

c.830 Employees



19% Female



R&D centers in Canada, US, Israel and India

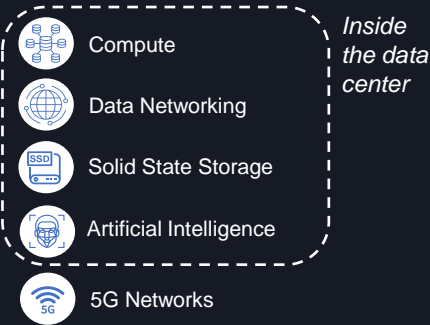
Alphawave Semi (LN:AWE) designs industry-leading, high-speed connectivity solutions for customers in high-growth infrastructure end markets. Our leading-edge technology advances push the boundaries of wired connectivity capabilities, enabling data to travel faster, more reliably, and using lower power.

Our business is driven by the exponential growth of data caused by the digitalisation of the economy and society, increasing requirements for higher speeds and data bandwidth, as well as sustainable data centers.

We monetise our high-performance IP through silicon and IP licences. A high-growth business combined with product cycles of over 7 years, results in high margins and strong cash flows.

\$18bn Addressable Market by 2026¹

End Markets: Digital Infrastructure



Customers Include

- Leading semiconductor companies
- Hyperscalers
- Leading technology companies
- Telco and automotive companies

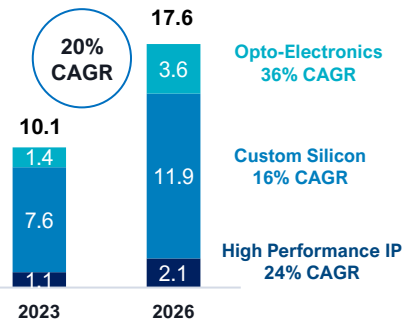
Key Partnerships

TSMC
2020-2023 OIP Partner Award
High-Speed SerDes IP Innovations

Samsung Foundry Partner for leading edge connectivity

Intel Foundry Service Accelerator – IP Alliance Leading Edge Connectivity

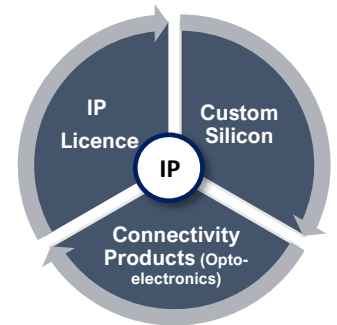
A Growing Addressable Market¹



Market Drivers

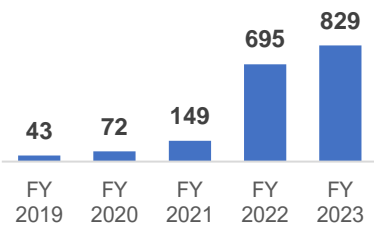
- Digitalisation drives exponential growth in data
- Data bandwidth doubles every 2-3 years driving a technology refresh of switches and transceivers
- High-speed and power-efficient connectivity technology is a key enabler
- Hyperscalers investing through the economic cycle

Vertically Integrated Business Model

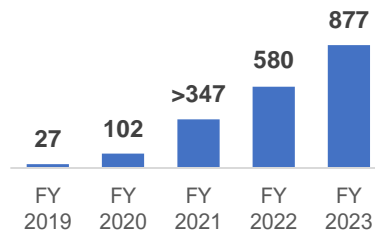


¹ Semico Research Corporation, December 2022, IPNest and Lightcounting

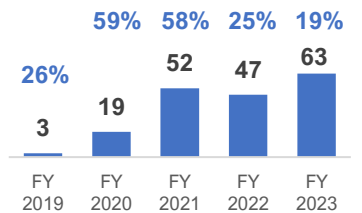
Employees (closing)



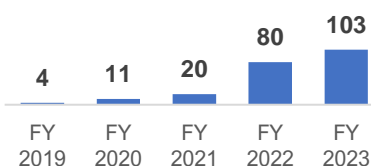
Cumulative Bookings (US\$m)



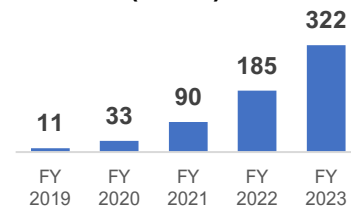
Adjusted EBITDA (US\$m) and %



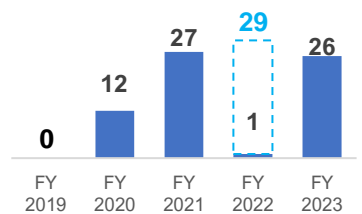
Revenue Generating End Customers



Revenue (US\$m)



Cash from operations(US\$m)



US\$29m, excluding US\$28m deferred compensation payments related to acquisitions

Alphawave Semi supports the UN SDGs and through our existing programmes and technologies we contribute to progress against five of the 17 SDG goals.



