

## 2020 SUSTAINABILITY DATA REPORT\*

EMPLOYEES	2016	2017	2018	2019
Employees				
Number of Employees	6,039	6,086	6,625	5,053
North America	3,534	3,506	4,273	3,029
Europe	79	82	94	46
Asia	2,426	2,498	2,258	1,978
Employee Health & Safety				
Work-Related Fatalities	0	0	0	0
Hours Worked (millions of hours)	11.2	11.5	12.1	11.3
Recordable Work-Related Injuries and Ill Health Cases <sup>1</sup>	43	31	43	50
Injury Cases	27	25	41	38
Ill Health Cases	16	6	2	12
Recordable Work-Related Injuries and Ill Health Rates <sup>2</sup>	0.77	0.54	0.71	0.88
Injury Rates	0.48	0.43	0.68	0.67
Ill Health Rates	0.29	0.10	0.03	0.21
High-Consequence Recordable Work-Related Injuries and	_		_	_
Ill Health Cases <sup>3</sup>	T	U	U	1
Injury Cases	1	0	0	1
Ill Health Cases	0	0	0	0
High-Consequence Recordable Work-Related Injuries and	0.01	•	•	0.02
Ill Health Rates <sup>123</sup>	0.01	U	U	0.02
Injury Rates	0.01	0	0	0.02
Ill Health Rates	0	0	0	0
Employee Recordable Work-Related Injuries and Ill Health	N		N	Nee
Rate Third-Party Verified (limited assurance)	NO	NO	NO	Yes
Contract Employees <sup>4</sup>				
Work-Related Fatalities	0	0	0	0
Recordable Work-Related Injuries and Ill Health Cases <sup>1</sup>	6	13	5	0
Injury Cases	6	13	4	0
Ill Health Cases	0	0	1	0
High-Consequence Recordable Work-Related Injuries and	•			•
Ill Health Cases <sup>3</sup>	0	0	0	0
Injury Cases	0	0	0	0
Ill Health Cases	0	0	0	0





ENVIRONMENT		2016	2017	2018	2019
Energy Use					
Total Energy Purchased	MWh	424,549	432,485	469,398	463,036
Electricity purchased	MWh	351,311	357,055	394,301	388,048
Other energy purchased	MWh	73,239	75,430	75,098	74,988
Estimated Renewable Energy Purchased	MWh	•	•	65,472	64,563
Direct purchase of renewable energy for	MWh	0	0	1 215	2 024
electricity (e.g., wind, solar)				1,215	2,021
Estimated renewable energy purchases	MWh		•	64 257	62 539
based on local utilities' energy grid mix				01,201	02,000
Estimated Other Carbon-Free (e.g., nuclear)	MWh	•	•	99.545	104.471
Energy Purchased					,
Direct purchase of other carbon-free	MWh	0	0	0	0
energy for electricity					
Estimated other carbon-free electricity					
purchased based on local utilities' energy	MWh	•	•	99,545	104.471
grid mix or country-specific data when utility					
information is unavailable or unknown					
Estimated Non-Renewable Energy Purchased	MWh	424,549	432,485	304,381	294,002
Estimated non-renewable electricity			251 211 257 055	229,283	
purchased based on local utilities' energy	MWb	251 211			219,014
grid mix or country-specific data when utility		551,511	557,055		
information is unavailable or unknown					
Natural gas purchased	MWh	73,058	74,918	74,368	74,416
Diesel purchased	MWh	172	247	447	231
Liquefied petroleum gas (LPG) purchased	MWh	8	0	0	0
Gasoline purchased	MWh	•	165	150	221
Propane gas purchased	MWh	•	100	132	119
Heat, Steam, Cooling Purchased	MWh	0	0	0	0
Heat purchased	MWh	0	0	0	0
Steam purchased	MWh	0	0	0	0
Cooling purchased	MWh	0	0	0	0
Energy Sold	MWh	0	0	0	0
Electricity sold	MWh	0	0	0	0
Heat sold	MWh	0	0	0	0
Steam sold	MWh	0	0	0	0
Cooling sold	MWh	0	0	0	0
Total Energy Purchased Third-Party Verified		No	No	No	Yes
(limited assurance)					





