Corporate Sustainability Report

Fiscal Year

2026



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Report Overview

This fiscal year's Corporate Sustainability Report is a voluntary, non-financial disclosure of Semtech Corporation's environmental, social and governance (ESG) activities. Its purpose is to share our sustainability strategies, metrics and progress with our internal and external stakeholders. Unless otherwise indicated, all financial figures are presented in United States dollars (USD), and where they overlap with financial reporting are intended to be consistent with Semtech's public filings.

REPORTING SCOPE

Revenue, workforce and environmental data in this report cover Semtech's 2026 fiscal year, the period from January 27, 2025, to January 25, 2026. Data is reported for Semtech's worldwide subsidiaries over which we have operational control.

REPORTING PRINCIPLES

This report has been prepared in accordance with Global Reporting Initiative (GRI) Standards and with reference to the Sustainability Accounting Standards Board (SASB) Semiconductors standard, informed by the Ten Principles of the United Nations Global Compact, and aligned with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). FY2026 marks our first year of reporting against the SASB Semiconductors standard and our first year of alignment with the TCFD recommendations; readers should interpret this content as inaugural alignment rather than full conformance, with coverage expected to develop in future reporting periods. Any climate scenario analysis referenced in this report is qualitative and directional in nature.

DATE OF ISSUANCE AND FEEDBACK

This FY2026 report was published in November 2026; the previous report was published in November 2025. We welcome feedback on the activities and performance described here and can be reached at: cs@semtech.com



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Message from our President and Chief Executive Officer, Hong Q. Hou

FY2026 was a year of meaningful progress for Semtech. We grew our revenue to a record $1.05 billion, expanded gross margins and funded the R&D investments that position us for the future. These results reflect the ongoing transformation we have been executing as a company, and sustainability is an important element of that transformation.

Semtech occupies a consequential position in the global technology ecosystem. Our LoRa® technology underpins more than 30% of global IoT Low Power Wide Area Network (LPWAN) deployments, connecting sensors across smart agriculture, logistics, utilities and environmental monitoring. Our analog solutions power AI data center networking for the world's leading hyperscalers. The decisions we make in engineering, manufacturing and sourcing do not stay within our walls. They propagate through the products and systems our customers build worldwide. That reach carries both responsibility and opportunity, and we are committed to honoring both.

Over the past year, we formalized how we manage that responsibility. Our cross-functional Environmental, Social, and Governance (ESG) Steering Committee, comprising leaders from operations, finance, legal, human resources, marketing, quality, information security and our business units, established the governance foundation for rigorous, data-informed sustainability management. This is not a reporting construct; it is an operational structure with clear accountability and board-level visibility, and one that I believe represents a meaningful differentiator for investors and stakeholders evaluating the depth of our ESG efforts. On climate, we intend to submit near-term science-based targets to the Science Based Targets initiative (SBTi) in our 2028 fiscal year. The work to establish our baseline, scope our emissions and define credible reduction pathways is already underway.

Our 2030 milestones and 2050 net-zero ambition provide the structural framework, and the SBTi submission is intended to anchor those goals to independently validated science. The most durable sustainability contribution Semtech can make will come from the technology we enable. Connected networks using LoRa make industrial energy consumption visible and supply chain emissions traceable. Our data center solutions are engineered to meet the efficiency demands of next-generation AI infrastructure. When we invest in R&D, we invest in tools that help our customers reduce waste, optimize assets and operate more intelligently, a form of leverage that no internal operational program alone can replicate. That is the Semtech model: build technology that creates value for our shareholders, our customers and the broader world simultaneously. I am proud of the progress we continue to make and confident in the path ahead. The work is ongoing, the commitment is real, and I believe the best is still ahead. Thank you for your continued interest in and support of Semtech.

Hong Q. Hou, Ph.D.
President and Chief Executive Officer, Semtech Corporation



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About the Report



Randy Biddle

Senior Manager, Corporate Quality Assurance

As we reflect on our sustainability journey in this FY2026 Corporate Sustainability Report, I am proud to acknowledge both our achievements and our ongoing aspirations of responsible growth and operational excellence. Building on the Semtech Transforming foundation established in FY2025, we continued to strengthen our focus on quality, compliance, environmental stewardship, people and culture, and governance. We recognize the challenges facing our industry, including evolving regulations, macroeconomic pressures and the pace of technological change. Despite these headwinds, our focus on sustainability and responsible growth remains unwavering. This report has been prepared in accordance with Global Reporting Initiative (GRI) Standards and with reference to the Sustainability Accounting Standards Board (SASB) Semiconductors standard, informed by the Ten Principles of the United Nations Global Compact, and aligned with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). We reaffirm our United Nations Global Compact (UNGC) commitment through our annual Communication on Progress, supporting the Ten Principles and the Sustainable Development Goals. As ESG rating frameworks develop, we continue to improve the quality and transparency of our disclosure across safety, environment, people and culture, and governance, in line with the criteria applied by MSCI ESG, Institutional Shareholder Services (ISS) ESG, EcoVadis, Carbon Disclosure Project (CDP) and S&P Global CSA. Our Environmental, Health and Safety (EHS) team seeks to drive year-over-year reductions in energy and waste through data-driven tracking and quantifiable targets. Looking ahead, we are exploring intelligent automation and AI-powered tools to strengthen compliance workflows and supply chain engagement. We invite our stakeholders to join us in driving a more sustainable and responsible future.

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Highlights

AWARDS



2025
IoT Breakthrough Award

M2M INNOVATIVE SOLUTION OF THE YEAR



2025
Colorado Green Business Network Silver Certification

SILVER CERTIFICATION



2025
IoT Excellence Award

LoRa CONNECT™



2024
IoT Excellence Award

LoRa CONNECT™



2023
IoT Evolution LPWAN Excellence Award

LoRa CONNECT™



2023
Frost & Sullivan Best Practices Award

GLOBAL IOT HARDWARE COMPANY OF THE YEAR



2023
London Design Awards

SILVER AWARD



2023
Best Brand Awards: Identity

THE AMERICAS RUNNER UP



2023
Best Brand Awards: Logo Redesign

THE AMERICAS AWARD OF EXCELLENCE



2023
Titan Brand Awards

BRAND IDENTITY TELECOMMUNICATIONS

KEY MEMBERSHIPS AND COMMITMENTS

UN GLOBAL COMPACT United Nations Global Compact

SUSTAINABLE DEVELOPMENT GOALS

Responsible Business Alliance
Advancing Sustainability Globally

Semtech is aligned with and supports the Ten Principles of the U.N. Global Compact and the Responsible Business Alliance (RBA) Code of Conduct.

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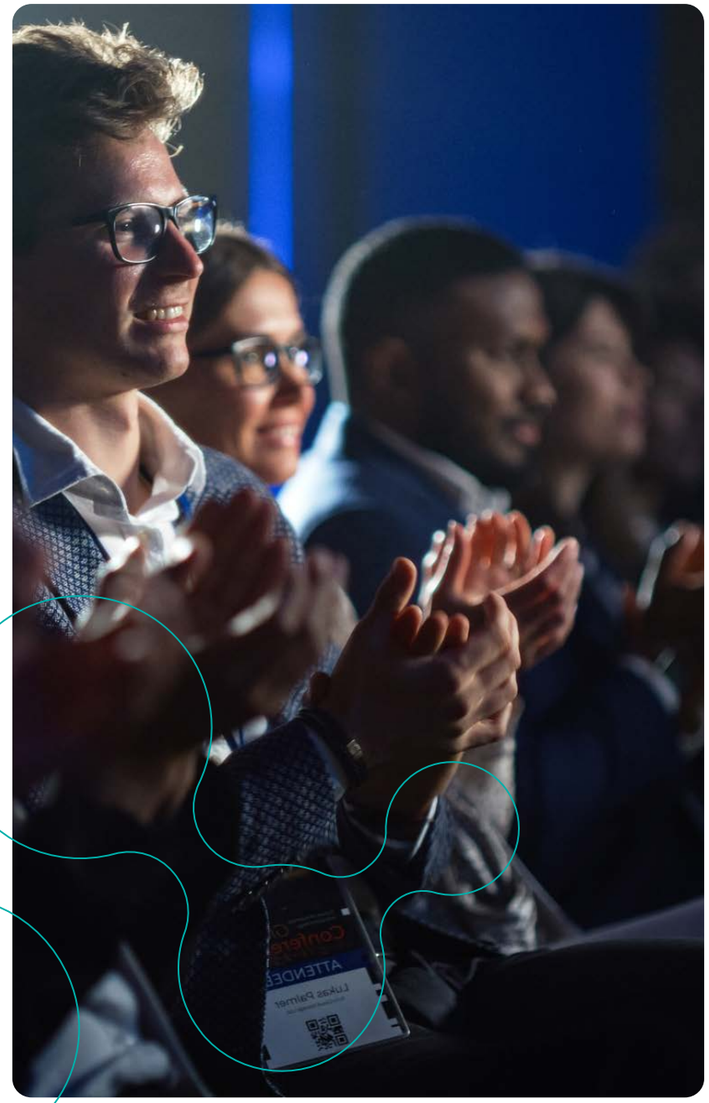

Highlights

INDUSTRY MEMBERSHIPS

Semtech is an active member of several leading industry organizations, reinforcing our commitment to advancing responsible, innovative practices across the semiconductor and technology sectors. Through these affiliations, we engage with industry peers and experts to promote sustainable growth, share best practices, and help shape the future of technology. Some examples of these industry organizations include:

Global Semiconductor Alliance (GSA)
As a GSA member, Semtech collaborates with global semiconductor companies to address shared challenges, foster innovation and promote the adoption of effective ESG practices throughout the industry.

Mobile Optical Pluggable Alliance (MOPA)
Semtech is a founding member of MOPA. Our participation in MOPA allows us to contribute to industrywide standards and solutions for mobile optical technology, supporting advancements in high-speed connectivity while emphasizing sustainability and performance.

LoRa Alliance®
Semtech is a founding member of the LoRa Alliance, a leading association driving the adoption and evolution of Low Power Wide Area Network (LPWAN) technology. Our active involvement helps shape the direction of IoT connectivity and supports the development of sustainable, scalable solutions for a smarter, more connected world.

SDVoE Alliance®
Semtech is one of the founding members of the Software-Defined Video over Ethernet (SDVoE) Alliance, a nonprofit consortium of technology providers dedicated to standardizing the adoption of Ethernet to transport audio/video (AV) signals in professional audiovisual environments. Through its active involvement, Semtech helps drive the development of a flexible, interoperable hardware and software ecosystem that enables software-defined AV applications with zero latency and superior image quality. The SDVoE Alliance's collaborative approach fosters innovation across industry partners — including chipset designers, system integrators and equipment manufacturers — to deliver scalable, cost-effective and sustainable AV solutions. By promoting high-performance AV-over-IP technology that significantly reduces power consumption and environmental footprint, Semtech and the SDVoE Alliance contribute to advancing a smarter, more connected and sustainable AV future.

These industry memberships exemplify Semtech's dedication to collaboration, transparency and continuous improvement in sustainability and governance, ensuring we remain at the forefront of responsible technology leadership.

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About Semtech

The Evolution of Semtech Corporation: Innovation Across Analog, Connectivity and Protection Technologies.

For over 65 years, Semtech Corporation has stood at the forefront of analog and mixed-signal innovation, earning a global reputation for delivering cutting-edge solutions that power, protect and connect modern electronics. From its foundational work in Transient Voltage Suppression (TVS) devices to pioneering LoRa® wireless technology, copper and optical networking, advanced analog/mixed-signal systems, and cellular IoT solutions, Semtech's journey is a testament to relentless innovation and adaptability in an evolving technological landscape.

1960

1960 – Semtech founded

1990

1993 – LC01-6 launched; 1st commercial TVS part for protecting telecom interfaces

1995

1995 – SLV series launched, industry's 1st low leakage low voltage TVS

1998 – SRV05-4; Industry's 1st Monolithic Low Capacitance TVS Array Launched

2002 – Photodiode on Transimpedance Amplifier (TIA) architecture patented (Gennum, pre-acquisition)

2003 – Gennum starts filing foundational TIA patents

1997 – 1st cellular embedded module

2005

2008 – 1st PerSe® touchscreen controller designed in major smartphone

2009 – 1st PerSe touch button designed in major smart TV

2007 – AirLink® M2M gateways; 1st embedded M2M SIM

2008 – AirVantage® M2M cloud platform

2006 – RClamp0524P industry's 1st & leading-edge HDMI protection IC

2010

2010 – Gennum launches industry's first integrated Clock and Data Recovery (CDR) with laser driver (LD)

2012 – Gennum acquisition

2014 – Industry's highest performance 10Gbps TIA/LDs for 4G mobile networks

2014 – 1st PerSe SAR sensor designed in major tablet

2010 – 1st-to-market LTE embedded modules

2012 – Cycleo acquisition; 1st gen LoRa® transceiver SX1272

2014 – 1st gen LoRa gateway chipset

2010 – Z-Pak® Industry's 1st encapsulated TVS silicon, non-lead frame 0201 package

2015

2015 – <10G PON

2015 – Sierra Monolithics acquired, strengthening optical signal integrity capabilities

2018 – Industry's highest performance 100Gbps (4x25Gbps) data center CDRs with integrated TIA/LD

2018 – 100G (4x25G) data center

2019 – 5G (25Gbps) wireless fronthaul

2019 – BlueRiver® AV processor chipset series for SDVoE™ applications

2015 – 1st PerSe SAR sensor designed in major smartphone

2015 – Multi-IMSI Smart Connectivity

2015 – Lowest power LTE industrial gateway

2015 – LoRa Alliance® founded

2018 – 2nd gen LoRa transceiver launch

2019 – 100M devices deployed, 100 LoRaWAN® operators

2020

2020 – 200G / 400G (4x50G, 8x50G) data center

2020 – Industry's highest performance 10G Passive Optical Networks (PON) TIA/LD

2020 – Tri-Edge™ PAM4 CDR platform launched for 200G/400G data centers, industry-leading CDRs with integrated TIA/LD

2022 – 400G / 800G upgrades (4x100G, 8x100G) data center

2023 – Industry's 1st 1.6T (8x200G) TIA; 5G-Advanced fronthaul

2023 – Industry's 1st 5G-Advanced CDRs + TIA/LD (50Gbps)

2022 – 1st PerSe human sensor designed in major headphones

2023 – 1st PerSe human sensor designed in major smart glasses

2020 – 1st 5G module

2023 – Sierra Wireless acquisition

2023 – Dual-profile Smart Connectivity Premium with UICC capabilities

2020 – 3rd gen LoRa transceiver with location-aware feature; 2nd gen gateway chipset

2021 – Amazon chooses LoRa for Sidewalk community network; launch of LR-FHSS for satellite and dense terrestrial deployments

2022 – 1st commercial availability of LoRa NTN network

2023 – 350M end devices with LoRa deployed, 180 LoRaWAN operators

2020 – Side Wettable Flank package development for automotive applications

2022 – HotSwitch® (eFuse, Load Switch)

2023 – SurgeSwitch® family; lower clamping at max IPP; constant clamping over IPP range; constant clamping over temperature

2024

2024 – Industry's 1st redrivers for 1.6T (8x200G) ACC data center deployments

2024 – Industry's highest performance 800Gbps (8x100Gbps) LPO TIA/LDs

2024 – Industry's 1st 50G PON asymmetric OLT analog chipsets

2024 – World's smallest rugged 5G router

2024 – NTN support on HL781x LPWA modules

2024 – One-channel hub LoRaWAN reference design for smart home

2025

2025 – Industry's lowest power 50G Asymmetric PON ONU chipsets

2025 – Force Sensing portfolio acquired from Qorvo for MEMS force sensing for mobile, automotive and industrial HMI.

2025 – Certified 5G routers across FirstNet, T-Priority and Verizon Frontline Network Slice

2025 – Industry's First Single Vendor Device-to-Cloud Cellular and Satellite IoT Solution

2025 – 4th gen LoRa transceiver with multi-PHY

2025 – LoRa Plus™ LR2021 transceiver and LoRa Connect™ LR1121 launched

2025 – HS2950P, 29V, 5A, load protection HotSwitch

2026

2026 – Industry's 1st linear octal TIAs and Mach-Zehnder Modulator (MZM) drivers (224Gbps/lane), supporting NPO/CPO optical engines up to 6.4T and 12.8T

2026 – Acquired HieFo and D-Tech Optoelectronics, bringing Indium Phosphide laser technology and high-efficiency photonics in-house

2026 – Industry's most power-efficient rugged 5G RedCap router

Founded in 1960 | Headquartered in California | Publicly traded since 1967

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Semtech Product Portfolio

SEMTECH

Semtech Corporation (Nasdaq: SMTC) is a leading provider of high-performance semiconductors powering AI data center networking and intelligent, connected IoT devices worldwide. Our global teams are committed to empowering solution architects and application developers to develop breakthrough products for the infrastructure, industrial and consumer markets.

ANALOG, MIXED-SIGNAL & WIRELESS

LoRa® Technology
Long range, low power, scalable connectivity ICs.

Protection and Power
Greener, smarter power management and protection ICs aimed at reducing system cost and providing design flexibility.

Sensing
Smart proximity sensors for all human interface applications, intelligently sensing human presence to enable smart responses, making smart devices smarter.

SIGNAL INTEGRITY

Data Center | Wireless Networks | PON
Industry-leading analog and mixed-signal IC platforms for optical and electrical networking applications that deliver optimized, cost-effective signal integrity performance with low power and low latency.

IoT SYSTEMS & CONNECTIVITY

Cellular and Broadband Modules
Secure IoT modules and solutions for 4G, 5G and LPWA cellular connectivity.

Cellular Routers
5G and LTE router solutions for mission- and business-critical organizations that want to reliably connect and gain intelligence from their fixed or mobile assets.

Services & Connectivity
IoT Cloud and IoT Connectivity services, powered by global and regional SIM cards.

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Semtech's Global Footprint*

LOCATION	Administration	Research & Development	Manufacturing Support	Sales & Marketing	Application Engineering	Test & Assembly	Reliability Testing	Leased
NORTH AMERICA								
Camarillo, California	•	•	•	•	•		•	
Colorado Springs, Colorado	•	•	•	•	•	•		•
Colorado Springs, Colorado	•	•	•	•	•	•		
Irvine, California	•	•	•	•		•		•
San Diego, California	•	•	•	•	•			•
San Jose, California	•	•	•	•	•		•	•
Richmond, British Columbia, Canada	•	•	•	•		•	•	•
Burlington, Ontario, Canada	•	•		•	•	•	•	
Kanata, Ontario, Canada	•	•		•	•			•
EUROPE								
Neuchâtel, Switzerland	•	•	•	•	•	•	•	•
Rapperswil, Switzerland	•							•
Bristol, United Kingdom	•	•		•	•	•	•	•
ASIA-PACIFIC								
Taipei, Taiwan		•		•				•
Pune, India		•						•
Shenzhen, China	•			•	•			•



** Represented are locations of properties with significant functions.*

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SEMTECH® CORE VALUES

VISION, CULTURE & LEADERSHIP

Deliver Leading-Edge, Innovative and High-Quality Technology Solutions That Enable a Smarter, More Connected and Sustainable Planet.



CUSTOMERS & QUALITY

We ***win*** by delivering high-quality solutions by deeply understanding our customers' needs and exceeding their expectations with every interaction.



INNOVATION & CAPABILITY

We ***win*** by fostering a culture of continuous innovation and technical excellence, empowering our teams to push boundaries and deliver cutting-edge solutions.



INSPIRING & EMPOWERING

We ***win*** when leaders motivate through vision and inspiration, empowering teams to achieve their full potential with confidence, autonomy and accountability.



TRUST & TRANSPARENCY

We ***win*** by building trust through open communication and transparency, ensuring alignment and mutual respect.

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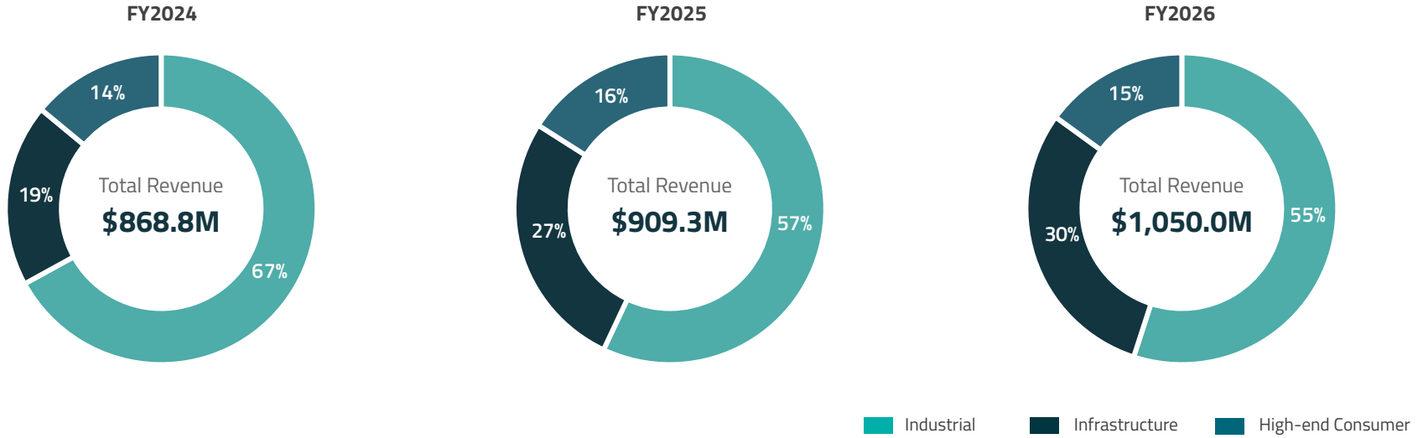
Financial Performance

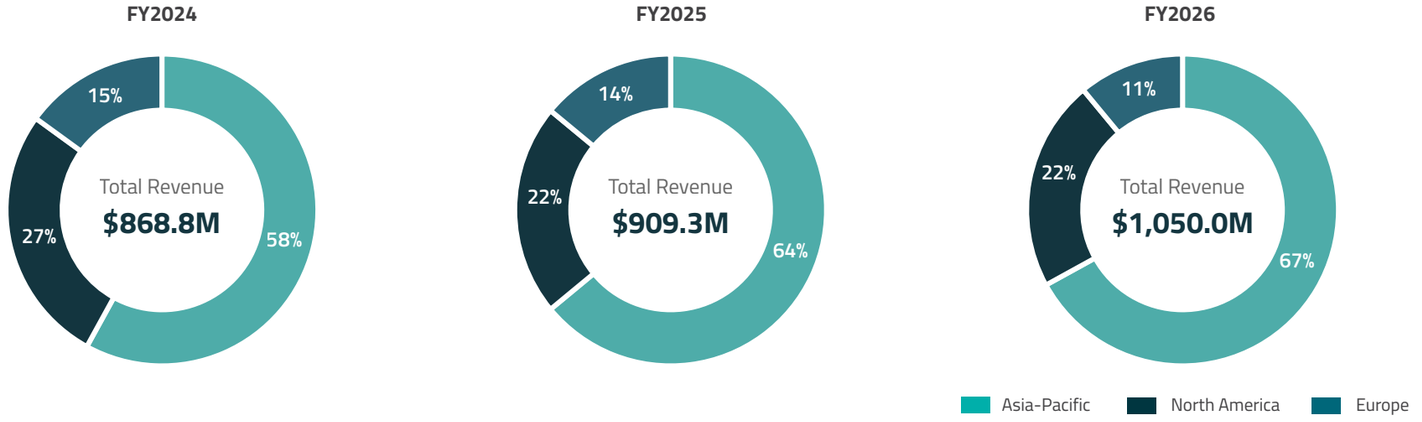
REVENUE BY END MARKET

Net sales for fiscal year 2026 were $1,050.0 million, an increase of 15% compared to $909.3 million for fiscal year 2025, primarily driven by higher net sales across all major end markets, particularly from our infrastructure and industrial end markets due to stronger demand and increased sales volume. Net sales for fiscal year 2025 were $909.3 million, an increase of 5% compared to $868.8 million for fiscal year 2024, primarily driven by higher net sales from our infrastructure and high-end consumer end markets, partially offset by a decrease in our industrial end market.



REVENUE BY GEOGRAPHY

From a geographic perspective, Asia-Pacific represented 67% of fiscal year 2026 net sales compared to 64% in fiscal year 2025 and 58% in fiscal year 2024. North America represented 22% in fiscal year 2026, unchanged from fiscal year 2025, compared to 27% in fiscal year 2024. Europe represented 11% in fiscal year 2026, compared to 14% in fiscal year 2025 and 15% in fiscal year 2024.



Source: Semtech Corporation FY2026 Form 10-K, Net sales.

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Materiality Assessment and Stakeholder Engagement

BASIS FOR MATERIALITY ASSESSMENT

During FY2026, Semtech conducted a double materiality assessment (DMA) prepared with reference to the GRI Universal Standards (2021 update), with particular attention to GRI 3: Material Topics, and in anticipation of evolving requirements under the European Corporate Sustainability Reporting Directive (CSRD). The assessment evaluated environmental, social and governance (ESG) topics across two lenses: the significance of Semtech's actual and potential impacts on people and the environment (impact materiality) and the influence of sustainability matters on financial performance and long-term enterprise value (financial materiality). Semtech does not claim conformance with the CSRD; the directive's double materiality approach was used as a reference point rather than a standard of conformance. The assessment followed a structured four-step process:

1. **Identification of Relevant Topics.**
   We reviewed the GRI Sector and Universal Standards (2021 update), our business model and four sustainability pillars, peer and industry benchmarking, regulatory developments, and global frameworks including the U.N. Sustainable Development Goals (SDGs), the U.N. Global Compact (UNGC) Ten Principles and emerging CSRD double materiality requirements. This was refined to 11 topics spanning governance, social and environmental categories.

2. **Stakeholder Engagement.**
   We engaged with internal and external stakeholders through surveys of employees, senior management, and business unit leaders, and through consultations with suppliers, customers and investors. We also reviewed stakeholder inquiries, ESG ratings, customer ESG requirements, and regulatory expectations to represent stakeholder views across both materiality dimensions.

3. **Impact and Financial Assessment.**
   Each topic was evaluated against the scale, scope, likelihood and remediability of its actual or potential impacts on people and the environment (impact materiality), and against its influence on financial performance, risk and opportunity (financial materiality). Topics were scored and plotted on a dual-axis materiality matrix to enable prioritization.

4. **Prioritization and Validation.**
   Material topics were prioritized and validated through cross-functional sustainability committee discussions, alignment with corporate strategy and executive leadership approval.



The assessment is intended to align Semtech's sustainability reporting, target setting and governance priorities with our four sustainability pillars: Products for Social and Environmental Good; Build a Sustainable Supply Chain; Reduce Our Operating Impact; and Develop a Thriving Workplace. Eleven topics were assessed in total: Emissions Management; Data Security and Privacy; Water Management; Human Capital Development; Safety and Working Conditions; Human Rights; People and Culture; Waste Management; Compliance; Ethics and Transparency; and Community Engagement. Of these, six were identified as highly material, scoring highly across both the impact and financial dimensions: Emissions Management, Data Security and Privacy, Water Management, Human Capital Development, Safety and Working Conditions, and Human Rights. These six topics receive priority leadership attention and resource allocation and they shape the focus of the disclosures that follow in this report.



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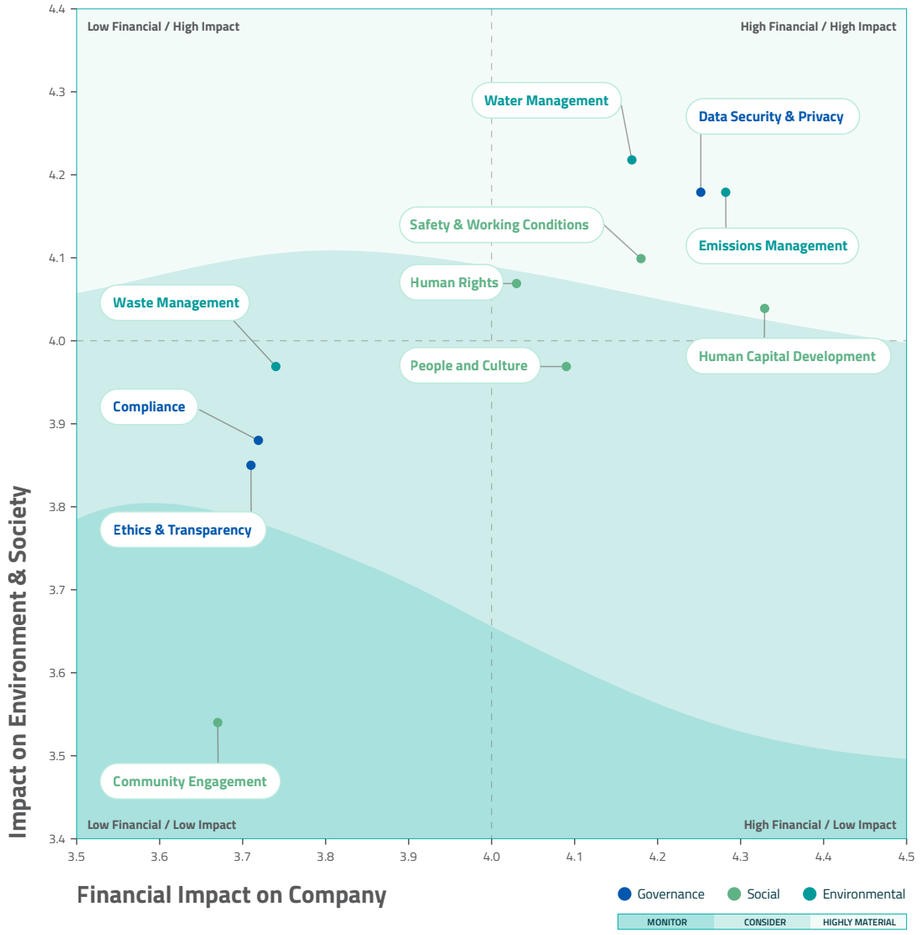
Materiality Assessment and Stakeholder Engagement

MATERIALITY ASSESSMENT RESULTS

Six topics fall in the “highly material” tier. Emissions management (Environmental) scored highest across both materiality dimensions, reinforcing Semtech's focus on its low-carbon transition intentions across Scope 1, Scope 2 and Scope 3 emissions and on incorporating emissions considerations into operational and capital planning decisions; Scope 3 outcomes depend substantially on suppliers and other value chain participants that Semtech does not control. Data security and privacy (Governance) scored closely alongside emissions management among the highest priority topics, reflecting stakeholder recognition that data stewardship is both an ethical responsibility and a material financial risk as Semtech's digital operations expand. Water management (Environmental) recorded the highest impact score of the topics assessed, reflecting the consequences of water availability and stewardship for connected communities and ecosystems. Human capital development (Social) ranked highest on the financial materiality dimension, consistent with the role of workforce capability, talent retention and continuous learning in long-term competitiveness. Safety and working conditions (Social) and human rights (Social) completed the highly material tier, reflecting the priority Semtech places on the well-being and protection of its workforce and supply chain partners.

