

COMPANY OVERVIEW

Market Cap. (Mil USD)	\$95,125
Revenue (Mil USD)	\$12,306
No. of Employees	26,000
D&I Index Ranking	1129 / 6018
TRBC Ind. Group	Semiconductors & Semiconductor Equipment
Countries/ Region	United States of America
Fiscal Yr. End	2022-10-29
ESG Reporting Scope	100%

B+ ESG Score	A+ ESG Controversies Score	B+ ESG Combined Score
B Environmental Pillar Score	B+ Social Pillar Score	A- Governance Pillar Score

ESG SUMMARY

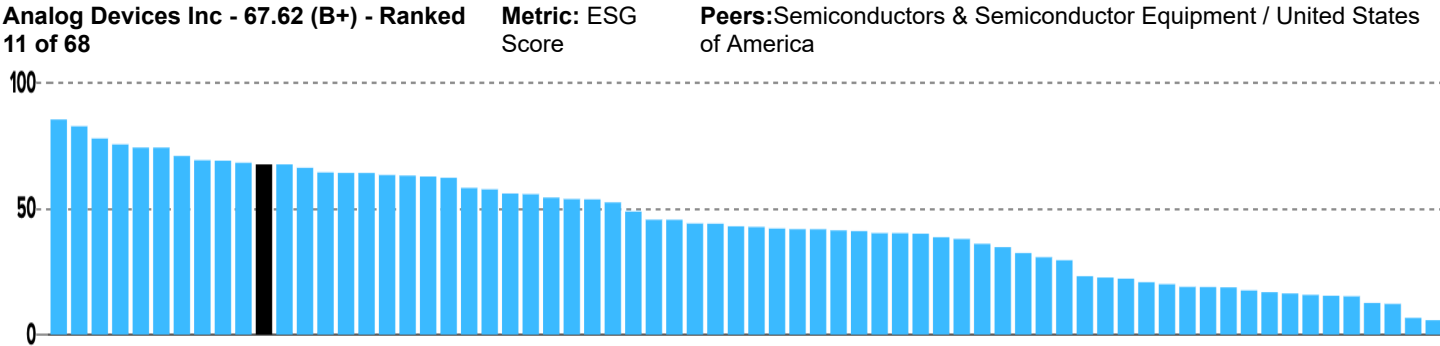
Analog Devices Inc is a(n) Semiconductors & Semiconductor Equipment company headquartered in the United States of America. For the fiscal year ended in October 2022, ADI.O received an ESG score of 67.62 (Grade: B+).

Over the last 5 years, the company has an average ESG score of 72.50, and a median ESG score of 72.70. Refinitiv ESG score is calculated as a sum of weighted individual pillar scores. For ADI.O, Environmental, Social, and Governance pillars are weighted 31.17%, 42.86%, and 25.97% respectively in ESG score weighting, consistent with companies within the Semiconductors & Semiconductor Equipment industry groups.

