2023

Corporate Sustainability Report

SILICON LABS

A Message from Our CEO

The IoT, driven by the merging of wireless connectivity and extending intelligence to the edge, is a revolutionary force for sustainability. It speaks to the mission of Silicon Labs to not only empower our customers' pursuit of sustainability, but also as a goal for how we operate. For us, it's about delivering industry-leading, high-quality products to our customers, treating our suppliers and partners fairly, and maintaining an ethical supply chain. Wireless connectivity enables us to reduce the impact of our operations on the planet by closely managing our water consumption and intelligently monitoring building energy use. We're proud to share our goals and the progress we're making.

Our responsibility as a company is to create paths that mitigate climate change not only with our products but also within our practices. In 2023, two years ahead of target, we achieved our goal of reducing our absolute scope 1 and 2 greenhouse gas (GHG) emissions at our Austin Headquarters by 50% compared to our 2018 baseline. This year, we set a science-based target of 90% absolute reduction in scope 1 and 2 emissions by the end of 2030 versus a 2021 baseline. We believe this target exceeds the minimum reduction required to meet the Paris Agreement's goal of limiting the rise in global temperatures to 1.5°C above pre-industrial levels, and as part of our plan to achieve this goal, we will continue to transition to renewable energy sources at our facilities worldwide. We also recognize our supply chain is a significant component of our total GHG emissions, and we will continue to engage with our suppliers and work to identify opportunities for science-based emissions reduction targets in their practices.

Silicon Labs remains committed to our employees and continues to invest in initiatives that foster a vibrant culture. In 2023, we were certified as a Great Place to Work for the fifth year running, with an 86% employee engagement score. This certification recognizes our efforts to create a safe, healthy, and satisfying workplace.

Our Employee Research Groups are an increasingly important part of employee life throughout our global offices, focusing on fostering cross-cultural collaboration and empowering members through opportunities for networking and professional development. We're committed to strengthening the talent pipeline by supporting STEM initiatives and mentorship programs for a skilled future workforce.

Our talented and engaged employees are delivering IoT solutions that make a positive impact on the world–solutions that support the energy transition, manage precious resources like water, enable innovative connected health solutions, and improve energy efficiency in homes, buildings, and cities. In India, for example, Silicon Labs is working with our customers to help the country pursue their ambitious Advanced Metering Initiative, with the goal of operating smart meters in every building by 2070. More intelligent monitoring and operation of the energy grid can drastically reduce its carbon footprint.

We made good progress in 2023 and are excited to continue the momentum into 2024. I recently signed a letter to the United Nations (UN) Global Compact confirming our commitment to their ten principles and becoming an official participant of their organization. This was an important step in affirming publicly our sustainability strategy and echoes our founding values of "doing the right thing."

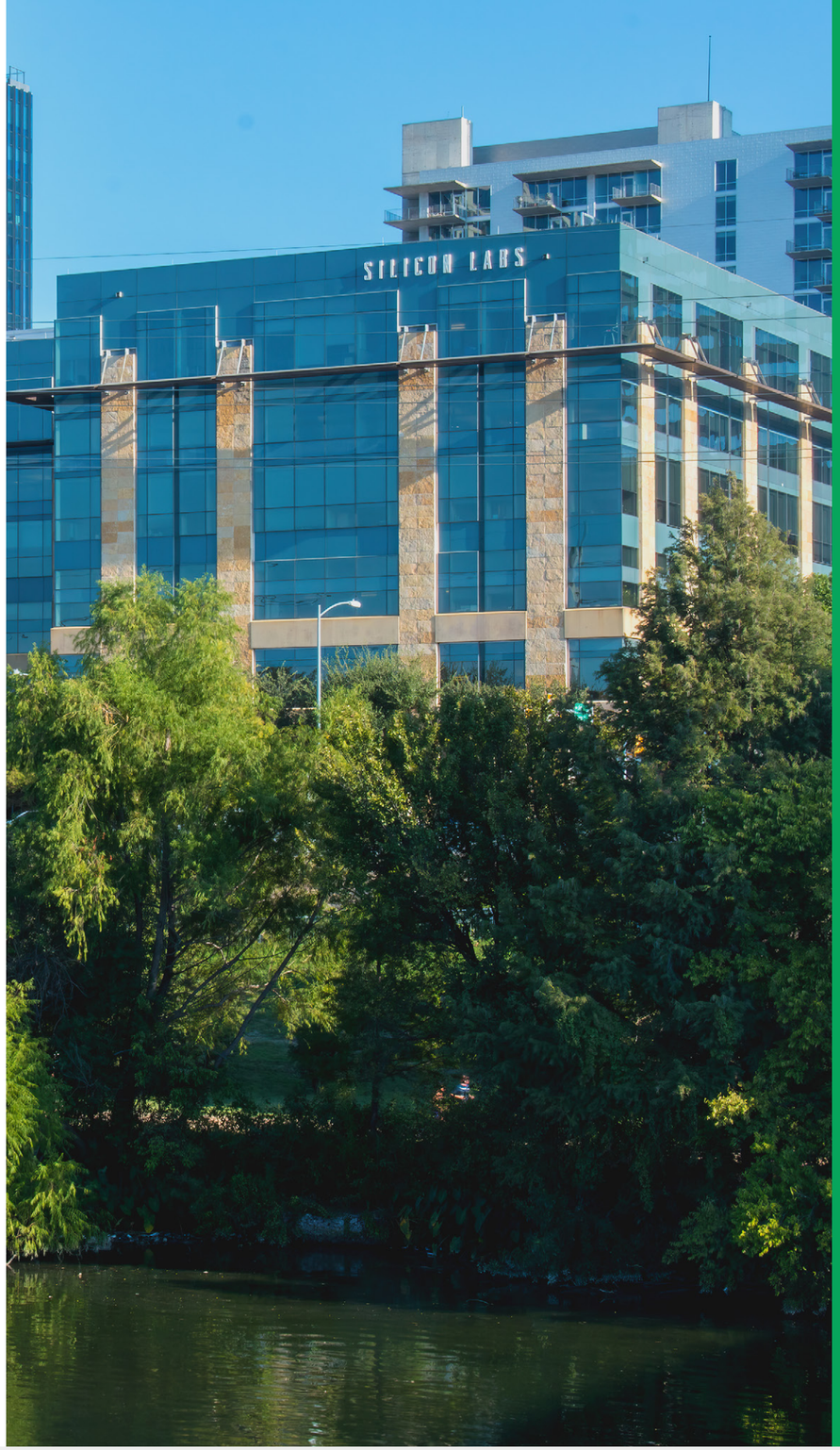
Matt Johnson
President and CEO

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 many countries around the world. We're committed to cleantech product design, environmentally and socially responsible operations throughout our supply chain, and providing the highest level of product security.

Guided by our shared values, we strive to "do the right thing" for our employees, customers, partners, and communities.



We hire, foster, and empower great talent.

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

We meet our commitments and hold ourselves accountable.

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

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

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

We do the right thing.

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

Our Sustainability Strategy

Silicon Labs is creating a smarter and more connected world. We are committed to advancing our environmental, social, and governance efforts and becoming a sustainability 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 an inclusive, innovative culture; conducting our business in an environmentally and socially responsible way; and sharing value creation with our stakeholders and communities, now and in the future.

OUR 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.

Our stakeholders are a major source of insights on ESG and accountability. We solicit and integrate their feedback to determine which strategic areas to focus on.

Our ESG Steering Committee drives our commitment to ESG and defines our strategy as part of an ongoing process. Senior Management and cross-functional employees meet regularly to set the strategy, drive objectives, and provide updates throughout the year. To ensure that our results are measurable and therefore accountable, we follow multiple sustainability reporting frameworks such as the Sustainability Accounting Standards Board (SASB), the Task Force on Climate-Related Financial Disclosures (TCFD), and the Global Reporting Initiative (GRI).

Our ESG initiatives are aligned with the United Nations Sustainable Development Goals and the United Nations Global Compact principles, in which we started our process in 2023 to become participants.

See Appendix for more details

Our Goals

Renewable Energy

70%

renewable energy use in Austin headquarters by end of 2023

NEARLY ACHIEVED

In 2023, our Austin headquarters consumed 68% renewable energy and 88% renewable electricity

New Goal

100%

renewable energy use in all Silicon Labs facilities where programs are available by end of 2025

ON TRACK

In 2023, and we achieved 35% renewable energy globally and have programs in place to increase our global renewable energy use

Emissions

50%

absolute reduction in scope 1 and 2 GHG emissions in our Austin headquarters by end of 2025 versus the 2018 baseline

ACHIEVED

In 2023, we reduced our scope 1 and 2 GHG emissions by 60% versus the 2018 baseline

New Goal

90%

Science-based target of 90% absolute reduction in scope 1 and 2 GHG emissions by end of 2030 versus the 2021 baseline

Waste Management

70%

landfill diversion rate at our Austin headquarters by 2023

ACHIEVED

In 2023, we achieved a 75% landfill diversion rate

New Goal

5%

absolute waste reduction in Austin headquarters versus 2023 baseline

Supplier Management

100%

of major suppliers (corporate and facilities) to complete SAQ by 2024

80%

of all suppliers (corporate and facilities) to complete SAQ by 2024

80%

of high-risk major suppliers to complete a VAP – with a goal of silver recognition by 2025

ON TRACK

In 2023, we achieved our goal of reaching 100% SAQ response rate from our major suppliers and >80% for all suppliers (corporate and facilities)

New Goal

Engage by end of 2025 with major suppliers on science-based reduction targets for our scope 3 emissions

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 2023, we achieved an 83% employee engagement score and were certified for the fifth year running as a Great Place to Work**. Additionally, 88% of employees participated in at least one inclusion initiative

**Silicon Labs has participated in the Great Place to Work survey since 2019

Stakeholder Engagement

Stakeholder engagement is a priority for Silicon Labs. We believe in continuous and open dialog with stakeholders, including an understanding of material topics, expectations, and engagement processes, essential to Silicon Labs' success. Our first materiality assessment back in 2022 was designed 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. Please refer to our 2022 Corporate Sustainability Report for further details. We built on this in 2023 using the same methodology and stakeholder group with the following process flow.

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

1

Identify ESG Issues

Environmental: 6
Social: 7
Governance: 6

2

Identify Stakeholders

Employees
Investors
Customers
NGOs
Suppliers

3

Materiality Survey

Evaluation of the topic at two levels:
Importance to stakeholder
Impact to the business

4

Analyze and Prioritize Material Topics

Material topics remains the same from previous year analysis

Stakeholder	Employees	Customers	Investors	Suppliers	Non-Government Organizations
Material Topics	▪ Employee engagement, training, and development ▪ Diversity, Equity, and Inclusion ▪ Occupational health & safety ▪ Business Ethics	▪ Products Services and Innovation ▪ Human Rights Protection ▪ Data Privacy and Security ▪ Emissions and Energy	▪ Business Ethics ▪ Financial & Economic Growth ▪ Board independence and Diversity ▪ Emissions and Energy	▪ Product Quality and Safety Management ▪ Responsible Supply Chain and Materials Sourcing Management ▪ Environmental Compliance ▪ Human Rights Protection	▪ Community Engagement ▪ Human Rights Protection ▪ Environmental Compliance
Engagement Process	▪ Employee surveys & inclusion assessments ▪ Live & on-demand seminars, conferences, workshops ▪ Online training platform for formal education and skill-building ▪ EthicsPoint Line ▪ Recognition, awards, milestone celebrations ▪ Intranet, internet, news, emails, videos ▪ Company Meetings, Town Halls, All-Hands Meetings, Offsite events ▪ Opportunities to build connection & community while supporting flexible work options	▪ Conventions, technical seminars ▪ Joint seminars, conferences, blogs, workshops, ▪ Internet, news, emails ▪ Customer meetings ▪ Website - Sustainability	▪ Quarterly earnings calls ▪ Analyst Day ▪ Conferences ▪ Shareholder outreach ▪ Quarterly & annual reports ▪ Investors Relations website	▪ Meetings ▪ Audits ▪ Contracts ▪ Surveys ▪ RBA Tools	▪ Donations ▪ Volunteering ▪ Partnerships ▪ Global Month of Service ▪ Site visits

2023 Highlights

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

99%
of employees completed at least one continuing education course

0
recordable workplace incidents

1st
full year of the global DEI Council, introduction of Cultural Agility course

75%
of total waste diverted globally

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

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

Responsible Business Alliance Member

18
grants awarded to expand technology education access to underrepresented groups

100%
of our major suppliers completed the SAQ audit including our new custom made ESG SAQ survey

60%
Absolute reduction in scope 1 and 2 emissions versus the 2018 baseline

Driving Single Security Certification as part of the Product Security Working Group in the CSA

1st
worldwide “product” level security program for ETSI EN 303645 EU Standard

35%
global renewable energy use
In 2023, our Austin headquarters consumed 68% renewable energy and 88% renewable electricity, and we achieved 35% renewable energy globally

EPA GREEN POWER PARTNERSHIP

88%
of employees completed at least one inclusive workplace course

Initial production of the new SiWx917 Wi-Fi 6 SoC, the most IoT-optimized Wi-Fi System on Chip

Awards, Recognition, & Ratings

Great Place to Work Certified 2023

Elektronik

Reader's Choice Product of the Year Finalist, BG27

Best Workplace for Commuters 2023

Leadership in Engineering Achievement Program Awards

Embedded Computing, Bronze, BG27/MG27 SoCs

Global Semiconductor Association

Most Respected Public Semiconductor Company (Achieving $1 Billion to $5 Billion in Annual Sales)

Embedded Computing Design

Best in Show Awards, Connectivity, SiWx917 SoC

EE Times Awards Asia

Best Green Tech Supplier, FG28 SoC

Corporate Partner of the Year and Silver Award at the American Red Cross, Central, and South Texas region

Ranker/Rater	2023 Score
ISS ESG Institutional Shareholder Services (ISS) ESG	C
MORNINGSTAR SUSTAINALYTICS Sustainalytics ESG Risk	Low Risk
MSCI MSCI ESG	A
CDP Carbon Disclosure Project	
Climate Change	C
Water Security	C

Enabling a More Sustainable World

Leading the way for the Internet of Things with secure, intelligent, wireless technology

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 innovate to improve our products and services for energy efficiency and productivity. Silicon Labs is focused on reducing die size to improve production yields, reducing energy consumption, and optimizing manufacturing processes. 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. Our next-generation Series 3 platform aims to deliver even greater power efficiency.

