximU. In 2019 we provided salaried employees in 14 geographies over 98,000 hours of training via an online portal that is accessible globally, 24 hours a day. Employees also invested over 8,700 hours of primarily in-person time toward our Communities of Practice trainings, which include all employee, manager, and inclusion & diversity. These efforts have led to an overall increase in employee training hours from 2018 to 2019.

For example, we launched trainings in 2019 targeting new managers and redesigned our Manager Development Program to be more holistic, including aspiring managers through to executive managers. More Maxim employees can now benefit from access to curated content on specific competencies on an e-learning platform. Content is presented in digestible sections which makes it easy and convenient for managers to prioritize. We are also offering networking and learning opportunities through in-person Manager Summits in the Philippines, with over 125 leaders attending our 2019 Summit.

To ensure our investment in training is paying off, we've developed a set of metrics to assess the impact of our training offerings. This helps us understand if we are achieving our objectives, or if we need to reevaluate our focus areas and priorities. We look at people managers who have invested time in learning and organizational development opportunities and compare their performance ratings, level of engagement and turnover to those who have not. Data thus far has been extremely positive.

Our summer internship program hires interns from global universities to help build a robust pipeline of future Maxim teammates. Over the last 3 years, Maxim has hosted approximately 600 interns working in 14 countries. Interns gain professional experience, are exposed to cutting edge technology through project work, and network with Maxim employees, including asking questions and engaging with our CEO, Tunç Doluca, during “Walks with Tunç.” The program culminates with the interns presenting about their experience at the summer intern symposium. This robust program fosters technical, professional, and social development.

<table>
<thead>
<tr>
<th>COMMUNITIES OF PRACTICE FOCUS AREAS</th>
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</thead>
<tbody>
<tr>
<td>ALL EMPLOYEE</td>
</tr>
<tr>
<td>LEARNING PATHWAYS</td>
</tr>
<tr>
<td>L&amp;D SPEAKER SERIES</td>
</tr>
<tr>
<td>EMPLOYEE RESOURCE GROUPS</td>
</tr>
<tr>
<td>ENGLISH LANGUAGE LEARNING</td>
</tr>
<tr>
<td>DEVELOPING PROFESSIONALS OF MAXIM</td>
</tr>
</tbody>
</table>
A vibrant blend of informal and formal learning opportunities is available to all Maxim employees. The widely popular employee-driven Developing Professionals of Maxim, our Employee Resource Groups Women@Maxim and PRIDE@Maxim, and the Learning and Organizational Speaker Series, collectively provide spaces for employees to learn with and from one another.

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. In 2019, the DPoM Workshop Series enabled peer-to-peer training on skills such as Microsoft Excel, Personal Finance, and Tableau. The group hosted small-group lunches between members and executives to facilitate an open line of communication between management and employees. DPoM also gives back to the local community, organizing events such as food sorts at the Second Harvest Food Bank and donations to the Ronald McDonald House.

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.

Maxim's Ethics/Compliance program focuses on ethics and integrity issues and includes policies and practical guides, training for employees, and coordination with customers on corporate social responsibility audits. We reward individuals or groups who do the right thing and model ethical conduct through our launch of the Ethics Champion Award. Maxim's first Ethics Champion Award was given to Central Engineering, Human Resources, Mobile Solutions, and Quality, which demonstrated strong executive support for compliance training and achieved 100% completion rate globally for all assigned integrity and compliance training as of December 1, 2019.

More information on our compliance trainings is available in the Governance section.
Recognizing our people

Our peer-to-peer recognition program called “Maxim Inspire” witnessed a record number of peer-to-peer recognition in 2019. This feedback is shared via online notifications, in-person certificates from the employee’s manager, and via internal communications billboards. A total of 4,896 acknowledgements were shared with employees denoting a job well done through Inspire points and e-cards. This represents a 23% increase over the number of recognitions logged in 2018, illustrating the growing level of engagement with this program.

To foster this spirit of gratitude for our employees and their efforts, we launched new recognition initiatives in 2019 including the Women in Technology Award and Ethics Champion Award.

Responding to employee needs

We’ve listened to feedback from our employees and launched two new initiatives in 2019 to help employees to balance their work and family obligations. Our flexible working hours toolkit enables managers to provide alternative arrangements to employee work schedules depending on the job type and employee needs. We also expanded employee eligibility for our Paid Parental Leave policy in the U.S. to include both mothers and fathers. Employees have up to eight 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.

To ensure that our employees are supported and cared for, we extended healthcare benefits for previously uncovered subgroups in 2019, including domestic partner coverage and transgender benefits and treatment. We now provide coverage to domestic partners as part of our commitment to the diversity of our workforce. A domestic partner includes both same-sex and opposite-sex. Also, we now cover medically necessary transgender services including mental-health services, hormone therapy, and gender-affirming surgeries.

We want to make sure our employees are treated fairly and compensated adequately for the value they bring to our company. For this reason, 100% of U.S. employees are paid a living wage.

Learn more about the competitive benefits we provide to employees.

4,896 INSPIRE AWARDS WERE DISTRIBUTED TO EMPLOYEES THROUGH THE PEER-TO-PEER RECOGNITION PROGRAM IN 2019.

PROMOTING INCLUSION AND SPOTLIGHTING EXTRAORDINARY TALENT

To recognize female employees who demonstrate leadership, reflect Maxim’s core values, and contribute a technical benefit to the business, we launched our Women in Technology Award in September 2019. Cinzia Cicchillitti, who leads a team of design engineers in our Automotive Business Unit in Italy, was the first honoree of this award.

