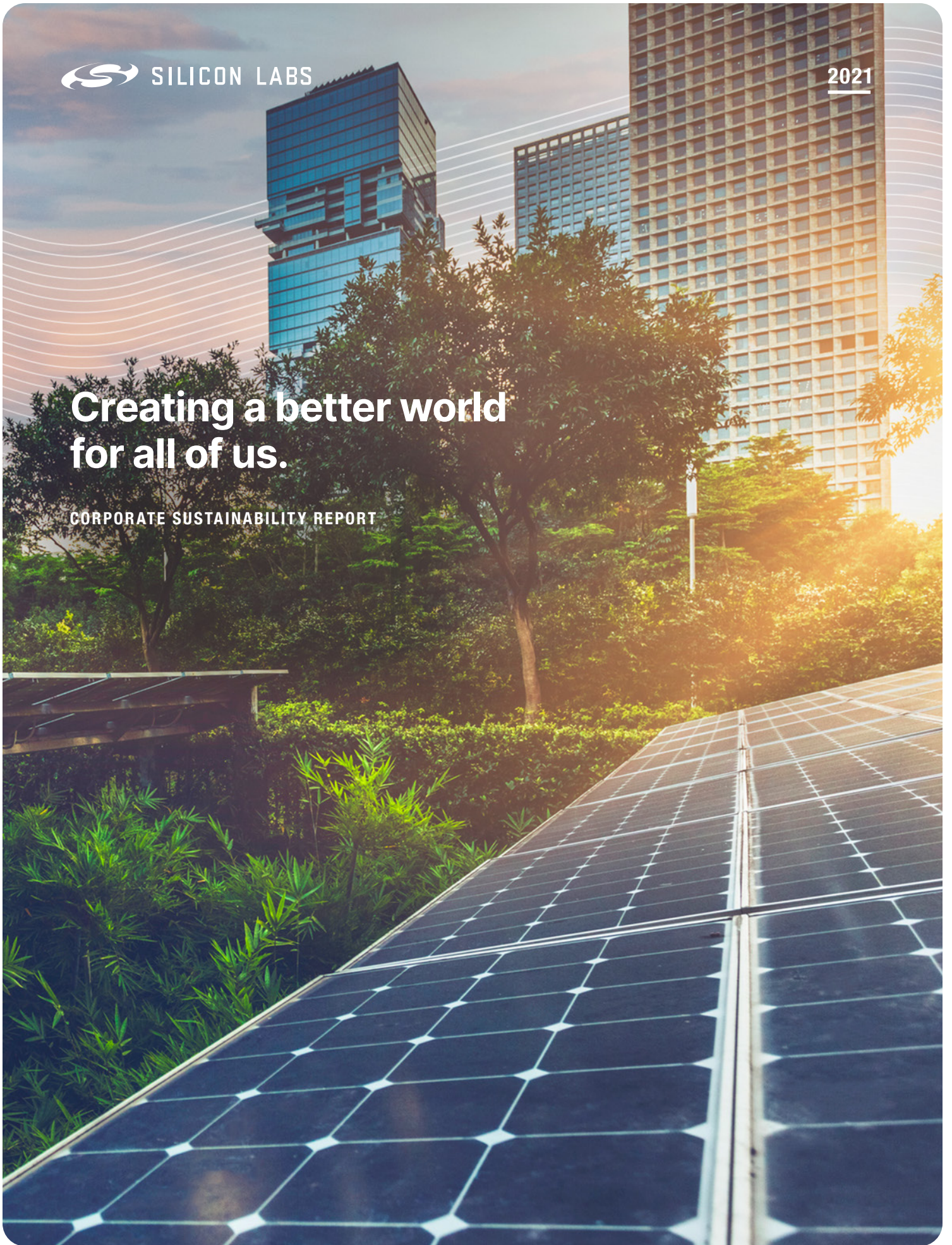


Creating a better world for all of us.

CORPORATE SUSTAINABILITY REPORT



Our Purpose

Together we are Building a More Connected World

Our Mission: To empower developers to create wirelessly connected devices that transform industries, grow economies and improve lives.

We help customers build connected devices that measurably solve global development challenges, including energy efficiency, economic growth, better health, infrastructure innovation, sustainable cities, responsible production, and more.

We are committed to being a good corporate citizen by focusing on operational excellence, sustainability and providing support for people and communities globally. We live by our promise to "do the right thing" for our employees, customers, shareholders, communities and planet.

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2021 Year in Review



**9% Decrease in
HQ Energy Use**

since 2018



2,668

**DEI training
hours completed**



-29%
**in HQ GHG
emissions
since 2018**



361

**Active ERG
Members**



\$233,685

donated by Silicon Labs
employees & matched with
corporate donations



\$250,000+

**granted to increase STEM
education & technology access**

for underrepresented groups

Strong Governance

Silicon Labs has a strong corporate governance framework and 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. We strive to do the right thing for our shareholders, employees, communities, and the planet.

ESG Commitment and Board Oversight

Environmental, Social, and Corporate Governance (ESG) efforts at Silicon Labs are led by the ESG Steering Committee, which is comprised of employees from various departments, including investor relations, legal, marketing, operations, people team, and others. The Committee has executive sponsorship from the Chief Financial Officer, Chief Legal Officer, Chief Marketing Officer, and Chief People Officer. This group actively engages with various departments to ensure cooperation and provision of information for ESG purposes. On a quarterly basis, senior management report on key ESG activities to the Nominating and Governance Committee and the Board. The Compensation Committee and Board also specify ESG goals, including diversity and inclusion goals, as components in the compensation of senior management.