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

Battery-free IoT with Energy Harvesting

The US Environmental Protection Agency estimates that five billion consumer grade batteries are sold each year in the US alone, with billions more sold across the globe. These batteries pose an ongoing sustainability challenge due to risks of combustion, leaking chemicals into the environment, and by taking centuries to break down if they do at all. While some companies work on new battery chemistries for cleaner batteries, Silicon Labs is investing in research and development into energy harvesting to eliminate the battery problem altogether.

Energy harvesting leverages external sources of energy, such as solar, radio waves, and kinetic energy, to generate power for the device. It eliminates the need for batteries but requires that the power draw of the device be low in order to function on only these external sources of power. As a leader in low-power IoT, Silicon Labs is working to incorporate energy harvesting into its devices and expects to introduce new products soon that function within this power envelope. We're also forging partnerships with some of the leaders in energy harvesting to usher in a new era of battery-free IoT.

Extending Battery Life

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

Advancing Sustainability

Our technology powers IoT applications that are building a more sustainable world.

Securing the IoT

We were the first pure-play IoT semiconductor company to achieve PSA Certified Level 3.

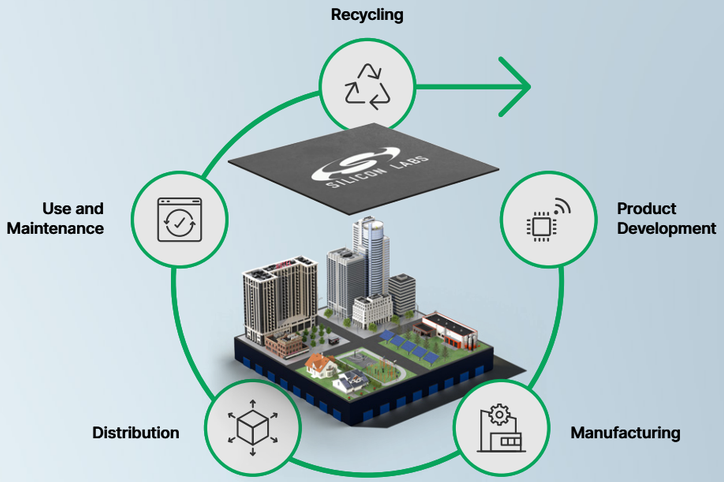
	Series-1		Series-2	
	BG12 Bluetooth®	BG22 Bluetooth®	FG23 | ZG23 Proprietary Z-WAVE	MG24 zigbee THREAD
Product Released	2016	2020	2021	2022
TX | Transmit	8.5 mA @ 0 dBm	4.1 mA @ 0 dBm	25 mA @ 14 dBm	5 mA @ 0 dBm
RX | Receive	10 mA	3.6 mA	4.0 mA	4.4 mA
EM0 | Active	130 µA/MHz	22 µA/MHz	26 µA/MHz	31 µA/MHz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

Enabling a More Sustainable World

Product Lifecycle

With continuously evolving software, security, and wireless ecosystems, we design our semiconductor solutions with the entire IoT product lifecycle in mind. Our wireless, sensor, and microcontroller hardware products come with a minimum 10-year 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 and carton boxes that we use are compliant with the European packaging and packaging waste directive 94/62/EC. Together with our suppliers, we use recyclable carton boxes to ship our product and Silicon Labs uses reusable bubble wrap in all packaging.



Smart Building Management the IoT Way

Energy conservation of up to 80%

INGY, a leading software development company specializing in smart lighting, has earned global recognition in providing a comprehensive wireless lighting control system. To extend their product portfolio for commercial lighting solutions, INGY incorporated sensors into luminaires to offer smart building services, such as asset tracking, occupancy analytics, and indoor navigation for facilities like hospitals. The challenge lay in fulfilling a wide range of requirements from its lighting customers, such as size constraints, shape requirements, high-temperature resilience, and high-performance wireless capabilities.

To address these challenges, INGY selected Silicon Labs' ultra-low power MG24, multiprotocol SoC paired with the Wirepas Mesh stack, which offers an output power up to 20 dBm, extensive Flash and RAM memory, and low-latency wireless connectivity. This makes it a perfect match for INGY's wide range of luminaires and sensors.

The integration of our SoC into INGY's smart lighting solutions provides the most streamlined and optimized smart lighting wireless development portfolio. The INGY software solution based on Silicon Labs SoC requires no further software solution on the lighting manufacturer side, reducing time to market and increasing flexibility through the support of other wireless protocols such as Zigbee and Bluetooth LE.

- Energy conservation potential of up to 80%
- INGY can reduce CAPEX costs by as much as 30% compared to other solutions without increasing the cost of the planned lighting solutions

High frequency / low power water management, the smart way

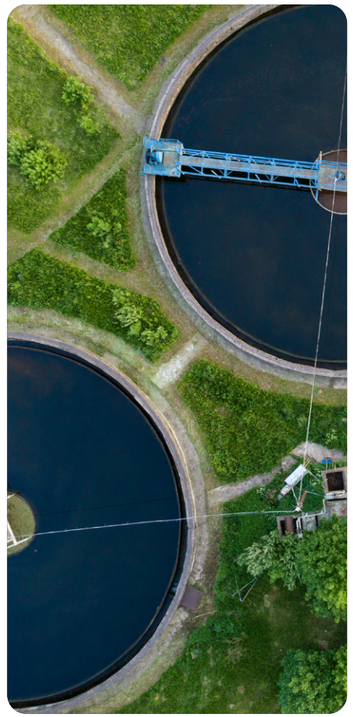
Aclara offers meter transmission units (MTUs) for smart infrastructure solutions connecting into gas, electricity and water meters. Focusing on water, the company has developed a network that communicates data from meter endpoints to the utility company. Installed in a range of locations, these endpoints bring greater versatility to the company through full visibility and data insights. In turn, the water utility company can better manage supply and demand, and address any issues, such as leaks, more quickly.

The challenge was in finding a high performance, low power transceiver for integration into the endpoints that would meet the 20+ years-in-the-field requirement. With the Si446x EZRadioPRO from Silicon Labs, Aclara is able to bring highly reliable connectivity and low power consumption to its utility meter transmission units.

- Smart water management due to high frequency, low power transceiver
- Speedy reaction times for leak detection

80%

Energy conservation potential



Silicon Labs IoT Solutions Behind the Energy Transition

In response to climate change and calls to reduce greenhouse gas emissions, the ways we make and use electricity have taken center stage. Energy production, transmission, and consumption systems – i.e., “the grid” – are being reimagined, and innovators from a wide array of industries are rising to the challenge and driving what has been appropriately dubbed “the energy transition.”

The Role of Silicon Labs in the Energy Transition

Silicon Labs creates hardware and software solutions for IoT developers who design products intended to improve our world and our lives. With a diverse selection of System-on-Chips (SoCs), expertise on all IoT standards and protocols, and exceptionally high standards of quality and security, we support changemakers reinventing energy management, electrification, and distribution.

Our FG25 Sub-GHz Wireless SoCs, with faster processing speeds, large memories, and built-in long-distance transmitters are designed specifically for smart city applications such as smart metering and building automation. The SoCs are equipped with multiple modulation schemes – multi-rate OFDM, FSK, and O-QPSK – that facilitate efficient data transmission and interoperability with other smart devices while preventing interference from devices operating on higher frequency bands, making them ideal for use in dense, “noisy” environments. They are also Wi-SUN FAN (Wireless Smart Ubiquitous Network, Field Area Network) certified, qualifying them as a future-proof option for IoT developers driving the deployment of urban technologies of tomorrow.

United Nations SDG 9.4
Upgrade all industries and infrastructures for sustainability

Real-World Grid Impact of Silicon Labs Solutions

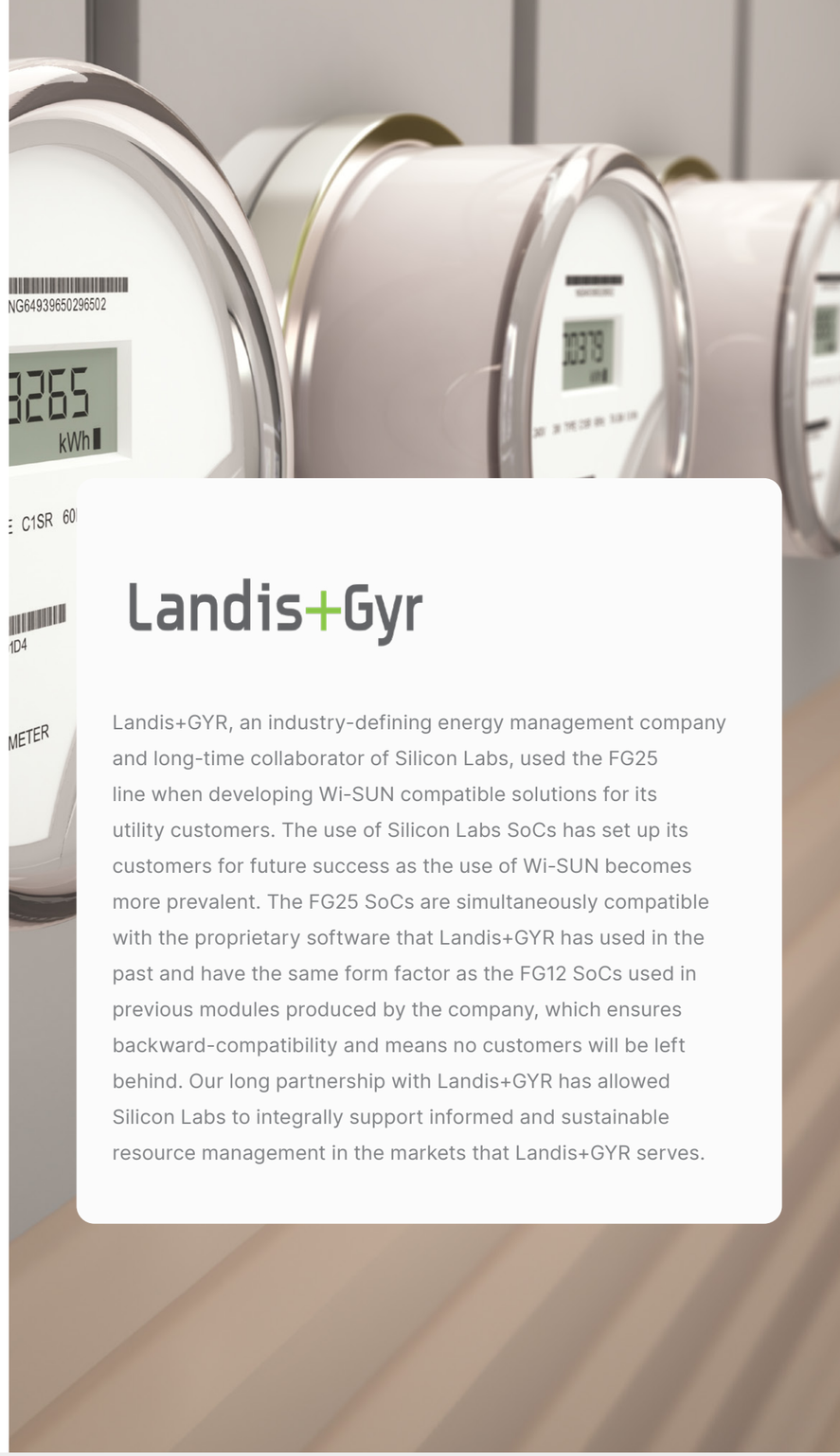
As people everywhere recognize the need to evolve our energy habits, Silicon Labs is committed to supporting the development and deployment of smart city, smart grid, and electrification technologies. We design reliable, secure, and adaptable hardware and software solutions and form productive partnerships with mission-driven IoT innovators to bolster rapid and efficient change in energy usage and consumption. By doing so, Silicon Labs is determined to turn the bright future envisioned by Smart Cities into a reality.

The FG2x chip family has already been put to the test in real-world city infrastructure and has proven to be a true game changer.

Japan has been updating its energy grid for greater resilience since 2014. In Japan, Wi-SUN has already been deployed at scale as a critical enabler of smart city developments, and momentum is picking up as the country works to replace 80% of conventional electricity meters with smart meters by 2024. Nagano Japan Radio Co., Ltd., a key player in Japan's energy transition, chose FG25 Sub-GHz SoCs for its smart meter modules. These SoCs, known for Wi-SUN compatibility, high performance, and the superior security features included in Silicon Labs' Secure Vault technology, facilitated easy mass deployment of hardware solutions. The result was consistent high-quality service and universally protected data in smart meters.

India has set a similar smart metering goal – replacing 250 million conventional electricity meters with smart meters by 2026 – to eliminate inefficiencies in the country's energy system and prevent energy theft. CyanConnode, a global leader in narrowband mesh networking, used Silicon Labs' FG25 Sub-GHz SoCs and FAN-certified Wi-SUN stack to support this endeavor. Working with Silicon Labs allowed CyanConnode to devote more time and resources to developing a robust and reliable mesh network while still delivering high-quality, low-latency, safe products that will stand the test of time to their customers.

United Nations SDG 11.3
Inclusive and sustainable urbanization



Landis+Gyr

Landis+GYR, an industry-defining energy management company and long-time collaborator of Silicon Labs, used the FG25 line when developing Wi-SUN compatible solutions for its utility customers. The use of Silicon Labs SoCs has set up its customers for future success as the use of Wi-SUN becomes more prevalent. The FG25 SoCs are simultaneously compatible with the proprietary software that Landis+GYR has used in the past and have the same form factor as the FG12 SoCs used in previous modules produced by the company, which ensures backward-compatibility and means no customers will be left behind. Our long partnership with Landis+GYR has allowed Silicon Labs to integrally support informed and sustainable resource management in the markets that Landis+GYR serves.

Securing the IoT

Driving security standards and pioneering single security certification

We were the first semiconductor company to achieve PSA Certified Level 3, the highest level of IoT hardware and software security protection.