At the awards ceremony, Salvatore Portaluri, Cinzia’s manager, said, “Cinzia is very detailed and attacks a problem aggressively by exploring all details until she arrives at an understanding of the root cause.” We look forward to celebrating the contributions of other amazing Maxim women each year.
Fostering a diverse and inclusive workplace

At Maxim, we believe that empowering diverse perspectives and maintaining an inclusive workforce is beneficial for our business, our employees, and the markets we serve. Embracing the unique backgrounds, skills, and viewpoints of our workforce allows us to create products that serve customers around the world.

Maxim is committed to providing equality of opportunity for all, protecting the dignity of employees and promoting respect for others at work. We are proud of the progress we made in 2019. Many of these were made possible through the leadership of Dino Anderson, Executive Director of Learning, Development, Inclusion & Diversity. This team has brought unconscious bias training to executive leadership and management teams across Maxim, and will continue to expand upon this training with a goal of achieving a more inclusive and engaged workforce.

We are extremely proud to receive external recognition for our commitment to fostering an inclusive workforce. We were named to Newsweek’s 2020 list of America’s Most Responsible Companies in December 2019, placing #42 out of about 2,000 public companies. Additionally, in January 2020, our commitment to gender equality was recognized in Bloomberg’s 2020 Gender-Equality Index. This is a proud distinction awarded to companies “committed to advancing gender equality in the workplace.”

Even with this external recognition, we are committed to getting feedback from our employees to validate whether they feel we are indeed building a culture of inclusivity. We gather feedback through regular engagement surveys, one-on-one interviews and focus groups.

Inclusion at Maxim is about continuously building awareness, having the freedom to experiment, and collective commitments. We build programs to meet our participants at their points of need and capabilities, while at the same time holding them accountable for the success of Maxim’s inclusive culture.”

Dino Anderson
Executive Director of Learning, Development, Inclusion & Diversity
In addition to developing our own Pledge of Respect and Fairness last year, we also took a stand on equal pay. In partnership with the California Commission on the Status of Women and the Office of California First Partner Jennifer Siebel Newsom, Maxim signed the Equal Pay Pledge. By signing this Pledge, Maxim commits to conducting an annual company-wide gender pay analysis, reviewing hiring and promotion processes and procedures to reduce unconscious bias and structural barriers, and identifying and promoting other best practices that will close the pay gap to ensure fundamental equity for all of its workers.

As 39% of our global workforce is female, Maxim is committed to encouraging and empowering the next generation of our female leaders. We have seen increased focus and understanding, particularly among executive staff, for the need to promote and add to our female managers and executives as a means of retaining women at all levels of our workforce. Our Employee Resource Groups (ERG) are vital to our efforts, promoting professional development for Maxim’s employees through mentoring, collaboration, networking and learning. Our Women@Maxim ERG has swiftly expanded to locations around the world, including San Jose, Beaverton, Dublin, Cavite, and Bangalore. In 2019, Maxim Ireland set up a new LGBTQ+ Employee Resource Group, named PRIDE@Maxim. Its purpose is to enhance and sustain an environment of diversity, inclusion, acceptance, and well-being by providing activities, education and support for all employees.

In 2019, the Inclusion & Diversity team worked with Women@Maxim and Developing Professionals at Maxim (DPoM) to create “Inclusive Conversations” cards that provide simple prompts about cultural considerations, aimed to empower employees to think about how to make Maxim a more inclusive work environment. These cards are distributed to all leaders who attend Inclusion & Diversity workshops; we encourage all employees to refer to these cards when they have a question about inclusivity or to guide conversations with peers about inclusion and diversity in the workplace.

To celebrate Pride, the PRIDE@Maxim ERG group hosted a fundraising event that featured a Suicide Awareness Talk by Pieta House, a Dublin-based charity that has seen and helped over 40,000 people in suicidal distress since its opening in 2006, and Lunch & Information session with Dublin site employees. The Dublin office was decorated with the rainbow flag, representing all members of the LGBTQ+ group. Coffee and cupcakes were served, and rainbow bands and flags were given to all attendees. Approximately half of the Dublin site employees attended these events, and all participated in the discussions, with supporters and friends also in attendance.

We have seen positive feedback from our Inclusion & Diversity workshops. After every training we ask participants to rate their competence in the I&D topic covered, and we’re proud to see employees showing improvement. Executive leadership created a framework to accelerate inclusion and diversity practices in three areas: hiring, talent development, and culture. Their direct reports were then responsible for attending an action-oriented unconscious bias and inclusive leadership workshop to generate “small wins”—pragmatic, measurable interventions. These “small wins” then become programmatic interventions for the entire culture to learn, implement, measure, and calibrate.
Our workforce

Diversity of U.S. Workforce, 2019

- 41% ASIAN
- 47% WHITE
- 5% HISPANIC
- 1% AFRICAN AMERICAN OR BLACK
- <1% NATIVE AMERICAN
- 5% NOT CLASSIFIED OR NO DATA

Diversity of U.S. Workforce New Hires, 2019

- 40% ASIAN
- 42% WHITE
- 9% HISPANIC
- 2% AFRICAN AMERICAN OR BLACK
- <1% NATIVE AMERICAN
- 6% NOT CLASSIFIED OR NO DATA

* Based on EEO-1 data filed with the Department of Labor and voluntary self-reporting.
Global Workforce, 2019

- **WORLDWIDE TOTAL 2019**: 61% MALE, 39% FEMALE
  - Total Number of Employees: 6,979
- **AMERICAS TOTAL 2019**: 76% MALE, 24% FEMALE
  - Total Number of Employees: 2,463
- **ASIA TOTAL 2019**: 51% MALE, 49% FEMALE
  - Total Number of Employees: 4,149
- **EUROPE TOTAL 2019**: 80% MALE, 20% FEMALE
  - Total Number of Employees: 367