Board of Directors

The Silicon Labs Board of Directors (Board) helps establish the purpose, strategy, and values of the organization, working within an effective set of controls that enable risks to be assessed and managed. Our Board is led by an independent lead director and comprised of directors with diverse skills and experiences. Our Corporate Governance Policy requires the inclusion of women and minority candidates in any new director search. More than 30% of our Board members self-identify as female and more than 20% self-identify as racial minorities.

Board of Directors Committees

Independent Board members form our Audit, Compensation, and Nominating and Corporate Governance Board Committees to ensure deeper review and oversight.

Each of these Committees is chartered with specific responsibilities:

- **Audit:** 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. The Audit Committee also reviews the Company's risk management policies and practices, including cyber security.
- **Compensation:** Reviews the compensation and benefits of the Corporation's senior management and the overall compensation policy of the Company.
- **Nominating and Corporate Governance:** Focuses on the issues surrounding the composition, practices, and operation of the Board. It also oversees issues and developments related to corporate governance, environmental, and social matters and recommends associated standards to the Board.
- **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.

Refer to the 2021 Annual Report, 2022 Proxy Document, and Corporate Governance Documents in the Investor Relations section of the company's website at silabs.com for more detail on our corporate governance practices.

Sustainable Operations

Sustainability is an integral part of everything we do. Environmentally-responsible practices are threaded throughout our everyday business operations, product design, technology investments, in both our own internal operations and our relationships with suppliers and customers.

Workplace Sustainability

Silicon Labs prioritizes safe, engaging, environmentally friendly working conditions in our locations around the world. Specifically, we focus on three key areas: green power, consumption reduction, and support of eco-friendly organizations.

Green Power: At our offices around the world, we strive to reduce our carbon footprint and protect the environment. Our headquarters in Austin, Texas, is a flagship example. Silicon Labs participates in Austin Energy's GreenChoice program, which purchases nearly 50 percent of our energy from renewable sources like wind and solar. This support helps our business and local community rely less on fossil fuels, reduce air pollution, and grow green jobs in Texas. It's also a smart, long-term investment since renewable power is less prone to price fluctuations.

Consumption Reduction: To save energy, we replaced high intensity office light fixtures with automatic LEDs, installed energy efficient appliances and low-flow equipment, and use a chilled water system to cool our spaces. Silicon Labs also provides employees and guests with reusable drinkware and access to reverse osmosis water systems, reducing waste from plastic water bottles.

Funding: Silicon Labs supports organizations and projects that help protect our planet. We contribute funding for Austin's pedestrian trail projects and park improvements, sponsor environmental education and outreach programs, and match employee contributions to environmental nonprofits.

Due to our sustainability efforts, the City of Austin lists Silicon Labs as a Platinum Level Green Business Leader.

Business Operations

As part of our efficient, insight-driven business operations, we consider productivity and efficiency gains as well as ways to ensure environmental best practices. Our environmental initiatives help us lessen the environmental footprint of our operations.

These efforts include:

- Offering incentives and facilities to encourage use of mass transit, electric vehicles, carpools and cycling.
- Buying electricity from renewable sources.
- Installing energy-friendly products, such as LED automatic lighting, low-flow water equipment and chilled-water AC systems.
- Reducing, Reusing, Recycling – Real-time monitoring of electricity usage, recycling bins, reusable drinkware, battery and electronic disposal bins.
- Adhering to high standards – Sony Green Partner and Platinum Austin Green Business Partner.
- Global adoption of teleconferencing solutions in all sites to reduce unnecessary air travel.



Energy & Emissions

Silicon Labs carefully measures our energy and emissions to ensure we operate responsibly and protect the environment. Energy use, specifically electricity use, is the main driver of our scope 1 and 2 GHG emissions. From 2018 to 2021, our total energy use at our headquarters in Austin decreased by 9%. Our total GHG emissions decreased by 29%.