ENVIRONMENT		2016	2017	2018	2019
Greenhouse Gas (GHG) Emissions					
Scope 1 GHG Emissions (by GHG Type)	metric tons CO <sub>2</sub> e	179,507	211,684	253,411	247,202
CO <sub>2</sub>	metric tons CO <sub>2</sub> e	13,273	13,666	13,649	13,610
CH <sub>4</sub>	metric tons CO <sub>2</sub> e	47	44	67	64
N <sub>2</sub> O	metric tons CO <sub>2</sub> e	2,759	3,091	3,689	3,445
HFCs	metric tons CO <sub>2</sub> e	22,610	14,232	14,252	11,646
PFCs	metric tons CO <sub>2</sub> e	35,445	49,567	57,906	52,597
SF <sub>6</sub>	metric tons CO <sub>2</sub> e	91,173	115,798	133,868	131,877
NF <sub>3</sub>	metric tons CO <sub>2</sub> e	7,323	4,577	4,985	3,959
Fluorinated Heat Transfer Fluids (HTFs)	metric tons CO <sub>2</sub> e	6,877	10,709	24,994	28,602
Refrigerants	metric tons CO <sub>2</sub> e	•	•	•	1,401
Scope 1 GHG Emissions (by Facility)	metric tons CO <sub>2</sub> e	179,507	211,684	253,411	247,202
Durham, NC, USA	metric tons CO <sub>2</sub> e	102,215	111,699	121,025	104,162
RTP, NC, USA	metric tons CO <sub>2</sub> e	74,823	98,984	116,633	125,059
Morgan Hill, CA, USA	metric tons CO <sub>2</sub> e	Not yet owned	Not yet owned	15,012	17,484
Huizhou, China	metric tons CO <sub>2</sub> e	2,469	1,001	741	67
Other Leased Facilities					
Durham (warehouse), NC, USA	metric tons CO <sub>2</sub> e	•	•	•	143
Albany, NY, USA	metric tons CO <sub>2</sub> e	•	•	•	18
Fayetteville, AR, USA	metric tons CO <sub>2</sub> e	•	•	•	147
Mesa, AZ, USA	metric tons CO <sub>2</sub> e	•	•	•	12
Shanghai, China	metric tons CO <sub>2</sub> e	•	•	•	10
Shenzhen, China	metric tons CO <sub>2</sub> e	•	•	•	8
Beijing, China	metric tons CO <sub>2</sub> e	•	•	•	3
Hong Kong, China	metric tons CO <sub>2</sub> e	•	•	•	47
Munich, Germany	metric tons CO <sub>2</sub> e	•	•	•	9
Kista, Sweden	metric tons CO <sub>2</sub> e	•	•	•	10
Oulu, Finland	metric tons CO <sub>2</sub> e	•	•	•	12
Tokyo, Japan	metric tons CO <sub>2</sub> e	•	•	•	3
Suwon, South Korea	metric tons CO <sub>2</sub> e	•	•	•	2
Penang, Malaysia	metric tons CO <sub>2</sub> e	•	•	•	2
Taipei, Taiwan	metric tons CO <sub>2</sub> e	•	•	•	5
Gurgaon, India	metric tons CO <sub>2</sub> e	•	•	•	2





