SILICON LABS

2022 CORPORATE SUSTAINABILITY REPORT

A Message from Our CEO

The Internet of Things is transforming industries, growing economies, improving lives, and safeguarding our environment. As an IoT leader, Silicon Labs is proud of the positive impact our products are having on the world, in solutions to manage precious resources like water, improve energy efficiency in homes, cities and buildings, and enable innovative connected health solutions. We are also committed to sustainable and responsible operations, community engagement, and initiatives to foster a diverse, equitable, and inclusive culture. We made great strides in 2022 and are pleased to share our progress in this expanded corporate sustainability report. We encourage you to visit our Corporate Responsibility website for updates throughout the year.

In 2022, we conducted our first materiality assessment, collecting input from our stakeholders to guide the creation of our sustainability strategy and a new set of goals. We're committed to transparency as we share our progress and have adopted the Sustainability Accounting Standards Board (SASB) disclosure framework and are also releasing our first Task Force on Climate–Related Financial Disclosures, both of which are available in the appendix of this report.

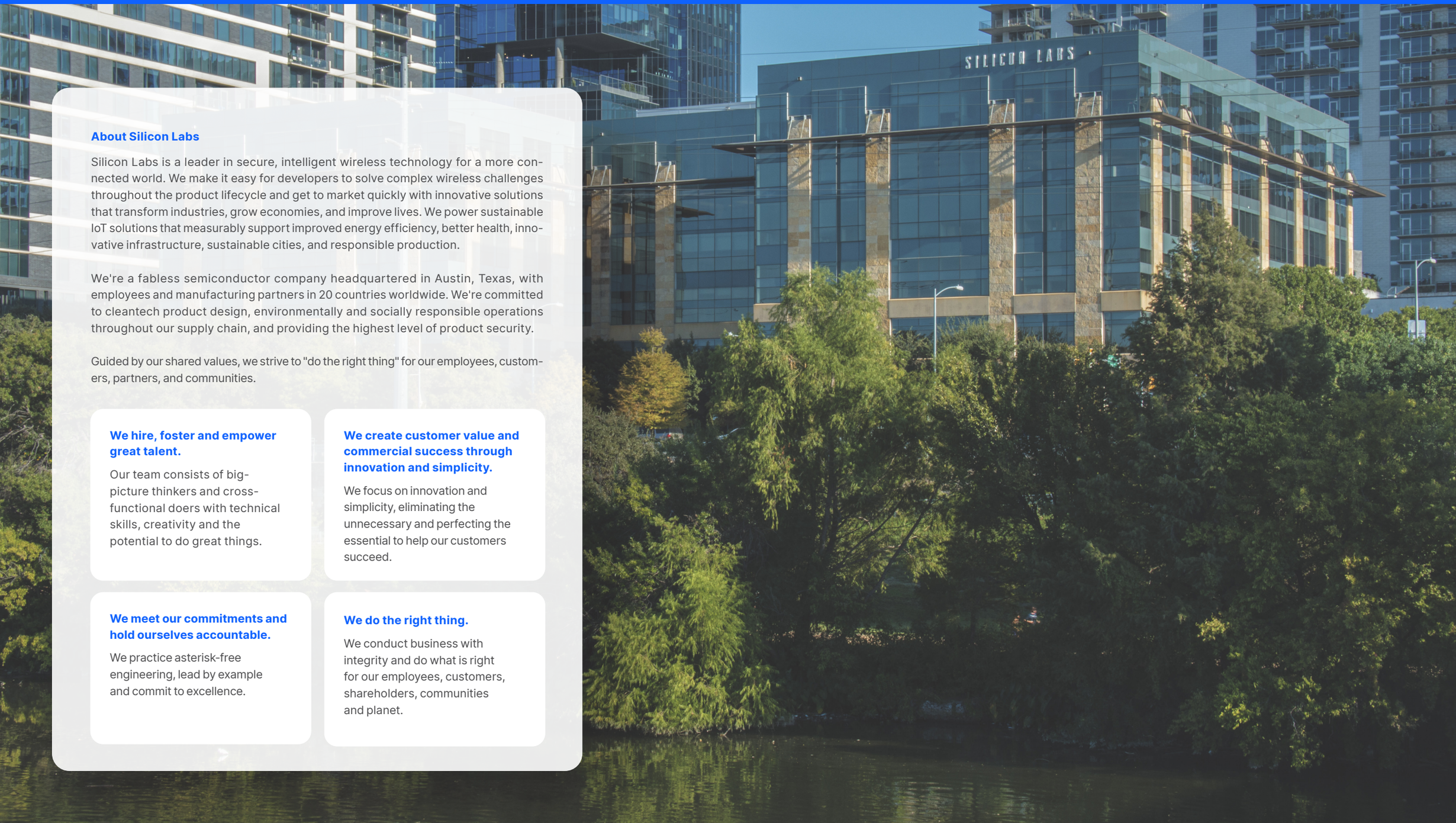
We see an incredible opportunity for IoT technology to deliver on the UN's Sustainable Development Goals and recognize that change begins at home. In 2022, we became an EPA Green Power Partner solidifying our commitment to reduce emissions and transition to renewable energy. We are on track to reduce our Scope 1 and 2 GHG emissions by 50% at our Austin headquarters by 2025 and transition to 100% renewable energy in our facilities where available. We are also carefully examining the downstream impacts of our products and continue to make improvements in energy efficiency in our own solutions.

Our commitment to sustainable and responsible operations extends throughout our supply chain. In 2022, we joined the Responsible Business Alliance, increasing transparency and collaboration with our suppliers. Together, we're working to improve efficiency and social, ethical, and environmental responsibility throughout our global operations.

We continue to invest in our people and initiatives that foster innovation and inclusion. As we returned to our offices, we offered new flexible work arrangements and increased opportunities for access to training and coaching with the launch of Silabs University. We're actively building pathways for underrepresented talent and are committed to driving long-term change as we promote diversity in our recruitment, development, and promotion practices. In 2022, we established a DEI Council to direct our efforts, reviewing insights from our annual Inclusion Assessment to guide future action plans.

We made great progress in 2022 to further our sustainability efforts, and believe we have the vision and focus to enable a more sustainable world through our products, operations, and people. In 2023, we are excited to continue our progress on sustainability, including initiatives to advance our environmental and cybersecurity efforts and promote a healthy, inclusive, and engaged culture at work.

Matt Johnson
President and CEO



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 20 countries worldwide. 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.

We hire, foster and empower great talent.

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

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.

Our Sustainability Strategy

Silicon Labs is creating a smarter and more connected world. We are steadfastly committed to advancing our environmental, social, and governance efforts and becoming a sustainable leader in the semiconductor industry. Our sustainability strategy is guided by our core values and focuses on areas where we believe we can make the biggest impact: creating innovative products with positive environmental and social impact, fostering and empowering a diverse, 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 ESG Approach

We view sustainability through the lens of environmental, social, and governance (ESG) topics, focusing our sustainability goals in five strategic areas: employee wellbeing, product and services innovation, eco-efficient operations, climate change mitigation, and responsible supply chain.

We routinely engage with our stakeholders to better understand their ESG views, carefully considering the feedback as we select our strategic areas of focus.

ESG is an ongoing focus at Silicon Labs led by our ESG Steering Committee which constantly evaluates the risks and opportunities that will define our strategy moving forward. The steering committee is made up of senior management and cross-functional personnel, tasked with the mission of setting the strategy, driving objectives, and reporting on achievements. We follow several global voluntary sustainability and reporting frameworks, including Sustainability Accounting Standards Board (SASB) and the Task Force on Climate–Related Financial Disclosures (TCFD), for which we are providing our first disclosure reports in the Appendix. We also align our ESG initiatives with the United Nations Sustainable Development Goals and United Nations Global Compact. We have a strong ESG roadmap with clearly identified goals based on improving corporate responsibility and sustainability throughout our operations.

Our Goals

Emissions

50% reduction in scope 1 and 2 GHG emissions in our Austin headquarters by 2025

ON TRACK

In 2022, we reduced GHG emissions by 46% versus 2018.

Waste Management

70% landfill diversion rate at our Austin headquarters by 2023

ON TRACK

In 2022, we achieved a 68% landfill diversion rate.

Renewable Energy

- 100% renewable energy use in Austin headquarters by 2025
- 100% renewable energy use in all facilities where available by 2025

ON TRACK

In 2022, our Austin HQ reached 65% renewable energy use, with 36% of our total global energy use coming from renewable energy.

Inclusion

- 90% global employee engagement score by 2025
- 90% of employees participating in one or more Silicon Labs inclusion initiatives by 2025

ON TRACK

In 2022, we achieved an 87% employee engagement score and certification as a Great Place to Work. Additionally, 49% of employees participated in at least one inclusion initiative.

Supplier Management

- 100% major suppliers and 80% of all suppliers complete facilities SAQ by 2023
- 80% of high-risk major suppliers complete a VAP – with a goal of silver recognition by 2025

ON TRACK

In 2022, 100% of our major suppliers and 84% of all suppliers completed their facilities SAQ. To date, 50% of major suppliers have completed a VAP, all reaching silver recognition status.

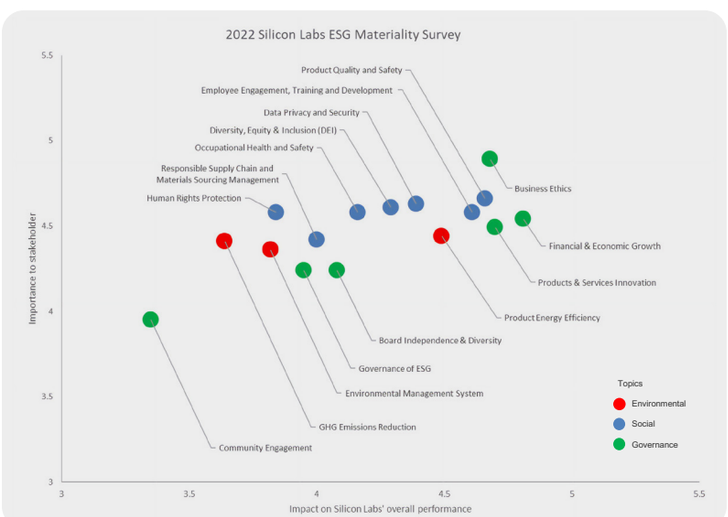
Stakeholder Engagement

Stakeholder Engagement

Stakeholder engagement is a priority for Silicon Labs. We believe continuous and open dialog with stakeholders, including an understanding of material topics, expectations, and engagement process, is essential to Silicon Labs' success. In 2022, we conducted our first materiality assessment to solicit thoughtful stakeholder feedback that has informed our long-term strategic priorities across ESG issues and stands as a key element of our sustainability strategy.

Materiality Assessment

We targeted stakeholders both internally and externally including Silicon Labs leadership team, customers, investors, vendors, and nonprofit organizations. With an 89% participation rate, we were able to refine our ESG strategy to better account for data privacy and security as well as board independence and diversity. We will make the materiality assessment an annual event, targeting a greater population from our key clients, investors and suppliers as we move forward. The following summarizes our materiality results this year.



	Material Topics [1]	Expectation	Engagement Process
Employees	▪ Employee Engagement, Training, & Development ▪ Diversity, Equity, & Inclusion ▪ Occupational Health & Safety ▪ Business Ethics	Want to work for a semiconductor technology company that prioritizes business ethics and health and safety, and that enables them to develop skills and grow careers within a highly engaged, purpose-driven, and inclusive culture.	▪ Employee surveys & inclusion assessments ▪ Live & on-demand seminars, conferences, workshops ▪ Online training platform for formal education and skill building ▪ Confidential ethics issue reporting through EthicsPoint ▪ Recognition, awards, milestone celebrations ▪ Intranet, internet, news, emails, videos ▪ Company Meetings, Town Halls, All-Hands Meetings ▪ Offsite events ▪ Opportunities to build connection & community while supporting flexible work options
Customers	▪ Products, Services & Innovation ▪ Human Rights Protection ▪ Data Privacy & Security ▪ GHG Emissions Reductions	Partner with Silicon Labs to create sustainable products and maintain sustainable operations, with specific focus on environmental, social, and compliance.	▪ Conventions, technical seminars ▪ Joint seminars, conferences, blogs, workshops, Internet, news, emails ▪ Customer meetings ▪ Website
Investors	▪ Business Ethics ▪ Financial & Economic Growth ▪ Board Independence & Diversity ▪ GHG Emissions Reductions	Continued interest from investors regarding the long-term sustainability performance of our company and its alignment with our financial performance. Investors are also continually assessing the company's strategy and performance on issues related to ESG.	▪ Quarterly earnings calls ▪ Analyst Day ▪ Conferences ▪ Shareholder outreach ▪ Quarterly & annual reports ▪ Investor Relations Website
Suppliers	▪ Product Quality & Safety ▪ Responsible Supply Chain & Materials Sourcing Management ▪ Environmental Management System ▪ Human Rights Protection	Suppliers are a critical element to achieve our internal ESG goals. We work with our suppliers to deliver high-quality and safe products with oversight that working conditions are safe, human rights are a priority, and manufacturing processes and our products are environmentally responsible.	▪ Meetings ▪ Audits ▪ Contracts ▪ Surveys ▪ RBA Tools
Non-Government Organizations	▪ Community Engagement ▪ Human Rights Protection ▪ Diversity, Equity, and Inclusion ▪ Environmental Management System	Looking for a strong sustainability company commitment that contributes positively to economic growth and employment while also generating positive impacts in the community.	▪ Donations ▪ Volunteering ▪ Partnerships ▪ Global Month of Service ▪ Site visits

Note 1: Material topics are the top four identified by each group of stakeholders in our 2022 materiality assessment.

Governmental bodies were not included as a stakeholder on 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 when possible.

2022 Highlights

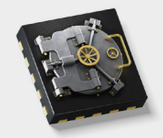
92%
of employees believe management promotes inclusive behavior and is committed to equity

85%
of employees completed
at least one continuing education course

Zero recordable workplace incidents

67%
of total waste diverted globally

matter
Leading semi-conductor Matter code contributor
and third largest contributor overall

psacertified™ level three

Certified the first Sub-Ghz Soc
xG23x to PSA Level 3

+3
improvement in annual inclusion assessment

40-80% reduction in energy consumption

1.5 to 2x increase in speed
for Silicon Labs MG24 SoC recognized in the MLPerf™ Tiny v1.0 benchmark

36% global renewable energy use

EPA GREEN POWER PARTNERSHIP
Joined EPA Green Power Partnership

Awards

LEAP AWARDS Winner
LEAP AWARDS
Gold in Connectivity BG24 and MG24 families of 2.4 GHz wireless SoCs

EE AWARD
EE AWARDS OF ASIA AND TAIWAN
Featured IoT Chip Supplier

Great Place To Work. Certified OCT 2022-OCT 2023 USA
GREAT PLACE TO WORK 2022
Certified since 2019

BEST Workplaces for Commuters 2022
BEST WORKPLACE FOR COMMUTERS

$375,000+ in grants awarded
to expand technology education access to underrepresented groups

100% of major suppliers completed SAQ audit

Joined Responsible Business Alliance

cisco
CISCO SUPPLIER OF THE YEAR
Emerging Supplier of the Year

Schneider Electric
SCHNEIDER ELECTRIC
Best Collaboration Award

AcuityBrands.
ACUITY BRANDS
Intelligent Wireless Technology Supplier of the Year

ENABLING A MORE SUSTAINABLE WORLD

+25% Extended Battery

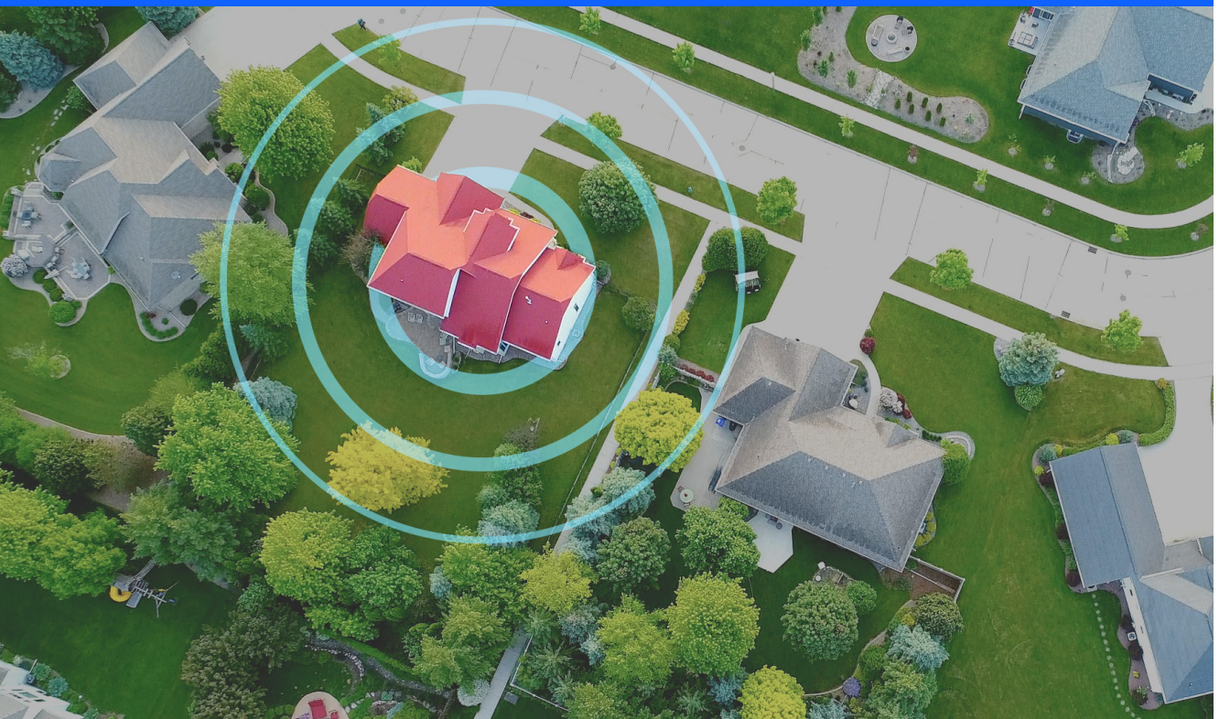
We're committed to reducing die sizes and improving product energy efficiency.