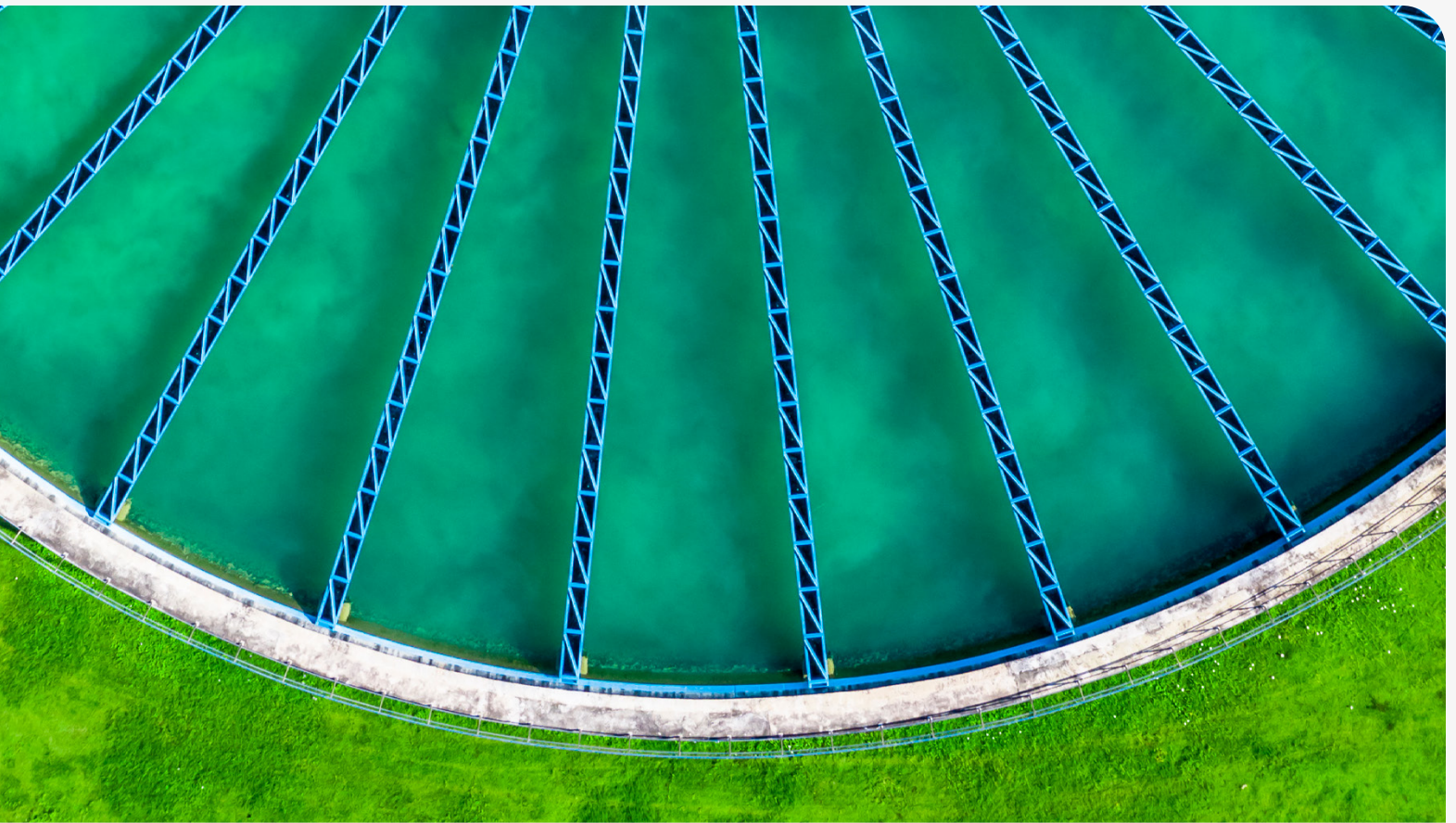
In order to continue our GHG reductions, we have set a corporate target to reduce Scope 1 and 2 GHG emissions by 50% for Silicon Labs corporate headquarters by the end of 2025 from baseline year 2018. We are committed to purchasing more green energy to continue improving towards our target, as well as expanding measurement and conservation targets to our global sites.

Our emissions and energy data from 2018 to 2021 for our Austin headquarters were as follows:

	2018	2019	2020	2021
Energy Use Total (GWh) from Grid	8.5	8.3	7.5	7.7
Energy Use Percent from Grid	100%	100%	100%	100%
Renewable Energy (GWh)	3.6	3.6	3.6	3.7
Renewable Energy (Percent)	42%	43%	48%	48%
Non-Renewable Energy (GWh)	4.9	4.7	3.9	4.0
Non-Renewable Energy (Percent)	58%	57%	52%	52%
CO2e (metric tons, scope 1&2)*	3,027	2,510	2,088	2,163
Scope 1	86	100	56	42
Scope 2*	2,941	2,410	2,032	2,121
Other Significant Air Emissions (metric tons)**	1.30	1.25	1.29	1.09

* 2021 calculated with latest available 2020 CO2e factors, and is subject to revision.

** Includes NOX, CO, VOC, PM and SO2 from generator and estimated boiler and solder usage.



Water Usage

Silicon Labs primarily uses water for human consumption and hygiene purposes; therefore, our conservation efforts include low-flow bathroom facilities and reduced landscaping water usage. We do not use significant amounts of water for production or manufacturing.

Our water data from 2018 to 2021 for our Austin headquarters were as follows:

	2018	2019	2020	2021
Water use (million liters)	9.2	9.6	3.0	3.3

Waste Management

We started tracking total waste generated in 2019. At that time, we achieved a 61% landfill diversion rate, with more than 99% of our waste generated being non-hazardous waste. Since then, we have implemented measures to improve our diversion rate such as ensuring higher availability of recycling options, providing improved signage of recyclable material and donating reusable material to local causes.

Our waste data from 2018 to 2021 for our Austin headquarters were as follows:

	2018	2019	2020	2021
Waste water (million liters)	9.2	9.6	3.0	3.3
Landfill (metric tons)	–	83	42	41
Landfill diversion rate	–	63%	73%	77%
Hazardous Material Waste ((metric tons)	0.14	0.13	0.00	0.00

Enabling a More Sustainable World

Our cutting-edge wireless technology is transforming industries, growing economies and improving lives. The World Economic Forum states that 84% of IoT deployments are currently addressing, or have the potential to address, the United Nations Sustainable Development Goals (SDGs).

Our products enable sustainable IoT solutions across home, medical, industrial and commercial environments, including air pollution and waste management monitoring, water integrity, residential irrigation monitoring, street lighting networks, advanced metering infrastructure and building energy management.

Our passion for energy-savings goes from chip-level design to system-level power consumption. We provide small, energy-efficient integrated circuits, including wireless systems-on-chips (SoC), modules, and development kits, digital isolators, and micro-controllers.

With our state-of-the-art solutions and quality support, Silicon Labs has become a leader in several sustainability-focused markets including applications such as:

Smart metering systems that conserve electricity, gas and water.