New Hire Employees, 2019

- **WORLDWIDE TOTAL 2019**: 69% MALE, 31% FEMALE
- **AMERICAS TOTAL 2019**: 78% MALE, 22% FEMALE
- **ASIA TOTAL 2019**: 67% MALE, 33% FEMALE
- **EUROPE TOTAL 2019**: 77% MALE, 23% FEMALE

Past Years

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<td>40%</td>
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<tr>
<td>Male</td>
<td>58%</td>
<td>60%</td>
</tr>
<tr>
<td>Americas</td>
<td>100%</td>
<td>100%</td>
</tr>
<tr>
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<td>24%</td>
</tr>
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<td>Male</td>
<td>76%</td>
<td>76%</td>
</tr>
<tr>
<td>Asia</td>
<td>100%</td>
<td>100%</td>
</tr>
<tr>
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<td>52%</td>
</tr>
<tr>
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</tr>
<tr>
<td>Europe</td>
<td>100%</td>
<td>100%</td>
</tr>
<tr>
<td>Female</td>
<td>20%</td>
<td>19%</td>
</tr>
<tr>
<td>Male</td>
<td>80%</td>
<td>81%</td>
</tr>
</tbody>
</table>

* Based on EEO-1 data filed with the Department of Labor and voluntary self-reporting.
Health, safety & wellness

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

Our safety-minded culture is led by senior leadership, but all employees and contractors are expected to take responsibility for their own safety and to promote a safe work environment. New employees receive Environmental Health and Safety Training as part of their onboarding, and we run new training sessions for all employees as we adopt new protocols to maintain best practice. We also maintain Emergency Response Teams at all our manufacturing and test centers, and all employees receive annual emergency training.

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 2019, our OSHA Recordable Injury Rate was 0.19 and our Lost-Time Injury Rate was 0.17, 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 provide comprehensive healthcare benefits, free onsite wellness screenings for employees and spouses, and an employee assistance program. Learn more about the health and wellness benefits we offer our employees.

Our signature program to promote health and wellness among employees is our Global Walking Day. In 2019, we again saw an increase in the level of participation across the company, with 1,861 Maxim employees joining in the event. This event inspires healthy habits and brings colleagues together around a shared, common goal. In addition, for four straight weeks, 466 Maxim employees signed up to the Global Walking Challenge, attempting to hit their daily step goals and walk the distance of one lap around the globe. Participants achieved this ambitious goal, walking a cumulative total of 34,366 miles.

Knowing that heart disease is the leading cause of death for both men and women in the U.S., the Women@Maxim group at HQ in San Jose, felt inspired to host a Heart Health Education session in collaboration with Kaiser Permanente and Racing Hearts. Through the session, participants, including women and men, were taught ways to combat heart disease and risk, including eating a balanced diet, being active, managing stress, not consuming alcohol in excess, and not consuming tobacco products. Employees also learned about safety in emergency situations and where to find Automated External Defibrillators (AEDs) in the Maxim HQ building if someone in the building experienced sudden cardiac arrest. Presenters included representatives from Kaiser Permanente, Racing Hearts, and Maxim.
People performance highlights (2016 - 2019)

**PAY & BENEFITS**

100% EMPLOYEES PAID LIVING WAGE (Only calculated in the US)

IN FISCAL 2019, OUR CEO’S TOTAL ANNUAL COMPENSATION WAS APPROXIMATELY 282 TIMES THAT OF OUR MEDIAN EMPLOYEE, REDUCED FROM 366 IN 2018

YES, WE ARE AN EQUAL PAY PLEDGE SIGNATORY

**HEALTH, SAFETY & WELLNESS**


OSHA Recordable Injuries

<table>
<thead>
<tr>
<th>Year</th>
<th>2016</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Value</td>
<td>0.14</td>
<td>0.18</td>
<td>0.29</td>
<td>0.19</td>
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</table>

U.S. average OSHA-recordable injury rate (semiconductor manufacturing)

Per 100 full-time-equivalent (FTE) employees

<table>
<thead>
<tr>
<th>Year</th>
<th>2016</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Value</td>
<td>1.2</td>
<td>1.2</td>
<td>1.2</td>
<td>1.2</td>
</tr>
</tbody>
</table>

Lost-Time Injuries

<table>
<thead>
<tr>
<th>Year</th>
<th>2016</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Value</td>
<td>0.04</td>
<td>0.04</td>
<td>0.06</td>
<td>0.07</td>
</tr>
</tbody>
</table>

U.S. average (semiconductor manufacturing)

Per 100 full-time-equivalent (FTE) employees

<table>
<thead>
<tr>
<th>Year</th>
<th>2016</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Value</td>
<td>0.04</td>
<td>0.04</td>
<td>0.06</td>
<td>0.07</td>
</tr>
</tbody>
</table>

We offer competitive benefits to our employees, including:

- Educational Assistance Program
- Post-Retirement Equity Vesting
- Life & Disability Insurance
- Wellness Perks
- Medical/Dental/Vision Coverage (expanded in 2019)
- Flexible Working Arrangement
- Paid Time Off Policy
- Volunteer Time Off Policy
- Paid Parental Leave Policy (expanded in 2019)
- 401(k) Program
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 allow us to efficiently select and fund charitable causes that align with the issues we are most passionate about. Our innovative internal Give.Care.Do. platform enables the company to run employee-specific or company-wide campaigns to facilitate active engagement and support our employees in their efforts to identify volunteer or donation opportunities. Examples of campaigns include Second Harvest in San Jose (HQ), the American Lung Association in Oregon, and our company-wide partnership with Habitat for Humanity. Maxim frequently matches employee-based donations as well, in some cases as much as $100,000.