Advancing Sustainability

Read more about how our technology powers IoT applications that are building a more sustainable world.

Securing the IoT

Silicon Labs was the world's first pure-play semiconductor company to achieve PSA Certified Level 3.



Silicon Labs is a leader in secure, intelligent wireless technology for the Internet of Things (IoT), a growing market of smart, connected devices being deployed in homes, industries, and cities worldwide.

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.

We lead the industry in high-performance, low-power, and security with support for the broadest set of multi-protocol solutions. Our passion for energy-savings goes from chip-level design to system-level power consumption. We provide small, energy-efficient integrated circuits that can extend battery life by up to 25 percent, enabling fewer disposable batteries and reducing landfill waste.

Cleantech Product Design Strategy

We constantly innovate to improve our products and services for energy efficiency and productivity. Silicon Labs is focused on reducing die size to improve production yields, further reducing the energy consumption footprint, and optimizing manufacturing processes for source reductions. **Our Series 2 products have been designed to meet the growing needs for low-power IoT devices, allowing devices to stay in the field for up to ten years on a single coin-cell battery.**

In our latest Series 2 portfolio of products, we've been able to drastically reduce the die size by more than 50%, while also reducing energy consumption. You can see the comparison in of energy usage between our BG12 (released in 2016) and BG22 (released in 2020) along with other Series 2 products in the table below.

	Series-1	Series-2		
	BG12 Bluetooth	BG22 Bluetooth	FG23 | ZG23 Proprietary Z-WAVE	MG24 zigbee THREAD
Product Released	2016	2020	2021	2022
TX | Transmit	8.5 mA @ 0 dBm	4.1 mA @ 0dBm	25 mA @ 14dBm	5 mA @ 0dBm
RX | Receive	10 mA	3.6 mA	4.0 mA	4.4 mA
EM0 | Active	130 µA/MHz	22 µA/MHz	26 µA/MHz	31 µA/MHz
EM2 | Deep Sleep	2.9 µA	1.2 µA	1.2 µA	1.3 µA
EM2 | Wake up	3.2 µs	5.1 µs	5.1 µs	5.1 µs

Cleantech Product Design Strategy

Why Extending Battery Life Matters

DeNova Detect from New Cosmos USA, Inc. is a natural gas alarm that sends out real-time information about potential leaks in the home and alerts in case of an emergency. The alarm uses the low-power connectivity of the Silicon Labs Pro Kit for Amazon Sidewalk, extending its battery life to 7 years eliminating the need for electrical power and helping to protect homes longer.

Powered by Silicon Labs', **SES-Imagotag's Electronic Shelf Labels** are able to operate for over 7 years on a coin cell battery while also reducing paper use.

Reducing energy consumption for machine learning applications

In 2022, ML Commons, an open engineering consortium, released a MLPerf Tiny report measuring machine learning performance in the smallest devices with low power consumption, typically used in deeply embedded applications such as the IoT or intelligent sensing. As the benchmarks are open source and peer-reviewed, they provide an objective, impartial test of performance and energy efficiency.

Silicon Labs submitted its MG24 SoC which includes an AI/ML accelerator to be included in the benchmark testing. The result was a 1.5-2x increase in speed as well as a 40-80% reduction in energy consumption, compared to benchmarks in their previous report.

Learn more about the ML Commons benchmarks here.

Product Lifecycle

With continuously evolving software, security and wireless ecosystems, we need to manage the entire IoT product lifecycle from design to decommissioning. Our wireless, sensor, and microcontroller hardware products come with a minimum 10-year (official letter) lifecycle, and we support our customers every step of the way, from development, manufacturing, distribution, use and maintenance, as well as recycling. **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.**

Mindful of the circular economy, we use recycled/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 & 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 product and Silicon Labs also reuses 100% of the bubble wrap used in packaging.

Advancing Sustainability Through Real-Life IoT Applications

The World Economic Forum states that 84% of IoT deployments are currently addressing, or have the potential to address, all of the United Nations Sustainable Development Goals (SDGs). From integrated wireless in metering to balancing the load of the electric grid to powering portable medical devices and smart lightbulbs that conserve energy, Silicon Labs is truly enabling a more sustainable world through the tens of thousands of IoT devices that run every day on our technology.

Energy Management

VIESMANN

Viessmann is a global leader in heating and refrigeration systems that in recent years is establishing itself as a pioneer in systems driven by green, renewable energy. Today, Viessmann is focused on delivering climate and energy solutions with a holistic approach that's sustainable at every stage in the process — such as energy production through utilization with products including high-efficiency gas condensing boilers and solar thermal heating systems. Equipped with advanced analog integrated peripherals, MG24 Series 2 Multiprotocol SoC enables Viessmann climate control solutions high-accuracy measurement and ensures high-performance network connectivity in a multiprotocol, 2.4 GHz spectrum, creating a robust IoT-powered energy efficient systems with a future-ready, compact design operating on long-life battery power.

Landis+Gyr

Landis+Gyr has been leading the way in energy management for more than a century and is bringing its expertise to advanced smart metering applications where connectivity is helping utility companies around the world provide responsible, reliable, and innovative energy management services to consumers. Landis+Gyr needed to build a communication module to be reused across its portfolio and a device that was well suited for the RAM needs of smart metering applications. Silicon Labs' EFR32FG12 sub-GHz SoC was an ideal fit and also dramatically reduces the power consumption of existing designs, which is important even for mains-powered devices when Landis+Gyr customers need to communicate an outage when the power goes out.

SUSTAINABILITY CASE STUDY

BeeHero Uses IoT Sensor Technology to Protect Global Food Production

It is common knowledge that bees are critical to the sustainability of our crops and therefore life as we know it. However, Colony Collapse Disorder (CCD) is a major threat to bee colonies whereby the bees literally fly the coop. Silicon Labs teamed up with BeeHero, an agricultural technology company, to apply IoT technology to traditional bee-keeping methods to get a better idea of what is happening in the hive, as well as answer questions such as 'how many bees are pollinating a crop?'

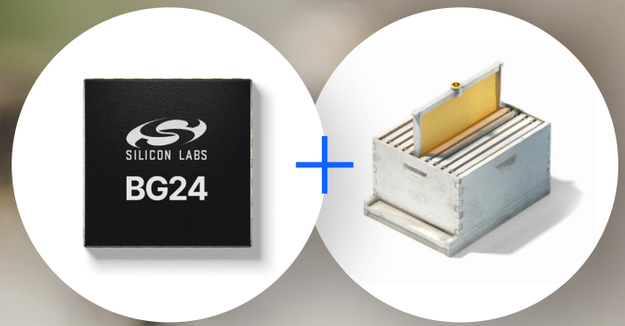
Silicon Labs' BG24 Series 2 Bluetooth® Wireless SoC along with the BGM210P and BGM240P Bluetooth Modules have enabled farmers to non-invasively monitor the behavior and condition of colonies and build practices to help prevent CCD. They gauge critical parameters such as temperature, humidity, activity and acoustics remotely, which saves the farmer time and money from travel expenses and enables them to intervene in a timely manner.

The bee's well-known buzz serves as the heartbeat of the hive, so being able to listen in to the acoustics is especially useful. A healthy buzz means a healthy colony. With IoT technology, farmers can now monitor and record best practices for pollination, encourage proactive maintenance and intervene before a potential hive collapse.

As a result, BeeHero has already seen a 30% improvement in yield and expect to see these numbers grow as they move toward emerging technologies and evolving practices, such as plant-based vegetables, biofuels, and livestock reduction, which will require pollination.

+30% Crop Yield

BeeHero helps farmers intervene before potential hive collapse and improve crop yield by 30%.



United Nations SDG Target 11.3

By 2030, enhance inclusive and sustainable urbanization and capacity for participatory, integrated and sustainable human settlement planning and management in all countries

SUSTAINABILITY CASE STUDY

Bluetooth Low Energy Connectivity Enhances Safety of Solar PV Systems

Tigo Energy, a leading Flex Module Level Power Electronics (MLPE) manufacturer, empowers consumers to reap the sustainability benefits of clean energy. Supporting customers on seven continents, Tigo systems maximize energy production and safety while decreasing the operating costs of Solar PV systems.

With the momentum solar energy is gaining, the National Fire Protection Association recognized the impact a fire hazard might have on human lives. As a result, a new requirement for rooftop solar PV systems was introduced and went into effect in 2020, requiring a reduced voltage — below 30VDC in less than 30 seconds — in case of a rapid shutdown.

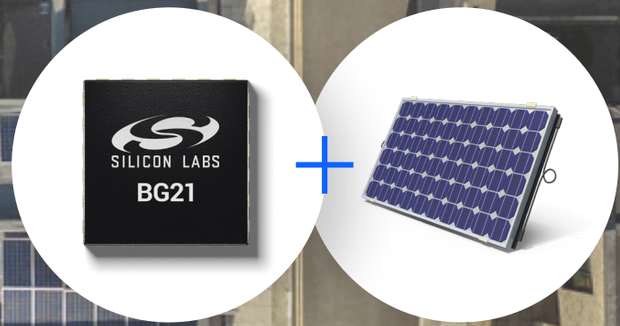
Tigo needed a feature-rich, multiprotocol SoC platform to ensure robust, long-range wireless connectivity for a fire safety product line that could generate rapid shutdown signals, and meet the US NEC Rapid Shutdown safety code for first responders.

Designed to increase processing capability, Tigo employed the BG21 SoCs, with its rich analog and digital peripherals, powerful memory options, and a robust Bluetooth Low Energy radio with excellent receive sensitivity.

The result was a resilient, high-throughput digital twin of individual PV solar sites with long-range connectivity in harsh environments for emergency stop switching by automatically detecting faults and facilitating communication with the cloud for historical data logging and advanced analytics.

Improving Fire Safety

Reducing voltage below 30VDC in less than 30 seconds to support rapid shutdown



SUSTAINABILITY CASE STUDY

IIITH Smart City Living Lab Using IoT Technology to Improve Life in Densifying Cities

Silicon Labs is the founding corporate partner of the Smart City Living Lab at the International Institute of Information Technology - Hyderabad (IIIT- H) a joint venture between public, private, and academic organizations helping to improve safety, energy efficiency, sanitation, and quality of life in densifying cities. The Smart City Living Lab plays a part in the Government of India's Smart Cities Mission to drive economic growth and improve quality of life by enabling local development and harnessing technology.

In 2022, Silicon Labs and IIT-H launched India's first campus-wide Wi-SUN network to build future smart city applications. Wi-SUN is an open-standard protocol that enables utilities, municipalities, and other enterprises to deploy long-range, low-power wireless mesh networks connecting thousands of IoT nodes. The first launch included an innovative street-lighting application, with 30 built-in network nodes connecting 100 campus streetlamps for remote monitoring and control. Ultimately, these nodes will expand to include sensor data on energy consumption, sanitation, etc.

The combination of Silicon Labs and the International Institute of Information Technology in Hyderabad will accelerate the development of new breakthroughs for smart city applications, addressing market needs and building new knowledge through research and education.

"Silicon Labs' active role in the Smart City Living Lab will witness next-generation technologies - being designed in India for the world - to improve safety, sustainability, energy efficiency, and overall quality of life in densifying cities."

Shri K. T. Rama Rao
Hon'ble Minister for Information Technology, Municipal Administration & Urban Development, Industries & Commerce, of Telangana

United Nations SDG Target 9.4

By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilitiesIndicators

Securing the IoT – The Ultimate Challenge for IoT Device Makers

Regulation, on a state, national and international scale is driving a need for greater security to protect user identities and guard against logical and physical attacks across any IoT device or application.

The Zero Trust paradigm requires that every IoT device must be equipped with a unique identity and secure authentication, without which it will not be trusted to pair with other devices or join an ecosystem. At Silicon Labs, we anticipated a move in this direction and have been developing products to provide the required security to address the growing IoT challenges.

Our development teams are focused on designing secure products following secure-by-intent, secure-by-design and secure-by-default principles, ensuring that our products and services are of the highest quality, security, and reliability. Our Chief Security Officer and product security engineering teams lead these efforts and report to our Chief Technology Officer and the SVP of Software Development to ensure that security is at the forefront of hardware and software development processes.

Silicon Labs' Series 2 products have been designed and developed with these 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 that address escalating Internet of Things (IoT) threats, greatly reducing the risk of IoT ecosystem security breaches and the compromise of intellectual property or revenue loss from counterfeiting. Specifically, Secure Vault technology protects against scalable local and remote software attacks and defends against local hardware attacks.

Custom Part Manufacturing Service (CPMS)

Security is better when rooted in the hardware. Silicon Labs is the only IoT embedded solution provider offering a Custom Part Manufacturing Service (CPMS) to device makers. This new secure provisioning service allows IoT device makers to order customized hardware straight from the factory via a web portal with highly advanced security features such as secure boot, secure debug, encrypted OTA, public, private and secret keys, secure identity certificates, and more. The custom features, identities and certificates are injected on the hardware securely, quickly, and efficiently during manufacturing so the chip leaves the factory secure.

- Unique Part Number
- Debug Port
- Secret Keys
- Application Software
- Secure Bootloader
- Custom Markings
- Tamper Detection
- Custom Certificates

Silicon Labs became the world's first pure-play semiconductor company to achieve PSA Certified Level 3, the highest level of IoT hardware and software security protection.

PSA Certified is a respected security body for Internet of Things (IoT) hardware, software and devices co-founded by ARM. PSA Certified Level 3 status was awarded to Silicon Labs' wireless SoCs with Secure Vault. **In 2022, we also certified the first Sub-Ghz SoC, the xG23x to PSA Level 3.**

psacertified™ level three

SECURITY CASE STUDY

Security Is Fundamental To The Success of Matter—Without Trust, There Is No Smart Home.

The launch of the Matter protocol in 2022 promises to enable smart home devices of different brands to communicate across ecosystems and address consumer requirements of easy setup and hassle-free interoperability. Silicon Labs has been a part of Matter development since the beginning as the leading semiconductor code contributor to Matter, and third largest contributor overall.

For Matter to be successful, consumers will have to trust their devices. Certified Matter devices are required to have secure identity certificates with a corresponding unique private key installed in each device. If this device-specific private key is compromised, the identity of the device is compromised and that identity can be used to create counterfeit and potentially rouge devices. This a big challenge for device manufacturers who have to deliver millions of these unique private keys to a contracted manufacturer and have them installed and stored in the device securely. Silicon Labs is uniquely positioned to address this issue by using CPMS to securely create that unique private key during production and store it in our Secure Vault. This means that when one of our Matter customers receives our wireless SoC it has their Matter Certificate and private key for the device already securely created and stored in our SoC.

Every Matter solution we offer features Silicon Labs Secure Vault, bringing the industry's highest level IoT security and reliability to Matter devices. The IoT security enabled within our platform protects these devices and their users against cyberattacks and other potential threats to privacy.

Top Code Contributor

Silicon Labs was the largest code contributor of all semiconductor vendors, and the third overall largest contributor.

FOSTERING A CULTURE OF INNOVATION

Great Place to Work Certified

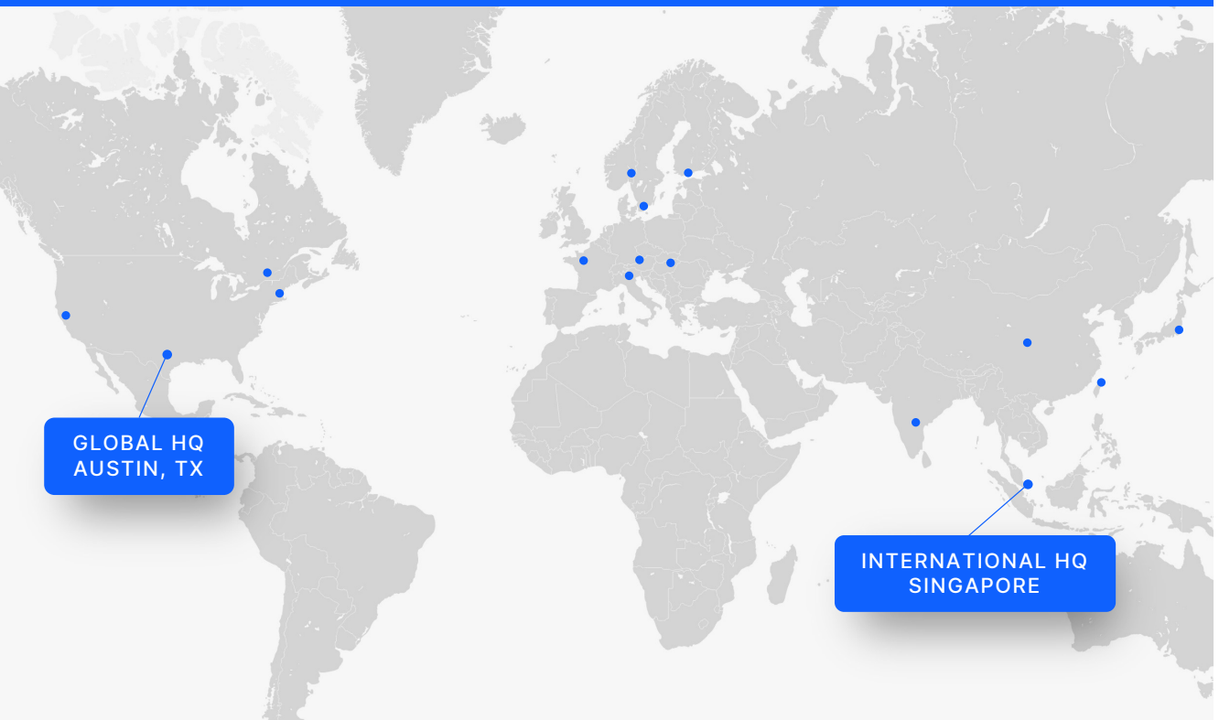
For the fourth consecutive year, Silicon Labs recognized as Great Place to Work based on global employee feedback survey.