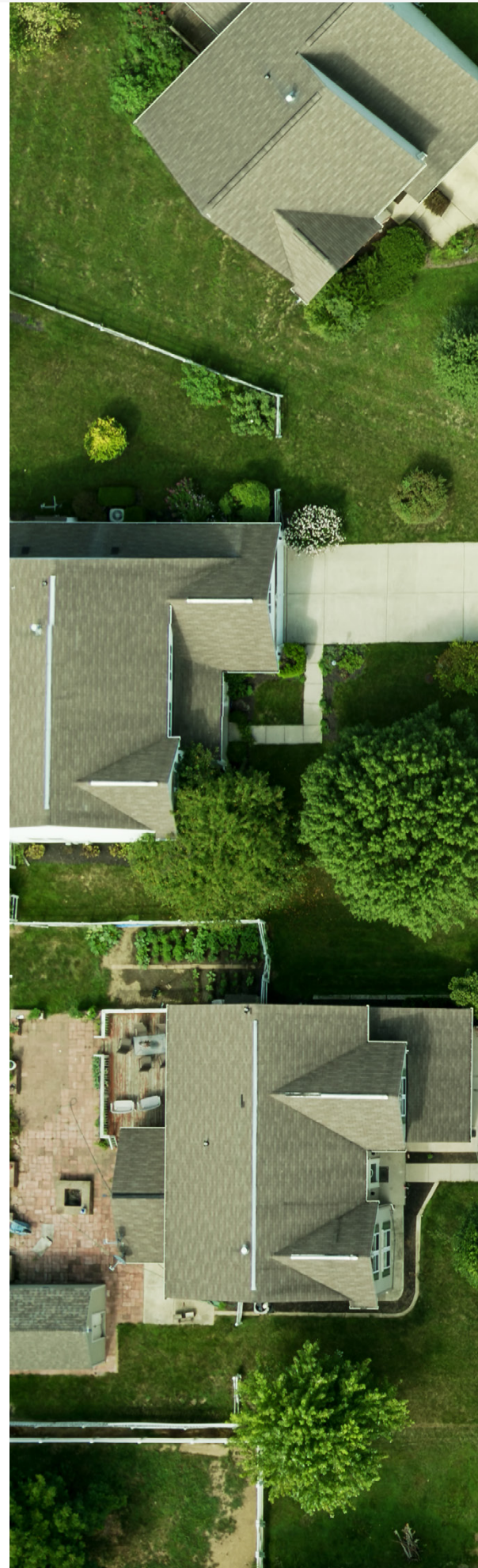
Smart thermostats to reduce energy consumption in homes and buildings.

Smart LED lighting that can reduce energy costs by as much as 90% in industrial installations and buildings.¹

Building automation that can drive 20% more efficient HVAC and 8% more efficient energy use for lighting.²

Battery management systems that extend battery life and reduce landfill waste.

Low-power trackers to monitor wildlife and poaching in remote locations.



Home & Life

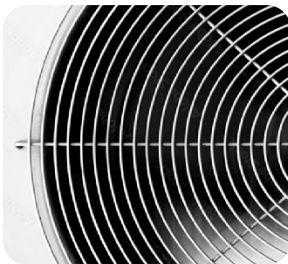
Connected devices are changing everything about the way we live. From intelligent thermostats to smart light switches, and automated energy management systems - these types of smart home technologies are directly addressing the growing need for low carbon emission-oriented solutions to reduce environmental damage. Silicon Labs' solutions help customers develop smart, secure, sustainable applications, including:



SMART LIGHTING

In the home, connected, energy-efficient LED lighting can generate huge energy savings and personalize living spaces. We provide a secure wireless platform, that offers a high temperature tolerance, and a broad portfolio of certified wireless protocol stacks.

Motion-based smart lighting is proven to use 35% less energy.³



HVAC CONTROL

Our suite of hardware, connectivity stacks, tools, and first-class support offer industry leading solutions for implementing HVAC sensor and actuator networks in buildings. The automation of home utilities, such as electricity usage, fosters sustainable consumption of natural resources.

Residential energy use accounts for roughly 20% of greenhouse gas (GHG) emissions in the United States.⁴



SMART IRRIGATION

Smart irrigation systems gather data from sensors and send predefined user orders to actuators, indicating when a water sprinkler should be put into use.

In homes with gardens, as much as 70% of water usage occurs outside and according to the Environmental Protection agency, as much as 50% of irrigation water is wasted.⁵



SMART APPLIANCES

Environmental and activity sensors can be embedded virtually anywhere; inside drywall, inside furniture such as beds and floor mats; inside appliances of every size.

By making appliances smart, it is possible to reduce electricity bills and enhance safety through the provision of predictive maintenance alerts.

Industrial & Commercial

Our wireless solutions enable system operators to monitor and regulate energy consumption and perform predictive maintenance, unlocking operational efficiency and increasing sustainability. Silicon Labs has the privilege of working with some of the leading developers and global brands innovating in this area. Our customers are building next-generation metering infrastructure for utilities, residential and commercial solar photovoltaic applications, electric vehicle charging solutions, battery storage and much more.



INDUSTRIAL IoT

The industrial sector accounts for nearly 40% of total U.S. end-use energy consumption and around 30% of total U.S. energy consumption.⁶ We provide wireless solutions that help everyone from field engineers to C-level executives gain actionable insights that support the transition from reactive to predictive maintenance and more.



SMART CITIES

We provide wireless solutions that help municipal leaders make better decisions, streamline operations, improve infrastructure and improve the lives of residents by providing more real-time information about traffic, health, environment, energy and more.