ENVIRONMENT		2016	2017	2018	2019
Greenhouse Gas (GHG) Emissions					
Scope 2 (Location-Based) GHG Emissions	metric tons CO <sub>2</sub> e	167,894	154,595	167,247	166,055
Durham, NC, USA	metric tons CO <sub>2</sub> e	101,528	88,963	102,185	98,855
RTP, NC, USA	metric tons CO <sub>2</sub> e	14,828	13,117	13,864	14,634
Morgan Hill, CA, USA	metric tons CO <sub>2</sub> e	Not yet owned	Not yet owned	0	0
Huizhou, China	metric tons CO <sub>2</sub> e	51,538	52,515	51,198	49,968
Other Leased Facilities					
Durham (warehouse), NC, USA	metric tons CO <sub>2</sub> e	•	•	•	516
Albany, NY, USA	metric tons CO <sub>2</sub> e	•	•	•	57
Fayetteville, AR, USA	metric tons CO <sub>2</sub> e	•	•	•	791
Mesa, AZ, USA	metric tons CO <sub>2</sub> e	•	•	•	87
Shanghai, China	metric tons CO <sub>2</sub> e	•	•	•	139
Shenzhen, China	metric tons CO <sub>2</sub> e	•	•	•	108
Beijing, China	metric tons CO <sub>2</sub> e	•	•	•	35
Hong Kong, China	metric tons CO <sub>2</sub> e	•	•	•	601
Munich, Germany	metric tons CO <sub>2</sub> e	•	•	•	75
Kista, Sweden	metric tons CO <sub>2</sub> e	•	•	•	4
Oulu, Finland	metric tons CO <sub>2</sub> e	•	•	•	55
Tokyo, Japan	metric tons CO <sub>2</sub> e	•	•	•	22
Suwon, South Korea	metric tons CO <sub>2</sub> e	•	•	•	17
Penang, Malaysia	metric tons CO <sub>2</sub> e	•	•	•	13
Taipei, Taiwan	metric tons CO <sub>2</sub> e	•	•	•	48
Gurgaon, India	metric tons CO <sub>2</sub> e	•	•	•	31
Scope 2 (Market-Based) GHG Emissions	metric tons CO <sub>2</sub> e	•	122,601	135,418	83,801
Durham, NC, USA	metric tons CO <sub>2</sub> e	•	106,847	119,230	72,665
RTP, NC, USA	metric tons CO <sub>2</sub> e	•	15,754	16,188	10,757
Morgan Hill, CA, USA	metric tons CO <sub>2</sub> e	Not yet owned	Not yet owned	0	0
Huizhou, China	metric tons CO <sub>2</sub> e	•	•	•	•
Durham (warehouse), NC, USA	metric tons CO <sub>2</sub> e	•	•	•	379
Other Leased Facilities	metric tons CO <sub>2</sub> e	•	•	•	•





