2024

Corporate Sustainability Report

Enabling a More Sustainable World

SILICON LABS

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A Message from Our CEO

Each year, we reaffirm our commitment to building a smarter, more connected world, understanding that sustainability is a continuous journey of improvement. At Silicon Labs, sustainability is integral to our mission. We deliver high-quality products, ensure the ethical treatment of our suppliers, and maintain a transparent, responsible supply chain. Through innovations in wireless connectivity, we empower customers to reduce their environmental footprint, with advancements in water metering, transportation, energy solutions, and solar technologies.

WE PROUDLY RECEIVED

Great Place To Work. Certified 2024

Our eighth consecutive certification as a Great Place to Work.

These innovations not only reduce environmental impact but also create meaningful social benefits. Our products enhance lives globally, whether through elderly care, food waste reduction, or enabling cleaner energy solutions. This year, we proudly report significant progress toward our Environmental, Social, and Governance (ESG) objectives; a direct result of our dedication to sustainability.

We design smart, efficient products like the FG23, MG12, and MG24 wireless SoCs, which offer low-power options for monitoring and detection systems across industries. Our technologies are designed with a strong focus on social and environmental impact. Furthermore, our products are crucial to green energy solutions such as solar power, driving the transition toward renewable energy. We continue to develop low-power monitoring devices that enhance energy efficiency and reduce reliance on fossil fuels.

Our ongoing efforts to improve energy efficiency and reduce environmental impact span industries such as agriculture, water conservation, sustainable buildings, and climate change mitigation. We are proud of our prime ISS ESG Corporate rating, a testament to our commitment to sustainable development. Looking ahead to the Series-3 launch in 2025, we will further reduce material use and enhance energy efficiency.

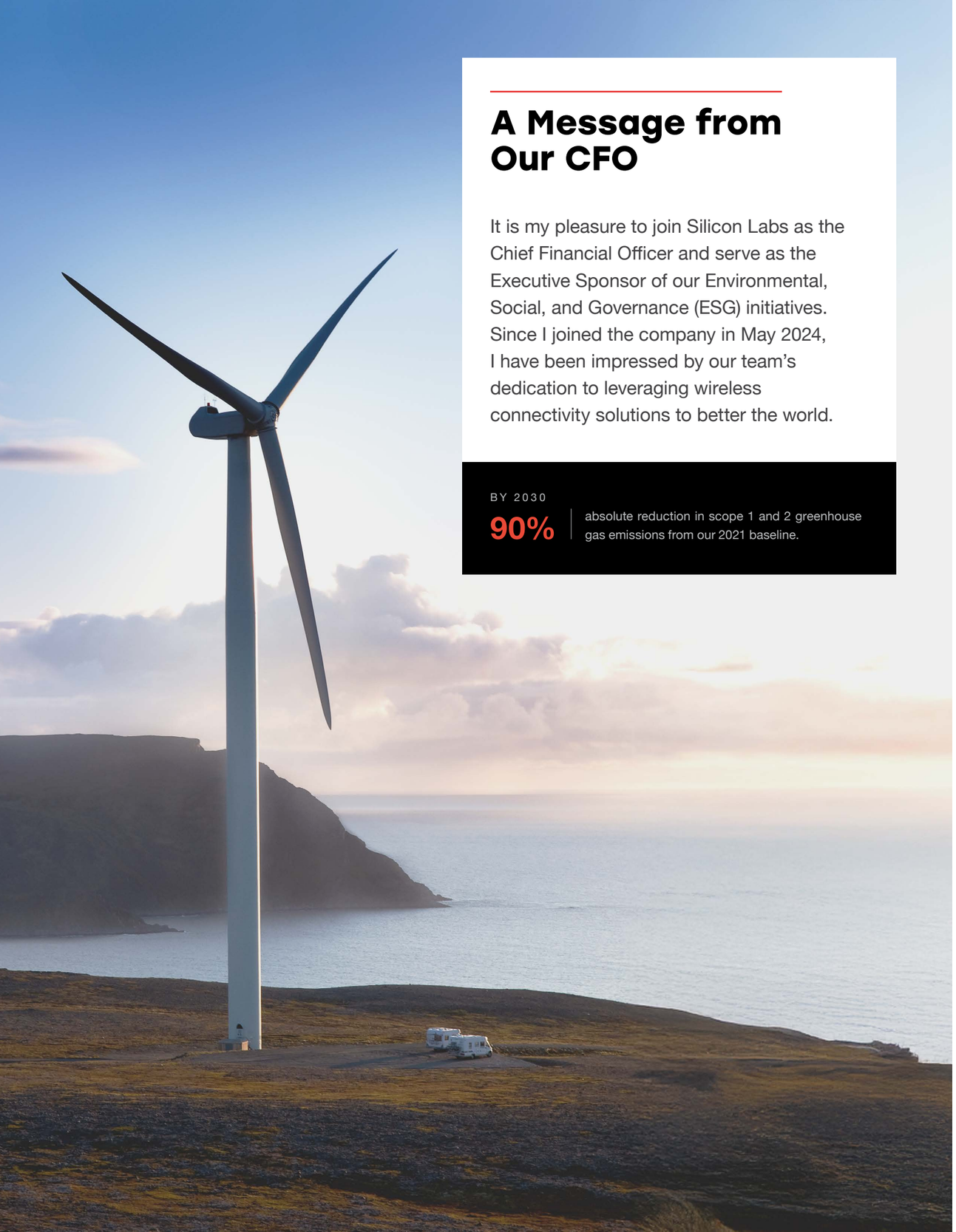
The semiconductor industry has faced significant challenges in recent years, particularly in light of the market correction following the pandemic. Despite this, we've navigated these difficult times with resilience, implementing necessary workforce reductions at the end of 2023 to ensure the long-term health of the company. This decision, though difficult, has positioned us for sustainable growth moving forward.

We are committed to our employees, customers, and partners, and our efforts have been recognized with our eighth consecutive certification as a Great Place to Work. Our employee resource groups continue to foster a culture of innovation and camaraderie, with initiatives like the Global Month of Service and the Technical Symposium showcasing our team's dedication to making a positive impact.

As we face macroeconomic challenges and evolving regulations, our commitment to "doing the right thing" remains unwavering. We are adapting to new global standards and ensuring that our products and operations exceed regulatory requirements, contributing positively to society and the environment. Our recent emissions inventory and double materiality assessment reflect our ongoing commitment to sustainability.

Through innovation and collaboration, we will continue to drive lasting, positive change for the planet and society.

Matt Johnson
President & Chief Executive Officer, Silicon Labs



A Message from Our CFO

It is my pleasure to join Silicon Labs as the Chief Financial Officer and serve as the Executive Sponsor of our Environmental, Social, and Governance (ESG) initiatives. Since I joined the company in May 2024, I have been impressed by our team's dedication to leveraging wireless connectivity solutions to better the world.

BY 2030

90% absolute reduction in scope 1 and 2 greenhouse gas emissions from our 2021 baseline.

As the ESG Executive Sponsor, I am committed to leading efforts to achieve our multi-year sustainability goals while ensuring compliance with global regulations. Our sustainability strategy focuses on setting clear, measurable goals, optimizing resources for impactful projects, and measuring the financial returns on our ESG investments. Sustainability drives a focus on operational excellence as we introduce new products, maintain a robust supply chain, and meet our customers' requirements now and in the years to come. This operational excellence makes us a more successful business.

Our approach to sustainability includes setting clear and measurable goals, prioritizing resources for impactful projects, and measuring the financial returns on these investments. This not only enhances our operational efficiency but also ensures that we are compliant with evolving regulations and meeting the expectations of our stakeholders. Our approach is threefold: to create programs and policies internally to ensure compliance with regulations; to optimize our practices for our customers; and to better the world through our efficient solutions.

By 2025, we aim to reduce production scrap, cut waste at our Austin headquarters, and transition to 100% renewable energy across our facilities, where programs are available. By 2030, we are targeting a 90% reduction in greenhouse gas emissions (scope 1 and 2). Additionally, we are working with suppliers to ensure sustainable practices and set science-based targets for scope 3 emissions.

Our employees are the core of our business. In 2025, we're aiming for an 85% global employee engagement score and active participation in sustainability initiatives. All employees will receive annual training on Business Conduct Standards, with online training available and completion rates monitored. Additionally, we actively promote a company culture that prioritizes anti-corruption and anti-harassment, supported by clear internal policies committed to fostering a safe, inclusive and ethical workplace. Our ESG initiatives are designed to support the well-being and success of every team member.

In the semiconductor industry, where energy consumption is high, we must prioritize energy efficiency and a focus on renewables. Our sustainability initiatives not only help mitigate environmental impact but also drive innovation and operational resilience.

In conclusion, sustainability is central to our strategy. We are focused on achieving our ESG goals while integrating these principles into our core operations, ensuring long-term value for our employees, customers, and stakeholders.

My vision as Executive Sponsor of our ESG initiatives is to ensure that our efforts go beyond compliance – they are a strategic advantage that enhances our value to our employees, customers, partners and the investment community. By fostering a culture of transparency, accountability, and continuous improvement, we can achieve our ESG targets and do our part as a company to contribute to a sustainable future.

Dean Butler
SVP & Chief Financial Officer
& Environmental,
Social, and Governance
Executive Sponsor

About Silicon Labs

Silicon Labs is a leader in secure, intelligent wireless technology for a more connected world. We make it easy for developers to solve complex wireless challenges throughout the product lifecycle and get to market quickly with innovative solutions that transform industries, grow economies, and improve lives. We power sustainable IoT solutions that measurably support improved energy efficiency, better health, innovative infrastructure, sustainable cities, and responsible production. We're a fabless semiconductor company headquartered in Austin, Texas, with employees and manufacturing partners in many countries around the world. We're committed to cleantech product design, environmentally and socially responsible operations throughout our supply chain, and providing the highest level of product security. Guided by our shared values, we strive to "do the right thing" for our employees, customers, partners, and communities.

OUR VALUES

We hire, foster, and empower great talent.

Our team consists of big-picture thinkers and cross-functional collaborators with technical skills, creativity, and the potential to do great things.

We meet our commitments and hold ourselves accountable.

We practice asterisk-free engineering, lead by example and commit to excellence.

We create customer value and commercial success through innovation and simplicity.

We focus on eliminating the unnecessary and perfecting the essential to help our customers succeed.

We do the right thing.

We conduct business with integrity and do what is right for our employees, customers, shareholders, communities, and planet.

Our Sustainability Strategy

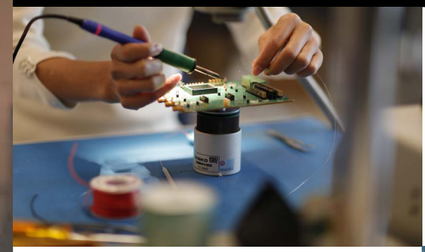
Silicon Labs is dedicated to building a smarter, more connected world by enhancing our environmental, social, and governance (ESG) initiatives. Our goal is to lead in sustainability within the semiconductor industry. Our core values guide our sustainability strategy, focusing on areas where we believe we can make the biggest impact: creating innovative products with positive environmental and social impact, fostering an inclusive, innovative culture, conducting our business in an environmentally and socially responsible way, and sharing value creation with our stakeholders and communities, now and in the future.

Our stakeholders play a vital role in shaping our ESG strategy, offering valuable insights and accountability. We actively seek their feedback to evaluate our strategic focus areas at least once a year. Our ESG Steering Committee, Senior Management, and cross-functional teams convene regularly to define the strategy, drive objectives, and provide annual updates. To ensure our results are measurable and transparent, we follow multiple sustainability reporting frameworks, including the Sustainability Accounting Standards Board (SASB), the Task Force on Climate-Related Financial Disclosures (TCFD), and the Global Reporting Initiative (GRI), and report our progress to different public organizations such as the Carbon Disclosure Project (CDP) and the Environmental Protection Agency (EPA).

Our ESG initiatives and programs are not developed in isolation but in alignment with the United Nations Sustainable Development Goals (UNSDG) and the United Nations Global Compact (UNGC) principles. We have been an official participant in the UNGC since 2024, demonstrating our commitment to international standards and principles.

Our ESG Approach

We view sustainability through the lens of environmental, social, and governance (ESG) topics, focusing our sustainability goals in five strategic areas:

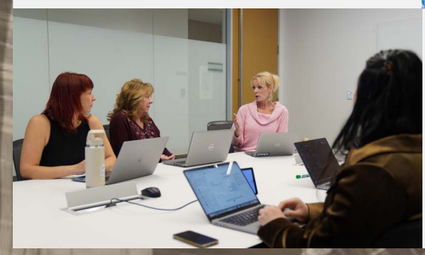


Product Innovation

Environmental Management & Climate Change Mitigation

Employee Wellbeing

Supply Chain Management



Ethics & Governance

Our Goals

STRATEGIC TOPIC	GOAL	RESULT
Product Innovation	Develop sustainable products in line with our Global Environmental Policy.	**30%** of our revenues in 2024 came from products designed with features that reduce energy consumption, as compared with a baseline version Silicon Labs product, while offering the same or greater functionality.
Environmental Management & Climate Change Mitigation	**5%** absolute waste reduction at our Austin headquarters versus 2023 baseline.	**7%** of reduction in 2024.
	100% renewable energy use in all facilities where programs are available by end of 2025.	**51%** ON TRACK of renewable energy use, 7.680 GWh of renewable energy out of an available 15.072 GWh. We transitioned our Boston and Hyderabad facilities to 100% renewable energy and transitioned our Rennes facility to 100% renewable energy as part of an office relocation.
	90% absolute reduction in scope 1 and 2 GHG emissions by the end of 2030 versus a 2021 baseline.	**43%** ON TRACK reduction in scope 1 and 2 GHG emissions versus a 2021 baseline (the base year for our emissions goal).
Employee Wellbeing	**85%** (revised goal) or higher target goal for maintaining strong employee engagement in our annual engagement survey.	**80%** We achieved an 80% employee engagement score in 2024.
	90% of our employees to participate in one or more Silicon Labs inclusion initiatives by 2025.	**87%** ON TRACK Employee participation in Silicon Labs inclusion initiatives in 2024.
Supply Chain Management	**100%** of major suppliers (corporate and facilities) to complete SAQs by the end of 2024.	**100%** of our major suppliers completed their SAQ surveys in 2024.
	80% of all suppliers (corporate and facilities) to complete SAQs by the end of 2024.	**93%** of all suppliers completed their SAQ surveys in 2024.
	80% of high-risk major suppliers to complete a VAP — with a goal of silver recognition by 2025.	We did not identify any high-risk suppliers in 2024.
	By the end of 2025, engage with major suppliers on science-based reduction targets for our scope 3 emissions.	**78%** ON TRACK engagement with our major suppliers through the EMT survey in 2024.
Ethics & Governance	All employees receive annual training on Business Conduct Standards.	**100%** In 2024, 100% employees completed Business Conduct Standards training.

Stakeholder Engagement

Engaging in dialogue with our key stakeholders is essential for aligning our corporate sustainability strategy, material topics, and initiatives with the current needs of our business and the expectations of those who are invested in our company. Our stakeholders encompass employees, customers, investors, suppliers, and the communities where we operate through non-governmental organizations (NGOs).

The table below outlines examples of our stakeholder engagement practices and the topics we addressed in 2024.

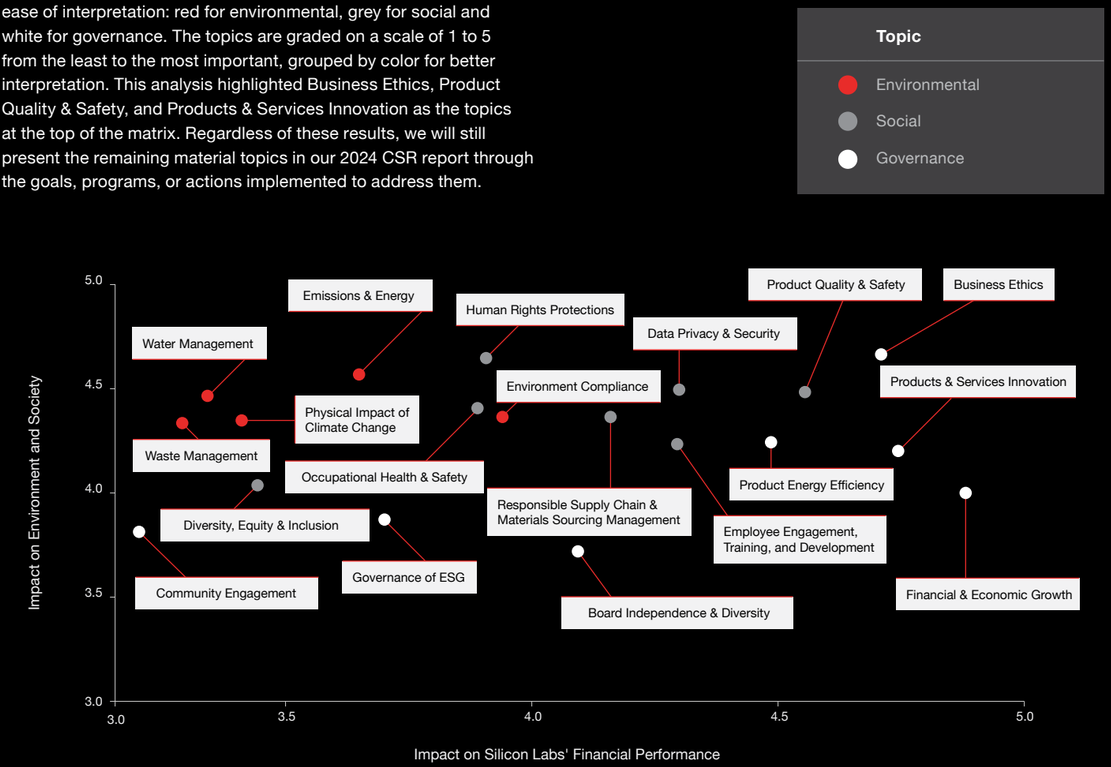
Stakeholder	Employees	Customers	Investors	Suppliers	NGOs
Material Topics	• Employee engagement • Training, and development • Diversity, equity, and inclusion • Occupational health & safety • Business ethics	• Environmental compliance • Product energy efficiency • Product quality & safety • Data privacy & security	• Business ethics • Financial & economic growth • Board independence & diversity • Emissions and energy	• Product quality & safety • Responsible supply chain & materials sourcing management • Environmental compliance • Human rights protection	• Community engagement • Human rights protection • Diversity, equity & inclusion • Energy & emissions
European Sustainability Reporting Standards – Topic*	S1 Own workforce	E1 Climate Change/Energy Use	G1 Business conduct	S2 Workers in the Value Chain	S3 Affected communities
Engagement Process	• Employee surveys & inclusion assessments • Live & on-demand seminars, conferences, workshops • Online training platform for formal education and skill-building EthicsPoint line • Recognition, awards, milestone celebrations • Intranet, internet, news, emails, videos • Company meetings, town halls, all-hands meetings & offsite events • Opportunities to build connections & community while supporting flexible work options	• Conventions, technical seminars, joint seminars, conferences, blogs, workshops, internet, news, emails • Customer meetings • Website - sustainability	• Quarterly earnings calls • Analyst day • Conferences • Shareholder outreach • Quarterly & annual reports • Investors relations • Website • Proxy engagement	• Meetings • Audits • Contracts • Surveys • RBA Tools	• Donations • Mentorships • Partnerships • EthicsPoint line • NGO meetings • Site visits • Volunteering, local initiatives
Using the Double Materiality Assessment (DMA) to capture feedback	• We reached out to employees sitting on our quality and ESG steering committee at a global level. • The materiality survey was sent to capture their values.	• We selected key customers based on their prior engagement and initiatives related to ESG and sustainability within both the Home & Life and Industrial & Commercial business segments. • The materiality survey was sent to capture their values.	• We selected our main investors to provide feedback. • The materiality survey was sent to capture their values.	• We selected our major suppliers based on spending levels, focusing on those with whom we have engaged the most on ESG and sustainability topics. • The materiality survey was sent to capture their values.	• NGOs were selected based on their previous outreach on ESG and sustainability topics. • The materiality survey was sent to capture their values.

* The terms S1, E1, G1, S2, S3, and similar codes are part of the European Sustainability Reporting Standards (ESRS) framework. These codes represent different sets of disclosure requirements categorized under the ESRS.

Materiality Assessment

In 2024, we restructured our annual materiality assessment to align with a double materiality perspective where environmental and societal impacts are part of the evaluation. We targeted internal and external stakeholders to procure a balance in the responses.

This matrix shows the topics assessed to establish their materiality in terms of environmental and societal impact (the y-axis) and financial performance (the x-axis). Nineteen materiality topics were considered in total with the results shown below, color coded for ease of interpretation: red for environmental, grey for social and white for governance. The topics are graded on a scale of 1 to 5 from the least to the most important, grouped by color for better interpretation. This analysis highlighted Business Ethics, Product Quality & Safety, and Products & Services Innovation as the topics at the top of the matrix. Regardless of these results, we will still present the remaining material topics in our 2024 CSR report through the goals, programs, or actions implemented to address them.