The causes we support cover a wide range of topics, but they all share a connection to our employees and the communities in which we operate. 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 communities heavily impacted by COVID-19, and many more.

In 2019, over 1,700 employees volunteered nearly 4,000 hours of their time, while our Maxim and employee charitable donations increased over 25% from 2018 to a total of $394,000 in support of our community partners.

Our company values making a difference for the betterment of the communities in which we operate.
Maxim Sponsors the California Invention Convention for Children

In April 2019, Maxim HQ hosted the California Invention Convention, a state-wide competition that promotes innovation and entrepreneurship with children from kindergarten to grade 8. One hundred seventy finalists from California schools competed for a chance to go on to the National Invention Convention, held at The Henry Ford Museum in Dearborn, Michigan. The Jack Gifford Event Center was packed with judges, volunteers and families supporting the young inventors.

Twenty-seven Maxim employees eagerly volunteered their Saturday to ensure the event ran smoothly, with some even participating as competition judges. Dave Dwelley, Maxim’s CTO, presented the Best in Show award for an invention called Sound Savior, a smartphone app that can help stop child abuse by automatically recording any yelling/cursing over 80 dB and sending the recording to all listed family members, who can then take further action to help the child. The Best in Show winner received a $500 check from Maxim and a provisional patent, courtesy of our Legal/IP team.

Employee Warren Tsai’s son, Owen, competed and won for his invention “Pencil Picket”, and was thrilled to move on to the national competition at The Henry Ford Museum in late May. “I feel very proud to work for a company that sponsored this,” said Warren.
**Fight against hunger**

Doing our part to address poverty, inequality and hunger is important to our employees. We are proud of our decades-long partnership with Second Harvest, a Silicon Valley nonprofit whose mission is to ensure that anyone who needs a healthy meal can get one. In 2019, 181 employees volunteered at the Second Harvest warehouse. 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 (Overall Giving, Giving Per Capita, and Participation Leaders), coming in 2nd for Overall Giving.

Maxim employees raised a total of $107,773 for the Race to End Hunger. This, plus Maxim’s match of $60,000 and Tunç’s commitment to match employee donations up to $60,000, delivered to Second Harvest a grand total of $227,773. Our cash donation provided more than 450,500 healthy meals to those in need over the holiday season and throughout the next year. Impressively, 789 employees—more than 70% of our local workforce—participated as runners, walkers, volunteers, and donors in the 5K/1-mile race held on the Maxim campus, up from 50% in 2018.

This ongoing engagement meant that we maintained our Brass Ring and Blue Diamond recognition at Silicon Valley’s annual Make Hunger History Awards in 2019. Additionally, Venk Nathamuni, a VP with Maxim, was distinguished as a Hunger Hero for his consistent volunteer track record with the organization. We were honored to once again be recognized for our contribution to the fight against hunger in Silicon Valley.

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**Maxim’s Contribution for Race to End Hunger 2017 - 2019**

<table>
<thead>
<tr>
<th>Year</th>
<th>Employee Donations</th>
<th>Maxim’s Match</th>
<th>Tunç’s Match</th>
</tr>
</thead>
<tbody>
<tr>
<td>2017</td>
<td>85,326</td>
<td>60,000</td>
<td>50,000</td>
</tr>
<tr>
<td>2018</td>
<td>105,322</td>
<td>60,000</td>
<td>50,000</td>
</tr>
<tr>
<td>2019</td>
<td>107,773</td>
<td>60,000</td>
<td>60,000</td>
</tr>
</tbody>
</table>

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Maxim has been a long-time supporter of Second Harvest of Silicon Valley. Every year, our Bay Area employees give their time and money because they know that contributions to Second Harvest provide both meals for today and hope for tomorrow.

*Tunç Doluca*, President and CEO
Portland
Employees donated roughly 25 backpacks, along with much-needed supplies and gift cards for the West Women’s & Children’s Shelter for the 2019 – 2020 school year.

Beaverton
During the family giving tree backpack drive at HQ in 2019, Maxim collected a total of 1,095 fully supplied backpacks for local children in need.

San Jose
In June 2019, a team of Maxim walkers walked in the YWCA Silicon Valley “Walk A Mile in Her Shoes” event. Maxim raised almost $16,000 to help end violence against women.

San Jose
In November 2019, seven members of the Women@Maxim ERG volunteered at a STEM career path event through Junior Achievement of Northern California, mentoring local female high school students. They also provided a $5,000 donation from Maxim’s donation committee.

San Jose
Employees participated in Salvation Army’s Angel Tree Program, adopting 50 “angels” and providing Christmas gifts for those individuals.

Dallas
In June 2019, a team of Maxim walkers walked in the YWCA Silicon Valley “Walk A Mile in Her Shoes” event. Maxim raised almost $16,000 to help end violence against women.

San Jose
During the family giving tree backpack drive at HQ in 2019, Maxim collected a total of 1,095 fully supplied backpacks for local children in need.
Community engagement around the globe

Philippines

In 2019, 50 Maxim employees maintained our partnership with Javalera Elementary School, volunteering 375 hours of their time in Big Brother Tutorial Sessions and tutoring 60 grade 5 and 6 students in English and mathematics.

Taiwan

The Maxim Taiwan team cleaned up a local beach on the northern coast of Taiwan. By the end of the event, the 33 Maxim Taiwan Sales employees helped dispose of 1,470 pounds of waste.

On top of the small contribution that Maxim Taiwan made to protect the environment, all of us saw the damage incurred by non-environmental friendly material, and we are now more aware than ever before.