ENVIRONMENT		2016	2017	2018	2019
Greenhouse Gas (GHG) Emissions					
Scope 3 GHG Emissions	metric tons CO <sub>2</sub> e	3,346	146,023,704	208,574,100	219,594,362
Purchased goods and services	metric tons CO <sub>2</sub> e	•	•	1,264,375	1,226,573
Capital goods	metric tons CO <sub>2</sub> e	•	•	210,298	269,079
Fuel-and-energy-related activities not included in Scope 1 or 2	metric tons CO <sub>2</sub> e	•	8,101	39,576	40,064
Upstream emissions of purchased fuels	metric tons CO <sub>2</sub> e	•	•	227	934
Upstream emissions of purchased electricity	metric tons CO <sub>2</sub> e	•	•	30,688	30,222
Transmission and distribution losses	metric tons CO <sub>2</sub> e	•	8,101	8,661	8,909
Upstream transportation and distribution	metric tons CO <sub>2</sub> e	•	•	•	5,534
Waste generated in operations, including disposal and transportation of waste	metric tons CO <sub>2</sub> e	•	1,519	1,662	1,486
Business travel	metric tons CO <sub>2</sub> e	3,346	2,925	3,422	2,997
Employee commuting	metric tons CO <sub>2</sub> e	•	•	257	507
Downstream transportation and distribution	metric tons CO <sub>2</sub> e	•	3,014	9,009	1,368
Processing of sold products	metric tons CO <sub>2</sub> e	•	•	•	•
Use of sold products	metric tons CO <sub>2</sub> e	•	146,000,000	207,000,000	218,000,000
End of life treatment of sold products	metric tons CO <sub>2</sub> e	•	45	78	10
Upstream leased assets	metric tons CO <sub>2</sub> e	Not relevant	Not relevant	Not relevant	Not relevant
Downstream leased assets	metric tons CO <sub>2</sub> e	•	•	•	Included in Scope 1, 2
Franchises	metric tons CO <sub>2</sub> e	Not relevant	Not relevant	Not relevant	Not relevant
Investments	metric tons CO <sub>2</sub> e	Not relevant	Not relevant	Not relevant	Not relevant
Other (upstream contract manufacturers)	metric tons CO <sub>2</sub> e	•	•	•	Not relevant
Other (downstream contract manufacturers)	metric tons CO <sub>2</sub> e	•	•	5,845	6,679
GHG Offsets	metric tons CO <sub>2</sub> e	1,105	150,005,108	180,000,939	140,012,264
Process optimizations, product mix changes (Scope 1)	metric tons CO <sub>2</sub> e	•	4,417	390	6,641
Electricity optimizations (Scope 2)	metric tons CO <sub>2</sub> e	1,105	691	541	5,600
Use of sold products compared to traditional technologies (Scope 3) <sup>5</sup>	metric tons CO <sub>2</sub> e	•	150,000,000	180,000,000	140,000,000
Employee use of EV charging stations at owned facilities (Scope 3)	metric tons CO <sub>2</sub> e	•	•	7.5	22.9
Global Warming Potentials Used		IPCC AR4 100 year	IPCC AR4 100 year	IPCC AR4 100 year	IPCC AR4 100 year
<b>Total Scope 1, 2, 3 Emissions Third-Party Verified</b> (limited assurance)		No	Yes	Yes	Yes





ENVIRONMENT		2016	2017	2018	2019
Other Air Emissions					
Particulate Matter (PM)	metric tons	•	•	2.7	2.3
Durham, NC, USA	metric tons	•	•	2.4	1.8
RTP, NC, USA	metric tons	•	•	0.3	0.4
Morgan Hill, CA, USA	metric tons	Not yet owned	Not yet owned	<0.01	<0.01
Huizhou, China	metric tons	•	•	<0.01	0.02
Other Leased Facilities	metric tons	•	•	•	0.03
Nitrogen Oxides (NOx)	metric tons	•	•	54.9	45.6
Durham, NC, USA	metric tons	•	•	51.6	42.3
RTP, NC, USA	metric tons	•	•	3.1	2.5
Morgan Hill, CA, USA	metric tons	Not yet owned	Not yet owned	0.01	0.03
Huizhou, China	metric tons	•	•	0.2	0.4
Other Leased Facilities	metric tons	•	•	•	0.4
Sulfur Dioxide (SO <sub>2</sub> )	metric tons	•	•	0.13	0.14
Durham, NC, USA	metric tons	•	•	0.12	0.10
RTP, NC, USA	metric tons	•	•	0.01	0.01
Morgan Hill, CA, USA	metric tons	Not yet owned	Not yet owned	< 0.01	< 0.01
Huizhou, China	metric tons	•	•	<0.01	0.02
Other Leased Facilities	metric tons	•	•	•	< 0.01
Carbon Monoxide (CO)	metric tons	•	•	17.0	16.2
Durham, NC, USA	metric tons	•	•	15.1	14.1
RTP, NC, USA	metric tons	•	•	1.8	1.5
Morgan Hill, CA, USA	metric tons	Not yet owned	Not yet owned	0.01	0.02
Huizhou, China	metric tons	•	•	0.04	0.2
Other Leased Facilities	metric tons	•	•	•	0.3
Volatile Organic Compounds (VOC)	metric tons	•	•	51.2	49.2
Durham, NC, USA	metric tons	•	•	24.7	20.3
RTP, NC, USA	metric tons	•	•	10.8	10.7
Morgan Hill, CA, USA	metric tons	Not yet owned	Not yet owned	0.4	2.1
Huizhou, China	metric tons	•	•	15.3	15.9
Other Leased Facilities	metric tons	•	•	•	0.2
Hazardous Air Pollutants (HAP) <sup>6</sup>	metric tons	•	•	8.7	9.1
Durham, NC, USA	metric tons	•	•	5.9	5.9
RTP, NC, USA	metric tons	•	•	0.9	1.3
Morgan Hill, CA, USA	metric tons	Not yet owned	Not yet owned	< 0.01	< 0.01
Huizhou, China	metric tons	•	•	1.9	1.9
Other Leased Facilities	metric tons	•	•	•	0.01
Toxic Air Pollutants <sup>6</sup>	metric tons	•	•	9.2	9.8
Durham, NC, USA	metric tons	•	•	5.7	6.1
RTP, NC, USA	metric tons	•	•	1.2	1.7
Morgan Hill, CA, USA	metric tons	Not yet owned	Not yet owned	0.3	< 0.01
Huizhou, China	metric tons	•	•	2.0	2.0
Other Leased Facilities	metric tons	•	•	•	< 0.01