Note: Government bodies were not included as stakeholders in the materiality assessment this year. However, we are constantly monitoring the development of public policies that could affect our business operations and engage with them through our annual reports and participation in public comments whenever possible.

Awards, Recognition & Ratings

LEAP Awards
Silver Embedded Computing MG26 in Connectivity

EE Awards of Asia and Taiwan
Featured AIoT Solution Supplier: Silicon Labs
Best Security Technology Platform: Secure Vault™

Great Place to Work 2024
Certified since 2017

2024 IoT Evolution Product of the Year Award
MG26 SoC for Bluetooth LE and 15.4 Connectivity

CES Innovation Awards
Embedded Technologies: SiWx917

Best Workplace for Commuters 2024

Code2College 5th Annual IDEA awards: Workshop of the Year 2024

Technology & Innovation award at the Greater Austin Chamber of Commerce's 2024 Greater Austin Business Awards

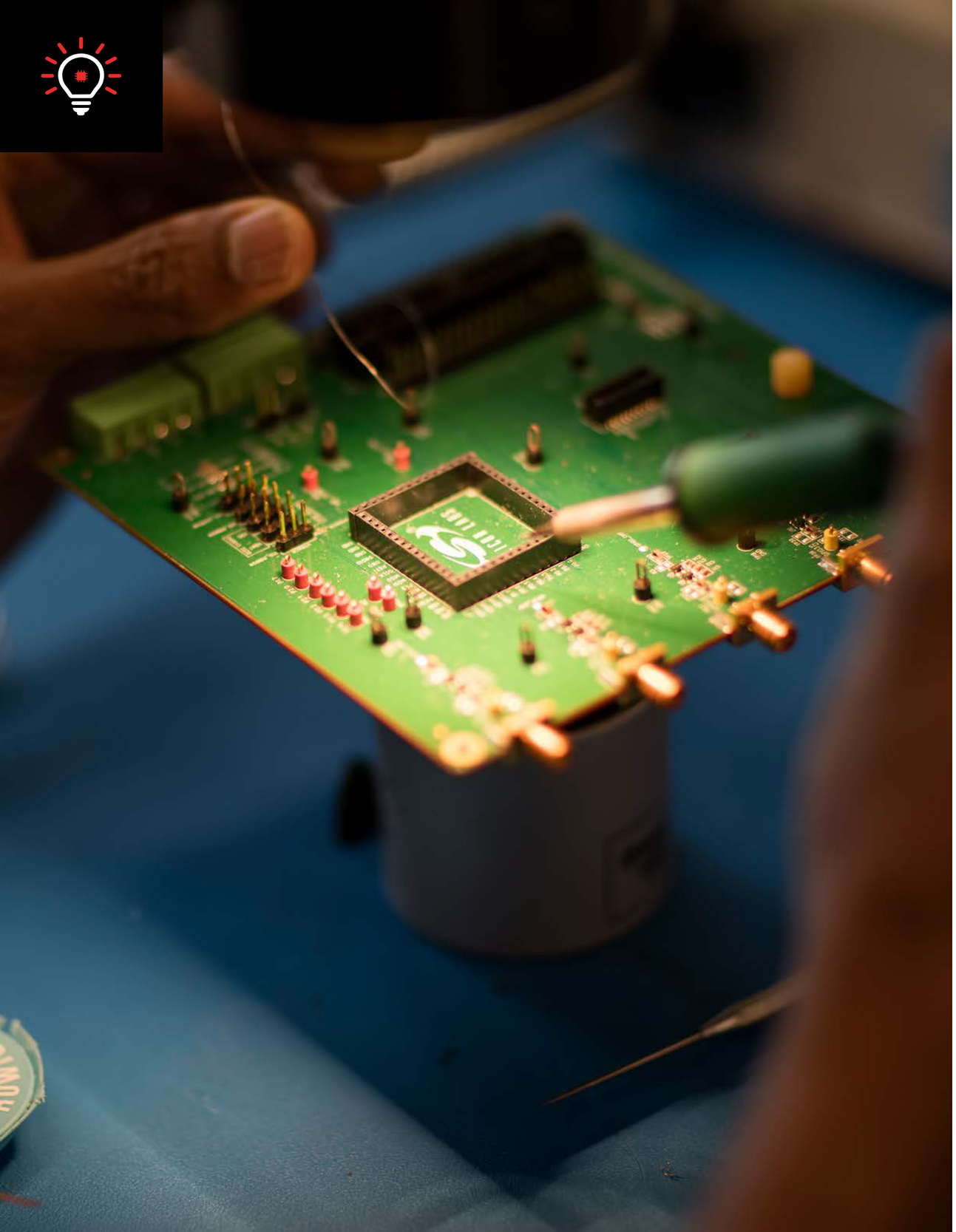
Elektra Awards 2024
Smart Buildings of the Year: Highly Commended FG28 Sub-GHz wireless + 2.4 GHz Bluetooth LE SoC

IoT Breakthrough Semiconductor Product of the Year Award:
xG22E

*2023 result

RATINGS

ISS ESG	C+ Prime
MORNINGSTAR SUSTAINALYTICS	Low risk
MSCI	AA
CDP	C*
ecovadis	Platinum



Product Innovation

Product innovation is central to the Silicon Labs culture and important for our success in the markets we serve. It's a strategic topic that includes **product development, manufacturing, safety & quality, distribution, use, maintenance & security, and recycling**.

Product innovation is the responsibility of all functional teams within the company and is guided by our corporate values and Global Environmental Policy. Our Quality Management System is certified to ISO 9001:2015 with TUV Rheinland of North America, with the scope of design and manufacture of integrated circuits and solutions. Our ISO 9001 certification can be found in Appendix: ISO 9001 Certificate. Our Environmental Management System is certified to ISO 14001:2015 by TUV Rheinland of North America, with the scope of design and manufacture of integrated circuits and solutions. These certificates are valid for our Singapore and Austin manufacturing test facilities which account for 2 of 2 (100%) manufacturing facilities and 2 of 21 (10%) manufacturing and commercial facilities. Our ISO 14001 certification can be found in Appendix: ISO 14001 Certificate.

We're dedicated to driving product innovation through our cleantech and circular design strategy. Cleantech refers to the products or processes that reduce negative environmental impacts by improving energy efficiency, using resources more sustainably, or by protecting the environment. Circular design focuses on reducing waste and using recycled materials in the manufacturing process. As part of our commitment to this process, we're focused on improving energy efficiency, material efficiency, including recycled materials in the manufacturing process, and understanding the environmental impacts of the product portfolio throughout its lifecycle.

Our Approach

Our approach to evaluating the environmental impacts of our product portfolio can be broken down into three focus areas:

Assessing our product portfolio (covering 100% of products) and carrying out an inventory of raw materials (including hazardous substances), GHG emissions, energy use, water use, and waste generation.

Selecting products for a detailed life cycle analysis using industry best practices and standards.

Identifying opportunities for improvement.

We're currently in the first step of the strategy and have completed inventories of product material use (including hazardous substances), GHG emissions, energy use, water use, and waste generation.

Goals, Actions & Results

GOAL	ACTION	RESULT
In 2025, reduce 8 million units of production scrap	Engineering activities to improve production test yields	NEW GOAL
Develop sustainable products in line with our Global Environmental Policy.	Develop, market and sell products supporting sustainability focused markets including agriculture, water conservation, energy conservation, sustainable buildings, materials optimization, and climate change mitigation through energy transition.	**30%** of our revenues in 2024 came from products designed with features that reduce energy consumption, as compared with a baseline version Silicon Labs product offering the same or greater functionality.

Product Development

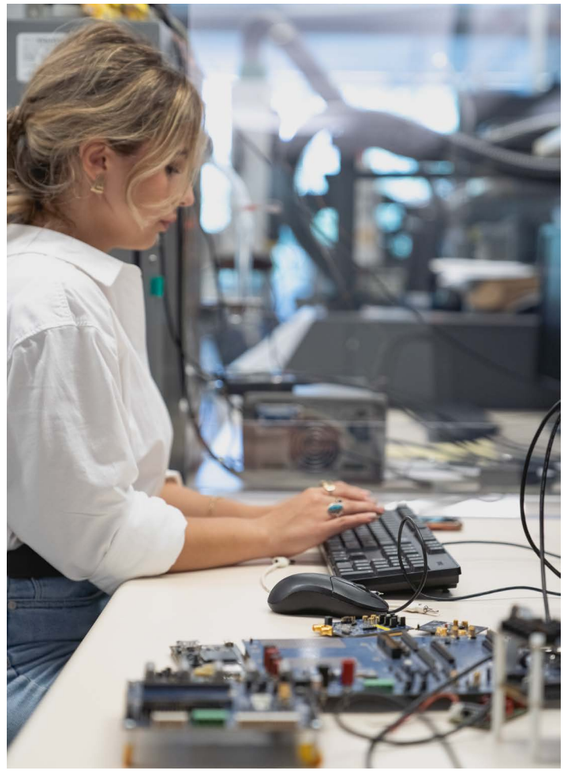
We develop semiconductor products for sustainability-focused consumer and industrial markets, supporting key areas such as agriculture, water and energy conservation, sustainable buildings, materials optimization, and climate change mitigation through energy transition, among others. We sell these semiconductor products to our customers, who then develop and manufacture finished products for these markets. Specific semiconductor requirements are varied, but are related to energy consumption, wireless, computers and peripheral features, product size, and cost. Examples of specific customer products servicing these markets can be found in Product Spotlights section.

We've taken steps in an effort to minimize material consumption and waste in products. Firstly, we adopt smaller process geometries with each generation of product, which in turn allows us to design smaller semiconductor die and use less material per product. As an example, we've reduced the semiconductor die size by ~50% from select Series 1 products to Series 2 products (see table on next page). Secondly, we focus on minimizing the external required bill of materials and space required within our customers' designs. Space that may have been required in past generations of products for crystal oscillators, power amplifiers, and low noise amplifiers is incorporated within these products.

We also take steps to optimize the energy efficiency of our products. We develop design methods and techniques to reduce the energy consumption of the circuitry within each product. Designing for low energy is a key focus for us, with more than 15% of our intellectual property patent portfolio dedicated specifically to innovations that reduce power or energy consumption. By adopting smaller process geometries, we're able to reduce energy consumption. As an example, shown in the table on the right, we've reduced the active and sleep current consumption by 50% or more on select Series 2 products compared to select Series 1 products. A reduction in current consumption translates directly to a reduction in energy consumption. Our new Series 3 family of products will offer even greater material reduction and energy efficiency enhancements versus our Series 1 and Series 2 families.

According to the United States EPA, Americans purchase nearly 3 billion dry-cell batteries every year. These batteries pose an ongoing sustainability challenge due to risks of combustion and leaking chemicals into the environment when discarded. To address this growing issue, we're incorporating energy harvesting technologies into our products that minimize or even eliminate the need for batteries altogether. Energy harvesting leverages external sources of energy, such as solar, radio waves, and kinetic energy, to generate power for the product. It can eliminate the need for batteries but requires that the power draw of the device be low in order to function on only these external sources of power. This year we introduced the EFR32BG22E, EF32MG22E and EFR32FG22E families of wireless systems on chip that offer key features to enable energy harvesting applications.

	Series 1		Series 2		
	BG12	BG22	FG23 | ZG23	MG24	RS9116
Operating Mode	Bluetooth	Bluetooth	Proprietary, Z-Wave	zigbee, THREAD	Bluetooth
TX | Transmit	8.5 mA @ 0dBm	4.1 mA @ 0dBm	25 mA @ 0dBm	5 mA @ 0dBm	130 mA @ 8dBm
RX | Receive	10 mA	3.6 mA	4.0 mA	4.4 mA	20 mA
EM0 | Active	130 µA/MHz	22 µA/MHz	26 µA/MHz	31 µA/MHz	55 µA/MHz
EM2 | Deep Sleep	2.9 µA	1.2 µA	1.2 µA	1.3 µA	0.9 µA
EM2 | Wake Up	3.2 µs	5.1 µs	5.1 µs	5.1 µs	2.5 µs
Die Size (mm²)	18.90	5.40	7.02	9.29	-



Product Manufacturing, Quality & Safety

Wafer fabrication, assembly, and testing are the three key steps in our manufacturing process, with 100% of the wafer fabrication and assembly and approximately 95% of the manufacturing test performed by our supply chain partners. The portion of manufacturing test performed by Silicon Labs occurs at our Austin and Singapore facilities. See Supply Chain Management for more information about our manufacturing partners. Manufacturing test and yield optimization is a key element of our cleantech and circular design strategy. We're unique in that we not only design for test (DFT), an important step in manufacturing optimization, but we're one of the few semiconductor companies that designs our own manufacturing test systems to optimize the benefits of our DFT.

Greenhouse gas emissions associated with our outsourced manufacturing processes are included as scope 3, category 1: Purchased Goods & Services. See Environmental Management & Climate Change Mitigation: Greenhouse Gas Emissions for an inventory and more information about this category.

This table presents quantities of energy, water, and waste (hazardous and non-hazardous) associated with our outsourced manufacturing process. This data is as reported by our major suppliers for 2023, the latest available at the time of publication. The methodology aggregates reported data from major suppliers on a spend basis. Major suppliers account for the top 90% of our manufacturing spending, while the remaining 10% is estimated based on the average of this data.

Energy	Water	Waste (non-hazardous)	Waste (hazardous)
136 GWh	336 megaliters	1588 metric tons	1950 metric tons

The key materials used in our semiconductor products are silicon, copper, tin, gold, silver, resins, silicon dioxide, nickel, palladium, tungsten, and tantalum. 100% of worldwide sales of all products are shipped in accordance with RoHS legislation, and 100% of worldwide sales shipped ban BFR, PVC, phthalates, beryllium, arsenic, and antimony. To date, we have not had a product recall on safety due to hazardous materials or substances. The following substances are not intentionally added to our products, and any trace impurities are below a specified threshold level:

- PerFlouroOctane Sulfonate (PFOS) per European Marketing and Use Directive 2006/122/EC
- PerFlouro-Octanoic Acid (PFOA)
- Halogens (including BFR and PVC)
- Substances subject to Toxic Substances Control Act (TSCA) Section 6(h)
- Substances subject to European Union Directive (EU) 2015/863 for the Restriction of the use of certain Hazardous Substances in Electrical and Electronic Equipment (RoHS3)
- Substances subject to China's Administrative Measure on the Control of Pollution Caused by Electronic Information Products (China RoHS II)
- Substances of Very High Concern (SVHCs subject to REACH legislation

To the best of our knowledge, Silicon Labs products do not contain the substances listed below and therefore these substances are not expected to be present above limit values, if applicable.

- Persistent Organic Pollutants (POPs)

We are aware of legislation concerning the use of Per- and Polyfluoroalkyl Substances (PFAS) in semiconductor manufacturing. We are also aware that some Silicon Labs devices may contain PFAS in certain die attach adhesives, filters, lead frames, and substrates. In some cases, PFAS are used in the processing of certain wafer materials but do not remain in the product after processing. We require suppliers to disclose the use of PFAS in their processes and materials used in the production of our products and information on PFAS for specific products can be provided upon request.

We require that our suppliers source from third-party audited, conflict-free smelters and maintain their own conflict-free sourcing policy. There are no known conflict minerals in our products that directly or indirectly finance or benefit armed groups in the Democratic Republic of the Congo or adjoining countries. A description of our conflict minerals program due diligence process and results are available in our Conflict Minerals Report. The conflict minerals program is based on the Organization for Economic Co-operation and Development (OECD) due diligence guidelines in accordance with the Specialized Disclosure Report (Form SD) from the United States Security and Exchange Commission (SEC), rule 13p-1. We verify and document compliance with environmental quality and requirements and offer general and product specific information including product composition (material and weight) and regulatory compliance (RoHS, Halogen-Free, PFOS, and REACH).

Product Distribution

The greenhouse gas emissions attributed to our manufacturing process are included as scope 3, category 4: Upstream Transportation & Distribution, and category 9: Downstream Transportation & Distribution. See Environmental Management & Climate Change Mitigation: Greenhouse Gas Emissions for inventories and more information about these categories.

Product Use, Maintenance & Security

The greenhouse gas emissions attributed to our manufacturing process are included as scope 3, category 11: Use of Sold Products. See Environmental Management & Climate Change Mitigation: Greenhouse Gas Emissions for an inventory and more information about this category.

We take steps to extend the useful life of our products. Firstly, we target a minimum of a 10-year lifecycle for our wireless, sensor, and microcontroller products. Beyond this, we offer a software development kit (SDK) extended maintenance service which provides 10-year support and maintenance for specific SDK releases. This reduces the wastefulness of product redesign by our customers due to forced obsolescence of products. Secondly, our wireless and microcontroller products can be upgraded in the field, allowing for the addition of life-extending features and security updates.

Effective security is crucial for product longevity. We were the first semiconductor company to achieve PSA Certified Level 3, the highest level of IoT hardware and software security protection. Our Series 2 products have been designed and developed using security best practices and features, making them the most secure IoT solutions on the market. Our award-winning Secure Vault™ is the industry-leading suite of security features addressing ever-escalating threats to the Internet of Things (IoT), greatly reducing the risk of IoT ecosystem security breaches and the compromise of intellectual property or revenue loss from counterfeiting. Specifically, Secure Vault High technology protects against scalable local and remote software attacks and defends against local hardware attacks.

Our Product Security Incident Response Team (PSIRT) responds to reported security vulnerabilities and issues within our products (hardware and software), manufacturing and development services. It ensures that security vulnerabilities are analyzed, remediated, and responsibly communicated. We also sponsor product-specific bug bounty programs employing hacker crowd-sourced platforms such as HackerOne.

Product Recycling

The greenhouse gas emissions attributed to the recycling process are included as scope 3, category 12: End-of-Life Treatment of Sold Products. See Environmental Management & Climate Change Mitigation: Greenhouse Gas Emissions for an inventory and more information about this category.

We use recycled and recyclable materials in the manufacturing and transportation of our products, and we require the same approach from our suppliers. The carrier tape, moisture barrier bags and carton boxes that we use are compliant with the European packaging and packaging waste directive 94/62/EC. Together with our suppliers, we use recyclable carton boxes to ship our products, and we recover input materials by reusing 100% of inbound bubble wrap packaging in outbound shipments.

We offer a take back program for any customer wishing to responsibility recycle our products at the end of their life cycle by contacting weee@silabs.com. While our products do not fall within the defined scope of the European Community's Waste Electrical and Electronic Equipment legislation, Silicon Labs disposes of any products received in an environmentally safe manner.

Product Spotlights

PRODUCT SPOTLIGHT

Fall Detection for Elderly Care, Powered by Silicon Labs

inovonics

The Challenge

As the global population ages, senior health and safety is a growing priority. Annually in the US, three million adults over the age of 65 will go to the ER due to a fall, which is also the leading cause of traumatic brain injury among the elderly. Delayed responses to falls can lead to severe health complications. Many traditional monitoring systems cannot detect falls automatically or require manual intervention.

The Solution

Inovonics, a leader in wireless sensor networks for life safety, uses Silicon Labs' FG23 wireless SoC for their fall detection systems. FG23's low-power operations extend battery life, reducing maintenance costs while ensuring critical devices remain operational. Long-range, sub-GHz connectivity allows reliable monitoring across large senior living communities and automates emergency responses.

SILICON LABS FG23

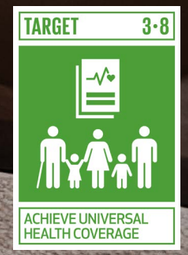
Advanced Fall Detection with FG23

Low-power

Long-range

"Silicon Labs' cutting-edge MCUs and Wireless SoCs power our proprietary algorithms with precise data that allows us to detect high-risk events with confidence and accuracy."

Tom Chittenden
President of Inovonics



PRODUCT SPOTLIGHT

Minimizing Pharma & Perishable Waste

ONASSET INTELLIGENCE

Each day, medications and food are transported across the globe under strict environmental conditions to prevent spoiling, leading to financial losses for the manufacturer.

The Challenge

Transporting pharmaceuticals and perishables globally requires strict environmental controls to comply with regulations, prevent spoilage and avoid financial losses. Effective cold-chain solutions must address challenges related to scale, end-to-end visibility, cost, and compliance. A successful IoT solution demands wide network coverage, strong RF performance, long battery life, and seamless integration into customer dashboards while remaining cost-effective.

The Solution

OnAsset Intelligence, a leading IoT solutions provider, integrated Silicon Labs' MG12 and MG24 SoCs into its tracking solutions, enabling real-time visibility and condition monitoring for global customers. These low-power SoCs seamlessly integrate with OnAsset's proprietary hardware and software to help harvest tens of billions of data points monthly. OnAsset uses this data to enhance supply chain efficiency, minimize waste, optimize supply chains, and reduce CO2 emissions. As supply chains digitalize and decarbonization gains urgency, OnAsset continues to drive innovation with Silicon Labs' BLE technology, supporting customers through this transformation with scalable and secure solutions.