Silicon Labs' Series 2 products have been designed and developed with the 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.

May 2021, the US Government signed an Executive Order resulting in the FCC (Federal Communications Commission) and the NIST (National Institute of Standards and Technology) piloting a new program for IoT security labelling, with the aim of providing the consumer with information and building trust. Called the US Cyber Trust Mark, this is a voluntary program integrating the NIST IR 8425 specifications and processes. Similar to programs for energy ratings, this provides a living label accessed through a QR code and updated as necessary, that provides security details about the integrity of the device including information on breaches. It is designed to provide the consumer with security and trust in the device they are installing in their home.

The US is not alone in advancing measures to build public confidence in IoT and similar initiatives have emerged in the EU and in Singapore. To make implementation of these certifications simpler and more efficient, Silicon Labs is working within the Connectivity Standards Alliance's Product Security Working Group (PSWG) to centralize all worldwide policies in **a single security certification** acceptable to all countries. The major advantage of this is that it builds on existing certifications, allowing for inheritance. In this way, device makers are spared reinvesting in re-certification and need only prove that the new system is correctly implemented. This saves considerable time and budget for companies moving to support the global standard.

Connected Health

The challenges associated with Connected Health are diverse. Any application that uses personal, individual data must be highly secure and meet the highest level of specifications. The technology must be small, the size of a penny, and non-intrusive as it will be worn daily by patients. It must have high RF performance and the battery life must be sufficient to avoid the nuisance of frequent recharging. Finally, it must be cost-effective.

Silicon Labs has developed a wide range of products based on our Bluetooth SoC technology. This works with connected health applications, ranging from continuous glucose monitoring and insulin pumps for diabetes management, pulse oximeters, smart scales, medicine delivery patches, cycle monitoring for fertility management and biometric data for health monitoring, among others.

Continuous Glucose Monitoring (CGM)

CGM is a 14–30 day operation requiring a small device fitted with a needle. It generates continuous readings sent to a cellphone which transmits the information to an insulin pump, which in turn works as an artificial pancreas, delivering the required dose of medication. The technology must have good battery life, excellent RF performance, small footprint, and be equipped with an analog front end. We provided our client with a BG27 released QFN package.

UN SDG Target 3.D
Improve early warning systems for global health risks

Oral Acid Monitor, Lura Health — One of the smallest IoT devices in the world.

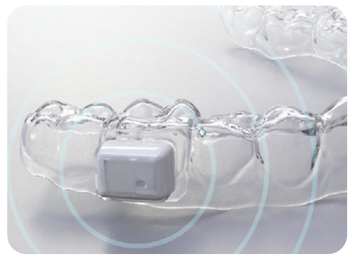
Lura Health was looking to design a small wearable for inside the mouth to track and monitor oral and systemic health. Saliva is an underused diagnostic fluid as it requires a one-time sampling and lab-analysis. The use of sensors embedded in orthodontic appliances such as retainers, bands, and brackets is a game-changer for using saliva as a health indicator. The Silicon Labs EFR32BG27 is an IoT SoC with an ultra-small package bringing low power consumption, Bluetooth connectivity and enough memory for connected medical devices. With it, Lura Health was able to produce the world's first salivary diagnostic wearable sensor.

Wearables

The use of our technology in wearables promotes an active lifestyle which is important for preventive health. There is a marked increase in the number of wearables on the market which connect to devices in the home. Silicon Labs provides highly discreet technology feeding back information to the consumer on their level of activity, quality of sleep, heart rate and many other health indicators.

Development Service Group

With all the intricacies associated with miniaturization and security of connected health devices, we have a team of experts to serve our customers with extra support on design, aesthetics, security, and manufacturing technicities.



Fostering a Culture of Innovation

Innovation starts with our people. 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 representative and inclusive workplace that attracts and retains exceptional talent. When we solicit and honor differing viewpoints and diverse experiences, we create better solutions for our customers and a great experience for our team members. These principles are reflected in our employee training, with a 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. We do this to ensure a deep understanding of employee sentiment and identify areas where people need more support. We believe that a successful Employee Value Proposition is broad and speaks to the many needs of our staff. Core pillars include transparency, flexibility, a personalized approach, support of families, and fair and equitable treatment.

The success of Silicon Labs is ultimately dependent on our people. Our employees will stay and thrive only if we can consistently ensure a safe, healthy, inclusive, and engaging culture in which they are proud to work.

Great Place to Work Certified

With an 86% response rate, Silicon Labs has been recertified as a Great Place to Work based on global employee feedback survey.

Inclusive Culture

We achieved a 77% participation rate in the annual inclusion assessment to better understand the diversity, equity, and inclusion experience of its employees.

Silabs University

Our internal learning and development program, SiLabsU, now has more than **619 unique learning experiences** for all employees to access.

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

86%

Response rate from employee feedback

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

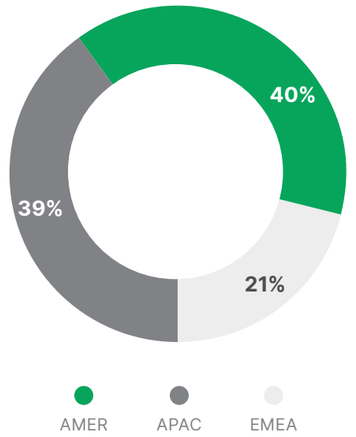
Business Conduct Standards

Global Human Rights Policy

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

Diversity & Inclusion Policy

GLOBAL WORKFORCE DISTRIBUTION



Employee Engagement

For the fifth consecutive year, Silicon Labs has been certified a Great Place to Work. Each year, we invite all global employees to participate in an employee engagement survey, which helps us understand employee sentiment. This annual survey is supplemented by a mid-year pulse survey to assess our progress throughout the year. Listening to our employees ensures that we drive corporate-level initiatives that have the most positive impact on their experience.

Action Plans

With the feedback from these surveys, we put in place multi-year roadmaps that drive important initiatives forward. Three themes have emerged where Silicon Labs can work to improve the employee experience:

- Work/Life balance, Total Rewards, and Employee Development

These initiatives are a part of a long-term strategy for employee satisfaction.

Transparency in our internal communications

We openly discuss the results of our surveys with our employees in Town Halls and other forums, so that we keep a transparent and interactive dialogue going throughout the year. We continue to invest in wellness and other initiatives that are working well for our employees.

Employment practices

We follow statutory requirements in every jurisdiction in which we operate to ensure that our employment practices are compliant, consistent, and culturally appropriate for our employees. We ensure competitive wages by following market benchmarks in every labor market and offer a comprehensive benefits package to every full-time employee in every location. Beyond our direct employment documents that state our commitments to our full-time employees, we monitor our partners, vendors, and suppliers to ensure that they also provide safe working conditions and respectful workplaces.

Our commitment to sustainability shows our care for the environment and the wellbeing of our current and prospective employees. Sound practices create a healthy workplace, and a healthy workplace promotes high employee engagement and performance. This in turn allows us to attract, engage, and retain global top talent creating the most innovative solutions possible.

ENGAGEMENT GOAL

90%

Global employee engagement score by 2025

83%

say Silicon Labs is a great place to work

Great Place to Work survey

89%

proud to tell others they work at Silicon Labs

Great Place to Work survey

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.

Diversity, Equity & Inclusion (DEI)

Integrating diversity, equity, and inclusion into the way we work is critical to our mission: building a smarter, 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.

DEI experience score: 80% with all regions reporting YoY increase..

ENPS: 57. The Employee Net Promoter Score is a metric that assesses employee satisfaction and loyalty. Scores range from –100 to 100 and anything above 50 is considered excellent.

INCLUSION GOAL

90% of our employees participate
in one or more Silicon Labs inclusion initiatives by 2025

Our DEI Objectives & Action Plans

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.
Build pathways for talent	Actively drive representation in our recruitment programs and partner with universities and nonprofits to provide financial and volunteer support for equity in STEM initiatives.
Improve talent retention	Expand development opportunities for our historically underrepresented communities through mentoring circles, 1:1 mentoring, and individual coaching.
Culture of Inclusion	Expand programs for encouraging a global culture of inclusion through activities with Aperian and the DEI Council.

Measuring Progress - 2023 Inclusion Assessment

Our annual inclusion assessment is executed by a third-party group, and all responses are anonymous. This year, 77% of employees participated in the survey, a 10% year-on-year increase, providing feedback on the following topics:

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

The assessment provides us with a strong measurable indicator for gauging our progress year on year on our inclusion initiatives. This helps us to identify challenges and opportunities which we turn into action plans and share with the full team during a special Town Hall meeting.

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 and that they have an opportunity to grow their career wherever they sit in the world. The committee meets every other month and is a forum for fostering a more diverse, equitable, and inclusive environment. 2023 was the first full year of the Council and their inputs quickly bore fruit, launching a new Cultural Agility course with our partner, GlobeSmart, focusing on cross-cultural collaboration and the development of an inclusive workplace. Other activities included:

- 3rd annual DEI assessment
- Expanded employee resource group (ERG) programming & the addition of a new ERG, Amigos
- Improvements to the Austin wellness room
- Increased the learning library with 56 new inclusion courses
- 4th annual Women@Silabs mentoring circles
- 1:1 mentoring through Growthspace
- Workstreams to help operationalize DEI best practices into "the way we work"

DEI EXPERIENCE SCORE

eNPS 57

UN SDG Target 5.5
Ensure full participation in leadership and decision-making.

Diversity, Equity & Inclusion (DEI)

Mentoring & Coaching — Improving retention of underrepresented talent

Based on feedback from our Inclusion Assessment, we continue to expand development opportunities for underrepresented communities. Our mentoring program entered the fifth year of its offering, while we also had a very encouraging year for our coaching service, Growthspace, which provides 1:1 skills coaching with external experts on specific areas of development and is 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 our communities, and partner with local universities and early education programs to increase the representation of women and other underrepresented groups in engineering and STEM roles.

In 2023, we provided grants to support 18 nonprofit programs expanding access to STEM education.

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 wellness and benefits programs are essential in encouraging our employees with healthy lifestyles and also offer confidential support focusing on mental health.

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.

Pay Equity

Silicon Labs proactively monitors remuneration policies to identify unequal pay, including the factors that contribute to it. We benchmark for market practices, evaluate employee performance, and ensure pay is commensurate with market data, performance, and experience. Our compensation planning tools have embedded reporting that alerts planners to potential bias so we can address concerns in the planning stage before execution. This is supported by an Inclusive Performance Management training for managers specifically related to compensation, raising awareness of the issue.

In 2023, we implemented global reporting in our Workday compensation cycle that enables pay planners to comparatively analyze pay for their respective teams based on gender and performance criteria. This change serves to educate our management teams as well as to help achieve fair and equitable compensation for all our employees.

Flexible Work Policies

Silicon Labs recognizes that offering remote or flexible working options can maximize productive work time, increase job satisfaction, ease commutes, and reduce our carbon footprint. Teams are given the flexibility to offer remote, hybrid, and part-time options allowing them to be culturally relevant and comply with local legislation.

Quiet Weeks

The use of Quiet Weeks, during which we limit email and meetings to reduce workload and boost efficiency, continued in 2023 with one Quiet Week per quarter. These weeks are designed to improve the work/life balance and give employees a chance to efficiently manage their workload. The reduction in email traffic gives everyone a chance to catch up and recharge or plan their vacation time knowing they won't be returning to email overload.

2023 Highlights

Virgin Pulse – a new tracking service for positive, healthy habits

In 2023, we launched a new wellness service, Virgin Pulse, which allows employees to track their daily practices for sleep, activity, nutrition, and mental health. This is an important broadening of the tools and support we offer to employees in pursuit of a healthy lifestyle and allows us to launch campaigns across the globe where employees can support each other in wellness/fitness friendly competition.

We continue to offer and promote mental health support through our Employee Resource Group, Being, and Headspace Care, a global, dedicated, on-demand service for mindfulness in the workplace, addressing stress before it leads to health issues such as burnout and illness.

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

Learning & Development

We support a curious, high performing culture with the resources needed for employees to grow their technical knowledge, build leadership skills, and achieve their development goals. Employees collaborate and share expertise through an internal training program of virtual sessions and in-person workshops that help strengthen technical and professional skills. We host university professors and external speakers to broaden knowledge, trigger creativity, and inspire innovation. We have more than 619 unique learnings in our Silabs University and offer additional libraries of content to ensure we have a robust learning offering for all. We continue to expand our core programs to ensure we reach as many employees as possible, personalizing the experience to fit their needs. For the past 16 years, we've hosted a three-day global technical symposium that is focused on bringing employees together from across the globe to share their best work and latest innovations.

Through efforts to expand education opportunities over the last five years, we have improved our employee ratings for Learning & Development by seven points in our Great Place to Work survey.

RESULTS

200
courses added to Workday, our learning management system

18,952
training hours completed (an increase of 40% year on year)

99%
of all employees completed at least one course in Workday

Silabs University

Following its successful launch two years ago, Silabs University ("SilabsU") continues to provide new content for professional development on a digital platform 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 by 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

We offer technical certification programs including entry-level and intermediate python programming language, and agile and pragmatic marketing training. Employees also have access to more than 50,000 courses, live events, and professional certification programs through O'Reilly 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. Our partnership with GrowthSpace, offering global coaching in more than 200 languages, grew significantly in 2023 with high numbers of employees receiving coaching on specific development areas, generating an average satisfaction rating of 4.7/5.

Manager & Leadership Training

We're committed to the advancement of our employees and supporting them with the tools and resources they need to prepare for management roles. 100% of our employees receive performance and career development reviews at least once annually. By the end of 2023, two-thirds of our targeted leaders participated in our Ignite & Manager Catalyst courses. Both courses are immersive multi-month experiences focused on skill building, practical application to the complex human-centered problems leaders face today, and building a great leadership culture at Silicon Labs.

Insights Discovery & Team Effectiveness

By the end of 2023, half of our employee population had completed an Insights Discovery and/or Team Effectiveness course and we expect to expand our reach to all employees by the end of 2024.

Annual Technical Symposium

2023 TECHNICAL SYMPOSIUM ENGINEERING WITHOUT CHAOS

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 2023, we celebrated the 16th Technical Symposium with our highest engagement to date.