Bermin Ting
Managing Director of Sales and Site Leader, Maxim Taiwan

United Kingdom

For the past three years, engineers in Maxim’s Edinburgh office have provided mentorship and guidance to high school students embarking on STEM projects with Go4SET, a program supported by the Engineering Development Trust, based in the UK.
This table includes a summary of the Global Reporting Initiative’s Sustainability Reporting Standards and Disclosures found in Maxim’s Sustainability Report, 2019 Annual Report and company websites.

<table>
<thead>
<tr>
<th>PRIORITY TOPIC AREAS FOR MAXIM</th>
<th>SCOPE</th>
<th>INSIDE MAXIM</th>
<th>OUTSIDE MAXIM</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>
<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 MANAGEMENT**            | • Operational recycling and reuse  
• Hazardous & non-hazardous solid waste  
• Toxic emissions  
• E-waste  
• Wastewater effluents | ✓ |  |
| **WATER MANAGEMENT**            | • 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 below along with the scope of each topic (what is relevant about that topic for our business) and the topic boundary.
<table>
<thead>
<tr>
<th>GRI DISCLOSURE NUMBER</th>
<th>GRI DISCLOSURE TITLE</th>
<th>LOCATION, NOTES, &amp; ADDITIONAL REFERENCE</th>
</tr>
</thead>
<tbody>
<tr>
<td>GRI 102-1</td>
<td>Name of the organization</td>
<td>Maxim Integrated Products, Inc. (NASDAQ: MXIM)</td>
</tr>
<tr>
<td>GRI 102-2</td>
<td>Activities, brands, products, and services</td>
<td>ABOUT MAXIM</td>
</tr>
<tr>
<td>GRI 102-3</td>
<td>Location of headquarters</td>
<td>Maxim had 7,131 employees at over 20 fabrication, manufacturing, engineering, and sales operations worldwide. We reported $2.31 billion in net revenue, generated from sales of over 20,000 products. Additional reference: SEC Form 10-K</td>
</tr>
<tr>
<td>GRI 102-5</td>
<td>Ownership and legal form</td>
<td>See our Annual Report: Part I, Item 1 and Part 2</td>
</tr>
<tr>
<td>GRI 102-6</td>
<td>Markets served</td>
<td>See our Annual Report: Part I, Item 1</td>
</tr>
<tr>
<td>GRI 102-7</td>
<td>Scale of the organization</td>
<td>ABOUT MAXIM</td>
</tr>
<tr>
<td>GRI 102-8</td>
<td>Information on employees and other workers</td>
<td>SOCIAL PERFORMANCE: OUR GLOBAL WORKFORCE</td>
</tr>
<tr>
<td>GRI 102-9</td>
<td>Supply chain</td>
<td>PRODUCTS: EXTENDING HIGH STANDARDS INTO OUR SUPPLY CHAIN</td>
</tr>
<tr>
<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>
<td></td>
</tr>
<tr>
<td>GRI 102-10</td>
<td>Significant changes to the organization and its supply chain</td>
<td>In fiscal year 2019, Maxim Integrated made no significant changes to the organization’s size, structure, ownership and supply chain.</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. Additional reference: Code of Corporate Social Responsibility</td>
</tr>
<tr>
<td>GRI 102-12</td>
<td>External initiatives</td>
<td>Maxim Integrated endorses the following voluntary environmental and social charters/standards/sets of guiding principles: ISO 14001 EMS Standard, Responsible Business Alliance (RBA) Code of Conduct, GRI Sustainability Reporting Standards, CDP. Additional reference: Corporate Responsibility</td>
</tr>
<tr>
<td>GRI 102-13</td>
<td>Membership of associations</td>
<td>See our 2019 Corporate Responsibility Report, GOVERNANCE &amp; ETHICS: ASSESSING EMERGING ISSUES</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 outlines baseline expectations that promote trust and underpin our “direct” supply chain relationships.</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>STRATEGY</th>
<th></th>
<th>MESSAGE FROM OUR CEO</th>
</tr>
</thead>
<tbody>
<tr>
<td>GRI 102-14</td>
<td>Statement from senior decision-maker</td>
<td>MESSAGE FROM OUR CEO</td>
</tr>
</tbody>
</table>
### ETHICS & INTEGRITY

<table>
<thead>
<tr>
<th>GRI Disclosure Number</th>
<th>GRI Disclosure Title</th>
<th>Location, Notes, &amp; Additional Reference</th>
</tr>
</thead>
<tbody>
<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. Learn more about our Corporate Governance policies and practices, and our Board of Directors and committees here: Corporate Governance</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>
</tr>
</tbody>
</table>

### GOVERNANCE

| GRI 102-17            | Governance structure                                                                 | **GOVERNANCE & ETHICS: CORPORATE GOVERNANCE** Learn more about our Corporate Governance policies and practices, and our Board of Directors and committees here: Corporate Governance |

### STAKEHOLDER ENGAGEMENT

| GRI 102-40            | List of stakeholder groups                                                            | Our key stakeholder groups include but aren't limited to: current and former Maxim employees and contractors; customers; suppliers and vendors; societies and communities in which we operate; trade associations; government and regulatory agencies; and investors. |
| GRI 102-41            | Collective bargaining agreements                                                     | Employees are generally not covered by collective bargaining agreements, only as required by certain local European Country laws (such as France). |
| GRI 102-42            | Identifying and selecting stakeholders                                                | See our 2019 Corporate Responsibility Report, **GOVERNANCE & ETHICS: ASSESSING EMERGING ISSUES** |
| GRI 102-43            | Approach to stakeholder engagement                                                   | See our 2019 Corporate Responsibility Report, **GOVERNANCE & ETHICS: ASSESSING EMERGING ISSUES** |
| GRI 102-44            | Key topics and concerns raised                                                       | 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. |