Low-power

Long battery-life

TARGET 9·4

UPGRADE ALL INDUSTRIES AND INFRASTRUCTURES FOR SUSTAINABILITY

PRODUCT SPOTLIGHT

Advancing ESL Solutions with Silicon Labs' BG22 Technology

SOLUM Solution provider.

The Challenge

Traditional paper-based price labels contribute significantly to waste, especially in large retail environments where labels are frequently changed. Updating these labels is labor-intensive, requiring considerable time and effort from store employees. Additionally, such manual processes limit real-time inventory management and adaptive pricing, hindering operational efficiency.

The Solution

SoluM, a technology company committed to sustainability, has integrated Silicon Labs' BG22 wireless SoC into its independently developed electronic shelf label (ESL) solutions. SoluM's ESL devices, already recognized for their energy efficiency and long lifespan, are further enhanced by the advanced wireless capabilities and ultra-low power consumption of the BG22. These features contribute to optimizing the performance of SoluM's ESL products. By designing ESL devices with replaceable batteries, SoluM minimizes electronic waste, extends product lifespan.

Ultra-Low Power SoC BG22

Low-power

Long-range

TARGET 12·5

SUBSTANTIALLY REDUCE WASTE GENERATION

PRODUCT SPOTLIGHT

Smart Water Meters: Building a Sustainable World

The Challenge

Traditionally, water meters are buried in outdoor pits, powered by batteries replaced every ten years. They primarily support remote billing services, but could play a more active role in monitoring the municipal water supply and detecting leaks. However, the need to operate on a tight power budget limits their functionality to only the most critical tasks.

The Solution

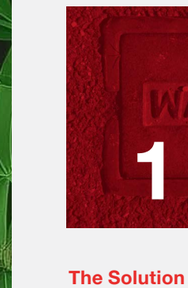
Silicon Labs' ultra-low power technology and scalable platform enables water meters to add leak detection without compromising battery life. This innovation provides homeowners with advanced warnings—often 2-3 days ahead—of leaks, compared to weeks with traditional systems, helping conserve potable water and preventing waste. With U.S. droughts worsening, this solution could mitigate the trillion gallons of water lost annually to leaks—equivalent to the yearly water use of over 11 million households.

By empowering smarter water management, these meters are a crucial step toward a more sustainable world.

Water lost annually to leaks, equivalent to the yearly water use of 11 million households

These meters are a crucial step toward a more sustainable world

Provides homeowners with 2-3 days advanced warnings



PRODUCT SPOTLIGHT

Tigo Energy Boosts Solar Efficiency and Safety with Silicon Labs' Advanced Connectivity Solutions

The Challenge

Tigo Energy aims to enhance the efficiency and reliability of their smart solar solutions to support sustainable energy and improve safety in solar PV systems.

The Solution

Tigo Energy is revolutionizing solar energy with its cutting-edge smart solutions, powered by Silicon Labs' MG21 SoCs. By harnessing advanced wireless connectivity, powerful computing, and seamless system integration, Tigo Energy has transformed the efficiency and reliability of its solar monitoring platforms. The result? A game-changing leap in clean energy output and enhanced safety measures for solar PV systems.

This collaboration showcases Tigo Energy's unwavering commitment to sustainability and Silicon Labs' leadership in green technology. Their innovative solution not only maximizes renewable energy generation but also introduces rapid shutdown capabilities, providing critical protection for both installers and users in emergency situations. With a global footprint, Tigo Energy's products are driving the future of solar energy, reducing carbon emissions, and accelerating the worldwide shift toward renewable power.

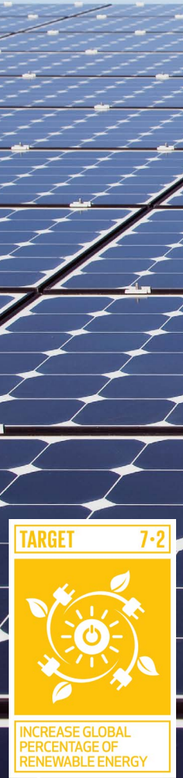
Revolutionizing solar energy with its cutting-edge smart solutions

Wireless Connectivity

Long-range

The result is a game-changing leap in clean energy output and enhanced safety measures for solar PV systems.

This collaboration showcases Tigo Energy's unwavering commitment to sustainability and Silicon Labs' leadership in green technology.



Environmental Management & Climate Change Mitigation

Our Approach

As a responsible member of the global community, Silicon Labs works hard to minimize the impact of our actions. Environmental management & climate change mitigation is a strategic topic that includes **waste management, water management, energy management, greenhouse gas emissions,** and **biodiversity**. Discussion of **climate-related risks and opportunities** and **water-related risks and opportunities** can be found in Ethics & Governance: Risk and Opportunity Management.

Environmental management & climate change mitigation is the responsibility of all functional teams within the organization, and our approach is guided by our Global Environmental Policy and Environmental, Health, and Safety Policy. Our Environmental Management System is certified to ISO 14001:2015 by TUV Rheinland of North America, and covers our Singapore and Austin manufacturing test facilities, accounting for 2 of 2 (100%) manufacturing facilities and 2 of 21 (10%) manufacturing and commercial facilities. ISO 14001 certification can be found in Appendix: ISO 14001 Certificate. In 2024, we passed the ISO 14001:2015 surveillance audit with 0 (zero) non-conformances, and in 2024, 100% of our manufacturing suppliers were ISO 14001:2015 certified.

We're committed to reducing our carbon footprint by focusing on science-based goals to lower greenhouse gas emissions. This includes expanding our greenhouse gas inventory, reducing energy consumption, and transitioning our global facilities to renewable energy.

We've implemented a dedicated budget and linked variable executive compensation to climate change mitigation. See Supply Chain Management: Supplier Engagement for more information about how we've engaged our supply chain partners on these topics. Greenhouse gas emissions inventories have been prepared in accordance with the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard. Our environmental metrics including waste, water, energy, and greenhouse gas emissions are audited with limited assurance by an independent third party. Audit certification can be found in Appendix: 2024 Environmental Metrics and GHG Verification Statement.

Goals, Actions & Results

GOAL	ACTION	RESULT
5% In 2024, achieve 5% absolute waste reduction at our Austin headquarters versus 2023 baseline.	Waste reduction, reuse, recycle training for the workforce.	**7%** reduction in 2024.
100% Renewable energy use in all facilities where programs are available by end of 2025.	Increase use of utility-provided renewable energy where available.	**51%** ON TRACK of renewable energy use, or 7.680 GWh of renewable energy out of an available 15.072 GWh.We transitioned our Boston and Hyderabad facilities to 100% renewable energy and transitioned our Rennes facility to 100% renewable energy as part of an office relocation.
90% Absolute reduction in scope 1 and 2 GHG emissions by the end of 2030 versus a 2021 baseline.	Increase use of utility-provided renewable energy where available and of renewable energy certificates (RECs) as needed.	**43%** ON TRACK of reduction in scope 1 and 2 GHG emissions versus a 2021 baseline (the base year for our emissions goal).
Track waste at Austin HQ and maintain 2024 baseline for normal operational landfill waste total (no per capita increase in 2025).	Waste reduction, reuse, recycle training for the workforce. Track monthly dumpster pick ups to identify opportunities to reduce waste.	NEW GOAL ON TRACK

Water Management

Water is consumed for general hygiene and hydration within our commercial and production facilities, with no significant water consumption due to production test activities at our Austin and Singapore sites, and no known effluent discharge from any of our facilities globally. Wherever possible, we've implemented proactive programs to reduce our water usage including low-flow bathroom facilities and reduced landscaping water usage in our common areas. Globally, our water withdrawals come from local utilities.

In 2022, we relocated our Hyderabad office to one that features onsite water treatment and recycling for non-potable uses such as flushing, gardening, and HVAC cooling towers.

In 2024, we engaged with major suppliers in areas facing water stress or scarcity to assess their water sourcing, policies, restrictions, recycling systems, and response to shortages. We found that all evaluated suppliers have water-use policies and recycling systems in place, with some recycling up to 85% of their water.

See Supply Chain Management: Supplier Engagement for more information on how we've engaged our supply chain partners on these topics.

The table to the right shows our water withdrawal (water use) and discharge (wastewater) for 2021-2024 across our global facilities, with no known exclusions from the reported data. Note that water withdrawal and water discharge are shown to be identical with no significant water consumption. In some cases, data was unavailable from facilities. At our Hyderabad facility, an onsite wastewater treatment facility is in place to recycle water for flushing, cooling systems and landscaping, and the use of recycled water is estimated to be 90%. There is no treatment of discharged water at any of our facilities. Water withdrawal and discharge in 2024 versus 2023 scaled approximately with the size of our global employee population.

Water withdrawal and discharge, Global (million liters)	**2021**	**2022**	**2023**	**2024**
Withdrawal	8.279	11.625	12.700	10.534
Discharge	8.279	11.625	12.700	10.534

We use the Aqueduct Water Risk Atlas tool to monitor and evaluate locations for water stress and potential changes in water scarcity due to drought risk.

We've established priority criteria for risk monitoring and are re-evaluating water plan sites in areas with high water stress and scarcity to assess operational impacts and create action plans as needed. The table below shows the water source (including river basin), discharge, stress and scarcity ratings for each of our commercial and production facilities. Of these, our Camberley, Hyderabad and Shanghai facilities rate high or extremely high on water stress, and our Hsinchu City and Taipei facilities rate high on water scarcity. Compared to 2023, water stress increased at seven facilities in 2024, with a significant rise in Shanghai, and decreased at two of our facilities.

Facility	**Withdrawal** (million liters)	**Water Source**	**Water Discharge**	**River Basin**	**Water Stress**	**Water Scarcity**
Austin	2.993	Surface	Surface	Lower Colorado	Medium - High	Medium
Boston	1.376	Surface	Surface	Charles	Medium - High	Low-Medium
Budapest	1.650	Surface	Surface	Duna	Low	Medium - High
Camberley	0.162	Surface	Surface	Thames 2	High	Medium - High
Espoo	0.157	Surface	Surface	Southern Finland	Low - Medium	Medium
Hsinchu City	0.825	Surface	Surface	China Coast 7	Low - Medium	High
Hyderabad	2.027	Surface, Ground	Reuse (primary), Surface & Ground (secondary)	Musi / Aler	Extremely High	Medium - High
Montreal	0.419	Surface	Surface	St Lawrence	Low	Low-Medium
Munich	0.027	Surface	Surface	Danube	Low	Medium
Oslo	0.450	Surface	Surface	Scandinavia, North Coast	Low - Medium	Low-Medium
Rennes	-	Surface	Surface	Vilaine	Medium - High	Medium - High
San Jose	-	Surface	Surface to Sea	Coyote	Low	Low - Medium
Shanghai	-	Surface	Surface	Lake Tail Hu	Extremely High	Medium
Shenzhen	-	Surface, Sea	Surface, Sea	China Coast 7	Low - Medium	Medium
Singapore	0.162	Surface	Sea	Malaysia Coast 1	Low	Medium
Taipei	0.286	Surface	Surface	Tamsui River	Low - Medium	High

Waste Management

We believe that by working collectively as an organization, we can systematically reduce and divert waste ending up in landfills. We manage responsibly the end-of-life process for our computers and laptops, donating reusable material to nonprofit organizations capable of refurbishing and remanufacturing IT hardware where possible, and provide battery and electronics disposal bins for employees. All e-waste generated at Silicon Labs is disposed of in accordance with the Waste and Electronic Equipment (WEEE) Directive.

In 2023, we conducted an office update in our Singapore office to reduce our levels of waste and improve our environmental impact. We engaged a waste management firm, resulting in the diversion of 14,638 kg from incineration through reuse and recycling. This prevented the release of 21,409 kg of carbon emissions. Various charitable organizations, such as the Children's Wishing Well Hospital and THK benefited from the donation of furniture.

In 2023, we also conducted a global analysis at our sites and created a global recycling training program based on each site's needs and local conditions for recycling activities.

In 2024, we put in place a goal to achieve 5% absolute waste reduction at our Austin headquarters versus the 2023 baseline. To help achieve the goal, we worked to map waste streams to better understand the nature of waste generated and identify opportunities for the increased reuse and recycling of waste. We also updated our global environmental management awareness training with current procedures for the recovery and repurposing of materials, reducing waste, and recycling materials at each site.

The table below shows our hazardous and non-hazardous waste according to waste streams for 2021-2024 across our global facilities. Hazardous and non-hazardous waste in 2024 versus 2023 scaled approximately with the size of our global employee population.

Waste, Global (metric tons)	**2021**	**2022**	**2023**	**2024**
Non-Hazardous Waste	241.336	339.844	254.011	147.416
Landfilled	59.883	102.603	55.139	25.348
Incinerated	13.049	10.620	8.618	2.198
Recycled/Recovered	168.403	226.621	190.255	119.870
Aluminum	0.007	0.009	0.107	-
Paper	22.242	43.517	4.546	3.007
Cardboard	-	-	1.662	0.706
Plastic	0.147	0.176	0.181	0.230
Glass	0.146	0.264	0.145	0.129
Mixed	137.225	179.335	170.831	107.276
Universal	2.130	3.120	2.312	1.634
E-Waste	6.506	0.200	10.469	6.888
Hazardous Waste	-	0.218	0.537	0.104
Total Waste	241.336	340.062	254.549	147.520

Energy Management

Energy consumption includes renewable and non-renewable grid-sourced electricity, district cooling and district heating. Energy reduction measures within our facilities include deactivating HVAC systems in any unused sections of our facilities, the use of timers and presence detection for office lighting control, and replacing fluorescent bulbs with more energy efficient LED lighting. Expanding renewable energy use is essential to our emissions goals. We've created a global renewable energy plan and set targets to purchase renewable energy from utility providers whenever possible. We're also evaluating the need to buy Renewable Energy Certificates (RECs) in locations where the renewable energy options are limited or unavailable.

The table below shows energy consumption for our facilities globally between 2021-2024. Energy consumption in 2024 versus 2023 scaled approximately with the size of our global employee population, while renewable energy in 2024 versus 2023 grew more rapidly due to dedicated renewable energy programs. See Goals, Actions & Results in this section for information about these programs.

Energy Consumption, Global	**2021**	**2022**	**2023**	**2024**
Total Energy (GWh)	16.713	17.039	16.355	15.072
Percent from Grid	100%	100%	100%	100%
Renewable Energy (GWh)	4.056	5.256	5.740	7.680
Renewable Energy (%)	24%	31%	35%	51%
Hydro-electric (GWh)	-	-	-	1.125
Hydro-electric (%)	-	-	-	7.5%
Solar (GWh)	-	-	-	1.975
Solar (%)	-	-	-	13.1%
Wind (GWh)	-	-	-	4.126
Wind (%)	-	-	-	27.6%
Other (GWh)	-	-	-	0.445
Other (%)	-	-	-	3.0%
Non-renewable Energy (GWh)	12.656	11.783	10.615	7.392
Non-renewable Energy (%)	76%	69%	65%	49%

Greenhouse Gas Emissions

Our target for the reduction of scope 1 and 2 GHG emissions is based on Science Based Target initiative (SBTi) methodology. While we believe that our target exceeds the minimum reduction required to meet the Paris Agreement's goal of limiting the rise in global temperatures to 1.5°C above pre-industrial levels, it has not yet been validated by SBTi.

Emissions from our supply chain are responsible for more than 30% of our total greenhouse gas emissions inventory. For this reason, we have put in place a supplier engagement program to align on environmental topics such as energy and greenhouse gas emissions. We use the Emissions Management survey from the Responsible Business Alliance (RBA) to gather energy and greenhouse gas emissions data from our major suppliers and conduct further analysis and conversation to understand their position on energy and emissions targets. Through this process, we've determined that 90% of our major suppliers have established greenhouse gas emissions reduction targets and are reporting scope 1 and scope 2 inventories. See Supply Chain Management: Supplier Engagement for more information about how we've engaged our supply chain partners on these topics.

Our consolidation approach for greenhouse gas emissions calculation is an operational boundary and there are no facilities, greenhouse gas emissions, or geographies excluded. In 2024, there were no structural changes from the reporting year and our accounting methodology is unchanged. We have adopted IEA emissions coefficients and restated 2021-2023 scope 2 emissions.

Scope 1 emissions include direct emissions from the stationary combustion of diesel in backup diesel generators and natural gas in boilers at our facilities globally (an office qualifies as a facility when it reaches 10 or more people).

Scope 2 emissions include indirect emissions from electricity, district cooling, and district heating purchased for use in our facilities globally.

Scope 3 emissions include all upstream and downstream categories outlined by the GHG Protocol, with the exceptions of categories 8, 14, and 15 as they do not apply to us. The following explains our methodology for each category.

Category 1: Purchased goods and services

This category includes all upstream (i.e., cradle-to-gate) emissions from the production of products purchased or acquired by the reporting company in the reporting year. Products include both goods (tangible products) and services (intangible products). Emissions are calculated using the GHG Protocol spend-based method and emissions factors published by the EPA. Purchased goods and services related to our finished goods are included, with adjustment for reporting year alignment, in the cost of goods sold (COGS) in the 10-K Statement of Income. Purchased goods and services that are not directly related to our finished goods are included as operating expenses in the 10-K Statement of Income.

Category 2: Capital goods

This category includes all upstream (i.e., cradle-to-gate) emissions from the production of capital goods purchased or acquired by the reporting company in the reporting year. Capital goods include building and leasehold improvements, test and measurement equipment, IT equipment, fixtures, and some types of software. Emissions are calculated using the GHG Protocol spend-based method and emissions factors published by the EPA. Capital goods expenditures are included as plant, property and equipment (PPE) in the 10-K Statement of Cash Flows.

Category 3: Fuel and energy-related activities (not included in scope 1 or scope 2)

This category includes emissions related to the production of fuels and energy purchased and consumed by the reporting company in the reporting year that are not included in scope 1 or scope 2. Emissions are calculated using the Greenhouse Gas Protocol average-data method and emissions factors published by the EPA, the United Kingdom (UK) Department for Environment Food & Rural Affairs (DEFRA), and the International Energy Agency (IEA). Scope 1 and scope 2 activity data are collected from our owned and controlled operations and used for these calculations.

Category 4: Upstream transportation and distribution

This category includes transportation and distribution of products purchased in the reporting year, between a company's suppliers and its own operations in vehicles not owned or operated by the reporting company and third-party transportation and distribution services purchased by the reporting company in the reporting year, including inbound logistics, outbound logistics, and third-party transportation and distribution between a company's own facilities. Emissions are calculated using the GHG Protocol spend-based method and emissions factors published by the EPA. Transportation and distribution expenses are included as operating expenses in the 10-K Statement of Income.

Category 5: Waste generated in operations

This category includes emissions from third-party disposal and treatment of waste generated in the reporting company's owned or controlled operations in the reporting year, and includes emissions from the disposal of both solid waste and wastewater. Emissions are calculated using the GHG Protocol waste-type-specific method and emissions factors published by the EPA and DEFRA. Waste activity data including waste type, weight or volume, and disposal method are collected from each of our owned and controlled operations and used for these calculations.

Category 6: Business travel

This category includes emissions from the transportation of employees for business related activities in vehicles owned or operated by third parties, such as aircraft, trains, buses, and passenger cars, and from the accommodation of employees in hotels. Emissions are calculated using the GHG Protocol distance-based method and emissions factors published by the EPA and the DEFRA Emissions from accommodation of employees are calculated using the GHG Protocol guidance and emissions factors published by the EPA and the DEFRA. Air travel distance and travel class, and accommodation type and duration data are collected from our travel agency and used for these calculations.

Category 7: Employee commuting

This category includes emissions from the transportation of employees between their homes and their worksites, and includes modes of travel such as automobile, bus, rail, and air, among others. Emissions are calculated using the GHG Protocol distance-based method and emissions factors published by the EPA and DEFRA. Commuting distance, mode of travel, and frequency of travel data are collected from employee survey responses, and then extrapolated to total employee commuting emissions.

Category 8: Upstream leased assets

This category includes emissions from the operation of assets that are leased by the reporting company in the reporting year and not already included in the reporting company's scope 1 or scope 2 inventories. This category does not apply to us since our leased assets are included in our scope 1 and scope 2 inventories.

Category 9: Downstream transportation and distribution

This category includes emissions that occur in the reporting year from transportation and distribution of sold products in vehicles and facilities not owned or controlled by the reporting company. Category 9 includes only emissions from the transportation and distribution of products after the point of sale. Emissions are calculated using the GHG Protocol distance-based method and emissions factors published by DEFRA. Customer ship-to location data is collected from shipment records, and shipping distances and modes are then estimated with the assumption that the predominant mode of travel is by air freight.