The remaining five topics fall into the "consider” and “monitor” tiers. Waste management (Environmental) and compliance (Governance) sit in the consider tier as indicators of operational discipline and regulatory alignment. Ethics and transparency (Governance), people and culture (Social) and community engagement (Social) sit in the monitor tier. Community engagement recorded the lowest combined scores of the topics assessed. Taken together, the FY2026 DMA provides the basis for Semtech's sustainability priorities. Semtech intends to continue developing its approach in line with emerging risks, stakeholder expectations and regulatory developments, and to reflect material topics in its governance structures, targets, and disclosures over time.

DOUBLE MATERIALITY MATRIX



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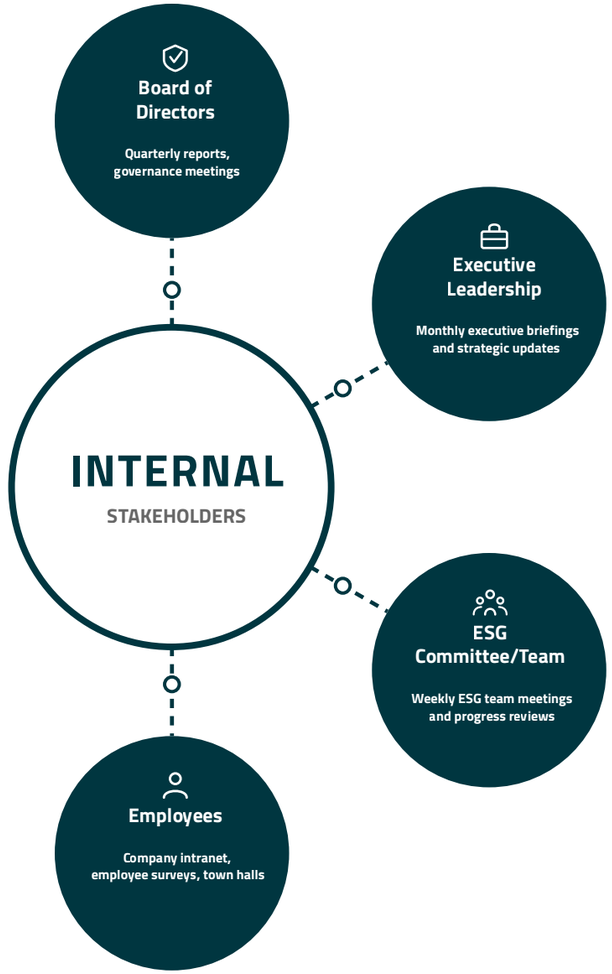
Stakeholder Engagement

Semtech maintains regular, structured engagement with both internal and external stakeholders to ensure transparency, foster collaboration and align our ESG priorities with the expectations of those we impact and serve. The frequency and format of communication are tailored to each stakeholder group to maximize relevance and effectiveness.

This structured engagement framework not only facilitates open and transparent communication but also ensures that stakeholder perspectives are integrated into Semtech's decision-making processes, driving accountability, innovation and sustainable growth across all business areas.





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Mapping of ESG Material Topics to UNSDGs with Semtech Four Pillars and UNGC Ten Principles

MATERIAL TOPIC	SEMTECH PILLAR	17 UNSDGs	UNGC 10 PRINCIPLES
Emissions Management	Reduce Our Operating Impact	SDG 7: Affordable and Clean Energy; SDG 12: Responsible Consumption and Production; SDG 13: Climate Action	**Principle 7:** Support a precautionary approach to environmental challenges; **Principle 8:** Undertake initiatives to promote greater environmental responsibility; **Principle 9:** Encourage development and diffusion of environmentally friendly technologies
Data Security & Privacy	Products for Social and Environmental Good	SDG 9: Industry, Innovation and Infrastructure; SDG 16: Peace, Justice and Strong Institutions; SDG 17: Partnerships for the Goals	**Principle 1:** Support and respect the protection of internationally proclaimed human rights; **Principle 10:** Work against corruption in all its forms, including extortion and bribery
Water Management	Reduce Our Operating Impact	SDG 6: Clean Water and Sanitation; SDG 12: Responsible Consumption and Production; SDG 14: Life Below Water	**Principle 7:** Support a precautionary approach to environmental challenges; **Principle 8:** Undertake initiatives to promote greater environmental responsibility
Human Capital Development	Develop a Thriving Workplace	SDG 4: Quality Education; SDG 8: Decent Work and Economic Growth; SDG 10: Reduced Inequalities	**Principle 3:** Uphold the freedom of association and collective bargaining; **Principle 6:** Eliminate discrimination in respect of employment and occupation
Safety & Working Conditions	Develop a Thriving Workplace	SDG 3: Good Health and Well-Being; SDG 8: Decent Work and Economic Growth; SDG 11: Sustainable Cities and Communities	**Principle 3:** Uphold the freedom of association and collective bargaining; **Principle 6:** Eliminate discrimination in respect of employment and occupation; **Principle 1:** Support and respect the protection of internationally proclaimed human rights
Human Rights	Build a Sustainable Supply Chain	SDG 8: Decent Work and Economic Growth; SDG 10: Reduced Inequalities; SDG 16: Peace, Justice and Strong Institutions	**Principle 1:** Support and respect the protection of internationally proclaimed human rights; **Principle 2:** Make sure business is not complicit in human rights abuses; **Principle 4:** Eliminate forced labor; **Principle 5:** Effective abolition of child labor
People and Culture	Develop a Thriving Workplace	SDG 5: Gender Equality; SDG 8: Decent Work and Economic Growth; SDG 10: Reduced Inequalities	**Principle 3:** Uphold the freedom of association and collective bargaining; **Principle 6:** Eliminate discrimination in respect of employment and occupation
Waste Management	Reduce Our Operating Impact	SDG 11: Sustainable Cities and Communities; SDG 12: Responsible Consumption and Production; SDG 13: Climate Action	**Principle 7:** Support a precautionary approach to environmental challenges; **Principle 8:** Undertake initiatives to promote greater environmental responsibility; **Principle 9:** Encourage development and diffusion of environmentally friendly technologies
Compliance	Reduce Our Operating Impact	SDG 12: Responsible Consumption and Production; SDG 13: Climate Action; SDG 16: Peace, Justice and Strong Institutions	**Principle 7:** Support a precautionary approach to environmental challenges; **Principle 8:** Undertake initiatives to promote greater environmental responsibility
Ethics & Transparency	Build a Sustainable Supply Chain	SDG 16: Peace, Justice and Strong Institutions; SDG 17: Partnerships for the Goals	**Principle 10:** Work against corruption in all its forms, including extortion and bribery; **Principle 1:** Support and respect the protection of internationally proclaimed human rights
Community Engagement	Products for Social and Environmental Good	SDG 1: No Poverty; SDG 3: Good Health and Well-Being; SDG 11: Sustainable Cities and Communities	**Principle 1:** Support and respect the protection of internationally proclaimed human rights; **Principle 3:** Uphold the freedom of association and collective bargaining

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Products for Social and Environmental Good

Semtech products have a long history of contributing to social and environmental good.

PRODUCT CATEGORIES

AV-OVER-IP

Semtech's ProAV product line features BlueRiver® technology, which delivers a single programmable system-on-chip (SoC). It can replace traditional equipment with a simple network of transmitters, receivers and off-the-shelf Ethernet switches. It significantly reduces costs and lowers power consumption.

INDUSTRIAL GATEWAYS

AirLink® industrial 2G, 3G, 4G LTE-Advanced and 5G industrial routers and gateways deliver best-in-class connectivity, combined with intelligent management and monitoring of remote assets, machinery and critical infrastructure, including smart grid, pipelines, meters, smart city infrastructure, industrial equipment and automation-and-control systems.

CONNECTIVITY SERVICES

We offer a variety of bundled module and connectivity subscription services for different IoT applications including an LTE Cat-4 solution ideal for industrial gateways, public safety and enterprise applications and an LTE Cat-1 solution ideal for transportation, fleet management and access security applications.

FEATURED TECHNOLOGY

LoRa devices enable smart IoT applications that solve some of the biggest challenges facing our planet: energy management, natural resource reduction, pollution control and infrastructure efficiency. LoRa low-power-enabled IoT devices can operate for years on a single battery. LoRa's long-range capability reduces the need for additional network infrastructure, such as cell towers or repeaters. Because many LoRa applications and deployed use cases are aligned to the UN SDGs, we feature the LoRa technology in this report. As noted earlier, our product portfolio benefits sustainable products for social and environmental good.

LoRa IMPACT AT SCALE

>500M end nodes with LoRa devices deployed worldwide
Source: Semtech, March 2026

>30% of LPWAN connections worldwide use LoRa
Source: Omdia, February 2025

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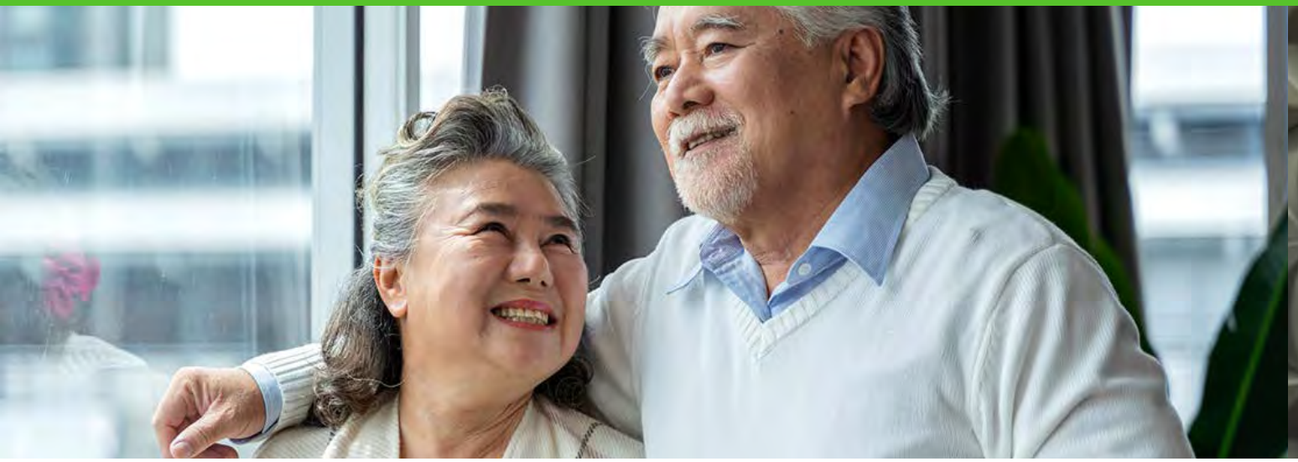
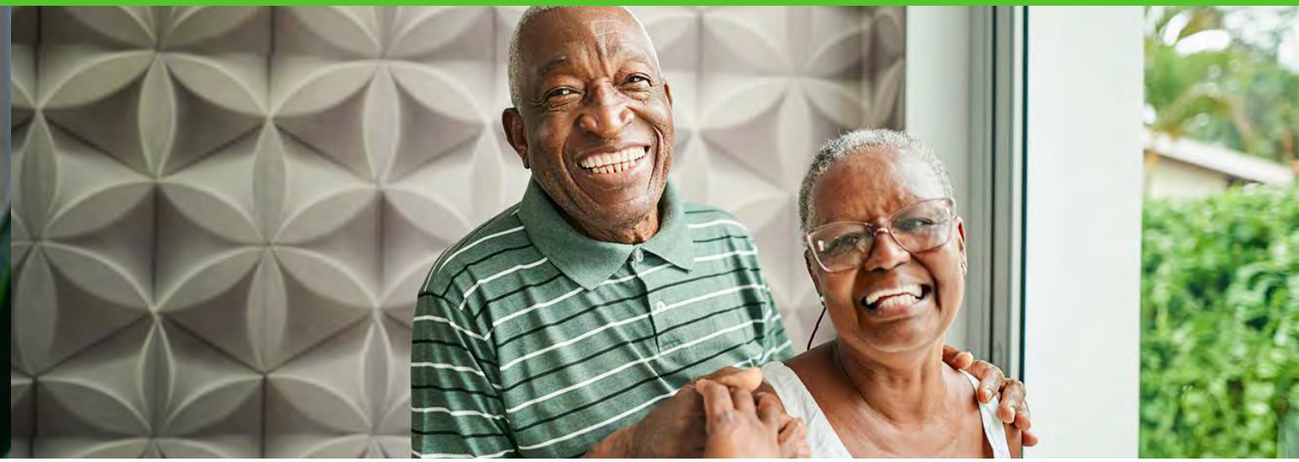
3 | Good Health and Well-Being





Enabling Health and Safety for Aging Populations

In Singapore, iWOW Technology deployed Semtech's LoRa Connect™ ICs to power a battery-operated wireless emergency alert system across 10,000 public housing flats, providing seniors with a reliable way to summon help without the limitations of traditional wired infrastructure. The system has facilitated emergency medical care for approximately 800 residents, and 98% of original sensor batteries remain operational after five years — a direct result of LoRa's low-power design. Driven by the program's impact, the deployment has since expanded to serve approximately 27,000 additional seniors, extending connectivity and safety to one of Singapore's most vulnerable populations.

Mana Care

Mana Care empowers seniors to live independently with improved well-being and safety through user-friendly digital communication devices. These tools promote digital inclusion for the elderly and cognitively challenged, simplifying health care by providing professional caretakers and family members with well-being updates and communication to ensure seniors' safety remotely. Semtech Smart Connectivity links these devices to global mobile networks, without the need for complex setups. This empowers seniors to enjoy enhanced physical and mental well-being in the digital age.

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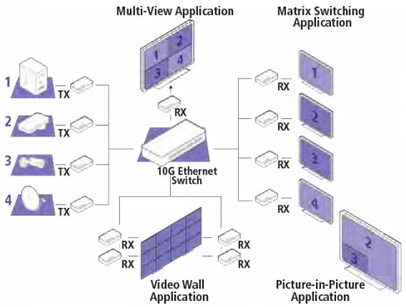
6 Clean Water and Sanitation



9 Industry, Innovation and Infrastructure





Transforming Water Management with LoRa

Yorkshire Water, partnering with Netmore Group, deployed a LoRaWAN® smart metering initiative across the region, with plans to cover 1.3 million meters over five years. Early results demonstrate meaningful impact at scale: the initial rollout identified more than 1,000 customer-side leaks and is already saving 1.22 megaliters of water daily. At full deployment, the system is anticipated to reduce leakage by 8 megaliters per day — a measurable step toward Yorkshire Water's long-term water conservation goals and the communities it serves.

netmore

BlueRiver® Reduces Environmental Footprint and Power Consumption

Uncompressed, zero-latency AV-over-IP is the future of AV signal distribution. BlueRiver technology has forever changed the dynamics of the Pro AV industry by letting installers and OEMs replace proprietary AV matrix switches with off-the-shelf Ethernet networks that deliver dramatically better price/performance, flexibility and scalability. At the core of a traditional AV switching system is the matrix switch, a fixed piece of costly hardware with limited scalability, surrounded by external boxes to augment the switching capabilities with AV processing. When compared to FPGA-based AV-over-IP solutions, using the BlueRiver ASIC can substantially reduce power consumption – typically providing up to 80% power savings and up to 30% lower bill of materials cost. A recent case study by Software-Defined Video over Ethernet (SDVoE™)* Alliance® steering member, IDK, showed that an installation at the European Parliament requiring over 1,000 BlueRiver-based endpoints saved 150,000 kWh annually when compared to an equivalent 1G AV-over-IP install.

**SDVoE technology is fundamentally powered by BlueRiver chipsets.*

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11 | Sustainable Cities and Communities



Making Driving Electric Cars Easy with Resilient Global Connectivity

Our Smart Connectivity solutions play a pivotal role in the creation of sustainable cities by facilitating Eways' electric vehicle (EV) charging infrastructure. By leveraging our Smart Connectivity solution, Eways can efficiently manage and monitor their EV charging stations in real-time, ensuring optimal performance and reliability, even for stations in difficult-to-reach locations such as underground parking. This streamlined oversight helps reduce the carbon footprint associated with transportation and promotes the adoption of electric vehicles, contributing significantly to urban sustainability.

eways
Juice for all cars

12 | Responsible Consumption and Production



Reducing Urban Energy Consumption with Connected Street Lighting

Street lighting constitutes a significant portion of urban energy consumption, often exceeding 20% of a city's total energy bill. Signify offers connected street lighting solutions that help communities optimize their power usage. By employing our Low Power Wide Area (LPWA) cellular modules, HL78, with ultra-low power consumption, they can seamlessly connect their lighting fixtures. This intelligent management system ensures lighting is provided where needed and minimizes downtime. It allows communities to achieve responsible energy consumption without compromising the comfort and safety of their citizens.

Signify

13 | Climate Action



Ultra-Early Forest Fire Detection Prevents Carbon Emissions

Wildfire devastation causes enormous humanitarian and economic hardship, and it has a massive environmental impact. Wildfires emit between 5 and 30 tons of carbon per hectare. Dryad Networks is addressing the need for ultra-early detection. They have partnered with Swarm, an IoT connectivity services provider, to transfer Dryad's data out of remote areas more quickly. Dryad pairs their own proprietary mesh network, which uses the LoRaWAN standard, with Swarm satellite modems to create a reliable connectivity system that can operate anywhere.

DRYAD
CONNECTING THE NATURAL WORLD

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15 | Life on Land



Protecting Endangered Species

Smart Parks creates technology and tracking methods that protect endangered species, humans and the environment. Smart Parks chose LoRa devices to enable sensors that track wildlife and monitor park gates. The application provides real-time information about the location of wildlife and other factors affecting the park environment, via geolocation sensors deployed throughout the area. In Mkomazi National Park in Tanzania, which covers over 2,000 square kilometers, small sensors were implanted directly into the horns of endangered Black Rhinos. These rhino trackers show the location of the animals within the park, providing park rangers with actionable intelligence. Sensors using LoRa are also placed throughout the park, including in gates and fences. This allows park rangers to protect endangered species and people inside the sanctuary.

smart parks

16 | Peace, Justice and Strong Institutions



Enabling Reliable Connectivity for Public Safety and Rural Healthcare

With over 18,000 employees, the Los Angeles County Sheriff's Department (LASD) is the largest sheriff's department in the world. Semtech's cellular routers provide connectivity to the Department's Automated Vehicle Location (AVL) systems, laptops and license plate recognition systems in over 3,000 vehicles. Using FirstNet and other carriers, the router connects to applications over the best available networks and provides connectivity when vehicles are within range of the station hotspot. The router switches traffic based on user-defined criteria and signal strength, providing high availability connectivity for field deputies anytime, anywhere and does this switching transparently. This enables deputies to respond to calls more rapidly, communicate with each other and protect the communities they serve.

Los Angeles County Sheriff's Department



Bringing Real-time Telehealth to Rural Communities Beyond Cellular Reach

Washington County Ambulance District deployed AirLink XR90 routers with multi-carrier failover across its Mobile Integrated Healthcare (MIH) vehicles, combining Verizon, AT&T FirstNet and Kymeta satellite connectivity to ensure always-on service regardless of location. The program addresses a critical gap: many patients in Washington County and neighboring Reynolds County have little or no cellular coverage and no home internet, making traditional clinic-based care inaccessible. With reliable connectivity in place, mobile healthcare teams can deliver real-time telehealth and vital sign transmission directly to patients who cannot travel to appointments — bringing care to the community rather than requiring the community to come to care.

WASHINGTON COUNTY AMBULANCE DISTRICT

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Sustainable Investing

Semtech's product design and development directly create impacts by integrating energy efficiency and environmental considerations.

For example, our market-leading electrostatic discharge (ESD) chipsets extend product life and reduce e-waste by protecting millions of devices globally. Policies include strict adherence to environmental compliance standards such as the Restriction of Hazardous Substances (RoHS); Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH); and the EU Waste Framework Directive. We plan to initiate life cycle assessments for one or more of our top-selling products in Q1 of FY2028 to better understand and reduce their carbon footprint. Over the following three years, we plan to gradually expand these assessments across our broader product portfolio.

Over 30% of global IoT LPWAN connections use Semtech's LoRa technology, contributing to sustainable connected solutions. Semtech aims for carbon neutrality by 2031 with an interim goal of 15% annual reductions in Scope 2 emissions, purchasing renewable energy credits and improving energy efficiency of products.

Semtech contributes by enabling customers and partners to apply its technology toward U.N. SDGs, such as resource preservation and pollution reduction. Supplier training and engagement programs are conducted to enhance sustainability through the value chain.

Energy consumption reductions at end-user sites enabled by Semtech products are directly linked impacts, influenced but not controlled by Semtech. The company pursues innovation to reduce these downstream footprints through ongoing collaboration.

We are investing in next-generation technologies to support the development of products that enable a smarter, more connected and sustainable planet.

DRYAD	Dryad is providing ultra-early fire detection as well as health and growth monitoring solutions for public and private forests.
DRACULA TECHNOLOGIES	Dracula Technologies is developing LAYER®, an organic photovoltaic (OPV) solution that generates energy from indoor light, eliminating the need for batteries in IoT devices, such as our LoRa sensor.
teralytic	Teralytic is enabling farmers, via a single probe with 26 sensors, to manage soil quality, diagnose problem areas and compare soil between zones. The sensors provide data on soil moisture, salinity and NPK at three different depths, as well as aeration, respiration, air temperature, light, and humidity.
microshare	Microshare creates Smart Building data at a scale that drives cost savings and efficiencies and improves safety, risk management and sustainability in commercial and public infrastructure of all kinds.
iOpt.	iOpt has developed a unique service that allows managers of large property portfolios such as social housing to monitor stock that is otherwise difficult to access on a regular basis. This happens in near real-time to predict and monitor potential damage to the property or environmental risks to the tenants' health.
a::ino™	Axino provides food retailers with a sustainable way to ensure product safety and save money on food waste, energy and workload costs.

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Environment and Semtech

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Reduce Our Operating Impact



Asaf Silberstein
Executive Vice President and Chief Operating Officer

"Credible climate leadership rests on measurable progress. In FY2026, we turned sustainability commitments into auditable outcomes — reducing what we consume, disclosing what we emit and quantifying the climate benefits our technology delivers to the world."

Semtech is certified to ISO 14001:2015 Environmental Management System at three of our locations:

- Camarillo, CA, U.S.*
- SCI Elkton, Colorado Springs, CO, U.S.
- SCI Federal, Colorado Springs, CO, U.S.

**Certified for ISO 45001:2018, ISO/IEC 27001:2022 and ISO 22301:2019*

Strengthening Our Disclosure Framework

Our sustainability approach continues to be guided by internationally recognized standards — the U.N. SDGs and the GRI. In FY2026, we deepened the rigor of our climate disclosures by conducting a qualitative climate scenario analysis and aligning this report to the recommendations of the TCFD, structured around governance, strategy, risk management, metrics and targets. This work also positions Semtech for the disclosure expectations emerging under CSRD-equivalent regimes. as they extend to global suppliers, giving customers, investors and regulators a clearer view of our climate-related risks and opportunities.

Driving Operational Excellence

We continue to scale renewable electricity procurement in measured, transparent steps. Through annual purchases of Renewable Energy Certificates (RECs) adding approximately 15% of our load each year, totaling around 35.6% by the close of FY2026 and with our Camarillo headquarters operating on 100% renewable energy, we expect to exceed 50% renewable electricity (Scope 2) by the end of FY2027, a public Scope 2 milestone for the company. We continue to maintain ISO 14001:2015 certification at three out of five key locations and are working to expand the certified footprint to additional sites across our global network.

In 2025, our Colorado Springs (Elkton) assembly and test facility advanced from Bronze to Silver certification under the Colorado Green Business Network, a Colorado Department of Public Health and Environment program that recognizes facilities for measurable reductions in energy, water and waste beyond regulatory compliance.

Measuring Product Impact

Environmental responsibility is engineered into the products we build, from concept to end of life. In FY2026, we completed Product Carbon Footprint (PCF) assessments across our business units, capturing both Semtech operations and supplier-side emissions for our top-selling products. These assessments will form the foundation of formal Life Cycle Assessments (LCAs) in FY2028.

Our products also enable meaningful emissions reductions at customer sites — a contribution detailed in the Innovation section of this report. Our role on the operations side is to ensure those climate benefits are measured with the same rigor we apply to our own footprint.

We continue to focus on compliance with the critical environmental regulations that govern our portfolio:

- Toxic Substances Control Act (TSCA)
- Persistent Organic Pollutants and Per- and Polyfluoroalkyl Substances (PFAS)
- California Proposition 65
- Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH)
- Restriction of Hazardous Substances (RoHS)
- EU Waste Framework Directive
- Waste from Electrical and Electronic Equipment (WEEE)

Looking Forward

Building on our Scope 1 and Scope 2 disclosures, we are driving to a phased expansion of Scope 3 measurement, beginning in FY2027. Initially, this will extend beyond business travel and employee commute to include waste generated in operations, with a multi-year roadmap to progressively cover the remaining material Scope 3 categories. This phased approach addresses our most significant disclosure gap and helps build the framework to appropriately measure each category, so we publish data with the quality and verifiability stakeholders expect.

In FY2028, we intend to formalize the measurement of avoided emissions — the "handprint" of our products — in line with the World Business Council for Sustainable Development (WBCSD) Guidance on Avoided Emissions v2.0 and the Greenhouse Gas (GHG) Protocol comparative assessment framework. This work will translate the energy savings data already captured in our product communications into auditable, sector-aligned figures for investors and customers evaluating our positive climate contribution.

Sharper measurement, broader disclosure and a stronger demonstration of the climate value our products create: these are the foundations of our work today, and the basis on which Semtech intends to lead with credibility in the years ahead.

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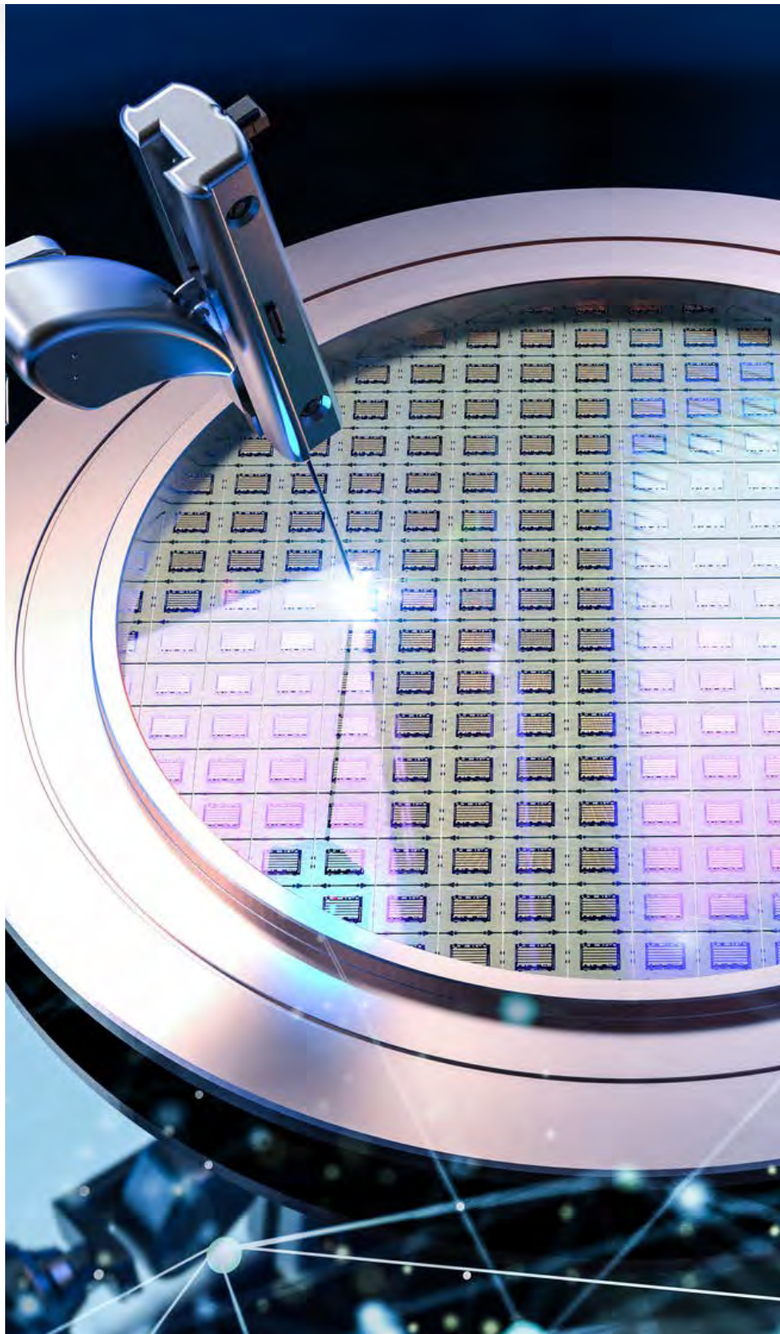
Reduce Our Operating Impact – Products

Our products are a mix of high-performance chipsets, modules, gateways, and routers. We are continuously focused on deploying eco-design methodologies to reduce their environmental impact. As a fab-lite company, we rely heavily on our component suppliers and contract manufacturers to continually improve their processes and methodologies to augment our efforts.

Product Life Cycle	In FY2026, we completed PCF assessments across our business units, capturing both Semtech operations and supplier-side emissions for our top-selling products. These assessments will form the foundation of formal LCAs in FY2028.
Material Efficiency	We use three primary components and materials in the manufacture of our products including ICs (silicon), PCBs (copper) and router enclosures (aluminum). Our contract manufacturers procure most of the components based on our specifications and drive efficiencies in accordance with their internal processes. At our Semtech-owned assembly and test facilities in Colorado Springs, we have processes in place to use materials efficiently and minimize and recycle waste. A plan is underway to review our overall material efficiency to determine if there are any improvements we can make.
Substances of Concern	Our Engineering and Procurement teams collaborate to reduce the use of Substances of Concern in our products. We comply with applicable environmental product compliance regulations. See 'Build a Sustainable Supply Chain' section of this report for a list of regulations.
Energy Efficiency	By their very nature, many of our products are designed for low power consumption for use in IoT applications and networks of all kinds with our LoRa connectivity solutions, cellular connectivity solutions and signal integrity solutions. For example, LoRa is the de facto IoT wireless platform with up to 10x the range and 3x less power than other IoT connectivity technologies and the idle power consumption of our RV and RX routers is ~0.9W compared to that of our competitors at 9.0W.
Packaging	Our semiconductors, gateways and routers are shipped in cardboard packaging and the protection inserts are either made of cardboard, corrugated paper, polyethylene (PE), a recyclable pliable transparent plastic material, or EPE, a recyclable pink foam.