### REPORTING PRACTICE

<p>| GRI 102-45            | Entities included in the consolidated financial statements                            | 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 10: Segment Information). Maxim’s corporate responsibility report covers topics for all entities included in our financial statements. Additional reference: SEC Form 10-K, Note 11: Segment Information. |
| GRI 102-46            | Defining report content and topic Boundaries                                           | See our 2019 Corporate Responsibility Report, <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. |
| GRI 102-47            | List of material topics                                                               | See our 2019 Corporate Responsibility Report, <strong>GOVERNANCE &amp; ETHICS: ASSESSING EMERGING ISSUES</strong> 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 |
| GRI 102-48            | Restatements of information                                                          | We have nothing significant to report. |
| GRI 102-49            | Changes in reporting                                                                  | We have nothing significant to report. |
| GRI 102-50            | Reporting period                                                                      | The highlights and metrics shared in this report cover fiscal years 2018 and 2019, though some data is on a calendar year basis (and noted as such), and we provide multi-year trend data where feasible. |</p>
<table>
<thead>
<tr>
<th>GRI DISCLOSURE NUMBER</th>
<th>GRI DISCLOSURE TITLE</th>
<th>LOCATION, NOTES, &amp; ADDITIONAL REFERENCE</th>
</tr>
</thead>
<tbody>
<tr>
<td>GRI 102-51</td>
<td>Date of most recent report</td>
<td>February, 2019.</td>
</tr>
<tr>
<td>GRI 102-52</td>
<td>Reporting cycle</td>
<td>Maxim plans to release Corporate Responsibility Reports on an annual basis.</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>
</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>
</tr>
<tr>
<td>GRI 102-55</td>
<td>GRI content index</td>
<td>This GRI Content Index Table.</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>
</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>See our 2019 Corporate Responsibility Report, GOVERNANCE &amp; ETHICS: ASSESSING EMERGING ISSUES. Additional reference: 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  SOCIAL PERFORMANCE: GIVING BACK TO COMMUNITIES. Additional reference: SEC Form 10-K</td>
</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 certain former and 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”). Additional reference: SEC Form 10-K. Note 17: 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. Additional reference: SEC Form 10-K. Note 15: Income Taxes</td>
</tr>
</tbody>
</table>

**TOPIC: ANTI CORRUPTION**

<table>
<thead>
<tr>
<th>GRI 103-1 to 103-3</th>
<th>Explanation of the material topic and its Boundary</th>
<th>See our 2019 Corporate Responsibility Report, GOVERNANCE &amp; ETHICS: ASSESSING EMERGING ISSUES. GOVERNANCE &amp; ETHICS: CORPORATE GOVERNANCE GOVERNANCE &amp; ETHICS: OPERATING ETHICALLY</th>
</tr>
</thead>
<tbody>
<tr>
<td>GRI 205-1</td>
<td>Operations assessed for risks related to corruption</td>
<td>GOVERNANCE &amp; ETHICS: CORPORATE GOVERNANCE GOVERNANCE &amp; ETHICS: OPERATING ETHICALLY. Corruption, extortion, and embezzlement, in any form, are strictly prohibited within any Maxim operations or external suppliers. Evidence of corruption may result in immediate termination as a Maxim supplier and in legal action. Additional reference: Code of Corporate Social Responsibility.</td>
</tr>
<tr>
<td>GRI 205-2</td>
<td>Communication and training about anti-corruption policies and procedures</td>
<td>GOVERNANCE &amp; ETHICS: OPERATING ETHICALLY. Maxim Integrated enables and requires all employees to receive training regarding ethics and anti-corruption practices on an annual basis. We achieved 99.5% completion rate on this training in 2019.</td>
</tr>
<tr>
<td>GRI 205-3</td>
<td>Confirmed incidents of corruption and actions taken</td>
<td>If allegations of corruption are brought to our attention, we work to investigate and resolve them appropriately and disclose material, substantiated incidents as appropriate.</td>
</tr>
</tbody>
</table>
### GRI DISCLOSURE NUMBER | GRI DISCLOSURE TITLE | LOCATION, NOTES, & ADDITIONAL REFERENCE
--- | --- | ---

### Specific Standard Disclosures – Environment

#### TOPIC: ENERGY

GRI 302-1 | Energy consumption within the organization | ENVIRONMENTAL PERFORMANCE: MANAGING ENVIRONMENTAL PERFORMANCE
For data on our Energy consumption reduction, please see our 2019 CDP Climate response (reporting year CY2018).
GRI 302-3 | Energy intensity | ENVIRONMENTAL PERFORMANCE: EMISSIONS & ENERGY
GRI 302-4 | Reduction of energy consumption | ENVIRONMENTAL PERFORMANCE: EMISSIONS & ENERGY
For data on our Energy consumption reduction, please see our 2019 CDP Climate response (reporting year CY2018).