ENVIRONMENT		2016	2017	2018	2019
Water Use					
Water Withdrawals (by Facility)	million gallons	414.4	426.1	402.4	364.2
Durham, NC, USA	million gallons	188.0	168.7	181.4	180.8
Third-Party Water	million gallons	187.8	168.7	181.3	180.7
Surface Water (Rainwater)	million gallons	0.15	0.003	0.1	0.06
RTP, NC, USA	million gallons	34.8	39.6	41.3	46.1
Third-Party Water	million gallons	34.8	39.6	41.3	46.1
Surface Water (Rainwater)	million gallons	0	0	0	0
Morgan Hill, CA, USA	million gallons	Not yet owned	Not yet owned	0.2	0.3
Third-Party Water	million gallons	Not yet owned	Not yet owned	0.2	0.3
Surface Water (Rainwater)	million gallons	Not yet owned	Not yet owned	0	0
Huizhou, China	million gallons	191.7	217.8	179.4	136.9
Third-Party Water	million gallons	191.7	217.8	179.4	136.9
Surface Water (Rainwater)	million gallons	0	0	0	0
Other Leased Facilities	million gallons	•	•	•	•
Third-Party Water	million gallons	•	•	•	•
Surface Water (Rainwater)	million gallons	•	•	•	•
Water Recycled (by Facility)	million gallons	87.6	97.6	132.3	155.7
Durham, NC, USA	million gallons	34.4	25	33.5	49.7
RTP, NC, USA	million gallons	0	0	0	0
Morgan Hill, CA, USA	million gallons	Not yet owned	Not yet owned	0	0
Huizhou, China	million gallons	53.2	72.6	98.8	106.0
Other Leased Facilities	million gallons	•	•	•	•
Water Discharges (Third-Party Waste Water)(by	million gallons	246.8	212 7	251.2	225.9
Facility)	inition gattons	240.0	212.1	251.5	233.0
Durham, NC, USA	million gallons	111.5	91.9	118.3	105.3
RTP, NC, USA	million gallons	20.5	23.4	24.4	37.2
Morgan Hill, CA, USA	million gallons	Not yet owned	Not yet owned	0.2	0.3
Huizhou, China	million gallons	114.8	97.4	108.4	92.9
Other Leased Facilities	million gallons	•	•	•	•
Water Consumed (by Facility)	million gallons	167.6	213.3	150.9	128.4
Durham, NC, USA	million gallons	76.4	76.7	63.0	75.5
RTP, NC, USA	million gallons	14.3	16.2	16.9	8.9
Morgan Hill, CA, USA	million gallons	Not yet owned	Not yet owned	0	0
Huizhou, China	million gallons	76.9	120.4	71.0	44.0
Other Leased Facilities	million gallons	•	•	•	•