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Impact of Our Outsourced Production

We outsource most of the assembly and test of our chips and chipsets, and the manufacture of our modules and routers. We qualify and select a contract manufacturer based on a variety of factors including certification to an Environmental Management System. We monitor our contract manufacturers to ensure they meet our requirements, in addition to those of the standard. Our lead contract manufacturer for cellular modules and routers is certified for both ISO 14001:2015 Environmental Management and ISO 45001:2018 Occupational Health and Safety systems. As such, it adheres to applicable environmental regulations and has set goals for energy, GHG emission and water use reduction. We partner with them to improve material efficiency where possible.

DATA CENTERS

Semtech's data centers host IT services using 100% renewable energy. These centers are managed by Equinix in Frankfurt, Germany; Denver, Colorado; and Toronto, Canada. We collocate our infrastructure across six data centers in Europe and North America and are committed to partnering with providers who prioritize sustainable energy. Four of our six facilities currently operate on 100% renewable or low-carbon energy: OpCore (Paris, France), Digital Realty (Frankfurt, Germany), Skanova/Telia Sverige (Karlskrona, Sweden — 100% renewable across operations since 2020), and TeleHouse (Paris, France). Our remaining two partners have committed to full renewable transitions: CSquare (Atlanta, Georgia) by 2040 and U.S. Signal (Madison, Wisconsin) by 2030, with select facilities already 100% renewable today. We'll continue to monitor and report on our partners' progress. IT services are also hosted on Amazon Web Services (AWS), which matches 100% of the electricity consumed across its operations with renewable energy.



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Environmental Impact

SCOPE 1

FY2026 GREENHOUSE GAS INVENTORY SCOPE 1

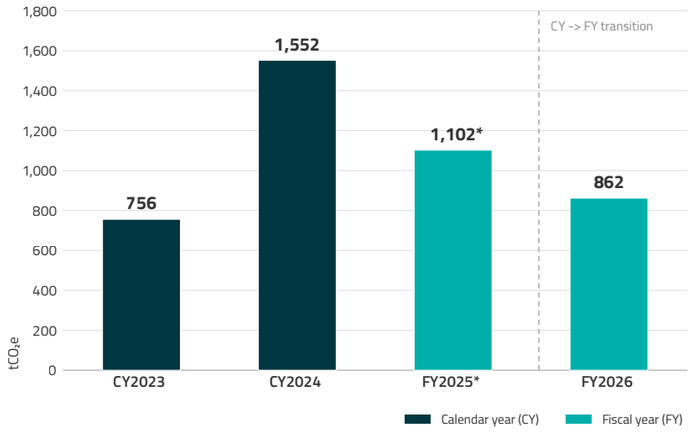
Scope 1 emissions are direct GHG emissions from sources Semtech owns or controls, including on-site fuel combustion, company-operated vehicles and fugitive emissions such as refrigerant leakage. Semtech calculates its inventory in accordance with the GHG Protocol Corporate Accounting and Reporting Standard.

Beginning in FY2025, Semtech transitioned its environmental reporting period from a calendar year (CY) to a fiscal year (FY) basis to align GHG disclosures with its financial reporting cycle, which ends in late January. To bridge the prior calendar year report (CY2024, ending December 2024) and the first fiscal cycle (FY2025, ended January 26, 2025) without a data gap, the FY2025 inventory was prepared on an approximately 13-month basis consistent with GHG Protocol guidance on reporting period changes. The resulting FY2025 figure of 1,102 tCO_2e covers roughly 13 months and is therefore not comparable to a standard 12-month period; it is presented for continuity only. FY2026 (the fiscal year ended January 25, 2026) is the first normalized 12-month fiscal year, and like-for-like year-over-year comparison begins from FY2026.

Semtech reports Scope 1 emissions of 861.69 tCO_2e for FY2026. For historical context, Scope 1 emissions were 756 tCO_2e in CY2023 and 1,552 tCO_2e in CY2024. The CY2024 increase reflected the first-time inclusion of comprehensive refrigerant data and improved data collection rather than a change in operations; CY2024 was consequently established as a restated baseline incorporating refrigerant emissions. Because the CY2024 baseline reflects expanded measurement coverage, any comparison drawn against it should be read with that methodological change in mind. The FY2026 figure of 861.69 tCO_2e represents a 44.5% reduction relative to the CY2024 baseline, though this comparison spans both a change in inventory boundary and a shift in reporting period.

Semtech intends to report its environmental metrics on a fiscal year basis going forward and to maintain the FY2026 inventory as the reference point for consistent, auditable year-over-year comparison. The company continues efforts to monitor, manage and reduce direct emissions across its operations.

Scope 1 Emissions (tCO_2e)



** FY2025 is calculated for representation and comparison purposes only. The actual transition from CY to FY reporting is effective from FY2026.*

SCOPE 1 EMISSIONS REDUCTION STRATEGY

Semtech has identified two areas of focus for reducing direct (Scope 1) GHG emissions: refrigerant management and operational energy efficiency. The initiatives described below are forward-looking and represent intended actions; they have not achieved results, and Semtech has not, at the date of this report, attached a quantified reduction target or interim milestone to them. They are subject to facility upgrade timing, capital allocation and operational feasibility.

In refrigerant management, Semtech intends to implement advanced refrigerant leak detection technology and to improve maintenance schedules during FY2027. As facilities are upgraded, the company intends to transition to refrigerants with lower global warming potential (GWP). Semtech also plans to train relevant personnel in refrigerant handling and recovery practices to reduce losses. Because fugitive refrigerant emissions are a component of Semtech's Scope 1 inventory, these initiatives fall within the company's operational control.

In operational energy efficiency, Semtech intends to upgrade on-site combustion equipment to improve fuel efficiency during FY2027 and to use energy management systems to monitor and reduce natural gas consumption. The company also intends to investigate opportunities for on-site renewable energy generation, such as solar thermal systems. The renewable generation item is at an investigative stage and is described here as an area under evaluation rather than a committed project.

Semtech intends to report progress against these initiatives on a fiscal year basis. Realization of any associated emissions reductions is subject to the timing and outcome of the actions described and is not guaranteed.

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Environmental Impact

SCOPE 2

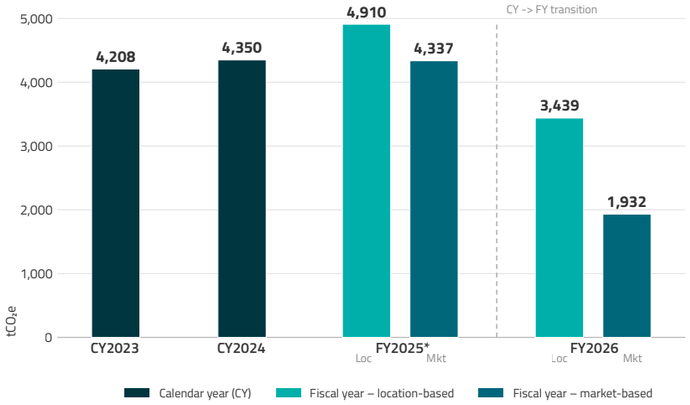
FY2026 GREENHOUSE GAS INVENTORY SCOPE 2

Scope 2 emissions are indirect GHG emissions from the generation of purchased electricity, steam, heating, and cooling consumed at the five sites in Semtech's GHG inventory (see page 91). In line with the GHG Protocol Scope 2 Guidance, Semtech reports Scope 2 emissions using both location-based and market-based methods. The location-based method reflects the average emissions intensity of the regional electricity grids where Semtech's facilities operate; the market-based method reflects Semtech's specific energy contracts, renewable energy certificates (RECs) and supplier-specific emission factors. Reporting both methods allows stakeholders to assess Semtech's indirect energy footprint and the effect of its energy procurement decisions.

Consistent with the approach taken for Scope 1, Semtech transitioned Scope 2 reporting from a calendar year (CY) to a fiscal year (FY) basis beginning with FY2025, aligning all GHG disclosures to the fiscal cycle ending in late January. In accordance with GHG Protocol guidance on reporting period changes, the FY2025 inventory was prepared on an approximately 13-month basis to bridge the final calendar year report (CY2024) and the first fiscal cycle (FY2025, ended January 26, 2025) without a data gap. FY2025 figures therefore cover roughly 13 months, are not comparable to standard 12-month periods and are presented for continuity only. On that basis, FY2025 Scope 2 emissions were 4,910 tCO_2e (location-based) and 4,337 tCO_2e (market-based); the 573 tCO_2e difference (approximately 11.7%) reflects the effect of Semtech's renewable energy procurement and contractual instruments.

FY2026 (the fiscal year ended January 25, 2026) is the first normalized 12-month fiscal year and like-for-like year-over-year comparison begins from FY2026. FY2026 Scope 2 emissions were 3,438.53 tCO_2e (location-based) and 1,932.45 tCO_2e (market-based). The 1,506.08 tCO_2e difference between the two methods (approximately 43.8%) reflects Semtech's energy sourcing, including the retirement of renewable energy certificates, indicating market-based emissions materially below what grid average factors alone would imply. For historical context, CY2023 Scope 2 emissions were 4,208 tCO_2e and CY2024 were 4,350 tCO_2e; the CY2024 increase of approximately 3.4% was attributed to expanded operational activity and enhanced data capture across additional facilities rather than solely to changes in energy consumption. The FY2026 market-based figure of 1,932.45 tCO_2e is approximately 55.6% below the CY2024 figure of 4,350 tCO_2e, though this comparison spans both the reporting period change and the coverage change noted for CY2024 and should be read with those changes in mind.

Scope 2 Emissions (tCO_2e)



** FY2025 is calculated for representation and comparison purposes only. The actual transition from CY to FY reporting is effective from FY2026.*

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Environmental Impact

SCOPE 1 SCOPE 2

FY2026 GREENHOUSE GAS INVENTORY

Total GHG Emissions Combined Scope 1 and Scope 2 — (tCO_2e)

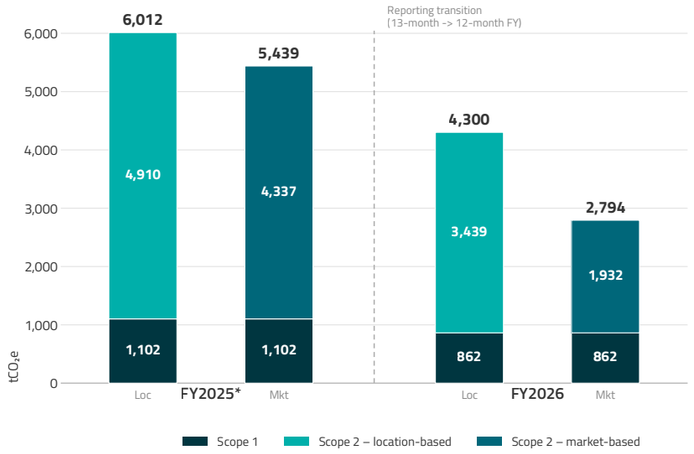
Total GHG emissions represent the combined direct (Scope 1) and energy indirect (Scope 2) footprint of sites over which Semtech has operational control. Consistent with the GHG Protocol Scope 2 Guidance, total emissions are presented with Scope 2 on both a location-based and market-based basis, each combined with Scope 1. As described in the Scope 1 and Scope 2 sections, Semtech transitioned from calendar year (CY) to fiscal year (FY) reporting beginning with FY2025; the FY2025 inventory was prepared on an approximately 13-month basis (bridging to the fiscal year ended January 26, 2025) and is presented for continuity only, not for comparison with standard 12-month periods. FY2026 (the fiscal year ended January 25, 2026) is the first normalized 12-month fiscal year and serves as the reference point for future year-over-year comparison.

Total FY2025 emissions were 6,012 tCO_2e on a location-based basis (Scope 1: 1,102; Scope 2 location-based: 4,910) and 5,439 tCO_2e on a market-based basis (Scope 1: 1,102; Scope 2 market-based: 4,337). The 573 tCO_2e difference between the two totals, approximately 9.5% of the location-based total, reflects the effect of Semtech's renewable energy procurement instruments. Total FY2026 emissions were 4,300 tCO_2e on a location-based basis (Scope 1: 862; Scope 2 location-based: 3,439) and 2,794 tCO_2e on a market-based basis (Scope 1: 862; Scope 2 market-based: 1,932).

Comparing FY2026 with the 13-month FY2025 reference period, location-based total emissions decreased by approximately 28.5% (6,012 to 4,300 tCO_2e) and market-based total emissions decreased by approximately 48.6% (5,439 to 2,794 tCO_2e). Because FY2025 covered approximately 13 months and FY2026 covers 12, a portion of this decrease reflects the difference in period length; the larger market-based reduction additionally reflects renewable energy certificate retirements during FY2026. Semtech has not separately quantified the period normalization effect from underlying operational change, and these figures should therefore be read as directional rather than as a like-for-like operational reduction. A consistent like-for-like basis for total emissions will be available from FY2026 onward.

Within the FY2026 total, Scope 2 (market-based) remains the larger component at approximately 69.2% of the market-based total, indicating that energy procurement and efficiency will be the principal levers for future total emissions reduction. Scope 1 represents the smaller share. Semtech intends to report Scope 1, Scope 2 (location and market-based), and total emissions on a fiscal year basis going forward.

Total Emissions – Scope 1 + Scope 2 (tCO_2e)



** FY2025 covers approximately 13 months and is presented for continuity only; it is not comparable to a standard 12-month period. FY2026 is the first normalized 12-month fiscal year.*

Electricity Mix Renewable vs. Non-Renewable (%)

Semtech tracks the renewable share of its purchased electricity as a key indicator of progress on indirect (Scope 2) emissions. Renewable electricity is sourced through 100% renewable supply at the Camarillo headquarters and through the procurement and retirement of renewable energy certificates (RECs) covering consumption at the Elkton (ELK) and Federal (FED) sites in Colorado Springs, CO. The renewable share is expressed as renewable electricity (on-site renewable plus retired RECs) as a percentage of total electricity consumption across all operations, consistent with the market-based approach used for Scope 2 reporting under the GHG Protocol Scope 2 Guidance.

In FY2025, renewable electricity accounted for approximately 26.0% of total consumption (3,224 MWh of 12,421 MWh), with the remaining 74.0% supplied from grid (non-renewable) sources. Renewable supply in that period comprised the Camarillo headquarters (100% renewable) together with RECs covering ELK and FED consumption. As described in the Scope 2 section, FY2025 was prepared on an approximately 13-month basis to bridge the calendar year to fiscal year transition and is presented for continuity only, not for like-for-like comparison.

In FY2026, the first normalized 12-month fiscal year, the renewable share rose to approximately 35.6% of total consumption (4,511 MWh of 12,657 MWh), with 64.4% from non-renewable grid sources. The increase reflects expanded REC procurement at the ELK and FED sites (a combined 2,211 MWh retired in FY2026, up from 924 MWh in the prior period), alongside continued 100% renewable supply at Camarillo (RECs covering the ELK and FED sites; the total renewable share including Camarillo's 100% renewable supply was approximately 35.6%).

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Environmental Impact SCOPE 1 SCOPE 2 *cont.*

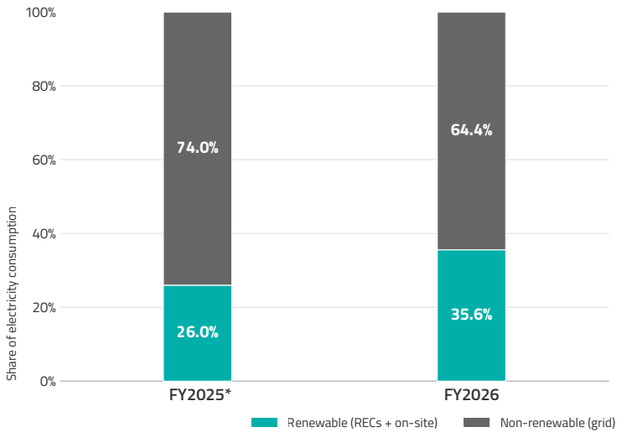
FY2026 GREENHOUSE GAS INVENTORY

Total GHG Emissions — Combined Scope 1 and Scope 2 — (tCO_2e) *cont.*

This shift in energy procurement is the principal driver of the reduction in market-based Scope 2 emissions reported for FY2026.

Semtech intends to continue increasing the renewable share of its electricity consumption through additional on-site renewable supply, power purchase arrangements and REC procurement, and to report renewable electricity metrics on a fiscal year basis going forward.

Renewable Electricity Share (%)



Renewable share comprises 100% renewable electricity at the Camarillo headquarters plus retired renewable energy certificates (RECs) at the ELK and FED sites. FY2025 is the 13-month bridge period; FY2026 is the first normalized 12-month fiscal year.
** FY2025 covers approximately 13 months and is presented for continuity only.*

SCOPE 2 EMISSIONS REDUCTION STRATEGY

Semtech's approach to reducing energy indirect (Scope 2) greenhouse gas (GHG) emissions centers on two areas: renewable energy procurement and operational energy efficiency. The procurement activity described below is reflected in Semtech's reported FY2026 market-based emissions; the remaining initiatives are forward-looking and represent intended actions rather than achieved results. Semtech has not, at the date of this report, attached a quantified Scope 2 reduction target or interim milestone to these initiatives.

In renewable energy procurement, Semtech procured renewable energy certificates (RECs) equivalent to approximately 35.6% of its electricity consumption during FY2026; this procurement is reflected in the FY2026 market-based Scope 2 figure of 1,932.45 tCO_2e reported in the GHG inventory and is not an additional or future reduction beyond that figure. Looking ahead, Semtech intends to evaluate on-site renewable generation opportunities, such as installing rooftop solar photovoltaic systems to displace purchased grid electricity, subject to site feasibility and capital planning.

In operational energy efficiency, Semtech intends to conduct energy audits at its major facilities to identify efficiency projects, including lighting retrofits, heating, ventilation, and air conditioning (HVAC) optimization, and improvements to building envelopes. The company also intends to implement energy saving behavioral programs to encourage employees to reduce electricity use. These initiatives are at the planning stage; any associated emissions reductions are subject to the outcome of the audits and the scope of projects subsequently approved and are not guaranteed.



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Environmental Impact

SCOPE 3

FY2026 GREENHOUSE GAS INVENTORY — SCOPE 3

Employee Commuting Emissions — Scope 3, Category 7

Employee commuting is one category of Semtech Corporation's Scope 3 (value chain) greenhouse gas emissions. Because commuting arises from employees' personal travel rather than Semtech's own operations, it lies outside the company's direct operational control; Semtech reports it as an influenced emission category, estimated using activity data and a standard emission factor.

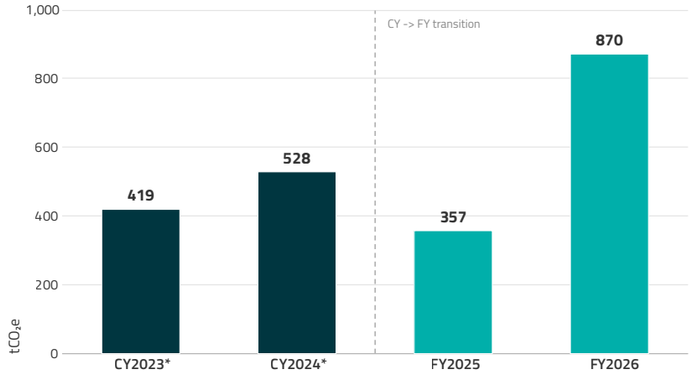
For the reporting period, commuting emissions are estimated by multiplying total headcount by an assumed average annual commuting distance of 5,111.6 miles per employee (98.3 miles per week over 52 weeks) and applying the U.S. Environmental Protection Agency (EPA) emission factor of approximately 400 grams of CO_2 per mile for an average gasoline passenger car, converted to metric tons. The estimate therefore moves with headcount, as the per-employee distance assumption is held constant across years.

On this basis, estimated commuting emissions were 3,758 tCO_2e in FY2025, at a headcount of 1,838 employees, and 3,926 tCO_2e in FY2026, at a headcount of 1,920 employees — a year-over-year increase driven by workforce growth rather than by any change in assumed per-employee travel. Because the per-employee distance is held flat by assumption, this estimate does not capture changes in commuting behavior, remote work patterns, or vehicle mix, and should be read as a headcount-scaled approximation rather than a measured result.

Semtech transitioned its emissions reporting boundary from a calendar year to a fiscal year basis beginning with FY2025, aligning emissions attribution with the company's broader corporate reporting cycle. Any prior calendar year figures, where presented, are shown for comparison only and are not directly comparable to fiscal year periods.

Scope 3 — Business Travel Emissions (tCO_2e)

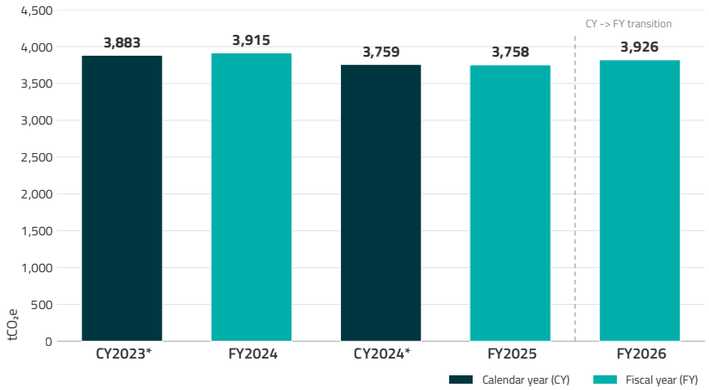
Scope 3 — Category 6 | Flights, car rentals, hotels, and other business transport



** CY2023 and CY2024 are calculated on a calendar year (CY) basis for representation and comparison purposes only. The actual transition from calendar year (CY) to fiscal year (FY) reporting is effective from FY2026. Emissions include flights, car rentals, hotel stays and other business transport modes. Data coverage improved significantly from FY2026 with the inclusion of air travel, hotel and car rental data.*

Employee Commuting Emissions (tCO_2e)

Scope 3 – Category 7 | Emission factor: 400 g CO_2e/mile (EPA)



** CY2023 and CY2024 are calculated on a January-December basis for representation and comparison purposes only. The actual transition from calendar year (CY) to fiscal year (FY) reporting is effective from FY2026. Emissions calculated using 98.3 miles/employee/week × 52 weeks × 400 g CO_2e/mile (EPA), converted to metric tons.*

Business Travel Emissions — Scope 3, Category 6

Business travel is a category of Semtech Corporation's Scope 3 (value chain) greenhouse gas emissions. It covers indirect emissions from transportation and accommodation that Semtech does not own or directly control but that support its operations, including air travel, rail, rental vehicles, and hotel stays used by employees for business purposes. As an indirect category, these emissions fall outside Semtech's direct operational control and are reported as influenced rather than controlled.

Reported business travel emissions were 419 tCO_2e in CY2023 and 528 tCO_2e in CY2024, both on a calendar year basis, and 357 tCO_2e in FY2025 and 870 tCO_2e in FY2026, on a fiscal year basis. These periods are not directly comparable: Semtech transitioned from calendar year to fiscal year reporting beginning in FY2024, and the FY2025 figure reflects, in part, that transition rather than an underlying change in travel activity. Year-over-year differences across this series should therefore be read with caution.

The FY2026 figure of 870 tCO_2e reflects two concurrent changes that the current data does not separate: an increase in employee business travel activity, and an expansion of data coverage to capture air travel, hotel accommodations and car rental sources that were not fully represented in prior periods. Because these two effects cannot be disaggregated from the available data, the FY2026 increase should not be read as a like-for-like rise over FY2025, and Semtech does not attribute a specific portion of the change to either cause. The expanded coverage is intended to provide a more complete basis for measuring business travel emissions in future periods.

Semtech intends to manage business travel emissions through measures including virtual collaboration tools, travel policy optimization and prioritization of lower emission transport modes where operationally feasible. These are forward-looking intentions and are not quantified reduction commitments.

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Environmental Impact

SCOPE 3

FY2026 GREENHOUSE GAS INVENTORY — SCOPE 3

Waste Generated Through Operations — Scope 3, Category 5

FY2026 marks Semtech's first disclosure of Scope 3, Category 5 emissions, Waste Generated in Operations, under the Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard, covering all sites under Semtech's operational control. Because these emissions arise from the downstream treatment and disposal of waste by third parties, they fall outside Semtech's direct operational control and are reported as an indirect (Scope 3) category.

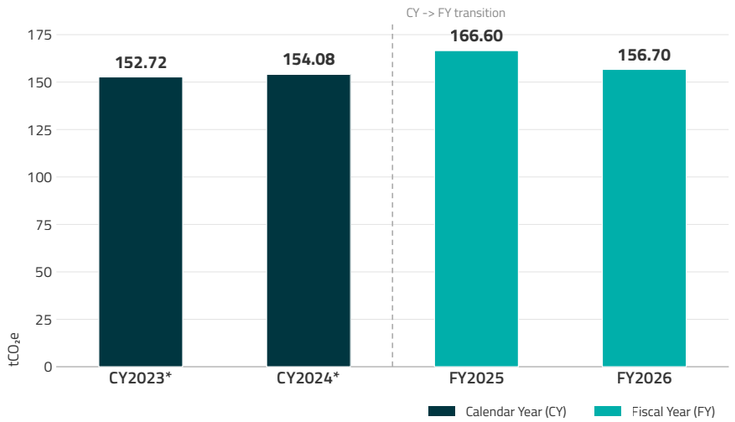
Reported Category 5 emissions were 152.72 tCO_2e in CY2023, 154.08 tCO_2e in CY2024, 166.60 tCO_2e in FY2025, and 156.70 tCO_2e in FY2026. The CY2023 and CY2024 figures are presented on a calendar year basis and the FY2025 and FY2026 figures on a fiscal year basis, reflecting Semtech's transition to fiscal year reporting; prior period figures are presented as retrospectively calculated comparatives accompanying this first disclosure and are not directly comparable across the calendar to fiscal boundary. Across all periods, universal waste comprising batteries, lamps, and electronics accounted for more than 88% of Category 5 emissions. FY2026 has been established as the baseline year against which Semtech intends to track future Category 5 performance.

Emissions were calculated using waste-type-specific emission factors drawn from the U.S. Environmental Protection Agency (EPA) Waste Reduction Model (WARM) version 16 and the U.K. Department for Environment, Food and Rural Affairs (DEFRA) 2023 conversion factors. Hazardous waste was assigned a factor of 1,360 kg CO_2e per metric ton, reflecting incineration and chemical treatment; non-hazardous waste was assigned 587 kg CO_2e per metric ton, reflecting landfill disposal; and recycled streams were assigned net avoided emission factors in accordance with WARM methodology. FY2026 Category 5 intensity was 0.1492 tCO_2e per million U.S. dollars of revenue.

Cardboard waste was not captured in FY2026 and is therefore excluded from the figures above. Semtech intends to incorporate cardboard waste in future reporting cycles as data collection processes are strengthened; reported Category 5 emissions for FY2026 should be read as covering all captured waste streams other than cardboard.

Scope 3 — Category 5: Waste Generated in Operations (tCO_2e)

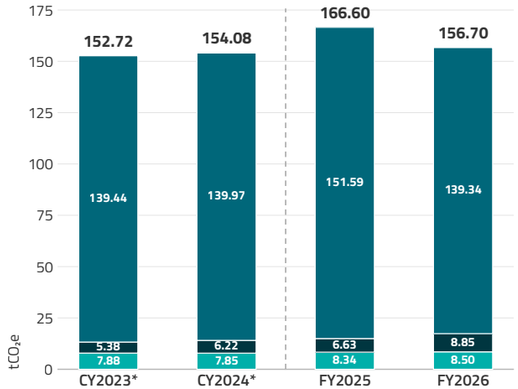
All Sites Under Operational Control | First Disclosure



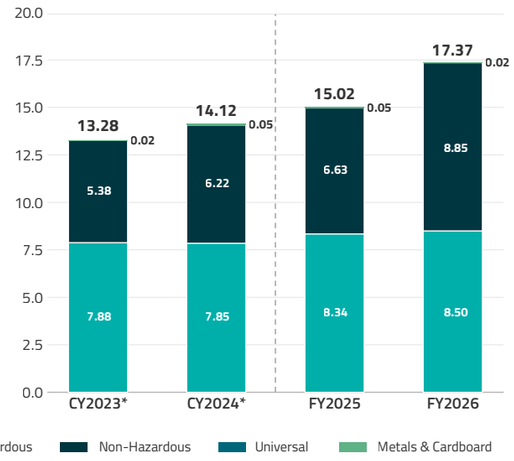
** CY2023 and CY2024 are calculated on a January-December basis for representation and comparison purposes only. The actual transition from CY to FY reporting is effective from FY2026.*

Scope 3 — Category 5: Emissions by Waste Category (tCO_2e) | All Sites Under Operational Control

Full View — All Categories



Zoom — Excl. Universal (Haz, Non-Haz, Metals, Cardboard)



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Environmental Impact

SCOPE 3

THE PHASED APPROACH THAT WE INTEND TO START IN FY2027 WILL INCLUDE:

- Semtech's current Scope 3 (value chain) greenhouse gas disclosure covers employee commuting, business travel and waste generated in operations (Scope 3 Category 5). Beginning in FY2027, Semtech intends to extend its Scope 3 accounting to additional upstream and downstream categories. The approach described below sets out Semtech's intended plan; it represents forward-looking intentions rather than achieved results, and its execution is subject to data availability, methodology development and the cooperation of third parties in Semtech's value chain.
- As a first step, Semtech intends to establish data collection frameworks for newly included Scope 3 categories, working with suppliers, logistics partners and customers to obtain the activity and emissions data these categories require. Semtech then intends to quantify emissions using established GHG Protocol methodologies applying spend-based and activity-based approaches and recognized emission factors to support consistency and comparability across categories. Because emissions in these categories arise from activities Semtech does not own or directly control, the completeness and accuracy of this work will depend substantially on data obtained from third parties.
- Semtech further intends to define reduction targets for individual Scope 3 categories as the underlying data matures. Any such targets will be established and disclosed only once a reliable baseline exists for the relevant category; they are not yet set. In parallel, Semtech intends to work across its value chain to identify emissions reduction opportunities including through sourcing practices, circular economy and product design approaches, energy efficiency measures, and logistics optimization and to expand its CSR and sustainability disclosures to report progress and challenges as this work develops.