Inclusive Culture

Silicon Labs executes an annual inclusion assessment to better understand the DEI experience of its employees.

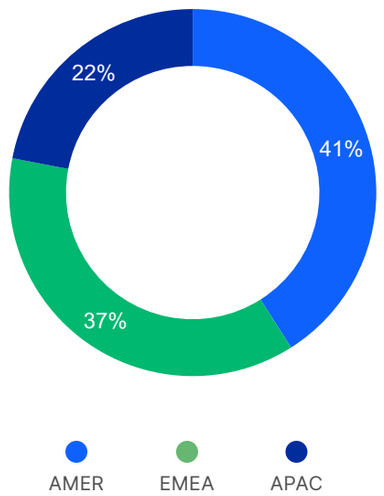
Silabs University

In 2022, we launched a new internal training program, SilabsU, with more than 425 live and recorded sessions.



Innovation starts with our people. For more than two decades, we've built a collaborative team from around the globe coming together to create a smarter, more connected world. We are a multi-national and multi-ethnic workforce, with sites and employees in more than a dozen countries. We are committed to fostering a diverse and inclusive workplace that attracts and retains exceptional talent. These principles are also reflected in our employee training, with targeted curriculum on eliminating harassment, discrimination and bias in the workplace. Throughout the year we seek employee feedback and use survey insights to improve processes and ensure a deep understanding of our culture and vision among our employees.

Global Workforce Distribution



Our Policies

Our Code of Business Conduct and Ethics, Business Conduct Standards and Global Human Rights Policy outline our expectations for all employees, officers, directors and contractors of Silicon Labs and its subsidiary companies throughout the world. All Silicon Labs employees are required to take training on our Business Conduct Standards (including ethics and anti-bribery policies) annually and Harassment and Discrimination Prevention Training every two years.

Code of Business Conduct and Ethics

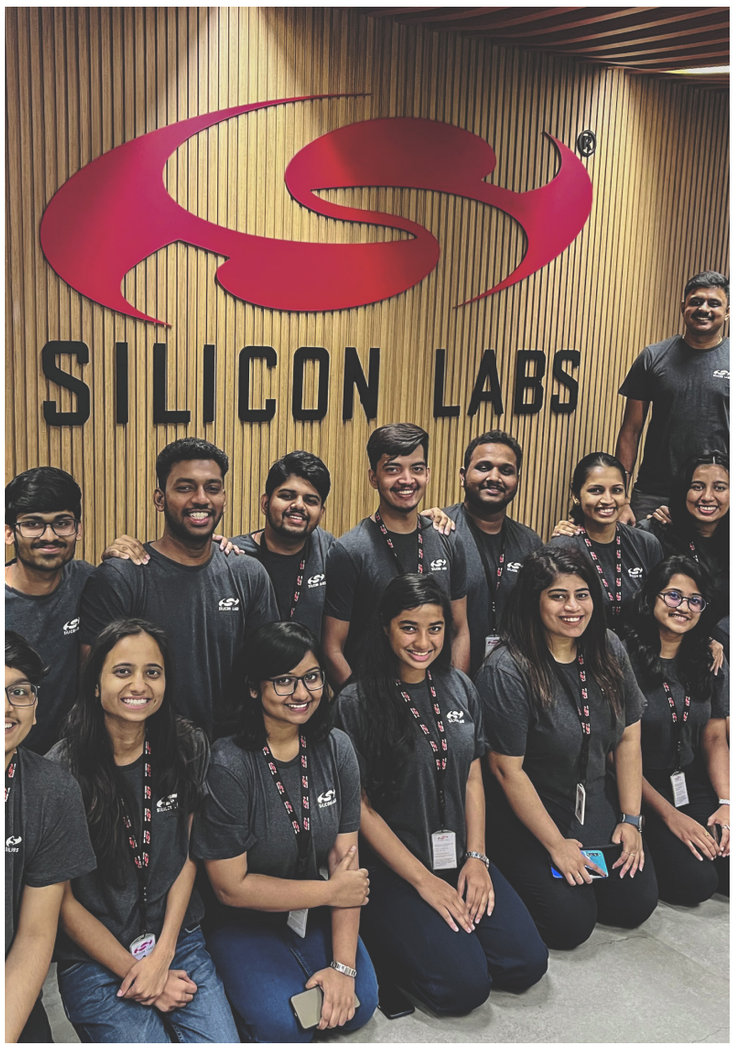
Business Conduct Standards

Global Human Rights Policy

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

Diversity & Inclusion Policy

Employee Engagement



Silicon Labs has been certified a Great Place to Work since 2019. Annually, we invite all global employees to participate in an employee engagement survey, in addition to quarterly pulse surveys to assess our progress. These surveys play a vital role in our understanding of the overall employee experience and inform improvements to our benefits and corporate-level initiatives.

ENGAGEMENT GOAL

90% Global employee engagement score

by 2025

Great Place To Work.® Certified OCT 2022-OCT 2023 USA ™

United Nations SDG Target 8.5

By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value

2022 Progress

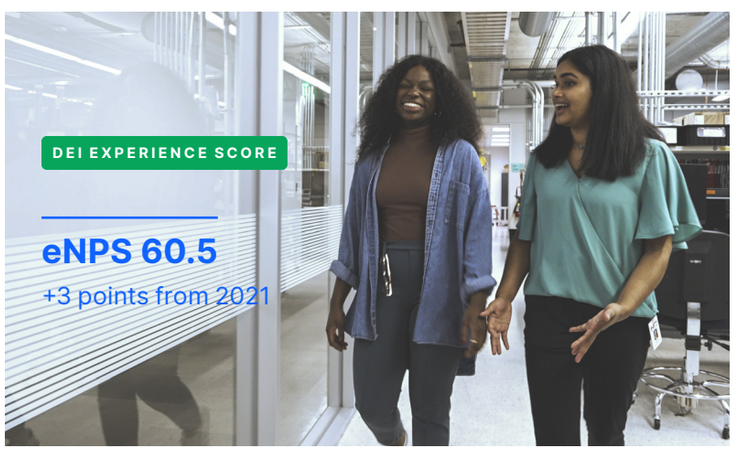
Action Plans

Based on feedback in our Great Place to Work survey, we identified key focus areas for our action plans including Work/Life balance, Rewards, and Employee Development. We've launched specific initiatives directly addressing these from a top-down perspective. These include assessing workload and flexible work options, global compensation review, investing in employee health and mental wellness, as well as expanding training resources and leadership curriculum.

Work/Life Balance	Total Rewards	Employee Development
Workload & ability to recharge	Compensation	Training & resources
Meetings & decision-making	Health, mental wellness & financial security	Leadership curriculum

Diversity, Equity and Inclusion (DEI)

Integrating diversity, equity, and inclusion into the way we work is critical to our mission: building a more connected world. We believe a diversity of experiences and viewpoints lead to better solutions and are the cornerstone of innovation. We actively promote diversity in our recruitment, development, and promotion practices. We strive to foster an inclusive environment for all, supporting employee resource groups, mentorship circles, and diversity leadership initiatives in the semiconductor industry. We're committed to driving long-term change and accountability by incorporating our DEI objectives into our executive bonus plan and using insights from employee surveys to inform our action plans for the upcoming year.



Our DEI Objectives & Action Plans

INCLUSION GOAL

90% of our employees participate

in one or more Silicon Labs inclusion initiatives by 2025

Create education and skill-building opportunities	Partner with external DEI experts and hold regular workshops and events for all global employees on understanding bias and promoting inclusion.
Improve retention of underrepresented talent	Expand development opportunities for our historically underrepresented communities through mentoring circles, 1:1 mentoring, and individual coaching.
Build pathways for underrepresented talent	Actively promote diversity in our recruitment and partner with universities and nonprofits to provide financial and volunteer support for equity in STEM initiatives.

Excerpt from Diversity & Inclusion Policy

Silicon Labs' focus on diversity includes, but is not limited, to our practices and policies on recruitment and selection; compensation and benefits; professional development and training; promotions; transfers; social events; and the ongoing development of a work environment built on the premise of diversity and equity.

How We Measure Progress - 2022 Inclusion Assessment

In order to better understand the DEI experience of our employees, we invite all employees to participate in our annual Inclusion Assessment. The survey is executed by a third-party group, Kanarys, and all responses are anonymous. Approximately 70% of employees participated in the 2022 survey, a 14% year-on-year increase, providing feedback on the following topics:

- Inclusion & Belonging
- Talent Acquisition
- Talent Management
- Organizational Capacity & Agility
- Marketplace & Community Impact

In addition to identifying challenges and opportunities, the inclusion assessment also provides an annual employee experience score measuring the extent to which our employees have a favorable DEI experience. In 2022, our eNPS increased to 60.5, up 3 points from 2021. Findings are shared with our DEI Council and executive team to identify action plans for the year. Survey insights and action plans are then shared with the full team during a special town hall meeting.

2022 Launch - Silicon Labs DEI Council

The mission of the Diversity, Equity, and Inclusion (DEI) Committee 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. This committee meets every other month and is a forum to foster stronger, more effective cross-cultural collaboration and serves as a role model to create a more diverse, equitable, and inclusive environment. The committee aspires to help Silicon Labs better reflect our communities, achieve diversity across all spectrums, and create an environment where people at all levels across the organization feel connected and supported.

Diversity, Equity and Inclusion (DEI)

Employee Resource Groups

being @ SILICON LABS

Our mental health ERG, being, strives to normalize, advocate and educate on mental health issues, provide pragmatic tools, activities, and a safe space for those wishing to discuss mental health, wellness, mindfulness, and any other related topic. Activities include:

- Monthly 'Brainy Brunch' lunch-n-learns
- Stress relief activities
- Resource sharing

PRIDE @ SILICON LABS

The Pride @ Silicon Labs ERG promotes a culture of diversity, equity, and inclusion through employee engagement, education and consultation, and advocacy for concerns of the LGBTQ+ community. Activities include:

- Guest speakers
- Discussion panels
- Social events

WOMEN @ SILICON LABS

The Women @ Silicon Labs ERG aims to engage, inspire and develop women leaders at Silicon Labs to improve overall business performance and strengthen our company-wide commitment to diversity and inclusion. Activities include:

- Mentoring Circles
- Espresso Yourself coffee chats
- Leadership panels

United Nations SDG Target 5.5

Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life

DEI Curriculum — Creating education and skill-building opportunities

We partner with external DEI experts and hold regular workshops for all global employees on understanding bias and promoting inclusion. In 2022, we introduced two new courses: Inclusive Culture – Working Globally and an Inclusive Performance Management Course that was attended by 100% of our people managers. Additionally, all Silicon Labs employees are required to take Harassment and Discrimination Prevention Training every two years.

1,344	17	49%
hours complete	DEI courses & live events	Global Participation Rate

Mentoring & Coaching — Improving retention of underrepresented talent

Based on feedback from our Inclusion Assessment, we committed to expanding development opportunities for our historically underrepresented communities. In 2022, we piloted our first one-on-one mentoring program through Mentor Method to partner members of our employee resource groups with internal mentors. Additionally, our Women@Silabs ERG holds annual mentoring circles partnering groups of female employees across the globe. In 2023, we will be expanding our partnership with GrowthSpace to provide 1:1 skills coaching with external experts, available in more than 200 languages.

Recruitment — Building pathways for underrepresented talent

The key to building a culture of innovation is hiring and fostering diverse teams of top talent. Diversity at Silicon Labs is about balancing teams, valuing differences, and reflecting our global communities. We create a world class internship experience where intern perspectives are valued and they get exposure to new ideas and experiences. All hiring managers are required to participate in inclusive hiring, training and education. We hold ourselves accountable for driving change in our organization, our industry and in our communities. We partner with universities and early education programs to increase the representation of women and underrepresented groups in engineering and STEM roles. In 2022, we provided grants to support 17 nonprofit programs expanding access to STEM education.

Code2College

Silicon Labs has been a supporter of Code2College since its inception in 2016. Code2College's mission is to significantly increase the number of minority and low-income students who enter STEM majors and go on to STEM careers. Their goal is to place 3,000 high school students in technical engineering internships nationwide by 2024. In 2022, Silicon Labs hosted 11 paid high school interns and supported technical training and mentorships throughout the year.

Employee Wellbeing & Benefits

Silicon Labs provides comprehensive benefit options to enable our employees to address their healthcare needs, manage their work-life balance, and plan for a secure future. Our benefits programs are tailored to the various countries in which we operate and throughout the year we host global events on healthy lifestyles, financial literacy, and other areas of interests for our employees.

Some examples of our wide-ranging benefits programs include: medical, dental and vision insurance, life and disability insurance, retirement, employee stock purchase program, health savings or wellness accounts, legal insurance, pet insurance, meal allowances, transportation/parking allowances, employee referral programs, employee service awards, flexible work, and generous annual vacation and leave programs. Our leave programs include family/medical, personal, parental, adoptive, bereavement and jury duty leaves and are generally available to all employees. Additionally, we support back-up childcare in our US offices.

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.

Pay Equity

Silicon Labs follows Pay Equity Laws and proactively monitors remuneration policies to identify unequal pay, including the factors that contribute to it. We benchmark for market practices, evaluate employee performance, and conduct an annual compensation review each year with our managers to ensure pay is commensurate with market data, performance, and experience. We also provide inclusive performance training for managers specifically related to compensation and to raise awareness of the issue. In 2022 we completed a pay equity audit for our Canada office according to legislative requirements. According to the present Pay Equity Exercise, no salary adjustments were required.

2022 Highlights

Mental Health Benefits – Ginger Care

In 2022, we introduced a new benefit to support mental health for all global employees and their families: Ginger Care. This mobile-based approach to mental health support allows employees and their dependents ages 13 and up 24/7 access to support via texts, private video sessions with licensed clinicians, and self-care activities. Ginger Care is a tried and tested platform, that respects the confidentiality of our employees and offers a secure, trusted space to find support.

Return to Office — Flexible Work Policies

Silicon Labs is committed to helping employees balance work, family and personal obligations by offering flexible work arrangements while maintaining a productive work environment. During the Pandemic, we recognized the value of remote working options in maximizing productive work time, increasing job satisfaction, reducing our carbon footprint, easing commutes, and providing situation-specific flexibility. As we reopened our offices throughout 2022, we released updated flexible work guidelines to each of our global sites with individual teams identifying 2 to 3 remote workdays. Additionally, we're able to offer full-remote work options for employees on qualified teams.

Quiet Weeks

After a pilot Quiet Week during the 2021 winter holidays, we officially launched two designated “Quiet Weeks” for 2022 with the intention of reducing workload by limiting email and meetings during designated Quiet Weeks. Some employees choose to use this opportunity for training or uninterrupted focus time, while others coordinate their own vacations and experience the benefit of returning to fewer emails the following week. Either way, we find the greatly reduced traffic helps everyone rest and recharge, and we are expanding to one Quiet Week per quarter in 2023.

Learning & Development

We support a curious, high-performing culture with the resources they need to grow their technical knowledge, build management skills, and achieve their career goals. Employees collaborate and share their expertise through an internal training program of virtual sessions and in-person workshops that help strengthen technical and professional skills. We also host university professors and external speakers to broaden knowledge, trigger creativity, and inspire innovation. Our e-learning libraries and on-demand training videos allow employees to absorb information at their own pace and share their recommendations with other co-workers.

Based on our efforts to expand education opportunities, we saw our employee ratings for Learning & Development increase by 4 points in our 2022 Great Place to Work survey.

RESULTS

425
courses added

11,199
training hours completed

85%
of employees completed at least one continuing education course

The Debut of Silabs University

SILABSU was launched in 2022, establishing a new learning framework to make training easily accessible to all global employees. Focusing on three learning pillars: Professional Development, Field Training, and R&D Training, SilabsU aims to have a transformative impact on our business cultivating a world-class training community for the fluid transfer of knowledge and leadership. This internal training initiative features curated content from both internal and external experts, including both live and on-demand sessions across 35 topic areas.

Technical Certifications

In 2022, we expanded our technical certification programs Including entry-level and intermediate python certification, and agile and pragmatic marketing training. Employees also have access to more than 50,000 courses, live events, and professional certification programs through O'Reily Learning.

Mentoring & Coaching

We offer a variety of mentoring and coaching opportunities open to all employees including internal mentor matching, mentoring circles, and one-on-one coaching. In 2022, we launched a pilot program with GrowthSpace who support global coaching in more than 200 languages, matching employees with specialized coaches based on skills needs. We plan to expand our global coaching program in 2023 to reach our broader employee base.