Smart commercial lighting

Electric Submeters

Smart HVAC

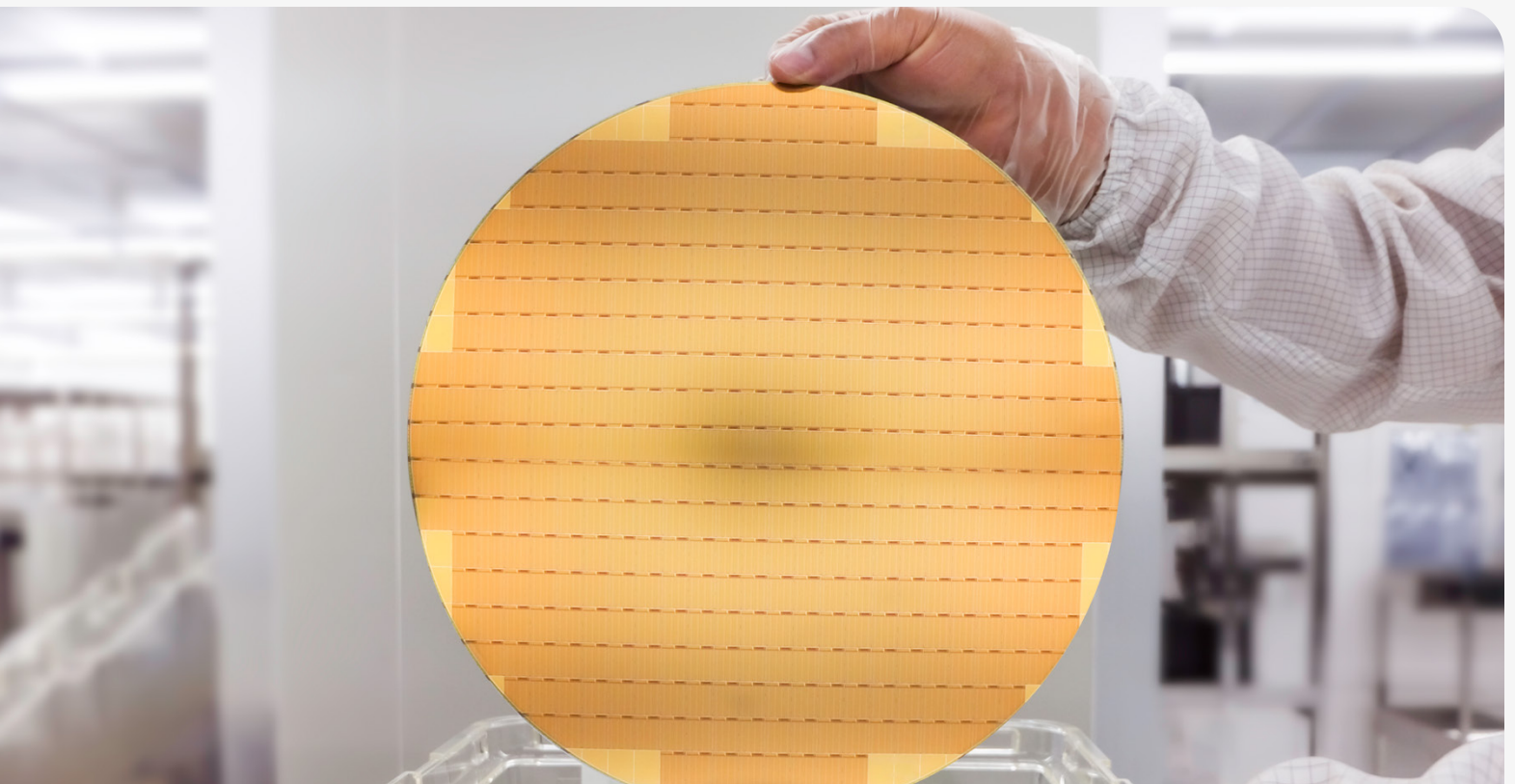
Smart Metering

Building Automation

Smart Street Lighting

Leak Detection

Utilities



Supply Chain Commitment

Silicon Labs partners with world-class suppliers to manage products from development to customer delivery. As a fabless semiconductor company, we work with our supply chain to ensure global manufacturing processes are environmentally and socially responsible, including safe and respectful working conditions. We demand high standards of business integrity, environmental responsibility, and respect for human rights from all partners.

Silicon Labs ensures an environmentally and socially responsible supply chain by taking the following actions:

- Follows and requires supplier adoption of the Responsible Business Alliance® (RBA®) Code of Conduct.
- Prioritizes socially and environmentally progressive, qualified suppliers.
- Demands excellence in our quality and environmental performance, as demonstrated through our extensive product and process qualification commitments, including ISO 9001 Quality Management System and ISO 14001 Environmental Management System.
- Requires suppliers involved in product manufacturing to have ISO 9001 and ISO 14001 certifications.
- Silicon Labs is committed to a conflict-free supply chain. No known conflict minerals, including cobalt, in our products directly or indirectly finance or benefit armed groups in the Democratic Republic of the Congo or adjoining countries.

Overall, to deliver the highest standard of product quality and meet all environmental regulations and requirements, Silicon Labs maintains a close relationship with our supply chain.

People: In This Together

Silicon Labs hires the most innovative talent around the world to solve tough challenges for a myriad of markets, including industrial, commercial, smart home and life segments. We take pride in our people, and that's one of the many reasons we continue to be awarded 'Most Respected Public Semiconductor Company' and a certified 'Great Place to Work'.

Our values



We hire, foster and empower great talent.

Our team is comprised of big-picture thinkers and cross-functional doers with technical skills, creativity and the potential to do great thing.



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

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



We meet our commitments and hold ourselves accountable.

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



We do the right thing.

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

Benefits

Silicon Labs offers medical, dental, and vision insurance plans to fit the needs of employees and their families. Our employees also have access to broad benefit packages, including profit sharing, retirement, short and long-term disability insurance coverage, and life insurance plans. Additionally, we host global events, activities, and seminars on healthy lifestyles, financial literacy, and other areas of interests for employees.



Top Talent

We work with the best and learn from each other. Our employees have nearly 1,400 patent assets worldwide and showcase their skills all over the world.