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Goals and Initiatives Towards Reduction of Carbon Footprint

Semtech Advances Sustainability Leadership with Near-Term Science Based Targets initiative (SBTi) Submission for Q1 FY2028

As part of its climate strategy, Semtech Corporation is preparing to submit near-term GHG emissions reduction targets to the SBTi. Semtech now plans to make this submission in Q1 FY2028. This is a revision of the timeline stated in Semtech's prior year report, which indicated a planned submission in CY2026. The revised timeline reflects the additional time required to establish reliable baseline data, including the first-time inclusion of refrigerant and other fugitive gas emissions in Semtech's Scope 1 inventory, and to develop targets capable of withstanding SBTi validation. The targets would be developed in alignment with a 1.5°C pathway and are intended to build on Semtech's existing measurement and reduction of Scope 1 and Scope 2 emissions. The submission has not yet been made, and any resulting targets remain subject to SBTi validation; they have not achieved results and are not yet validated science-based targets.

NET-ZERO GOAL

Semtech Corporation aspires to achieve net-zero GHG emissions across its Scope 1, Scope 2 and Scope 3 emissions by 2050, in alignment with the SBTi framework. As a near-term step, Semtech is preparing to submit near-term emissions reduction targets to the SBTi, with submission now planned for the first quarter of 2028 — a revision of the CY2026 timeline stated in Semtech's prior year report — reflecting the additional time required to establish reliable baseline data and develop targets capable of withstanding SBTi validation. These targets have not yet been submitted and are subject to SBTi validation.

The 2050 net-zero goal is a long-term aspiration, not a validated target or commitment, and is subject to technological availability, market conditions and regulatory developments. Semtech intends to pursue it through measures including increased renewable energy adoption, operational efficiency improvements, value chain decarbonization, and investment in low-carbon technologies. Specific scope coverage, interim milestones and target years will be defined and disclosed only once established and, where applicable, validated by the SBTi.



CY2024
Baseline Established
Scope 1 + 2 measured;
first Scope 3 categories disclosed

FY2027
50%+ Renewable Electricity
Public Scope 2 milestone
for the company

FY2028 Q1
SBTi Submission
Near-term science-based
targets submitted for validation

2050
NET ZERO

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Advancing Climate Resilience: Climate Scenario Analysis Initiative

In FY2026, Semtech Corporation conducted its first-cycle qualitative climate scenario analysis. The analysis was informed by the recommendations of the TCFD as incorporated into IFRS S2 and was structured to support Semtech's preparation for disclosure, if required, under California Senate Bill 261 (SB261). As an inaugural, qualitative exercise, it is directional in nature and does not include quantified financial impacts, probabilities or modeled losses. Semtech intends to develop these in future reporting cycles.

The analysis considered two contrasting published scenarios across short (FY2026–2030), medium (FY2031–2035) and long-term (FY2036–2050) horizons. The first, an Orderly Transition scenario, pairs the Network for Greening the Financial System (NGFS) Net Zero 2050 pathway with IPCC AR6 SSP1 2.6 (a pathway associated, as published, with limiting warming to approximately 1.7°C by 2100). The second, a Hot House World scenario, pairs NGFS Current Policies with IPCC AR6 SSP3 7.0 (associated, as published, with approximately 3.0–3.5°C of warming). The warming levels cited are properties of the referenced external scenarios, not outputs of Semtech's analysis.

Under the Orderly Transition scenario, Semtech identified its most material exposures as transition-related: potential carbon pricing pass-through from foundry and outsourced assembly and test partners, multi-jurisdictional regulatory compliance costs, and customer Scope 3 decarbonization requirements. The same scenario was identified as presenting a potential demand opportunity across Semtech's LoRa IoT, signal integrity and power management portfolios, associated with electrification and smart infrastructure deployment. Under the Hot House World scenario, the exposures identified as most material are physical and concentrated in the upstream supply chain in Taiwan and Southeast Asia including tropical cyclone intensity, water stress affecting foundry capacity and compound flooding affecting logistics nodes alongside wildfire and drought exposure at the company's Camarillo, California headquarters.

On a qualitative basis, the analysis did not identify factors that would materially challenge the resilience of Semtech's strategy under either scenario, a judgment Semtech attributes in part to the flexibility of its fab-lite, asset-light business model. This is a directional, first-cycle assessment and has not been quantified. Under the Orderly Transition scenario, transition-related compliance costs were qualitatively assessed as likely to be manageable in the context of normal capital allocation; this is a directional judgment, not a costed financial conclusion. Under the Hot House World scenario, Semtech identified supply chain geographic diversification, structured supplier engagement on physical climate adaptation, and strengthened business continuity planning at its California sites as priority strategic responses. In subsequent cycles, Semtech intends to introduce quantified financial impact ranges, expand Scope 3 emissions coverage from FY2027, and formally integrate climate risk into its enterprise risk register.



	SCENARIO A — ORDERLY TRANSITION	SCENARIO B — HOT HOUSE WORLD
Reference frameworks	NGFS Net Zero 2050 + IPCC SSP1-2.6	NGFS Current Policies + IPCC SSP3-7.0
Outcome	~1.7°C warming by 2100; decisive, coordinated transition.	~3.0–3.5°C warming by 2100; severe physical impacts.
Dominant exposures for Semtech	Transition policy compliance cost; supply-chain carbon pricing pass-through; customer Scope 3 cascading; offset by strong portfolio demand.	Physical risk concentrated in our Asian foundry, assembly and test supply chain; water stress in Taiwan and mainland China; wildfire and heat exposure at California sites.
Resilience assessment	Strategy is well-positioned. Demand tailwind for our LoRa, low-power signal integrity and IoT portfolios from electrification and digitalization.	Strategy requires reinforced supplier engagement and adaptation planning. Asset-light model provides intrinsic flexibility; supplier resilience is a focus.

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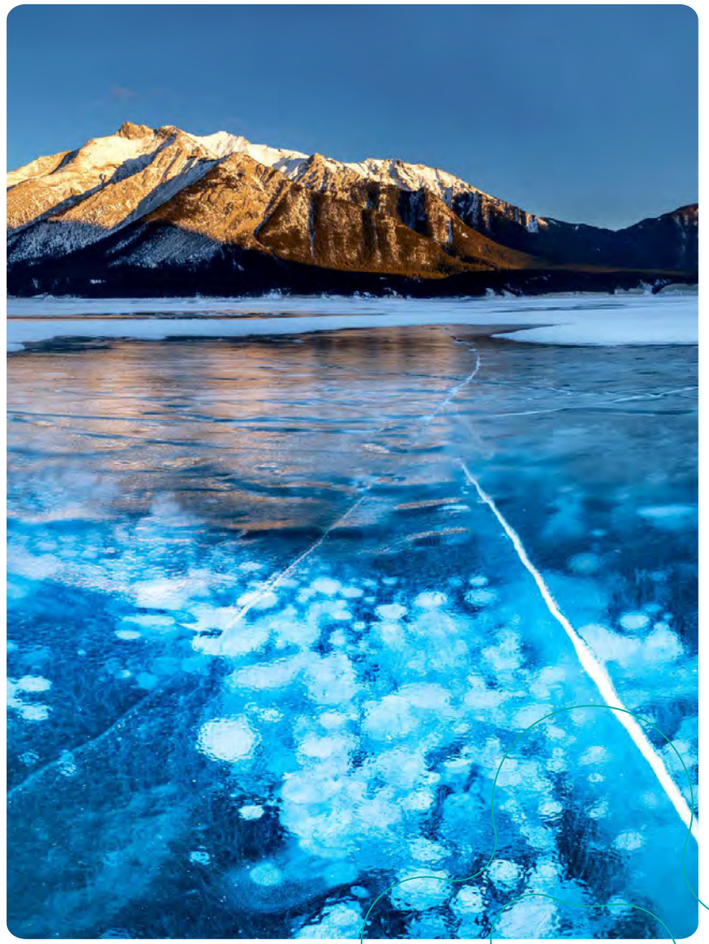
Life Cycle Assessment Initiative for Carbon Footprint Reduction

In FY2026, Semtech Corporation completed PCF assessments for selected top-selling products across its business units, covering both Semtech's own operational emissions and supplier-side (upstream) emissions associated with those products. The assessments provide data-driven insight into the product life cycle stages that contribute most to associated emissions, improving Semtech's understanding of the environmental impacts of the assessed products and operations.

Building on this work, Semtech intends to advance to formal LCAs in FY2028, evaluating a fuller product life cycle from raw material sourcing, manufacturing, transportation, and use through to end-of-life disposal or recycling. This is a planned progression and is subject to data availability and methodology development.

The PCF assessments are intended to help Semtech identify life cycle stages ("hotspots") that contribute most to carbon emissions and other environmental impacts, informing where future efforts to reduce emissions, energy use, resource consumption, and waste could be directed. Semtech does not yet report reductions attributable to this work; the assessments are an analytical input rather than a reduction outcome.



The insights from the PCF assessments, and from the planned LCAs, are intended to inform product design, material selection and operational efficiency, and to support circular economy approaches such as product longevity, repairability and recyclability where technically and commercially feasible. This work is also intended to inform Semtech's supplier engagement on upstream environmental impacts and to support its management of climate-related regulatory and risk management obligations.

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Water Stewardship

Semtech withdraws all of its water from municipal (third-party) suppliers and draws no water from surface water, groundwater, seawater, or produced-water sources; all withdrawal is freshwater (≤1,000 mg/L total dissolved solids). In FY2026, Semtech's total water withdrawal was 56,162 cubic meters, compared with 56,242 cubic meters in FY2025, reflecting a marginal decrease. Prior to the transition to fiscal year reporting, withdrawal stood at 62,851 cubic meters in CY2023 and 64,749 cubic meters in CY2024. The reduction observed in FY2025 and FY2026 relative to the calendar year periods is primarily attributable to the non-availability of water data for the Richmond site during those periods; Semtech is working to reinstate comprehensive site-level data collection to ensure complete coverage in future reporting cycles. Of the FY2026 total, approximately 9,142 cubic meters was withdrawn at operations located in areas of water stress, principally the company's California sites, all of it municipal freshwater.

For FY2026, Semtech's water intensity by employee was 29.25 m^3 per employee, based on a total workforce of 1,920 employees, and water intensity by revenue was 53.49 m^3 per million USD, based on total revenue of $1.05 billion. These intensity metrics establish a baseline as Semtech continues to strengthen its water stewardship practices and track efficiency improvements over time.

Semtech actively pursues initiatives that enhance water efficiency, reduce consumption where possible and promote sustainable resource management as part of its broader environmental responsibility strategy.

WATER SECURITY

We recognize the critical importance of water security to both the developed and developing world. Many of our customers use LoRa chipsets and LoRaWAN to contribute to protecting and conserving water resources.

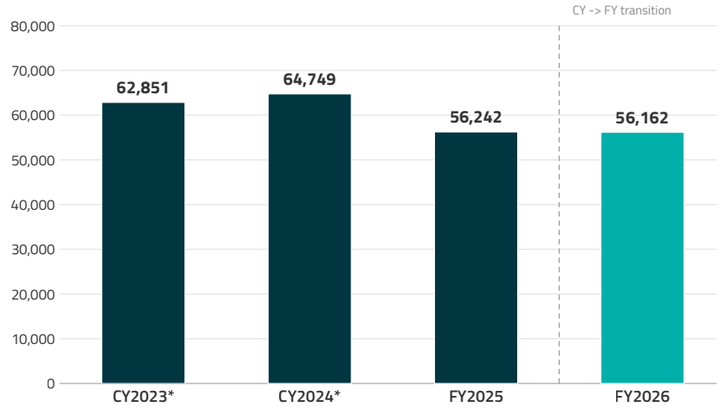
Apart from our California sites, Semtech does not operate in regions of high water stress, but we are proud to be making a considerable difference in global water stress abatement using LoRa technologies. The State of California, where our headquarters is located, has in the past experienced high levels of water stress. We comply with the state's mandatory water restrictions and have implemented measures to reduce our water consumption.

In FY2028, we aim to set a water reduction and recycling target, referencing baseline historical data for Semtech owned facilities to further reduce our operating impact on water security.

For example, one of our assembly and test manufacturing facilities in Colorado Springs (Elkton) recycles its freshwater. With new technology, we intend to continue monitoring and potentially using Semtech LoRa technology to monitor the facility, which will inform our next steps.

Water Withdrawal (m^3)

Fresh water withdrawal across all operational sites



** CY2023 and CY2024 are calculated on a January-December basis for representation and comparison purposes only.*

We report our climate change and water security data to the Carbon Disclosure Project (CDP) as part of our commitment to supporting global transparency.

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Water Stewardship

Looking ahead to FY2028, Semtech intends to implement a water management strategy aimed at improving water efficiency and reducing freshwater withdrawal across its operations. The strategy is in planning and represents Semtech's forward-looking intentions; it is not yet implemented, and specific targets have not yet been established.

As currently planned, the strategy is intended to include:

- Improving water efficiency in manufacturing and operational processes, including through water-saving technologies and optimization of cooling and cleaning systems, where operationally feasible.
- Increasing water recycling and reuse within facilities to reduce freshwater withdrawal.
- Conducting periodic water audits to identify consumption hotspots and reduction opportunities.
- Engaging suppliers and partners on water stewardship within the supply chain.
- Implementing employee awareness programs to support water conservation practices.
- Investing in water conservation solutions, with particular attention to water-stressed regions.
- Aligning water management objectives with Semtech's broader sustainability objectives and reporting on progress in future cycles.

Through these planned initiatives, Semtech intends to manage water use alongside operational growth. As the strategy develops, Semtech intends to define measurable objectives and to report progress and limitations transparently in subsequent reporting cycles.



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Waste Management

Semtech reports waste generated across all sites under its operational control. Total waste was 129.58 metric tons (MT) in CY2023 and 132.44 MT in CY2024, both on a calendar year basis, and 135.24 MT in FY2026 on a fiscal year (12-month) basis. The FY2025 figure of 142.95 MT covered a 13-month transition period as Semtech moved from calendar year to fiscal year reporting and is therefore not comparable to the 12-month periods; it is presented separately and should not be read as part of a like-for-like trend. On a comparable 12-month basis, total waste has remained broadly stable.

Universal waste comprising batteries, lamps and electronics collected through programs across Semtech's operational sites is the largest stream, at approximately 113 MT in the calendar year periods, with a higher figure during the extended 13-month FY2025 period consistent with the longer reporting window. Non-hazardous waste was the fastest growing stream over the period, rising from 9.17 MT in CY2023 to 15.09 MT in FY2026; Semtech attributes this to increased operational activity and changes in production scale. Hazardous waste was 5.79 MT in CY2023, 5.77 MT in CY2024, and 6.25 MT in FY2026 broadly flat between the two calendar years and higher in FY2026 than in either. Mixed metal waste was 0.61 MT in CY2023 and 0.62 MT in FY2026, having reached a higher interim level between those points.

Cardboard waste was recorded at 1.10 MT in CY2024 and during the FY2025 period. No cardboard waste was captured in FY2026; consistent with Semtech's waste emissions reporting, cardboard data was not collected in FY2026 and is expected to be incorporated in future reporting cycles as data collection processes are strengthened. The FY2026 absence of cardboard data should therefore be read as a coverage gap rather than as elimination of cardboard waste.

Semtech reports these figures on a management basis. Because the reporting periods span a calendar to fiscal transition (including a non-comparable 13-month period) and because universal waste figures are reported on an approximate basis, year-over-year comparisons should be interpreted with these limitations in mind. Semtech has not established quantitative waste reduction targets for this reporting period.

TOTAL WASTE – ALL SITES UNDER OPERATIONAL CONTROL (MT)

All Waste Streams Combined

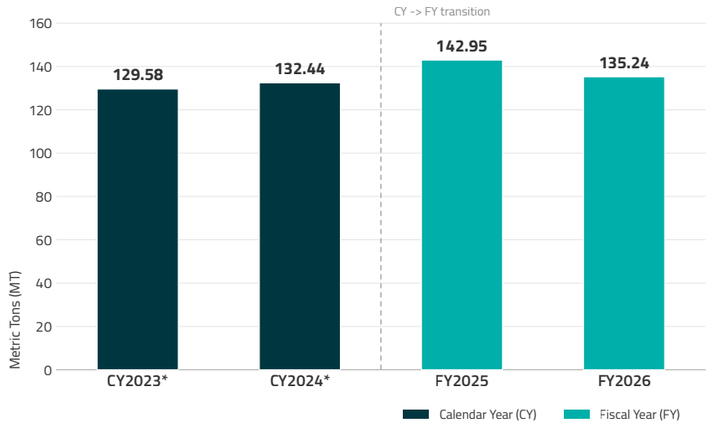
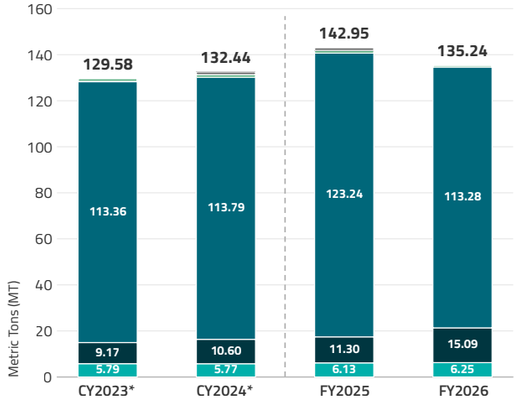


Chart 1: Total Waste (all streams combined) across all reporting periods

** CY2023 and CY2024 are calculated on a January-December basis for representation and comparison purposes only. The actual transition from CY to FY reporting is effective from FY2026.*

WASTE BY CATEGORY – ALL SITES UNDER OPERATIONAL CONTROL (MT)

Full View – All Categories



Zoom – Excl. Universal (Haz, Non-Haz, Metals, Cardboard)

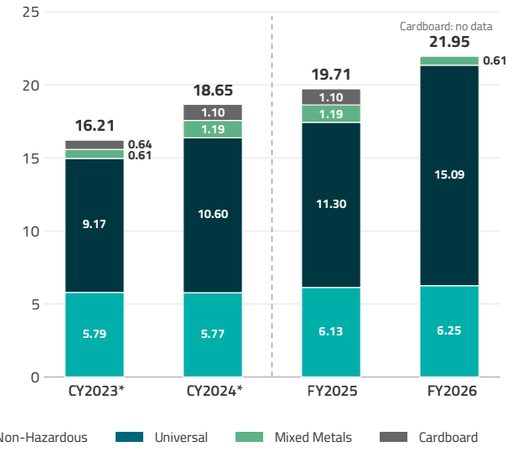


Chart 2 (left panel) Full stacked view | Chart 2 (Right panel) Zoomed view excluding Universal waste; all data labels visible for Hazardous, Non-Hazardous, Mixed Metals & Cardboard

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Waste Management

Semtech's waste management strategy prioritizes waste prevention, followed by recovery, recycling and responsible disposal across all sites under operational control. In FY2026, Semtech generated a total of 135.24 metric tons (MT) of waste, reflecting a waste intensity of 0.129 metric tons per million USD revenue and 0.070 MT per employee, based on a revenue of $1.05 billion and a workforce of 1,920 employees. The company continues to focus on process optimizations and material efficiencies to manage waste generation, with particular attention to reducing hazardous waste streams. Cardboard waste data was not captured in FY2026 and will be incorporated into future reporting cycles as data collection processes are improved. Semtech will use FY2026 as the baseline for tracking waste intensity performance in subsequent fiscal years.

Key strategy pillars include:

- Enhancing waste segregation and recycling infrastructure to maximize reuse of materials and minimize landfill contributions.
- Investing in advanced waste processing technologies such as automation and smart waste tracking systems to improve reporting accuracy and operational efficiencies.
- Engaging suppliers to adopt sustainable packaging and take-back programs, enabling circular material flows.
- Cultivating employee awareness and incentivizing participation in waste minimization practices to embed sustainability culture.
- Investigating waste-to-energy and other resource recovery initiatives to extract value from unavoidable waste streams.

From a business perspective, this waste reduction strategy is poised to create multiple value streams. Improving waste materials recovery can reduce procurement costs by substituting raw inputs with reclaimed ones, aligning with circular economy principles to decrease dependency on virgin resources. Operational efficiencies decrease waste handling and disposal costs while mitigating regulatory risks and improving compliance. Visible leadership in sustainability enhances brand reputation and stakeholder trust, which is increasingly critical in global markets. Additionally, innovation in waste management positions Semtech competitively as industries transition towards net-zero and resource-positive goals.



WASTE REDUCTION STRATEGY

Five pillars guiding waste prevention, recovery, recycling, and disposal

Segregation & Recycling Infrastructure
Maximize material reuse, minimize landfill contribution

Advanced Waste Processing Technology
Automation & smart tracking for reporting accuracy and efficiency

Supplier Engagement
Sustainable packaging and take-back programs

Employee Awareness
Incentivized participation in waste minimization practices

Waste-to-energy & Resource Recovery
Extract value from unavoidable waste streams

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Ensuring a Safe and Thriving Workplace

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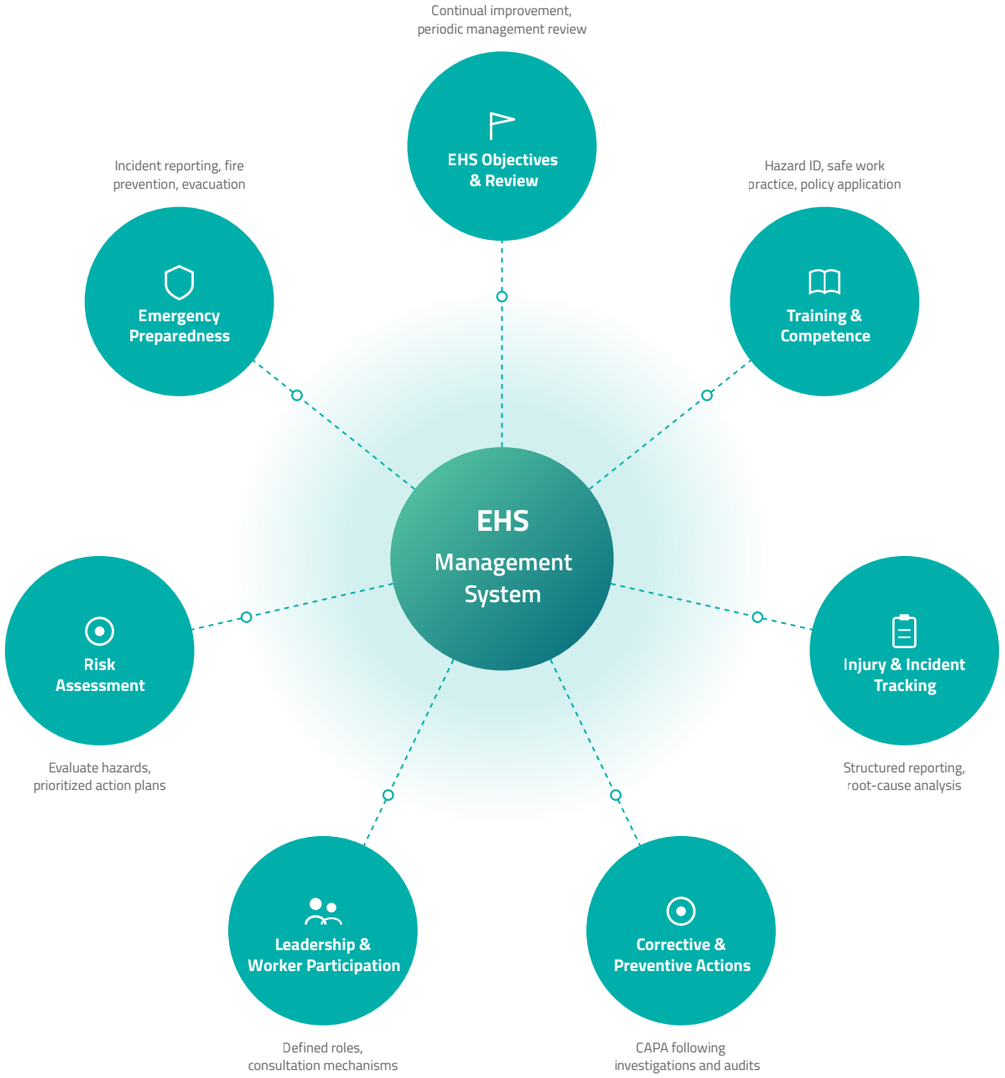
Employee Health and Safety

Semtech manages environmental, occupational health and safety risks through an integrated Environmental Management System (EMS) and Occupational Health and Safety Management System (OHSMS). Semtech reports that these systems are aligned with the ISO 14001:2015 (environmental management) and ISO 45001:2018 (occupational health and safety) standards, providing a structured framework for identifying, managing and reviewing EHS risks across its operations.

KEY ELEMENTS OF SEMTECH'S EHS PROGRAM

- **EHS objectives and review:** Semtech sets environmental and occupational health and safety objectives and reviews them through periodic management reviews, with the stated aim of continual improvement and responsiveness to emerging risks.
- **Training and competence:** Semtech provides EHS training intended to help personnel identify hazards, follow safe work practices and apply environmental and safety policies.
- **Injury and incident tracking:** Semtech tracks occupational injuries and incidents through a structured reporting system that supports investigation, root cause analysis and measures to prevent recurrence.
- **Corrective and preventive actions (CAPA):** Following incident investigations and audit findings, Semtech implements corrective and preventive actions to address nonconformities and control identified risks.
- **Leadership and worker participation:** EHS responsibilities are defined across leadership and workforce roles, with consultation and participation mechanisms intended to support hazard identification and worker involvement in safety.
- **Risk assessment:** Semtech conducts risk assessments to identify and evaluate environmental aspects and occupational hazards, and develops action plans based on assessed risk priorities.
- **Emergency preparedness:** Semtech maintains emergency response procedures, including incident reporting, fire prevention and evacuation, to protect personnel and facilities.

This section describes Semtech's EHS management approach and systems. Quantitative EHS performance data for the reporting period is reported separately.



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Incident Reporting Data

LOST TIME INJURY FREQUENCY RATE (LTIFR)

The Lost Time Injury Frequency Rate (LTIFR) measures the number of lost time injuries per one million hours worked and is a standard indicator of workplace health and safety performance; a lower rate generally indicates fewer lost time injuries relative to hours worked. Semtech reports LTIFR below, with an important change in reporting scope between periods that affects comparability.

For the calendar year periods CY2022 through CY2024, LTIFR data covered U.S. operations only. On that basis, the rate was 1.74 in CY2022, 1.58 in CY2023, and 1.96 in CY2024, for a three-year U.S.-only average of 1.76. The increase in CY2024 indicated a need for continued focus on injury prevention.

From FY2026, Semtech made two simultaneous changes: it transitioned its reporting boundary from a calendar year to a fiscal year basis, and it expanded LTIFR coverage from U.S.-only to global operations, covering its full workforce of 1,920 employees across North America (NAM), Asia-Pacific (Asia-Pacific, including China), and Europe, Middle East and Africa (EMEA including the U.K.). On this expanded global basis, Semtech recorded an LTIFR of 0.64 in FY2026.

Because the FY2026 global figure and the prior U.S.-only figures are calculated over different workforces and hours worked bases, they are not directly comparable, and the difference between them should not be read as a like-for-like change in safety performance. The expansion of coverage to regions that recorded no lost time injuries in FY2026 affects the global rate independently of any change in underlying performance. Semtech is therefore not attributing the FY2026 rate to a specific change in safety outcomes; the global figure establishes a broader baseline for future comparison.

In FY2026, Semtech recorded four total recordable incidents across all regions, two of which, both in EMEA, resulted in a total of nine days away from work. North America, Asia-Pacific and the U.K. each recorded zero lost time injuries in the period.

Semtech maintains an aspiration of zero workplace harm and intends to continue strengthening its health and safety management systems and reporting.

INCIDENT REPORTING DATA

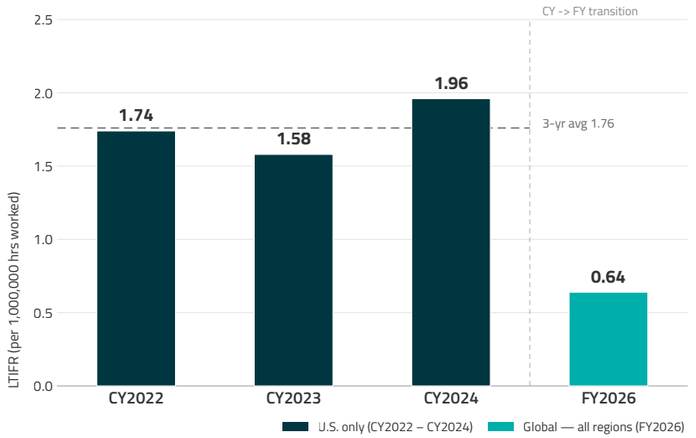
Semtech undertook several targeted corrective and preventive action initiatives:

- **Root Cause Analysis and Action Plans:** Every incident was investigated to identify underlying causes, with control measures implemented to prevent recurrence.
- **Ergonomic Improvements:** Workstation adjustments and lifting aids introduced to reduce strain-related injuries wherever applicable.
- **Enhanced Training**: Ongoing safety training programs tailored to role-specific hazards, including regular refreshers for all employees.
- **Proactive Hazard Identification:** Expansion of safety observations and near-miss reporting systems to capture and address potential risks before incidents occur.
- **Emergency Preparedness Drills:** Strengthened readiness for fire, chemical and natural hazard scenarios through routine practice and evaluation.

EHS DATA – FY2026	NAM	ASIA-PACIFIC	EMEA (incl. the U.K.)	TOTAL
WORKFORCE				
Number of Employees	993	607	320	**1,920**
Total Hours Worked	1,609,924	984,113	518,807	**3,112,844**
INCIDENTS & INJURIES				
Total Number of Deaths	0	0	0	**0**
Total Recordable Incidents	1	0	3	**4**
Lost Time Injuries (Days Away)	0	0	2	**2**
Other Recordable Cases (No Days Away)	1	0	1	**2**
Total Number of Days Away From Work	0	0	9	**9**

LOST TIME INJURY FREQUENCY RATE (LTIFR)

Per 1,000,000 hours worked | CY2022 – CY2024: U.S. only | FY2026: Global – all regions



**CY2022 - CY2024 data covers U.S. operations only. FY2026 data reflects global operations across all regions. The actual transition from calendar year (CY) to fiscal year (FY) reporting is effective from FY2026. LTIFR = (number of lost time injuries × 1,000,000) ÷ total hours worked.*

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Environmental Compliance and Proactive Due Diligence at Semtech

Semtech is steadfast in its commitment to environmental responsibility and regulatory compliance across our operations and supply chain. We adhere to a broad spectrum of environmental regulations including Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH), Restriction of Hazardous Substances (RoHS), California Proposition 65 (Prop 65), Toxic Substances Control Act (TSCA), the EU Persistent Organic Pollutants (EU POPs) regulation, Per- and Polyfluoroalkyl Substances (PFAS) requirements and other applicable regulations. Compliance with these frameworks helps minimize the environmental impact of our products and processes and protect human health.