179	4	31	1,161
sessions	keynotes	hours of learning content	registrants

The Circuit – internal communications

In February 2023, we launched The Circuit, a modern intranet designed to inform, engage, and connect our global workforce. Nearly 100% of employees visited the Circuit within days of launch, and ~80% visit monthly to stay up-to-date and engage with colleagues. Collectively, they've viewed 50,000+ pages and posted/commented/liked content 7,000+ times.

Connected To What Matters — Community Engagement & Philanthropy

Our 2023 Philanthropic Pillars

STEM Education: Expand STEM education and technology access, including opportunities for women and underrepresented groups.

We believe that education is the cornerstone of progress. A strong foundation in STEM (Science, Technology, Engineering, and Mathematics) subjects is essential for personal and societal advancement in today's rapidly evolving world. To this end, we are dedicated to expanding STEM education and increasing technology access, particularly for underrepresented groups. By emphasizing inclusivity and equal opportunities, we aim to empower individuals from diverse backgrounds to pursue careers in STEM fields, fostering innovation and ensuring that the benefits of technology are accessible to all.

Sustainability: Support projects and initiatives that enable a more sustainable and energy efficient world.

Sustainability is a fundamental responsibility for any forward-thinking organization. We are committed to supporting projects and initiatives that promote a more sustainable and energy-efficient world. Our focus on sustainability extends to reducing our environmental footprint, promoting eco-friendly practices in our operations, and actively investing in research and partnerships that drive advancements in clean energy technologies. By doing so, we contribute to the global effort to combat climate change and preserve the planet for future generations.

Community: Invest in organizations and activities that improve the communities where our employees work and live.

We understand that our success is intertwined with the well-being of the communities where our employees work and live. Our commitment to this pillar reflects our dedication to giving back to those who support us. We invest in organizations and activities that improve the quality of life in these communities, including healthcare, education, and poverty alleviation initiatives. By actively engaging with local stakeholders and addressing critical community needs, we aim to foster more robust, vibrant communities where individuals and families can thrive.

$291,700
in grants awarded to STEM activities including technology access for underrepresented groups

100+
team members active in community service from our Hyderabad site in India

36%
of the projects undertaken during the global month of service support Biodiversity goals by recovering affected habitats

2471
volunteer hours tracked globally

292
lives impacted through blood drives held in our Austin location

2023 Highlights

STEM Related Efforts

In 2023, we reinforced our commitment to STEM education, expanding opportunities for underrepresented communities. We renewed our partnership with Code2College, an organization dedicated to increasing the representation of minority and low-income students in STEM fields, helping them build pathways to successful STEM careers. Additionally, we proudly support Girlstart, an organization working diligently to spark and nurture girls' interest and participation in STEM disciplines. Furthermore, we stand alongside Latinitas, an organization with a vision to empower all girls and students to innovate through media and technology, ultimately fostering the growth of courageous leaders.

Code2College girlstart Latinitas
Empowering All Girls to Innovate with Media and Technology

Lifechanging Partnership with American Red Cross Central and South Texas Region

When the local Red Cross shared the overwhelming need for blood donations in the aftermath of limited donations during the COVID health crisis and related restrictions, we decided to open the lobby of our downtown Austin office for our first blood drive in 2022. In addition to our own employees, people from all over the city showed up to donate. Inspired by the success, we quickly scheduled three more drives, resulting in a quarterly cadence. Our final drive of the year was on December 8th, and we celebrated changing 292 lives with our collective donations. As a result, we received the Corporate Partner of the Year Award and the Silver Award at the American Red Cross Central and South Texas Region annual awards ceremony. Given our unique location and accessible building in central Austin, we aim to host monthly drives in 2024 creating a bigger impact for those in need.

Connected To What Matters — Community Engagement & Philanthropy

Global Month of Service

Every year, Silicon Labs celebrates a Global Month of Service in September, organizing opportunities for its employees to volunteer in their communities. In 2023, every office participated, engaging in a wide range of activities from building homes with Habitat for Humanity, to giving blood, mentoring kids, and serving in food kitchens. This year, we placed a special emphasis on sustainability, with teams of employees spending time outdoors cleaning parks and working in community gardens, for example.

Our Hyderabad office exemplifies the Silicon Labs spirit of community service as outlined below:

- At a lake cleaning and restoration event in association with the Nirmaan Organization, we recovered an impressive 1,600 kg of waste from the lake.

- With the Sayodhya Foundation (CSR Partner), we conducted an informative and practical session on women's health, self-care, and menstrual hygiene at the Government School, raising awareness for the girls and answering any questions they might have.

- We also welcomed women from Udayan Care and Sayodhya - Home for Women – hosting women's health information sessions and self-care. We focused on women in tech, presenting some of our key employees and how they came to work in a STEM career at Silicon Labs.

- Our infrastructure program for schools resulted in significant improvement in equipment, in both teaching and sanitation.

Completed	In Progress
Setting up of water purifier	Solar & UPS Repair
Installation of dual desk benches for the students	Cleaning of the school
Installation of green classroom boards	Recruitment of sports trainer
Water dispenser for staff	Scholarship for toppers
Repair of toilets	Sanitation
Recruited scavengers and security guards	Menstrual hygiene sessions for the girls

- We held a donation drive where employees came forward and donated preloved clothes, books, toys, shoes, etc. The collected books were donated to the chosen school and the rest to an NGO.

- Our employees mentored 25 students from Kothaguda Government school, sharing knowledge and experience.

Plans continue with more activities for blood donations, plantations, technical training in schools, sessions on immediate medical assistance and CPR, donations and volunteering.

Biodiversity and protecting the world we live in

Biodiversity is essential for the health and resilience of ecosystems, human well-being, and the sustainability of various economic activities. Its conservation is crucial for ensuring a balanced and sustainable future for both the environment and human societies. Incorporating biodiversity into sustainability strategies is not only an ethical responsibility but also a strategic imperative for businesses looking to thrive in a rapidly changing global landscape. It aligns with broader environmental, social, and governance (ESG) principles that are gaining prominence in the business world.

Silicon Labs beehives – putting our flat rooftops to good use

Silicon Labs' headquarters became home to several thousand honeybees in two separate hives in 2023 as part of an initiative to put our space resources to good use and contribute to the bee population of Texas. Our two hives, one traditional, built to harvest honey, and the other a horizontal top bar hive, are designed to offer home and protection for bees as part of our environmental conservation activity.

With the extreme heat in Central Texas during the summer months, the hives were given the shade protection of a purpose-built gazebo and water spigot to offer relief and refreshment. The bees took up residence on April 21st and so far, have taken to their new home very well. They were able to collect enough nectar, honey, and pollen to see them through the worst of the heat and are waiting to see how the winter temperatures affect the hive.

We are hopeful that this is the start of a new era of Silicon Labs beekeeping, with self-sufficient bees making the most of the delights of Zilker Park, Lady Bird Lake and surrounding areas. We are looking forward to the first jar of Silabs Honey!

United Nations SDG 15.5
Protect biodiversity and natural habitats

Advancing Responsible & Sustainable Operations

With sustainability integrated into the core of our corporate strategy, we uphold a commitment to responsible and sustainable practices in all our daily business operations, product design, and technological investments. This commitment extends to both our internal functions and our engagements with suppliers, and customers. Our pledge to “do the right thing” resonates in every decision we make, benefiting our employees, customers, shareholders, communities, and the wider environment. We actively pursue strategies to minimize resource utilization, mitigate the environmental impact of our production processes, enforce stringent working conditions within our supply chain, and fortify the security of our technology infrastructure and data.

Our operational footprint

Renewable Energy

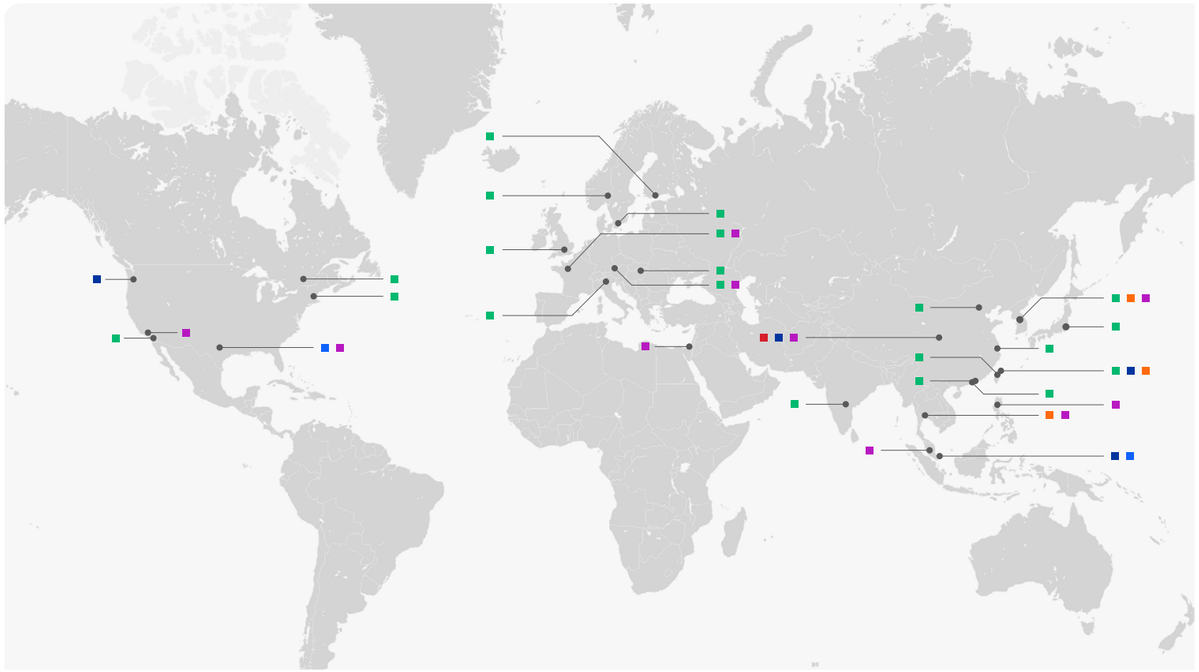
Silicon Labs is part of the Environmental Protection Agency Green Power Partner Program, which helps us easily monitor and share our efforts in using green power.

Supply Chain Sustainability

Silicon Labs is a member of the Responsible Business Alliance (RBA), the world’s largest industry coalition dedicated to responsible business conduct in global supply chains.

Cybersecurity

To ensure the highest quality technology infrastructure, we follow industry practices and pursue alignment with standards such as the ISO/IEC 27001 and NIST Cybersecurity Framework.



- Major suppliers OSAT
- Major suppliers Fab
- Major suppliers CM
- Non Major Suppliers
- Silicon Labs Comercial offices
- Silicon Labs Operational offices[1]

Note 1: Operational offices: “ As a fabless company, we don't have manufacturing in place. We consider operational sites where a product is shipped from and these sites are certified under ISO 14001.”

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 guides adherence to EHS quality in our processes and facilities and outlines expectations for management systems, pollution prevention, and risk management. Additionally, operations at Silicon Labs’ headquarters in Austin, Texas, and our international headquarters in Singapore, are guided by our Environmental Management Policy reinforcing our commitment to designing environmentally friendly products, improving our environmental performance and pollution prevention, and minimizing the negative environmental impact of business activities. Below is a full list of policies and statements that guide our approach to sustainable and responsible operations and apply to all employees, contractors, suppliers and facilities unless noted otherwise.

Global Environment 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

Privacy Notice

Energy and Emissions

Our Approach & Policies

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

Silicon Labs is committed to reducing our carbon footprint. Our focus is on science-based principles and targets to reduce greenhouse gas emissions by developing insight through expansion of our greenhouse gas inventory, reducing energy consumption, transitioning our global facilities to renewable energy, and engaging our suppliers on carbon footprint reduction topics.

In 2023, in accordance with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), and in an effort to identify climate-related risks and opportunities, we identified two additional potential climate risks (acute physical and chronic physical) and one opportunity (development and/or expansion of low emission goods and services). **See Appendix: TCFD table and our latest CDP climate change disclosure.**

Energy And Greenhouse Gas Emissions Goals

100% renewable energy use in Austin headquarters by end of 2025

70% renewable energy use in Austin headquarters by end of 2023

NEARLY ACHIEVED

In 2023, our Austin headquarters consumed 68% renewable energy and 88% renewable electricity

100% renewable energy use in all Silicon Labs facilities where programs are available by end of 2025

ON TRACK

In 2023, and we achieved 35% renewable energy globally and have programs in place to increase our global renewable energy use

50% absolute reduction in scope 1 and 2 GHG emissions in our Austin headquarters by end of 2025 versus the 2018 baseline

ACHIEVED

In 2023, we reduced our scope 1 and 2 GHG emissions by 60% versus the 2018 baseline

Science-based target of **90% absolute reduction in scope 1 and 2 GHG emissions** by end of 2030 versus the 2021 baseline

Action Plans

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

Increasing the use of renewable energy is critical to achieving our emissions goals. We have developed a global renewable energy plan and established goals to purchase renewable energy where possible. We are evaluating the need to buy Renewable Energy Certificates (RECs) in locations where the renewable energy options are limited or unavailable.

Emissions from our supply chain are responsible for more than 90% of our total greenhouse gas emissions inventory. For this reason, we have focused on a supplier engagement program for alignment on environmental topics such as energy and greenhouse gas emissions. We use the Emissions Management survey from RBA to gather energy and greenhouse gas emissions data from our major suppliers and conduct further analysis and conversation to understand their position on energy and emissions targets. Through this process, we've determined 89% of our major suppliers have established greenhouse gas emissions reduction targets and are reporting scope 1 and scope 2 inventories.

United Nations SDG Target 7.2
Increase substantially the share of renewable energy in the global energy mix by 2030.

Energy and Emissions

Reporting Results

Energy reduction is an on-going focus and in 2023, we set a 5% energy usage reduction target for the year in our Singapore facility. With investment in an energy-efficient LED lighting infrastructure, we were able to achieve a 9.3% energy reduction of 349 MWh.