Alphawave Semi is committed to conducting its business in an honest and ethical manner – acting professionally, fairly and with integrity in all its business dealings and relationships. We contribute to society mainly by promoting diversity and education to foster the next wave of innovators, generating sustainable and decent economic growth through technology innovation and playing our role in tackling climate change. We do this both through our own activities and in collaboration with our customers and other stakeholders, for shared success.

Material Sustainability Issues

These are the sustainability issues that are most important to our business and key stakeholders. Although our sustainability activities cover a wide range of topics, our effort is focused on these.

The full sustainability materiality matrix can be found in our 2023 Annual Report.

1. Economic performance and impact
2. R&D and innovation
3. Compliance, business ethics and transparency
4. Talent attraction, development and retention
5. Product impacts
6. Value chain disruption
7. Cyber security
8. Responsible supply chains
9. Employee engagement and wellbeing
10. Climate risks and opportunities
11. Diversity, equity and inclusion
12. Meeting customer standards

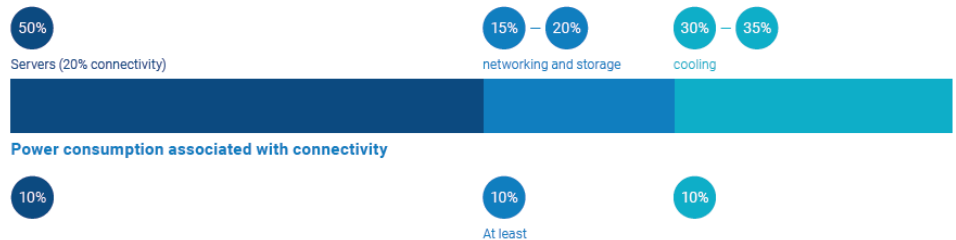
— Business — Environment
 — People — Value chain

Environmental Performance

Responsibility for environmental performance sits with the Board. We govern our environmental responsibility through the application of our ESG Policy, which was approved in early 2023 and addresses our key priorities. The Company seeks to minimise and gradually reduce its carbon footprint through a combination of emission reduction and energy efficiency initiatives and the use of carbon offsets.

See 2023 Annual Report for full disclosures

Power consumption breakdown in data centre



20%-40%
 of the data centre power consumption relates to connectivity.

25%-40% Savings
 Our connectivity technology enables power savings of between 25%-40%. That is approximately 10% power savings of the overall data centre power consumption.

Supply Chain

Although fabless we seek to play an active role in our value chain. Our main foundry and OSAT partners are leading companies in their sectors and have longstanding environmental programmes in place. Our manufacturing-related operations are ISO9001:2015 certified.

We support international efforts to ensure that the mining and trading of tin, tungsten, tantalum and gold (known as 3TG) from high-risk locations does not contribute to conflict and/or serious human rights abuses in the Democratic Republic of Congo and the Great Lakes Region (or elsewhere). See our conflict mineral policy at www.alphawave.com

Our efforts include not just minimising the potential disruption risk but also certain sustainability aspects such as:

- Impact on human and labour rights (aligned to national legislation);
- Health and safety performance of our partners; and
- Environmental impact

See Supply Chain section in the 2023 Annual Report

Social Impact – People and Community Engagement

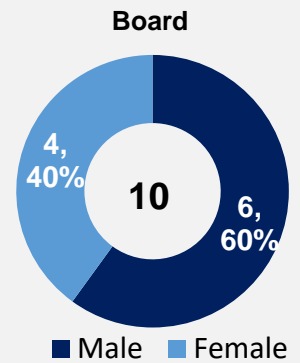
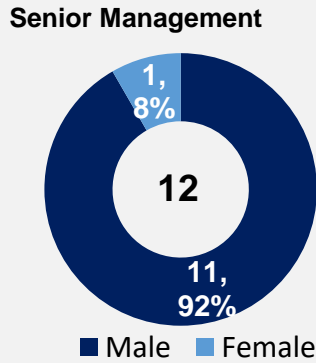
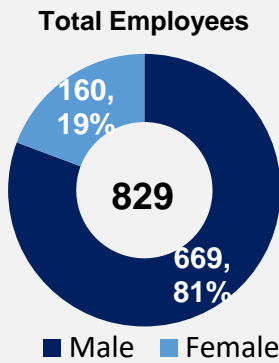
We have a wide range of initiatives seeking to recruit, develop and reward the best talent in the industry. We seek to create an entrepreneurial and dynamic culture where the best in our sector want to work and develop their careers in advanced technologies. Diversity and Inclusion fuel our success, tapping into the power of diverse perspectives and backgrounds. Our commitment to a diverse and inclusive culture is a key force that drives our innovation.