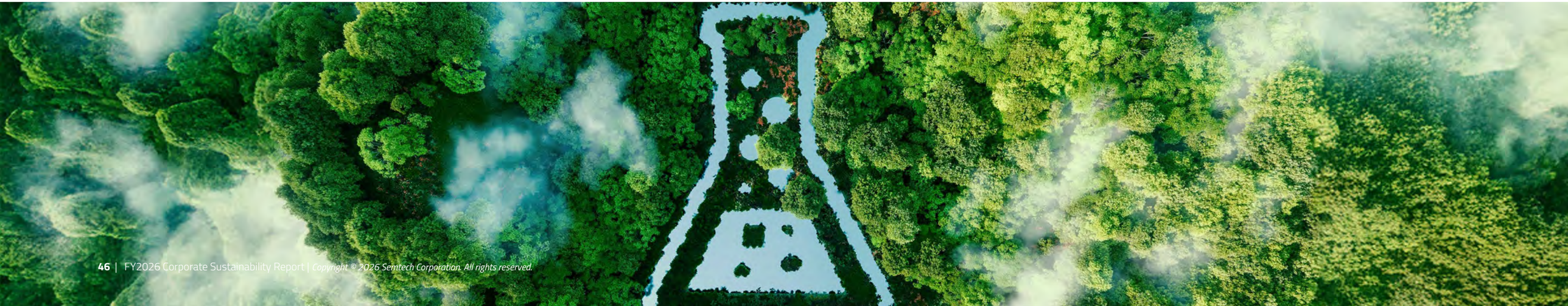
We are proud to confirm that 100% of sales shipped worldwide are RoHS compliant including where exemptions are used. Semtech also maintains a Restricted Substances Policy that explicitly bans all substances listed under RoHS, REACH and applicable regulations across 100% of our product sales globally, with no exemptions beyond those mandated by law spanning the United States, the European Union and beyond. This achievement reflects our focus on responsible product stewardship and the proactive management of chemical substances throughout our product design, manufacturing and supply chain processes.

Our obligations under REACH and RoHS require strict control, reporting and elimination of hazardous substances in our products and manufacturing processes, which we achieve through meticulous supplier management, material screening and substance tracking systems. Adherence to Prop 65 mandates transparent communication regarding exposure to chemicals known to cause cancer or reproductive harm, reflecting our dedication to consumer safety. TSCA compliance involves the prudent management of chemical substances within the U.S., requiring careful reporting and risk management. Additionally, we monitor and manage Persistent Organic Pollutants in alignment with global treaties to reduce environmental persistence and bioaccumulation.

Refer to: https://www.semtech.com/quality/search-pb-lead-free-rohs-green for all certificates of compliance related to REACH, RoHS, Halogen free, Prop 65 and other regulations. To ensure accuracy and efficiency across these compliance activities, Semtech uses third-party software to semi-automate material screening, substance tracking and regulatory reporting.

Semtech also takes a proactive stance on emerging environmental challenges, particularly concerning PFAS. Recognizing the growing scientific and regulatory focus on PFAS due to their persistence and potential health risks, Semtech has integrated enhanced due diligence into its environmental stewardship program. This includes comprehensive supply chain screenings to identify and assess PFAS presence, active collaboration with suppliers to eliminate or substitute PFAS-containing materials (where possible), and systematic monitoring of product chemical compositions to ensure continued compliance as regulatory thresholds and reporting obligations evolve.

Semtech continues to monitor the global regulatory landscape closely and remains focused on maintaining compliance as new requirements are introduced, striving to ensure that our products consistently meet the highest standards of chemical safety and environmental responsibility.



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Environmental Compliance and Proactive Due Diligence at Semtech

Our due diligence process for PFAS and other regulated substances involves several key activities:

- **Supplier Engagement and Risk Assessment:** We conduct detailed questionnaires, audits and data collection exercises to assess suppliers' chemical management practices and use of PFAS in components or materials.
- **Material Testing and Analysis:** We collect test reports from our supply chain to detect trace levels of regulated substances, ensuring that our products meet or exceed environmental safety standards.
- **Regulatory Monitoring and Reporting:** Semtech maintains active monitoring of regulatory developments worldwide and ensures timely reporting and disclosures required by laws and customer commitments.
- **Continuous Improvement and Substitution Efforts:** We proactively research and implement safer alternative materials and processes to reduce environmental risk and enhance sustainability.
- **Training and Awareness:** We provide ongoing training programs for employees and suppliers to increase awareness of environmental compliance obligations.

This comprehensive approach maximizes the likelihood that Semtech meets mandatory environmental compliance requirements and also anticipates and addresses evolving global environmental risks. Our goals of transparency, proactive management and sustained collaboration with stakeholders underscore our role as a responsible corporate citizen dedicated to protecting the environment and public health.



PFAS DUE-DILIGENCE PROCESS Five-step approach across the supply chain

1. **Supplier Engagement & Risk Assessment**
   Questionnaires, audits, data collection on PFAS use
2. **Material Testing & Analysis**
   Test reports detect trace levels of regulated substances
3. **Regulatory Monitoring & Reporting**
   Track global developments; timely disclosures
4. **Continuous Improvement & Substitution**
   Research and implement safer alternative materials
5. **Training & Awareness**
   Ongoing programs for employees and suppliers

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Driving a Thriving Workplace



Monica Van Berkel
Senior Vice President and Chief Human Resources Officer

"A year ago, I wrote that our people are our greatest asset. This year, they proved it not just through individual contributions, but through the measurable momentum we built together during a period of significant transformation."

FY2026 was a year of intentional change. As we sharpened our business strategy and evolved our market focus, we also had to strengthen something less visible but just as important: our culture. I am proud to say the results show it. Employee engagement rose from 68% to 73%, a five-point lift that reflects real progress in trust, communication and connection. This is not just a feel-good number to me. Our human capital framework ties this increase directly to the retention of the talented people whose skills and leadership carry our future. Just as meaningful, 88% of our workforce took part in this year's survey, which tells me employees trust that we will listen and act. The details back this up: leadership effectiveness held strong at 85%, and our newly measured culture score reached 89%, showing real alignment with our values and a genuine readiness to keep transforming. Employee referrals climbed from 19% to 28%, and to me, that is the clearest signal of all. Our people do not just work here. They believe in what we are building.

That pride is earned. It comes from investing in people at every stage of their journey, and from a commitment I hold close: at Semtech, people are hired, developed, promoted and paid on the strength of their work and their potential. Every development program we run, every mentoring relationship we support, and every path to advancement we build is open to all of our employees on equal terms. This year we welcomed interns across our global operations, and I am glad to say we converted 30 of them into regular employees, building the kind of pathways that bring in fresh thinking, backgrounds and experience.

Beyond our walls, teams across the U.S., Canada, India and Australia, organized food drives, holiday gift collections, and environmental restoration projects. When given the chance, our people consistently choose to give back.

Our Core Values remain our compass, but this year reminded me that values alone are not enough. Transformation asks for clarity, resilience and the willingness to make hard calls while still keeping people at the center. We have worked hard to make sure every employee understands not just what we are building, but why, and what part they play in it. Transparency during change is uncomfortable. It is also essential, and our rising engagement scores tell me we are moving in the right direction.

Looking ahead to FY2027, our priorities are clear. We will build action plans grounded in what our employees have told us, with a real focus on career development and growth. We will keep widening the pool of people we reach when we recruit, and keep opening up access to the development and leadership programs that prepare people to lead, because the surest way to build a stronger bench is to make sure nobody capable gets overlooked. We are also launching a comprehensive wellness strategy addressing mind, body and life, tracked each year through a global well-being index, because our people do their best work when they are at their best. We will keep building leadership capability at every level, and keep our people strategy closely aligned with where the business is headed.

We will keep reporting our workforce composition openly each year, as we do in the pages that follow. We publish these numbers because measurement keeps us honest about where we stand and where we still have work to do, not because any role, program, or opportunity at Semtech is decided by sex or any other personal characteristic. To every member of the Semtech team: this progress belongs to you. You showed up during uncertainty, leaned into change even when it was hard, and chose to build rather than retreat. That is what a winning culture looks like, not the absence of challenge, but how we rise to meet it, together.

GENDER



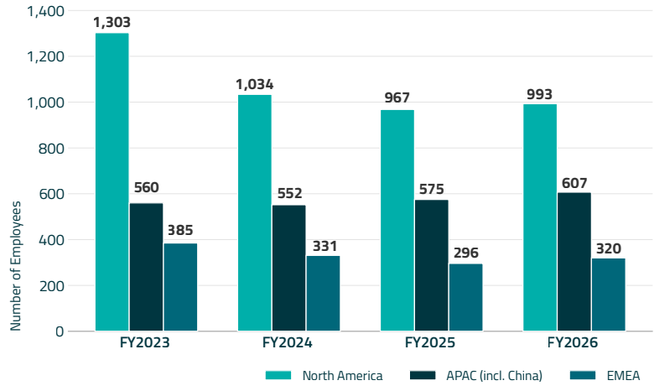
LEADERSHIP*



	NAM	ASIA-PACIFIC	EMEA	TOTAL
By Region	993	607	320	**1,920**

ETHNICITY – U.S. ONLY**	% OF EMPLOYEES
American Indian or Alaska Native	0.62
Asian	22.77
Black or African American	5.38
Hispanic or Latino	12.63
Native Hawaiian or Other Pacific Islander	0.21
Two or More Races	3.73
Undisclosed	4.55
White	50.10

EMPLOYEES BY GEOGRAPHIC REGION



** Leader is defined as an individual with direct reports.*
*** Workforce Performance Strategies global employee experience survey.*

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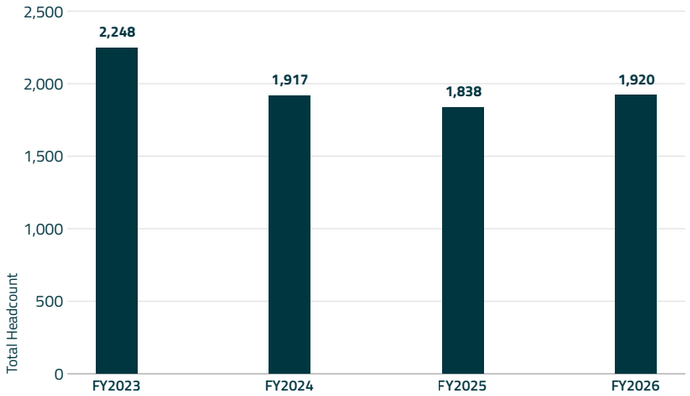
Total Global Workforce

Semtech remains committed to nurturing organizational growth and supporting our strategic direction through a strong focus on talent. As of the close of FY2026, Semtech employed 1,920 regular employees, reflecting a modest recovery from 1,838 in FY2025, following headcount figures of 1,917 in FY2024 and 2,248 in FY2023. This year-over-year increase signals a stabilizing workforce and renewed investment in talent as the business continues to evolve. While the organization has undergone meaningful structural adjustments over the past several years, the return to growth in FY2026 underscores our continued commitment to maintaining a strong, capable team aligned with our strategic priorities.

Our ongoing initiatives in talent development, employee engagement and diversity reinforce our ability to attract, retain and empower skilled professionals who drive innovation, operational excellence and long-term success. Semtech will continue to prioritize talent strategies to support sustainable business growth and market competitiveness.

TOTAL REGULAR FULL-TIME EMPLOYEES



Workforce by Age

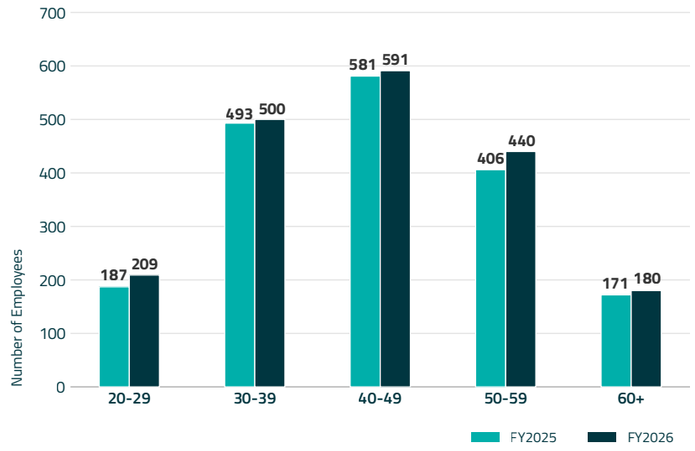
Semtech's regular workforce in FY2026 continues to exhibit a balanced age profile, underscoring the company's commitment to cultivating an agile, resilient and inclusive organizational culture. Notably, headcount growth is visible across every age cohort compared to FY2025, reflecting the broader workforce expansion from 1,838 to 1,920 employees and signaling renewed hiring momentum across all career stages.

The largest segment remains employees aged 40–49, growing from 581 in FY2025 to 591 in FY2026, a 1.7% increase, representing professionals who contribute vital experience, expertise and organizational continuity. The 30–39 age group follows with 500 employees, up from 493, a 1.4% increase, forming a dynamic core of mid-career talent and future leadership potential.

The 50–59 cohort recorded one of the stronger year-over-year gains, rising from 406 to 440, an 8.4% increase, further enriching the organization with seasoned perspective and mentorship capacity. Younger team members aged 20–29 saw the most significant proportional growth, climbing from 187 to 209, an 11.8% increase, reflecting deliberate investment in early career talent and the continued strengthening of Semtech's future pipeline. Employees aged 60 and above also grew from 171 to 180, a 5.2% increase, reaffirming Semtech's respect for long-serving contributors and its commitment to intergenerational collaboration.

The consistent growth across all age groups is a meaningful indicator that Semtech's talent strategy is not narrowly focused on any single career stage, but rather on building a well-rounded, demographically diverse workforce. This age diversity enhances Semtech's ability to innovate, retain critical knowledge and flexibly respond to evolving business challenges. By fostering such an inclusive and balanced environment, Semtech continues to advance its objectives of driving sustainable growth and long-term organizational value.

TOTAL WORKFORCE BY AGE



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Total Workforce by Gender

Semtech's commitment to fostering a diverse and inclusive workforce is evident in the gender distribution of its regular employees across the past four fiscal years.

In FY2026, the company's workforce comprised 1,474 men, 441 women and 5 employees who did not declare a gender — reflecting a year-over-year increase across all gender categories compared to FY2025, when Semtech employed 1,415 men, 422 women and 1 undeclared. This follows FY2024, when the workforce included 1,465 men, 451 women and 1 undeclared, and FY2023, which saw 1,710 men, 520 women and 18 undeclared.

The FY2026 figures are encouraging, as the uptick in both male and female headcount aligns with the company's broader workforce stabilization and reflects renewed hiring momentum. Women continued to represent approximately 23% of the total workforce, a proportion that has remained broadly consistent over the four-year period, demonstrating sustained representation even through periods of overall headcount reduction.

These patterns reflect Semtech's ongoing efforts to create an equitable workplace, by advancing opportunities for all employees regardless of gender. Semtech remains committed to building on this foundation, deepening its focus on ensuring that an inclusive workplace remains integral to how we attract, develop and retain talent.

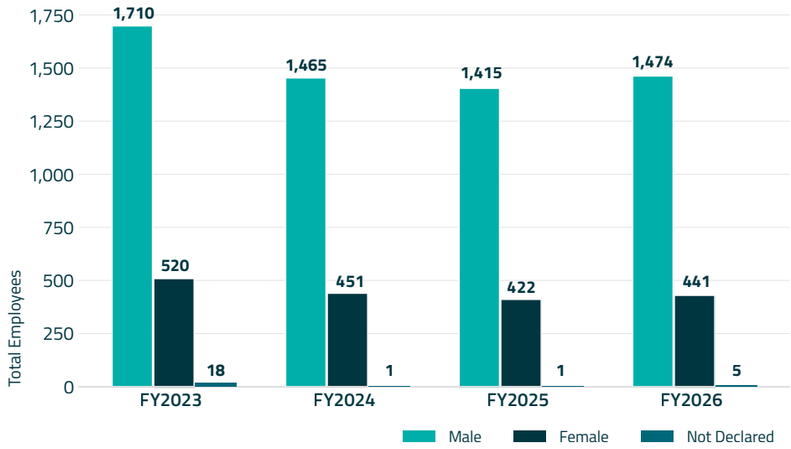
Gender Distribution by Title/Level

In FY2026, Semtech's workforce continued to reflect the organization's focus on building an inclusive workplace at every level. Women comprise 23% of the total workforce, consistent with FY2025, and maintain 33% representation on the Board of Directors, a sustained result that reflects the strength of Semtech's leadership pipeline and its ongoing investment in developing capable talent at every level of the organization.

FY2026 also shows meaningful movement in leadership representation. Women now account for 6% of senior management roles, up from 4% in FY2025, reflecting continued progress as more women advance into senior leadership based on performance and readiness. Representation in middle management grew from 19% to 21%, a gradual but steady shift that reflects the strength of Semtech's internal development pathways. Women hold 24% of staff-level roles, broadly in line with prior year levels.

Semtech's culture continues to evolve in ways that support the growth of talented women across its global operations, with clear paths for advancement built on performance and reinforced by supportive policies and consistent leadership commitment. A workplace where every employee can grow and lead based on their contributions strengthens innovation, sharpens decision-making, and reinforces Semtech's standing as a responsible, inclusive employer.

TOTAL WORKFORCE BY GENDER



GENDER	TOTAL EMPLOYEES	BOARD (%)	SENIOR MANAGEMENT (%)	MIDDLE MANAGEMENT (%)	STAFF (%)	TOTAL WORKFORCE (%)
Male	1,474	67%	94%	79%	76%	77%
Female	441	33%	6%	21%	24%	23%
Not Declared	5	Not disclosed				<0.3%

Disclaimer: *Gender distribution data reflects employees who have self-identified as Male or Female. A small proportion of employees have chosen not to disclose their gender. This group has been excluded from the percentage-based breakdown to protect individual privacy, and as such, figures may not sum to 100%. The company strives to foster an inclusive environment that respects the identity and privacy of all employees.*

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Workforce by Function

In FY2026, Semtech's workforce distribution across its three core functions reflects a purposeful and strategically aligned evolution, with meaningful headcount growth in the areas most critical to innovation and operational delivery.

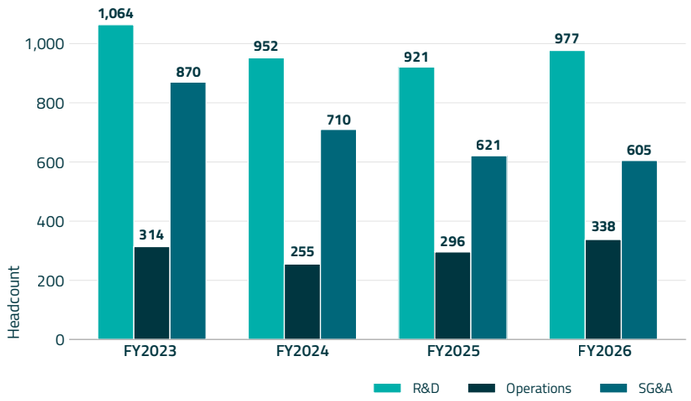
Research & Development remains the largest functional area, growing from 921 employees in FY2025 to 977 in FY2026, a 6.1% increase underscoring Semtech's unwavering commitment to innovation as the engine of long-term competitiveness. This investment in R&D talent reinforces the company's focus on developing next-generation technologies and maintaining its position at the forefront of the semiconductor industry.

Operations recorded the strongest proportional growth among all functions, rising from 296 to 338 employees, a 14.2% increase, signaling a deliberate strengthening of Semtech's supply chain, manufacturing and delivery capabilities to support business growth and customer commitments.

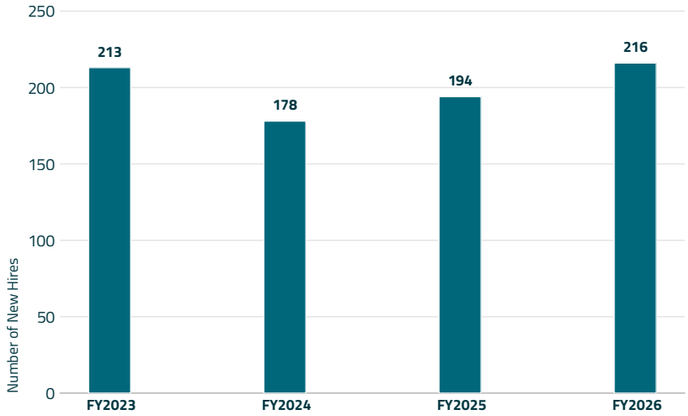
SG&A saw a modest rationalization, decreasing from 621 to 605 employees, a 2.6% reduction, reflecting continued organizational efficiency and disciplined cost management in general and administrative functions, a positive indicator of operational leverage as the company scales. Together, the functional distribution in FY2026 tells a compelling story: Semtech is investing where it matters most. With over 50% of the total workforce dedicated to R&D, the company continues to prioritize innovation-led growth, while the substantial uplift in Operations capacity positions Semtech well to meet increasing market demand. The lean approach to SG&A further demonstrates responsible resources balancing growth investment with financial discipline.

This deliberate functional allocation reflects Semtech's broader strategic priorities and its commitment to building a workforce that is not only skilled and diverse but also structured to drive sustainable value creation for all stakeholders.

HEADCOUNT BY FUNCTION



TOTAL NEW HIRES



New Hires

In FY2026, Semtech welcomed 216 new regular employees worldwide, the highest in four years, rebounding from a low of 178 in FY2024. This represents an 11.3% increase from 194 new hires in FY2025 and surpasses the 213 hires recorded in FY2023, reflecting the company's continued focus on strategic talent acquisition to meet evolving business needs.

The upward trajectory in new hiring in FY2026 is an encouraging signal of organizational momentum, reinforcing Semtech's commitment to cultivating a high-performance culture through targeted recruitment and talent development initiatives. By focusing on quality hires in critical roles that drive innovation and support strategic objectives, Semtech sustains a balanced approach to workforce growth and organizational optimization. This ongoing investment in recruiting and integrating new talent ensures Semtech remains well positioned to foster employee growth, enhance operational excellence and maintain a thriving workplace, strengthening one of the core foundations of its sustainability strategy.

Note on data correction: New hire figures reported in this document reflect an updated methodology. Numbers have been restated to count regular employees as of their hire date, ensuring that only regular hires within each fiscal year are captured. As a result, figures across all years differ from those previously reported in FY2025 disclosures (which cited 221 hires in FY2023, 193 in FY2024 and 213 in FY2025). The corrected figures are: FY2023: 213 | FY2024: 178 | FY2025: 194 | FY2026: 216.

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Employee Turnover Rate

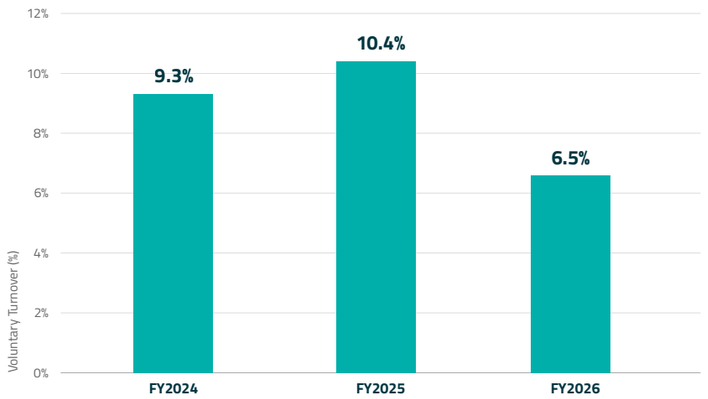
In FY2026, Semtech's voluntary turnover declined meaningfully to 6.5% (124 voluntary departures out of 1,920 employees), down from 10.4% in FY2025 and 9.3% in FY2024. This improvement reflects the impact of deliberate investments in employee engagement, recognition and retention, including expanded career mobility opportunities, targeted on-the-job training and stronger reward programs.

For context, broader professional and technology sector voluntary turnover averaged roughly 13% to 15% in 2025, stabilizing after earlier post-pandemic peaks, according to Mercer.* Semtech's 6.6% rate compares favorably against this benchmark, underscoring the strength of its employee value proposition.

A healthy level of turnover still plays a role in refreshing skill sets and bringing new perspective into the organization, but the scale of this year's decline speaks most directly to the strength of that value proposition: people are choosing to stay, build their careers and grow within the company.

Semtech remains focused on sustaining this progress through continued investment in training, career development and recognition, supporting a workforce built for long-term retention, operational excellence and continued growth.

EMPLOYEE TURNOVER RATE



** Source: Mercer (iMercer.com), 2025.*



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Employee Compensation and Benefits



HEALTH AND WELL-BEING

Our comprehensive benefits program is designed to support the well-being of our workforce by addressing their immediate and long-term needs. We are committed to offering an inclusive and competitive benefits package that empowers employees to make choices that best suit their individual and family circumstances. Our benefits portfolio includes robust healthcare options, a holistic employee wellness program and financial security initiatives.
To support long-term financial well-being, we offer a company-sponsored retirement plan with a competitive employer match of up to 5% in the U.S. (rates vary by country), with immediate vesting from day one. Additionally, we provide a generous paid time off (PTO) policy that applies to both salaried and hourly employees, ensuring they have the flexibility to prioritize personal well-being, family commitments and mental health.



TALENT DEVELOPMENT

We value our employees and support their career aspirations by providing opportunities to learn and grow. Semtech has a Training and Education Reimbursement Program to encourage motivated employees to seek job-related degrees or training for job enhancement, personal enrichment and career development. We recognize that learning doesn't stop after a degree is earned. This year, we expanded our Training and Education Reimbursement Program to include professional training courses, technical certifications and industry-recognized development programs, in addition to the formal degree programs already covered. The annual reimbursement of up to $5,000 per employee remains the same. What's different is that employees now have far more flexibility in how they use it. This expansion reflects our belief that investing in employees' growth, whether technical, professional or leadership development, strengthens both individual careers and our organization's capabilities.

Furthermore, Semtech offers a range of on-site and virtual training programs throughout the year to support leadership development. These programs recognize our employees' potential and help us build talent pipelines within Semtech. Our professional development programs give employees the tools and resources that set them up for success and allow them to approach their work with a greater level of self-assurance and confidence.



WORK SCHEDULE

It is important for our employees to balance their work and home lives and have some flexibility in their schedules. We embrace a hybrid work model such that employees work four days in the office and one day remotely, providing ample opportunity for team collaboration with some autonomy over one's schedule. Offering this hybrid work schedule helps us maintain a competitive edge.

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Employee Engagement and Leadership Effectiveness

Semtech wants its employees to be highly engaged and has implemented tools and resources to foster, track and enhance employee engagement. Our global intranet hosts the most up-to-date information about life at Semtech and provides an avenue for continuous feedback from our employees via a Suggestion Box. The intranet keeps our employees connected by celebrating global holidays, showcasing news from our business units and featuring photos from employee events around the world. During our quarterly employee All Hands meetings, we announce the winners of our Semtech Rising Club, a recognition program that celebrates those who exemplify our company values in their daily work. Semtech Social Committees around the globe assist in planning company social and wellness events. Employee Resource Groups (ERGs) are in their formative stages and our employees can always propose additional ERGs. These groups are crucial in fostering an inclusive culture at Semtech.

In FY2026, Semtech conducted its annual global employee engagement survey, achieving an 88% response rate across its global workforce of 1,920 employees, with Asia-Pacific leading at 92%, followed by NAM at 87% and EMEA at 82%. This high level of participation reflects the value our employees place on having their voices heard and underscores the trust they have in Semtech's commitment to act on their feedback.

Semtech achieved an overall employee engagement score of 73% in FY2026, representing a notable 5-point increase over the FY2025 score of 68%. This improvement demonstrates the positive impact of the deliberate and targeted actions taken over the past year to strengthen employee connection, recognition and purpose. Regionally, Asia-Pacific led with 78%, followed by NAM at 71% and EMEA at 69%, reflecting strong engagement momentum across all geographies.

Beyond the headline score, FY2026 introduced culture as a new survey dimension, with Semtech recording an outstanding 89% culture score, indicating a strong collective commitment to Semtech's values and a readiness to help drive the company's transformation agenda. Leadership effectiveness remained strong at 85%, reflecting confidence in our leaders' ability to inspire, communicate and guide their teams. Pride in being part of Semtech stood at 78%, with employees expressing a strong sense of meaning and fulfillment in their work.

Based on open-ended comments and survey data, our employees expressed pride in our CEO's vision, a belief that the company is on an exciting growth trajectory, and optimism about the "Semtech Transforming" direction. Employees also demonstrated a deep love for Semtech's technology and an appreciation for the smart, collaborative teams they work alongside, with positive relationships and a strong sense of interpersonal connection consistently highlighted across all regions.

Notably, previous surveys had indicated lower engagement levels among certain leadership groups. We are pleased to report that this gap was fully eliminated in FY2026, due to our intentional and direct efforts to re-engage these groups, a testament to the power of listening, acting and following through on our commitments to our people.

Semtech remains committed to fostering a workplace where every employee feels valued, connected and empowered to contribute to the company's success, and will continue to use survey insights to inform targeted actions that further strengthen engagement across all regions and employee groups.



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Employee Engagement and Leadership Effectiveness

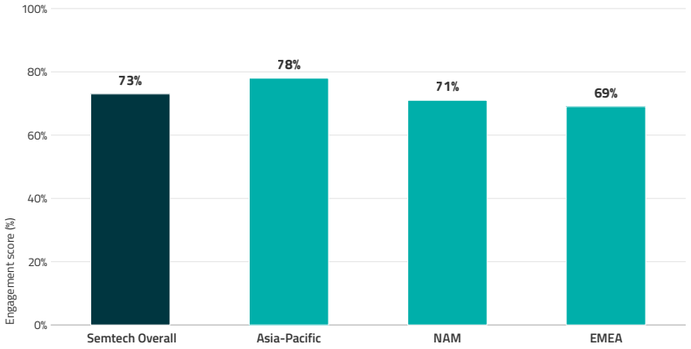
OVERALL ENGAGEMENT – FY2026

73% Semtech Overall
+5 pts vs FY2025

78% Asia-Pacific
Highest region

71% NAM
North America

69% EMEA
Europe, Middle East & Africa



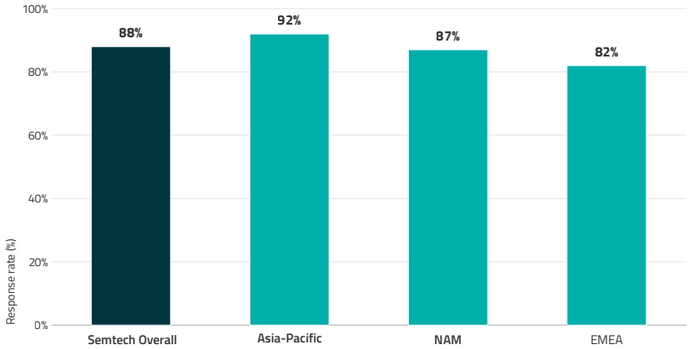
RESPONSE RATE – FY2026

88% Semtech Overall
Global participation

92% Asia-Pacific
Highest region

87% NAM
North America

82% EMEA
Europe, Middle East & Africa

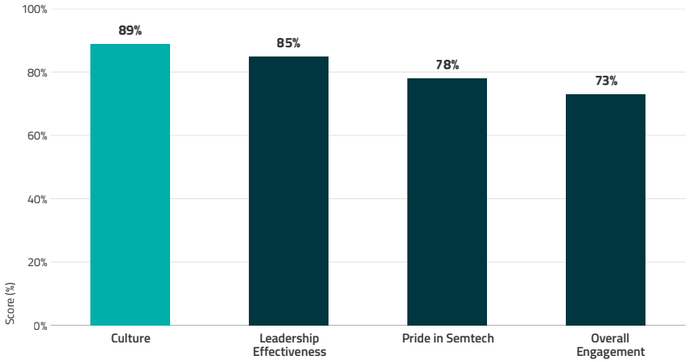


KEY CATEGORY SCORES – FY2026

85% Leadership Effectiveness
Sustained strong performance

89% Culture
New dimension this year

78% Pride in Semtech
Meaningful & engaging work



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Compensation Practices

SEMTECH'S COMPENSATION PHILOSOPHY

Our employees are the foundation of Semtech's success, and celebrating their achievements is central to building a winning culture. Competitive, fair compensation is fundamental to attracting and retaining the talented people who drive that success. Semtech's compensation practices are designed to reward performance, maintain market competitiveness and ensure compliance with applicable wage requirements globally.