#### TOPIC: WATER & EFFLUENTS

GRI 303-1 | Interactions with water as a shared resource | ENVIRONMENTAL PERFORMANCE: CONSERVING WATER
GRI 303-2 | Management of water discharge-related impacts | ENVIRONMENTAL PERFORMANCE: CONSERVING WATER
Maxim ensures compliance with all elements of the permits of operations that receive, treat and recycle or discharge water outflows. These permits reflect the standards used for the quality of effluent discharge.
GRI 303-3 | Water withdrawal | ENVIRONMENTAL PERFORMANCE: CONSERVING WATER
Maxim sources water from third parties. In 2019, our Oregon and Thailand operations used approximately 976 thousand cubic meters of water, all from surface water sources. Our Philippines operations used approximately 259 thousand cubic meters of water, all from groundwater sources. Our San Jose headquarters used approximately 47 thousand cubic meters of water from a combination of surface and groundwater sources.
GRI 303-4 | Water discharge | ENVIRONMENTAL PERFORMANCE: CONSERVING WATER
Maxim sites discharge water to third parties (publicly-owned treatment works operations).
GRI 303-5 | Water consumption | ENVIRONMENTAL PERFORMANCE: CONSERVING WATER
<table>
<thead>
<tr>
<th>GRI DISCLOSURE NUMBER</th>
<th>GRI DISCLOSURE TITLE</th>
<th>LOCATION, NOTES, &amp; ADDITIONAL REFERENCE</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>TOPIC: EMISSIONS</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>GRI 103-1 to 103-3</td>
<td>Explanation of the material topic and its Boundary</td>
<td>See our 2019 Corporate Responsibility Report, GOVERNANCE &amp; ETHICS: ASSESSING EMERGING ISSUES, ENVIRONMENTAL PERFORMANCE: MANAGING ENVIRONMENTAL PERFORMANCE</td>
</tr>
<tr>
<td>GRI 305-1</td>
<td>Direct (Scope 1) GHG emissions</td>
<td>ENVIRONMENTAL PERFORMANCE: EMISSIONS &amp; ENERGY</td>
</tr>
<tr>
<td>GRI 305-2</td>
<td>Energy indirect (Scope 2) GHG emissions</td>
<td>ENVIRONMENTAL PERFORMANCE: EMISSIONS &amp; ENERGY</td>
</tr>
<tr>
<td>GRI 305-4</td>
<td>GHG emissions intensity</td>
<td>ENVIRONMENTAL PERFORMANCE: EMISSIONS &amp; ENERGY</td>
</tr>
<tr>
<td>GRI 305-5</td>
<td>Reduction of GHG emissions</td>
<td>ENVIRONMENTAL PERFORMANCE: EMISSIONS &amp; ENERGY</td>
</tr>
<tr>
<td><strong>TOPIC: WASTE</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>GRI 103-1 to 103-3</td>
<td>Explanation of the material topic and its Boundary</td>
<td>See our 2019 Corporate Responsibility Report, GOVERNANCE &amp; ETHICS: ASSESSING EMERGING ISSUES, ENVIRONMENTAL PERFORMANCE: MANAGING ENVIRONMENTAL PERFORMANCE</td>
</tr>
<tr>
<td>GRI 306-2</td>
<td>Waste by type and disposal method</td>
<td>ENVIRONMENTAL PERFORMANCE: WASTE MANAGEMENT</td>
</tr>
<tr>
<td>GRI 306-3</td>
<td>Significant spills</td>
<td>ENVIRONMENTAL PERFORMANCE: WASTE MANAGEMENT</td>
</tr>
<tr>
<td></td>
<td></td>
<td>No significant spills were recorded during this reporting period.</td>
</tr>
<tr>
<td><strong>TOPIC: ENVIRONMENTAL COMPLIANCE</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>GRI 103-1 to 103-3</td>
<td>Explanation of the material topic and its Boundary</td>
<td>See our 2019 Corporate Responsibility Report, GOVERNANCE &amp; ETHICS: ASSESSING EMERGING ISSUES, ENVIRONMENTAL PERFORMANCE: MANAGING ENVIRONMENTAL PERFORMANCE</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Our environmental management system ensures we are in compliance with relevant environmental regulations in all of the regions where we operate.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Additional reference: Environmental Policy</td>
</tr>
<tr>
<td>GRI 307-1</td>
<td>Non-compliance with environmental laws and regulations</td>
<td>No significant fines or non-monetary sanctions for non-compliance occurred during this reporting period</td>
</tr>
<tr>
<td><strong>TOPIC: SUPPLIER ENVIRONMENTAL ASSESSMENT</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>GRI 103-1 to 103-3</td>
<td>Explanation of the material topic and its Boundary</td>
<td>See our 2019 Corporate Responsibility Report, GOVERNANCE &amp; ETHICS: ASSESSING EMERGING ISSUES, PRODUCT PERFORMANCE: EXTENDING HIGH STANDARDS INTO OUR SUPPLY CHAIN</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>
</tr>
<tr>
<td><strong>Specific Standard Disclosures – Social</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>TOPIC: EMPLOYMENT</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>GRI 103-1 to 103-3</td>
<td>Explanation of the material topic and its Boundary</td>
<td>See our 2019 Corporate Responsibility Report, GOVERNANCE &amp; ETHICS: ASSESSING EMERGING ISSUES, SOCIAL PERFORMANCE: RECOGNIZING OUR PEOPLE, SOCIAL PERFORMANCE: HEALTH, SAFETY &amp; WELLNESS</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Additional reference: Code of Corporate Social Responsibility</td>
</tr>
<tr>
<td>GRI 401-1</td>
<td>New employee hires and employee turnover</td>
<td>SOCIAL PERFORMANCE: OUR WORKFORCE</td>
</tr>
<tr>
<td></td>
<td></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>The following benefits are provided for full-time employees that are not provided to part-time employees:</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Healthcare plans for employees and eligible family members</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Life and disability insurance</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Retirement benefits</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Paid time off</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Employee discounts</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Wellness perks</td>
</tr>
<tr>
<td>GRI DISCLOSURE NUMBER</td>
<td>GRI DISCLOSURE TITLE</td>
<td>LOCATION, NOTES, &amp; ADDITIONAL REFERENCE</td>
</tr>
<tr>
<td>-----------------------</td>
<td>----------------------</td>
<td>----------------------------------------</td>
</tr>
<tr>
<td><strong>TOPIC: OCCUPATIONAL HEALTH AND SAFETY</strong></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
| GRI 103-1 to 103-3 | Explanation of the material topic and its Boundary | See our 2019 Corporate Responsibility Report. GOVERNANCE & ETHICS: ASSESSING EMERGING ISSUES
SOCIAL PERFORMANCE: HEALTH, SAFETY & WELLNESS
Additional reference: Corporate Responsibility |
| GRI 403-2 | Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities | SOCIAL PERFORMANCE: HEALTH, SAFETY & WELLNESS
Note that we don’t report on our total incident rate by gender as we don’t manage to this metric. Our H&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. |