Category 10: Processing of sold products

This category includes emissions from the processing of intermediate products sold by third parties (e.g., manufacturers) subsequent to sale by the reporting company. Emissions are calculated using the GHG Protocol guidance for scopes 1 and 2 emissions and use emissions factors published by DEFRA. The processing of sold products assumes products are soldered to a printed circuit board in a reflow oven with estimated energy per unit area and tested both in-circuit and functionally with an estimated energy per unit.

Category 11: Use of sold products

This category includes total lifetime emissions from the use of goods and services sold by the reporting company in the reporting year. Emissions are calculated using the GHG Protocol guidance for this category and use emissions factors published by DEFRA. Data models are created for each product comprising 90% of unit sales, including energy usage profile and an expected product lifetime of ten years based on the market into which the products are sold. Data models for the remaining 10% of unit sales are then extrapolated from the average of the 90% of unit sales.

Category 12: End-of-life treatment of sold products

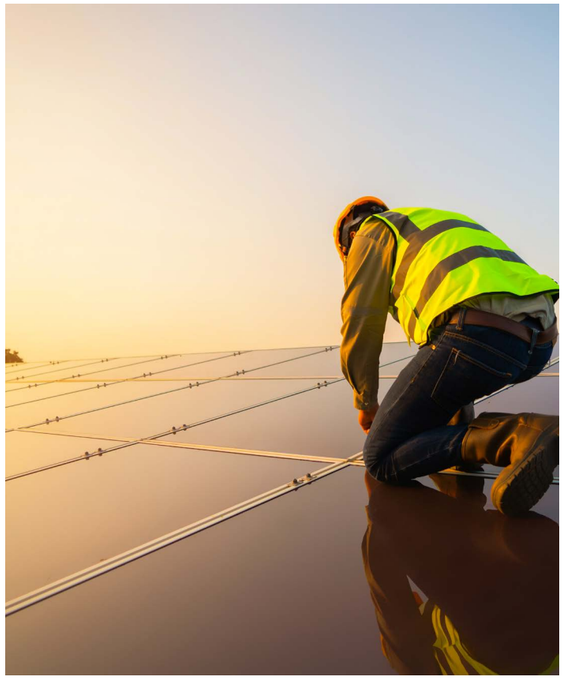
This category includes emissions from the waste disposal and treatment of products sold by the reporting company (in the reporting year) at the end of their life. Emissions are calculated using the GHG Protocol waste-type-specific method and emissions factors published by DEFRA. Waste activity data including waste type and weight are collected from customer shipment records, and disposal method is assumed to be landfill, while recycling as many materials as possible.

Category 13: Downstream leased assets

This category includes emissions from the operation of assets that are owned by the reporting company (acting as lessor) and leased to other entities in the reporting year that are not already included in scope 1 or scope 2. Emissions are calculated using the GHG Protocol guidance for scopes 1 and 2 emissions and use emissions factors published by the EPA, IEA, and DEFRA. Scope 1 emissions include direct emissions from the stationary combustion of diesel in backup diesel generators and natural gas in boilers at facilities we lease to others, as well as scope 2 emissions including indirect emissions from electricity, district cooling, and district heating purchased for use in these facilities, and associated scope 3 emissions.

Category 14: Franchises

This category includes emissions from the operation of franchises not included in scope 1 or scope 2. This category does not apply to us since we are not a franchisor.



Category 15: Investments

This category includes scope 3 emissions associated with the reporting company's investments in the reporting year, not already included in scope 1 or scope 2. This category does not apply to us since we are not a financial institution.

Other significant air emissions include fugitive emissions from diesel generators, natural gas boilers and solder usage, and include NO_X, CO, VOC, PM, and SO_2.

The table below shows scopes 1, 2, and 3 greenhouse gas emissions, and other significant air emissions for 2021-2024. A dash indicates data is unavailable, and N/A indicates "Not Applicable." Gross (location-based) greenhouse gas emissions in 2024 versus 2023 scaled approximately with the size of our global employee population and our revenues.

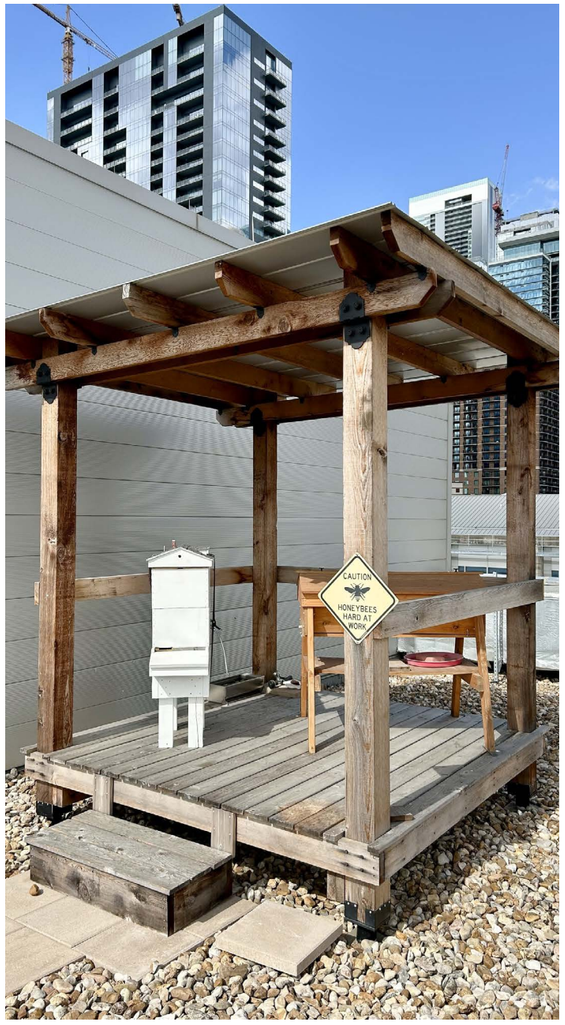
Greenhouse Gas Emissions, Global (metric tons CO2e unless noted otherwise)	2021	2022	2023	2024
Scope 1	**155**	**137**	**39**	**52**
Generated Electricity	2	3	2	2
Generated Heat	153	134	37	51
Scope 2 (market-based)	**3,810**	**3,723**	**4,026**	**2,208**
Purchased Electricity	3,191	3,198	3,629	1,777
Purchased Heating	5	8	1	7
Purchased Cooling	614	517	396	424
Scope 2 (location-based)	**4,910**	**5,156**	**5,284**	**5,079**
Purchased Electricity	4,290	4,631	4,883	4,641
Purchased Heating	5	8	4	14
Purchased Cooling	614	517	396	424
Scope 3	**98,706**	**105,784**	**131,327**	**88,762**
Category 1: Purchased Goods & Services	92,499	96,964	120,261	45,825
Category 2: Capital Goods	-	-	3,443	1,133
Category 3: Fuel and Energy-Related Activities Not Included in Scope 1 or Scope 2	-	-	-	1,061
Category 4: Upstream Transportation & Distribution	5,154	4,985	3,173	1,567
Category 5: Waste Generated in Operations	57	86	29	16
Category 6: Business Travel	135	3,025	2,404	4,068
Category 7: Employee Commuting	-	-	1,395	4,117
Category 8: Upstream Leased Assets	N/A	N/A	N/A	N/A
Category 9: Downstream Transportation and Distribution	-	-	-	1,488
Category 10: Processing of Sold Products	-	-	-	1,995
Category 11: Use of Sold Products	-	-	-	27,208
Category 12: End-of-Life Treatment of Sold Products	-	-	-	2
Category 13: Downstream Leased Assets (market-based)	860	724	622	927
Category 13: Downstream Leased Assets (location-based)	1,135	1,061	1,092	1,004
Category 14: Franchises	N/A	N/A	N/A	N/A
Category 15: Investments	N/A	N/A	N/A	N/A
Total Scope 1 and 2 (market-based)	**3,966**	**3,860**	**4,065**	**2,261**
Total Scope 1 and 2 (location-based)	**5,065**	**5,293**	**5,323**	**5,131**
Total Scope 1, 2 and 3 (market-based)	**102,672**	**109,644**	**135,392**	**91,667**
Total Scope 1, 2 and 3 (location-based)	**104,046**	**111,414**	**137,119**	**94,615**
Other Significant Air Emissions (metric tons NO_x, CO, VOC, PM, and SO_2)	**1.085**	**1.402**	**1.398**	**0.728**

Biodiversity

Biodiversity is vital for the health and resilience of ecosystems, human well-being, and the sustainability of economic activities. Protecting biodiversity is essential for a sustainable future, and while our operations are not in high-risk biodiversity areas, we're committed to safeguarding it by balancing global environmental preservation with promoting healthy lifestyles to build a sustainable society. We'll continue promoting and sharing information to sustain biodiversity conservation activities and enhance the quality of these efforts.

Supporting facilities and activities:

- **Austin:** Beehives on our roof
- **Rennes:** Bird and bat nests, and beehives on the roof
- **Montreal:** Community gardens on the rooftop
- **UK:** Bug hotels, bird boxes, and bat boxes
- **Hyderabad:** Nerella Lake conservation project
- **Espoo:** Restoration work of Venkatamma in the city of Vantaa



Employee Wellbeing

Our Approach

The success of Silicon Labs relies on our people. We strive to maintain a safe, healthy, inclusive, and engaging culture where our employees can thrive. Our commitment to these values is evident in our employee training programs, which focus on eradicating harassment, discrimination, and bias in the workplace.

Our commitment is also evident in our policies, which set clear expectations for all employees, contractors, officers, and directors at Silicon Labs and its subsidiaries worldwide. We have established a Global Human Rights Policy and an Anti-Slavery, Human Trafficking, and Forced Labor Statement as well as internal controls, including age and documentation verification, that help prevent child labor and human trafficking within our operations. We also have a Code of Business Conduct and Ethics, which includes anti-bribery policies, and we require every employee to complete training on this topic every year. Finally, we have a Diversity, Equity & Inclusion Policy and require every employee to complete Harassment & Discrimination Prevention training every two years.

Global workforce distribution

Goals, Actions & Results

REVISED GOAL	ACTION	RESULTS
85% or higher target goal for maintaining strong employee engagement in our annual engagement survey.	Annual surveys to develop multi-year roadmaps advancing key initiatives. We have identified three primary themes where Silicon Labs can enhance the employee experience: Work/Life Balance, Employee Development, and Total Rewards.	**80%** employee engagement score in 2024.
90% of our employees to participate in one or more Silicon Labs inclusion initiatives by 2025.	Creating diversity, equity and inclusion plans informed by annual inclusion surveys, and offering training and education for our employees. Each initiative is led by an Executive Sponsor, providing strong, internal support and advocacy.	**87%** Employee participation in Silicon Labs Inclusion initiatives in 2024
In 2024, all employees will receive performance and career development reviews at least once annually.	These reviews provide employees with resources to enhance their technical knowledge, develop leadership skills, and achieve personal development goals. Our internal training program includes virtual sessions and in-person workshops that encourage collaboration and knowledge sharing, helping to strengthen both technical and professional skills.	100% of employees received a career performance review.
Provide a healthy and safe environment to reduce accidents and hazards, as highlighted in our EHS policy.	Monitor and comply with all applicable laws, regulations, and established EHS standards, such as providing training and health & safety risk assessments.	0 recordable incidents in our global facilities.
Expand STEM education and access to technology, providing opportunities for women and underrepresented groups.	Build and track strategic relationships with specific organizations, bridging the gap for underrepresented communities in STEM.	Generated partnerships with 10 organizations focusing on STEM education.
Support projects and initiatives that enable a more environmentally sustainable and energy-efficient world.	Focus on the restoration of habitats during the global month of service.	18% of global month of service activities were focused on an environmental sustainability impact.
Invest in organizations and activities that improve the communities where our employees work and live.	Educate our stakeholders on community issues and engage with the organizations that can provide solutions to them.	35% of funding in 2024 was allocated to community projects.

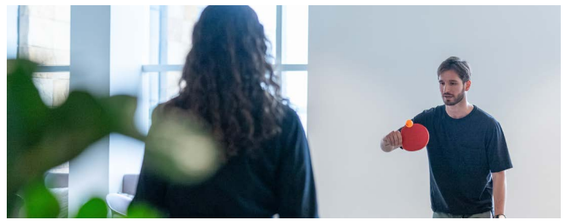
Employee Engagement

With a diverse, multinational workforce spanning over a dozen countries, we are dedicated to creating an inclusive environment that attracts and retains outstanding talent. By valuing different perspectives and experiences, we can develop better solutions for our customers and enhance the experience for our team members. We aim to keep our employee engagement sentiment at or above industry benchmarks for top employers and measure employee sentiment across many dimensions to understand our organizational strengths and opportunities.

Employment Practices

We adhere to statutory requirements in all jurisdictions where we operate, ensuring our employment practices are compliant, consistent, and culturally appropriate for our employees. To maintain competitive wages, we benchmark against market standards in each labor market and provide a comprehensive benefits package to all full-time employees, regardless of location. In addition to our direct commitments to employees, we also monitor our partners, vendors, and suppliers to ensure they offer safe working conditions and respectful workplaces.

We provide transparency in our internal communications by sharing the results of our surveys openly with employees during town halls and other communications forums, fostering a transparent and interactive dialogue throughout the year. We also have an open-door policy for employees to provide feedback or raise concerns regarding working conditions, whenever needed. We primarily fill positions through permanent employment and typically do not employ temporary employees in our locations. We remain committed to investing in wellness and other initiatives that positively impact our employees.



Great Place To Work. Certified JUL 2024-JUL 2025 USA

Annually, we invite all our global employees to participate in an engagement survey that provides valuable insights into their viewpoints. For the eighth year, Silicon Labs has been recognized as a Great Place to Work.

Diversity, Equity & Inclusion

Integrating diversity, equity and inclusion practices into our Silicon Labs culture is essential to our mission of building a smarter, more connected world. We believe various experiences and perspectives lead to better solutions and are fundamental to innovation. Our programs are rooted in our company values, center on education, and focus on creating an inclusive environment for every employee around the world. Embedding inclusion principles into the way we work allows us to access the best and brightest from an expanding global talent pool, equip them with opportunities to compete, and support them as they grow their careers with us. When every employee feels a strong sense of belonging and can do the best work of their career at Silicon Labs, we all benefit.

Diversity, Equity, and Inclusion Council

The mission of the Diversity, Equity, and Inclusion Council at Silicon Labs is to help create an environment where every employee feels welcome, that they belong within Silicon Labs, and have an opportunity to grow their career at this organization—wherever they sit in the world. The committee meets every other month to serve as a platform for promoting a more diverse, equitable, and inclusive workplace.

Council activities include:

- Annual inclusion assessment and action-planning
- Expanded employee resource group (ERG) programming
- The addition of inclusion courses in the Learning Library
- 1:1 mentoring and coaching programs
- Programs and training to practice the “way we work”
- The introduction of Cultural Agility curriculum to build cultural awareness and inclusion

Objectives & Plans

1. Create education and skill-building opportunities by partnering with external experts and holding regular workshops and events for all global employees on understanding bias and promoting inclusion.
2. Build pathways for talent by actively driving representation in our recruitment programs and by partnering with universities and nonprofits to provide financial and volunteer support for equity in STEM initiatives.
3. Improve talent retention by expanding development opportunities for our historically underrepresented communities through mentoring circles, 1:1 mentoring, and individual coaching.
4. Foster a culture of inclusion by developing programs with the Diversity, Equity, and Inclusion Council and vendor partnerships.

Training Initiatives

Every employee at our company plays a vital role in fostering an inclusive, respectful, and harassment-free work environment, free from discrimination and retaliation. We implement various initiatives and training programs to uphold these values. For instance, new hires receive training as part of their onboarding process, and we provide company-wide access to a comprehensive library of online and in-person training on interpersonal topics. These include cross-cultural communication, managing unconscious bias, neurodiversity in the workplace, becoming an ally at work, and more. We also empower managers by offering training on unconscious bias and creating inclusive teams. This training is designed to enhance decision-making and improve people management practices. Lastly, we introduced “Cultural Agility” through Aperian, which fosters more inclusive collaboration across different cultures.

Mentoring & Coaching

We are committed to expanding development opportunities for everyone, including our underrepresented communities, and improving their retention. We provide a range of mentoring and coaching opportunities for all employees, including internal mentor matching, mentoring circles, and one-on-one coaching. Mentoring has been a crucial tool, and we have seen significant success with our coaching service, GrowthSpace. This service offers one-on-one skills coaching with external experts in targeted areas of development and is available in over 200 languages.

Recruitment

The foundation of a culture of innovation lies in hiring and nurturing diverse teams of top talent. At Silicon Labs, diversity means balancing teams, appreciating differences, and mirroring our global communities. We provide a world-class internship experience that values intern perspectives and exposes them to new ideas and experiences. All hiring managers are offered training on inclusive hiring practices so that we can attract the best and brightest talent from around the world. We hold ourselves accountable for driving meaningful change within our organization, industry, and communities. Additionally, we collaborate with local universities and early education programs to enhance the representation of women and other underrepresented groups in engineering and STEM fields.

Employee Resource Groups (ERGs)

Employee Resource Groups (ERGs) are a key component of our diversity, equity and inclusion strategy. ERGs play a vital role in shaping our culture and creating an inclusive work environment by promoting a sense of belonging through open dialogue, education, volunteerism, wellbeing initiatives, and professional development. By actively involving our team members in our strategic inclusion initiatives, we bring unique perspectives and skills into the conversation and foster a deeper level of understanding and engagement that benefits our employees, our company, and our communities.

amigos @ SILICON LABS

PRIDE @ SILICON LABS

being @ SILICON LABS

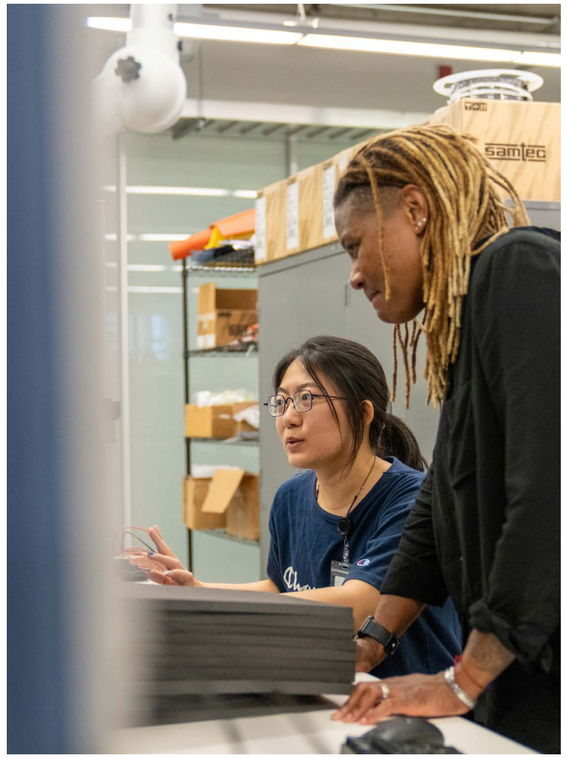
WOMEN @ SILICON LABS

2024 Inclusion Assessment

We outsource our annual inclusion assessment to a third party, and all responses are anonymous. This year, 76% of employees participated in the survey, providing feedback on the following topics:

1. Belonging
2. Voice
3. Purpose in one's work
4. Engagement
5. Access to opportunities & resources
6. Perceptions of fairness
7. Organizational commitment to diversity
8. Growth mindset
9. Involvement in decision-making
10. Psychological safety

The assessment provides a robust and measurable indicator for gauging our progress on our inclusion initiatives year after year. It allows us to pinpoint challenges and opportunities, which we then translate into action plans and present to the entire team during a dedicated Town Hall meeting.



Pay & Benefits

Silicon Labs offers a comprehensive range of benefits to help our employees address their healthcare needs, maintain a healthy work-life balance, and plan for a secure future. Our wellness and benefits programs play a crucial role in promoting healthy lifestyles while providing confidential support for mental health. They are provided and explained to all our employees throughout the annual benefits guide by country.

Some examples of our wide-ranging benefits programs include: Medical insurance including prescription drug and telemedicine coverage, dental and vision insurance, life and disability insurance, mental health and wellness programs, retirement including regular employer contributions, employee stock purchase program, health savings accounts, flexible spending or wellness accounts, legal insurance, pet insurance, meal allowances, transportation/parking allowances, gym memberships, and generous time off programs including vacation, holiday, volunteer time off and many types of leave to support our employees through various stages in their lives. Leave for family/medical, personal, parental, adoptive and bereavement reasons as well as jury duty is generally available to all employees. Additionally, we offer back-up childcare in our US offices and provide a childcare financial contribution in our India offices.

Silicon Laboratories recognizes the importance of all workers earning a living wage. As such, we strive to provide competitive market wages at all locations worldwide.