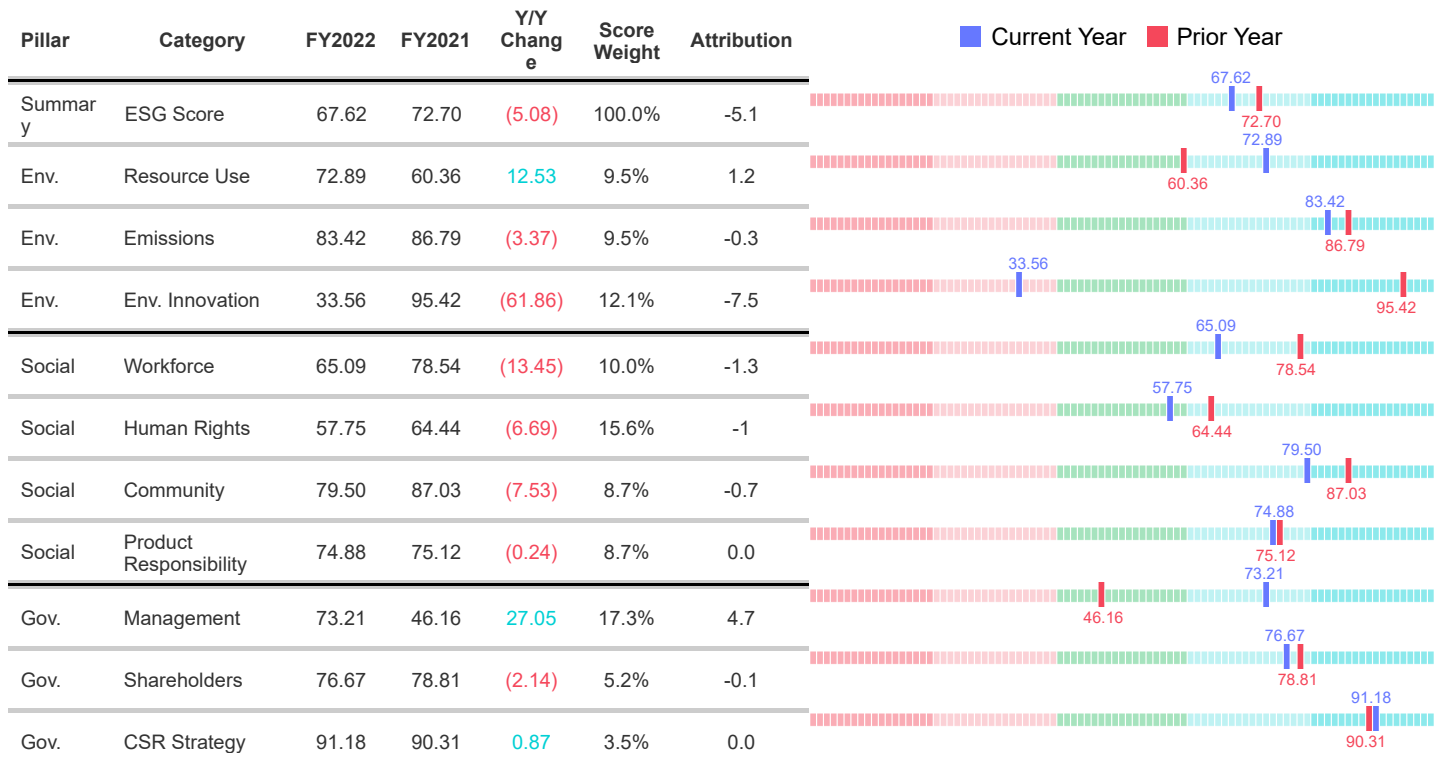
ADI.O's controversy score of 100.00 (Grade: A+) is calculated based on total count of controversies related to the company, as collected by Refinitiv ESG team and normalized based on company's market capitalization. Discounted by its controversies, ADI.O received an ESG Combined score of 67.62 (Grade: B+) for the year.

COMPANY RELATIVE PERFORMANCE

Company Ranking Compared to	Refinitiv ESG Universe	Refinitiv ESG Universe	Semiconductors & Semiconductor Equipment	United States of America	Semiconductors & Semiconductor Equipment / United States of America
Number of Companies	11751		222	3403	68
ESG Combined Score	1457	<div></div>	27	233	4
ESG Score	1928	<div></div>	36	407	11
Environmental Pillar Score	2892	<div></div>	63	502	16
Social Pillar Score	2693	<div></div>	60	560	17
Governance Pillar Score	1612	<div></div>	30	422	13
ESG Controversy Score	1	<div></div>	1	1	1



YEAR-OVER-YEAR ESG PERFORMANCE - ATTRIBUTION



YEAR-OVER-YEAR ESG PERFORMANCE - MATERIAL FACTORS

Changes in company's year-over-year ESG scores are driven by two factors: Company's relative ranking against its peers, and changes in underlying data as reported by company. In the table below, "Metric Score" section identifies material changes in scores and the "Metric Value" section highlights any changes in the underlying values. Materiality is defined as any directional changes in scores greater than 8.33 (approximately one letter grade).

			Metric Score			Metric Value		
Pillar	Category	Metric Name	FY2022	FY2021	YoY Change	FY2022	FY2021	YoY Change
Env.	Resource Use	Total Energy Use To Revenues USD in million	59.35	--	59.35	205.05	--	205.05
Env.	Resource Use	Total Renewable Energy To Energy Use in million	82.74	--	82.74	453,012.17	--	453,012.17
Env.	Emissions	CO2 Equivalent Emissions Indirect, Scope 3 To Revenues USD in million	58.86	46.53	12.33	119.94	204.56	(84.61)
Env.	Environmental Innovation	Hybrid Vehicles	0.00	95.75	(95.75)	FALSE	TRUE	(Yes)
Env.	Environmental Innovation	Renewable/Clean Energy Products	0.00	92.92	(92.92)	FALSE	TRUE	(Yes)
Social	Workforce	Employee Satisfaction	17.86	28.85	(10.99)	75.00%	79.00%	(4.00%)
Social	Workforce	Net Employment Creation	14.49	95.99	(81.50)	-1.01%	55.35%	(56.36%)
Social	Workforce	Turnover of Employees	41.67	74.75	(33.08)	11.20%	6.70%	4.50%
Social	Workforce	Gender Pay Gap Percentage	16.18	--	16.18	80.40%	--	80.40%
Social	Community	Total Donations To Revenues in million	26.96	57.53	(30.57)	66.59	245.96	(179.37)
Gov.	Management	Non-Executive Board Members	96.74	42.67	54.07	92.86%	84.62%	8.24%
Gov.	Management	Board Member Affiliations	62.23	38.22	24.01	0.43	0.77	(0.34)
Gov.	Management	Executive Members Gender Diversity, Percent	81.20	57.29	23.91	33.33%	20.00%	13.33%

PERFORMANCE DRIVER SUMMARY

ADI.O's ESG score changed from previous year's 72.70 to 67.62, deteriorating marginally, driven by changes in 10 of the 10 ESG categories.