By offering a balanced mix of competitive salaries, performance-based incentives, equity grants, and comprehensive benefits, Semtech aims to ensure employees feel motivated, valued and aligned with the company's long-term success. These programs support career growth at every stage, reinforcing the direct connection between individual contribution and reward.

MINIMUM WAGE COMPLIANCE

All Semtech employees are paid at or above applicable minimum wage requirements in every jurisdiction where we operate. We conduct regular compliance audits and automatically adjust any compensation that falls below legal minimums.

PAY-FOR-PERFORMANCE APPROACH

Beyond meeting minimum wage standards, Semtech follows a pay-for-performance compensation philosophy that links employee rewards to individual contribution and business results.

ANNUAL PERFORMANCE REVIEWS

To further strengthen our commitment, we have a comprehensive annual performance appraisal program that evaluates the employee's contributions, achievements and alignment with company values and objectives. Performance ratings inform compensation decisions and career development opportunities.

Based on these reviews, employees may be eligible for annual merit increases. Eligibility and merit increase amounts are determined by:

- **Performance Rating:** Level of performance and contribution demonstrated
- **Position in Salary Range:** Current compensation relative to the established market range for the role

Generally, employees who demonstrate higher performance and are positioned lower within their salary range are eligible for larger merit increases than those with lower performance ratings who are already compensated at or above market midpoint. This approach ensures that we reward strong performance while also maintaining internal equity and market competitiveness. Eligibility does not guarantee an increase. Final decisions consider performance, market position and business conditions.

LONG-TERM INCENTIVES / EQUITY PROGRAM

Semtech's Long-Term Incentive (LTI) program is a key component of our total compensation strategy, designed to align employee interests with shareholder value, drive sustained performance, and support the retention of critical talent across the organization. Equity awards, typically in the form of Restricted Stock Units (RSUs), vest over 3-year periods and create meaningful ownership stakes for employees at all levels, reinforcing our culture of shared success and long-term thinking.

BENEFITS AND TOTAL REWARDS

Beyond base compensation and incentives, Semtech provides comprehensive benefits as part of our total rewards package. This includes health and wellness programs, retirement savings plans with company contributions, paid time off, and other benefits designed to support employees' physical, financial and overall well-being. Our benefit offerings are tailored to meet the needs of our global workforce while ensuring competitive positioning in each market where we operate.

MARKET COMPETITIVENESS

Semtech participates in global compensation surveys annually to ensure our compensation remains competitive across all roles and geographies.

Our market-based approach:

- **Survey Participation:** We benchmark all roles against relevant market data through participation in reputable global compensation surveys.
- **Range Adjustments:** We review and adjust our internal compensation structures and salary ranges based on current market data to remain competitive.
- **Individual Analysis:** Following range adjustments, we analyze each employee's compensation against updated ranges and applicable minimum wage requirements.
- **Proactive Corrections:** Employees whose compensation falls below the updated range minimum or legislative requirements receive automatic adjustments.

COMMITMENT TO FAIR COMPENSATION

Our compensation practices reflect our commitment to:

- **Compliance:** Meeting or exceeding all legal wage requirements
- **Performance:** Rewarding employees who deliver strong results
- **Equity:** Ensuring fair pay based on role, performance, and market data
- **Transparency:** Providing clear criteria for compensation decisions
- **Competitiveness:** Maintaining market-aligned compensation to attract and retain talent

We believe that investing in our employees through fair, performance-based compensation is essential to our long-term success and contributes to a sustainable, engaged workforce.

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Semtech Transformation, Our People and Culture

Semtech is committed to building and reinforcing a winning culture through the Semtech Transforming initiative, which serves as the foundation for our ongoing transformation and growth. Central to this effort is the development, recognition and engagement of our people ensuring that our workforce remains motivated, skilled and aligned with the company's strategic goals.

In FY2026, Semtech's sole enterprise-wide leadership development offering was the Emerging Leaders Class, a program designed to cultivate the next generation of Semtech leaders by equipping participants with critical skills, cross-functional experience and mentorship opportunities. The program engaged 24 employees across the organization, representing a meaningful cross section of mid-to-senior leadership. Of those participants, nine were women and 15 were men, spanning levels from Manager through Senior Director with the largest cohort drawn from the Director level (11), followed by Senior Manager (7), Senior Director (4), and Manager (2).

The program delivered 864 hours of training at 36 hours per participant. It is worth noting that additional leadership development activity may be occurring at the business unit or functional level; however, those efforts are not captured in this reporting.

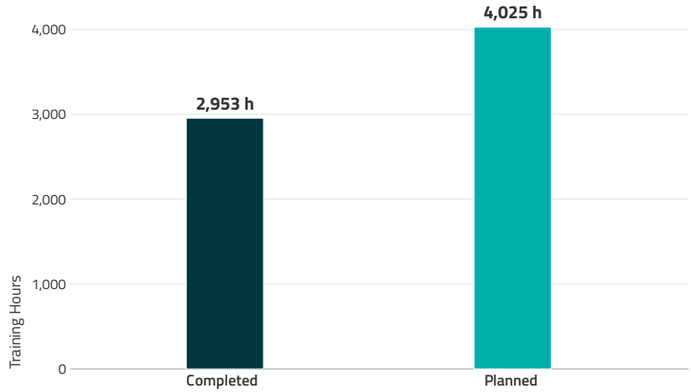
Together, these initiatives reflect Semtech's commitment to fostering a high-performance culture where talent thrives, innovative thinking is encouraged and every team member has the opportunity to contribute meaningfully to our sustainable growth and market leadership.

SEMTECH TRANSFORMATION LEARNING AND DEVELOPMENT

In this first year of training disclosure, the organization established a broad baseline, delivering training across 57 courses spanning compliance, health and safety, and a site-level operational safety program. Across a workforce of 1,920 employees, people completed approximately 2,953 hours of training during the period, an average of around 1.5 hours per employee reflecting a training program that reached widely across the business.

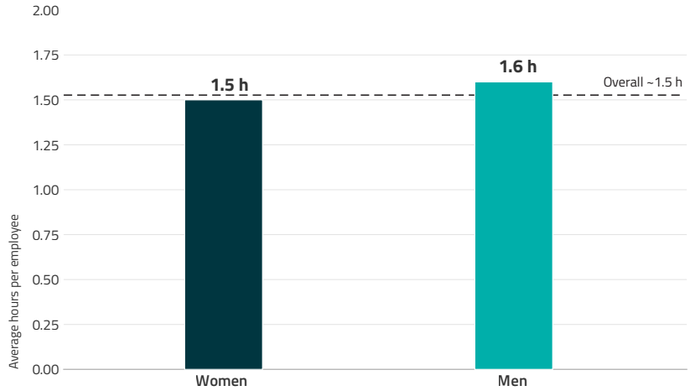
Provision was well balanced across gender, with women averaging about 1.5 hours and men about 1.6 hours per employee, pointing to comparable access to training throughout the workforce. As this is the first year of reporting, these results provide a clear and positive foundation on which the organization can build and track its training investment in the years ahead.

Training Hours: Completed vs. Planned



Average Training Hours per Employee, by Gender

Comparable access to training across the workforce — first-year disclosure



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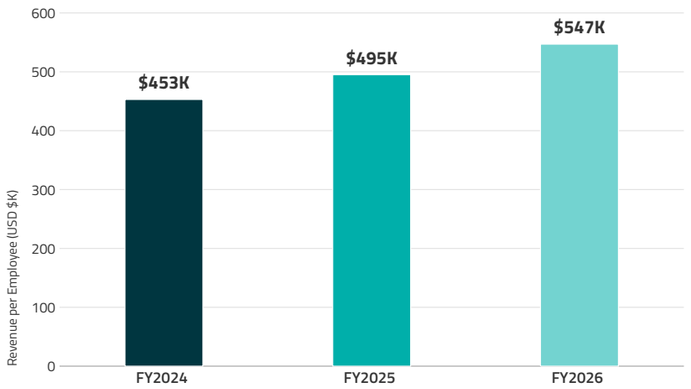
Enhancing Employee Productivity to Drive Sustainable Growth

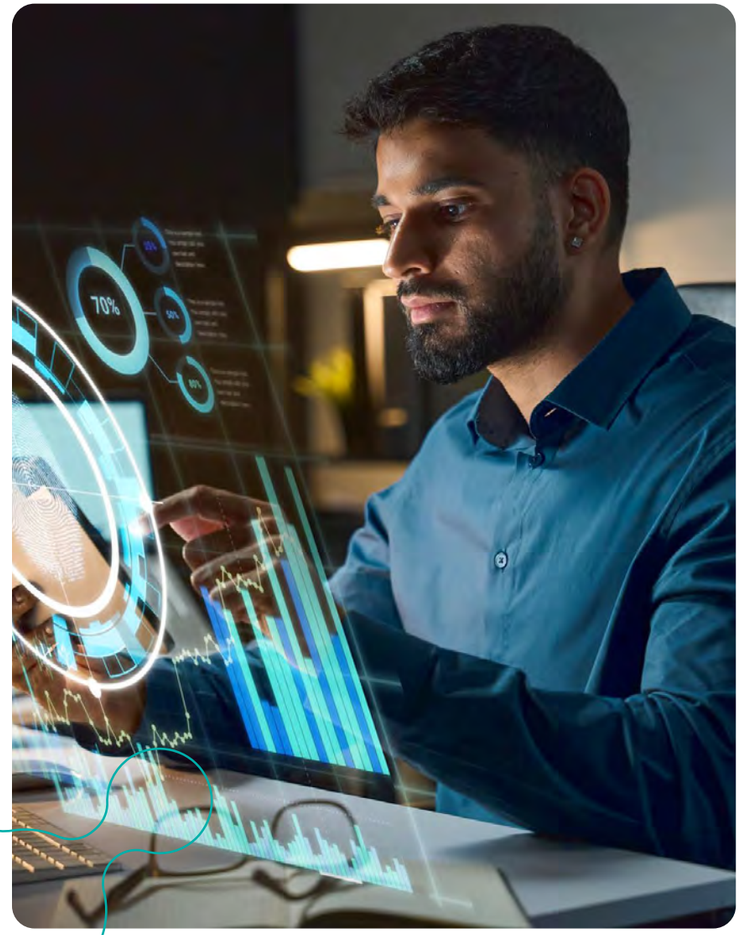
At Semtech, we believe that our employees are central to our success and sustainable growth. Over the past three fiscal years, we have achieved a significant increase in revenue generated per employee, reflecting not only business growth but also continuous improvements in workforce efficiency and operational excellence.

In FY2024, revenue per employee stood at $453,000, calculated using an end-of-year headcount of 1,917 employees. By FY2025, revenue per employee rose to $495,000, marking a 9% increase on FY2024 even as the workforce decreased slightly to 1,838 employees. This upward trend continued strongly in FY2026, with revenue per employee reaching $547,000, an 11% increase on FY2025 (21% above FY2024), as the headcount recovered to 1,920 employees, reflecting renewed strategic hiring to support accelerated growth.

This growth in productivity demonstrates Semtech's commitment to optimizing talent and resources to generate higher value, while maintaining a focus on innovation, efficiency and sustainable business practices. Our strategic workforce management and investment in employee development, supported by advanced technologies, have contributed to this performance, aligning with our broader sustainability objectives.

Revenue per Employee by Fiscal Year





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Semtech and Community Impact

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Product Quality 63

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Community Engagement and Social Impact

At Semtech, we believe that our responsibility extends beyond our products and operations to the communities where our employees live and work. Our approach to community engagement is rooted in a simple principle: empower our people to make a difference in ways that matter most to them and their neighbors.

OUR COMMUNITY ENGAGEMENT FOCUS

Our community impact efforts center on three core areas:

- **Addressing Basic Needs:** Supporting organizations that combat food insecurity, provide essential resources for families in crisis and assist vulnerable populations
- **Environmental Stewardship:** Investing in local environmental restoration projects that create lasting impact in our communities
- **Building Future Talent:** Creating pathways for the next generation through education support, internships and continuous learning opportunities for our workforce

FY2026 Impact: A Global Commitment

In FY2026, Semtech employees across three continents demonstrated the power of grassroots action, organizing initiatives that reflected the unique needs of their local communities.

North America

Across our California offices in Camarillo, Irvine, San Diego, and San Jose, teams partnered with local organizations including the San Diego Food Bank, Community Action Partnership of Orange County, Gold Coast Veterans Foundation, Salvation Army, Family Giving Tree and Casa Pacifica. Employees collected food, organized holiday gift drives and donated essential hygiene items for families experiencing hardship. In Colorado Springs, Colorado, our team supported TESSA, a nonprofit providing confidential services for survivors of domestic and sexual violence, contributing clothing, hygiene products and other critical supplies.

In Canada, our offices in Kanata, Richmond and Burlington mobilized support for local food security and children's welfare programs. The Kanata team contributed several thousand of dollars to the Kanata Food Cupboard, while Richmond and Burlington colleagues organized gift drives partnering with Richmond Cares, Richmond Gives and Stuffies4Smiles, providing winter clothing and gifts to children in need.

Asia-Pacific

In India, employees took direct action on environmental restoration. Teams in Pune, Bhubaneswar and Hyderabad volunteered personal time to plant trees and revitalize local green spaces, with 63 employees participating in hands-on environmental work. Together, they planted 125 tree saplings, enriched soil and contributed to the long-term health of their urban ecosystems.

In Melbourne, Australia, employees responded to a regional crisis by organizing flood relief support for Sri Lanka in partnership with M2M Connectivity, collecting food and clothing for disaster victims.

BUILDING FUTURE TALENT

Investing in people is central to Semtech's long-term success and our commitment to the communities where we operate. In FY2026, we expanded our efforts to develop both emerging and existing talent.

COLLEGE RECRUITMENT AND EARLY CAREER DEVELOPMENT

We welcomed 57 college interns across our global operations, including locations in the United States, Canada, Mexico, and India. These internships provide meaningful work experience, mentorship from experienced engineers and business leaders, and exposure to real-world challenges in semiconductor technology. Our commitment to these emerging professionals is evident in our outcomes. We hired 30 new college graduates as regular employees, creating clear pathways from campus to career at Semtech.

EMPLOYEE-LED ACTION

What makes Semtech's community engagement distinctive is that these efforts are employee-initiated and employee-led. When given the opportunity and organizational support, our people consistently choose to serve their neighbors. This reflects not just individual generosity, but a shared culture that values contribution beyond our products and profits.

As we look ahead, we are exploring ways to expand employee participation, measure long-term community impact and deepen partnerships with organizations aligned with our focus areas. Our goal is to ensure that every Semtech location has the resources and framework to respond to local needs while contributing to our broader commitment to responsible corporate citizenship.

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1. Camarillo office food drive | 2. Richmond office charity event | 3. Malaysia office cooking for a cause | 4. Camarillo office gift drive | 5. Bhubaneswar office India | 6. Hyderabad office India | 7. Pune office India

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Intern to Employee Conversions as a Key Community Engagement Outcome

In FY2025, we welcomed 33 interns across our global locations, providing meaningful, hands-on industry experience. Of these, three were converted to regular employees during the year, with more joining us in FY2026 as their internship programs concluded. Our India program accounted for most conversions from this cohort, with additional hires from Mexico and the USA, reflecting the growing strength of our university partnerships in key emerging markets.

Building on this foundation, FY2026 saw a significant expansion of the program, with 57 college interns welcomed across operations in the United States, Canada, Mexico, and India, up from 33 in FY2025. These interns were paired with experienced engineers and business leaders, gaining exposure to real-world challenges in semiconductor technology through immersive, project-driven learning. In total, 30 interns were converted to regular employment in FY2026: 13 from the FY2026 cohort and 17 from the FY2025 cohort whose internships concluded during the year. With several FY2026 interns still progressing through their programs, our early career pipeline continues to build momentum across regions.

At Semtech, employees are not simply participants in the company's transformation; they are its foundation. As Semtech works to turn early momentum into disciplined, intentional change, engaged and empowered employees are what make that shift possible. This is reflected directly in Semtech's strategic priorities, where employee engagement stands alongside growth, customer focus, innovation, and operational excellence as a core pillar of the company's strategy, not a supporting function to it. Rising engagement, strong survey participation and growing employee referrals all point to a workforce that understands the direction Semtech is heading and chooses to help build it. As the company continues to execute with precision, innovate with purpose and deepen its partnerships with customers, it is Semtech's people, their accountability, growth and sense of ownership, who translate strategy into lasting results.

INTERN-TO-EMPLOYEE PIPELINE

YEAR-OVER-YEAR GROWTH

FY2025 COHORT

33 Interns Welcomed

3 Conversions Finalized

FY2026 COHORT

57 Interns Welcomed

30 Total FY2026 Conversions

TALENT PIPELINE ORIGINS

India
Most conversions

Mexico
Additional hires

USA & Canada
Additional hires, FY2026

BUILDING FUTURE TALENT

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Product Quality



Mike Wilson
Chief Quality Officer and Chief Technology Officer

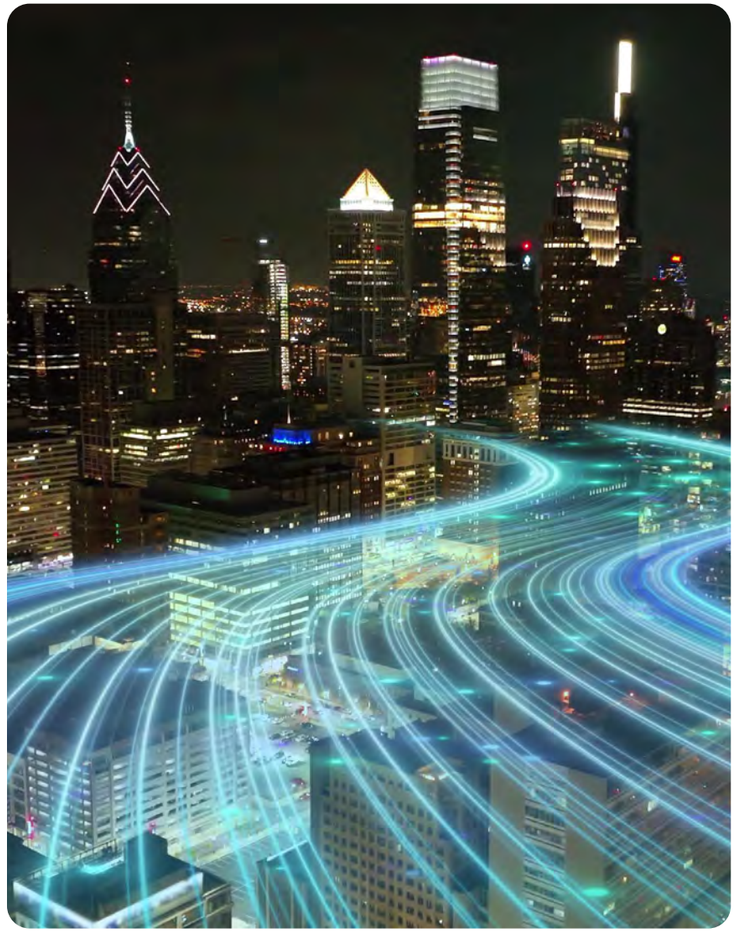
"At Semtech, the solutions we design shape the energy and intelligence of the products our customers build. We engineer technically superior products that move more information per joule, earning the trust of customers, partners and the communities we serve."

Engineering for a Lower Energy Future

AI workloads, hyperscale data centers and billions of connected devices are driving unprecedented demand for compute, bandwidth and power. Our most consequential contribution to a sustainable future is technology that delivers more capability per joule. It is how our teams frame every architecture decision and increasingly how our customers make purchasing decisions.

INNOVATION AS A CLIMATE LEVER

- **Signal Integrity. Our CopperEdge™ and FiberEdge®** interconnect solutions consume substantially less power than the retimed digital DSP alternatives they replace. Across AI clusters of thousands of accelerators, per-link savings compound into megawatts of avoided power and cooling.
- **LoRa Plus™.** Our fourth-generation platform is our lowest power, highest performance LoRa to date, enabling sensors that operate on small batteries for years and unlocking efficiencies in metering, agriculture, logistics, utilities, and intelligent buildings that displace orders of magnitude more energy than the nodes consume.
- **AirLink® Routers.** Our newest 5G RedCap routers consume under one watt at idle, making solar-powered, off-grid deployment practical for the critical infrastructure the energy transition itself depends on: grid modernization, water systems and remote monitoring.
- **Smart Sensing.** Our PerSe® proximity sensors, embedded in billions of mobile and wearable devices, dynamically manage RF transmit power based on user proximity, reducing wasted energy on every transmission and extending battery life at population scale.



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Quality, Reliability and Responsible Design

Quality: Our Zero Defect methodology is built on a simple principle: build it right the first time. Every avoided defect is material, energy and shipping that never has to be consumed.

Reliability: Rigorous stress testing and reliability qualification target a higher goal: no field failures across the operating life of the product. A single field failure is never just one device replaced; it triggers a service truck roll, packaging, logistics, and often a premature system replacement. Reliable silicon prevents all of it.

Environmental Compliance: RoHS, REACH, WEEE and emerging substances of concern requirements are a floor, not a ceiling. We engage our suppliers and materials engineers to stay ahead of where regulation and customer expectations are heading.

The engineering and operations teams across our global sites share a quality-first, customer-first mindset. It is what gives confidence that our contributions to a more sustainable, more connected world will continue to compound for many years to come.

BUILT ON CERTIFIED QUALITY SYSTEMS

These commitments are backed by independently audited quality management systems. Semtech maintains ISO 9001:2015 certification at our corporate headquarters in Camarillo, California, and at design, manufacturing, and operations sites across North America and Europe. Our wafer fabrication, assembly and test partners maintain equivalent certifications, extending the same discipline through our supply chain.

RESILIENT, MULTI-SOURCE SUPPLY

Sustained customer success depends on continuity of supply. Our multi-source manufacturing strategy, proactive product life cycle management and strategic inventory policies are designed to keep customers supplied through demand cycles, supply chain disruptions and long horizon program requirements. For customers building infrastructure with decade-plus deployment lives, this assurance is itself a form of sustainability: products specified today must remain available tomorrow.

CERTIFICATION TO ISO 9001:2015

- Camarillo, CA, United States
- Colorado Springs, CO, United States
- San Diego, CA, United States
- Burlington, ON, Canada
- Kanata, ON, Canada
- Richmond, BC, Canada
- Saint-Laurent, QC, Canada
- Grenoble/Meylan, France
- Stansted, United Kingdom
- Bristol, United Kingdom
- Neuchâtel, Switzerland

** Refer to link for other Certifications*



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Governance

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Governance



Jeff Gutierrez
Senior Vice President,
General Counsel and Secretary

"As Senior Vice President, General Counsel and Secretary, I reaffirm Semtech's commitment to governance as a competitive advantage, with the conviction that integrity and transparency are not obligations to satisfy but drivers of long-term investor confidence."

Our Board is composed of directors with diverse and complementary expertise, with committee charters refreshed every year to capture and reflect evolving stakeholder expectations. The Nominating and Governance Committee holds primary oversight of ESG matters and ensures the Board brings the breadth of skills reflected in our updated director skills matrix.

Recognizing the growing strategic importance of technology risk, the Board has assigned oversight of cybersecurity and artificial intelligence governance to Semtech's Technology and Strategy Committee. This dedicated oversight structure positions us to respond to the increasing weight investors and rating agencies place on data privacy and responsible AI practices.

The Audit Committee and Human Capital and Compensation Committee continue their rigorous oversight of financial controls and people responsibilities, while the ESG Steering Committee, drawing on business units, operations, quality, information security, human resources, finance, legal and marketing, coordinates execution of our ESG goals against regulatory standards and stakeholder expectations.

Semtech maintains zero tolerance for bribery, corruption, insider trading and human rights violations in every geography where we operate. Our whistleblower and grievance mechanisms provide accessible, anonymous reporting channels, and we are exploring enhanced transparency measures as part of our ongoing commitment to accountability.

We look forward to building on this foundation and to the continued dialogue with our stakeholders that makes this progress possible.



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Corporate Governance Summary

Semtech maintains a robust corporate governance framework designed to uphold the highest standards of integrity, accountability and fiduciary responsibility to its shareholders. The Board of Directors, as the ultimate governing body, is committed to overseeing the management of the company's business with prudence and transparency, guided by comprehensive Corporate Governance Guidelines accessible on the company's website.

Key governance features include an independent Chair of the Board, a majority of independent directors and active stockholder engagement practices. The Board and the Audit Committee, Human Capital and Compensation Committee, Nominating and Governance Committee, and Technology and Strategy Committee conduct annual self-evaluations that ensure ongoing effectiveness and alignment with best practices. These committees play crucial roles in risk oversight, executive compensation, director nominations and strategic technology guidance.

Semtech emphasizes ethical conduct and compliance through its Core Values and Code of Conduct, which apply to all directors, officers and employees worldwide. Policies strictly prohibit insider trading and require adherence to high standards of personal and professional integrity.

The company also demonstrates a strong focus on human capital management, with the Board overseeing executive succession planning, employee development, wellness, and diversity initiatives. Regular risk assessments are conducted with Audit Committee oversight to identify and mitigate material enterprise risks, supporting resilient and sustainable business operations.

Semtech's governance approach fosters accountability, transparency and long-term value creation, aligning with global standards and shareholder interests to build a trustworthy and high-performing organization.



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Board Qualification and Skill Matrix

QUALIFICATION & SKILL	LI	BURVILL	CARDENUTO	FISCHER	GILLAI	HOU	LUPRIORE	RUEHL	WALSH
Industry Experience. Director has experience in the semiconductor industry, with Internet of Things (IoT) technologies and/or with cloud connectivity services, including knowledge of market dynamics, industry trends and relevant technologies.	●	●	●	●	●	●	●		●
Public Company Board Experience. Director has past or current experience serving on another public company board.	●			●	●	●	●	●	●
Senior Executive Leadership. Director has significant leadership experience, including as an executive-level officer (Chief Executive Officer, President, Chief Operating Officer, Chief Financial Officer, etc.) and/or in any senior leadership position with input into operations, growth, strategy, building and strengthening corporate culture, etc.	●	●	●	●	●	●	●	●	●
Finance/Accounting Experience. Director is qualified as an audit committee financial expert under SEC rules or otherwise has a strong background in finance and accounting, including an understanding of accounting and financial reporting processes, capital structure, audit functions and/or financial management and analysis.		●	●				●	●	●
M&A/Business Development Strategy Experience. Director has experience with complex strategic transactions, including mergers, acquisitions and divestitures, including the integration of acquired businesses, and/or experience defining the strategic direction of a business or organization.	●	●	●	●	●	●	●	●	●
International Business Experience. Director has significant international operating experience, including management of or responsibility for large, complex global operations and/or experience living and working outside the United States.	●	●	●	●	●	●	●		
Human Capital Management. Director has experience managing a large and/or global workforce, specifically with respect to recruiting, talent development, inclusion, compensation programs, retention and succession.	●	●		●	●	●	●	●	●
Technology/IP. Director has an understanding of technology, innovation and intellectual property matters, including through experience in technology-related businesses and/or driving scientific or technological innovation.	●	●	●	●	●	●	●		●
Artificial Intelligence. Director has experience developing, implementing, or overseeing artificial intelligence ("AI") and machine learning initiatives, including responsible AI governance and the strategic integration of AI into products, services, and operations.	●				●				
Cybersecurity. Director has experience managing cybersecurity risks or possesses an understanding of the cybersecurity threat landscape.	●	●	●						
Risk Management Experience. Director has experience managing risk in a large organization, including identifying, managing, or mitigating strategic, financial, operational, commercial, environmental, regulatory, reputational, economic and/or technological risk.	●	●		●	●	●	●	●	●

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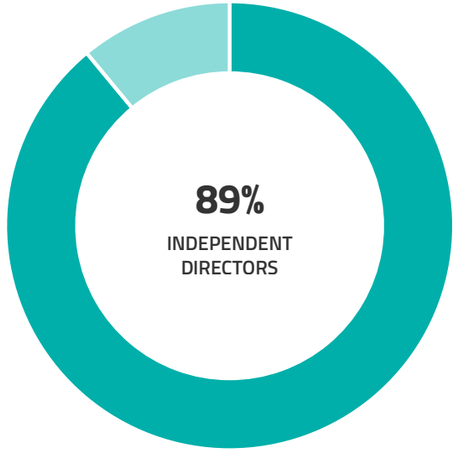
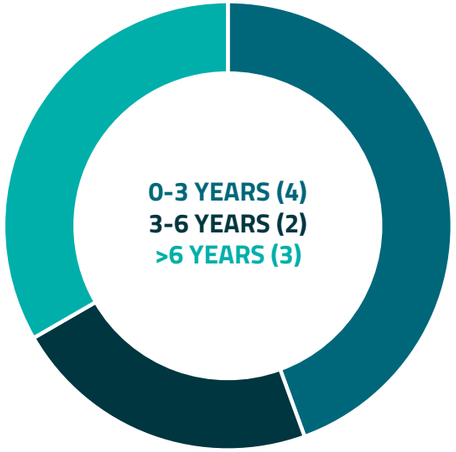
Board Demographics and Evaluation

Our Board has a breadth of experience and reflects a range of perspectives and backgrounds. The following charts illustrate key characteristics of the Board. Our Board has determined that each of Messrs. Burvill, Cardenuto, Fischer, Gillai and Walsh and each of Mses. Li, LuPriore and Ruehl, are independent under applicable Nasdaq rules and the Board is comprised of a majority of independent directors.