2024 Benefits Highlights

- **Global Wellness Benefit:** In 2024, we rolled out a global wellness platform, Virgin Pulse, that provides our employees with wellness and behavioral coaching, promotes healthy habits, enables us to offer periodic wellness challenges to our employees, and promotes local wellness opportunities in our various locations.
- **Mental Health Benefit:** Headspace is a mobile-based platform that enables us to offer mental health support for all global employees, their families and dependents aged 13 and up. It offers 24/7 access to mental health support through text messaging, private video sessions with licensed clinicians, and self-care activities. Headspace is a proven platform that prioritizes employee confidentiality, offering a secure and trusted environment for those seeking support.
- **Flexible Work Policies:** Silicon Labs recognizes that providing remote or flexible working options can enhance productivity, boost job satisfaction, reduce commuting time, and lower our carbon footprint. Teams have the flexibility to offer remote, hybrid, flextime and part-time arrangements, enabling them to remain culturally relevant and adhere to local regulations.
- **Quiet Weeks:** In 2024, we continued our practice of Quiet Weeks, limiting emails and meetings each quarter to reduce workload and enhance efficiency. These weeks are intended to improve work-life balance, allowing employees to manage their responsibilities better. The decrease in email traffic allows everyone to catch up, recharge, or plan their vacation time without worrying about returning to an overwhelming inbox.

Pay Equity and Gender Pay Gap

Equitable pay is a key focus of our compensation strategy. Silicon Labs follows pay equity laws and regularly monitors its remuneration policies for potential unequal pay issues, including the factors that contribute to it.

We benchmark against market practices, assess employee performance, and ensure that compensation aligns with market data, individual performance, and experience. We are dedicated to promoting equality in the workplace, ensuring that all employees are fairly compensated for their contributions. Our compensation planning tools feature built-in reporting that alerts planners to potential biases, allowing us to address any concerns during the planning phase before implementation. Additionally, we offer inclusive performance management training for managers, focusing specifically on compensation and raising awareness of these crucial issues.

Total Rewards	Our total rewards packages include a competitive base salary, bonus with an accelerated profit-sharing opportunity, eligibility for long-term incentives, and comprehensive benefits.
Wellness	Employees and their families can opt to participate in healthcare benefits and are provided access to mental health resources and support.
Learning & Development	We offer technical and leadership training, managerial coaching, and support for professional certifications.
Philanthropy & Volunteering	Employees receive 24 hours of annual paid volunteer time and a corporate match for nonprofit donations.

Learning & Development

We foster a curious, high-performance culture by providing the resources necessary for employees to enhance their technical knowledge, develop leadership skills, and achieve their personal development goals. Our internal training program includes virtual sessions and in-person workshops that encourage collaboration and knowledge sharing, helping to strengthen both technical and professional skills. This year we offered 42 weekly lunch & learns at our Austin premises and hosted 21 university professors and external speakers for global sessions to expand our knowledge, spark creativity, and inspire innovation.

Silicon Labs University

Since its successful launch, Silicon Labs University ("SilabsU") has continued offering new professional development content through live programs and an on-demand platform accessible to all global employees. Centered on two learning pillars—Professional Development and R&D Training, SilabsU aims to transform our business by fostering a world-class training community that facilitates the seamless transfer of knowledge and leadership. This internal initiative features curated content from both internal and external experts, including live and on-demand sessions across a diverse range of topics.

Technical Certifications

We offer technical certification programs including entry-level and intermediate python programming language, secure software development, and agile and pragmatic marketing training. Employees also have access to more than 50,000 courses, live events, and professional certification programs through vendor partnerships.

Manager & Leadership Training

We are dedicated to advancing our employees by providing them with the tools and resources necessary for preparing for management roles. Our leaders engage in our Ignite and Manager catalyst courses, which are immersive, multi-month programs designed to enhance skills, apply practical solutions to the complex, human-centered challenges leaders encounter today, and foster a strong leadership culture at Silicon Labs.

Performance Feedback

Employees should always have clarity about their performance. To facilitate this, we have established quarterly performance conversations, encouraging all employees to discuss their performance, development, and career aspirations with their managers at least three times a year. This initiative fosters recognition and job satisfaction and enhances employees' contributions to the company's success. Moreover, it helps build a robust pipeline of individuals prepared to assume critical roles in the future. To help support employees and managers in thinking about what was achieved and the skills that were leveraged, this year we introduced Silicon Labs Core Behaviors. Our Core Behaviors give employees a common language to consider the skills like collaboration, innovation, and decision-making that are critical to drive impact. 100% of our employees receive performance and career development reviews at least once annually.

Annual Technical Symposium

Silicon Labs' annual Technical Symposium brings together employees from across the globe to share their best work and latest innovations. The week-long learning event features peer-reviewed presentations and keynote sessions from outside experts to inform and inspire the team and lead to new, unexpected solutions. In 2024, we celebrated the 17th Technical Symposium with our highest engagement yet. We had 387 submissions (+22 YoY) with strong representation across our regions and technical areas. Sessions with the highest engagement included topics such as GenAI, Virtualized Hardware, and Post-Quantum.

179	4	34	725
sessions	keynotes	hours of learning content	attendees

Workplace Safety

We are committed to creating a safe and trustworthy working environment for all our employees and contractors. We implement health and safety management systems and procedures to ensure compliance with our Environmental, Health and Safety (EHS) policy across our processes and facilities. We also include Health and Safety conditions in the workplace in our Supplier Code of Conduct, which is shared with and acknowledged by all our suppliers. Additionally, we require our contractors and non-employee workers to acknowledge our Health & Safety Policy when working on our installations. These measures are essential for preventing activities or conditions that could jeopardize human health, safety, or the environment in the workplace.

Safety Committee

Our HQ Safety Committee is dedicated to fostering the safest working environment in the industry through training and awareness initiatives. Comprising representatives from various departments - including the Test Floor, Device Analysis Labs, Engineering Labs, IT, Legal, ESG, and Facilities - the Committee convenes quarterly to discuss safety procedures, enhance safety awareness, and recommend training as needed. This forum shares crucial information on employee health and safety, updates on equipment and work processes, chemicals, and necessary training changes. Regular site inspections by Safety Committee volunteers and on-site security personnel further ensure a healthy, safe, and secure workplace.

Health & Safety and Occupational Training

We offer comprehensive training for our employees on various safety protocols, including building evacuation monitoring, evacuation drills, and simulated security drills for emergencies such as fires, tornadoes, active shooter situations, and medical incidents. We also provide training in ergonomic workstation setup. Additionally, where applicable, employees receive lab-specific training on hazardous chemical storage, labeling, shipping, and handling, as well as training on X-ray operations and the handling and refilling of liquid nitrogen.

We are committed to eliminating chronic, long-term risks by developing procedures that promote safe work practices. Any employee can request ergonomic self-assessments, and we provide general training on office ergonomics, accessible to all employees via the Silicon Labs employee intranet.

Lab Safety Procedures, Risk Assessments, and Audits

We're committed to maintaining a safe working environment for all employees. Access to our device analysis labs and hazardous waste storage areas is restricted to trained personnel who receive comprehensive safety training and are provided with personal protective equipment (PPE). To minimize worker exposure, we implement safety controls, including laboratory exhaust ventilation hoods and PPE for specific tasks involving chemicals and hazardous waste handling.

Our chemical usage follows a strict approval process, with safety data sheets available for each substance detailing the methods and control measures required. We conduct regular inspections to prevent "Daisy Chaining", or the overloading of electrical circuits, and store all flammable chemicals in approved cabinets.

Additionally, any new laboratory equipment, procedures, or updates are thoroughly assessed for potential risks, and necessary training is provided accordingly.

We regularly conduct Health and Safety inspections of our equipment and installations, along with quarterly audits as part of our preventive measures and corrective action plans. In 2024, we hired an external audit firm to perform an internal EHS Gap Assessment to enhance our employee health and safety risk evaluation. These firms specialize in EHS Management Systems standards and develop action plans to improve our health and safety practices.

2024 Results

	2020	2021	2022	2023	2024
Hours Worked	1,991,600	1,742,780	1,460,160	1,270,880	1,123,200
Recordable Incidents	0	1	0	0	0
Total Recordable Injury Rate	0.00	0.11	0.00	0.00	0.00
Number of Lost Time Incidents	0	1	0	0	0
Lost Time Injury Rate	0.00	0.11	0.00	0.00	0.00

Community Engagement & Philanthropy

We believe that true success goes beyond business performance—it's about making a meaningful, positive impact on the communities we serve. Our commitment to community engagement and philanthropy is deeply embedded in our values and reflects our responsibility to contribute to the well-being of society. Through strategic partnerships, innovative programs, and a focus on sustainability, we aim to create lasting changes in the areas that matter most.

Philanthropic Pillars

- **STEM Education:** We believe education is the foundation of progress, and a solid grounding in STEM (Science, Technology, Engineering, and Mathematics) is crucial for both personal and societal growth in today's fast-changing world. That's why we're committed to expanding access to STEM education and technology, with a particular focus on underrepresented communities. By prioritizing inclusivity and equal opportunity, we aim to empower individuals from diverse backgrounds to pursue careers in STEM, driving innovation and ensuring that the benefits of technology are shared by all.
- **Sustainability:** Supporting sustainability is a core responsibility for any forward-thinking organization. We're dedicated to backing projects and initiatives that foster a more sustainable, energy-efficient future. Our commitment to sustainability includes reducing our environmental footprint, adopting eco-friendly practices across our operations, and investing in research and partnerships that advance clean energy technologies. In doing so, we play an active role in the global effort to combat climate change and protect the planet for future generations.
- **Community:** We recognize that our success is closely tied to the well-being of the communities where our employees live and work. Our commitment to this pillar reflects our dedication to give back to those who support us. We invest in initiatives that enhance the quality of life, focusing on areas such as healthcare, education, and community support. By collaborating with local stakeholders and addressing key, local needs, we aim to strengthen and uplift these communities, creating environments where individuals and families can thrive.

Supporting Habitat for Humanity with Smart Home Devices

In Aurora, Colorado, a new community of 20 homes built by Habitat for Humanity features a comprehensive suite of smart devices aimed at reducing energy consumption, enhancing security, conserving water, and saving money. Silicon Labs played a crucial role in this project by providing components for smart home products and donating tablets pre-loaded with apps to control these devices in each home. This initiative allows homeowners to allocate funds to other essential needs like health care and transportation.

2024 Highlights

- 57% of total grants awarded to STEM activities, including technology access for underrepresented groups
- 440+ team members involved in volunteering activities
- 2360 volunteer hours tracked globally
- 200+ lives impacted through blood drives held in our Austin and Hyderabad locations during our 2024 month of service

Austin Community College Layout Program

In 2024, we reaffirmed our commitment to advancing STEM education by expanding opportunities and forging key partnerships with organizations that support underrepresented communities. One such partnership is with Austin Community College (ACC), where we have been supporting their Layout Program since 2014. Based on the positive results and impact we've observed, we've recently increased our funding for this initiative.

The ACC IC Layout Program is dedicated to equipping these students with the skills necessary to enter the technology and semiconductor workforce. It is the last publicly available program of its kind in the U.S. addressing this critical need. Through partnerships with leading industry companies, including Silicon Labs, the program provides students with hands-on experience and valuable exposure to the field.

Silicon Labs has been supporting the ACC IC Layout Program by interviewing students and providing job opportunities in our Custom Mixed Signal/Analog Layout group. This synergy between ACC and Silicon Labs provides a unique opportunity given the lack of formal certified programs for this field in the U.S. This comprehensive support ensures that students are not only prepared for their careers but equipped with the specific skills needed to succeed in the semiconductor industry.

Each year, we sponsor an average of nine students to complete the IC Layout Certificate. Since our involvement, we have hired approximately 20 graduates from this ACC program. Building on the success of this partnership, we are committed to expanding the number of students and training hours we sponsor, with the goal of making an even greater impact in this community.

Celebrating Continued Partnership with American Red Cross Central and South Texas Region

In 2022, we joined the American Red Cross fight for lives by holding quarterly blood donations at our downtown Austin headquarters. By late 2023, the downtown community was eager for more, so we committed to monthly drives. Our first monthly drive was on January 11, 2024, and we haven't looked back since! With this increased commitment, we are on track to celebrate changing over 500 lives with our collective donations. We will continue hosting monthly drives into next year and find new ways to support our neighbors and community.

Global Month of Service

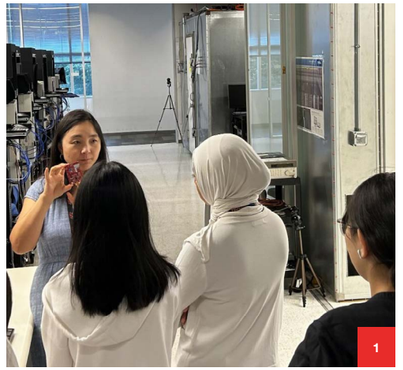
Every September, Silicon Labs proudly fosters a Global Month of Service, offering employees meaningful opportunities to give back to their communities. In 2024, every office around the world participated, engaging in a diverse range of volunteer activities, from building homes with Habitat for Humanity, mentoring the youth, donating blood, and serving meals at food kitchens. This year, we placed a special focus on our Community pillar, with teams of employees dedicating their time to projects such as sorting food for local pantries, restoring schools, and constructing homes for those in need. These hands-on efforts reflect our unwavering commitment to making a tangible impact where it matters most, fostering stronger, more resilient communities.

Some of the 2024 global activities and impacts conducted were:

	Activity	Impact Metrics
Austin	Blood Drive	57 units of blood
	Central Texas Food Bank	6,480 pounds of food = 5,400 meals
	Lunch & Learn Snack Pack Event with Latinitas	45 girls
	Women @ Silabs / TechGirls Visit	7 students
	Goats on the Trail	15 acres along Lady Bird
Boston	Community Servings	20,000+ medically tailored meals
Montreal	Concordia University – Concordia Re Tech (CRT) workshop	87 kg of electronics revived 16 kg of modules diverted from landfill
San Jose	Habitat for Humanity Home Constructions	Homes for 4 families
	School Yard Renovation	1 elementary school
Budapest	Children's Home Maintenance	25 children's rooms improved, 400 hot meals prepared
	Flood Control in Graphisoft Park	150 sandbags
Rennes	Secours Populaire Food Drive	965 kg of goods for a value of 3566€
	Jardins du Coeurs Tree Planting	30 trees planted
Hsinchu	Syin-Lu Social Welfare Foundation	23 children impacted
	Step30 International Ministries (Footprints of Hope)	40+ pairs of shoes donated
Seoul	Anna's House Food & Dish Service	300 people served
Hyderabad	Clothing and book donation	8 bins of clothes and 1 bin of books
	Fundraiser for school uniforms or bags	INR 104,000 (USD 1,253) = 130 girls' uniforms

Global Activities on the Next Page

1 **Austin:** Women @ Silabs / TechGirls Visit
2 **Hsinchu:** Syin-Lu Social Welfare Foundation
3 **San Jose:** Habitat for Humanity
4 **Boston:** Community Servings
5 **Hyderabad:** Clothing Donation Drive
6 **Shenzhen:** Wutong Mountain Trash Clean Up
7 **Budapest:** School Yard Renovation
8 **Montreal:** Concordia Tech Workshop
9 **Singapore:** Willing Hearts
10 **Espoo:** WWF Event Sept 2024
11 **Rennes:** Les Jardins du Coeur Tree Planting
12 **Taipei:** Catholic Guangrin Social Welfare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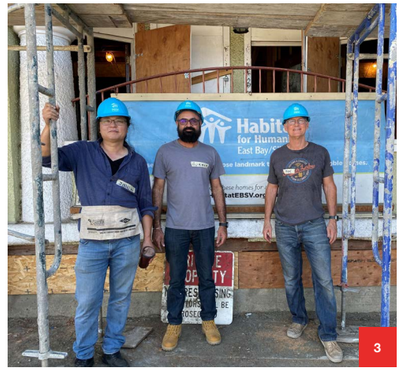
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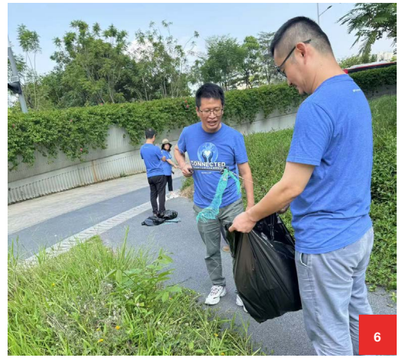
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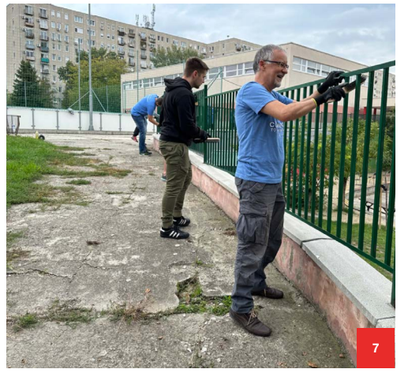
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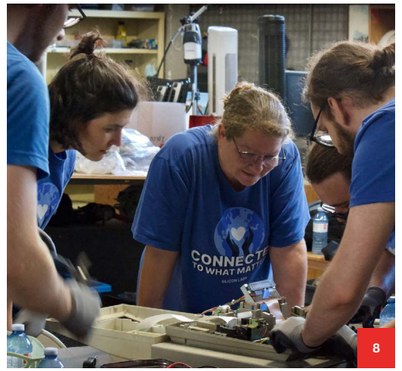
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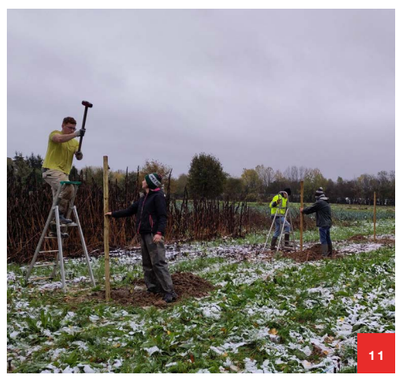
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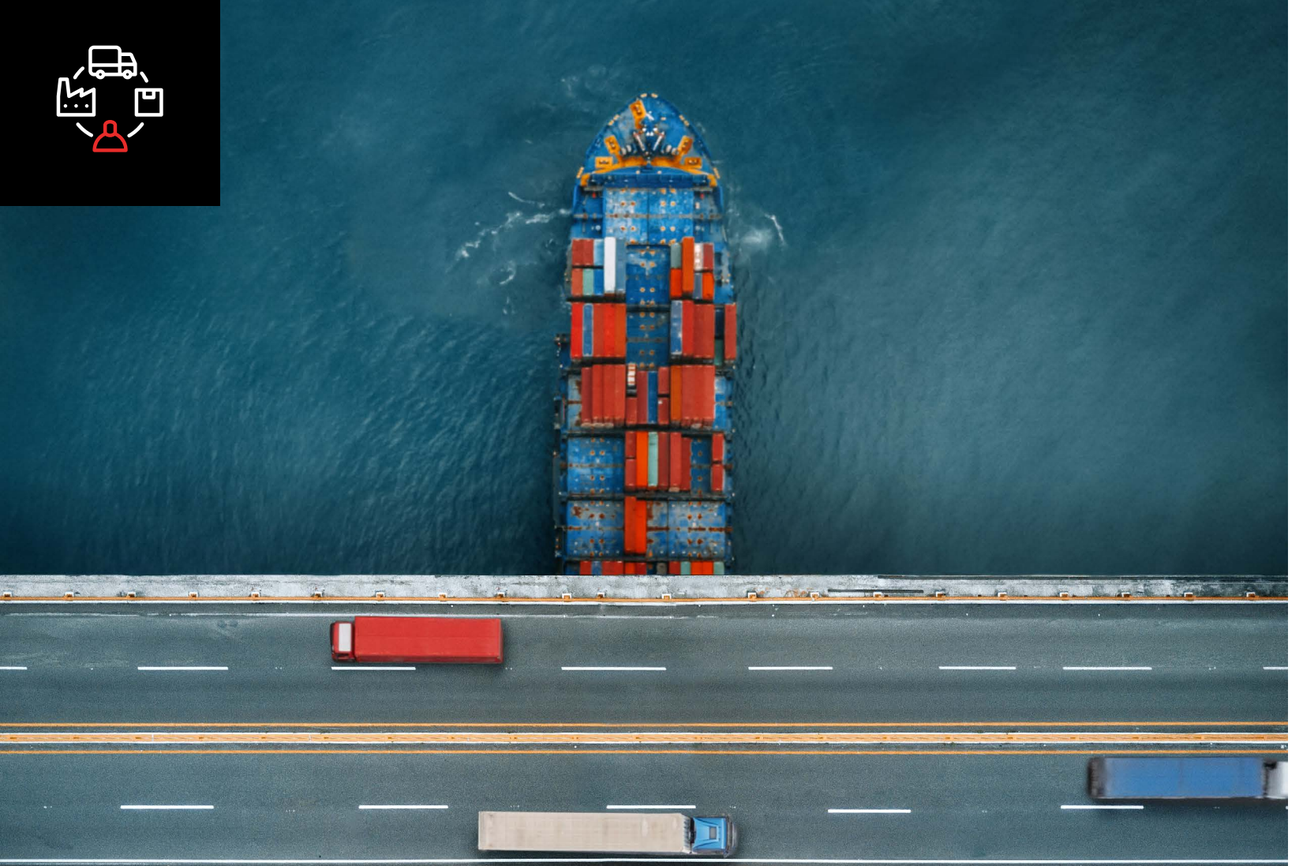
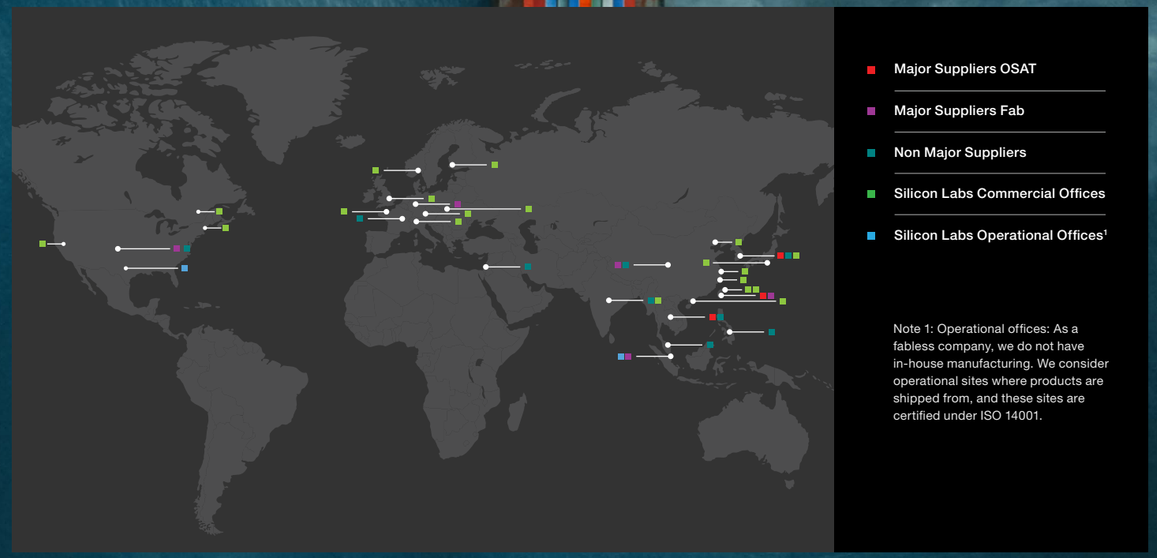




Note 1: Operational offices: As a fabless company, we do not have in-house manufacturing. We consider operational sites where products are shipped from, and these sites are certified under ISO 14001.