Learning & Development

We offer technical training with thought leaders, educational lunch-and-learns, and leadership development, in addition to an e.learning library employees can access at any time.



Recognition

Whether it's hitting a team milestone, completing a major project, or celebrating a work anniversary, we make employee recognition a priority.



Wellness

We offer medical, dental and vision insurance plans to fit the needs of employees and their families. Employees also participate in global fitness activities and challenges.



Philanthropy

We give more than 1% of our profits to charities, employees receive 24 hrs of annual paid volunteer time and corporate match for nonprofit donations.



Total Rewards

Employees have access to broad total rewards packages including profit sharing, retirement benefits, short and long term disability insurance coverage, and life insurance plans.

Employee Resource Groups

Our Employee Resource Groups (ERGs) allow employees who share a common identity, experience or interest to meet and support one another and are critical to our company-wide commitment to DEI.



Diversity, Equity, and Inclusion (DEI)

Silicon Labs is an equal opportunity employer who values diversity. Our commitment to DEI: By creating pathways for underrepresented groups in technology, we attract and retain the best and brightest global talent. We welcome and respect new ideas and constructive debate. Differing viewpoints lead to better solutions and are the cornerstone of innovation.

- We foster a **culture of inclusion & belonging** for every employee because it's core to our values, and it's the right thing to do.
- DEI requires **awareness of bias** & continuous investment from all of us.
- Diversity is about balancing teams, valuing differences and **reflecting our global communities** and customers.
- We are committed to equity in the workplace, and **we will hold ourselves accountable for driving change** in our organization, our industry and in our communities.
- Support employee resource groups, mentorship circles, and diversity leadership initiatives in the semiconductor industry.
- Include specific diversity, equity and inclusion metrics and goals as a component of senior management compensation.

Specifically, we:

- Do not discriminate on the basis of race, religion, color, national origin, gender, sexual orientation, age, marital status, veteran status, or disability status.
- Are a multi-national and multi-ethnic workforce, with sites and employees in more than a dozen countries.
- Actively promote diversity in our recruitment, development, and promotion practices
- Provide financial and volunteer support for equity in STEM initiatives.
- Advocate for policies that support human rights, racial justice, and LGBTQ+ equality in the communities in which we live and work.
- Drive commitment and accountability for long-term change by incorporating DEI metrics into our executive bonus plan.
- Partner with external DEI experts and hold regular workshops for all global employees on understanding bias and promoting inclusion.

2021 Inclusion Assessment

We believe that creating an inclusive and equitable workplace is top priority and we are committed to doing the work. In 2021 we partnered with Kanarys Inc. to launch our first global inclusion assessment. This anonymous assessment was offered to all full-time employees in March 2021. Partnering with Kanarys gave us the ability to collect demographic information and insights that would be difficult to gather on our own. At the conclusion of the assessment, global results were shared with employees during a town-hall meeting. We will continue to partner with Kanarys in 2022 to measure progress.

Commitment to DEI Education

Through our inclusion assessment with Kanarys, it was identified training/education was an area we could continue improving. Throughout 2021, we introduced new opportunities to explore and discuss important topics such as running inclusive meetings and understanding bias. We had our first group of managers complete a 7-month program called Lead Like An Ally. This leadership program focused on leadership styles, inclusive performance management and using structure to eliminate systemic bias in the workplace.

Safety

Silicon Labs is committed to providing our employees with a healthy, safe, and productive work environment. We strive for zero workplace incidents across our offices and operations by complying with all applicable occupational health and safety regulations.

During the pandemic, we've implemented additional measures to promote social distancing and reduce the spread of airborne and surface contaminants.