Manager & Leadership Training

We're committed to the advancement of our employees and supporting them with the tools and resources they need as they prepare for management roles. We offer both training for new managers and also provide on-demand coaching. Manager Catalyst. Our manager development program was offered in-person and virtual for the first time since the pandemic, while Ignite, our leadership development program, ran for its third year. In 2022, 100% of our executives completed an Executive Master Series and Executive Coaching Class.

15TH ANNUAL
TECHNICAL SYMPOSIUM
SCALABILITY AND ENABLEMENT

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 2022, we celebrated the 15th Technical Symposium with our highest engagement to date.

174	4	28	884
sessions	keynotes	hours of learning content	attendees

Connected to What Matters — Community Engagement & Philanthropy

Sharing our success with the communities where we work and live is a key component of our corporate value – "Do the right thing." Silicon Labs has a long history of providing financial, volunteer, and in-kind support to nonprofits worldwide. Each year we donate a portion of our annual profits to charitable organizations, distributing bi-annual charitable grants, allocating global site grants to support local community needs, and providing corporate matching gifts for our US-based employees. We also offer 24 hours of paid time off annually for all employees to volunteer in their communities and support employees participating in nonprofit board service. Our charitable giving and community engagement efforts are focused on three core areas: expanding technology access and education to underrepresented groups, supporting advancements in sustainability and energy conservation, and investing in critical community needs where we work and live.

Our Philanthropic Pillars

Tech Access	Expanding technology access and education to underrepresented groups
Sustainability	Supporting advancements in sustainability and energy conservation
Community	Investing in our local economies and critical community needs

2022 Highlights

- **$375,000+** in grants awarded to expand technology education access to underrepresented groups
- **49%** YoY increase in international giving by allocating more philanthropy funds to global sites
- **2,383** volunteer hours tracked globally

Introducing New Sustainability Pillar

In 2022, we introduced a new focus area for our philanthropy efforts: supporting advancements in sustainability and energy conservation. Additionally, we expanded our formal corporate grants program guidelines, awarding our first grants towards sustainability programs including the Science Mill's Climate Action Camp and the Austin Youth River Watch After School Program supporting environmental education and restoration projects near our headquarters. Around the globe, our sites also organized volunteer events to support biodiversity efforts in their communities, including planting and landscaping at a botanical garden and nature trails in Budapest, beach clean-ups in Shenzhen and Singapore, and vegetable harvesting in Hsinchu.

Support for Ukraine Refugees

When the conflict broke out in Ukraine, our employees were eager to support the relief and recovery efforts through individual donations and matching gifts provided by Silicon Labs. In addition to a corporate donation to Project Hope to support Ukrainian refugees, our Budapest team quickly sprang into action, organizing a local donation and volunteer project to purchase and assemble beds for a nearby center supporting the growing number of refugees that were coming to Hungary. As the year progressed, additional global sites helped organize activities in surrounding areas, including our team in Espoo, Finland who organized and prepared 60 laptops for donation to refugee children in a nearby small community so they could continue with remote learning.

Global Month of Service

In 2022, we relaunched our Global Month of Service, a corporate-wide program to engage employees from all our offices in philanthropy and volunteering. Throughout the month of October, our worldwide offices came together to organize volunteer efforts in our local communities. From donation drives to organizing trash clean-ups and building homes for deserving families, our employees were able to make a real impact. This was a truly international action, as much enriching for the volunteers as it was impactful for the charities we work with.

ADVANCING RESPONSIBLE & SUSTAINABLE OPERATIONS

Renewable Energy

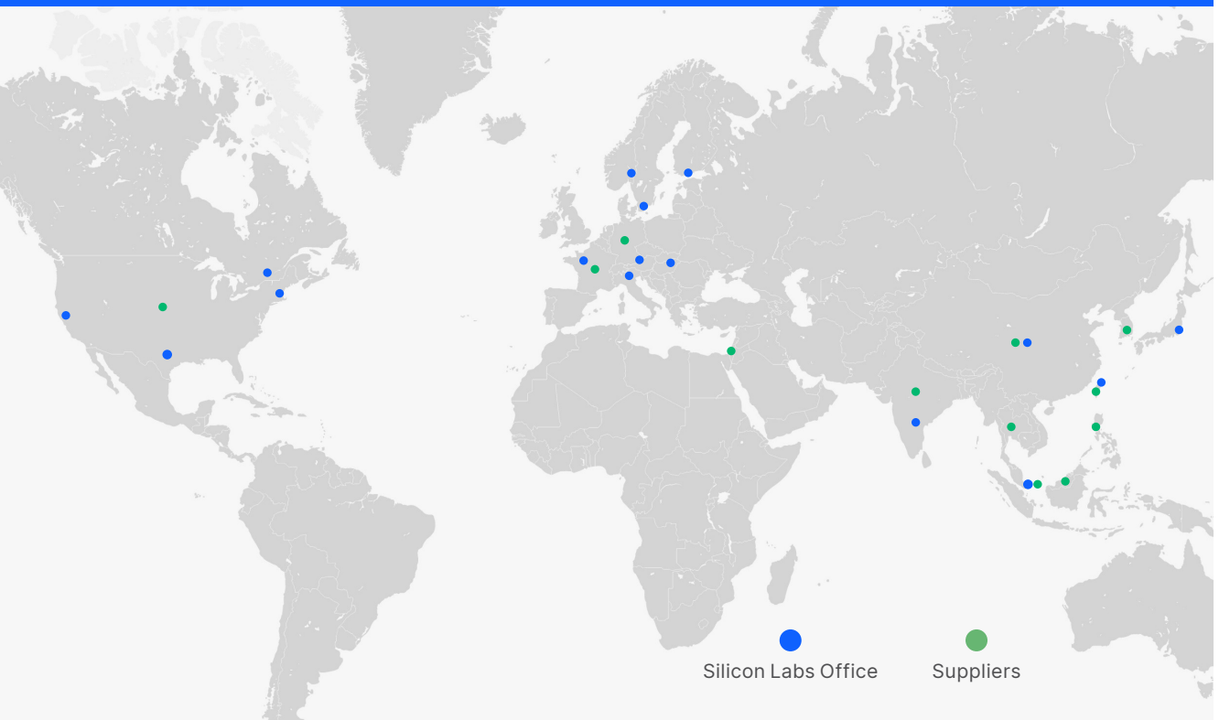
In May 2022, Silicon Labs joined the Environmental Protection Agency Green Power Partner Program to make it easier to track and communicate our progress towards green power.

Supply Chain Sustainability

Silicon Labs joined the Responsible Business Alliance (RBA), the world's largest industry coalition dedicated to social, ethical, and environmental responsibility in the global supply chain.

Cybersecurity

We are committed to continuously strengthening our technology infrastructure, following best practices and standards such as the ISO/IEC 27001 and NIST CSF.



Sustainability is an integral part of everything we do. Responsible and sustainable practices are threaded throughout our everyday business operations, product design, and technology investments, in both our own internal operations and our relationships with suppliers and customers. We live by our promise to "do the right thing" for our employees, customers, shareholders, communities, and the planet. We strive to minimize resource use, reduce the environmental impact of our production processes, requires safe working conditions in our supply chain, and protect the security of our technology infrastructure and data.

Our Policies

Silicon Labs is committed to managing environmental, health, and safety matters as an integral part of our business operations. Our Environmental, Health and Safety Policy outlines expectations for management systems, pollution prevention, and risk management. Additionally, operations are guided by our Global Environmental Policy reinforcing our commitment to designing environmentally friendly products, improving our environmental performance and pollution prevention, and minimizing our negative environmental impact of business activities. Our Quality Policy outlines our commitment to total customer satisfaction by providing differentiated products, solutions and services; exceeding customer needs through innovation and simplicity; and continually improving our world-class quality management system.

Below is a full list of policies and statements that guide our approach to sustainable and responsible operations. These policies apply to all employees, contractors, suppliers and facilities unless noted otherwise.

Global Environmental Policy

Environmental, Health and Safety Policy

Supplier Code of Conduct
(applies to Silicon Labs' suppliers)

Global Human Rights Policy

Conflict Minerals Statement

Anti-Slavery, Human Trafficking and Forced Labor Statement

Data Privacy Notice

Energy & Emissions

Our Approach & Policies

Energy and emissions are guided by our Global Environmental Policy and Environmental, Health and Safety Policy.

We continue to increase our use of renewable energy and have established two new renewable energy goals as we transition to 100% grid-sourced renewable energy. In 2022 renewable energy accounted for 36% of our total global facilities energy usage and 65% of our Austin facilities' usage. We will Increase renewable energy use in Austin facilities to 70% in 2023 and to 100% by 2025, and where programs are available, increase renewable energy use to 100% in all facilities globally by 2025.

RENEWABLE ENERGY GOALS

70% Renewable Energy by 2023

Increase renewable energy use at Austin facilities to 70% in 2023 and to 100% by 2025

100% Renewable Energy by 2025

Where programs are available, increase renewable energy use to 100% at all facilities by 2025

United Nations SDG Target 7.2

Increase substantially the share of renewable energy in the global energy mix by 2030

Action Plans

In 2023, our action plans to monitor and reduce emissions includes:

- Adopting Science Based Target (SBT) methodology to aid decarbonization plan development
- Engaging major suppliers (those comprising 90% of spend) on their climate-related goals and results to better understand their commitments and climate-related impacts, and how these impact our goals
- Expanding scope 3 emissions categories further where necessary

Reporting Results

Our Consumption & Emissions Summary Table shows energy usage, including renewable, scope 1, 2, and 3 GHG emissions and other significant air emissions for 2018-2022. Here and throughout this report cases in which data is unavailable or zero are indicated with a dash. Following GHG protocol guidelines, we have expanded reporting of scope 1 and 2 GHG inventories and have also restated 2021 as a baseline for comparison. Expanded scope 1 GHG inventories include diesel and natural gas usage in our owned facilities (which are broken down in the appendix), and scope 2 GHG inventories include electricity and district cooling used in our owned facilities (which are also down in the appendix). In 2022, we also took significant steps to better understand our overall carbon footprint by creating our first scope 3 emissions inventory including five new categories:

- purchased goods and services
- upstream transportation and distribution
- waste generated in operations
- business travel
- upstream leased assets

The majority of our emissions come from upstream purchased goods and services within our manufacturing supply chain. Trinity Consultants have provided limited independent assurance of our 2022 consumption and emissions data. In 2022, we also reported 2021 data to the CDP as part of our effort to increase transparency with stakeholders on our climate change impacts and actions.

Both attestation certificates are available in the Appendix

Consumption & Emissions Summary

	2018	2019	2020	2021	2022
Energy Use Total (GWh) from Grid	8.531	8.338	7.539	14.137	14.616
Energy Use Percent from Grid	100%	100%	100%	100%	100%
Renewable Energy (GWh)	3.600	3.600	3.600	4.056	5.256
Renewable Energy (%)	42%	43%	48%	29%	36%
Non-Renewable Energy (GWh)	4.931	4.738	3.939	10.081	9.360
Non-Renewable Energy (%)	58%	57%	52%	71%	64%
C02e (metric tons)	3,027	2,510	2,088	100,978	107,732
Scope 1	86	100	56	42	33
Company Facilities	86	100	56	42	33
Scope 2	2,941	2,410	2,032	2,121	1,587
Purchased electricity, steam, heating & cooling	2,941	2,410	2,032	2,121	1,587
Scope 3	-	-	-	98,815	106,112
Purchased Goods & Services	-	-	-	92,499	96,964
Upstream Transportation & Distribution	-	-	-	5,154	4,985
Waste Generated in Operations	-	-	-	56	86
Business Travel	-	-	-	135	3,025
Upstream Leased Assets	-	-	-	970	1,053
Other Significant Air Emissions (metric tons)*	1.30	1.25	1.29	1.09	1.40

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

Additional data breakdowns available in the Appendix: ESG tables

Water Usage

Our Approach & Policies

Silicon Labs is a fabless semiconductor company primarily consuming water for general hygiene and hydration within our facilities. Water usage is guided by our Global Environmental Policy and our Environmental, Health and Safety Policy. We have implemented proactive programs to reduce our water usage including integrated low-flow bathroom facilities and reduced landscaping water usage in our common areas. We also actively monitor water reports and alerts on water risks and scarcity, and are committed to extending our water risk analysis to all facilities globally in 2023.

Reporting 2022 Results

In 2022, we expanded our water tracking to include our leased facilities around the world and restated 2021 as a baseline for comparison. Note: We have no water consumption at any facility other than for the purpose of general hygiene and hydration, for this reason, water withdrawal and water discharge are shown to be identical.

	2018	2019	2020	2021	2022
Water Use (Million liters)	9.222	9.602	3.004	8.279	11.625
Waste Water (Million liters)	9.222	9.602	3.004	8.279	11.625

Additional detailed breakdowns of water consumption by facility are available in the Appendix: ESG tables.

Water Stress & Water Scarcity

Globally our water withdrawals come from the local utility company, and we monitor for water reports and alerts on water risks and scarcity. To extend our water risks analysis, we've employed the Aqueduct Water Risk Atlas tool to monitor and evaluate if any of our locations fall under a water-stressed zone or if any relevant change occurs in terms of water scarcity based on the drought risk. We have established priority criteria for risk monitoring and re-evaluation of existing water plan sites with high water stress and scarcity levels to evaluate possible impacts of our operations and develop action plans as needed.

Reporting Results

	Water Stress	Water Scarcity
Austin	Low- Medium	Medium
Boston	Medium - High	Low - Medium
Budapest	Low	Medium - High
Camberley	High	Medium - High
Copenhagen	Medium - High	Medium - High
Espoo	Low	Medium
Hsinchu	Low	Medium
Hyderabad	Extremely High	Medium - High
Montreal	Low	Low - Medium
Munich	Low - Medium	Medium
Oslo	Low	Low - Medium
Rennes	High	Medium - High
San Jose	Low	Low - Medium
Shanghai	High	Medium - High
Shenzhen	Low	Medium
Singapore	Low	Medium
Taipei	Low	High

Waste Management

United Nations SDG Target 11.6

By 2030, reduce the adverse per capita environmental impact of cities, including by paying special attention to air quality, municipal and other waste management

Our Approach and Policies

Waste management is guided by our Global Environmental Policy and our Environmental, Health and Safety Policy. Silicon Labs started tracking total waste generated in 2019, achieving a 63% landfill diversion rate, with more than 99% of waste generated being non-hazardous waste. In Austin, our recycling service provider, Balcones Recycling, has assessed our locations favorably and provided Silicon Labs with recommendations to improve our diversion rate including greater availability of recycling options, improved training for all employees and contractors, and improved signage of recyclable material. We will extend these recommendations to our offices globally where recycling options are available.

Recycling & Waste Management

Silicon Labs believes that we can systematically reduce and divert waste ending up in landfill. We present best practices for reducing the use of single-use plastic by encouraging the use of reusable lunch boxes, utensils, water bottles, as well double-sided printing when possible. We provide single-stream recycling bins as well as guidance to optimize the recyclability of each item. Our recycling program is also promoted daily through digital signs in each of our offices for all employees and contractors. In 2023, we will continue our efforts to improve our waste management and recycling options, conducting a global facilities analysis and creating action plans where options are available.

Hazardous Waste Management

As a fabless company, less than 1% of our total waste is considered hazardous. Regardless, we take the disposal of all our waste seriously and have procedures in place to ensure responsible and respectful treatment. Hazardous waste containers are provided in the device analysis wet laboratory and engineering labs in Austin where hazardous wastes are generated and all porter staff are trained in appropriate handling procedures. One hundred percent of hazardous waste is removed from the facility and disposed of by a qualified hazardous waste disposal vendor.

Electronic Waste Management

We manage the end-of-life for all computers and laptops (donating reusable material to nonprofit organizations when possible) and provide battery and electronics disposal bins for employees. One hundred percent of e-waste is disposed of in accordance with the Waste and Electronic Equipment (WEEE) Directive.

WASTE MANAGEMENT GOALS

70% Landfill Diversion Rate by 2023

Achieve 70% landfill diversion rate at our Austin headquarters by 2023.

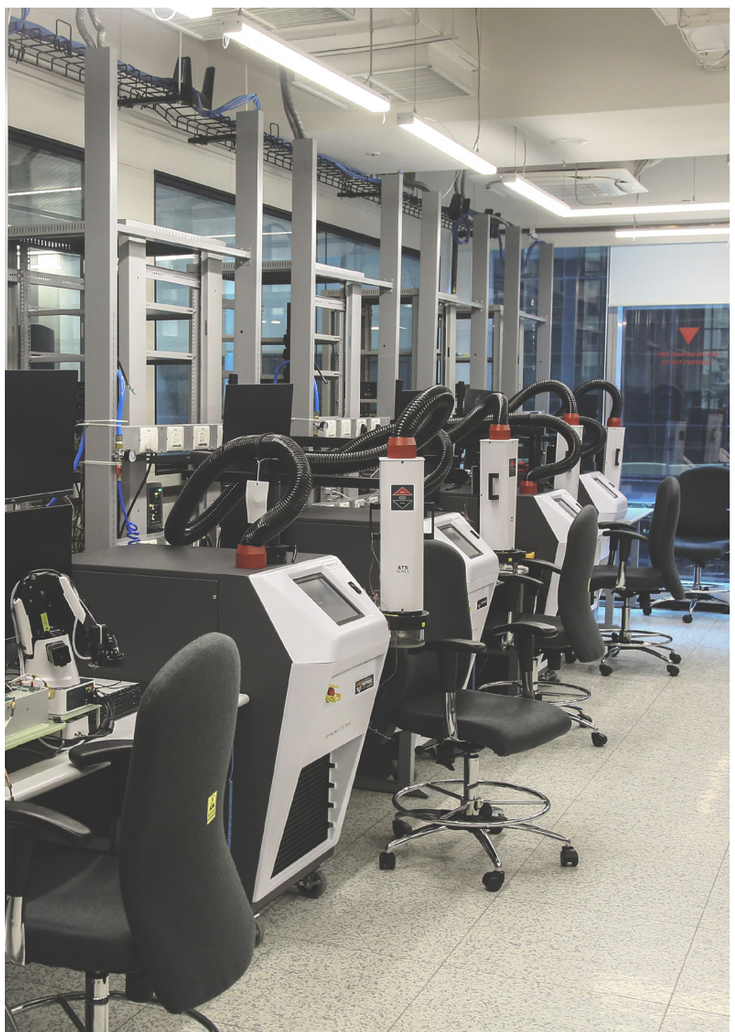
Reporting Results

The table below shows Silicon Labs' total waste and diversion rate for 2018-2022 across our global facilities. Diversion rate is defined as the ratio of recycled waste to total waste and excludes the calculation hazardous waste.