Supply Chain Management

Our Approach

Silicon Labs prioritizes exceptional product quality and ethical practices in our supply chain. Our commitment ensures safe working conditions, respectful treatment of workers, and environmentally responsible manufacturing. 100% of major suppliers of Silicon Labs products must comply with our Supplier Code of Conduct, which aligns with the Responsible Business Alliance® Code and requires ISO 9001:2015 and ISO 14001:2015 certifications or a clear path toward obtaining them. This code is periodically reviewed and updated based on regulatory changes, customer expectations, industry standards, and audit results.

To uphold human rights, we have implemented a Global Human Rights Policy that guides our operations and mitigates potential violations. This policy applies to all employees, contingent workers, and partners, including suppliers. It is informed by the United Nations Global Compact, the Universal Declaration of Human Rights, and other relevant frameworks. We also follow the International Bill of Human Rights and the ILO's Declaration on Fundamental Principles and Rights at Work. Human rights considerations are integral to our Supplier Code of Conduct, ensuring alignment with RBA standards.

In addition to our Global Human Rights Policy, Anti-Slavery, Human Trafficking, and Forced Labor Statement, refer also to our Norwegian Transparency Act Statement.

100%

of major suppliers of Silicon Labs products must comply with our Supplier Code of Conduct

Goals, Actions & Results

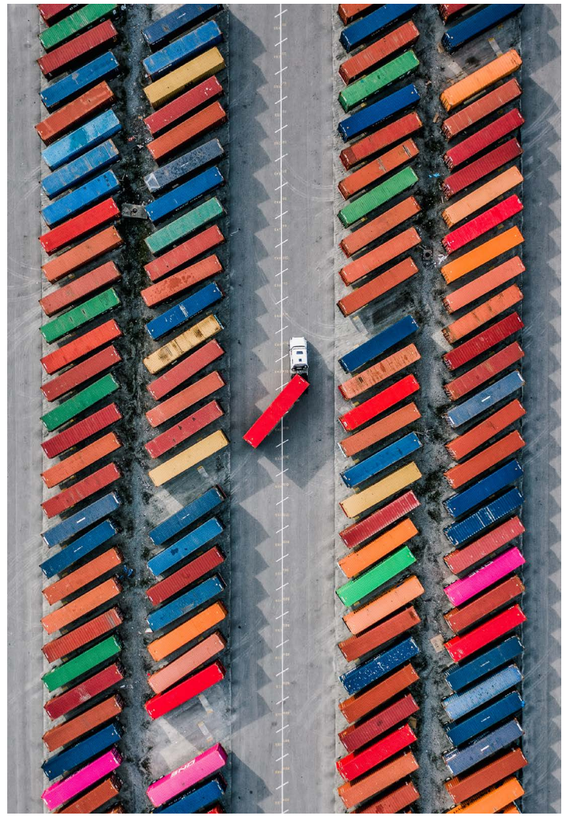
GOAL	ACTION	RESULTS
100% of major suppliers (corporate and facilities) to complete SAQs by 2024.	We require our major suppliers to complete annual RBA SAQs at both the corporate and facility levels.	**100%** of our major suppliers completed their SAQ surveys in 2024.
80% of all suppliers (corporate and facilities) to complete SAQs by 2024.	We require all our manufacturing suppliers to complete annual RBA SAQs at both the corporate and facility levels as needed.	**93%** of all suppliers completed their SAQ surveys in 2024.
80% of high-risk major suppliers to complete a VAP – with a goal of silver recognition by 2025.	We analyze annual SAQ results from our suppliers to review applicability for high-risk major suppliers.	We did not identify any high-risk suppliers in 2024.
By the end of 2025, engage with major suppliers on science-based reduction targets for our scope 3 emissions.	We engaged with major suppliers on emissions and energy data through the EMT RBA survey.	**78%** ON TRACK engagement with our major suppliers through the EMT survey in 2024.

Supplier Engagement

As members of the RBA, we are committed to abide by the RBA Code of Conduct and require our suppliers to follow the same standards. The code ensures we go beyond legal compliance and maintain best practice in all supply chain operations. We have included additional tools to increase transparency and supplier collaboration, including the Self-Assessment Questionnaire (SAQ) designed to help members identify social, environmental, and ethical risks in their supply chains, the Validated Assessment Program (VAP), the leading standard for onsite compliance verification and effective, shareable audits, and the Emissions Management Tool (EMT) to capture the most relevant supplier data for energy and emissions.

Silicon Labs is committed to working with our major suppliers (those who make up 90% of our manufacturing spend) and aims to maintain long-term supplier relationships. Because of that, 100% of our suppliers sign contracts to ensure compliance with the Supplier Code of Conduct, Conflict Minerals Policy, ISO 14001 certification, ISO 9001 certification, EU Reach compliance, and EU RoHS compliance.

We prioritize examining suppliers based on our financial investment, the products and services they provide, and their geographic location, using the RBA supplier risk tools for this purpose. In 2024, our major supplier list covered direct suppliers in outsourced manufacturing services such as foundry and outsourced assembly and test services (OSATs), primarily located in our APAC region. 100% of our major suppliers' self-assessments indicated a low risk for non-conformance to the RBA code.



Supplier Engagement Tools

Silicon Labs utilizes three tools for the regular evaluation and open communication of our manufacturing suppliers routinely:

- **Sustainable Supplier Engagement program:** We engage with and assess our major suppliers on environmental, social, and governance performance and provide feedback on their evaluations, allowing us to track supply and quality risks while fostering ongoing improvement among our suppliers.
- **Assessments:** We investigate the risks and management systems of prioritized direct material and services suppliers using RBA's SAQ at the facility and corporate levels. The SAQ scores are divided into four categories: Labor, Health & Safety, Environmental, and Ethics, with scores ranging from 0 to 100. These have given us further insight on specific topics and helped identify ethical, environmental, and social risks, including human rights and forced labor. We keep track of existing action plans until resolution.
- **Audits:** Although Silicon Labs has not identified any major high-risk suppliers, we annually evaluate the VAPs completed by all suppliers with summary details. VAPs are conducted by the RBA and are valid for two years. As per the process, we have visibility of the audits and subsequent action plans, which enable us to identify higher-risk areas of our extended supply chain operations.

Training

We provide training to some of our major suppliers through the RBA's online training platform, E-learning Academy, on environmental and social topics. The training topics are chosen based on the different assessment results. They are designed to help suppliers understand their code of conduct and labor risks, respect workers' rights, hire migrant workers, and more. This year's training was focused on emissions and energy guidance, as well as the existing guidance protocol to capture and calculate its data.

Grievance Mechanisms

Our Supplier Code of Conduct mandates that suppliers implement and uphold programs to protect the confidentiality, anonymity, and safety of whistleblowers unless restricted by law. Suppliers are also required to provide a clear process for their employees to report concerns without fear of retaliation.

Supplier Environmental Management

We're committed to delivering products that meet environmental regulations and requirements and have high standards for our global supply chain partners, prioritizing qualified, environmentally progressive suppliers. In 2024, 100% of our suppliers involved in manufacturing Silicon Labs products were ISO 14001:2015 certified. We work closely and engage with our suppliers to understand their climate-related impacts as we strive to reduce our carbon footprint.

To achieve this goal, in 2024, we developed and deployed an annual emissions and energy survey using the RBA's EMT tool.

This survey focuses on our major suppliers, capturing their energy and emissions data while evaluating the alignment of their goals and performance with our scope 3 data and targets. We will use this analysis to create a supplier engagement strategy for 2025.

Additionally, we have evaluated our major suppliers' water use and policies and engaged with them on measures and contingency plans in case of a water shortage or water stress situation to ensure best practices and business continuity.

Supporting Local Suppliers

Silicon Labs has been exploring opportunities to support local suppliers in the regions where we operate. One such example is in Montreal where we have developed a partnership with a local vendor for the delivery of fruit and healthy snacks every week. Any leftover fruit is taken back to their warehouse for a secondary use either through compost, to make food for the school programs or donated to the local food bank.

Human Rights

Silicon Labs strongly opposes slavery, human trafficking, and forced labor. We do not use any slave or forced labor and do not knowingly conduct business with any supplier engaged in such practices. We are committed to working with suppliers who can prove that their manufacturing and supply chain operations adhere to the most stringent practices for workers and human rights, specifically related to safe conditions for workers, no forced or child labor, and fair wages for all. We take mitigation actions to prevent human rights violations in our company, such as providing training, reviewing ad hoc basic information, and conducting internal audits.

Reporting

We are prepared to address any concerns related to our commitment against slavery, human trafficking, and forced labor. We encourage our employees and other stakeholders to report any issues regarding human trafficking through our compliance hotline at +1-866-384-4277 at www.silabs.com, or the Global Human Trafficking hotline at 1-844-888-FREE and help@befree.org. As described in our Global Human Rights policy, harassment, discrimination, or retaliation against anyone who reports in good faith a concern about actual or suspected violations of this policy will not be tolerated.

Ethics & Governance

Our Approach

Ethics & Governance is a strategic topic that includes **board oversight, compliance & ethics reporting, risks & opportunities, and cybersecurity, data privacy & artificial intelligence**. We have a strong corporate governance framework and a defined set of responsibilities aimed at ensuring the success of the company, generating value for our stakeholders, and fulfilling our mission of building a smarter, more connected world. Conducting our business in accordance with the highest ethical standards and in compliance with legal requirements aligns directly with our values. ESG governance is a shared responsibility with the Board of Directors, Executive Management, the ESG Steering Committee, and cross-functional teams and we prioritize risks and opportunities to focus our efforts where they will have the most impact.

Our approach is guided by our core values, Corporate Governance Policy, Code of Business Conduct and Ethics, Business Conduct Standards and Principles for Responsible Artificial Intelligence. All employees are required to complete Business Conduct Standards training within 30 days of hire. Additionally, all employees are required to take annual training in our Business Conduct Standards (including ethics and anti-bribery policies) and Harassment and Discrimination Prevention Training every two years. Our executive team and board of directors are surveyed every year for possible conflicts of interest and ethical issues. Our auditors conduct regular reviews of our internal controls and collaborate quarterly with management to identify and assess any potential instances of fraud.

We are committed to driving long-term change, transparency and accountability by incorporating sustainability objectives into our executive compensation plan. 2024 was the fourth year we tied executive compensation to specific sustainability and ESG goals.

Goals, Actions & Results

GOAL	ACTION	RESULTS
All employees receive annual training on Business Conduct Standards.	Online training made available, and completion rates reported.	In 2024, 100% employees completed Business Conduct Standards training.
All employees receive training on Harassment and Discrimination Prevention every two years.	Online training made available, and completion rates reported.	In the two-year period ending in 2024, 97% of employees completed the training.
Promote company culture of anti-corruption and anti-harassment.	Online and in-person training, leadership team communication and example setting, and making a compliance hotline available for ethics complaints.	In 2024, we were not aware of any corroborated incidents of unlawful discrimination or corruption and were not found by a court to have unlawfully discriminated against any of its employees.

Board Oversight

ESG Steering Committee Structure

Our Board of Directors has oversight responsibility for sustainability and ESG.

The Board helps to establish the purpose, strategy, and values of the organization, working within an effective set of controls that enable risk assessment and management. It receives updates and engages on sustainability and ESG issues, practices, and reporting each quarter. The Board is made up of an independent lead director and seven directors with a wide range of skills and experience. Each new director search requires the inclusion of women and minority representation in line with our Corporate Governance Policy. Independent committees are responsible for finance, audit, remuneration, nomination, and sustainability.

The Corporate Development and Finance Committee reviews the capital structure, liquidity risk, financial strategies, investment and hedging policies, capital allocation decisions, strategic investments and dispositions, acquisitions and divestitures, and similar opportunities for maximizing shareholder value.

The Audit Committee oversees the accounting and financial reporting processes of the Corporation, the Company's auditors, and the audits of the Corporation's financial statements. The Committee also monitors complaints and issues regarding accounting, internal accounting controls, or auditing matters. Finally, it reviews the Company's risk management policies and practices, including cybersecurity.

The Nominating and Corporate Governance Committee focuses on issues surrounding the composition, practices, and operation of the Board, including issues and developments related to corporate governance, environmental and social matters and recommends associated standards to the Board.

The Compensation Committee oversees the renumeration and benefits of senior management and the overall compensation policy of the company. The Compensation Committee also oversees the inclusion of sustainability and ESG goals, as components in the compensation of senior management.

The Chief Financial Officer is the ESG Steering Committee executive sponsor. The Committee is led by members of senior leadership heading overall Sustainability & ESG, and environmental, social, and governance pillars. The committee members represent environmental and facilities, human resources, legal, marketing, investor relations, quality & supplier relations, customer relations, and engineering departments. The Committee sets the overall ESG strategy, and meets monthly to oversee the company's ESG priorities, goals, and disclosures. Committee members also lead the day-to-day management of ESG related initiatives and reporting. The ESG Steering Committee reports to the CEO and the Board of Directors quarterly on sustainability and ESG programs, results, and climate-related risk and opportunities.

Compliance & Ethics Reporting

We have made available a compliance hotline for our employees and business partners to confidentially report instances of misconduct, illegal or unethical behavior, or fraud. The compliance hotline is confidential, hosted and monitored by a third party, and accessible by telephone at +1-866-384-4277 or publicly from our website at www.silabs.com.

The Silicon Labs Board of Directors and Audit Committee have established an Ethics Committee responsible for investigating and taking appropriate actions to address ethics complaints. The Ethics Committee is chaired by the Chief Legal Officer and includes the Director of Internal Audit and the Chief People Officer. The Audit Committee receives a report quarterly, or more frequently as necessary, summarizing any ethics complaints received and actions taken. The internal audit team oversees internal controls and testing of the ethics reporting process. Annually, the team verifies that all new hires and members of the Board of Directors sign an acknowledgment of the Code of Business Conduct and Ethics, links to the compliance hotline are available on our public website, and a company-wide email is sent to all employees notifying them of the Code of Business Conduct and Ethics and the process for using the compliance hotline.

Risks and Opportunities

Our approach to risk and opportunity management enables management to respond promptly, efficiently, and effectively to future events. Through this process we ensure an effective use of resources, an optimized, proactive approach to auditing and identifying/remediating compliance issues, and reporting and monitoring are promoted across all compliance functions.

We apply the COSO (Committee of Sponsoring Organizations of the Treadway Commission) approach to Enterprise Risk Management (ERM). Annually, a team led by the Director of Internal Audit identifies short and longer-term risks across a wide variety of focus areas including supply chain, macro-economic fluctuations, cybersecurity, and climate and water. Candidate risks are reviewed and revised annually, and participants from the senior leadership team are surveyed to evaluate the impact, likelihood, and mitigating factors for each risk. The results of the ERM process are reviewed by the Board of Directors and executive management. Risks deemed material to our operations are assigned to specific owners, who are responsible for developing mitigation plans. Material risks are disclosed in our annual 10-K report.

In 2024, climate-related risks and water-related risks were not evaluated to be financially material to our operations. However, these risks are sufficient to cause us to continue our climate-related and water-related initiatives and programs. The table below outlines climate-related and water-related risks and their assessment.

Risk	Assessment
Acute physical risk of flood, wildfire and extreme weather events, and chronic physical risk of rising average temperatures and water scarcity in locations where our suppliers and facilities are located may materially and adversely impact our business operations. If we're unable to mitigate these risks the specific impact could include supply chain disruption, damage to infrastructure, and increased operational costs.	**Not Financially Material**
As governments and industries transition toward a low-carbon economy, the social and environmental impact of our products is becoming increasingly important to our customers, investors, and employees. If we're unable to create more energy-efficient, environmentally friendly and sustainable technologies, customers may seek alternate products in the market, and investors and employees may seek companies with better social and environmental records.	**Not Financially Material**
Failure to meet environmental, social, and governance expectations, standards, or regulations or to achieve the Company's voluntary environmental, social, and governance-related goals could adversely affect our business, reputation, brand, results of operations, investor confidence, and/or financial condition. Responding to environmental, social and governance considerations, regulations, and policies and any potential litigation or enforcement actions involves risks and uncertainties, requires investments, and may depend on third-party performance or data that is outside the Company's control, which could adversely impact its results of operations and cash flows.	**Not Financially Material**

In 2024, climate-related opportunities and water-related opportunities were evaluated as financially material or potential to be financially material to our operations. The table below outlines climate-related and water-related opportunities and their assessment.

Opportunity	Assessment
Smart Electricity Metering: With smart electricity metering and advanced metering infrastructure (AMI), utility companies can eliminate the need for manual meter readings. They can monitor and control meters remotely and serve their customers quickly and cost-efficiently, connecting or disconnecting customers and monitoring consumption. Continuous and timely monitoring enables demand response, where the utility companies can control electricity distribution and energy production equipment to respond to demand in real-time. As a result, smart metering significantly reduces costs and accelerates cash flow in utilities. Electricity users can enjoy the benefits of transparent consumption monitoring and more accurate billing while the cities reduce their carbon footprint. The FG25 is the ideal SoC designed for smart electricity metering applications with its long-range, low-power transmissions, capable of broadcasting up to 1.6km with minimal data loss in dense, urban environments.	**Financially Material**
Smart Water Metering: Smart water metering allows utilities, cities, and municipalities to efficiently balance the demand and supply of water, reduce costs, and contribute to sustainability requirements. Smart meters automate and help reduce water loss, such as leaks, throughout the entire water distribution network. Utility companies can automatically invoice consumption without manual meter reading. Transparency in the process improves customer satisfaction and helps customers save water. The FG25 is the ideal SoC designed for smart water metering applications with its long-range, low-power transmissions, capable of broadcasting up to 1.6km with minimal data loss in dense, urban environments.	**Financially Material**

Cybersecurity, Data Privacy & Artificial Intelligence

Information security is a top priority and an important component of our day-to-day operations. We recognize the importance of the secure protection of our employee, customer, supplier, and partner data, and are committed to continuously strengthening our technology infrastructure and policies. Under the direction of our Chief Security Officer and Corporate Security team, we follow industry practices, and pursue alignment with standards such as the International Organization for Standardization (“ISO)/International Electrotechnical Commission (“IEC”) 27001 and National Institute of Standards and Technology (“NIST”) cybersecurity framework. Information risk associated with data privacy and security is regularly emphasized in employee training and awareness programs.