Energy usage includes renewable and non-renewable grid-sourced electricity, district cooling and district heating. In 2023, we consumed 16.355 GWh or 58,878 GJ of energy globally, with renewable energy at our Austin headquarters, and Montreal, Budapest and Espoo facilities accounting for 35% of our total energy consumption. Our Austin headquarters consumed 68% renewable energy and 88% renewable electricity.

In our Austin headquarters, we achieved our goal of reducing scope 1 and 2 greenhouse gas (GHG) emissions by 50% compared to our 2018 baseline of 3,027 MTCO2e. This was due to the increased use of renewable energy leading to a 60% reduction in greenhouse gas emissions.

Greenhouse gas emissions inventories have been prepared in accordance with the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard, using operational control as the organizational boundary. Market-based methodology was used to account for renewable energy contracts, and a location-based methodology for that of regional and national grid emissions.

Scope 1 emissions include direct emissions from stationary combustion of diesel in backup electric generators and natural gas in boilers at our facilities.

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

Scope 3 emissions include category 1: purchased goods and services, category 4: upstream transportation and distribution, category 5: waste generated in operations, and category 6: business travel. In 2023, we added category 2: capital goods, and category 7: employee commuting, and although we did not retroactively report on prior years, we will report on these categories in the future. Category 1: purchased goods and services, category 2: capital goods and category 4: upstream transportation and distribution emissions are estimated using spend-based Environmentally Extended Input-Output models. In 2023, we chose to recategorize our 2021 and 2022 upstream leased facility inventories from category 8: upstream leased assets to scope 2, and our downstream leased assets from scope 2 to category 13: downstream leased assets. The recategorization was done to better align with the operational control boundary. The recategorization does not change the GHG emissions inventory totals for 2021 and 2022, nor did emissions-related goal achievement benefit from the recategorization.

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

The table below shows energy consumption, scopes 1, 2, and 3 greenhouse gas emissions, and other significant air emissions. Where data is unavailable, it is indicated with a dash.

Limited assurance of sustainability performance and greenhouse gas emissions data have been provided by an independent third party.

See Appendices: 2023 Sustainability Metrics Verification Statement and 2023 Greenhouse Gas Verification Statement.

Additional detailed breakdowns of energy usage and greenhouse gas emissions are available in the Appendix: ESG tables.

Energy Consumption & Greenhouse Gas Emissions Summary

Energy Consumption	2021	2022	2023
Total (GWh) from Grid	16.713	17.039	16.355
Percent from Grid	100%	100%	100%
Renewable Energy (GWh)	4.056	5.256	5.740
Renewable Energy (%)	24%	31%	35%
Non-Renewable Energy (GWh)	12.656	11.783	10.615
Non-Renewable Energy (%)	76%	69%	65%

Greenhouse Gas Emissions			
Scope 1	**155**	**137**	**39**
Generation of Electricity	2	3	2
Generation of Heat	153	134	37
Scope 2 (market based)[1]	**2,207**	**1,853**	**1,592**
Purchased Electricity	1,654	1,360	1,195
Purchased Heating	2	4	0
Purchased Cooling	550	489	397
Scope 3	**98,617**	**105,744**	**131,355**
Category 1: Purchased Goods & Services	92,499	96,964	120,261
Category 2: Capital Goods	-	-	3,443
Category 4: Upstream Transportation & Distribution	5,154	4,985	3,173
Category 5: Waste Generated in Operations	56	86	29
Category 6: Business Travel	135	3,025	2,404
Category 7: Employee Commuting	-	-	1,395
Category 13: Downstream Leased Assets (market-based)[2]	772	685	650
Total Scope 1, 2 and 3 Emissions (metric tons CO2e)	100,979	107,734	132,986
Other Significant Air Emissions (metric tons)[3]	1.085	1.402	1.398

In 2023, we reported to the CDP as part of our effort to increase transparency with stakeholders on our climate change impacts and actions.

CDP Climate Change C

Note 1: Location-based emissions were FY21: 3,190, FY22: 3,156 and FY23: 2,832.
Note 2: Location-based emissions were FY21: 1,018, FY22: 1,004 and FY23: 1,141.
Note 3: Include NO_X, CO, VOC, PM and SO_2

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 extended our water risk analysis in 2023.

Globally, our water withdrawals come from local utilities, and we monitor water reports and alerts on water risks and scarcity. We employ 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 might occur regarding water scarcity based on drought risk. We have established priority criteria for risk monitoring and are re-evaluating existing water plan sites with high water stress and scarcity levels to evaluate possible impacts on our operations and develop action plans as needed.

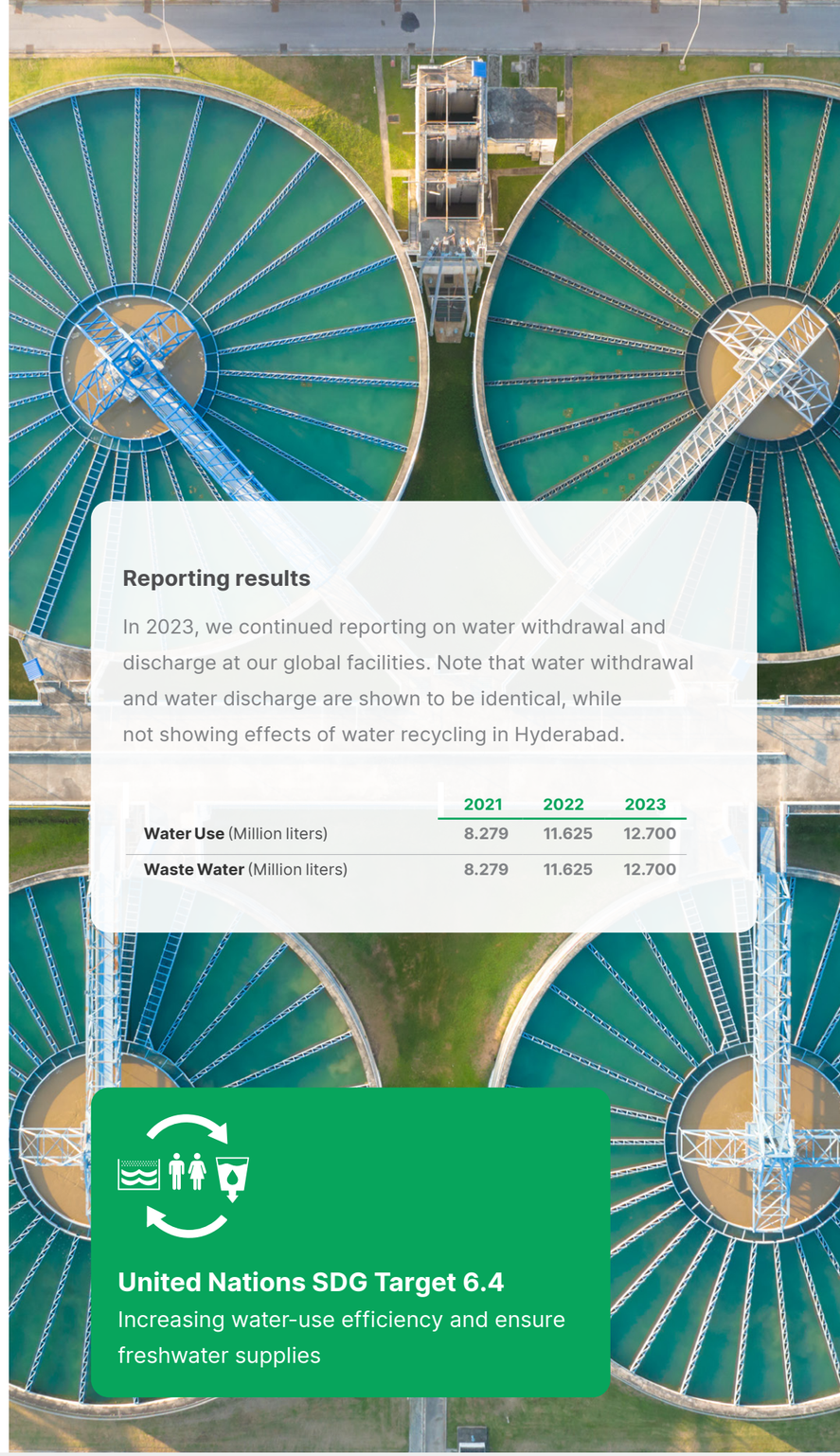
As a part of our 2023 analysis, we extended the sources for the investigation to include the municipal water providers in regions with Extremely High- and High-water risk to evaluate any existing plan to improve the situation, concluding that these municipalities have plans in place to overcome drought or water-related disasters.

According to our analysis, Hyderabad is the only location with extremely high-water stress, mainly due to rapid population and undeveloped water infrastructure growth. In 2022, we relocated our office to one that features onsite water treatment and recycling for non-potable uses such as flushing, gardening, and HVAC cooling towers.

In 2023, we engaged with our major suppliers in geographies known for water stress or water scarcity. Topics evaluated were location of manufacturing, source of water used, policy, and measures on water restrictions, the existence of water recycling systems, and measures taken in case of water shortage. As a result, we were able to conclude that all suppliers evaluated have put in place measures and policies related to water usage and have implemented a water recycling system to reduce the negative impact on their production process, with some recycling up to 85% of their water usage.

	Water Source	Water Discharge	River Basin	Water Stress	Water Scarcity
Austin	Surface	Surface	Lower Colorado	Low- Medium	Medium
Boston	Surface	Surface	Charles	Medium - High	Low - Medium
Budapest	Surface	Surface	Duna	Low	Medium - High
Camberley	Surface	Surface	Thames 2	High	Medium - High
Copenhagen	Surface	Surface	Zealand	Medium - High	Medium - High
Espoo	Surface	Surface	Southern Finland	Low	Medium
Hsinchu City	Surface	Surface	Tamsui River	Low	High
Hyderabad	Surface, Ground	Reuse (Primary); Surface & Ground (Secondary)	Musi / Aler	Extremely High	Medium - High
Montreal	Surface	Surface	St Lawrence	Low	Low - Medium
Munich	Surface	Surface	Donau	Low - Medium	Medium
Oslo	Surface	Surface	Glomma	Low	Low - Medium
Rennes	Surface	Surface	Vilaine	High	Medium - High
San Jose	Surface	Surface to Sea	Coyote	Low	Low - Medium
Shanghai	Surface	Surface	Lake Tail Hu	High	Medium - High
Shenzhen	Sea Surface	Surface	China Coast 7	Low	Medium
Singapore	Surface	Sea	Malaysia Coast 1	Low	Medium
Taipei	Surface	Surface	Tamsui River	Low	High

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



Reporting results

In 2023, we continued reporting on water withdrawal and discharge at our global facilities. Note that water withdrawal and water discharge are shown to be identical, while not showing effects of water recycling in Hyderabad.

	2021	2022	2023
Water Use (Million liters)	8.279	11.625	12.700
Waste Water (Million liters)	8.279	11.625	12.700

United Nations SDG Target 6.4

Increasing water-use efficiency and ensure freshwater supplies

Waste Management

Our Approach and Policies

Waste management is guided by our Global Environmental Policy and our Environmental, Health, and Safety Policy. Silicon Labs began tracking its total waste generated in 2019, achieving a 75% landfill diversion rate in 2023, with more than 99% of waste generated being non-hazardous.

Silicon Labs believes that by working collectively as an organization, we can systematically reduce and divert waste ending up in landfills. In 2023, we conducted a global analysis in our offices and created a global recycling training program based on each site's needs and local conditions for recycling activities. We will continue our efforts to improve our waste management and recycling options through our global facilities by generating continuous engagement with them to review opportunities for improvement.

Silicon Labs manages the responsible end-of-life for all computers and laptops, donating reusable material to nonprofit organizations when possible, and provides battery and electronics disposal bins for employees. All e-waste generated at Silicon Labs is disposed of in accordance with the Waste and Electronic Equipment (WEEE) Directive.

WASTE MANAGEMENT GOALS

5% absolute waste reduction at our Austin headquarters

by the end of 2024 versus a 2023 baseline.

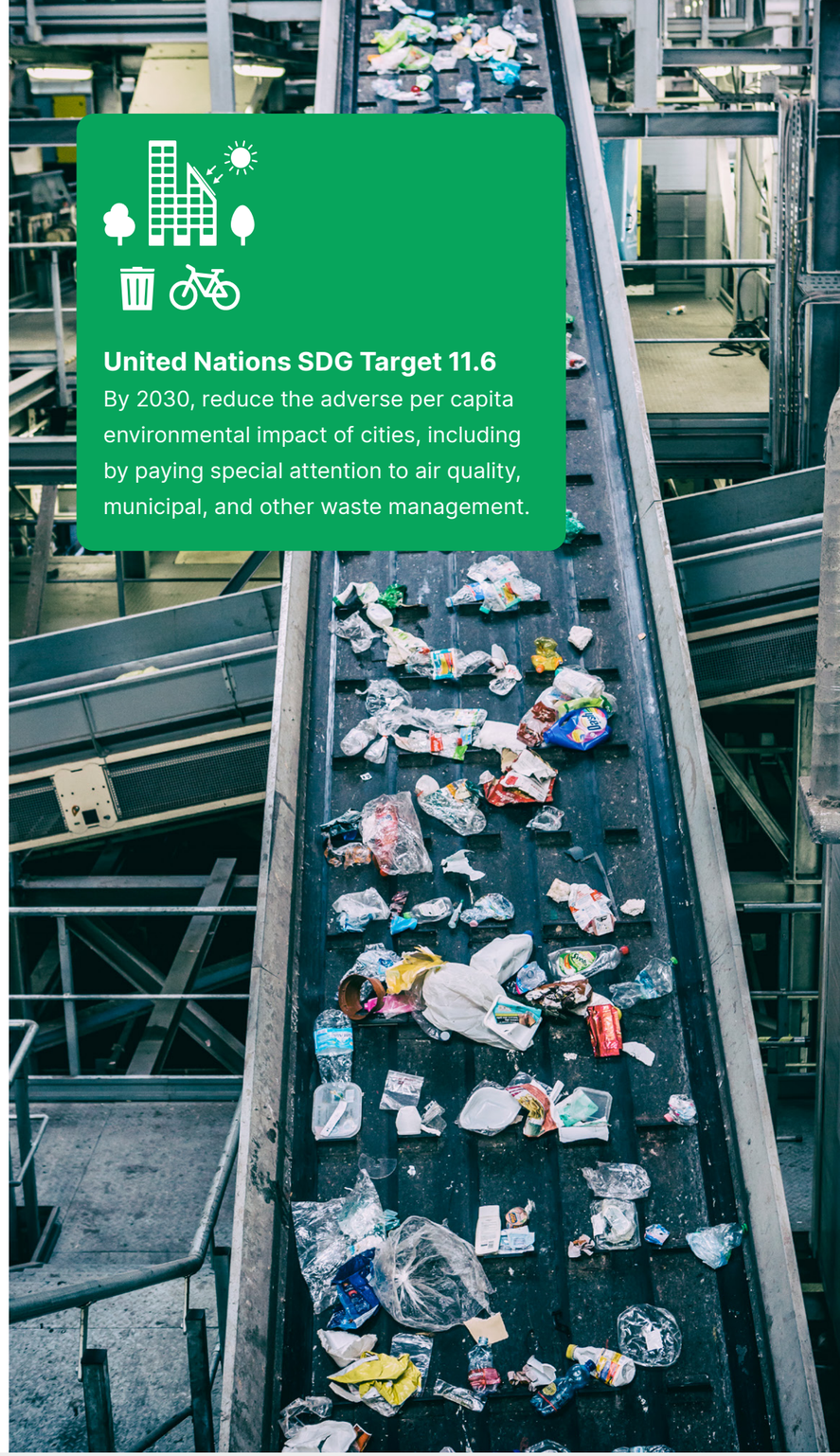
Reporting Results

Highlight – Singapore remodeling project

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

The table below shows Silicon Labs' total waste and diversion rate for 2021-2023 across our global facilities. The diversion rate is defined as the ratio of recycled waste to total waste and excludes from the calculation hazardous waste.