	2018	2019	2020	2021	2022
Landfilled (metric tons)	-	83	42	60	103
Incinerated (metric tons)	-	-	-	13	11
Recycled Materials (metric tons)	-	143	116	168	227
Hazardous Materials (metric tons)	0.14	0.13	-	-	0.22
Total Diversion Rate	-	63%	73%	70%	67%

Breakdowns of waste by facility is available in the Appendix: ESG tables.

Workplace Safety



Our Approach & Policies

Providing a safe and trusted working environment to all our employees and contractors is a key part of our business operations. Our Environmental, Health and Safety Policy outlines expectations for management systems, pollution prevention, and risk management. We continually monitor and comply with all applicable laws, regulations, and established standards related to health, safety, and environmental protection. We require strict compliance with our quality programs and reinforce these through employee training, performance reviews, and incentives.

Safety Committee

Silicon Lab's Safety Committee is committed to promoting the safest working environment in the industry through training and awareness. The Committee is comprised of representatives from the Test Floor, Device Analysis Labs, Engineering Labs, IT, and Facilities. This groups meets quarterly and advises on safety procedures, promotes safety awareness, and recommends training where applicable. Members come from a cross section of all work and meet at least once every quarter with documented minutes. Additionally, we conduct health and safety inspections and a health and safety audit once per quarter, with every area/operation audited at least once per year, as part of our preventive measures and corrective action plans.

Lab Safety Procedures

We take great care to strive for a safe working environment. We provide mandated training, manage access controls, and clearly indicated and written safe work procedures. Access to our device analysis labs and hazardous waste storage areas is restricted. All employees with access receive safety training and are supplied with PPE. We require controls such as laboratory exhaust ventilation hoods and PPE for specific tasks involving chemicals and hazardous chemical waste handling to mitigate worker exposure. Our use of chemicals is subject to a chemical approval process with specific safety data sheets available outlining the processes to be used for each chemical, alongside control measures and PPE requirements.

We have put in place a regular inspection schedule regarding "Daisy Chaining", or the overloading of electrical circuits, and we store all flammable chemicals in flammable-rated storage cabinets. Any new or additional laboratory equipment, procedures, or updated processes are assessed for potential risk and supplemental or revised training.

Additionally, we work to eliminate chronic, long-term risks and have developed procedures to ensure safe work practices. We offer ergonomic self-assessments to any US-based employee upon request and general training on office ergonomic guidance is also available for all employees through the Silicon Labs employee intranet.

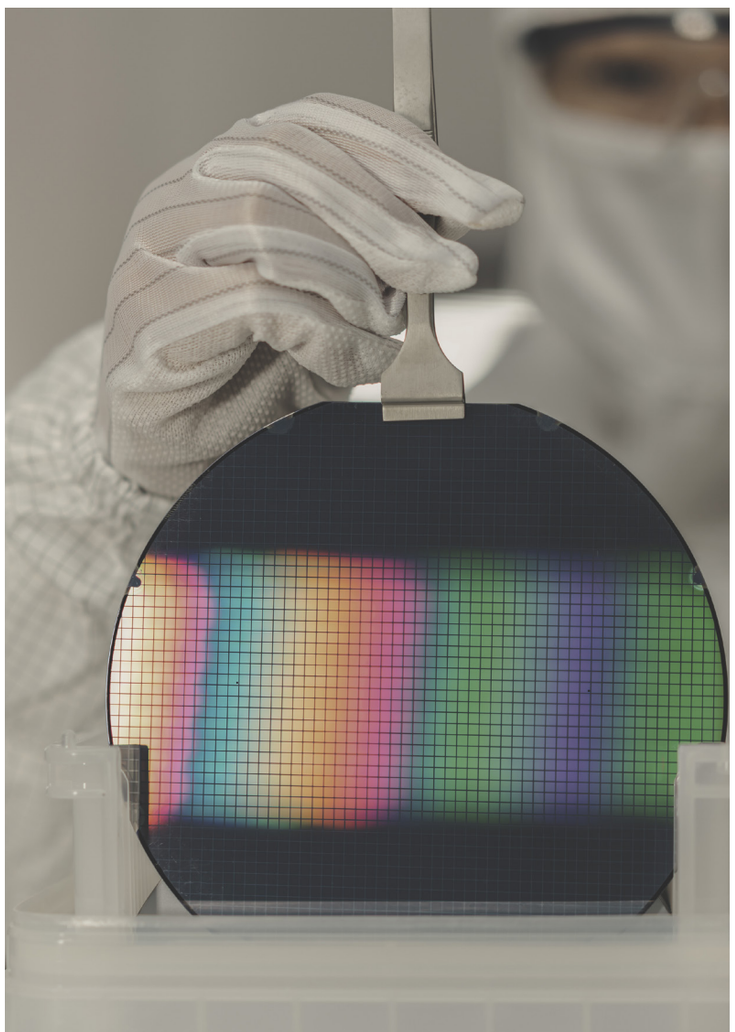
Reporting Results

In 2022, there were 0 reported incidents in our global facilities, due to stringent health and safety regulations designed to protect at all levels. The below table outlines work-related safety statistics from 2018-2022.

	2018	2019	2020	2021	2022
Hours Worked	2,155,359	2,331,412	1,991,600	1,742,780	1,460,160
Recordable Incidents	0	1	0	1	0
Total Recordable Injury Rate	0.00	0.09	0	0.11	0.00
Number of Lost Time Incidents	0	0	0	1	0
Lost Time Injury Rate	0.00	0.00	0.00	0.11	0.00

Additional details on our workplace safety practices are available in our Environmental, Health and Safety Policy.

Product Quality & Safety



Our Approach & Policies

Silicon Labs is committed to continually improving our world-class quality management. Our quality and environmental teams are responsible for assuring the compliance of our products with environmental requirements and specifications and interface directly with our suppliers. Product compliance and use of hazardous substances are continually addressed with Silicon Labs quality and environmental management systems, extended to our suppliers through Silicon Labs Hazardous Substances Specification and ROHS/REACH requirements. Silicon Labs also has requirements for non-use of other substances such as Antimony, PFOA, PFOS, Chlorine, Bromine, and other Phthalates.

CERTIFICATIONS

ISO 9001:2015
Quality Management System

ISO 14001:2015
Environmental Management System

As part of our product lifecycle management, we monitor all products sold to review the percentage sold with declarable substances. In this way, we can certify that all IC, SiP, and PCB module devices sold are compliant with the European Union Directive (EU) 2015/863 for the Restriction of the use of certain Hazardous Substances in Electrical and Electronic Equipment (RoHS3) and China's Administrative Measure on the Control of Pollution Caused by Electronic Information Products (China RoHS II). Our suppliers also sign a declaration that they comply with our internal substance management and reporting requirements which includes CMRT (Conflict Minerals Report Template) compliance.

United Nations SDG Target 12.2

By 2030, achieve the sustainable management and efficient use of natural resources

Conflict Minerals Policy

We are committed to complying with legislation regarding the reporting of the use of conflict metals. Silicon Labs requires all suppliers to source from 3rd party audited Conflict-Free smelters, maintain a Conflict-Free sourcing policy and comply with our internal policy based on the OECD due diligence guidelines.

- Establishing strong management systems
- Identifying and assessing risks
- Managing risks
- Reporting on conflict minerals usage

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.

Silicon Labs full Conflict Minerals Statement is available at silabs.com.

Reporting Results

Silicon Labs follows the OECD due diligence guidelines to identify and assess any risks that exists and each year prepares an RMI (Responsible Minerals Initiative) CMRT, to report its use of conflict materials in its supply chain. Our CMRT is available to customers on our website and is used to report our compliance to the US Securities and Exchange Commission. As a confirmation of compliance with the requirements stated in the Hazardous Substances Specification, suppliers are annually required to provide a signed Supplier Declaration of Conformity to Silicon Labs. **Silicon Labs has never had a product recall on safety due to hazardous materials or substances and by the end of 2022, 100% of Silicon Labs products fulfilled RoHS directives and 100% of our integrated circuit products are halogen-free.**

Silicon Labs most recent CMRT is available at silabs.com along with its Certificate of ROHS compliance and Other substances. Individual certificates of compliance are available by specific part number in the corporate, product, and environmental data search tool.

Supply Chain Management

Our Approach & Policies

Silicon Labs is committed to the highest standard of product quality and business integrity in its dealing with suppliers 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. All major suppliers involved in the manufacture of Silicon Labs products are required to abide by our Supplier Code of Conduct, modeled after the Responsible Business Alliance® (RBA®) Code of Conduct, and maintain ISO 9001:2015 and ISO 14001 certification (or be on the path to certification). The Supplier Code of Conduct is reviewed periodically, and updated if needed, in response to regulatory updates, customer requirements or expectations, industry best practices, and inputs from internal and supplier audits.

We generate contracts to be signed by our suppliers to ensure compliance with:

- Supplier Code of Conduct
- Conflict Minerals Policy
- ISO 14001 certification
- ISO 9001 certification
- EU Reach compliance
- EU RoHS compliance

Responsible Business Alliance
Affiliate Member

For decades we've worked closely with our suppliers to ensure they follow the Responsible Business Alliance® Code of Conduct. In 2022, we officially joined the Responsible Business Alliance (RBA), the world's largest industry coalition dedicated to Corporate Social Responsibility (CSR) in global supply chains. Over 500 companies with manufacturing across 120 countries have joined the RBA working together to improve efficiency and social, ethical, and environmental responsibility in the global supply chain.

Goals & Action Plans

As a member of RBA, we have a commitment to abide by the RBA Code of Conduct as well as require our suppliers to follow the same standards. The code ensures we go beyond compliance and maintain best practices in all operations of the supply chain. We now have access to additional tools to increase transparency and collaboration with our suppliers including the Self-Assessment Questionnaire (SAQ) designed to help members identify social, environmental and ethical risks in their supply chains and the Validated Assessment Program (VAP), the leading standard for onsite compliance verification and effective, shareable audits. Silicon Labs is committed to working with our major suppliers (those who make up 90% of our manufacturing spend) to ensure 100% complete a facility SAQ and a minimum of 80% conduct a VAP with the goal of Silver recognition by 2025. Additionally, we've set a target for 80% of all suppliers to complete their facilities SAQ in 2023.

SUPPLY CHAIN MANAGEMENT GOALS

Suppliers complete facilities SAQ by 2023

100% major suppliers
80% all suppliers

Conduct VAP on 80% of high-risk suppliers

Goal of Silver recognition by 2025

Silicon Labs engages with our suppliers in the RBA tool and we evaluate the risk of all suppliers based on their location, annual RBA SAQs and, as needed, VAP audits. In 2022, we have achieved our goal to reach 100% facilities SAQ response from our major suppliers and >80% for all suppliers. Based on the results of our risk analysis, we have not identified any high-risk suppliers.

Reporting Results

	SAQ Completion %		Avg Score		High Risk	
	Corporate SAQ	Facility SAQ	Corporate SAQ	Facility SAQ	Corporate	Facility
Major Suppliers	100%	100%	93.5	92.3	0	0
All Suppliers	76%	84%	92	91.7	0	0

	SAQ Avg	Labor	H&S	ENV	Ethics
Major Suppliers	92.3	95.5	89.9	87.5	97.6

Further evaluating our major supplier facility SAQs we have broken down the SAQ scores into the four categories: Labor, Health & Safety, Environmental, and Ethics with scores ranging from 0-100. These have given us a further insight to focus on environmental, health, and safety risks throughout our supply chain in 2023. Silicon Labs has not identified any high-risk major suppliers, but annually evaluates and audits the VAPs that have been completed by all suppliers with summary details in table below.

	VAP (< 18 months)	
	Facility Completion %	Score >160*
Major Suppliers	50%	100%
All Suppliers	40%	94%

* Silver Award from RBA VAP for score >160

We reviewed the details of 21 valid audits within the last 18 months to identify the higher-risk areas of our extended supply chain operations. All of these findings have associated corrective action plans or have been closed by the end of 2022.

A complete table detailing the high-risk areas identified is available in the Appendix: ESG Tables.

Environmental Management

Silicon Labs' environmental management system is ISO 14001:2015 certified by TUV Rheinland of North America. We're committed to delivering products that meet environmental regulations and requirements and have high standards for our global supply chain partners, prioritizing qualified suppliers who are environmentally progressive. We work closely with our suppliers to understand their climate-related impacts, as we strive to reduce our carbon footprint. We are looking to extend our environmental management system gradually to other sites, and in 2023 we will be conducting a global initial environmental review to create an action plan.

Our Approach & Policies

Our approach to environmental management is guided by our Global Environmental Policy and reinforces our commitment to designing environmentally friendly products, improving our environmental performance and pollution prevention, and minimizing our negative environmental impact of business activities.

Additional details available in our Global Environmental Policy.

Reporting Results

We comply with all relevant environmental regulations and require that our suppliers follow our Substance Management & Reporting for all materials supplied to us. This is a contract with our suppliers that lays out clearly what substances they need to test for, what not to use and provides guidance of what they need to supply us with. The scope of this applies to all materials including for product, packing, and shipping. All products supplied must comply with RoHS (Restriction of Hazardous Substances Directive) and all suppliers provide a DoC (Declaration of Conformance), verifiable on request by Silicon Labs. We also require an annual Certificate of Analysis of all homogenous materials of integrated circuits, and modules components. Third-party laboratories perform the analysis using approved methods and forward the results to Silicon Labs.

United Nations SDG Target 12.6

Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle.

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.

Our Approach & Policies

We have implemented a Global Human Rights Policy to protect, respect and advance human rights as a core component of our business operations. This policy applies to all employees, contingent workers and business relationships, including our partners, supply chain and vendors. 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.

We also follow and integrate the International Bill of Human Rights and the International Labor Organization's Declaration on Fundamental Principles and Rights at Work. Additionally, our Supplier Code of Conduct addresses human rights topics as molded after the Responsible Business Alliance (RBA) Code of Conduct.

Reporting Results

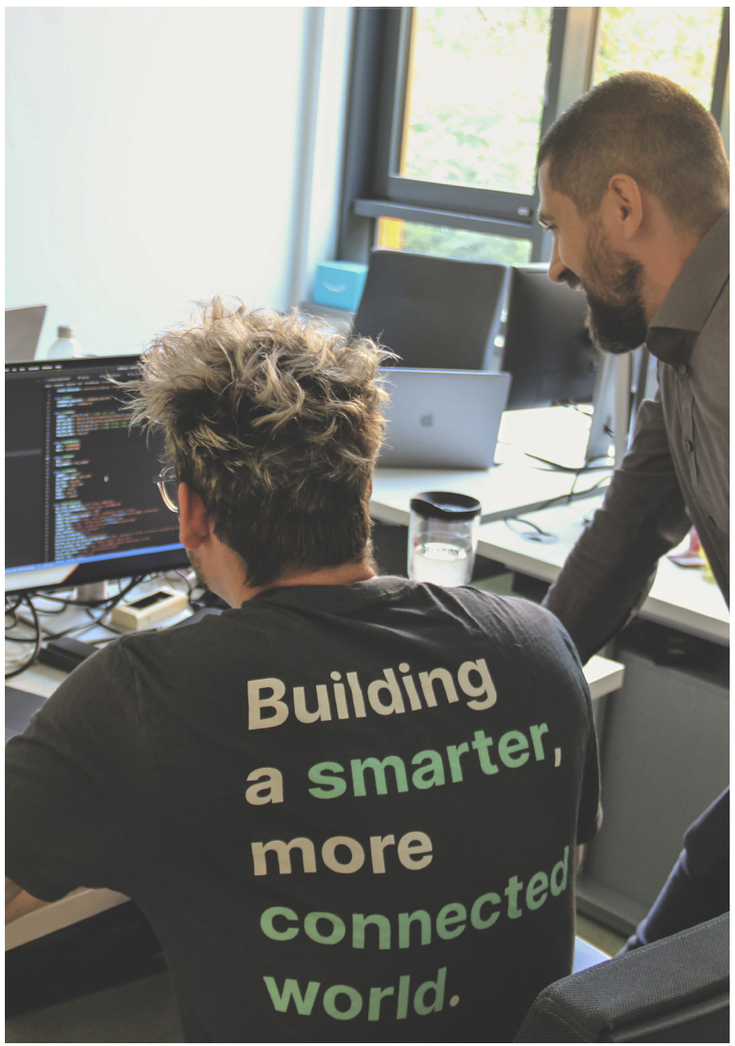
We stand ready to address any concerns regarding our commitment to oppose slavery, human trafficking, and forced labor. Our employees and other stakeholders are encouraged to report any concerns they may have on human trafficking through our EthicsPoint Hotline (online and telephone-based) or the Global 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.