We are subject to various federal, state, and international laws and regulations related to privacy and data protection. We have a Privacy Officer responsible for data privacy oversight and governance working with the Chief Legal Officer to monitor compliance with privacy regulations and communicate with internal and external stakeholders on matters of privacy. As the interpretation and application of privacy and data protection laws are often uncertain and actively expanding, we monitor pending and proposed legislation and regulatory initiatives to ascertain their relevance to and potential impact on our business, and develop strategies to address regulatory trends and developments, including any required changes to our privacy and data protection compliance programs and policies.

We have implemented cybersecurity processes, measures, and controls to support management in assessing, identifying, and managing risks associated with cybersecurity threats. Our Security Operations (“SecOps”) team monitors events, analyzes threats, and coordinates our incident response pursuant to our incident response plan, which includes the process to be followed for reporting incidents. Our cybersecurity risk management involves identifying information assets and potential threats, followed by assessing and prioritizing risks. We employ various tools and techniques such as threat modeling, vulnerability scanners, and penetration testing. Based on the assessment, security measures are planned, prioritized and implemented. We have implemented regular security awareness training programs for employees to educate them on cybersecurity best practices and to recognize phishing attempts. The company also assesses and manages cybersecurity risks associated with third-party service providers, including those in our supply chain or who have access to company data or systems. Our cybersecurity process is iterative, with regular reviews and updates to help improve and respond to a dynamic and continuously evolving threat landscape.

We believe Generative Artificial Intelligence (AI) tools should serve and benefit society, be honest and equitable, be traceable and transparent, be respectful of privacy and security, and comply with laws and codes of conduct. We develop leading IoT platforms across a wide range of protocols and ecosystems to facilitate the quick creation of secure, intelligent connected devices. AI has great potential to enhance our development of these IoT platforms, to increase product quality and reliability, and to improve the customer and developer experience. We’re committed to the ethical and responsible application of AI tools, and have formed a cross-functional AI Council to investigate the use of AI tools, provide guidance in the applications of AI tools, and review and approve AI initiatives.

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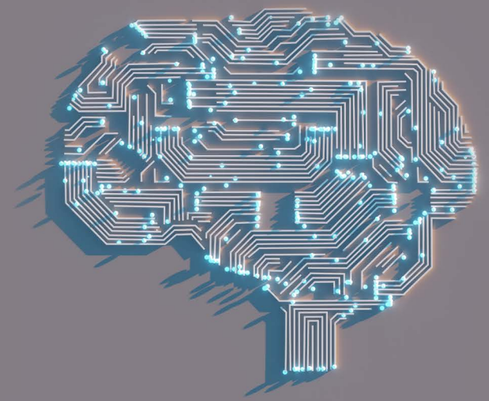

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Appendix

Governance	2023	2024
Political contributions by, or on behalf of, Silicon Labs	0	0
Percentage of Employees covered by Collective Bargain Agreements	7.6	7.6

Resource Intensity (per $M revenue)	2021	2022	2023	2024
Energy Consumption Intensity (MWh / $M revenue)	23.183	16.638	20.906	25.791
Water Consumption Intensity (thousand liters / $M revenue)	11.484	11.351	16.234	18.025
Supplier Emissions (Category 1: Purchased Goods & Services) Intensity (metric tons CO2e / $M revenue)	128.311	94.682	153.727	78.414
Total Scope 1 and 2 Emissions Intensity (metric tons CO2e / $M revenue)	5.501	3.769	5.196	3.868
Total Scope 1, 2 and 3 Emissions Intensity (metric tons CO2e / $M revenue)	142.422	107.064	173.069	156.856

Resource Intensity (per employee)	2021	2022	2023	2024
Energy Consumption Intensity (MWh / employee)	9.528	9.378	8.585	8.069
Water Consumption Intensity (thousand liters / employee)	4.720	6.398	6.666	5.639
Supplier Emissions (Category 1: Purchased Goods & Services) Intensity (metric tons CO2e / employee)	52.736	53.365	63.129	24.532
Total Scope 1 and 2 Emissions Intensity (metric tons CO2e / employee)	2.261	2.124	2.134	1.210
Total Scope 1, 2 and 3 Emissions Intensity (metric tons CO2e / employee)	58.536	60.343	71.072	49.072

Global Workforce		2024
Total Employees	**#of total workforce**	**1889**
Regular Employees	(as percentage of global workforce)	99.4%
Temporary Employees	(as percentage of global workforce)	0%
Interns	(as percentage of global workforce)	0.60%
Men	(as percentage of global workforce)	77%
Women	(as percentage of global workforce)	23%
APAC	(as percentage of global workforce)	41%
EMEA	(as percentage of global workforce)	21%
North America	(as percentage of global workforce)	38%
Men in Management Level	(as percentage of global workforce)	82.90%
Women in Management Level	(as percentage of global workforce)	17.10%
Men in Technical Level	(as percentage of global workforce)	75.68%
Women in Technical Level	(as percentage of global workforce)	24.32%
Asian	(as percentage of US workforce)	34.16%
Black or African American	(as percentage of US workforce)	2.65%
Hispanic or Latino	(as percentage of US workforce)	9.67%
White	(as percentage of US workforce)	52.42%
Two or more races	(as percentage of US workforce)	0.93%

Turnover and Employee Engagement		**2024**
New employee hires	(as percentage of global workforce)	14%
Employee involuntary turnover rate*	(as percentage of global workforce)	3.3%
Employee voluntary turnover rate*	(as percentage of global workforce)	7.9%
Employees responding to employee survey	(as percentage of global workforce)	84%
Global Employees who are proud to tell others they work in Silicon Labs	(as percentage of global workforce)	86%

Training and Education (as of December 31, 2024)		
Average training and development hours per full-time employee**		13

*In 2024, we made the tough decision to reduce our workforce due to market conditions and industry challenges. Affected employees received severance and support during their job search. The turnover numbers above include both involuntary and voluntary participants in the workforce reduction.

** Internal Training Hours

Giving and Volunteering	2024
Donation of Goods (dollar amount)	339,600
Volunteer Hours	2360

Suppliers Self Assessment Questionnaires (SAQ) Results	SAQ Completion %		Average Score		High Risk	
	Corporate SAQ	**Facility SAQ**	**Corporate SAQ**	**Facility SAQ**	**Corporate SAQ**	**Facility SAQ**
Major Suppliers	100%	100%	95	88.8	0	0
All Suppliers	95%	92%	92.6	83.2	0	0

Although Silicon Labs has not identified any high-risk major suppliers, we have evaluated our supply chain and audits that have been completed on our major as well as all other suppliers with the results below

	VAP (< 24 months)	
	Facility Completion %	**Score >160****
Major Suppliers	67%	93%
High Risk Suppliers	None	None
All Suppliers	53%	90%

**160+ score is VAP Silver award from RBA

2024 Supply Chain Operations: High-Risk Areas	Major	Minor	Priority	Grand Total	Action plan in place or closed
Environment	**2**	**0**	**0**	**2**	
Control Processes	1	0	0	1	**100%**
Solid Waste	1	0	0	1	
Health and Safety	**9**	**9**	**0**	**18**	
Control Processes	0	2	0	2	
Emergency Preparedness	5	2	0	7	
Risk Assessment	2	2	0	4	**100%**
Occupational Health and Safety	2	1	0	3	
Communications	0	1	0	1	
Performance Review and Continuous Improvement	0	1	0	1	
Labor	**19**	**7**	**1**	**27**	
Control Processes	6	0	0	6	
Non-Discrimination / Non-Harrassment / Humane Treatment	1	0	0	1	
Wages and Benefits	3	0	0	3	
Working Hours	5	4	1	10	**100%**
Risk Assessment	2	2	0	4	
Prohibition of Forced Labor	2	0	0	2	
Performance Review and Continuous Improvement	0	1	0	1	
SCM	**4**	**0**	**0**	**4**	
Supplier Responsibility	4	0	0	4	**100%**
Ethics	**1**	**0**	**0**	**1**	
Risk Assessment	1	0	0	1	**100%**
Grand Total	**35**	**16**	**1**	**52**	**100%**

2024 Emissions and Energy Management Tool (EMT) Survey	Results
Number of major suppliers submitting the EMT survey in 2024	78%
Number of major suppliers using renewable energy	78%
Number of major suppliers having emissions targets	56%
Number of major suppliers having reductions initiatives	67%
Number of major suppliers who received training* on environmental topics	22%

*Training was provided through the RBA e-learning platform

Sustainability Accounting Standards Board Disclosures

	Accounting Metric	SASB Code	Response
Greenhouse Gas Emissions	(1) Gross global Scope 1 emissions and (2) amount of total emissions from perfluorinated compounds	TC-SC-110a.1	See Greenhouse Gas Emissions
	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	TC-SC-110a.2	See Greenhouse Gas Emissions
Energy Management in Manufacturing	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	TC-SC-130a.1	See Energy Management
Water Management	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	TC-SC-140a.1	See Water Management
Waste Management	Amount of hazardous waste from manufacturing, percentage recycled	TC-SC-150a.1	See Waste Management
Employee Health & Safety	Description of efforts to assess, monitor, and reduce exposure of employees to human health hazards	TC-SC-320a.1	See Workplace Safety
	Total amount of monetary losses as a result of legal proceedings associated with employee health and safety violations	TC-SC-320a.2	0 As of December 31, 2024
Recruiting & Managing a Global & Skilled Workforce	Percentage of employees who are (1) foreign nationals and (2) located offshore	TC-SC-330a.1	See the Global Workforce Appendix
	Employee engagement as a percentage	TC-SI-330a.2	See Employee Engagement goal
	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	TC-SI-330a.3	See the Global Workforce Appendix
Product Lifecycle Management	Percentage of products by revenue that contain IEC 62474 declarable substances, arsenic compounds, antimony compounds, or beryllium compounds	TC-SC-410a.1	0% As of December 31, 2024
Materials Sourcing	Description of the management of risks associated with the use of critical materials	TC-SC-440a.1	See our Conflict Minerals Report
"Intellectual Property Protection & Competitive Behavior"	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	TC-SC-520a.1	0 As of December 31, 2024
Data Privacy & Freedom of Expression	Description of policies and practices relating to behavioral advertising and user privacy	TC-SI-220a.1	See Cybersecurity, Data Privacy & Artificial Intelligence
	"Total amount of monetary losses as a result of legal proceedings associated with user privacy"	TC-SI-220a.3	If a disclosure would be needed, it will be reported in our 10-K
	1) Number of law enforcement requests for user information, (2) number of users whose information was requested, (3) percentageresulting in disclosure	TC-SI-220a.4	If a disclosure would be needed, it will be reported in our 10-K
Data Security	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of users affected	TC-SI-230a.1	If a disclosure would be needed, it will be reported in our 10-K
	"Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards"	TC-SI-230a.2	See Cybersecurity, Data Privacy & Artificial Intelligence

Task Force on Climate-Related Financial Disclosures

	Description	Disclosure Response- Location
Governance	**a.** Describe the board's oversight of climate-related risks and opportunities.	The board's oversight of climate-related risks and opportunities is described in CDP questions C4.1, C 4.1.1, C4.1.2, C4.2, and Board Oversight
	b. Describe management's role in assessing and managing climate-related risks and opportunities.	Management's role in assessing and managing climate-related risks and opportunities is described in CDP questions C 4.3, C 4.3.1 and Board Oversight
Strategy	**a.** Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	The climate-related risk and opportunities the organization has identified in different time horizons is described in the CDP Climate Change questions C3.1.1 and C 3.6.1
	b. Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning	The impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning is described in CDP Climate Change questions C3.1.1.2, C3.6.1.2 and 5.3.2
	c. Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	The resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario, is described in CDP Climate Change questions C5.1 and 5.2.
Risk Management	**a.** Describe the organization's processes for identifying and assessing climate-related risks.	The organization's processes for identifying and assessing climate-related risks are described in Risks and Opportunities
	b. Describe the organization's processes for managing climate-related risks	The organization's processes for identifying and assessing climate-related risks are described in Risks and Opportunities
	c. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	The organization's processes for identifying and assessing climate-related risks are described in Risks and Opportunities
Metrics And Targets	**a.** Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	The metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process are disclosed in CDP Climate Change Sections C7 and in Greenhouse Gas Emissions
	b. Disclose scope 1, scope 2, and, if appropriate, scope 3 greenhouse gas (GHG) emissions and the related risks.	The scope 1, scope 2, and scope 3 are disclosed in CDP Climate Change Sections C7 and Greenhouse Gas Emissions
	c. Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	The Targets used by the organization to manage climate-related risk and opportunities are disclosed in CDP Climate Change Sections C7 and in Greenhouse Gas Emissions

United Nations Global Compact 10 Principles		Silicon Labs Alignment
Human Rights		
Principle 1	Businesses should support and respect the protection of internationally proclaimed human rights; and	*Global Human Rights Policy *Supplier Code of Conduct *RBA Membership
Principle 2	Make sure that they are not complicit in human rights abuses.	
Labor		
Principle 3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining,	*Business Conduct Standards *Supplier Code of Conduct * Employee Resources Group
Principle 4	The elimination of all forms of forced and compulsory labor;	*Anti-Slavery, Human Trafficking, and Forced Labor Statement *Supplier Code of Conduct *Business Conduct Standards *RBA Membership
Principle 5	The effective abolition of child labor; and	
Principle 6	The elimination of discrimination in respect of employment and occupation.	*Diversity, Equity & Inclusion Policy *Transparent Recruitment Process
Environment		
Principle 7	Businesses should support a precautionary approach to environmental challenges;	*Sustainability Strategy *Global Environmental Policy *Environmental Health and Safety Policy *Development of Innovation and Sustainable Technology
Principle 8	undertake initiatives to promote greater environmental responsibility; and	*Responsible Minerals Initiative Membership *Global Environmental Policy *EMS Certified by ISO 14001
Principle 9	encourage the development and diffusion of environmentally friendly technologies	*Energy-Efficient Products *Global Environmental Policy *Eco-Friendly Packaging
Anti-corruption		
Principle 10	Businesses should work against corruption in all its forms, including extortion and bribery.	*Anti-Bribery and Corruption Policy *Education and Training to Sensitive Groups

Our Sustainability Strategy Alignment with the UN Sustainable Development Goals

Product Innovation	Environmental Management & Climate Change	Employee Wellbeing	Supply Chain Management	Ethics & Governance
By developing innovative technology that is widely embraced to promote a sustainable future	By actively managing our environmental impacts, setting measurable targets, and conducting a climate risk assessment annually as part of our ERM process	By providing a work-life environment through employee benefits that fosters curiosity and equal growth in the organization	By maintaining adherence to our supplier code of conduct in our supply chain and actively engaging with our major suppliers on environmental and social topics	By doing the right thing, safeguarding respect for human rights is integrated into all key business decisions and actively engaging with stakeholders.

Global Reporting Initiative Content Index

Statement of use:	Silicon Laboratories Inc. has reported the information cited in this GRI content index for the period January 1, 2024, to December 31, 2024, with reference to the GRI Standards
GRI 1 used	GRI1: Foundation 2021

Standard	Disclosure	Disclosure Title	Response- Disclosure location
GRI 2: General Disclosures 2021	**2-1**	Organizational details	10-K Proxy Statement
	2-2	Entities included in the organization's sustainability reporting	Our sustainability reporting covers the same entities as our financial reporting.
	2-3	Reporting period, frequency and contact point	January 1-Dec. 31, 2024, Annually, ESG@silabs.com
	2-4	Restatements of information	Greenhouse Gas Emissions
	2-5	External assurance	Appendix-2024 Sustainability Metrics Verification Statement
	2-6	Activities, value chain, and other business relationships	10-K
	2-7	Employees	ESG Tables- Global Workforce
	2-8	Workers who are not employees	ESG Tables- Global Workforce
	2-9	Governance structure and composition	Proxy Statement
	2-10	Nomination and selection of the highest governance body	Proxy Statement
	2-11	Chair of the highest governance body	Proxy Statement
	2-12	Role of the highest governance body in overseeing the management of impacts	Board Oversight & Risk Management
	2-13	Delegation of responsibility for managing impacts	10-K
	2-14	Role of the highest governance body in sustainability reporting	Board Oversight & Risk Management
	2-15	Conflicts of interest	Proxy Statement
	2-16	Communication of critical concerns	10-K
	2-17	Collective knowledge of the highest governance body	Proxy Statement
	2-18	Evaluation of the performance of the highest governance body	Proxy Statement
	2-19	Remuneration policies	Proxy Statement
	2-20	Process to determine remuneration	Proxy Statement
	2-21	Annual total compensation ratio	Proxy Statement
	2-22	Statement on sustainable development strategy	Our Sustainability Strategy
	2-23	Policy commitments	Governance Documents
	2-24	Embedding policy commitments	Code of Business Conduct and Ethics Business Conduct Standards Global Human Rights Policy
	2-25	Processes to remediate negative impacts	Code of Business Conduct and Ethics Business Conduct Standards Global Human Rights Policy
	2-26	Mechanisms for seeking advice and raising concerns	Compliance & Ethics Reporting EthicsPoint Line
	2-27	Compliance with laws and regulations	We consider significant fines those that are required to be disclosed in the company's SEC filings, 10-K
	2-28	Membership associations	Awards and Recognitions
	2-29	Approach to stakeholder engagement	Stakeholder Engagement
	2-30	Collective bargaining agreements	ESG Tables- Governance Appendix
GRI 3: Material Topics 2021	**3-1**	Process to determine material topics	Materiality Assessment
	3-2	List of material topics	Materiality Assessment
	3-3	Management of material topics	Materiality Assessment
GRI 201: Economic Performance 2016	**201-1**	Direct economic value generated and distributed	10-K
	201-2	Financial implications and other risks and opportunities due to climate change	Appendix-TCFD table
	201-3	Defined benefit plan obligations and other retirement plans	10-K
GRI 205: Anti-Corruption 2016	**205-1**	Operations assessed for risks related to corruption	At least annually, we evaluate our company for risks related to corruption. We also assess additional risk areas on a case-by-case basis.
	205-2	Communication and training about anti-corruption policies and procedures	100% of employees received communication and training about anti-corruption policies and procedures.
	205-3	Confirmed incidents of corruption and actions taken	None
GRI 302: Energy 2016	**302-1**	Energy consumption within the organization	Energy Management
	302-3	Energy intensity	Our energy intensity is based on our revenue ESG Tables- Energy and Emissions
	302-4	Reduction of energy consumptions	Energy Management
	302-5	Reductions in energy requirements of products and service	Product Innovation
GRI 303: Water 2016	**303-1**	Interactions with water as a shared resource	Water Management
	303-2	Management of water discharge-related impacts	Water Management
	303-3	Water withdrawal	Water Management
	303-4	Water discharge	Water Management
	303-5	Water consumption	Water Management
GRI 305: Emissions 2016	**305-1**	Direct (Scope 1) GHG emissions	Greenhouse Gas Emissions
	305-2	Energy indirect (Scope 2) GHG emission	Greenhouse Gas Emissions
	305-3	Other indirect (Scope 3) GHG emissions	Greenhouse Gas Emissions
	305-4	GHG emissions intensity	Our energy intensity is based on our revenue ESG Tables- Energy and Emissions
	305-5	Reduction of GHG emissions	Greenhouse Gas Emissions
	305-6	Emissions of ozone-depleting substance	To our knowledge, Silicon Labs does not emit ozone-depleting substances
	305-7	Nitrogen oxide, sulfur oxides and other significant air emissions	To our knowledge, air emissions do not exceed local regulation air emission permit limits. ESG Tables- Energy and Emissions
GRI 306: Waste 2016	**306-1**	Waste generation and significant waste-related impacts	Waste Management
	306-2	Management of significant waste-related impact	Waste Management
	306-3	Waste generated	Waste Management
	306-4	Waste diverted from disposal	Waste Management
	306-5	Waste directed to disposal	Waste Management
GRI 401: Employment 2016	**401-1**	New employee hires and employee turnover	Turnover and Employee Engagement Table
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Pay & Benefits

	401-3	Parental leave	Pay & Benefits
GRI 403: Occupational health and Safety 2016	403-1	Occupational health and safety management system	Workplace safety
	403-2	Hazard identification, risk assessment and incident investigation	Workplace safety
	403-3	Occupational health services	Workplace safety
	403-4	Worker participation, consultation and communication on occupational health and safety	Workplace safety
	403-5	Worker training on occupational health and safety	Workplace safety
	403-6	Promotion of worker health	Workplace safety
	403-7	“Prevention and mitigation of occupational health and safety impacts directly linked by business relations”	Workplace safety
	403-8	Workers covered by occupational health and safety management system	Workplace safety
	403-9	Work-related injuries	Workplace safety
	403-10	Work-related ill health	Workplace safety
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	ESG Tables- Training and education
	404-2	Programs for upgrading employee skills and transition assistance	Learning & Development
	404-3	Percentage of employees receiving regular performance and career development reviews	In 2024, 100% of eligible employees received a performance career review
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	ESG Tables- Global workforce Proxy Statement
	405-2	Ratio of basic salary and renumeration of women to men	Proxy Statement
GRI 406: Nondiscrimination 2016	406-1	Incidents of discrimination and corrective actions taken	Silicon Labs is not aware of any corroborated incidents of unlawful discrimination and was not found by a court to have unlawfully discriminated against any of its employees in 2024.
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Silicon Laboratories is unaware of any operations in which the right to exercise freedom of association and/or collective bargaining are at significant risk
GRI 408: Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	Silicon Laboratories is unaware of any operations in which there is a signifi-cant risk for incidents of child labor
GRI 409: Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Silicon Laboratories is unaware of any operations in which there is a significant risk for incidents of forced or compulsory labor.
GRI 415: Public Policy 2016	415-1	Political Contributions	ESG Tables- Governance Appendix
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	We consider sustained complaints those that are required to be disclosed in the company’s SEC filings, 10-K