Relative improvements in Management, Resource Use, CSR Strategy categories were more than offset by relative deteriorations in Env. Innovation, Workforce, Community categories (See Year-Over-Year ESG Performance - Attribution section for details)

At the metrics level, changes in 107 out of 152 number of metric scores are the primary drivers for category and summary score changes.

Of the 107 metrics identified, changes in relative ranking against peers drove 77 number of changes while changes in underlying reported metric values drove the rest (See Year-Over-Year ESG Performance - Material Factor section for details)

Please note changes in ESG scores are driven by two primary factors: Changes in underlying company-reported metric values and/or their relative ranking to the peer group.

PEER SUMMARY

Closest four peers by market capitalization and Semiconductors & Semiconductor Equipment

	ADI.OQ	8035.T	MU.OQ	KLAC.OQ	000660.KS
	Analog Devices Inc	Tokyo Electron Ltd	Micron Technology Inc	KLA Corp	SK Hynix Inc
Company Market Cap (Mil USD)	\$95,125	\$120,691	\$100,025	\$92,270	\$85,193
Total Revenue (Mil USD)	\$12,306	\$16,635	\$15,540	\$10,496	\$25,313
ESG Combined Score	67.62	72.03	49.14	55.77	60.12
ESG Score	67.62	72.03	68.27	55.77	75.25
Environmental Pillar Score	60.81	67.64	62.49	45.51	63.39
Social Pillar Score	67.31	71.43	78.37	56.54	73.42
Governance Pillar Score	76.29	78.29	58.53	66.83	92.50
ESG Controversies Score	100.00	100.00	30.00	100.00	45.00

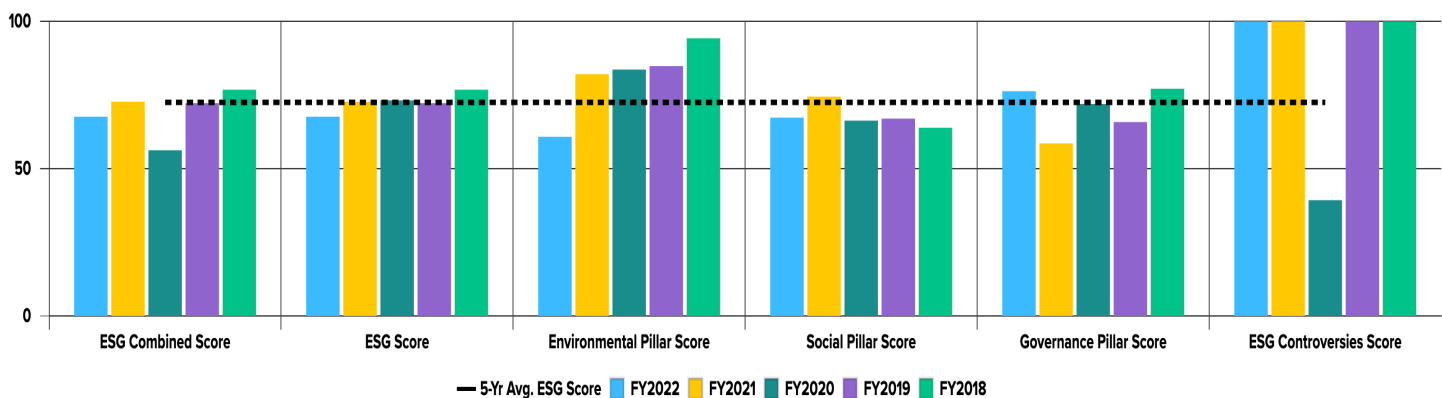


PEER DETAIL

	ADI.OQ	8035.T	MU.OQ	KLAC.OQ	000660.KS
	Analog Devices Inc	Tokyo Electron Ltd	Micron Technology Inc	KLA Corp	SK Hynix Inc
Policy Water Efficiency	TRUE	TRUE	TRUE	TRUE	TRUE
Policy Energy Efficiency	TRUE	TRUE	TRUE	TRUE	TRUE
Targets Water Efficiency	TRUE	TRUE	TRUE	FALSE	TRUE
Targets Energy Efficiency	FALSE	TRUE	FALSE	FALSE	FALSE
Total Energy Use To Revenues USD in million	205.05	234.33	1,303.86	94.54	2,861.19
Renewable Energy Use Ratio	--	21.22%	1.80%	45.32%	--
Water Use To Revenues USD in million	303.43	86.03	1,896.61	34.77	2,665.28
Water Recycled	911,337.00	--	71,501,000.00	86,474.10	47,587,000.00