Work Related Safety Statistics

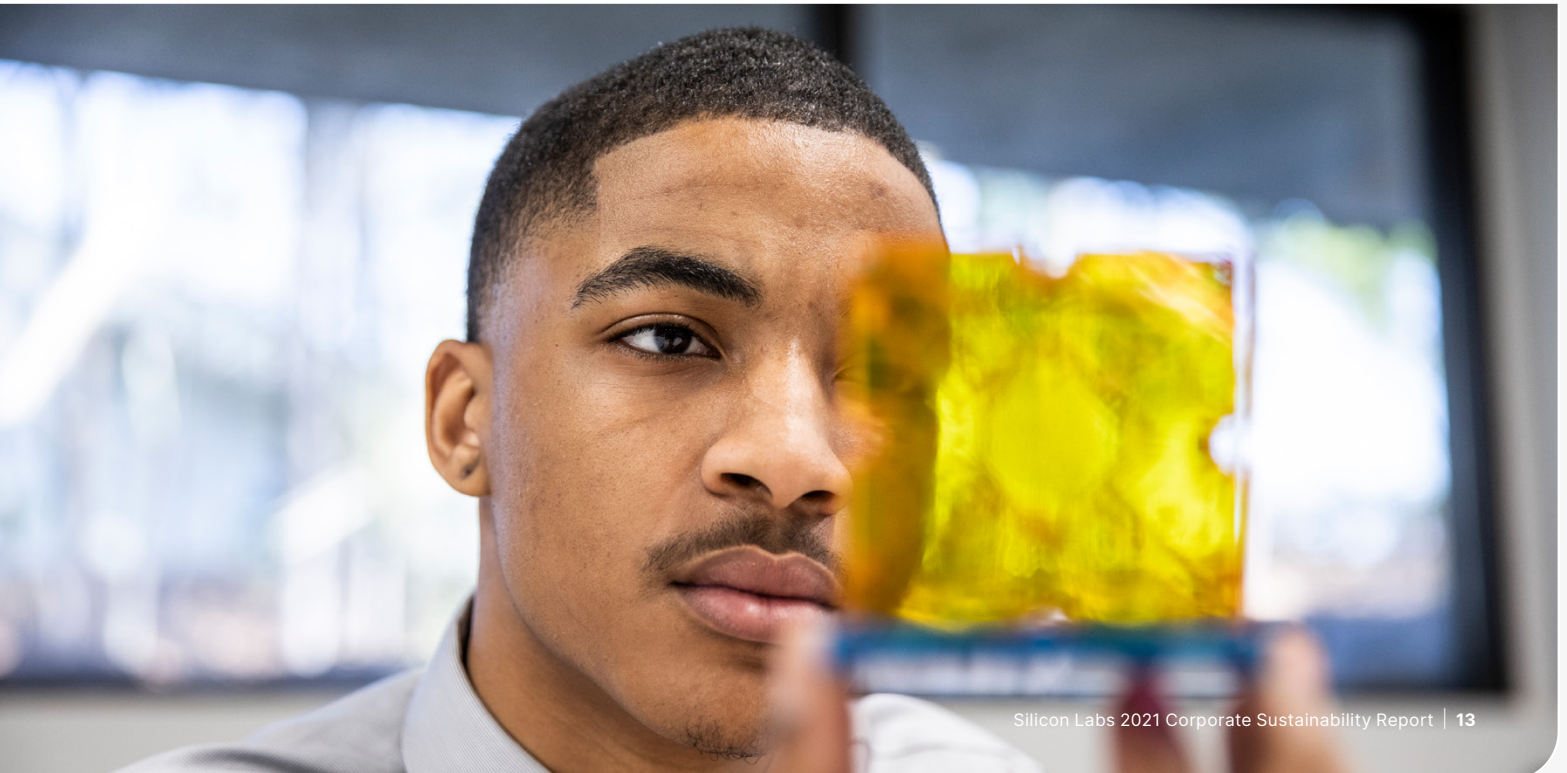
	2018	2019	2020	2021
Hours Worked	2,155,359	2,331,412	1,991,600	1,742,780
Number of Recordable Incidents	0	1	0	1
Total Recordable Injury Rate	0.00	0.09	0	0.11
Number of Lost Time Incidents	0	0	0	1
Lost Time Injury Rate	0.00	0.00	0.00	0.11

COVID-19

The pandemic has dramatically impacted lives across the globe and changed how the world operates. During this unprecedented time, we remain committed to ensuring the health and safety of our employees while continuing to provide industry-leading solutions for our customers. We have adjusted our operations to deliver a best-in-class customer experience as the situation continues to evolve.

We've taken proactive measures to protect our global teams and stop the spread of COVID-19 while maintaining business continuity, including:

- Following guidance issued by local and national government agencies, the Center for Disease Control and World Health Organization at our sites worldwide.
- Instituted "work from home" (WFH) policies for the majority of our global employees.
- Implemented heightened safety procedures including social distancing and extensive cleaning measures at our sites.
- Proof of full vaccination or a negative COVID-19 test is required to access Silicon Labs US Office.



Community Commitment

One of our corporate values is "do the right thing" and sharing our success with the community is a key component of this charter. Silicon Labs has a long history of providing financial, volunteer, and in-kind support to nonprofits worldwide. We want people to benefit from our products, services, and presence in their communities.

We give back more than 1% of our annual profits to charitable organizations focused on STEM and education, DEI, critical community needs and providing relief in times of crisis through financial, volunteer and in-kind support. Our programs impact the [United Nations Sustainable Development Goals](#) #2, 4, 5, 8, 10, and 11.

Specifically:

- We help our employees to make an impact on causes that are important to them. We offer a corporate match program for U.S. employees' donations to qualified nonprofit organizations.
- Through our employee board service program, we encourage leadership development skills and giving back to the community. Employees receive guidance and training, as well as a grant made in their name to their organization.
- All employees worldwide receive 24 hours of paid time off to volunteer in their communities. Each of our sites organize volunteer events throughout the year, and employees are invited to participate in our annual Month of Service.
- We allocate funds to our global sites for grants supporting critical causes locally.
- When disasters occur in our communities where we operate, from the impact of the COVID-19 pandemic to hurricanes in areas where we operate, we work with local sponsors to determine the best way to help and which organizations to support.
- We partner with regional institutions to apply our innovative solutions to community challenges, supporting a research and development ecosystem designed to improve safety, sustainability and overall quality of life in densifying cities.

Grants

Our corporate grants program is primarily focused on education, specifically, STEM (Science, Technology, Engineering & Math) education for middle and high school underserved youth who are typically underrepresented in STEM fields. This grant program has a particular focus on equity, so applicants are encouraged to share DEI (Diversity, Equity & Inclusion) related details as part of their request. Our grant application and fulfillment process is managed by the [Austin Community Foundation \(ACF\)](#).

Policies and Position Statements

Code of Business Conduct and Ethics

Conducting the business affairs of Silicon Labs in accordance with the highest ethical standards and in compliance with legal requirements aligns directly with our mission of providing quality solutions to our customers. A reputation for ethical conduct, market leadership, and business success builds the bond between employees, officers, members of the Board of Directors, shareholders, suppliers, consultants, and all business partners to satisfy the demands of customers. The integrity of Silicon Labs provides a foundation for this mission. This Code of Business Conduct and Ethics (the "Code") applies to all Company employees, officers, consultants, and members of the Board of Directors.

Silicon Labs' Code of Business Conduct and Ethics can be found in the Governance Documents section of our investor page: investor.silabs.com.