| **TOPIC: TRAINING AND EDUCATION** | | |
| GRI 103-1 to 103-3 | Explanation of the material topic and its Boundary | See our 2019 Corporate Responsibility Report. GOVERNANCE & ETHICS: ASSESSING EMERGING ISSUES
SOCIAL PERFORMANCE: INVESTING IN OUR PEOPLE
Additional reference: Corporate Responsibility |
| GRI 404-1 | Average hours of training per year per employee | SOCIAL PERFORMANCE: INVESTING IN OUR PEOPLE
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. |
| GRI 404-2 | Programs for upgrading employee skills and transition assistance programs | SOCIAL PERFORMANCE: INVESTING IN OUR PEOPLE
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. |
| GRI 404-3 | Percentage of employees receiving regular performance and career development reviews | 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. |

| **TOPIC: DIVERSITY AND EQUAL OPPORTUNITY** | | |
| GRI 103-1 to 103-3 | Explanation of the material topic and its Boundary | See our 2019 Corporate Responsibility Report. GOVERNANCE & ETHICS: ASSESSING EMERGING ISSUES
SOCIAL PERFORMANCE: FOSTERING A DIVERSE AND INCLUSIVE WORKPLACE
Additional reference: Corporate Responsibility |
| GRI 405-1 | Diversity of governance bodies and employees | SOCIAL PERFORMANCE: FOSTERING A DIVERSE AND INCLUSIVE WORKPLACE
GOVERNANCE & ETHICS: CORPORATE GOVERNANCE
Maxim reports on percentage of individuals within the organization’s governance bodies from a gender perspective, and on our total global workforce by gender and by other indicators of diversity that are relevant to us (such as minority or vulnerable groups). We do not report on diversity by age group as this is not something for which we actively manage or collect data. Additional reference: Corporate Governance |
| GRI 405-2 | Ratio of basic salary and remuneration of women to men | We are committed to gender pay equity and conduct pay equity analyses to assess any potential inequalities. [We have conducted a pay ratio study across our global locations.] We are also an Equal Pay Pledge signatory |

| **TOPIC: HUMAN RIGHTS ASSESSMENT** | | |
| GRI 103-1 to 103-3 | Explanation of the material topic and its Boundary | See our 2019 Corporate Responsibility Report. GOVERNANCE & ETHICS: ASSESSING EMERGING ISSUES
GOVERNANCE & ETHICS: OPERATING ETHICALLY
PRODUCT PERFORMANCE: EXTENDING HIGH STANDARDS INTO OUR SUPPLY CHAIN
Additional reference: Corporate Responsibility |
| GRI 412-2 | Employee training on human rights policies or procedures | GOVERNANCE & ETHICS: OPERATING ETHICALLY
99.7% of employees completed Harassment Prevention training in 2019 |
<table>
<thead>
<tr>
<th>GRI DISCLOSURE NUMBER</th>
<th>GRI DISCLOSURE TITLE</th>
<th>LOCATION, NOTES, &amp; ADDITIONAL REFERENCE</th>
</tr>
</thead>
<tbody>
<tr>
<td>GRI 413-1</td>
<td>Operations with local community engagement, impact assessments, and development programs</td>
<td>SOCIAL PERFORMANCE: GIVING BACK TO COMMUNITIES. All of our operations have community engagement and investment programs in place.</td>
</tr>
<tr>
<td>GRI 414-1</td>
<td>New suppliers that were screened using social criteria</td>
<td>We also support the objectives of the Responsible Business Association (RBA) Code of Conduct. In 2019, we implemented a new vendor due diligence system, prior to onboarding key vendors, to inquire about forced labor, other human rights issues, other risk areas, and compliance with our Code of Conduct. This process will be expanded to cover existing key vendors in the future.</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>
</tr>
<tr>
<td>GRI 416-1</td>
<td>Assessment of the health and safety impacts of product and service categories</td>
<td>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.</td>
</tr>
<tr>
<td>GRI 416-2</td>
<td>Incidents of non-compliance concerning the health and safety impacts of products and services</td>
<td>No incidents of non-compliance with regulations and/or voluntary codes were identified during this reporting period.</td>
</tr>
<tr>
<td>GRI 417-1</td>
<td>Incidents of non-compliance concerning the health and safety impacts of products and services</td>
<td>No significant fines or non-monetary sanctions for non-compliance occurred during this reporting period.</td>
</tr>
<tr>
<td>GRI 103-1 to 103-3</td>
<td>Explanation of the material topic and its Boundary</td>
<td>See our 2019 Corporate Responsibility Report. 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.</td>
</tr>
<tr>
<td>GRI 418-1</td>
<td>Incidents of non-compliance concerning the health and safety impacts of products and services</td>
<td>No significant fines or non-monetary sanctions for non-compliance occurred during this reporting period.</td>
</tr>
<tr>
<td>GRI 419-1</td>
<td>Non-compliance with laws and regulations in the social and economic area</td>
<td>No significant fines or non-monetary sanctions for non-compliance occurred during this reporting period.</td>
</tr>
</tbody>
</table>
ABOUT THIS REPORT

The information contained in this report is accurate as of approximately August 6, 2020, 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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