HISTORIC PERFORMANCE

	FY2022	FY2021	FY2020	FY2019	FY2018
Period End Date	2022-10-29	2021-10-30	2020-10-31	2019-11-02	2018-11-03
Historic Market Cap (Mil USD)	\$74,518	\$93,062	\$43,804	\$40,402	\$32,402
Total Revenue (Mil USD)	\$12,014	\$7,318	\$5,603	\$5,991	\$6,225
ESG Combined Score	B+	B+	B-	B+	A-
ESG Score	B+	B+	B+	B+	A-
Environmental Pillar Score	B	A-	A	A	A+
Social Pillar Score	B+	B+	B	B+	B
Governance Pillar Score	A-	B	B+	B	A-
ESG Controversies Score	A+	A+	C	A+	A+



HISTORIC PERFORMANCE SUMMARY

Over the last 5 reporting periods, ADI.O has an average ESG score of 72.50, ranging from a high of 76.78 (FY2018) to a low of 67.62 (FY2022).

Of the three pillars that make up the overall ESG score, Environmental pillar performed the best, with an 5-year average score of 81.11, followed by Governance pillar (Average score: 69.95) and then Social pillar (Average score: 67.78).

By category and on average, Community, Emissions, and Env. Innovation are the three best performing categories over the last 5 years while Human Rights, Management, and Workforce are the three laggard categories during the same period.

CONTROVERSIAL BUSINESS PRACTICES

Does the company engage in any controversial business activities?

Yes

Did the company have any controversies in violation of the Ten Principles of the UN Global Compact?

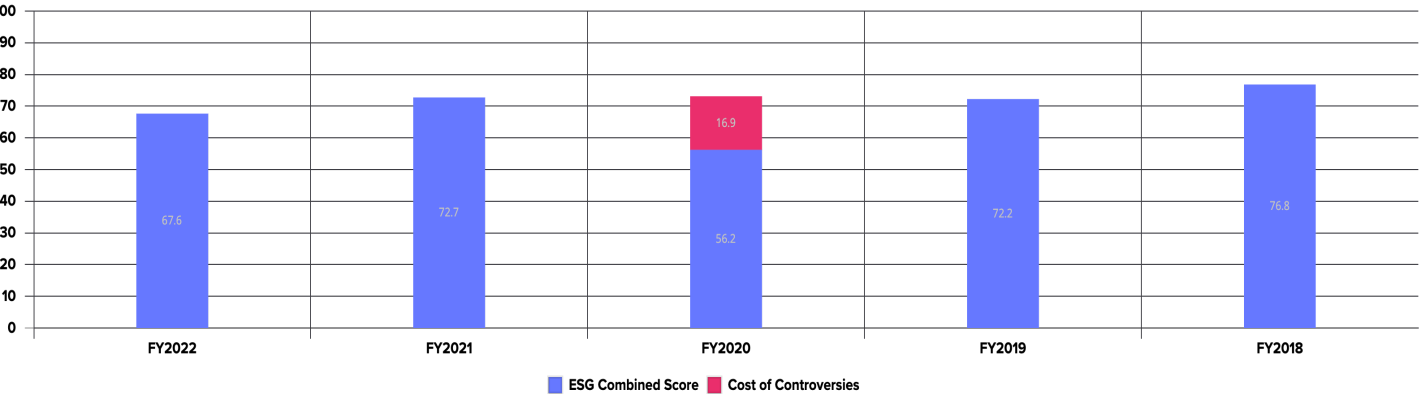
No

Armaments

Yes

ESG CONTROVERSIES

Bad press can be costly to companies. Controversies reported in the media can bring damages to reputation, future business opportunities, and ultimately the bottom line. ESG controversies score aims to recognize these potential damages, and account for these factors in the scoring of a company's overall ESG performance. From a scoring perspective, controversies could significantly impact a company's overall rating in a negative way. Below is a list of controversies collected from the public domain.



ESG CONTROVERSIES DETAILS

Fiscal Period	Source Date	Category	Title	Link
FY2022	2022-01-19	Workforce - Controversies	Management Departures	Vincent Roche to Succeed Ray Stata as Chair of Analog Devices in 2022 - Analog
FY2020	2020-01-21	Resource Use - Controversies	Environmental Controversies Count	Xilinx Files Patent Infringement Lawsuit Against Analog Devices
FY2020	2020-01-21	Community - Controversies	Intellectual Property Controversies	Xilinx Files Patent Infringement Lawsuit Against Analog Devices

ESG METHODOLOGY

Refinitiv's ESG Scores are designed to transparently and objectively measure a company's relative ESG performance across ten themes based on company reported data. Below document provides detailed information on ESG scoring methodology. [ESG Scores Methodology](#)

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