ENVIRONMENT		2016	2017	2018	2019
Water Use					
Water Withdrawals (by Water Stress Regions) <sup>7</sup>	million gallons	414.4	426.1	402.4	364.2
Third-Party Water	million gallons	414.3	426.1	402.3	364.1
Low Water Stress	million gallons	•	•	0	0.3
Low-Medium Water Stress	million gallons	•	•	0	226.9
Medium-High Water Stress	million gallons	•	•	402.0	136.9
High Water Stress	million gallons	•	•	0.2	0
Extremely High Water Stress	million gallons	•	•	0	0
Surface Water (Rainwater)	million gallons	0.15	0.003	0.1	0.06
Low Water Stress	million gallons	•	•	0	0
Low-Medium Water Stress	million gallons	•	•	0	0.06
Medium-High Water Stress	million gallons	•	•	0.1	0
High Water Stress	million gallons	•	•	0	0
Extremely High Water Stress	million gallons	•	•	0	0
Water Recycled (by Water Stress Regions) <sup>7</sup>	million gallons	87.6	97.6	132.3	155.7
Low Water Stress	million gallons	•	•	0	0
Low-Medium Water Stress	million gallons	•	•	0	49.7
Medium-High Water Stress	million gallons	•	•	132.3	106.0
High Water Stress	million gallons	•	•	0	0
Extremely High Water Stress	million gallons	•	•	0	0
Water Discharges (Third-Party Wastewater) (by	willian college	246.0	212.7	251.2	225.0
Water Stress Regions) <sup>7</sup>	million gallons	240.8	212.7	251.5	235.8
Low Water Stress	million gallons	•	•	0	0.3
Low-Medium Water Stress	million gallons	•	•	0	142.5
Medium-High Water Stress	million gallons	•	•	251.1	92.9
High Water Stress	million gallons	•	•	0.2	0
Extremely High Water Stress	million gallons	•	•	0	0
Water Consumed (by Water Stress Regions) <sup>7</sup>	million gallons	167.6	213.5	150.9	128.4
Low Water Stress	million gallons	•	•	0	0.0
Low-Medium Water Stress	million gallons	•	•	0	84.4
Medium-High Water Stress	million gallons	•	•	150.9	44.0
High Water Stress	million gallons	•	•	0	0.0
Extremely High Water Stress	million gallons	•	•	0	0.0
Water Data Third-Party Verified (limited assurance)		No	No	No	Partial
Total Water Withdrawals		No	No	No	Yes
Total Water Recycled		No	No	No	No
Total Water Discharges		No	No	No	No
Total Water Consumption		No	No	No	No





ENVIRONMENT		2016	2017	2018	2019
Waste Management					
Total Waste	thousand pounds	11,625	12,642	14,125	13,196
Reuse	thousand pounds	283	462	313	582
Recycle	thousand pounds	3,509	3,046	3,476	3,344
Composting	thousand pounds	12	46	89	63
Recovery, Including Energy Recovery	thousand pounds	556	1,616	2,212	2,525
Incineration	thousand pounds	145	76	136	122
Landfill	thousand pounds	2,036	1,948	2,356	2,274
Wastewater Treated	thousand pounds	5,084	5,448	5,542	4,287
Hazardous Waste	thousand pounds	2,387	2,778	3,536	3,917
Reuse	thousand pounds	0	0	0	0
Recycle	thousand pounds	414	185	90	89
Composting	thousand pounds	0	0	0	0
Recovery, Including Energy Recovery	thousand pounds	516	1,088	1,030	1,521
Incineration	thousand pounds	134	71	126	112
Landfill	thousand pounds	67	128	126	227
Wastewater Treated	thousand pounds	1,256	1,307	2,164	1,968
Non-Hazardous Waste (not including solid waste)	thousand pounds	5,203	5,878	5,282	4,080
Reuse	thousand pounds	283	462	313	582
Recycle	thousand pounds	1,001	688	294	0
Composting	thousand pounds	0	0	0	0
Recovery, Including Energy Recovery	thousand pounds	40	529	1,182	1,004
Incineration	thousand pounds	11	5	10	10
Landfill	thousand pounds	39	53	105	166
Wastewater Treated	thousand pounds	3,828	4,140	3,377	2,319
Solid Waste	thousand pounds	4,034	3,986	5,307	5,199
% Solid Waste Diversion from Landfill	%	52.2%	55.7%	60.0%	63.8%
Reuse	thousand pounds	0	0	0	0
Recycle	thousand pounds	2,093	2,173	3,093	3,255
Composting	thousand pounds	12	46	89	63
Recovery, Including Energy Recovery	thousand pounds	0	0	0	0
Incineration	thousand pounds	0	0	0	0
Landfill	thousand pounds	1,929	1,766	2,125	1,881
Wastewater Treated	thousand pounds	0	0	0	0
Waste Data Third-Party Verified (limited assurance)		No	No	No	Partial
Total Waste		No	No	No	Yes
Total Hazardous Waste		No	No	No	No
Total Non-Hazardous Waste		No	No	No	No
Total Solid Waste		No	No	No	No