As of December 2022, no reports have been generated.

United Nations SDG Target 8.7

Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms

Cybersecurity & Data Privacy



Our Approach & Policies

Data security is a top priority for Silicon Labs and an important component of our day-to-day operations. We recognize the importance of the secure protection of our customer, partner, supplier, and employee 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 best practices and standards such as the ISO/IEC 27001 and NIST CSF. Information risk associated with data privacy and security is regularly emphasized in employee training and awareness programs, and employees with direct responsibilities for processing personal data receive additional specialized training highlighting their roles and responsibilities in processing and managing private data throughout its life cycles.

Policies and Practices for User Privacy Compliance

Silicon Labs maintains compliance with all applicable Federal, State and International privacy-related or data protection laws and regulations. We have a dedicated Privacy Officer responsible for data privacy oversight and governance reporting directly to the Chief Legal Officer, who is responsible for monitoring compliance with privacy regulations and communicating with internal and external stakeholders on matters of privacy. With constant monitoring and updates, we take user privacy and compliance with Governmental regulations such as GDPR seriously.

Full details are available in our Privacy Notice

Information Security Management

The scope of information security management at Silicon Labs is enterprise-wide, encompassing all aspects of business operations, including supply chain risks and production manufacturing operations. We're committed to ensuring the confidentiality, integrity, and availability of vital information assets, including proprietary intellectual property, customer information, and personal data. We implement robust operational security capabilities that align with international best practices for Information Security Management System (ISO 27001 standard) and a range of technical and organizational measures have been taken to safeguard information systems from cyber threats. These measures include, but are not limited to, developing security operations capabilities that include monitoring, incident response coordination, and proactive threat detection and prevention. Silicon Labs regularly conducts in-depth vulnerability assessments as well as internal and external audits to identify improvements in its information security practices.

Product Security

In the rapidly expanding world of Internet of Things (IoT) devices and ecosystems, product security is of paramount importance to our customers. At Silicon Labs, we understand that to deliver the highest levels of product security to our customers, we must first ensure the security and integrity of our own organization and product development processes. Our commitment to cutting-edge product security was exemplified when the company became the world's first pure play semiconductor company to achieve PSA Certified Level 3, the highest level of IoT hardware and software security protection. PSA Certified is a respected security body for IoT hardware, software and devices, co-founded by ARM. It awarded PSA Certified Level 3 status to Silicon Labs' wireless SoCs with Secure Vault, our secure key storage solution. Silicon Labs has a dedicated Product Security Incident Response Team (PSIRT) that responds to reported security vulnerabilities and issues in our products (hardware and software), manufacturing and development services. PSIRT 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.

ENSURING ETHICAL & RESPONSIBLE GOVERNANCE

Board Oversight

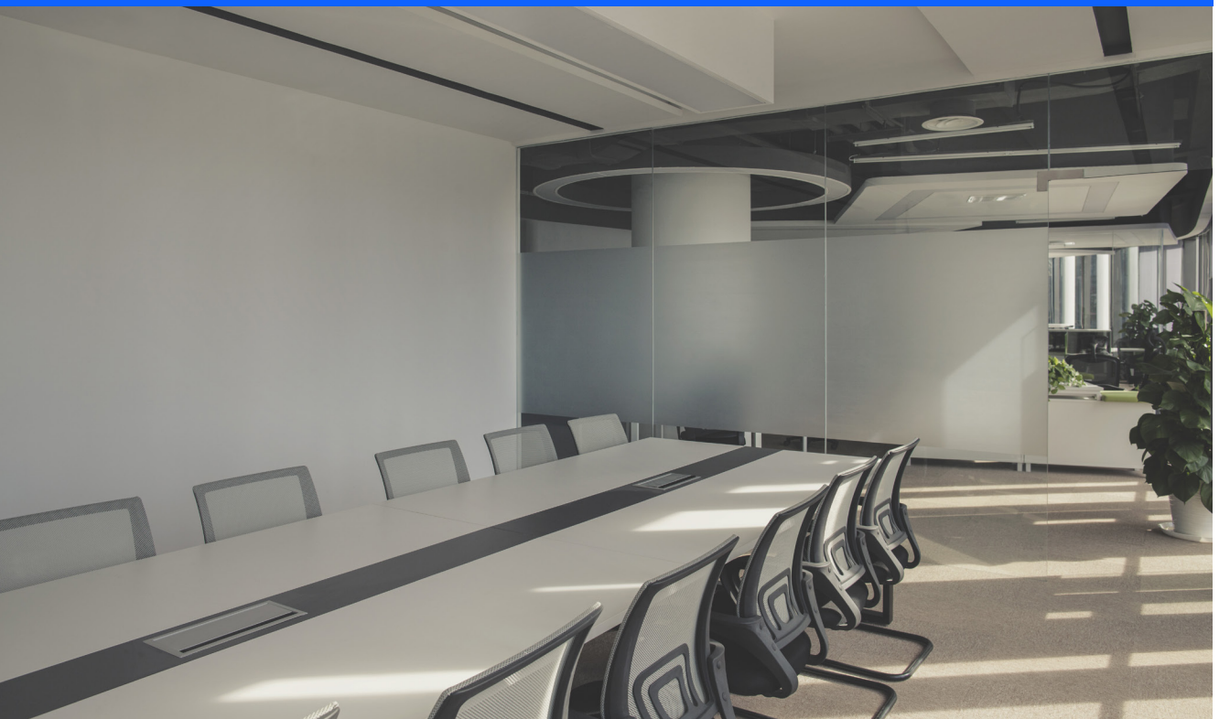
The highest level of ESG oversight is with the Silicon Labs Board of Directors, who have strong expertise and insights in the areas of ESG and risk management.

Risk Management

Our approach to risk management enables management to respond in a prompt, efficient and effective manner to future events.

Ethics

All employees, officers, consultants, and members of the Board of Directors follow our Code of Business Conduct and Ethics that outlines our expectations for ethical and corporate responsibility.

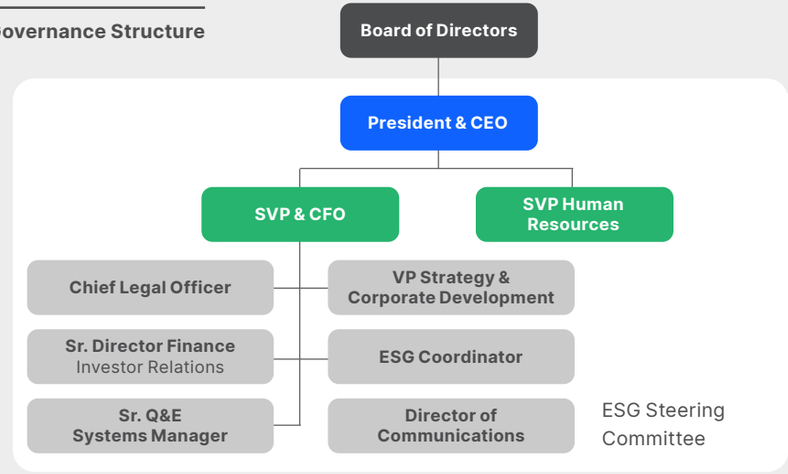


Silicon Labs has a strong corporate governance framework and a defined set of responsibilities aimed at ensuring the success of the company, generating value for our stakeholders, and fulfilling our mission of building a smarter, more connected world. ESG Governance is a shared responsibility with the Board of Directors, ESG Steering Committee, executive leadership, and cross-functional teams. Together, we prioritize risk and opportunities to focus our efforts where we will have the most impact — setting clear goals, tracking progress, and ensuring accountability.

ESG Steering Committee

To integrate ESG oversight across all parts of the company, Silicon Labs established an ESG Steering Committee with executive sponsorship by the Chief Financial Officer, Chief Legal Officer, and VP Strategy & Corporate Development. This is comprised of senior management and cross-functional personnel from various departments, including Investor Relations, Legal, People, Marketing, Operations, and others. The ESG Steering Committee sets the overall ESG strategy and meets monthly to oversee the company's ESG priorities, goals, and disclosures. The committee members also lead the day-to-day management of ESG related initiatives and ESG reporting. The CFO and other key leaders report to the Nominating and Governance Committee of the Board of Directors and our CEO on a quarterly basis about ESG activities and updates.

ESG Governance Structure



Board Oversight & Risk Management

Silicon Labs Board of Directors

The highest level of ESG oversight is with the Silicon Labs Board of Directors, which receives reports quarterly on ESG issues, practices, and reporting. The Silicon Labs Board of Directors help to establish the purpose, strategy and values of the organization, working within an effective set of controls that enable risk assessment and management.

The Board is made up of an independent lead director and 10 Directors with a wide range of skills and experience. Each new Director search requires the inclusion of women and minority representation as per our Business Conduct Standards.

30%

identify as female as of 2022

20%

identify as a racial minority as of 2022

Full Board Diversity Matrix available in the Appendix: ESG Tables.

United Nations SDG Target 13.1

Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries.

Board of Director Committees

Reporting to the Board of Directors are four separate committees to give each subject deeper review and greater oversight: Finance, Audit, Nominating and Corporate Governance, and Compensation.

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. The Audit Committee also 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. It also oversees issues and developments related to ESG and recommends associated standards to the Board.

The **Compensation Committee** reviews the compensation and benefits of the Corporation's senior management and the overall compensation policy of the Company. The Compensation Committee and Board also specify ESG goals, including diversity and inclusion, as components in the compensation of senior management.

Additional details on Corporate Governance practices and policies available at Investor Relations website.

Risk Management

Silicon Labs applies the COSO (Committee of Sponsoring Organizations of the Treadway Commission) approach to Enterprise Risk Management. Annually, a team led by the Director of Internal Audit identifies short and longer-term risks (or opportunities) across a wide variety of focus areas including supply chain, macro-economic fluctuations, cybersecurity, and climate-related risks. **In 2022, 57 risks were reviewed by the Board of Directors and Executive Management Team, before ultimately 10 top risks were identified and assigned risk owners.** Below is a detailed outline of our risk management process.

1	**Risk Identification**	We review the previous year to understand where the risks came from and use this information to evaluate potential risks for the year to come.
2	**Risk Assessment**	Using a survey format, we evaluate the impact, likelihood and level of each risk per functional area and role. In 2022, we surveyed 66 participants and the top 10 risks were identified by the Board of Directors and the Executive Management Team.
3	**Evaluation of the Mitigation Efforts**	For the top 10 risks, we assign risk owners to create action plans to evaluate current controls, additional mitigation efforts, responsibility, timeline and any potential obstacles.

Our approach to risk management enables management to respond in a prompt, efficient and effective manner to future events. Through this process we ensure:

- effective use of resources
- an optimized, proactive approach to auditing and identifying/remediating compliance issues
- reporting and monitoring is promoted across all compliance functions

Ethics & Internal Audit Process

Ethics and Internal Audit Process

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. 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. All Silicon Labs employees, officers, consultants, and members of the Board of Directors follow the Code of Business Conduct and Ethics that outlines our expectations for ethical and corporate responsibility.

The full policy is available in the Governance section of our Investor Relations website.

Senior leadership, starting with our CEO, communicates to all employees the importance of acting in concert with our core values and our Code of Business Conduct and Ethics. All employees are required within 30 days of hire to complete business conduct and ethics training. Additionally, each year all employees are required to take training on our Business Conduct Standards (including ethics and anti-bribery policies) and Harassment and Discrimination Prevention Training every two years.

Silicon Labs' leadership team and Board of Directors are surveyed every year as to possible conflicts of interest and ethical issues. Our auditors review our internal controls and verify each quarter with our management for knowledge of any possible instance of fraud.

During 2022, we had 0 EthicsPoints reports generated.

EthicsPoint

The EthicsPoint hotline is a comprehensive and confidential reporting mechanism that is designed to enable our employees, suppliers, and their employees to report any issue or instance of misconduct that may give rise to legal or ethical problems, such as workplace discrimination or harassment, conflicts of interests, violations of policy or standards, unsafe working conditions etc.

EthicsPoint Reporting

In order to maintain the highest possible ethical standards at every level, we have made it easy for all our employees and constituents to signal or provide feedback of any instances of unethical or illegal activity that go against our Code of Business Conduct and Ethics.

The EthicsPoint hotline (online and telephone-based) enables concerned parties to report possible violations to the appropriate authority while keeping their identity completely confidential and safeguarded. This recognizes that each individual has the responsibility and the power to help regulate and enforce our Code of Business Conduct and Ethics while creating a safe space to report instances where they felt the business conduct was out of step with our company ethics. In this way, we aim to foster a culture of integrity and compliance while demonstrating that we all have a role of play in maintaining our business reputation.

Submissions are fielded initially by trained consultants who are not employees of Silicon Labs and are under the independent control of the Audit Committee of the Board of Directors. If a violation report is flagged, it will go to the Audit Committee for review to determine if either informal inquiry or a formal investigation is deemed necessary, and the appropriate personnel will be engaged. At least quarterly, the Audit Committee receives summary information on any reports received and actions taken.

The Internal Audit team oversees internal controls testing of this process. Annually, the team reviews and tests:

- All new hires and members of the Board of Directors sign an acknowledgment of the company's Code of Business Conduct and Ethics.
- Links to the Compliance Hotline are available to all employees via the intranet.
- A Company-wide email is sent to all employees notifying them of the Code of Conduct and the procedures for accessing reporting violations of the Code through the Compliance Hotline.

APPENDIX

ESG Tables

Consumption & Emissions

	2018	2019	2020	2021	2022
Energy Use Total (GWh) from Grid	**8.531**	**8.338**	**7.539**	**14.137**	**14.616**
Energy Use Percent from Grid	**100%**	**100%**	**100%**	**100%**	**100%**
Renewable Energy (GWh)	3.600	3.600	3.600	4.056	5.256
Renewable Energy (%)	42%	43%	48%	29%	36%
Non-Renewable Energy (GWh)	4.931	4.738	3.939	10.081	9.360
Non-Renewable Energy (%)	58%	57%	52%	71%	64%
C02e (metric tons)	**3,027**	**2,510**	**2,088**	**100,978**	**107,732**
Scope 1	**86**	**100**	**56**	**42**	**33**
Company Facilities	86	100	56	42	33
Diesel	3	3	4	1	2
Natural Gas	83	98	52	41	31
Scope 2	**2,941**	**2,410**	**2,032**	**2,121**	**1,587**
Purchased electricity, steam, heating & cooling	2,941	2,410	2,032	2,121	1,587
Electricity	1,908	1,588	1,308	1,336	876
District Cooling	1,033	822	725	785	711
Scope 3	**-**	**-**	**-**	**98,815**	**106,112**
Purchased Goods & Services	-	-	-	92,499	96,964
Upstream Transportation & Distribution	-	-	-	5,154	4,985
Waste Generated in Operations	-	-	-	56	86
Landfilled	-	-	-	33	58
Incinerated	-	-	-	6	5
Recycled	-	-	-	15	19
Waste Water Treatment	-	-	-	2	3
Business Travel	-	-	-	135	3,025
Air	-	-	-	131	2,948
Hotel	-	-	-	4	77
Train	-	-	-	0	0.1

Consumption & Emissions Continued

	2018	2019	2020	2021	2022
Upstream Leased Assets	-	-	-	970	1,053
Electricity	-	-	-	840	936
Diesel	-	-	-	0.2	0.3
Natural Gas	-	-	-	127	113
District Cooling	-	-	-	0.1	0.1
District Heating	-	-	-	0.1	0.1
Other Significant Air Emissions (metric tons)*	**1.30**	**1.25**	**1.29**	**1.09**	**1.40**
Diesel	0.56	0.51	0.54	0.35	0.66
Natural Gas	0.73	0.73	0.73	0.73	0.73
Solder	0.01	0.01	0.01	0.00	0.00

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

Energy & Emissions

Total from Grid (GWh)	**8.531**	**8.338**	**7.539**	**14.137**	**14.616**
Austin	8.531	8.338	7.539	7.723	7.437
Boston	-	-	-	0.664	0.699
Budapest	-	-	-	0.502	0.449
Camberley	-	-	-	0.033	0.029
Copenhagen	-	-	-	0.141	0.137
Espoo	-	-	-	0.043	0.074
Hsinchu	-	-	-	0.019	0.022
Hyderabad	-	-	-	0.946	1.858
Montreal	-	-	-	0.277	0.288
Munich	-	-	-	0.013	0.012
Oslo	-	-	-	0.356	0.433
Rennes	-	-	-	0.076	0.087
San Jose	-	-	-	0.576	0.533
Shanghai	-	-	-	0.014	0.008
Shenzhen	-	-	-	0.242	0.201
Singapore	-	-	-	2.486	2.320
Taipei	-	-	-	0.028	0.032

Total Renewable Energy (GWh)	**3.600**	**3.600**	**3.600**	**4.056**	**5.256**
Austin	3.600	3.600	3.600	3.700	4.800
Budapest	-	-	-	-	0.449
Camberley	-	-	-	-	0.007
Oslo	-	-	-	0.356	-

Total Renewable Energy (%)	**42%**	**43%**	**48%**	**29%**	**36%**
Austin	42%	43%	48%	48%	65%
Budapest	-	-	-	-	100%
Camberley	-	-	-	-	25%
Oslo	-	-	-	100%	-