ESRS Disclosure Index

The following tables list the ESRS disclosure requirements in ESRS 2 and the seven topical standards that are material to Silicon Laboratories

Topic	Description	Location
ESRS 2 - General disclosures		
GOV-1	The role of the administrative, management and supervisory bodies	Board Oversight
GOV-2	Sustainability matters addressed by the undertaking’s administrative, management and supervisory bodies	Board Oversight
GOV-3	Integration of sustainability-related performance in incentive schemes	Proxy Statement
GOV-5	Risk management and internal controls over sustainability reporting	Risks and Opportunities
SBM-1	Strategy, business model and value chain	Product Innovation
SBM-2	Interests and views of stakeholders	Stakeholder Engagement
SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	Materiality Assessment
IRO-1	Description of the processes to identify and assess material impacts, risks and opportunities	Materiality Assessment
IRO-2	Disclosure requirements in ESRS covered by the undertaking’s sustainability statement	Materiality Assessment
ESRS E1 - Climate change		
E1 GOV-3	Integration of sustainability-related performance in incentive scheme	Proxy Statement
E1-1	Transition plan for climate change mitigation	Greenhouse Gas Emissions
E1-2	Policies related to climate change mitigation and adaptation	Environmental Management & Climate Change Mitigation
E1-3	Actions and resources in relation to climate change policies	Environmental Management & Climate Change Mitigation
E1-4	Targets related to climate change mitigation and adaptation	Environmental Management & Climate Change Mitigation
E1-5	Energy consumption and mix	Environmental Management & Climate Change Mitigation
E1-6	Gross Scopes 1, 2, 3 and total GHG emissions	Environmental Management & Climate Change Mitigation
ESRS E5 - Resource use and circular economy		
E5-1	Policies related to resource use and circular economy	Product Innovation
E5-2	Actions and resources related to resource use and circular economy	Product Innovation
E5-3	Targets related to resource use and circular economy	Product Innovation / Waste Management
E5-5	Resource outflows	Waste Management
ESRS S1 - Own workforce		
S1-1	Policies related to own workforce	Employee Wellbeing
S1-2	Processes for engaging with own workers and workers’ representatives about impacts	Stakeholder Engagement
S1-3	Processes to remediate negative impacts and channels for own workers to raise concerns	Compliance & Ethics Reporting
S1-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	Employee Wellbeing
S1-6	Characteristics of the undertaking’s employees	Global Workforce- Appendix
S1-9	Diversity metrics	Global Workforce- Appendix
S1-14	Health and safety metrics	Workplace Safety
S1-16	Compensation metrics (pay gap and total compensation)	Proxy Statement
S1-17	Incidents, complaints and severe human rights impacts	Compliance & Ethics Reporting

ESRS S2 - Workers in the value chain		
S2 - 1	Policies related to value chain workers	Supply Chain Management
S2 - 2	Processes for engaging with value chain workers about impacts	Stakeholder Engagement
S2 - 3	Channels for value chain workers to raise concerns	Compliance & Ethics Reporting
S2 -4	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	Supply Chain Management
ESRS G1 - Business conduct		
G1 GOV-1	The role of the administrative, supervisory and management bodies	Board Oversight
G1 IRO-1	Description of the processes to identify and assess material impacts, risks and opportunities	Materiality Assessment
G1-1	Corporate culture and business conduct policies and corporate culture	Ethics & Governance
G1-2	Management of relationships with suppliers	Supply Chain Management
G1-3	Prevention and detection of corruption and bribery	Ethics & Governance

Certificate

Standard **ISO 9001:2015**

Certificate Registr. No. 74 300 4253

Certificate Holder: **Silicon Laboratories**
400 W. Cesar Chavez
Austin TX 78701
USA

Scope: Design and Manufacture of Integrated Circuits and Solutions

Proof has been furnished by means of an audit that the requirements of ISO 9001:2015 are met.

Validity: The certificate is valid from 2024-03-02 until 2027-03-01.
First certification 2015

2023-12-07

TUV Rheinland of North America, Inc.
400 Beaver Brook Road
Boxborough, MA 01719 United States

www.tuv.com

ANAB ANSI National Accreditation Board ACCREDITED ISO/IEC 17021-1 MANAGEMENT SYSTEMS CERTIFICATION BODY

MEMBER OF MULTILATERAL RECOGNITION ARRANGEMENT IAF

TÜVRheinland® Precisely Right.

Annex to certificate

Standard **ISO 9001:2015**

Certificate Registr. No. **74 300 4253**

No.	Location	Scope
/00	Silicon Laboratories 400 W. Cesar Chavez Austin TX 78701 USA	Central Function of Design and Manufacture of Integrated Circuits and Solutions
/01	Silicon Laboratories International Pte Ltd 18 Tai Seng Street #05-01 Singapore 539775 Singapore	Design and Manufacture of Integrated Circuits and Solutions

2023-12-07

TUV Rheinland of North America, Inc.
400 Beaver Brook Road
Boxborough, MA 01719 United States

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Certificate

Standard **ISO 9001:2015**

Certificate Registr. No. **74 300 4253/01**

Site: **Silicon Laboratories International Pte Ltd**
18 Tai Seng Street
#05-01
Singapore 539775
Singapore

Scope: Design and Manufacture of Integrated Circuits and Solutions

Proof has been furnished by means of an audit that the requirements of ISO 9001:2015 are met.

Validity: The certificate is valid in conjunction with the main certificate 74 300 4253 from 2024-03-02 until 2027-03-01.
First certification 2015

2023-12-07

TUV Rheinland of North America, Inc.
400 Beaver Brook Road
Boxborough, MA 01719 United States

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ANAB ACCREDITED MANAGEMENT SYSTEMS CERTIFICATION BODY

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Certificate

Standard **ISO 14001:2015**

Certificate Registr. No. **74 300 4254/01**

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18 Tai Seng Street
#05-01
Singapore 539775
Singapore

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Validity: The certificate is valid in conjunction with the main certificate 74 300 4254 from 2024-01-29 until 2027-01-28.
First certification 2016

2023-12-07

TUV Rheinland of North America, Inc.
400 Beaver Brook Road
Boxborough, MA 01719 United States

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2023-12-07

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Certificate

Standard **ISO 14001:2015**

Certificate Registr. No. 74 300 4254

Certificate Holder: **Silicon Laboratories**
400 W. Cesar Chavez
Austin TX 78701
USA

Scope: Design and Manufacture of Integrated Circuits and Solutions

Proof has been furnished by means of an audit that the requirements of ISO 14001:2015 are met.

Validity: The certificate is valid from 2024-01-29 until 2027-01-28.
First certification 2016

2023-12-07

TUV Rheinland of North America, Inc.
400 Beaver Brook Road
Boxborough, MA 01719 United States

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ANAB ACCREDITED ISO/IEC 17021-1 MANAGEMENT SYSTEMS CERTIFICATION BODY

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APEX

ASSURANCE STATEMENT
WATER AND WASTE

To: The Stakeholders of Silicon Laboratories Inc.

Apex Companies, LLC (Apex) was engaged to conduct an independent assurance of water withdrawal, water discharge and waste disposal data reported by Silicon Laboratories Inc. (Silicon Labs) for the period stated below. This assurance statement applies to the related information included within the scope of work described below.

The determination of the water withdrawal, water discharge and waste disposal data is the sole responsibility of Silicon Labs. Apex's sole responsibility was to provide independent assurance on the accuracy of the water withdrawal, water discharge and waste disposal data reported, and on the underlying systems and processes used to collect, analyze and review the information. Assurance activities applied in a limited level of assurance verification are less extensive in nature, timing and extent than in a reasonable level of assurance verification.

Boundaries of the reporting company sustainability data covered by the verification:

- Operational Control
- Worldwide

Data assured:

- **Water**
  - **Water withdrawal:** 10.53 million liters
  - **Water discharge:** 10.53 million liters
- **Waste by disposal method:**
  - **Landfilled:** 25.35 metric tons
  - **Incinerated:** 2.20 metric tons
  - **Recycled:** 119.87 metric tons
  - **Hazardous Materials:** 0.10 metric tons

Data and information supporting the water withdrawal, water discharge and waste disposal data statement were generally historical in nature, and in some cases estimated.

Period covered by assurance:

- January 1, 2024, to December 31, 2024

Reporting protocols against which assurance was conducted:

- Internal protocol for water and waste data reporting

Reference Standard:

- International Standard on Assurance Engagements (ISAE) 3000 Revised, Assurance Engagements Other than Audits or Reviews of Historical Financial Information (effective for assurance reports dated on or after Dec. 15, 2015), issued by the International Auditing and Assurance Standards Board

Level of Assurance and Qualifications:

- Limited
- This verification used a materiality threshold of ±5% for aggregate errors in sampled data for each of the above indicators.

WATER • ENVIRONMENTAL • HEALTH & SAFETY • COMPLIANCE & ASSURANCE • INFRASTRUCTURE
Apex Companies, LLC • (800) 733-2739 • www.apexcos.com

Assurance Methodology:

Evidence-gathering procedures included but were not limited to:

- Interviews with relevant personnel of Silicon Labs;
- Review of documentary evidence produced by Silicon Labs;
- Review of Silicon Labs data and information systems and methodology for collection, aggregation, analysis and review of information used to determine water withdrawal, water discharge and waste disposal data; and,
- Audit of sample of data used by Silicon Labs to determine water withdrawal, water discharge and waste disposal data.

Assurance Opinion:

Based on the process and procedures conducted, there is no evidence that the water withdrawal, water discharge and waste disposal data assertion shown above:

- is not materially correct and is not a fair representation of the water withdrawal, water discharge and waste disposal data and information.

It is our opinion that Silicon Labs has established appropriate systems for the collection, aggregation and analysis of quantitative data for determination of these water withdrawal, water discharge and waste disposal data for the stated period and boundaries.

Statement of independence, integrity and competence

Apex is an independent professional services company that specializes in Health, Safety, Social and Environmental management services including assurance with over 30 years history in providing these services.

No member of the assurance team has a business relationship with Silicon Labs, its Directors or Managers beyond that required of this assignment. We conducted this assurance independently and to our knowledge there has been no conflict of interest.

Apex has implemented a Code of Ethics across the business to maintain high ethical standards among staff in their day-to-day business activities.

The assurance team has extensive experience in conducting assurance over environmental, social, ethical and health and safety information, systems and processes, has over 20 years combined experience in this field and an excellent understanding of Apex's standard methodology for the verification of greenhouse gas emissions and sustainability data.

Attestation:

Jessica Jacobs, Lead Verifier
ESG Senior Project Manager
Apex Companies, LLC
Cincinnati, OH

Trevor Donaghu, Technical Reviewer
ESG Director and National Practice Leader
Apex Companies, LLC
Pleasant Hill, California

February 24, 2025

This assurance statement, including the opinion expressed herein, is provided to Silicon Labs and is solely for the benefit of Silicon Labs in accordance with the terms of our agreement. We consent to the release of this statement by you to the public or other organizations but without accepting or assuming any responsibility or liability on our part to any other party who may have access to this declaration.

VERIFICATION OPINION DECLARATION
GREENHOUSE GAS EMISSIONS

To: The Stakeholders of Silicon Laboratories Inc.

Apex Companies, LLC (Apex) was engaged to conduct an independent verification of the greenhouse gas (GHG) emissions reported by Silicon Laboratories Inc. (Silicon Labs) for the period stated below. This verification opinion declaration applies to the related information included within the scope of work described below.

The determination of the GHG emissions is the sole responsibility of Silicon Labs. Silicon Labs is responsible for the preparation and fair presentation of the GHG emissions statement in accordance with the criteria. Apex's sole responsibility was to provide independent verification on the accuracy of the GHG emissions reported, and on the underlying systems and processes used to collect, analyze and review the information. Apex is responsible for expressing an opinion on the GHG emissions statement based on the verification. Verification activities applied in a limited level of assurance verification are less extensive in nature, timing and extent than in a reasonable level of assurance verification.

Boundaries of the reporting company GHG emissions covered by the verification:

- Operational Control
- Worldwide
- Exclusions: Refrigerants

Types of GHGs: CO_2, N_2O, CH_4

GHG Emissions Statement:

- **Scope 1:** 52 metric tons of CO_2 equivalent
- **Scope 2 (Location-Based):** 5,079 metric tons of CO_2 equivalent
- **Scope 2 (Market-Based):** 2,208 metric tons of CO_2 equivalent
- **Scope 3:**
  - **Purchased Goods and Services:** 45,825 metric tons of CO_2 equivalent
  - **Capital Goods:** 1,133 metric tons of CO_2 equivalent
  - **Fuel- and Energy-Related Activities:** 1,061 metric tons of CO_2 equivalent
  - **Upstream Transportation and Distribution:** 1,567 metric tons of CO_2 equivalent
  - **Waste Generated in Operations:** 16 metric tons of CO_2 equivalent
  - **Business Travel:** 4,068 metric tons of CO_2 equivalent
  - **Employee Commuting:** 4,117 metric tons of CO_2 equivalent
  - **Downstream Transportation and Distribution:** 1,488 metric tons of CO_2 equivalent
  - **Processing of Sold Products:** 1,995 metric tons of CO_2 equivalent
  - **Use of Sold Products:** 27,208 metric tons of CO_2 equivalent
  - **End of Life Treatment of Sold Products:** 2 metric tons of CO_2 equivalent
  - **Downstream Leased Assets (Location-based):** 1,004 metric tons of CO_2 equivalent
  - **Downstream Leased Assets (Market-based):** 927 metric tons of CO_2 equivalent

- **Total Scope 1 and 2 (Location-based):** 5,131 metric tons of CO_2 equivalent
- **Total Scope 1 and 2 (Market-based):** 2,261 metric tons of CO_2 equivalent
- **Total Scope 1, 2 and 3 (Location-based):** 94,615 metric tons of CO_2 equivalent
- **Total Scope 1, 2 and 3 (Market-based):** 91,667 metric tons of CO_2 equivalent

Data and information supporting the Scope 1 and Scope 2 GHG emissions statement were generally historical in nature, and in some cases estimated. Data and information in Scope 3 GHG emissions statement were in some cases estimated rather than historical in nature.

Silicon Labs Global Warming Potential (GWP) and primary emission factor data sets:

- GWP: Intergovernmental Panel on Climate Change (IPCC) Fifth Assessment Report (AR-5)
- Green-e Residual Mix Emissions Rate Tables, released 2023
- International Energy Agency (IEA) Emission Factor Database (2022 data), 2024
- United Kingdom (UK) Department for Environment Food & Rural Affairs (DEFRA), *UK Government GHG Conversion Factors for Company Reporting*, October 30, 2024
- United States Environmental Protection Agency (USEPA) Emissions & Generation Resource Integrated Database (eGRID), released 2025
- USEPA Emission Factor Hub, released 2024
- USEPA Supply Chain Greenhouse Gas Emission Factors v1.3 by NAICS-6

Period covered by GHG emissions verification:

- January 1, 2024, to December 31, 2024

Criteria against which verification was conducted:

- World Resources Institute (WRI)/World Business Council for Sustainable Development (WBCSD) Greenhouse Gas (GHG) Protocol Corporate Accounting and Reporting Standard (Scope 1 and 2)
- WRI/WBCSD Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard

Reference Standard:

- ISO 14064-3 Second edition 2019-04: Greenhouse gases -- Part 3: Specification with guidance for the verification and validation of greenhouse gas statements

Level of Assurance and Qualifications:

- Limited
- This verification used a materiality threshold of ±5% for aggregate errors in sampled data for each of the above indicators

GHG Verification Methodology:

Evidence-gathering procedures included but were not limited to:

- Interviews with relevant personnel of Silicon Labs;
- Review of documentary evidence produced by Silicon Labs;
- Review of Silicon Labs data and information systems and methodology for collection, aggregation, analysis and review of information used to determine GHG emissions; and,

- Audit of sample of data used by Silicon Labs to determine GHG emissions.

Verification Opinion:

Based on the process and procedures conducted, there is no evidence that the GHG emissions statement shown above:

- is not materially correct and is not a fair representation of the GHG emissions and information; and
- has not been prepared in accordance with the WRI/WBCSD GHG Protocol Corporate Accounting and Reporting Standard (Scope 1 and 2) and WRI/WBCSD Greenhouse Gas Protocol Corporate Value Chain Accounting and Reporting Standard (Scope 3).

It is our opinion that Silicon Labs has established appropriate systems for the collection, aggregation and analysis of quantitative data for determination of these GHG emissions for the stated period and boundaries.

Statement of independence, impartiality and competence

Apex is an independent professional services company that specializes in Health, Safety, Social and Environmental management services including assurance with over 30 years history in providing these services.

No member of the verification team has a business relationship with Silicon Labs, its Directors or Managers beyond that required of this assignment. We conducted this verification independently and to our knowledge there has been no conflict of interest.

Apex has implemented a Code of Ethics across the business to maintain high ethical standards among staff in their day-to-day business activities.

The verification team has extensive experience in conducting assurance over environmental, social, ethical and health and safety information, systems and processes, has over 20 years combined experience in this field and an excellent understanding of Apex's standard methodology for the verification of greenhouse gas emissions and sustainability data.

Attestation:

Jessica Jacobs, Lead Verifier
ESG Senior Project Manager
Apex Companies, LLC
Cincinnati, OH

Trevor Donaghu, Technical Reviewer
ESG Director and National Practice Leader
Apex Companies, LLC
Pleasant Hill, California

February 26, 2025

This verification opinion declaration, including the opinion expressed herein, is provided to Silicon Labs and is solely for the benefit of Silicon Labs in accordance with the terms of our agreement. We consent to the release of this declaration by you to the public or other organizations but without accepting or assuming any responsibility or liability on our part to any other party who may have access to this declaration.

Forward-Looking Statements

This report contains both historical information and certain forward-looking statements based on Silicon Labs' current expectations. The words "believe", "estimate", "expect", "intend", "anticipate", "plan", "project", "will", and similar phrases as they relate to Silicon Labs are intended to identify such forward-looking statements. These forward-looking statements reflect the current views and assumptions of Silicon Labs and are subject to various risks and uncertainties that could cause actual results to differ materially from expectations. In making these statements, we rely upon assumptions and analysis based on our experience and perception of historical trends, current conditions, expected future developments, and other factors we consider appropriate under the circumstances. Among the factors that could cause actual results to differ materially from those in the forward-looking statements are the following: the competitive and cyclical nature of the semiconductor industry; the challenging macroeconomic environment, including disruptions in the financial services industry; geographic concentration of manufacturers, assemblers, test service providers and customers in Asia that subjects Silicon Labs' business and results of operations to risks of natural disasters, epidemics or pandemics, war and political unrest; risks that demand and the supply chain may be adversely affected by military conflict (including in the Middle East, and between Russia and Ukraine), terrorism, sanctions or other geopolitical events globally (including in the Middle East, and conflict between Taiwan and China); risks that Silicon Labs may not be able to maintain its historical growth; quarterly fluctuations in revenues and operating results; difficulties developing new products that achieve market acceptance; risks associated with international activities (including trade barriers, particularly with respect to China); intellectual property litigation risks; risks associated with acquisitions and divestitures; product liability risks; difficulties managing and/or obtaining sufficient supply from Silicon Labs' distributors, manufacturers and subcontractors; dependence on a limited number of products; absence of long-term commitments from customers; inventory-related risks; difficulties managing international activities; risks that Silicon Labs may not be able to manage strains associated with its growth; credit risks associated with its accounts receivable; dependence on key personnel; stock price volatility; the impact of COVID-19 on the U.S. and global economy; debt-related risks; capital-raising risks; the timing and scope of share repurchases and/or dividends; average selling prices of products may decrease significantly and rapidly; information technology risks; cyber-attacks against Silicon Labs' products and its networks; risks associated with any material weakness in our internal controls over financial reporting; and other factors that are detailed in the SEC filings of Silicon Laboratories Inc. Silicon Labs disclaims any intention or obligation to update or revise any forward-looking statements, whether as a result of new information, future events, or otherwise. References in this report to Silicon Labs and Silabs shall mean Silicon Laboratories Inc.

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