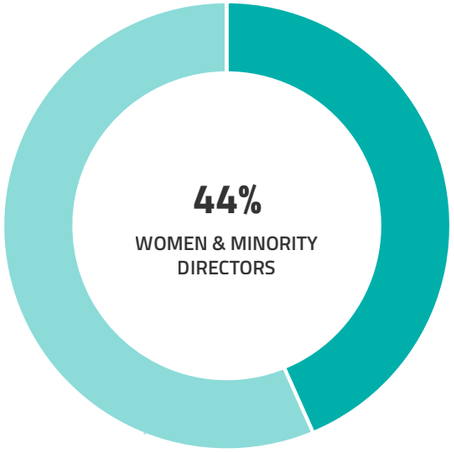
HIGHLY INDEPENDENT



BALANCED TENURE



WIDE ARRAY OF PERSPECTIVES



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Committee Details

At Semtech, we believe that strong corporate governance is the foundation for long-term success, stakeholder trust and responsible growth.

Four Standing Committees are established by the Semtech Board:

- Audit Committee
- Human Capital and Compensation Committee
- Nominating and Governance Committee
- Technology and Strategy Committee

COMMITTEE MATRIX

DIRECTOR	AUDIT	HUMAN CAPITAL AND COMPENSATION	NOMINATING AND GOVERNANCE	TECHNOLOGY AND STRATEGY
Ye Jane Li, *Chair of the Board*		Member	Chairperson	Member
Martin S.J. Burvill		Chairperson	Member	
Rodolpho C. Cardenuto	Member			
Gregory M. Fischer		Member	Member	Member
Saar Gillai		Member	Member	Chairperson
Hong Q. Hou*				
Paula LuPriore	Member	Member		
Julie G. Ruehl	Member			
Paul V. Walsh, Jr.	Chairperson		Member	Member
Number of meetings during fiscal year 2026	**6**	**5**	**5**	**4**

**Dr. Hou ceased serving as a member of the Technology and Strategy Committee in March 2026.*

Chairperson Member

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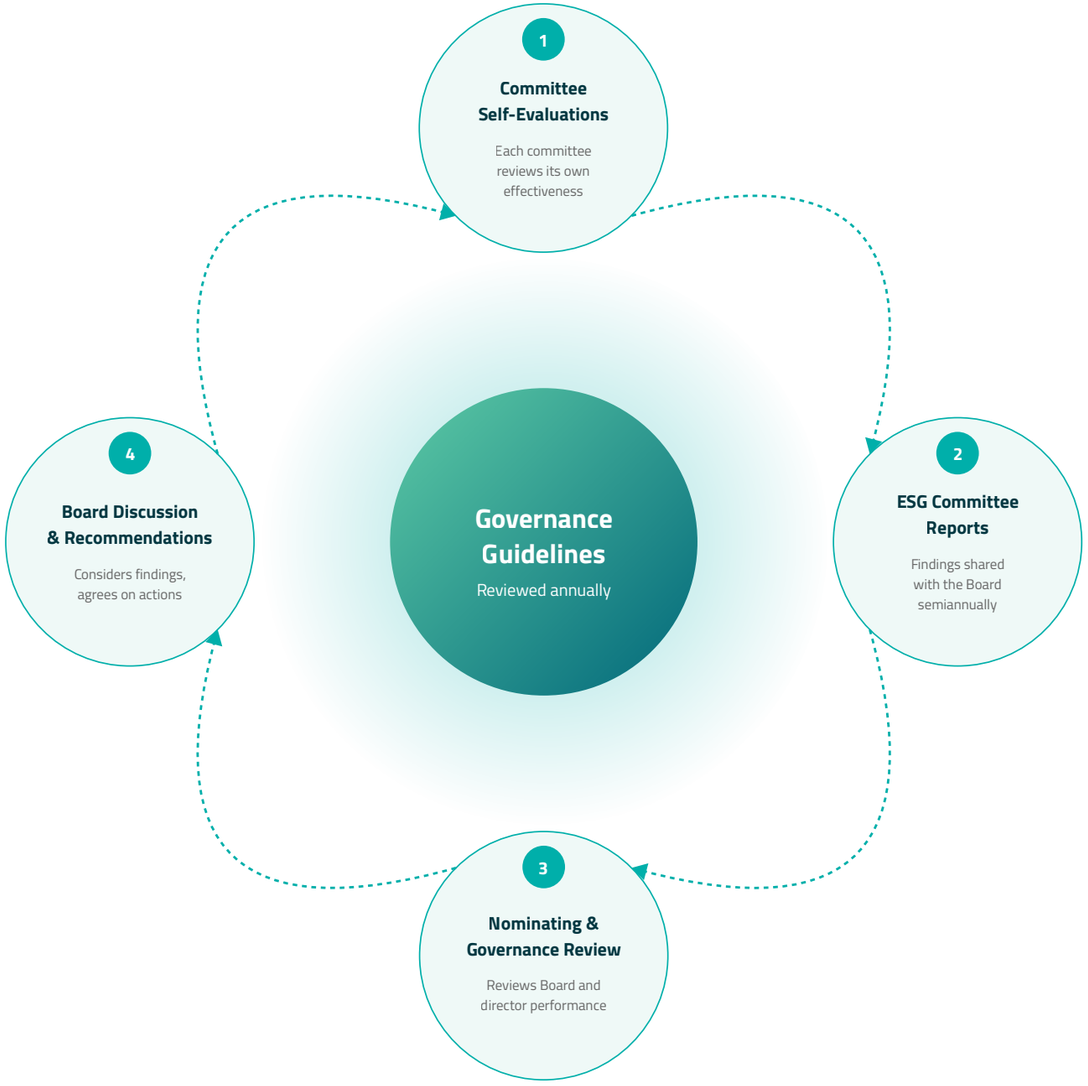
Board Evaluation

Pursuant to our Corporate Governance Guidelines and the charter of the Nominating and Governance Committee, the Nominating and Governance Committee at least annually reviews, discusses and assesses the performance and effectiveness of the Board and the individual directors, and makes relevant recommendations to the Board. The Nominating and Governance Committee also considers the self-evaluations of each standing committee and evaluates the need for any restructuring of the committees. The Board then discusses and considers the recommendations of the Nominating and Governance Committee with respect to the results of the annual Board and committee evaluations. The evaluation process is designed to facilitate ongoing, systematic examination of the Board's effectiveness and accountability and to identify opportunities for improving its operations and procedures.

BOARD ROLE IN DRIVING SUSTAINABILITY

The company and the Board focus on corporate social responsibility and sustainability. The company's Environmental, Social and Governance (ESG) Steering Committee, consisting of members of management representing various functional groups, works to identify additional ways that the company can foster an inclusive work environment, improve employee health and safety, engage our surrounding communities and minimize our environmental impact. The committee reports its findings to the Board at least semiannually. In addition, the Nominating and Governance Committee of the Board has oversight over the company's corporate responsibility and sustainability principles, programs and practices, including environmental and social affairs and programs and initiatives focused on the company's culture and inclusion. The company also aims to contribute to the communities where we live and work and believes that this commitment helps in our efforts to attract and retain employees. We offer our employees the opportunity to give back to their local communities or contribute to charities and provide opportunities to facilitate participation by our employees in these initiatives. (Additional information regarding our policies and practices related to environmental, social and governance matters, including the company's Environmental Management Manual, Environmental Key Performance Indicators and Supplier Code of Conduct, can be found on the Company's website at https://investors.semtech.com under "ESG.")



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Ethics and Compliance

Our Code of Conduct sets out the corporate citizenship expectations we have of ourselves. We are committed to increasing our value to customers, employees and stockholders by profitably providing a full range of high-quality solutions to markets around the world. We seek to fulfill this commitment while upholding the highest level of ethical conduct and meeting our responsibilities as good corporate citizens. To reinforce these expectations, Semtech provides access to compliance policies on the company intranet and compliance training modules to employees.

Any employee or supply chain partner can report an issue anonymously through our compliance hotline managed by Ethico.

All Semtech employees are required to review the following policies* and acknowledge their understanding:

KEY CORPORATE POLICIES

- Code of Conduct
- Policy Regarding Confidential Information and Intellectual Property
- Harassment Policy
- Policy on the Use of Semtech Equipment and Facilities
- Mobile Device Policy
- Safety Policy Statement

Based on region-specific policies



Grievance Channel

FOR EMPLOYEES

As part of our commitment to maintaining the highest standards of integrity, safety and ethical conduct, Semtech provides an Employee Hotline operated by an independent third-party provider, Ethico. This resource is designed to enhance communication across the organization, empowering employees to proactively report concerns related to safety, security, compliance, or ethical behavior without fear of retaliation.

Ethico manages the reporting system to ensure independence and has implemented robust safeguards to guarantee complete anonymity (if requested) throughout the process. We are pleased to report that zero ethics violations or concerns were raised via the Ethico platform by Semtech employees in FY2026, reflecting a strong culture of integrity and compliance.

This dedicated reporting channel reflects our belief that a transparent and supportive culture where employees feel safe to voice concerns is fundamental to good governance. By encouraging early reporting and constructive resolution of issues, the Employee Hotline strengthens our ethics and compliance framework, reinforces trust and supports a respectful, inclusive and responsible workplace.

FOR CUSTOMERS

For customers, our Failure Analysis Team is available if you have a product issue and need assistance. Contact your local sales representative by completing our Failure Analysis Background Request Sheet.

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Building a Sustainable Supply Chain

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Build a Sustainable Supply Chain



Stephen Denmark
Vice President, Global Operations

"Every supplier is a sustainability partner, held to the same standards we set for ourselves on ethics, labor, health and safety, and environment."

Building a Resilient and Responsible Supply Chain

As a Responsible Business Alliance (RBA) member, Semtech upholds the RBA Supplier Code of Conduct. In FY2026, we maintained our Self-Assessment Questionnaire (SAQ) on the RBA platform and engaged suppliers on human rights expectations. Suppliers comply with the RBA Code as detailed in our supplier requirements. Risk and remediation are evaluated through audit programs and the Validated Assessment Program (VAP). In FY2027, we will introduce a Supplier Sustainability Scorecard covering GHG performance, RBA Code adherence and conflict minerals compliance, all tied to supplier award decisions.

Tier 1 contract manufacturers must maintain ISO 14001:2015 and ISO 45001:2018 certifications and operate quality systems aligned with ISO 9001:2015. Supply chain employees receive annual training on human trafficking, modern slavery and Uyghur Forced Labor Prevention Act (UFLPA) obligations. We maintain traceability for high-risk material categories.

Our responsible minerals program follows Organisation for Economic Cooperation and Development (OECD) Due Diligence Guidance. Suppliers annually submit the Conflict Minerals Reporting Template (CMRT) for tin, tantalum, tungsten and gold (3TG) and the Extended Minerals Reporting Template (EMRT) for cobalt and mica. Suppliers must source from smelters and refiners validated under the Responsible Minerals Assurance Process (RMAP) or equivalent third-party audit. In our FY2026 CMRT, more than 95% of identified 3TG smelters were RMAP conformant. Our most recent Conflict Minerals Report is filed with the SEC on Form SD.

In FY2027, like previous years, Semtech will participate in CDP Supply Chain disclosure, supporting MSCI, ISS and EcoVadis ratings. We are working with suppliers on renewable energy co-investment and Scope 3 reduction.

Semtech continues to advance supply chain resilience through geographic diversification and dual sourcing, protecting customer continuity and reducing regional disruption exposure. We resolve gaps with suppliers through corrective action plans and reassessment until standards are met.

Our Social and Environmental Due Diligence program, led by our internal Compliance team and in partnership with our external compliance service provider, enables us to communicate to our customers that our supply chain meets the regulatory requirements of the jurisdictions in which we operate and do business.

- Rule on Conflict Minerals
- Uyghur Forced Labor Prevention Act
- RBA Code of Conduct
- Toxic Substances Control Act
- Halogen Free
- California Proposition 65
- Forced Labor Ban
- Registration, Evaluation, Authorisation and Restriction of Chemicals
- Restriction of Hazardous Substances
- Substances of Concern in Products
- Persistent Organic Pollutants
- Waste from Electrical and Electronic Equipment

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Responsible Supply Chain

Semtech is dedicated to upholding the highest standards of human rights across our global operations and supply chain. In alignment with this commitment, Semtech actively reports on forced labor risks under Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act, reflecting our transparent and accountable approach to addressing labor abuses in all regions where we operate. We conduct rigorous due diligence to comply with regulations such as the Uyghur Forced Labor Prevention Act (UFLPA), helping to ensure that our supply chain is free from forced labor and that all partners adhere to ethical labor practices.

Further reinforcing our commitment, Semtech abides by the Ten Principles of the United Nations Global Compact (UNGC), which cover essential areas of human rights, labor standards, environmental responsibility, and anti-corruption efforts. By embedding these principles into our policies and daily operations, we foster a culture of respect, integrity and sustainability.

These efforts encompass comprehensive supplier assessments, continuous risk evaluations, training for employees and partners, and the provision of anonymous reporting channels for concerns. Our proactive approach not only mitigates human rights risks but also strengthens stakeholder trust and aligns with our broader ESG goals of ethical business conduct and social responsibility.

Through these initiatives, Semtech continues to lead with accountability and transparency, ensuring that dignity, fairness and respect underpin the entirety of our business and supply chain practices.

RESPONSIBLE MINERAL POLICY

Semtech is committed to responsible mineral sourcing practices that uphold human rights, environmental stewardship and ethical supply chain management. While Semtech has not historically directly procured minerals used in its products, it maintains a rigorous due diligence program to ensure that all materials, including the key conflict minerals tin, tantalum, tungsten and gold (3TG), are sourced in a manner that does not finance or benefit armed groups or contribute to human rights abuses.

Our policy requires that all suppliers, including over 100 direct and indirect suppliers in our multi-tier supply chain, comply with Semtech's Conflict Minerals Policy. Suppliers must conduct thorough surveys of their own supply chains through the Conflict Minerals Reporting Template (CMRT), tracing materials to the smelter and refiner level.

These smelters must be validated against recognized industry standards such as the Responsible Minerals Assurance Process (RMAP) under the Responsible Business Alliance (RBA).

Semtech undertakes a comprehensive due diligence process that includes supplier engagement, risk assessment, corrective actions for noncompliance, and encouragement of independent third-party audits of smelters. We incorporate conflict minerals compliance requirements into our vendor qualification processes and maintain a cross-functional team overseeing this program to ensure adherence and continuous improvement.

Our approach aligns with international frameworks such as the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict Affected and High-Risk Areas, promoting transparency, accountability and sustainable sourcing practices. Additionally, Semtech provides anonymous channels through third-party systems to report concerns related to sourcing ethics, reinforcing our commitment to integrity throughout the supply chain.

Through these efforts, Semtech strives to mitigate risks associated with conflict minerals, support responsible sourcing collaborations and contribute to global initiatives aimed at ending the exploitation linked to mineral procurement.

Semtech's detailed Conflict Minerals Policy and related responsible sourcing information can be found here:

- Conflict Minerals Policy
- Metals Procured from Conflict Areas Policy

These documents provide comprehensive information about our commitment, programs, supplier expectations and due diligence measures in alignment with industry best practices.



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Supplier Code of Conduct

Semtech is committed to fostering ethical, responsible and sustainable business practices across our entire supply chain. Our Supplier Code of Conduct, grounded in the RBA Code of Conduct, sets clear expectations for all suppliers, vendors, contractors, and business partners to uphold the highest standards of labor rights, health and safety, environmental stewardship, and business ethics.

This Code of Conduct requires our suppliers to respect fundamental human rights, prohibit forced labor and child labor, ensure fair wages and working hours, maintain safe and healthy workplaces while promoting nondiscrimination and freedom of association. Semtech expects suppliers to operate in full compliance with applicable laws and regulations and to continually strive to improve social and environmental performance.

Environmental responsibility is a key pillar of this Code of Conduct, with suppliers required to minimize pollution, manage hazardous substances safely, conserve resources and reduce greenhouse gas emissions. In addition, strict business ethics are mandated, prohibiting bribery, corruption and improper advantage, while requiring transparency in all business dealings.

Semtech's Supplier Code of Conduct also emphasizes robust management systems for compliance, risk assessment, training, communication, grievance mechanisms and regular audits to ensure alignment with the Code's principles. Suppliers are required to cascade these standards to their own supply chains, promoting widespread adoption of responsible practices.

By enforcing these rigorous standards and fostering collaboration with our partners, Semtech ensures that our supply chain contributes positively to social well-being, environmental sustainability and ethical business conduct, the core elements of our broader ESG goals and Semtech's commitment to responsible corporate citizenship.



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Responsible Business Practices

INFORMATION PROTECTION

Semtech adheres to the ISO/IEC 27001:2022 standard, with our headquarters in Camarillo, CA certified to the ISO/IEC 27001:2022 Information Security Management System. Our IT Security and Product Security teams are dedicated to protecting sensitive information, keeping systems secure and responding to threats rapidly and effectively. We take a proactive and responsible approach to information risk management. The Technology and Strategy Committee of the Board has primary responsibility for overseeing the company's information technology and cybersecurity risk policies and procedures. Both the Technology and Strategy Committee and the Board regularly receive updates from company management.

INTELLECTUAL PROPERTY

Semtech has a proud history of innovation and invention. Protecting intellectual property is a priority. Multidisciplinary controls are utilized to maintain intellectual property, supporting employees with a secure environment in which to continue innovating.

CYBERSECURITY

Our people are an integral part of our cybersecurity program, participating in regular training and communication on how to identify potential security risks, how to practice cybersecure behaviors inside and outside of the workplace, and how to report potential incidents or concerns to our team of security professionals. Our employees are supported by a robust suite of cybersecurity tools and platforms across the enterprise, all aimed at reducing risks, blocking threats early and detecting potential incidents.



BUSINESS CONTINUITY

At Semtech, we are committed to achieving the highest standards in business continuity and resilience. As part of this commitment, we obtained ISO 22301:2019, the international standard for Business Continuity Management Systems (BCMS).

The system enhances our organization's ability to anticipate, respond to and recover from disruptive incidents, ensuring the continuity of our critical business functions.

We are confident that the implementation of a strong BCMS will not only mitigate risk but also contribute to the long-term success and sustainability of Semtech.

AI POLICY

Semtech is committed to integrating advanced technologies responsibly to drive sustainable innovation and create long-term value for our stakeholders. As part of this commitment, we have established a comprehensive AI Policy that aligns with our Corporate Social Responsibility (CSR) framework. This policy emphasizes ethical AI development and deployment, ensuring transparency, accountability, and fairness in all AI applications across our operations. By leveraging AI responsibly, we aim to enhance operational efficiency, optimize resource use and support environmental and social goals, reinforcing our dedication to sustainable business practices and stakeholder trust. Our approach to AI governance reflects our commitment to ethical standards, risk management and continuous improvement, positioning Semtech as a leader in responsible innovation within the technology sector.

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Appendix 1: GRI Content Index

GRI STANDARD	DISCLOSURE	EXPLANATION/EVIDENCE
GRI 2: General Disclosures		
2-1	Organizational Details	
	(a) Legal name	Semtech Corporation.
	(b) Nature of ownership and legal form	Publicly traded company with stock symbol (Nasdaq: SMTC).
	(c) Location of headquarters	200 Flynn Road, Camarillo, California 93012.
	(d) Countries of operation	▪ Camarillo, CA, United States ▪ Colorado Springs, CO, United States ▪ Irvine, CA, United States ▪ San Diego, CA, United States ▪ San Jose, CA, United States ▪ Melbourne, Australia ▪ Burlington, ON, Canada ▪ Kanata, ON, Canada ▪ Montreal, QC, Canada ▪ Richmond, BC, Canada ▪ Shenzhen, China ▪ Grenoble/Meylan, France ▪ Toulouse, France ▪ Hyderabad, India ▪ Pune, India ▪ Ipoh, Malaysia ▪ Aguascalientes, Mexico ▪ Neuchâtel, Switzerland ▪ Rapperswil, Switzerland ▪ Taipei, Taiwan ▪ Bristol, United Kingdom ▪ Romsey, United Kingdom ▪ Stansted, United Kingdom
2-2	Entities included in the organization's sustainability reporting	Our subsidiaries are listed in Exhibit 21.1 to the FY2026 Form 10-K Item 15, Exhibit Index, pages 115–119. Refer to pages 4 and 91 of the FY2026 Corporate Sustainability Report.
2-3	Reporting period, frequency and contact point	We report on an annual basis. This report covers fiscal year 2026, from January 27, 2025, to January 25, 2026, the same period as our FY2026 Form 10-K. Contact cs@semtech.com for any queries. Refer to page 4 of the FY2026 Corporate Sustainability Report.
2-4	Restatements of information	Refer to pages 29, 31 and 51 of the FY2026 Corporate Sustainability Report.

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Appendix 1: GRI Content Index

GRI STANDARD	DISCLOSURE	EXPLANATION/EVIDENCE
GRI 2: General Disclosures		
2-5	External assurance	Refer to page 91 of the FY2026 Corporate Sustainability Report.
2-6	Activities, value chain and other business relationships	
	(a) Sector	Semiconductor.
	(b) Value chain	Semtech outsources most manufacturing to third-party wafer foundries (primarily in the U.S., China, Israel, Japan and Taiwan), assembly and test subcontractors and electronics manufacturing services partners; its Colorado Springs facilities provide assembly and services for a portion of its protection devices. See Business, FY2026 Form 10-K, pages 6–14 (Manufacturing Capabilities, page 10). Refer to pages 28 and 74–77 of the FY2026 Corporate Sustainability Report.
	(c) Relevant business relationships	No new business relationships in FY2026.
	(d) Significant changes	No significant changes on acquisitions or mergers in FY2026.
2-7	Employees	As of January 25, 2026, Semtech had 1,920 full-time employees worldwide, of whom 1,437 were based outside the U.S. (FY2026 Form 10-K, page 12). Refer to pages 45 and 49–51 of the FY2026 Corporate Sustainability Report.
2-8	Workers who are not employees	As of January 25, 2026, Semtech engaged 46 independent contractors (FY2026 Form 10-K, page 12).
2-9	Governance structure and composition	See our 2026 Proxy Statement: Proxy Statement Summary – director nominees, independence and committee membership, page 2; Election of Directors, pages 4–13 (qualifications and skills, page 5; Board demographics, page 6); Independence and Board Leadership Structure, page 14; Committees, pages 19–22. Refer to pages 67–70 of the FY2026 Corporate Sustainability Report.
2-10	Nomination and selection of the highest governance body	Refer to our 2026 Proxy Statement: Director Nominations – Criteria for Board Membership, pages 25–26, and Nominating and Governance Committee, page 21. Committee charters are available on our website: https://investors.semtech.com/governance/corporate-governance-overview/
2-11	Chair of the highest governance body	The roles of CEO and Chair of the Board are separate positions (2026 Proxy Statement, pages 2 and 14). Refer to pages 67 and 70 of the FY2026 Corporate Sustainability Report.
2-12	Role of the highest governance body in overseeing the management of impacts	Refer to our 2026 Proxy Statement: Corporate Social Responsibility and Sustainability, page 15; The Board's Role in Risk Oversight and Management, page 16; Committees, pages 19–21. Refer to page 71 of the FY2026 Corporate Sustainability Report.

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Appendix 1: GRI Content Index

GRI STANDARD	DISCLOSURE	EXPLANATION/EVIDENCE
2-13	Delegation of responsibility for managing impacts	The company's Environmental, Social and Governance Steering Committee, consisting of members of management representing various functional groups, works to identify additional ways that the company can foster an inclusive work environment, improve employee health and safety, engage our surrounding communities and minimize our environmental impact. The committee reports its findings to the Board at least semiannually. In addition, the Nominating and Governance Committee of the Board has oversight over the company's corporate responsibility and sustainability principles, programs and practices, including environmental and social affairs and programs and initiatives focused on the company's culture and inclusion (2026 Proxy Statement, page 15). Refer to pages 66 and 71 of the FY2026 Corporate Sustainability Report.
2-14	Role of the highest governance body in sustainability reporting	Refer to pages 15, 66 and 71 of the FY2026 Corporate Sustainability Report.
2-15	Conflicts of interest	Refer to our Core Values and Code of Conduct (2026 Proxy Statement, page 14; https://investors.semtech.com/governance/corporate-governance-overview/), our Related-Person Transaction Policy (Transactions with Related Parties, 2026 Proxy Statement, page 23) and the director criterion on absence of conflicts of interest (Director Nominations, page 25).
2-16	Communication of critical concerns	Stockholders may contact the Board through the Company's Secretary, and concerns about accounting, internal accounting controls or auditing matters are directed to the Audit Committee (2026 Proxy Statement, page 24). Refer to page 72 of the FY2026 Corporate Sustainability Report.
2-17	Collective knowledge of the highest governance body	Refer to our 2026 Proxy Statement, page 5 (director qualifications and skills) and page 18 (Continuing Education). Refer to page 68 of the FY2026 Corporate Sustainability Report.
2-18	Evaluation of the performance of the highest governance body	Refer to Annual Board Evaluation in our 2026 Proxy Statement, pages 17–18. Refer to page 71 of the FY2026 Corporate Sustainability Report.
2-19	Remuneration policies	Refer to our 2026 Proxy Statement: Compensation Discussion and Analysis, pages 36–53 (Our Guiding Compensation Principles, page 37), and Director Compensation, pages 28–31.
2-20	Process to determine remuneration	Refer to our 2026 Proxy Statement: Compensation Decision-Making Process, page 41; 2025 Nonbinding Advisory Vote Results and Stockholder Engagement, page 36; Human Capital and Compensation Committee, page 20.
2-21	Annual total compensation ratio	
	(a) Annual total compensation ratio	The ratio of our CEO's total annual compensation for fiscal year 2026 ($8,177,250) to the median total annual compensation of all other employees ($86,709) was 94 to 1 (2026 Proxy Statement, CEO Pay-Ratio Disclosure, page 75).
	(b) Change in the annual total compensation ratio	We do not currently disclose the change in the annual total compensation ratio.
2-22	Statement on sustainable development strategy	Refer to pages 5 and 18 of the FY2026 Corporate Sustainability Report.

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Appendix 1: GRI Content Index

GRI STANDARD	DISCLOSURE	EXPLANATION/EVIDENCE
2-23	Policy commitments	Refer to our Core Values and Code of Conduct, which applies to all directors and employees (2026 Proxy Statement, page 14; https://investors.semtech.com/governance/corporate-governance-overview/). Refer to pages 7, 72, 75 and 76 of the FY2026 Corporate Sustainability Report.
2-24	Embedding policy commitments	Refer to pages 72, 74 and 76 of the FY2026 Corporate Sustainability Report.
2-25	Processes to remediate negative impacts	Refer to page 72 of the FY2026 Corporate Sustainability Report.
2-26	Mechanisms for seeking advice and raising concerns	Refer to page 72 of the FY2026 Corporate Sustainability Report.
2-27	Compliance with laws and regulations	To the best of our knowledge, we are compliant with all laws and regulations. We did not receive any fines or penalties in the FY2026 reporting period. Ongoing groundwater and soil remediation at our former Newbury Park, California facility is carried out under the direction of the Los Angeles Regional Water Quality Control Board (FY2026 Form 10-K, Note 13, page 101).
2-28	Membership associations	Refer to pages 7–8 of the FY2026 Corporate Sustainability Report.
2-29	Approach to stakeholder engagement	Refer to pages 15–17 of the FY2026 Corporate Sustainability Report.
2-30	Collective bargaining agreements	None of our employees are represented by a labor union, except our employees in France, who are represented by works councils (FY2026 Form 10-K, page 12).
GRI 3: Material Topics		
3-1	Process to determine material topics	Refer to pages 15–16 of the FY2026 Corporate Sustainability Report.
3-2	List of material topics	Refer to pages 16 and 18 of the FY2026 Corporate Sustainability Report.
3-3	Management of material topics	Refer to pages 15–18, 26–42, 44–58, 60–64, 66–72 and 74–77 of the FY2026 Corporate Sustainability Report.
GRI 201: Economic Performance		
201-1	Direct economic value generated and distributed	Refer to our FY2026 Form 10-K: Consolidated Statements of Operations, page 58; Consolidated Statements of Cash Flows, pages 62–63; Results of Operations, pages 43–45. Refer to page 14 of the FY2026 Corporate Sustainability Report.
201-2	Financial implications and other risks and opportunities	Climate- and ESG-related risks are described in our FY2026 Form 10-K, Item 1A Risk Factors, pages 27 and 29–30. Refer to pages 37 and 89 of the FY2026 Corporate Sustainability Report.
201-3	Defined benefit plan obligations and other retirement plans	Refer to our FY2026 Form 10-K, Note 13, Commitments and Contingencies (retirement plans), pages 103–104: defined contribution plans in the U.S. and Canada; defined benefit pension plans for our Swiss subsidiaries (projected benefit obligation of approximately $53.5 million, plan assets of approximately $52.3 million and an unfunded net pension obligation of approximately $2.4 million as of January 25, 2026); and a post-retirement benefit for our French subsidiaries (unfunded obligation of approximately $1.8 million). Refer to page 53 of the FY2026 Corporate Sustainability Report.

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Appendix 1: GRI Content Index

GRI STANDARD	DISCLOSURE	EXPLANATION/EVIDENCE
201-4	Financial assistance received from government	We are not currently disclosing this information.
GRI 202: Market Presence		
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	All Semtech employees are paid at or above gender neutral minimum wage and in compliance with local laws. Refer to page 56 of the FY2026 Corporate Sustainability Report.
202-2	Proportion of senior management hired from the local community	We do not currently disclose this information.
GRI 203: Indirect Economic Impacts		
203-1	Infrastructure investments and services supported	We do not disclose this information.
203-2	Significant indirect economic impacts	Refer to page 19–24 of the FY2026 Corporate Sustainability Report.
GRI 204: Procurement Practices		
204-1	Proportion of spending on local suppliers	Currently we have not tracked the spend on local suppliers.
GRI 205: Anti-corruption		
205-1	Operations assessed for risks related to corruption	All factories are assessed for risks related to corruption through the RBA self-assessment questionnaire (SAQ), RBA internal audits or RBA VAP audits. In addition to our responsibilities as a full member of the RBA, we also conduct internal anti-corruption risk assessments, which factor in our global operations, geographic footprint, customers and business partners. All these assessments focus on anti-corruption and protection of human rights in supply chain and own operations.
205-2	Communication and training about anti-corruption policies and procedures	
	(a) Total number and percentage of governance body members that the organization's anti-corruption policies and procedures have been communicated to	100% of our governance body members are communicated to and trained on anti-corruption policies.
	(b) Total number and percentage of employees that the organization's anti-corruption policies and procedures have been communicated to	100% of our employees are communicated to and trained on anti-corruption policies.
	(c) Total number and percentage of business partners that the organization's anti-corruption policies and procedures have been communicated to, broken down by type of business partner and region. Describe if the organization's anti-corruption policies and procedures have been communicated to any other persons or organizations.	Suppliers are communicated to through the Supplier Code of Conduct in line with RBA Code of Conduct published on our website: https://www.semtech.com/company/corporate-citizenship/social-impact
	(d) Total number and percentage of governance body members that have received training on anti-corruption	100% of our governance body members are communicated to and trained on anti-corruption policies.
	(e) Total number and percentage of employees that have received training on anti-corruption	100% of our employees are communicated to and trained on anti-corruption policies.