Supplier Code of Conduct

Silicon Labs is committed to the highest standard of product quality and business integrity and ensuring that working conditions in our supply chain are safe, that workers are treated with respect and dignity, and that manufacturing processes are environmentally and socially responsible. To ensure our suppliers meet and support these expectations, Silicon Labs has adopted the Responsible Business Alliance® (RBA®) Code of Conduct and requires all of our supply chain partners to adopt the same code of conduct or another internationally recognized code that is equally or more comprehensive, such as the OECD Guidelines for Multinational Enterprises or the UN Global Compact.

In selecting qualified suppliers, Silicon Labs will give preference to those that are socially and environmentally progressive. In addition, failure to comply with an internationally recognized code of conduct may result in supplier disqualification.

Silicon Labs' Code of Conduct requires that every company in our supply chain is committed to:

- Safe worker conditions.
- Environmental requirements for conservation of energy use, water use, and pollution prevention.
- No forced labor or child labor.
- Fair wages.
- Ethical business practices.
- Implementation of a water management program that documents, characterizes, and monitors water sources.
- Routine monitoring of the performance of its wastewater treatment and containment systems to ensure optimal performance.
- Responsible management systems to conform to the Code.

Global Human Rights Policy

At Silicon Labs, we are committed to protecting, respecting, and advancing human rights as a core component of the way we do business and to which all people worldwide are entitled. We respect internationally-recognized human rights, as set out in the International Bill of Human Rights and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work. We recognize our responsibility to respect human rights and avoid complicity in human rights abuses, and this Global Human Rights Policy encompasses principles within the United Nations Global Compact, the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, our Code of Business Conduct and Ethics, and the laws of the countries in which we operate.

This policy applies to all employees, contingent workers, and business relationships, including our partners, supply chain, and vendors. It is cross functionally managed by the company's Environmental, Social, and Governance team.

Silicon Labs' Global Human Rights Policy can be found in the Governance Documents section of our investor page: investor.silabs.com.

Silicon Labs Anti-Slavery, Human Trafficking and Forced Labor Statement

Transparency Statement pursuant to California SB 657 and UK Modern Slavery Act

Silicon Labs strives to be a responsible global corporate citizen. 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.

Silicon Labs' Code of Business Conduct and Ethics outlines our expectations for ethical and corporate responsibility. Silicon Labs is committed to fair employment practices and a requirement that employees do not engage in activities associated with slavery, human trafficking or forced labor. We also commit to comply with local labor laws and regulations. Our People and Legal teams monitor our compliance with these policies, and any employee who violates laws or policies is subject to appropriate discipline. Silicon Labs provides training on its Code of Business Conduct and Ethics to all employees.

Silicon Labs has adopted a Supplier Code of Conduct aligned with the Responsible Business Alliance (RBA) Code of Conduct. Forced, bonded (including debt bondage) or indentured labor, involuntary prison labor, slavery, or trafficking of persons are not permitted. Child labor is not to be used in any stage of manufacturing.

Silicon Labs requires all of its supply chain vendors to comply with the RBA Code of Conduct or a similar industry-standard code of conduct. Silicon Labs' supplier agreements and purchase order terms and conditions bind its suppliers to a broad spectrum of social and environmental compliance requirements including prohibitions on forced labor and child labor through adherence to the RBA Code of Conduct. Suppliers are required to annually conduct a self-assessment of their quality, environment, and social accountability systems and performance, or allow Silicon Labs or its agent to conduct such evaluation. Silicon Labs performs audits at key suppliers annually with auditors trained on these policies.

Conflict Minerals Policy

Silicon Labs is committed to eliminating the use of conflict metals in the manufacturing of its products. Silicon Labs requires all of its suppliers to source from third-party audited conflict-free smelters, maintain a conflict-free sourcing policy, and comply with our internal policy based on the Organisation for Economic Co-operation and Development (OECD) due diligence guidelines.

Section 1502 of the Dodd Frank Act requires corporations to report the use of “conflict minerals” in the manufacture of their products. “Conflict minerals” in this context refers to the following minerals: Columbite-tantalite (coltan), cassiterite, gold, wolframite, or their derivatives, which are limited to tantalum, tin, and tungsten.

Silicon Labs is committed to comply with this legislation. We are actively working with our suppliers to understand or establish their systems for sourcing of raw materials, including any listed minerals which may be used in Silicon Labs’ products.

Each year, Silicon Labs prepares an RMI (Responsible Minerals Initiative) CMRT (Conflict Minerals Reporting Template), to report its use of conflict materials in its supply chain to the SEC. The information contained in this report is also available to any customer upon request.

There are no known conflict minerals in Silicon Labs’ products that directly or indirectly finance or benefit armed groups in the Democratic Republic of the Congo or adjoining countries.

In an effort to eliminate the impact of our supply chain on conflict minerals, Silicon Labs has begun collecting smelter information on Cobalt in addition to the conflict minerals under Section 1502 of the Dodd Frank Act. We are actively working with our suppliers to understand or establish their systems for sourcing of raw materials, including any cobalt related minerals which may be used in Silicon Labs’ products.

Silicon Labs will be adopting the SASB framework in 2022 for ESG reporting.

Endnotes & References

- 1 External source: <https://meetingoftheminds.org/smart-lighting-contributes-energy-savings-to-automated-city-systems-29314>
- 2 External source: <https://www.drawdown.org/solutions/building-automation-systems>
- 3 External source: <https://www.homeselfe.com/smart-lighting-can-save-money/>
- 4 External source: <https://www.pnas.org/content/117/32/19122>
- 5 External source: <https://www.epa.gov/watersense/how-we-use-water>
- 6 External source: <https://www.eia.gov/energyexplained/use-of-energy/industry.php>



The leading provider of silicon, software and solutions for a smarter, more connected world.