Energy & Emissions Continued

Total Facility CO2e (metric tons)	**3,027**	**2,510**	**2,088**	**3,189**	**2,759**
Austin	3,027	2,510	2,088	2,200	1,687
Boston	-	-	-	188	198
Budapest	-	-	-	124	75
Camberley	-	-	-	9	7
Copenhagen	-	-	-	8	7
Espoo	-	-	-	4	6
Hsinchu	-	-	-	2	3
Hyderabad	-	-	-	159	312
Montreal	-	-	-	35	38
Munich	-	-	-	1	1
Oslo	-	-	-	0.5	2
Rennes	-	-	-	1	1
San Jose	-	-	-	139	129
Shanghai	-	-	-	2	1
Shenzhen	-	-	-	41	35
Singapore	-	-	-	272	254
Taipei	-	-	-	4	4

Water Withdrawal and Discharge

	2018	2019	2020	2021	2022
Total Water (million liters)	**9.222**	**9.602**	**3.004**	**8.279**	**11.625**
Austin	9.222	9.602	3.004	3.305	5.649
Boston	-	-	-	0.983	1.034
Budapest	-	-	-	1.261	2.037
Camberley	-	-	-	0.048	0.042
Copenhagen	-	-	-	0.613	0.674
Espoo	-	-	-	0.037	0.115
Hyderabad	-	-	-	0.907	0.991
Munich	-	-	-	0.075	0.037
Oslo	-	-	-	0.123	0.150
Shenzhen	-	-	-	0.412	0.412
Singapore	-	-	-	0.137	0.179
Taipei	-	-	-	0.378	0.305

Waste Management

	2018	2019	2020	2021	2022
Total Landfill (metric tons)	**-**	**83**	**42**	**60**	**103**
Austin	-	83	42	41	85
Boston	-	-	-	2	3
Budapest	-	-	-	1	1
Montreal	-	-	-	13	12
San Jose	-	-	-	2	2
Total Incinerated (metric tons)	**-**	**-**	**-**	**13**	**11**
Budapest	-	-	-	9	7
Shenzhen	-	-	-	4	3
Total Recycled (metric tons)	**-**	**143**	**116**	**168**	**227**
Austin	-	143	116	137	177
Boston	-	-	-	9	10
Budapest	-	-	-	1	1
Copenhagen	-	-	-	0.3	1
Hyderabad	-	-	-	2	-
Montreal	-	-	-	19	38
Shenzhen	-	-	-	0.4	0.4
Total Hazardous Materials (metric tons)	**0.14**	**0.13**	**-**	**-**	**0.22**
Austin	0.14	0.13	-	-	0.22
Total Diversion Rate (%)	**100%**	**63%**	**73%**	**70%**	**67%**
Austin	100%	63%	73%	77%	68%
Boston	-	-	-	79%	79%
Budapest	-	-	-	8%	8%
Montreal	-	-	-	58%	76%
Shenzhen	-	-	-	10%	11%

Global Workforce (as of December 31, 2022)	
Regular Employees	1964
Temporary Employees	36
Men (as percentage of global workforce)	78%
Women (as percentage of global workforce)	22%
APAC (as percentage of global workforce)	37%
EMEA (as percentage of global workforce)	22%
North America (as percentage of global workforce)	41%
Asian (as percentage of US workforce)	30.63%
Black or African American (as percentage of US workforce)	2.66%
Hispanic or Latino (as percentage of US workforce)	8.95%
White (as percentage of US workforce)	56.92%
Two or More Races (as percentage of US workforce)	0.84%

Board Diversity (as of December 31, 2022)	
Total Number of Directors	10
Male	7
Female	3
African American or Black	0
Alaskan Native or Native American	0
Asian (other than South Asian)	0
South Asian	2
Hispanic or Latinx	0
Native Hawaiian or Pacific Islander	0
White/Caucasian	7
Two or More Races or Ethnicities	0
LGBTQ+	0
Persons with Disabilities	0

Supply Chain Operations: High-Risk Areas
(Identified through RBA VAP from past 18 months)

	Major	Minor	Priority
Energy Consumption and Greenhouse Gas emissions		1	
Water Management		1	1
Air Emissions		1	
Audits and Assessments		1	
Supplier Responsibility		2	
Industrial Hygiene	1		
Machine Safeguarding	1		
Occupational Injury and Illness	1	2	
Wages and Benefits	1		
Hazardous substances	1	2	
Occupational Safety	2	1	
Food, Sanitation and Housing	2		
Freely Chosen Employment	3	3	
Emergency Preparedness	5	2	1
Working Hours	13	1	1

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 Advancing Sustainable & Responsible Operations: Energy & Emissions for Consumption & Emissions table
	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 Advancing Sustainable & Responsible Operations: Energy & Emissions
Energy Management in Manufacturing	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	TC-SC-130a.1	See Advancing Sustainable & Responsible Operations: Energy & Emissions for Consumption & Emissions table
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 Advancing Sustainable & Responsible Operations: Water Usage
	Amount of hazardous waste from manufacturing, percentage recycled	TC-SC-150a.1	See Advancing Sustainable & Responsible Operations: 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 Advancing Sustainable & Responsible Operations: 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 at December 31, 2022.
Recruiting & Managing a Global & Skilled Workforce	Percentage of employees that are (1) foreign nationals and (2) located offshore	TC-SC-330a.1	We do not disclose this metric, but we do report breakdown of our workforce by geographic location and employee type - see ESG Tables
	Employee engagement as a percentage	TC-SI-330a.2	See Fostering a Culture of Innovation: Employee Engagement
	Percentage of gender and racial/ethnic group representation for (1) management, (2)technical staff, and (3) all other employees	TC-SI-330a.3	See ESG Tables for gender and racial/ethnic group workforce data
Product Lifecycle Management	Percentage of products by revenue that contain IEC 62474 declarable substances	TC-SC-410a.1	See Advancing Sustainable & Responsible Operations: Product Quality & Safety
Materials Sourcing	Description of the management of risks associated with the use of critical materials	TC-SC-440a.1	See Advancing Sustainable & Responsible Operations: Product Quality & Safety
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 at December 31, 2022.
Data Privacy & Freedom of Expression	Description of policies and practices relating to behavioral advertising and user privacy	TC-SI-220a.1	See Advancing Sustainable & Responsible Operations: Cybersecurity & Data Privacy
	Total amount of monetary losses as a result of legal proceedings associated with user privacy	TC-SI-220a.3	See disclosure in 10-k
	(1) Number of law enforcement requests for user information, (2) number of users whose information was requested, (3) percentage resulting in disclosure	TC-SI-220a.4	See disclosure in 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	See disclosure in 10-k
	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	TC-SI-230a.2	See Advancing Sustainable & Responsible Operations: Cybersecurity & Data Privacy

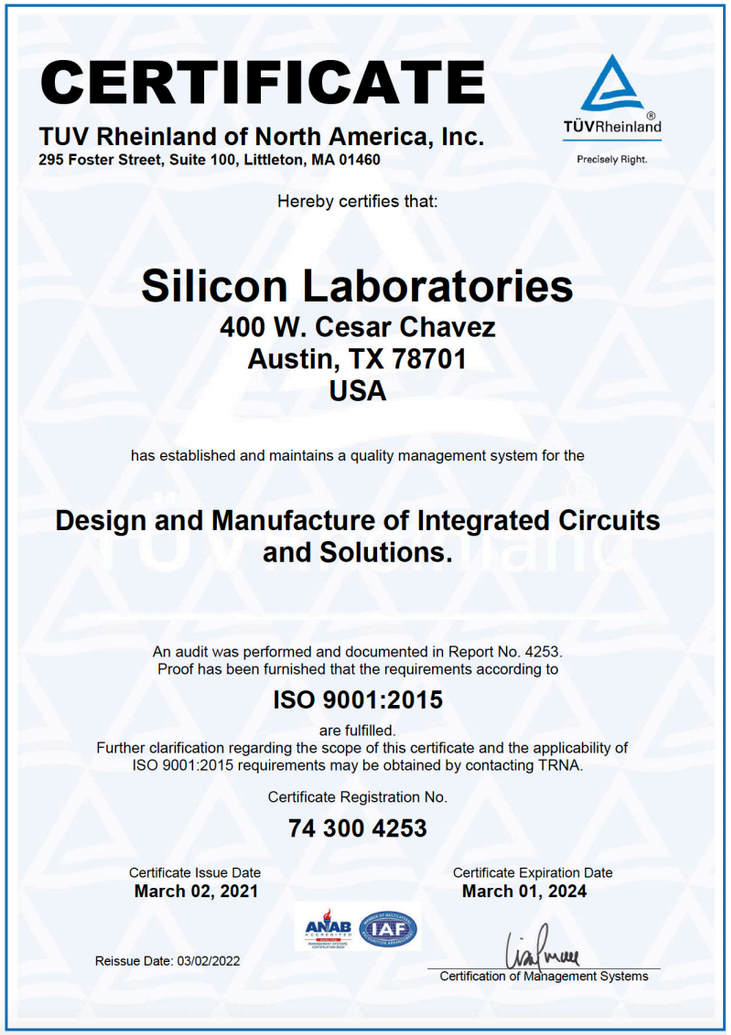
Task Force on Climate-Related Financial Disclosures

	Description	Silicon Labs Response	Disclosure Location
Governance	1. Board oversight of climate change 2. Management's role in assessing and managing climate-related risks and opportunities	Governance of ESG is an increasingly important priority for our company, CEO, and and Board of Directors. Our ESG Steering Committee, led by senior management and accountable to the CEO and Board of Directors, engages with ESG working groups to advance progress on material topics including climate-related risks and opportunities.	See 2022 CDP Climate Change Response and additional details in Ensuring Ethical & Responsible Governance
Strategy	1. Identification of climate risks and opportunities: Short, Medium, Long term. 2. Describe the impact of climate-related risks and opportunities on the organization's business, strategy and financial planning. 3. Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	We are looking to participate in the transition to a lower-carbon economy. Annually, we identify and assess ESG-related risks and opportunities through the materiality and ERM processes. We are constantly innovating to help our customers develop new energy saving applications, and evaluate on how to transform risks into opportunities. Finally, we're on a path to identifying an abatement roadmap that acknowledges various scenarios,including a 2°C or lower scenario.	See 2022 CDP Climate Change Response
Risk Management	1. Describe the organization's processes to identify and assess climate related risks 2. Describe the organization's processes to managing climate related risks 3. Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management	Company-level ESG risks are addressed by our Enterprise Risk Management program. Our Sustainability Team and Strategy and Corporate Development team are working closely together and with other corporate and site experts to properly address and plan on this topic.	See 2022 CDP Climate Change Response and additional details in Ensuring Ethical & Responsible Governance: Risk Management
Metrics And Targets	1. Disclose scope 1, scope 2, and if appropriate, scope 3 GHG emissions and the related risks. 2. Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	Silicon Labs follows the GHG Protocol for managing and reporting its GHG emissions. As a fabless semiconductor company, we are working to enable the manufacturing of low-carbon technologies and products that aim at reducing GHG emissions to generate a bigger effort for climate change mitigation.	See 2022 CDP Climate Change Response and additional details in Advancing Responsible & Sustainable Operations: Energy & Emissions

Alignment of Silicon Labs sustainability initiatives with the United Nations Global Compact 10 principles

	United Nations Global Compact 10 principles		Silicon Labs Alignment
Human Rights	Principle 1 Principle 2	Businesses should support and respect the protection of internationally proclaimed human rights; and make sure that they are not complicit in human rights abuses.	Global Human Rights Policy Supplier Code of Conduct RBA Membership
Labor	Principle 3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining,	Global Human Rights Policy Business Conduct Standards Supplier Code of Conduct Employee Resource Groups
	Principle 4 Principle 5	the elimination of all forms of forced and compulsory labor; the effective abolition of child labor; and	Global Human Rights Policy Anti-Slavery, Human Trafficking and Forced Labor Statement Business Conduct Standards Supplier Code of Conduct RBA Membership
	Principle 6	the elimination of discrimination in respect of employment and occupation.	Diversity & Inclusion Policy Transparent recruitment process
Environment	Principle 7	Businesses should support a precautionary approach to environmental challenges;	Global Environmental Policy Environmental, Health, and Safety Policy Sustainability Strategy Development of innovative and sustainable technology
	Principle 8	undertake initiatives to promote greater environmental responsibility; and	Global Environmental Policy Responsible Minerals Initiative membership ISO 14001 Certification
	Principle 9	encourage the development and diffusion of environmentally friendly technologies.	Global Environmental Policy Energy efficient products 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

ISO 9001 Certification



CERTIFICATE

TUV Rheinland of North America, Inc.
295 Foster Street, Suite 100, Littleton, MA 01460

TÜVRheinland®
Precisely Right.

Hereby certifies that:

Silicon Laboratories
400 W. Cesar Chavez
Austin, TX 78701
USA

has established and maintains a quality management system for the

Design and Manufacture of Integrated Circuits and Solutions.

An audit was performed and documented in Report No. 4253.
Proof has been furnished that the requirements according to

ISO 9001:2015

are fulfilled.
Further clarification regarding the scope of this certificate and the applicability of ISO 9001:2015 requirements may be obtained by contacting TRNA.

Certificate Registration No.

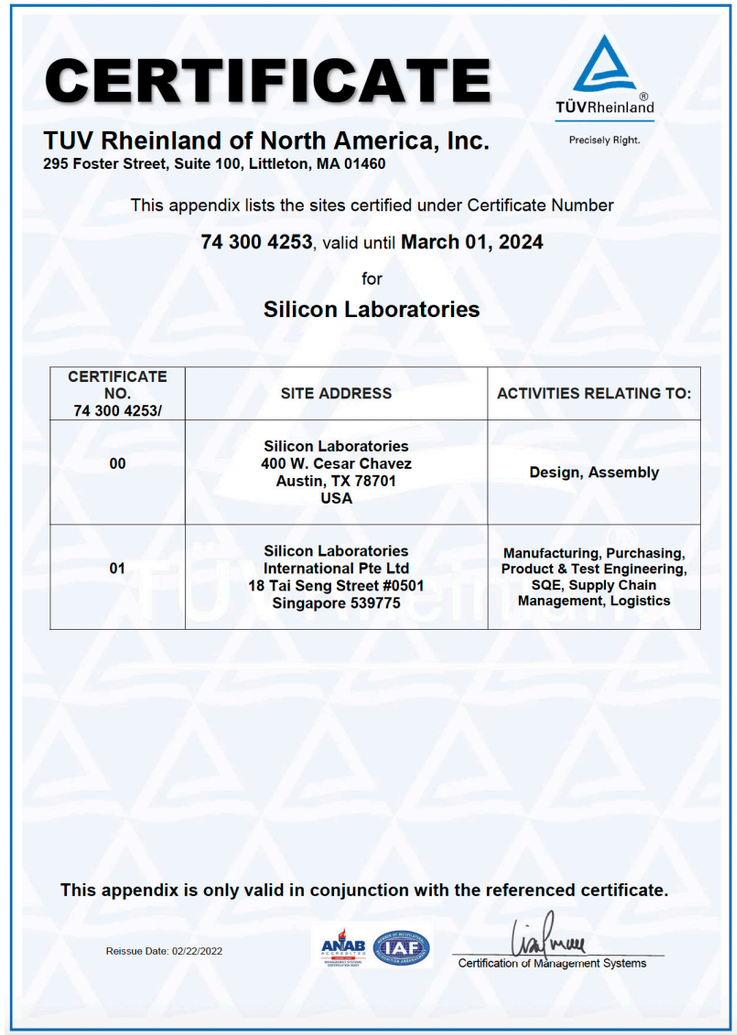
74 300 4253

Certificate Issue Date
March 02, 2021

Certificate Expiration Date
March 01, 2024

Reissue Date: 03/02/2022

Certification of Management Systems



CERTIFICATE

TUV Rheinland of North America, Inc.
295 Foster Street, Suite 100, Littleton, MA 01460

TÜVRheinland®
Precisely Right.

This appendix lists the sites certified under Certificate Number

74 300 4253, valid until **March 01, 2024**

for

Silicon Laboratories

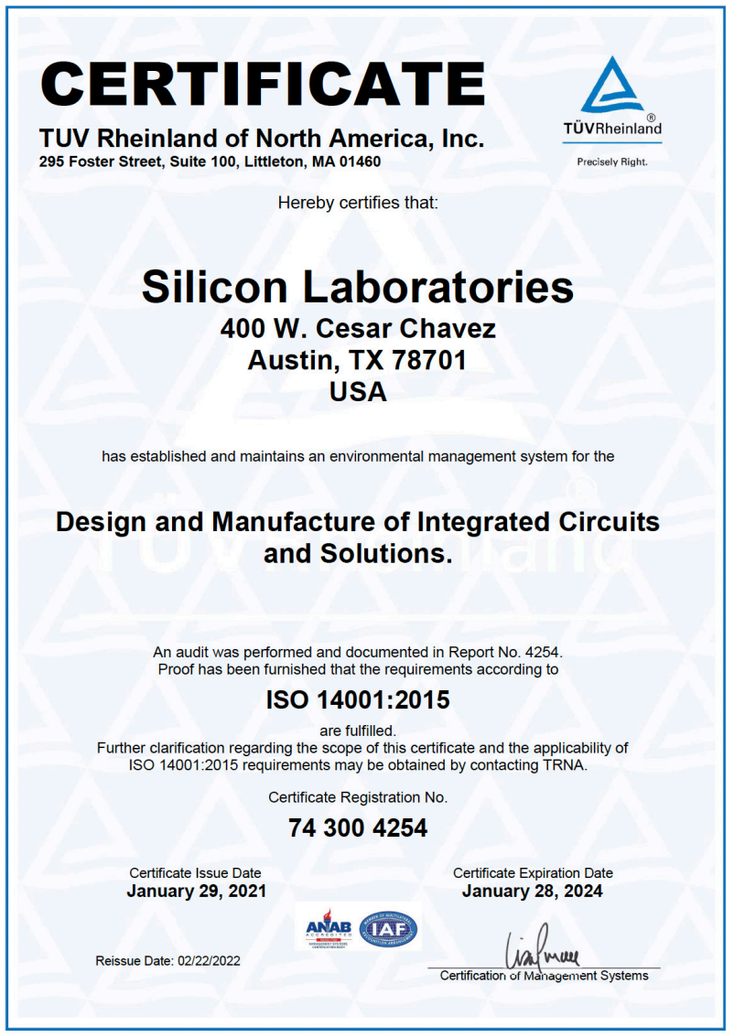
CERTIFICATE NO. 74 300 4253/	SITE ADDRESS	ACTIVITIES RELATING TO:
00	Silicon Laboratories 400 W. Cesar Chavez Austin, TX 78701 USA	Design, Assembly
01	Silicon Laboratories International Pte Ltd 18 Tai Seng Street #0501 Singapore 539775	Manufacturing, Purchasing, Product & Test Engineering, SQE, Supply Chain Management, Logistics

This appendix is only valid in conjunction with the referenced certificate.