\* In 2019, we divested our Lighting Products business unit operations, which included a facility in Racine, Wisconsin and Durham, North Carolina (referred to as the Weck Drive site). Except for number of employees, the data presented in this report for years prior to 2019 exclude these facilities as well as another Durham, North Carolina facility (referred to as Alston Avenue, which was a Lighting Products facility that was closed in 2018) so that we can establish a new baseline around our LED, power and radio frequency operations.

• Indicates data was not yet calculated or available.

<sup>1</sup> Recordable Work-Related Injury-Illness is a work-related injury or ill health that results in any of the following: death, days away from work, restricted work or transfer to another job, medical treatment beyond first aid, or loss of consciousness; or significant injury or ill health diagnosed by a physician or other licensed healthcare professional, even if it does not result in death, days away from work, restricted work or job transfer, medical treatment beyond first aid, or loss of consciousness.

<sup>2</sup> Injury-Illness rates are calculated using 200,000 hours worked (Rate = cases/total hours worked \* 200,000).

<sup>3</sup> High-Consequence Recordable Work-Related Injury-Illness is a work-related injury or ill health that results in an injury from which the worker cannot, does not, or is not expected to recover fully to pre-injury health status within 6 months.

<sup>4</sup> Contract Employee is any worker who is not a Cree employee but whose manager is and whose work and workplace may or may not be controlled by Cree.

<sup>5</sup> The values reported represent what our products sold will save over their estimated lifetimes. Energy usage and GHG emissions from our products were compared to their less efficient alternative products to derive energy use savings. For lighting applications, our LED products were compared to non-LED lighting fixtures (e.g., metal halide lamps, fluorescent bulbs, etc.). For applications where LEDs are currently the standard choice we assumed no energy savings. Our power products, made from silicon carbide, were compared to similar products made from silicon. Our radio frequency products, made from silicon carbide, were compared to similar products made from either silicon or gallium-arsenide.

<sup>6</sup> Hazardous air pollutants (HAP) are based on the US EPA list of HAP. Air pollutants are classified as toxic air pollutants per the regulations applicable at each facility.

<sup>7</sup> All of Cree's global manufacturing facilities were assessed for water stress using the World Resources Institute Aqueduct Water Risk Atlas. Overall Water Risk identifies regions that have a higher exposure to water-related risks and represents an aggregated measure of all indicators from the individual water risk categories of Physical Risk Quantity, Physical Risk Quality and Regulatory & Reputational Risk:

-Low water stress indicates the facility(ies) scored 0 to 1 out of 5 for Overall Water Risk.

-Low to medium water stress indicates the facility(ies) scored 1 to 2 out of 5 for Overall Water Risk.

-Medium to high water stress indicates the facility(ies) scored 2 to 3 out of 5 for Overall Water Risk.

-High water stress indicates the facility(ies) scored 3 to 4 out of 5 for Overall Water Risk.

-Extremely high water stress indicates the facility(ies) scored 4 to 5 out of 5 for Overall Water Risk.