	2021	2022	2023
Landfilled (metric tons)	59.883	102.603	55.139
Incinerated (metric tons)	13.049	10.620	8.618
Recycled Materials (metric tons)	168.403	226.621	190.255
Hazardous Materials (metric tons)	-	0.218	0.537
Diversion Rate	70%	67%	75%



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.

Detailed breakdowns of waste are available in the Appendix: ESG tables.

Workplace Safety

Our Approach & Policies

Implementing management systems and procedures specifically designed to prevent activities or conditions that threaten human health, safety, or the environment is a key part of our business operations. We strive to provide a safe and trusted working environment for all our employees and contractors, and assure conformance to Environmental, Health, and Safety (EHS) policies in our processes and facilities. Ongoing monitoring and strict compliance with applicable laws, regulations, and established EHS standards related to health, safety, and environmental protection are integral to our commitment and are reinforced through employee training and performance reviews. For additional information, please go to our Environmental, Health and Safety policy.

Silicon Labs provides our employees with award-winning ergonomic seating, sit/stand desk options, ergonomic workstation seminars as well as personalized ergonomic assessments for any employee.

The subject of Health and Safety conditions in the workplace is included in our Supplier Code of Conduct, which is shared with, and acknowledged by our suppliers. Additionally, we verify the adoption of these practices through RBA tools such as self-assessment questionnaires and validated assessments. For more information, please refer to the section on Supply Chain Management.

Safety Committee

Silicon Lab's Austin HQ Safety Committee is committed to promoting the safest working environment in the industry through training and awareness. The Committee comprises representatives from the Test Floor, Device Analysis Labs, Engineering Labs, IT, Legal, ESG, and Facilities. The group meets quarterly and advises on safety procedures, promotes safety awareness, and recommends training where applicable. Additionally, we conduct Health and Safety inspections and a Health and Safety audit once per quarter as part of our preventive measures and corrective action plans if required. This forum provides information on employee health and safety, any new or updated equipment, work processes, chemicals, and subsequent training updates. Regular site inspections by Safety Committee volunteers and on-site security help to ensure a healthy, safe, and secure working environment.

Worker Training on Occupational Health & Safety

In 2023, Silicon Labs provided training for our Austin headquarters employees on building evacuation monitoring, building evacuation drills, facilities safety, and security simulated drills for tornados, active shooters, medical emergencies, and ergonomic workstation set-up. Additionally, where applicable, we provided lab-specific training on hazardous chemical storage, labeling, shipping & handling, as well as lab-specific X-ray operations, liquid nitrogen refill, and use.

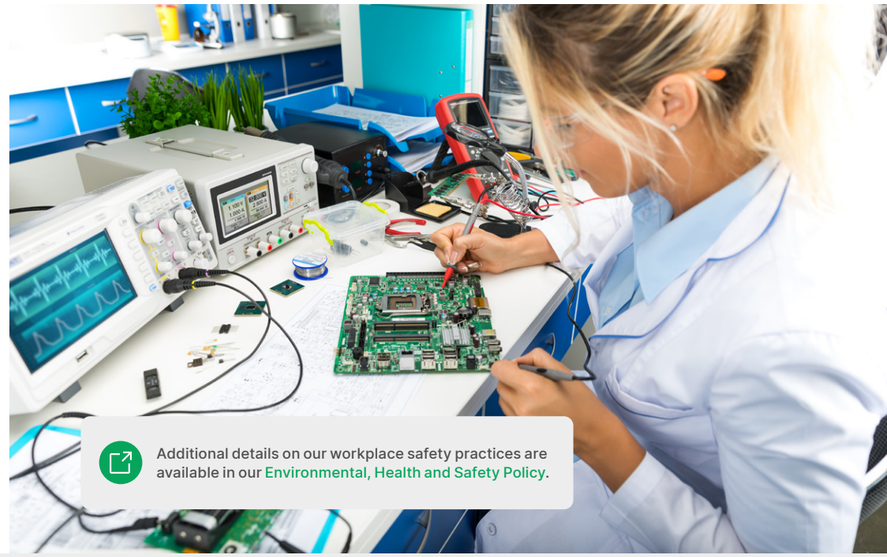
Lab Safety Procedures

We go to great lengths to ensure a safe working environment for all our employees. We provide mandated training, manage access controls, and post clearly indicated, written work safety procedures. Access to our device analysis labs and hazardous waste storage areas are restricted and 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 the handling of hazardous chemical waste 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 2023 Results

In 2023, there were zero recordable 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 statics from 2019-2023.

	2019	2020	2021	2022	2023
Hours Worked	2,331,412	1,991,600	1,742,780	1,460,160	1,270,880
Recordable Incidents	1	0	1	0	0
Total Recordable Injury Rate	0.09	0	0.11	0.00	0
Number of Lost Time Incidents	0	0	1	0	0
Lost Time Injury Rate	0.00	0.00	0.11	0.00	0



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

Product Quality and Safety

Our Approach & Policies

Silicon Labs is committed to continually improving our world-class quality management. Our quality and environmental teams are responsible for ensuring our products comply with environmental requirements and specifications and interfacing directly with our suppliers. Silicon Labs' quality and environmental management systems address product compliance and the use of hazardous substances, and extend to our suppliers through Silicon Labs' Hazardous Substances Specification and RoHS/REACH requirements. Our products use standard raw materials such as silicon, copper, tin, gold, silver, resins, silicon dioxide, nickel, palladium, tungsten, tantalum, and others. As part of our product lifecycle management, we verify conformance to environmental requirements at every stage of product development. In this way, we can certify that all our 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).

Silicon Labs also works with our supply chain to ensure that they follow our conflict minerals policy and that minerals used in our products are sourced from conflict-free smelters. Suppliers sign a declaration that they comply with our internal substance management and reporting requirements which include CMRT (Conflict Minerals Report Template) compliance. Annually, Silicon Labs submits Form SD of the Securities and Exchange Commission for reporting and disclosure requirements.

Silicon Labs is committed to complying with legislation regarding the reporting of the use of conflict metals. We require all suppliers to source from third-party audited conflict-free smelters and maintain a conflict-free sourcing policy. This is part of our internal due diligence process based on the OECD due diligence guidelines and in accordance with the Specialized Disclosure form from the Security and Exchange Commission, rule 13p-1.

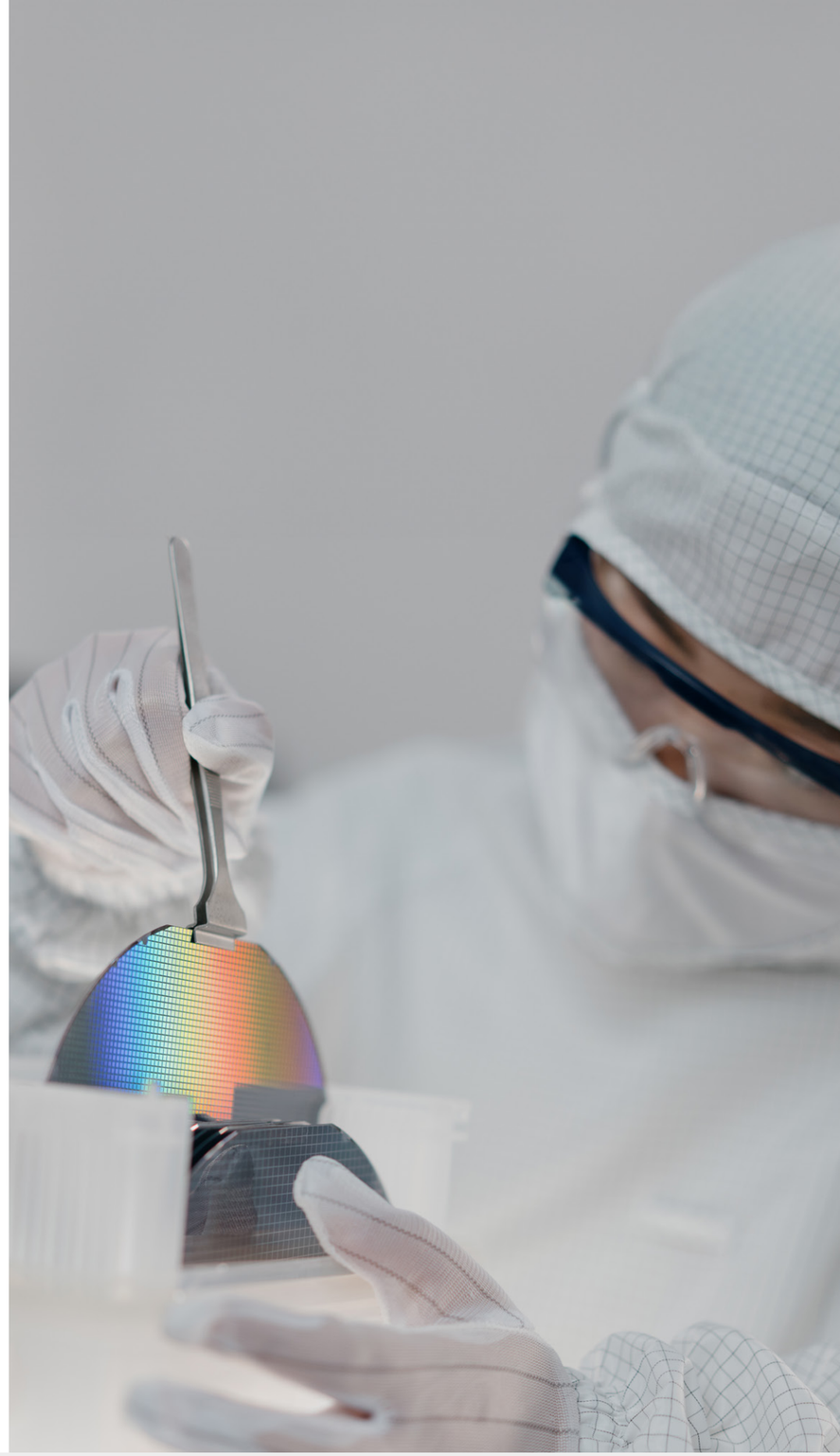
The Conflict Minerals Report provides information for SEC registrants on products that may contain conflict minerals necessary for the functionality and production of their products. It provides a framework for the Responsible Country of Origin Inquiry (RCOI), through which Silicon Labs reviews product components to determine if they contain conflict minerals.

CERTIFICATIONS

ISO 9001:2015
Quality Management System

ISO 14001:2015
Environmental Management System

Conflict Minerals Report



Product Quality and Safety

Silicon Labs uses this reporting framework to outline its due diligence plan and report on results. To this end, Silicon Labs put in place a design of the company's conflict minerals program, the results of its RCOI, and its measures for due diligence for the origins and chain of custody of conflict minerals. For the full SD form, please go to our Investors page on our website.

Conflict Minerals Program, conforming to OECD* guidance

Our plan is designed to determine whether any necessary conflict minerals in our products financed or benefited either directly or indirectly armed groups in listed countries or were DRC conflict free.

1 – Establish strong company management systems.
We put in place systems to monitor and track suppliers to ensure compliance with the Company's Conflict Minerals Sourcing Policy.

2 – Identify and assess risks in the company's supply chain.
We requested that our existing and new suppliers use facilities that have received a conflict-free designation. Suppliers that use facilities without such designation may be removed as an approved vendor.

3 – Design and implement a strategy to respond to identified risks.
We adopted a risk management plan, which included measures for risk mitigation for suppliers using smelters and refiners that have not received a conflict free designation from the RMAP. We performed risk mitigation efforts by working with suppliers to bring them into compliance with our Conflict Minerals Sourcing Policy.

4 – Independent third-party audit of supply chain due diligence of identified parts of the supply chain.

5 – Reporting supply chain due diligence.

- We reported findings from the Company's supply chain risk assessment to our Executive Quality Council.
- We publicly report on our supply chain due diligence policies and practices in the Investor Relations section of our website at www.silabs.com.

At the time of this report, 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 Conflict Minerals Statement is available at silabs.com.

*OECD - Organization for Economic Co-operation and Development

Reporting Results

Silicon Labs follows the OECD due diligence guidelines to identify and assess any potential risks, and each year prepares an RMI (Responsible Minerals Initiative) CMRT to report on the use of conflict materials in our 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.