Our Equal Opportunities and Dignity at Work Policy and Code of Ethics and Business Conduct provide a solid framework to ensure all related activities are fully compliant.

In 2023 we started a partnership with Let's Talk Science in Canada, to encourage girls to get into engineering and ultimately take engineering programmes we hire from. We have internship programmes in place in Canada and India, where we have the highest number of employees. These programmes are built on strong relationships with the Universities of Toronto and Ottawa, as well as a group of universities in India such as KLE Tech University, University of Burdwan and CVR College of Engineering in Hyderabad.

See Our People section in the 2023 Annual Report

Gender Diversity FY 2023 Number of employees and %



Community Engagement

As an organisation, it is important that we play a positive role in the communities where we operate. Our community engagement programme seeks to improve the welfare of the communities where we work and live.

Alphawave Semi in India has partnered with Dream School Foundation (DSF) which provides educational support to unprivileged children. DSF strives to break the cycle of the socio-economic vulnerability of children and families and help them to help themselves through the power of education. It helps children and parents work through the path from 'schools to livelihood'. [Dream School Foundation - Alphawave Semi](#)



Governance and Business Ethics

We have a number of policies in place which define how we expect our employees and partners to conduct business. Our Code of Ethics and Business Conduct is directly informed by international, industry and customer standards.

Business Ethics – Applicable Policies

- Policy Against Trafficking of Persons and Slavery
- Anti-Bribery and Corruption Policy ensures compliance with global Anti-Bribery and Corruption (ABC) legislation
- Anti-Money Laundering Policy
- Anti-Fraud and Dishonesty ensures transparency and accountability in how the administrative processes are carried out and the decisions we make
- Whistleblowing Policy allows employees or associates to report potential issues such as potential bribery, fraud, health and safety risks, etc.

See Business Ethics section in the 2023 Annual Report

ESG Policies

| | |
|--|---|
| ESG policies published on our website | Environmental, Social and Governance - Alphawave Semi |
| ESG Policy | ESG-policy-2024.pdf (awavesemi.com) |
| Supply Chain | |
| ISO9001:2015 certification | Custom Silicon - Alphawave Semi |
| Conflict minerals | QAP-0019-01 Conflict-Free-Minerals-Sourcing-Policy.pdf (awavesemi.com) |
| Our People | |
| Equal Opportunities and Dignity at Work Policy | Equal-Opportunities-and-Dignity-at-Work-Policy-v2.pdf (awavesemi.com) |
| Accessibility Plan. Statement of Organisational Commitment | Alphawave-Accessibility-Plan-Statement-of-Organizational-Commitment.pdf (awavesemi.com) |
| The Right to Disconnect Policy | The-Right-to-Disconnect-Policy-2022.pdf (awavesemi.com) |
| Workplace Violence, Harassment and Discrimination Policy | Workplace-Violence-Harassment-Policy-v1.0.pdf (awavesemi.com) |
| Business Ethics | |
| Code of Ethics and Business Conduct | Business-Code-of-Conduct.pdf (awavesemi.com) |
| Policy Against Trafficking of Persons and Slavery | Policy-Against-Trafficking-of-Persons-and-Slavery.pdf (awavesemi.com) |
| Anti-Bribery and Corruption Policy | Anti-Bribery-Policy-v.1.1.pdf (awavesemi.com) |
| Anti-Money Laundering Policy | Anti-Money-Laundering-Policy-v2.pdf (awavesemi.com) |
| Anti-Fraud and Dishonesty | Anti-Fraud-and-Dishonesty-policy-v1.1.pdf (awavesemi.com) |
| Whistleblowing Policy | Please contact info@awavesemi.com |
| IT Policies and Cybersecurity | IT-Policies-and-Cybersecurity-12.04.23.pdf (awavesemi.com) |

2023 Annual Report is available at
<https://awavesemi.com/financial-results/>

ESG Datasheet available at [Environmental, Social and Governance - Alphawave Semi](#)

SASB Index Table and TCFD compliance statement can be found in the 2023 Annual Report and the ESG Datasheet

Enquiries ESG@awavesemi.com