Reissue Date: 02/22/2022

Certification of Management Systems

ISO 14001 Certification



CERTIFICATE

TUV Rheinland of North America, Inc.
295 Foster Street, Suite 100, Littleton, MA 01460

TÜVRheinland®
Precisely Right.

Hereby certifies that:

Silicon Laboratories
400 W. Cesar Chavez
Austin, TX 78701
USA

has established and maintains an environmental management system for the

Design and Manufacture of Integrated Circuits and Solutions.

An audit was performed and documented in Report No. 4254.
Proof has been furnished that the requirements according to

ISO 14001:2015

are fulfilled.
Further clarification regarding the scope of this certificate and the applicability of ISO 14001:2015 requirements may be obtained by contacting TRNA.

Certificate Registration No.

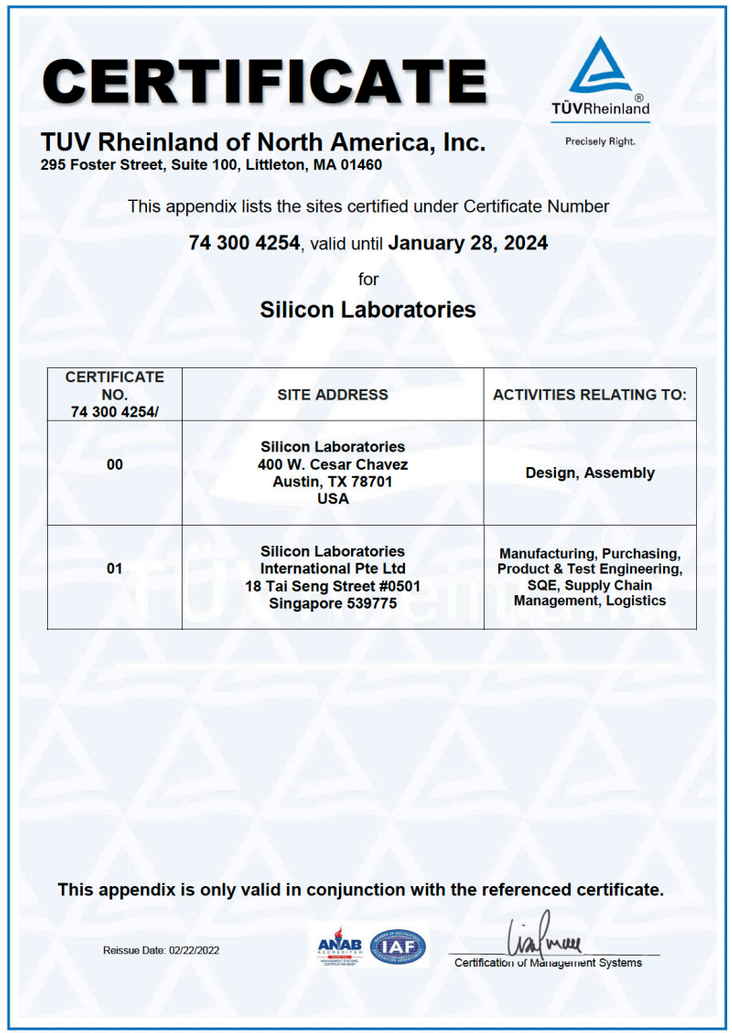
74 300 4254

Certificate Issue Date
January 29, 2021

Certificate Expiration Date
January 28, 2024

Reissue Date: 02/22/2022

Certification of Management Systems



CERTIFICATE

TUV Rheinland of North America, Inc.
295 Foster Street, Suite 100, Littleton, MA 01460

TÜVRheinland®
Precisely Right.

This appendix lists the sites certified under Certificate Number

74 300 4254, valid until **January 28, 2024**

for

Silicon Laboratories

CERTIFICATE NO. 74 300 4254/	SITE ADDRESS	ACTIVITIES RELATING TO:
00	Silicon Laboratories 400 W. Cesar Chavez Austin, TX 78701 USA	Design, Assembly
01	Silicon Laboratories International Pte Ltd 18 Tai Seng Street #0501 Singapore 539775	Manufacturing, Purchasing, Product & Test Engineering, SQE, Supply Chain Management, Logistics

This appendix is only valid in conjunction with the referenced certificate.

Reissue Date: 02/22/2022

Certification of Management Systems

2022 Sustainability Metrics Verification Statement

Trinity Consultants

Independent Assurance Statement to Silicon Labs for CY 2022 Sustainability Performance Data

Introduction & Objectives: Trinity Consultants, Inc. (Trinity) was engaged by Silicon Labs to provide independent assurance for specified calendar year (CY) 2022 Sustainability performance data presented in the Silicon Labs 2023 Sustainability Report. The overall objective of this process was to provide assurance to Silicon Labs' stakeholders concerning the accuracy, completeness, reliability, and objectivity of the specified performance data included in the Report. This Assurance Statement applies to the information included within the subject Scope of Work.

Scope of Work: Silicon Labs requested that Trinity perform limited assurance of the following Sustainability performance data for CY 2022 (January 1, 2022, to December 31, 2022) to determine whether they are fairly presented, in all material respects, in a manner consistent with the designated reporting criteria:

- Energy consumption (14.6 Gigawatt Hours)
- Renewable energy consumption (5.3 Gigawatt Hours)
- Renewable energy percentage relative to total energy consumption (36%)
- Total water withdrawal (11.6 million liters)
- Total wastewater discharge (11.6 million liters)
- Quantity of waste landfilled (103 metric tons)
- Quantity of waste incinerated (11 metric tons)
- Quantity of recycled material (227 metric tons)
- Quantity of hazardous material (0.22 metric tons)
- Total diversion rate (67%)

The reported data was evaluated against Silicon Labs' internal Sustainability performance data reporting procedures. Our procedures assessed the appropriateness and effectiveness of underlying corporate reporting processes, management controls and systems used to develop, compile, analyze and report the specified Sustainability performance data.

The boundary of the data included in this assurance is limited to the manufacturing facilities, research & development / labs, and administrative offices under Silicon Labs operational control during the subject period. Text, descriptions, interpretations, or other written statements in the 2023 Sustainability Report were not included in the scope of Trinity's work.

Reporting Criteria: Silicon Labs has developed the data subject to this verification as documented in their corporate Sustainability Performance Data Workbook. This workbook identifies the basis on which these data are compiled, calculated, and reported.

To develop relevant Sustainability performance data, Silicon Labs relied on the Sustainability Accounting Standards Board (SASB) disclosure framework.

Assurance Standard: Trinity's work was conducted following our standard assurance methodology and approach for external verification of sustainability data, in part based on the International Standard on Assurance Engagements (ISAE) 3000, *Assurance Engagements Other Than Audits or reviews of Historical Financial Information* (2012), suitably adapted. Greenhouse gas inventory verification was conducted to address CDP verification requirements, as well.

Trinity Consultants

Responsibilities: Silicon Labs management is solely responsible for the Sustainability performance data and its presentation in the 2023 Sustainability Report. Trinity was not involved in the collection or development of the reported data or development of the 2023 Sustainability Report.

Trinity's responsibility is to perform an assurance engagement to provide conclusions on the agreed Scope of Work based on the assurance activities performed, consistent with exercising our professional judgement.

Assurance Methodology: Trinity conducted the following activities during this assurance engagement:

- Interviewed key staff from Silicon Labs' corporate headquarters in Austin, TX responsible for Silicon Labs' sustainability program, activities, and management systems for the specified Sustainability performance data.
- Ensured that Silicon Labs' scope and boundaries reflected in the reported data are fair and accurate.
- Reviewed documentation and interviewed other relevant staff to understand and evaluate the processes, systems and methodologies used to collect, compile, consolidate, analyze, and report data for the specified Sustainability performance Data.
- Reviewed the corporate consolidation of data for specified Sustainability performance data and compared it to data submitted from a sample of the individual facilities owned by Silicon Labs.
- Selected underlying facility source data on a test basis and conducted a desktop review of these sample data to confirm specified site data.
- Reviewed the presentation of the above performance data in the 2023 Sustainability Report to ensure consistency with our findings, and to address changes and corrections with Silicon Labs where necessary.

Trinity's Opinion: Based on Trinity's verification activities, nothing has come to our attention to indicate that the corporate CY 2022 Sustainability performance data as disclosed in the 2023 Silicon Labs Sustainability Report are not fairly presented, in all material respects, in a manner consistent with the designated reporting criteria.

Trinity has concluded that Silicon Labs has implemented sufficient processes, systems and controls for the accurate collection and analysis of activity data used to determine the reported data.

Limitations: Our work did not include visits or physical inspections of any of Silicon Labs' operating facilities. Trinity's approach to this verification was not intended to detect all weakness in management controls as described above. The verification was performed on corporate management controls on a test basis. Further, it should be noted that the reliability of Sustainability performance data may be subject to inherent uncertainties, based on the established methods used to measure or calculate the underlying information.

This Assurance Statement is only valid when it is published with the 2023 Sustainability Report to which it refers and may only be reproduced in its entirety.

***Statement of independence*:** Trinity is an independent professional services firm that specializes in environmental, health and safety, and sustainability compliance, risk, and performance management. We have developed and maintain a quality management system, certified to ISO 9001:2015. No member of the assurance team has a business relationship with Silicon Labs, its managers, or Directors other than for the purpose of verification of the subject Sustainability performance data and reporting, or has had any involvement in writing the Report, data collection or validation, or the development or implementation of data systems. This verification has been conducted independently and we believe that there has been no conflict of interest.

Trinity Consultants

Trinity has prepared a separate report to Silicon Labs' management detailing the scope and approach for our GHG verification activity and confirming the verification opinion expressed above.

Rich Pandullo, MEM, CM, EMS-LA

Director - EHS Management, Sustainability & Assurance

Trinity Consultants, Inc.
Dallas, TX
www.trinityconsultants.com

March 2, 2023

2022 GHG Verification Statement

Trinity Consultants

Independent Assurance Statement to Silicon Labs for CY 2022 Greenhouse Gas Emissions Inventory

Introduction & Objectives: Trinity Consultants, Inc. (Trinity) was engaged by Silicon Labs to provide independent assurance for specified calendar year (CY) 2022 greenhouse gas (GHG) emissions data presented in the Silicon Labs 2023 Sustainability Report. The overall objective of this process was to provide assurance to Silicon Labs' stakeholders regarding the accuracy, completeness, reliability, and objectivity of the specified GHG emissions data included in the Report. This Assurance Statement applies to the information included within the subject Scope of Work.

Scope of Work: Silicon Labs requested that Trinity perform limited assurance of the following GHG emissions data for CY 2022 (January 1, 2022, to December 31, 2022) to determine whether they are fairly presented, in all material respects, in a manner consistent with the designated reporting criteria:

- Direct (Scope 1) GHG emissions from stationary and mobile combustion (33 metric tons CO_2e)
- Indirect, market-based (Scope 2) GHG emissions from purchased electricity (1,587 metric tons CO_2e)
- Indirect (Scope 3) emissions resulting from five of the 15 potential Scope 3 categories:
  - Purchased goods and services (96,964 metric tons CO_2e)
  - Upstream transportation and distribution (4,985 metric tons CO_2e)
  - Waste generated in operations (86 metric tons CO_2e)
  - Business travel (3,025 metric tons CO_2e)
  - Upstream leased assets (1,053 metric tons CO_2e)

The reported data was evaluated against Silicon Labs' internal GHG reporting procedures, as well as requirements for reporting GHG emissions data to CDP. Our procedures assessed the appropriateness and effectiveness of underlying corporate reporting processes, management controls and systems used to develop, compile, analyze and report the specified GHG emissions data.

The boundary of the data included in this assurance is limited to the manufacturing facilities, research & development / labs, and administrative offices under Silicon Labs operational control during the subject period. Text, descriptions, interpretations, or other written statements in the 2023 Sustainability Report were not included in the scope of Trinity's work.

Reporting Criteria: Silicon Labs has developed the data subject to this verification as documented in their corporate GHG Emissions Data Workbook. This Workbook identifies the methodology for each GHG emissions Scope along with the basis on which GHG data are compiled, calculated, and reported. External criteria utilized to develop these data included:

- The Greenhouse Gas Protocol, A Corporate Accounting and Reporting Standard, GHG Protocol Scope 2 Guidance, and Corporate Value Chain (Scope 3) Accounting and Reporting Standard
- US EPA 40 CFR Part 98 Mandatory Reporting Rule Equations, Subpart C
- IPCC AR4 (100-yr) Global Warming Potentials
- U.S. EPA eGRID 2022 (2020 data)
- US EPA Center for Corporate Climate Leadership GHG Emission Factors Hub (2022)

Trinity Consultants

Assurance Standard: Trinity's work was conducted following our standard assurance methodology and approach for external verification of sustainability data, in part based on the International Standard on Assurance Engagements (ISAE) 3000, *Assurance Engagements Other Than Audits or reviews of Historical Financial Information* (2012), suitably adapted. Greenhouse gas inventory verification was conducted to address CDP verification requirements, as well.

Responsibilities: Silicon Labs management is solely responsible for the EHS performance data and its presentation in the 2023 Sustainability Report. Trinity was not involved in the collection or development of the reported data or development of the Sustainability Report.

Trinity's responsibility is to perform an assurance engagement to provide conclusions on the agreed Scope of Work based on the assurance activities performed, consistent with exercising our professional judgement.

Assurance Methodology: Trinity conducted the following activities during this assurance engagement:

- Interviewed key staff from Silicon Labs' corporate headquarters in Austin, TX responsible for Silicon Labs' sustainability program, activities, and management systems for the specified GHG emissions data.
- Ensured that Silicon Labs' scope and boundaries reflected in the reported data are fair and accurate.
- Reviewed documentation and interviewed other relevant staff to understand and evaluate the processes, systems and methodologies used to collect, compile, consolidate, analyze, and report data for the specified GHG emissions data.
- Reviewed Silicon Labs' corporate GHG inventory quantification approach, including suitability of calculations, GWPs, and conversion and emission factors.
- Reviewed the corporate consolidation of data for GHG emissions data and compared it to data submitted from a sample of the individual facilities owned by Silicon Labs
- To meet CDP reporting and verification requirements, verification procedures were applied to more than 70 percent each of the company's enterprise-wide Scope 1 and Scope 2 GHG emissions, as well specified categories of reported Scope 3 emissions representing more than 70% of the Scope 3 profile.
- Selected underlying facility source data on a test basis and conducted a desktop review of these sample data to confirm specified site data.
- Reviewed the presentation of the above GHG emissions data in the 2023 Sustainability Report to ensure consistency with our findings, and to address changes and corrections with Silicon Labs where necessary.

Trinity's Opinion: Based on Trinity's verification activities, nothing has come to our attention to indicate that the corporate CY 2022 data for the specified Scope 1, market-based Scope 2, and selected Scope 3 GHG emissions as disclosed in the 2023 Silicon Labs Sustainability Report are not fairly presented, in all material respects, in a manner consistent with the designated reporting criteria.

Trinity has concluded that Silicon Labs has implemented sufficient processes, systems and controls for the accurate collection and analysis of activity data used to determine the reported data.

Limitations: Our work did not include visits or physical inspections of any of Silicon Labs' operating facilities. Trinity's approach to this verification was not intended to detect all weakness in management controls as described above. The verification was performed on corporate management controls on a test basis. Further,

Trinity Consultants

it should be noted that the reliability of GHG emissions data may be subject to inherent uncertainties, based on the established methods used to measure or calculate the underlying information.

This Assurance Statement is only valid when it is published with the 2023 Sustainability Report to which it refers and disclosed through Silicon Labs' 2023 CDP submittal and may only be reproduced in its entirety.

Statement of independence: Trinity is an independent professional services firm that specializes in environmental, health and safety, and sustainability compliance, risk, and performance management. We have developed and maintain a quality management system, certified to ISO 9001:2015. No member of the assurance team has a business relationship with Silicon Labs, its managers, or Directors other than for the purpose of verification of the subject GHG and sustainability data and reporting or has had any involvement in writing the Sustainability Report, data collection or validation, or the development or implementation of data systems. This verification has been conducted independently and we believe that there has been no conflict of interest.

Trinity has prepared a separate report to Silicon Labs' management detailing the scope and approach for our GHG verification activity and confirming the verification opinion expressed above.

Rich Pandullo

Rich Pandullo, MEM, CM, EMS-LA

Director - EHS Management, Sustainability & Assurance

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March 1, 2023