At the time of writing, Silicon Labs has never had a product recall on safety due to hazardous materials or substances and by the end of 2023, 100% of Silicon Labs products fulfilled RoHS directives.

Our 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.

United Nations SDG Target 12.2
By 2030, achieve the sustainable management and efficient use of natural resources.

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 14001:2015 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.

Our suppliers sign contracts 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

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 legal compliance and maintain best practice in all operations of the supply chain. As members, we have access to additional tools to increase transparency and collaboration with our suppliers. These include the Self-Assessment Questionnaire (SAQ) designed to help members identify social, environmental, and ethical risks in their supply chains; the Validated Assessment Program (VAP), the leading standard for onsite compliance verification and effective, shareable audits; and the E-learning academy, offering training on environmental and social topics. Silicon Labs is committed to working with our major suppliers (those who make up 90% of our manufacturing spend) to ensure that 100% of them complete a facility SAQ and that a minimum of 80% of high-risk major suppliers 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 SAQ in 2024.

SUPPLY CHAIN MANAGEMENT GOALS

Conduct VAP on 80% of high-risk major suppliers with goal of silver recognition by 2025

Engage by end of 2025 with major suppliers on science-based reduction targets for our scope 3 emissions

- Supplier quotas for SAQ completion by 2024
- 100% major supplier – corporate
- 100% major supplier – facilities
- 80% all suppliers – corporate
- 80% all suppliers - facilities

2023 Results: Supplier Risk Assessment and Audits

Silicon Labs engages with our suppliers with RBA tools, and we evaluate the risk of all suppliers based on their location and RBA tool results. We require annual RBA SAQs at both the corporate and facility level, and, as needed, VAP audits. In 2023, we achieved our goal of reaching a 100% SAQ response from our major suppliers and >80% for all suppliers (corporate and facility). Based on the results of our risk analysis, we have not identified any high-risk suppliers. In 2023, our major supplier list covered direct suppliers in outsourced manufacturing services such as foundry, and outsourced assembly and test services (OSATs). 100% of our major suppliers' self-assessments indicated a low risk for non-conformance to the RBA code. A review of all Silicon Labs direct suppliers resulted in only two supplier facilities and one supplier corporate location scoring medium risk and zero suppliers scoring as high risk.

Further evaluating our major supplier facility SAQs, we have broken down the SAQ scores into four categories: Labor, Health & Safety, Environmental, and Ethics, with scores ranging from 0-100. These have given us further insight to focus on specific topics such as environmental and health and safety risks throughout our supply chain. Although Silicon Labs has not identified any high-risk major suppliers, we annually evaluate the VAPs completed by all suppliers with summary details as shown in the tables below. VAPs are conducted by the RBA and are valid for a period of two years. As per the process, we have visibility of the audits and subsequent action plans, which enables us to identify higher-risk areas of our extended supply chain operations. In 2023, we were able to review the details of 21 valid audits. A complete table detailing the risk areas identified is available in the Appendix: ESG Tables.

Supply Chain Management

RBA SAQs Metrics in 2023

	SAQ Completion %		Avg Score		High Risk	
	Corporate SAQ	Facility SAQ	Corporate SAQ	Facility SAQ	Corporate SAQ	Facility SAQ
Major Suppliers	100%	100%	92.5	92.3	0	0
All Suppliers	80%	88%	91.3%	91.7%	0	0

Supplier	ESG SAQ Score	Overall Risk Level	Environmental	Env. Risk Level	Labor & Human Rights	L&HR Risk Level	Ethics	Ethics Risk Level	H&S	H&S Risk Level	Supply Chain	SC Risk Level	Cyber Security	CS Risk Level
Average	61.0	low	55.9	Moderate	91.6	low	92.6	low	98.4	low	87.4	low	99.1	low

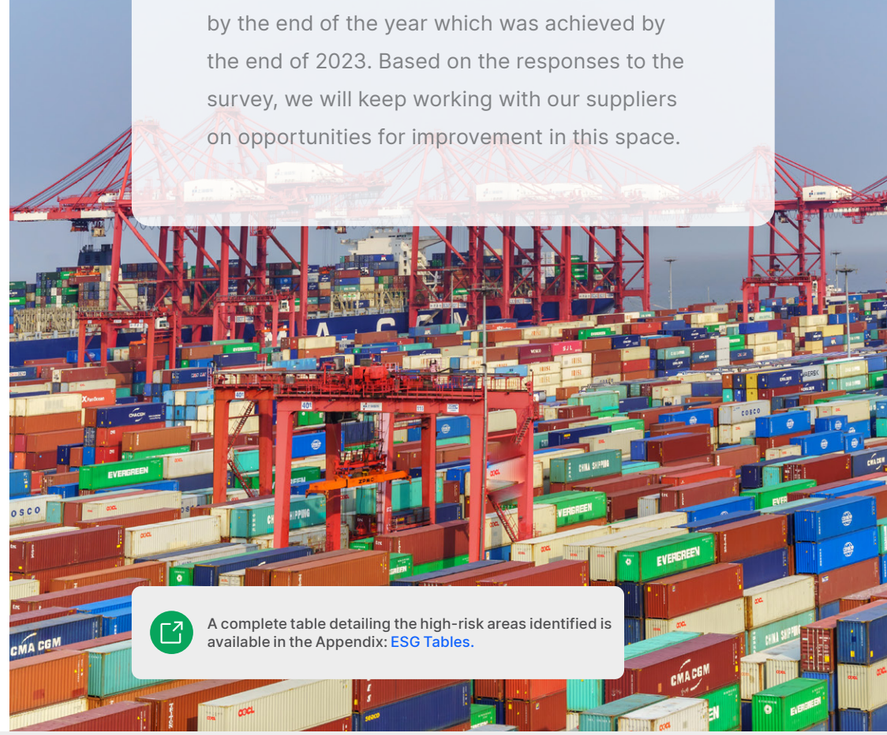
VAP (<2 years)

	Facility Completion %	Score >160*
Major Suppliers	61%	100%
High-Risk Suppliers	None	None
All Suppliers	45%	94%

* Silver Award from RBA VAP for score >160

	SAQ Avg	Labor	H&S	Env.	Ethics
Major Suppliers	92.3	95.4	89.9	87.7	97.6

In 2023, Silicon Labs introduced the Sustainable Supplier Engagement Program that promotes our engagement on ESG and corporate sustainability topics with our suppliers and strengthens our relationships and alignment on corporate sustainability goals. Using the RBA platform, we created a custom ESG SAQ survey deployed with our major suppliers that measures the overall risk and supplier performance by summarizing information in six categories: Environmental, Labor & Human Rights, Ethics, Health and Safety, Supply Chain Management and Cybersecurity. We kicked off the program with a goal of 100% ESG SAQ completion from our major suppliers by the end of the year which was achieved by the end of 2023. Based on the responses to the survey, we will keep working with our suppliers on opportunities for improvement in this space.



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. Silicon Labs passed the ISO 14001:2015 recertification audit with 0 (zero) non-conformances in 2023. 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. In 2023, 100% of our suppliers involved in the manufacture of Silicon Labs products were ISO 14001:2015 certified. We work closely and engage with our suppliers to understand their climate-related impacts, as we strive to reduce our carbon footprint.

Our Approach & Policies

We comply with 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 and what not to use, and provides guidance on what they need to supply us with. The scope of this applies to all materials, including products, 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 module components. Third-party laboratories perform the analysis using approved methods and forward the results to Silicon Labs.

Additional details are available through our Environmental, Health, and Safety Policy and Global Environmental Policy

Action Plans

In 2023, we carried out an initial global environmental review of all our sites, identifying those that use hazardous material. With this information, we put in place hazardous material training for employees working in that sphere and additionally performed an internal audit at all sites with hazardous chemicals. We have also provided global environmental training for all employees including specific training on recycling.

Reporting Results

We performed audits at six sites globally using hazardous materials, reporting zero findings and one Opportunity for Improvement (OFI) that was not safety related. As a direct result of our training efforts, our global sites have updated and improved their recycling practices according to local guidelines.

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. We require this throughout our supply chain with contractual agreements and review compliance with RBA tools and audits.

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 laid out by the Responsible Business Alliance (RBA) Code of Conduct.

We take mitigation actions to prevent the violation of human rights in our company, such as providing training, reviewing ad hoc basic information, and conducting internal audits.

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.

Additional details are available in our Global Human Rights Policy, Anti-Slavery, Human Trafficking and Forced Labor Statement and Transparency Statement pursuant to California SB 657 and the UK Modern Slavery Act.

United Nations SDG Target 8.7

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

Cybersecurity & Data Privacy

Our Approach & Policies

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

Policies and Practices for User Privacy Compliance

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

Information Security Management

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

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. We were the first semiconductor company to achieve PSA Certified Level 3, the highest level of IoT hardware and software security protection. PSA Level 3 certification was awarded to our wireless SoCs with Secure Vault, our secure key storage solution, as proof of our commitment to providing top-of-class security in our products.

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

Full details are available in our Privacy Notice

Ensuring Ethical & Responsible Governance

Board Oversight

Oversight for ESG sits with the Silicon Labs Board of Directors, chosen for their experience and insights into ESG and risk management.

Risk Management

We have processes in place to ensure a prompt, efficient and effective response to risk management events at every level, escalating issues and putting in place action plans based on the level of the threat.

Ethics

All employees, officers, consultants, and members of the Board of Directors are required to 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, the 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

The ESG Steering Committee is spearheaded by the Chief Financial Officer with members of senior management taking the lead on environmental, social, and governance pillars. Sitting on the committee are members from various departments, including Environmental and Facilities, Human Resources, Legal, Global Marketing, Investor Relations, and Quality. The Committee sets the overall ESG strategy, and meets monthly to oversee the company's ESG priorities, goals, and disclosures. Committee members also lead the day-to-day management of ESG related initiatives and reporting.

The ESG Steering Committee reports to the Nominating and Governance Committee of the Board of Directors, and meets quarterly with our CEO on ESG initiatives, programs and climate-related risk and opportunities.

We are committed to driving long-term change and accountability by incorporating ESG objectives into our executive bonus plan. 2023 was the third year we tied senior management bonus plans to specific ESG goals.

Lobbying practices

Silicon Labs does not make corporate contributions to candidates or political parties in the U.S. at the federal, state, or local level.

Board Overview And Risk Management

Silicon Labs Board of Directors

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

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

30%
identify as female as of 2023

20%
identify as a racial minority as of 2023

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: 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.

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. All risks identified for our Enterprise Risk Management assessment were reviewed by the Board of Directors and Executive Management Team. 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 2023, we surveyed 65 participants, and the top 10 risks were presented to the Board of Directors and the Executive Management Team.
3	**Evaluation of the Mitigation Efforts**	For the top ten 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 promptly, efficiently and effectively 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 are 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.

Senior leadership, starting with our CEO, communicates to all employees the importance of acting in accordance 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 Standards training. Additionally, each year all employees are required to take training in 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.

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

Artificial Intelligence Statement

Silicon Labs develops leading IoT platforms across a wide range of protocols and ecosystems to facilitate the quick creation of secure, intelligent connected devices. Artificial Intelligence (AI) has great potential to enhance our development of these IoT platforms, to increase product quality and reliability, and to improve customer and developer experience.

We are committed to the ethical and responsible application of AI tools. We've formed a cross-functional AI Council to investigate the use of AI tools, provide guidance in the applications of AI tools, and review and approve AI initiatives.

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.

Ethics Point 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.

The Board of Directors of Silicon Labs and the Audit Committee have established an Ethics Committee which is responsible for tracking and responding to potential and actual Violations. The Ethics Committee is chaired by the Chief Legal Officer and includes the Director of Internal Audit and the Chief People Officer. After a report has been filed, EthicsPoint forwards the report to members of the Ethics Committee. If the report qualifies as a Violation Report, the Ethics Committee will decide if and what further investigation is warranted. 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

Energy Consumption	2021	2022	2023
Total (GWh) from Grid	16.713	17.039	16.355
Americas	11.604	11.098	9.557
Europe, Middle East, and Africa	1.374	1.502	1.251
Asia Pacific	3.734	4.439	5.548
Percent from Grid	100%	100%	100%
Renewable Energy (GWh)	4.056	5.256	5.740
Americas	3.700	4.800	5.122
Europe, Middle East, and Africa	0.356	0.456	0.618
Asia Pacific	-	-	-
Renewable Energy (%)	24%	31%	35%
Americas	32%	43%	54%
Europe, Middle East, and Africa	26%	30%	49%
Asia Pacific	0%	0%	0%
Non-Renewable Energy (GWh)	12.656	11.783	10.615
Americas	7.904	6.298	4.434
Europe, Middle East, and Africa	1.018	1.046	0.633
Asia Pacific	3.734	4.439	5.548
Non-Renewable Energy (%)	76%	69%	65%
Americas	68%	57%	46%
Europe, Middle East, and Africa	74%	70%	51%
Asia Pacific	100%	100%	100%

ESG Tables

Greenhouse Gas Emissions	2021	2022	2023
Scope 1	**155**	**137**	**39**
Generation of Electricity	2	3	2
Americas	0.857	1.222	1.483
Europe, Middle East, and Africa	-	-	-
Asia Pacific	1.632	2.270	0.902
Generation of Heat	153	134	37
Americas	59.484	57.583	30.448
Europe, Middle East, and Africa	93.233	75.992	6.388
Asia Pacific	-	-	-
Scope 2 (market based)[1]	**2,207**	**1,853**	**1,592**
Purchased Electricity	1,654	1,360	1,195
Americas	1,131.646	740.214	408.596
Europe, Middle East, and Africa	44.545	14.284	8.001
Asia Pacific	477.822	605.526	778.477
Purchased Heating	2	4	0
Americas	-	-	-
Europe, Middle East, and Africa	2.427	3.900	0.326
Asia Pacific	-	-	-
Purchased Cooling	550	489	397
Americas	550.072	488.599	390.322
Europe, Middle East, and Africa	0.056	0.068	0.061
Asia Pacific	-	-	6.331
Scope 3	**98,617**	**105,744**	**131,355**
Category 1: Purchased Goods & Services	**92,499**	**96,964**	**120,261**
Category 2: Capital Goods	**-**	**-**	**3,443**
Category 4: Upstream Transportation & Distribution	**5,154**	**4,985**	**3,173**
Category 5: Waste Generated in Operations	**56**	**86**	**29**
Landfilled	33.449	58.018	4.026
Americas	32.781	57.361	3.904
Europe, Middle East, and Africa	0.668	0.656	0.122
Asia Pacific	-	-	-
Incinerated	6.185	5.034	4.085
Americas	-	-	-
Europe, Middle East, and Africa	4.479	3.470	4.085
Asia Pacific	1.706	1.564	-