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Appendix 1: GRI Content Index

GRI STANDARD	DISCLOSURE	EXPLANATION/EVIDENCE
205-3	Confirmed incidents of corruption and actions taken	None in FY2026.
GRI 206: Anti-competitive Behavior		
206-1	Legal actions for anticompetitive behavior, anti-trust and monopoly practices	None in FY2026.
GRI 207: Tax		
207-1	Approach to tax	We comply with local tax regulations in the geographies in which we operate.
207-2	Tax governance, control and risk management	Refer to our FY2026 Form 10-K: Item 9A Controls and Procedures, including Management's Report on Internal Control over Financial Reporting, page 111; tax-related risk factors, pages 28–29; Note 11, Income Taxes, pages 95–100. The Audit Committee oversees internal controls and financial risk (2026 Proxy Statement, pages 19–20).
207-3	Stakeholder engagement and management of concerns related to tax	Refer to our Global Tax Strategy statement on our website.
207-4	Country-by-country reporting	We do not publicly disclose this information.
GRI 301: Materials		
301-1	Materials used by weight or volume	We do not monitor or estimate the raw materials used at primary manufacturing sites.
301-2	Recycled input materials used	Semtech does not use recycled input materials in our manufacturing process.
301-3	Reclaimed products and their packaging materials	Refer to page 27 of the FY2026 Corporate Sustainability Report.
GRI 302: Energy		
302-1	Energy consumption within the organization	In FY2026, Semtech consumed 12,657 MWh (45,565 GJ) of electricity. Refer to pages 29 and 31 of the FY2026 Corporate Sustainability Report.
302-2	Energy consumption outside the organization	Semtech does not track energy usage outside the organization.
302-3	Energy intensity	Our energy intensity is based on our revenue. In FY2026, our electricity intensity was 12.05 MWh per million USD revenue (12,657 MWh ÷ $1,050.0 million net sales). Fuels are not included. Refer to pages 14 and 31 of the FY2026 Corporate Sustainability Report.
302-4	Reduction of energy consumption	Refer to pages 29 and 32 of the FY2026 Corporate Sustainability Report.
302-5	Reductions in energy requirements of products and services	Refer to pages 19–24, 27 and 63 of the FY2026 Corporate Sustainability Report.
GRI 303: Water and Effluents		
303-1	Interactions with water as a shared resource	Refer to pages 39–40 of the FY2026 Corporate Sustainability Report.
303-2	Management of water discharge-related impacts	Effluent discharges meet local regulatory requirements.

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Appendix 1: GRI Content Index

GRI STANDARD	DISCLOSURE	EXPLANATION/EVIDENCE
303-3	Water withdrawal	Total water withdrawal in FY2026 was 56,162 m^3 (56.2 megaliters). Approximately 9,142 m^3 (9.1 megaliters) was withdrawn at operations in areas of water stress. Data for the Richmond site were not available. Refer to page 39 of the FY2026 Corporate Sustainability Report.
303-4	Water discharge	We do not currently measure total water discharge.
303-5	Water consumption	We do not currently measure total water consumption. Refer to page 39 of the FY2026 Corporate Sustainability Report.
GRI 304: Biodiversity		
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Our facilities are not in areas affecting biodiversity.
304-2	Significant impacts of activities, products and services on biodiversity	None; Semtech sites are in industrial zones or urban settings with minimal direct or indirect impacts on biodiversity.
304-3	Habitats protected or restored	Semtech has not participated in habitat protection or restoration.
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	To the best of our knowledge, there are no IUCN Red List species and national conservation list species with habitats in areas affected by the operations of the organization.
GRI 305: Emissions		
305-1	Direct (Scope 1) GHG emissions	Gross direct (Scope 1) GHG emissions were 861.69 tCO_2e in FY2026, calculated in accordance with the GHG Protocol Corporate Standard on an operational-control basis. Refer to pages 29 and 91 of the FY2026 Corporate Sustainability Report.
305-2	Energy indirect (Scope 2) GHG emissions	Refer to pages 30–32, 91 and 92 of the FY2026 Corporate Sustainability Report.
305-3	Other indirect (Scope 3) GHG emissions	Scope 3 emissions are not externally assured. Refer to pages 33–35 of the FY2026 Corporate Sustainability Report.
305-4	GHG emissions intensity	In FY2026, our Scope 1 and 2 GHG emissions intensity was 4.10 tCO_2e per million USD revenue (location-based) and 2.66 tCO_2e per million USD revenue (market-based), based on total emissions of 4,300 and 2,794 tCO_2e and net sales of $1,050.0 million. Refer to pages 14, 31 and 34 of the FY2026 Corporate Sustainability Report.
305-5	Reduction of GHG emissions	Semtech has not quantified GHG emission reductions achieved as a direct result of reduction initiatives in FY2026. Refer to pages 29 and 31–32 of the FY2026 Corporate Sustainability Report.
305-6	Emissions of ozone-depleting substances (ODS)	Semtech does not emit ozone-depleting substances.
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx) and other significant air emissions	To our knowledge, air emissions do not exceed local regulation air emission permit limits.

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Appendix 1: GRI Content Index

GRI STANDARD	DISCLOSURE	EXPLANATION/EVIDENCE
GRI 306: Waste		
306-1	Waste generation and significant waste-related impacts	Refer to pages 41–42 of the FY2026 Corporate Sustainability Report.
306-2	Management of significant waste-related impacts	Refer to pages 41–42 of the FY2026 Corporate Sustainability Report.
306-3	Waste generated	Refer to pages 41–42 of the FY2026 Corporate Sustainability Report.
306-4	Waste diverted from disposal	We do not currently report waste diverted from disposal by recovery operation. Refer to pages 41–42 of the FY2026 Corporate Sustainability Report.
306-5	Waste directed to disposal	We do not currently report waste directed to disposal by disposal operation. Refer to pages 41–42 of the FY2026 Corporate Sustainability Report.
GRI 308: Supplier Environmental Assessment		
308-1	New suppliers that were screened using environmental criteria	New suppliers are screened through Environmental Supplier Standard.
308-2	Negative environmental impacts in the supply chain and actions taken	We are not aware of any negative environmental impacts in the supply chain for FY2026.
GRI 401: Employment		
401-1	New employee hires and employee turnover	Refer to pages 51 and 52 of the FY2026 Corporate Sustainability Report.
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Refer to page 53 of the FY2026 Corporate Sustainability Report.
401-3	Parental leave	Parental leave is region specific and defined in the employee handbook.
GRI 402: Labor/Management Relations		
402-1	Minimum notice periods regarding operational changes	Information regarding advance notice or change to the contract mid-term by mutual consent is carried out in accordance with local labor legislation in the different countries where we operate in.
GRI 403: Occupational Health and Safety		
403-1	Occupational health and safety management system	Refer to pages 44–45 of the FY2026 Corporate Sustainability Report.
403-2	Hazard identification, risk assessment and incident investigation	Refer to pages 44–45 of the FY2026 Corporate Sustainability Report.
403-3	Occupational health services	Refer to page 53 of the FY2026 Corporate Sustainability Report.
403-4	Worker participation, consultation, and communication on occupational health and safety	Refer to pages 44–45 of the FY2026 Corporate Sustainability Report.
403-5	Worker training on occupational health and safety	Refer to pages 44–45 of the FY2026 Corporate Sustainability Report.
403-6	Promotion of worker health	Refer to pages 44–45 of the FY2026 Corporate Sustainability Report.

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Appendix 1: GRI Content Index

GRI STANDARD	DISCLOSURE	EXPLANATION/EVIDENCE
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Refer to pages 44–45 of the FY2026 Corporate Sustainability Report.
403-8	Workers covered by an occupational health and safety management system	Refer to pages 26 and 44–45 of the FY2026 Corporate Sustainability Report.
403-9	Work-related injuries	Refer to pages 44–45 of the FY2026 Corporate Sustainability Report.
403-10	Work-related ill health	Refer to pages 44–45 of the FY2026 Corporate Sustainability Report.
GRI 404: Training and Education		
404-1	Average hours of training per year per employee	In FY2026, employees completed approximately 2,953 hours of training, an average of around 1.54 hours per employee. Refer to page 57 of the FY2026 Corporate Sustainability Report.
404-2	Programs for upgrading employee skills and transition assistance programs	Refer to page 57 of the FY2026 Corporate Sustainability Report.
404-3	Percentage of employees receiving regular performance and career development reviews	100% of the employees received regular performance and career development reviews. Refer to page 56 of the FY2026 Corporate Sustainability Report.
GRI 405: Diversity and Equal Opportunity		
405-1	Diversity of governance bodies and employees	Refer to our 2026 Proxy Statement, page 6. Refer to pages 49–50 and 69 of the FY2026 Corporate Sustainability Report.
405-2	Ratio of basic salary and remuneration of women to men	Semtech does not publicly disclose this information.
GRI 406: Non-discrimination		
406-1	Incidents of discrimination and corrective actions taken	Semtech is unable to disclose this information at this time due to legal restrictions.
GRI 407: Freedom of Association and Collective Bargaining		
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	We engage with high-risk suppliers for labor and human rights and require them to complete the RBA Self-Assessment Questionnaire, undergo training and audit. We collaborate with suppliers on corrective action plans.
GRI 408: Child Labor		
408-1	Operations and suppliers at significant risk for incidents of child labor	We engage with high-risk suppliers for labor and human rights and require them to complete the RBA Self-Assessment Questionnaire, undergo training and audit. We collaborate with suppliers on corrective action plans.
GRI 409: Forced or Compulsory Labor		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	We engage with high-risk suppliers for labor and human rights and require them to complete the RBA Self-Assessment Questionnaire, undergo training and audit. We collaborate with suppliers on corrective action plans.
GRI 410: Security Practices		
410-1	Security personnel trained in human rights policies or procedures	No security personnel were trained in human rights policies or procedures in FY2026.

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Appendix 1: GRI Content Index

GRI STANDARD	DISCLOSURE	EXPLANATION/EVIDENCE
GRI 411: Rights of Indigenous Peoples		
411-1	Incidents of violations involving rights of indigenous peoples	To the best of our knowledge, there have been no violations involving the rights of indigenous peoples during FY2026.
GRI 413: Local Communities		
413-1	Operations with local community engagement, impact assessments and development programs	Refer to pages 60–62 of the FY2026 Corporate Sustainability Report.
413-2	Operations with significant actual and potential negative impacts on local communities	We do not have operations with local communities that may cause significant negative impacts.
GRI 414: Supplier Social Assessment		
414-1	New suppliers that were screened using social criteria	New suppliers are screened through the Environmental Supplier Standard which also mentions social criteria.
414-2	Negative social impacts in the supply chain and actions taken	We partner closely with our suppliers to prevent and address any social risks in our supply chain. When issues arise, we take swift, collaborative action to drive meaningful improvements through corrective plans.
GRI 415: Public Policy		
415-1	Political contributions	Refer to page 9 of the Code of Conduct published on our website: https://investors.semtech.com/governance/corporate-governance-overview
GRI 416: Customer Health and Safety		
416-1	Assessment of the health and safety impacts of product and service categories	All our products are fully covered and evaluated in accordance with company procedures to ensure compliance with health and safety impact assessments.
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	None in FY2026.
GRI 417: Marketing and Labeling		
417-1	Requirements for product and service information and labeling	We follow all the labeling requirements as per local and international regulations including RoHS compliance.
417-2	Incidents of non-compliance concerning product and service information and labeling	To the best of our knowledge, we have maintained a clean record with no fines related to non-compliance with product or service information and labeling.
417-3	Incidents of non-compliance concerning marketing communications	To the best of our knowledge, we have maintained a clean record with no fines related to non-compliance concerning marketing and communication.
GRI 418: Customer Privacy		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	To the best of our knowledge, we have maintained a clean record with no breaches of customer privacy and losses of customer data.

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Appendix 2: TCFD Index

IFRS S2 REF.	RECOMMENDED DISCLOSURE	WHERE ADDRESSED IN SEMTECH FY2026 CLIMATE-RELATED REPORTING
GOVERNANCE – The governance processes, controls and procedures used to monitor, manage and oversee climate-related risks and opportunities.		
§6(a)	a) Describe the board's oversight of climate-related risks and opportunities.	2026 Proxy Statement (DEF 14A) — Corporate Social Responsibility and Sustainability, page 15; The Board's Role in Risk Oversight and Management, page 16; Audit Committee (environmental risk policies and procedures), pages 19–20; Nominating and Governance Committee, page 21; director qualifications and skills, page 5. Refer to pages 66, 68 and 71 of the FY2026 Corporate Sustainability Report.
§6(b)	b) Describe management's role in assessing and managing climate-related risks and opportunities.	2026 Proxy Statement — Corporate Social Responsibility and Sustainability, page 15. Refer to pages 66 and 71 of the FY2026 Corporate Sustainability Report.
STRATEGY – The actual and potential impacts of climate-related risks and opportunities on the business, strategy and financial planning, where material.		
§10–12	a) Describe the climate-related risks and opportunities the organization has identified over the short, medium and long term.	Refer to pages 15–16 and 37 of the FY2026 Corporate Sustainability Report.
§13–21	b) Describe the impact of climate-related risks and opportunities on the business, strategy and financial planning.	FY2026 Form 10-K — Item 1A Risk Factors: ESG and climate-related risks, pages 29–30; environmental regulation and climate-related disclosure rules, page 27. Refer to pages 36 and 37 of the FY2026 Corporate Sustainability Report.
§22	c) Describe the resilience of the strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	Refer to page 37 of the FY2026 Corporate Sustainability Report.
RISK MANAGEMENT – The processes used to identify, assess, prioritize and monitor climate-related risks, and how these are integrated into overall risk management.		
§25(a)	a) Describe the organization's processes for identifying and assessing climate-related risks.	2026 Proxy Statement — enterprise risk assessment overseen by the Audit Committee, page 16. Refer to pages 15–17 and 37 of the FY2026 Corporate Sustainability Report.
§25(b)	b) Describe the organization's processes for managing climate-related risks.	Refer to pages 26, 28, 29, 32 and 74–77 of the FY2026 Corporate Sustainability Report.
§25(c)	c) Describe how processes for identifying, assessing and managing climate-related risks are integrated into overall risk management.	Enterprise risk assessments are overseen by the Audit Committee, which also oversees the company's environmental risk policies and procedures (2026 Proxy Statement, pages 16 and 19–20). Refer to page 37 of the FY2026 Corporate Sustainability Report.
METRICS AND TARGETS – The metrics and targets used to assess and manage relevant climate-related risks and opportunities, where material.		
§29	a) Disclose the metrics used to assess climate-related risks and opportunities in line with strategy and risk management.	CDP Climate questionnaire (FY2026 cycle). Refer to pages 26, 29–35, 39, 41–42, 84 and 92 of the FY2026 Corporate Sustainability Report.
§29(a), §32	b) Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 GHG emissions, and the related risks.	GHG inventory (GHG Protocol; operational control). CDP Climate questionnaire (FY2026 cycle). Refer to pages 29–31, 33–34, 37 and 91 of the FY2026 Corporate Sustainability Report.
§33–37	c) Describe the targets used to manage climate-related risks and opportunities and performance against targets.	Refer to pages 26, 29, 31, 32, 35 and 36 of the FY2026 Corporate Sustainability Report.

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Appendix 3: SASB Index

CODE	SASB TOPIC	METRIC	REPORT REFERENCE
GREENHOUSE GAS EMISSIONS			
TC-SC-110a.1	GHG Emissions	(1) Gross global Scope 1 emissions (2) Amount of total emissions from perfluorinated compounds	(1) Refer to pages 29 and 31 of the FY2026 Corporate Sustainability Report. (2) Not applicable – no wafer fabrication facilities in FY2026 (FY2026 Form 10-K, page 10)
TC-SC-110a.2	GHG Emissions	Discussion of long-term and short-term strategy to manage Scope 1 emissions, reduction targets, and performance	Refer to pages 29 and 36 of the FY2026 Corporate Sustainability Report.
ENERGY MANAGEMENT IN MANUFACTURING			
TC-SC-130a.1	Energy Management	(1) Total energy consumed (2) Percentage grid electricity (3) Percentage renewable	(1) and (3) Refer to pages 31–32 of the FY2026 Corporate Sustainability Report; (1) covers electricity only (fuels not reported). (2) Not reported.
WATER MANAGEMENT			
TC-SC-140a.1	Water Management	(1) Total water withdrawn (2) Total water consumed % in regions with high or extremely high water stress	(1) Refer to page 39 of the FY2026 Corporate Sustainability Report. (2) Not reported
WASTE MANAGEMENT			
TC-SC-150a.1	Waste Management	(1) Amount of hazardous waste from manufacturing (2) Percentage recycled	(1) Refer to page 41 of the FY2026 Corporate Sustainability Report. (2) Not reported
WORKFORCE HEALTH & SAFETY			
TC-SC-320a.1	Workforce H&S	Description of efforts to assess, monitor, and reduce exposure to human health hazards	Refer to pages 44–46 of the FY2026 Corporate Sustainability Report.
TC-SC-320a.2	Workforce H&S	Total monetary losses from legal proceedings associated with employee H&S violations	None in FY2026
RECRUITING & MANAGING GLOBAL WORKFORCE			
TC-SC-330a.1	Recruiting	Percentage of employees requiring work visa	Not reported
PRODUCT LIFE CYCLE MANAGEMENT			
TC-SC-410a.1	Product Life Cycle	Percentage of products by revenue containing IEC 62474 declarable substances	Not reported
MATERIALS SOURCING			
TC-SC-440a.1	Materials Sourcing	Description of management of risks associated with critical materials	Refer to pages 74–75 of the FY2026 Corporate Sustainability Report.
INTELLECTUAL PROPERTY & COMPETITIVE BEHAVIOR			
TC-SC-520a.1	IP & Competition	Total monetary losses from legal proceedings associated with anti-competitive behavior	None in FY2026. Refer to page 84 of the FY2026 Corporate Sustainability Report.

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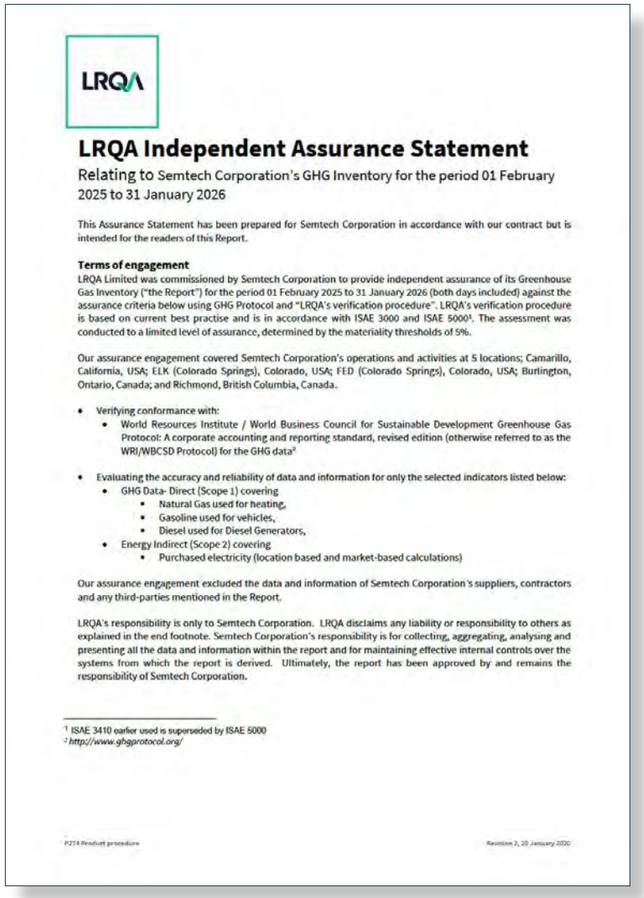
Appendix 4: LRQA Independent Assurance Statement



LRQA

LRQA Independent Assurance Statement

Relating to Semtech Corporation's GHG Inventory for the period 01 February 2025 to 31 January 2026

This Assurance Statement has been prepared for Semtech Corporation in accordance with our contract but is intended for the readers of this Report.

Terms of engagement

LRQA Limited was commissioned by Semtech Corporation to provide independent assurance of its Greenhouse Gas Inventory ("the Report") for the period 01 February 2025 to 31 January 2026 (both days included) against the assurance criteria below using GHG Protocol and "LRQA's verification procedure". LRQA's verification procedure is based on current best practise and is in accordance with ISAE 3000 and ISAE 5000[1]. The assessment was conducted to a limited level of assurance, determined by the materiality thresholds of 5%.

Our assurance engagement covered Semtech Corporation's operations and activities at 5 locations; Camarillo, California, USA; ELK (Colorado Springs), Colorado, USA; FED (Colorado Springs), Colorado, USA; Burlington, Ontario, Canada; and Richmond, British Columbia, Canada.

- Verifying conformance with:
  - World Resources Institute / World Business Council for Sustainable Development Greenhouse Gas Protocol: A corporate accounting and reporting standard, revised edition (otherwise referred to as the WRI/WBCSD Protocol) for the GHG data[2]
- Evaluating the accuracy and reliability of data and information for only the selected indicators listed below:
  - GHG Data- Direct (Scope 1) covering
    - Natural Gas used for heating,
    - Gasoline used for vehicles,
    - Diesel used for Diesel Generators,
  - Energy Indirect (Scope 2) covering
    - Purchased electricity (location based and market-based calculations)

Our assurance engagement excluded the data and information of Semtech Corporation's suppliers, contractors and any third-parties mentioned in the Report.

LRQA's responsibility is only to Semtech Corporation. LRQA disclaims any liability or responsibility to others as explained in the end footnote. Semtech Corporation's responsibility is for collecting, aggregating, analysing and presenting all the data and information within the report and for maintaining effective internal controls over the systems from which the report is derived. Ultimately, the report has been approved by and remains the responsibility of Semtech Corporation.

[1] ISAE 3410 earlier used is superseded by ISAE 5000
[2] http://www.ghgprotocol.org/

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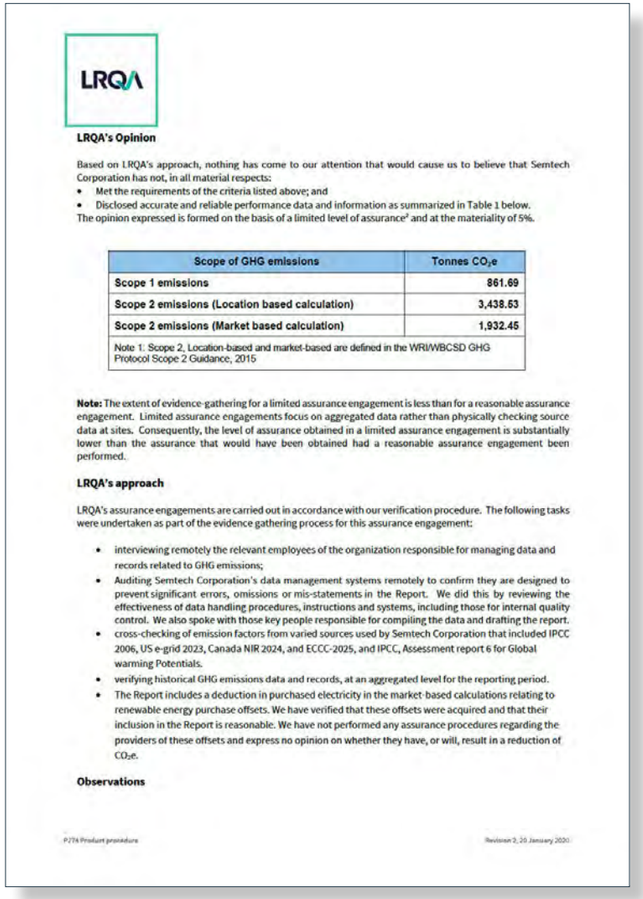

LRQA

LRQA's Opinion

Based on LRQA's approach, nothing has come to our attention that would cause us to believe that Semtech Corporation has not, in all material respects:

- Met the requirements of the criteria listed above; and
- Disclosed accurate and reliable performance data and information as summarized in Table 1 below.

The opinion expressed is formed on the basis of a limited level of assurance[3] and at the materiality of 5%.

Scope of GHG emissions	Tonnes CO_2e
Scope 1 emissions	**861.69**
Scope 2 emissions (Location based calculation)	**3,438.63**
Scope 2 emissions (Market based calculation)	**1,932.45**
Note 1: Scope 2, Location-based and market-based are defined in the WRI/WBCSD GHG Protocol Scope 2 Guidance, 2015	

Note: The extent of evidence-gathering for a limited assurance engagement is less than for a reasonable assurance engagement. Limited assurance engagements focus on aggregated data rather than physically checking source data at sites. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

LRQA's approach

LRQA's assurance engagements are carried out in accordance with our verification procedure. The following tasks were undertaken as part of the evidence gathering process for this assurance engagement:

- interviewing remotely the relevant employees of the organization responsible for managing data and records related to GHG emissions;
- Auditing Semtech Corporation's data management systems remotely to confirm they are designed to prevent significant errors, omissions or mis-statements in the Report. We did this by reviewing the effectiveness of data handling procedures, instructions and systems, including those for internal quality control. We also spoke with those key people responsible for compiling the data and drafting the report.
- cross-checking of emission factors from varied sources used by Semtech Corporation that included IPCC 2006, US e-grid 2023, Canada NIR 2024, and ECCC-2025, and IPCC, Assessment report 6 for Global warming Potentials.
- verifying historical GHG emissions data and records, at an aggregated level for the reporting period.
- The Report includes a deduction in purchased electricity in the market-based calculations relating to renewable energy purchase offsets. We have verified that these offsets were acquired and that their inclusion in the Report is reasonable. We have not performed any assurance procedures regarding the providers of these offsets and express no opinion on whether they have, or will, result in a reduction of CO_2e.

Observations

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LRQA

Further observations and findings, made during the assurance engagement, are:

- Consider reporting the scope 3 sources in the GHG inventory for next reporting period.

LRQA's standards, competence and independence

LRQA implements and maintains a comprehensive management system that meets accreditation requirements for ISO 14065 Greenhouse gases - Requirements for greenhouse gas validation and verification bodies for use in accreditation or other forms of recognition and ISO/IEC 17021 Conformity audit - Requirements for bodies providing audit and certification of management systems that are at least as demanding as the requirements of the International Standard on Quality Control and comply with the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants.

LRQA ensures the selection of appropriately qualified individuals based on their qualifications, training and experience. The outcome of all verification and certification audits is then internally reviewed by senior management to ensure that the approach applied is rigorous and transparent.

This verification is the only work undertaken by LRQA for Semtech Corporation and as such does not compromise our independence or impartiality.

Signed

Syju Alias
LRQA GROUP LIMITED Lead Verifier
On behalf of LRQA India
No 12, 4th Floor, Solitaire Corporate Park-1,
Andheri - Kurla Rd, Andheri East,
Mumbai, Maharashtra 400093

Dated: 24 June 2026

LRQA GROUP LIMITED reference: MUM00001006

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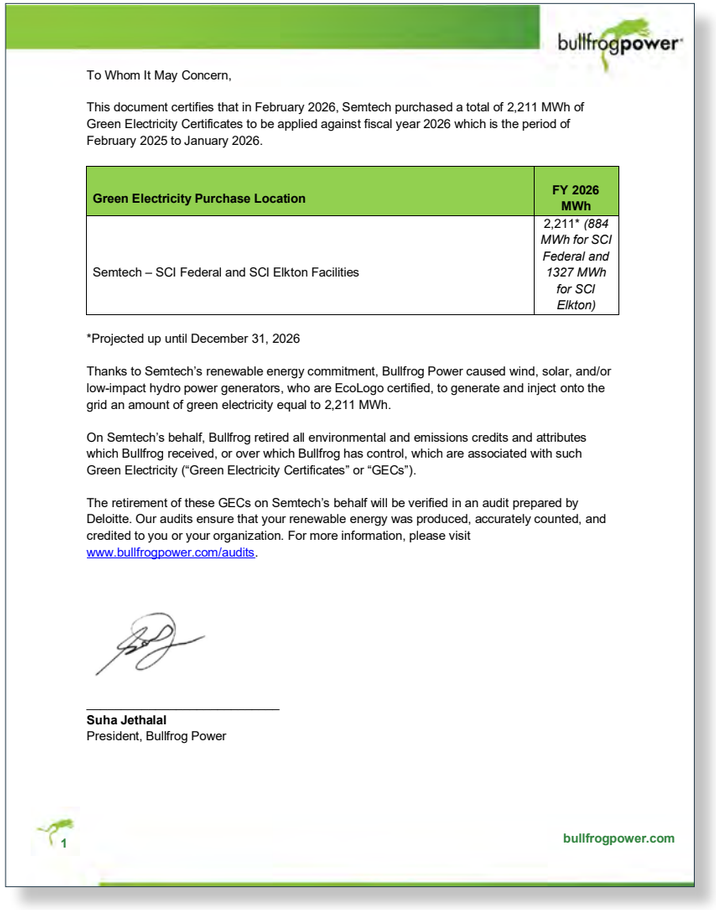
Appendix 5: Bullfrog Renewable Energy Certificate



bullfrogpower

To Whom It May Concern,

This document certifies that in February 2026, Semtech purchased a total of 2,211 MWh of Green Electricity Certificates to be applied against fiscal year 2026 which is the period of February 2025 to January 2026.

Green Electricity Purchase Location	FY 2026 MWh
Semtech – SCI Federal and SCI Elkton Facilities	2,211* *(884 MWh for SCI Federal and 1327 MWh for SCI Elkton)*

*Projected up until December 31, 2026

Thanks to Semtech's renewable energy commitment, Bullfrog Power caused wind, solar, and/or low-impact hydro power generators, who are EcoLogo certified, to generate and inject onto the grid an amount of green electricity equal to 2,211 MWh.

On Semtech's behalf, Bullfrog retired all environmental and emissions credits and attributes which Bullfrog received, or over which Bullfrog has control, which are associated with such Green Electricity ("Green Electricity Certificates" or "GECs").

The retirement of these GECs on Semtech's behalf will be verified in an audit prepared by Deloitte. Our audits ensure that your renewable energy was produced, accurately counted, and credited to you or your organization. For more information, please visit www.bullfrogpower.com/audits.

Suha Jethalal
President, Bullfrog Power

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bullfrogpower.com

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