Greenhouse Gas Emissions	2021	2022	2023
Recycled	14.560	19.362	17.695
Americas	14.454	19.265	17.171
Europe, Middle East, and Africa	0.053	0.058	0.515
Asia Pacific	0.052	0.038	0.008
Waste Water Treatment	2.252	3.162	3.454
Americas	1.166	1.818	1.826
Europe, Middle East, and Africa	0.587	0.831	0.775
Asia Pacific	0.499	0.513	0.853
Category 6: Business Travel	**135**	**3,025**	**2,404**
Category 7: Employee Commuting	**-**	**-**	**1,395**
Category 13: Downstream Leased Assets (market-based)[2]	**772**	**685**	**650**
Generation of Electricity	0	1	2
Americas	0.433	0.724	1.753
Europe, Middle East, and Africa	-	-	-
Asia Pacific	-	-	-
Generation of Heat	15	11	10
Americas	15.401	10.515	10.365
Europe, Middle East, and Africa	-	-	-
Asia Pacific	-	-	-
Purchased Electricity	521	452	379
Americas	521.354	451.528	379.348
Europe, Middle East, and Africa	-	-	-
Asia Pacific	-	-	-
Purchased Heating	-	-	-
Americas	-	-	-
Europe, Middle East, and Africa	-	-	-
Asia Pacific	-	-	-
Purchased Cooling	235	223	259
Americas	235.126	222.572	258.538
Europe, Middle East, and Africa	-	-	-
Asia Pacific	-	-	-

ESG Tables

Greenhouse Gas Emissions	2021	2022	2023
Total Scope 1, 2 and 3 emissions (metric tons CO2e)	**100,979**	**107,734**	**132,986**
Other Significant Air Emissions (metric tons)[3]	**1.085**	**1.402**	**1.398**
Diesel	0.349	0.665	0.659
Americas	0.349	0.665	0.659
Europe, Middle East, and Africa	-	-	-
Asia Pacific	-	-	-
Natural Gas	0.732	0.732	0.732
Americas	0.732	0.732	0.732
Europe, Middle East, and Africa	-	-	-
Asia Pacific	-	-	-
Solder	0.005	0.005	0.007
Americas	0.005	0.005	0.005
Europe, Middle East, and Africa	-	-	0.001
Asia Pacific	-	-	0.001

Note 1: Location-based emissions were FY21: 3,190, FY22: 3,156 and FY23: 2,832.
Note 2: Location-based emissions were FY21: 1,018, FY22: 1,004 and FY23: 1,141.
Note 3: Includes NO_X, CO, VOC, PM and SO_2

Resource Intensity	2021	2022	2023
Energy Consumption (GWh / $M revenue)	0.023	0.017	0.021
Total Scope 1, 2 and 3 emissions (metric tons CO2e / $M revenue)	140.074	105.199	169.994

ESG Tables

Waste management	2021	2022	2023
Landfilled (metric tons)	**59.883**	**102.603**	**55.139**
Americas	58.598	101.341	49.615
Europe, Middle East, and Africa	1.285	1.262	5.524
Asia Pacific	-	-	-
Incinerated (metric tons)	**13.049**	**10.620**	**8.618**
Americas	-	-	-
Europe, Middle East, and Africa	9.449	7.320	8.618
Asia Pacific	3.600	3.300	-
Recycled (metric tons)	**168.403**	**226.621**	**190.255**
Americas	164.828	224.922	179.523
Europe, Middle East, and Africa	1.255	1.299	10.451
Asia Pacific	2.321	0.400	0.281
Hazardous Materials (metric tons)	**-**	**0.218**	**0.537**
Americas	-	-	0.056
Europe, Middle East, and Africa	-	-	0.466
Asia Pacific	-	-	0.015
Diversion Rate	**70%**	**67%**	**75%**
Americas	74%	69%	78%
Europe, Middle East, and Africa	10%	13%	42%
Asia Pacific	39%	11%	100%

Water withdrawal and discharge	2021	2022	2023
Total (million liters)	**8.279**	**11.625**	**12.700**
Americas	4.288	6.683	6.715
Europe, Middle East, and Africa	2.157	3.055	2.848
Asia Pacific	1.834	1.887	3.136

Global Workforce

Global Workforce (as of December 31, 2023)		
Men	(as percentage of global workforce)	77%
Women	(as percentage of global workforce)	23%
APAC	(as percentage of global workforce)	39%
EMEA	(as percentage of global workforce)	21%
North America	(as percentage of global workforce)	40%
Men in Management Level	(as percentage of global workforce)	82.63%
Women in Management Level	(as percentage of global workforce)	17.34%
Men in Technical Level	(as percentage of global workforce)	75.57%
Women in Technical Level	(as percentage of global workforce)	24.29%
Asian	(as percentage of US workforce)	35.02%
Black or African American	(as percentage of US workforce)	2.39%
Hispanic or Latino	(as percentage of US workforce)	8.38%
White	(as percentage of US workforce)	53.29%
Two or more races	(as percentage of US workforce)	0.89%

Training and education (as of December 31, 2023)	
Average training and development hours per full time employee	13Hrs

Board of Directors

	2022	2023
Total number of directors	**9**	**9**
Male	6	6
Female	3	3
LGBTQ+	0	0
Diversity		
African American or Black	0	0
Asian (Other than South Asian)	0	0
South Asian	2	2
Hispanic or Latino	0	0
Native Hawaiian or Pacific Islander	0	0
White	7	7
Two or more Races or Ethnicities	0	0

Political Contributions

	2022	2023
Political contributions by, or on behalf of, Silicon Labs.	0	0

Employees covered by Collective Bargain Agreements		
Total Workforce %	7.6	7.6

Supply Chain Operations: High-Risk Areas

Supply Chain	Major	Minor	Priority	Grand Total	Action plan in place or closed
Environment	**2**	**2**		**4**	
Air Emissions		1		1	
Control Processes	1			1	**100%**
Solid Waste	1			1	
Water Management		1		1	
Health and Safety	**6**	**2**		**8**	
Control Processes		1		1	
Emergency Perparedness	1			1	
Emergency Preparedness	2	1		3	**100%**
Food, Sanitation and Housing	1			1	
Occupational Injury and Illness	1			1	
Occupational Safety	1			1	
Labor	**14**	**4**	**2**	**20**	
Control Processes	3			3	
Non-Discrimination		1		1	**100%**
Wages and Benefits	2			2	
Working Hours	9	3	2	14	
SCM	**2**			**2**	
Supplier Responsibility	2			2	**100%**
Grand Total	**24**	**8**	**2**	**34**	

Sustainability Accounting Standards Board Disclosures — SASB Index

	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	Energy and Emissions
	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	TC-SC-110a.2	Energy and Emissions
Energy Management in Manufacturing	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	TC-SC-130a.1	Energy and Emissions
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	Water Usage
Waste Management	Amount of hazardous waste from manufacturing, percentage recycled	TC-SC-150a.1	Waste Management
Employee Health & Safety	Description of efforts to assess, monitor, and reduce exposure of employees to human health hazards	TC-SC-320a.1	Workplace Safety
	Total amount of monetary losses as a result of legal proceedings associated with employee health and safety violations	TC-SC-320a.2	0 As of December 31, 2023.
Recruiting & Managing a Global & Skilled Workforce	Percentage of employees who are (1) foreign nationals and (2) located offshore	TC-SC-330a.1	Global Workforce
	Employee engagement as a percentage	TC-SI-330a.2	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	Global Workforce
Product Lifecycle Management	Percentage of products by revenue that contain IEC 62474 declarable substances, arsenic compounds, antimony compounds, or beryllium compounds	TC-SC-410a.1	0% As of December 31, 2023.
Materials Sourcing	Description of the management of risks associated with the use of critical materials	TC-SC-440a.1	Cybersecurity & Data Privacy
	“Discussion of approach to managing the use of IEC 62474 declarable substances”	TC-SC-440a.2	Cybersecurity & Data Privacy
Intellectual Property Protection & Competitive Behavior	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	TC-SC-520a.1	0 As of December 31, 2023.
Data Privacy & Freedom of Expression	Description of policies and practices relating to behavioral advertising and user privacy	TC-SI-220a.1	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) percentageresulting 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	Cybersecurity & Data Privacy

Task Force on Climate-Related Financial Disclosures — TCFD Index

	Description	Disclosure Response — Location
Governance	a.Describe the board's oversight of climate-related risks and opportunities.	The board's oversight of climate-related risks and opportunities is described in CDP Climate Change questions C1.1, C1.1a, C1.1b, and Ensuring Ethical & Responsible Governance
	b. Describe management's role in assessing and managing climate-related risks and opportunities.	Management's role in assessing and managing climate-related risks and opportunities is described in CDP Climate Change question C1.2 and Ensuring Ethical & Responsible Governance
Strategy	a. Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	The climate-related risk and opportunities the organization has identified in different time horizons is described in CDP Climate Change questions, C2.1, C2.1a, C2.2a
	b. Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning	The impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning is described in CDP Climate Change questions C2.1b, C2.3, and C2.3b, C2.4, and C2.4a.
	c. Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	The resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario, is described in CDP Climate Change questions C3.1 and C3.2. Since the submission of the questionnaire, we have set a 1.5°C emissions reduction target described in Advancing Responsible & Sustainable Operations: Energy and Emissions
Risk Management	a. Describe the organization's processes for identifying and assessing climate-related risks.	The organization's processes for identifying and assessing climate-related risks are described in CDP Climate Change questions C2.2. (Link CDP website)
	b. Describe the organization's processes for managing climate-related risks	The organization's processes for managing climate-related risks are described in CDP Climate Change question C2.2, and in Ensuring Ethical & Responsible Governance: Risk Management
	c. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	How processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management is described in CDP Climate Change questions C2.1b, C3.3, and in Ensuring Ethical & Responsible Governance: Risk Management
Metrics And Targets	a. Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	The metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process are disclosed in CDP Climate Change Sections C4 and C8 and in Advancing Responsible & Sustainable Operations: Energy and Emissions (Link CDP website and page 24)
	b. Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.	Scope 1, Scope 2, and Scope 3 greenhouse gas (GHG) emissions and related risks are disclosed in CDP Climate Change Sections C5, C6, C7, and in Advancing Responsible & Sustainable Operations: Energy and Emissions
	c. Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	The targets used by the organization to manage climate-related risks and opportunities and performance against targets are described in CDP Climate Change Section C4, and in Advancing Responsible & Sustainable Operations: Energy and Emissions

Global Reporting Initiative — GRI Content Index

Statement of use: Silicon Labs Laboratories Inc. has reported the information cited in this GRI content index for the period January 1, 2023, to December 31, 2023, with reference to the GRI Standards
GRI 1 used: GRI1: Foundation 2021

Standard	Disclosure	Disclosure Title	Response- Disclosure location
GRI 2: General Disclosures 2021	2-1	Organizational details	10-K Annual Reports & Proxies - Silicon Laboratories
	2-2	Entities included in the organization's sustainability reporting	Our sustainability reporting covers the same entities as our financial reporting.
	2-3	Reporting period, frequency and contact point	January 1-Dec. 31, 2023, Annually, ESG@silabs.com
	2-4	Restatements of information	Energy Consumption & Greenhouse Gas Emissions Summary
	2-5	External assurance	Environmental Metrics Statement
	2-6	Activities, value chain, and other business relationships	10-K
	2-7	Employees	Global Workforce
	2-8	Workers who are not employees	Global Workforce
	2-9	Governance structure and composition	Proxy Statement
	2-10	Nomination and selection of the highest governance body	Proxy Statement
	2-11	Chair of the highest governance body	Proxy Statement
	2-12	Role of the highest governance body in overseeing the management of impacts	Board Overview And Risk Management
	2-13	Delegation of responsibility for managing impacts	10-K
	2-14	Role of the highest governance body in sustainability reporting	Board Overview And Risk Management
	2-15	Conflicts of interest	2023 Proxy Statement
	2-16	Communication of critical concerns	10-K
	2-17	Collective knowledge of the highest governance body	Proxy Statement
	2-18	Evaluation of the performance of the highest governance body	Proxy Statement
	2-19	Remuneration policies	Proxy Statement
	2-20	Process to determine remuneration	Proxy Statement
	2-21	Annual total compensation ratio	Proxy Statement
	2-22	Statement on sustainable development strategy	Message from our CEO, Our Sustainability Strategy
	2-23	Policy commitments	Ensuring Ethical & Responsible Governance
	2-24	Embedding policy commitments	Code of Business Conduct and Ethics Business Conduct Standards Global Human Rights Policy
	2-25	Processes to remediate negative impacts	Code of Business Conduct and Ethics Business Conduct Standards Global Human Rights Policy
	2-26	Mechanisms for seeking advice and raising concerns	Ensuring Ethical & Responsible Governance: Ethics & Internal Audit Process EthicsPoint Line
	2-27	Compliance with laws and regulations	We consider significant fines those that are required to be disclosed in the company's SEC filings, 10K
	2-28	Membership associations	2023 Highlights
	2-29	Approach to stakeholder engagement	Stakeholder Engagement
	2-30	Collective bargaining agreements	Ethics Appendix

Global Reporting Initiative — GRI Content Index

	Disclosure	Disclosure Title	Response- Disclosure location
GRI 3: Material Topics 2021	3-1	Process to determine material topics	Stakeholder engagement
	3-2	List of material topics	Stakeholder engagement
	3-3	Management of material topics	Stakeholder engagement
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	10-K
	201-2	Financial implications and other risks and opportunities due to climate change	Appendix-TCFD table
	201-3	Defined benefit plan obligations and other retirement plans	10-K
GRI 205: Anti-Corruption 2016	205-1	Operations assessed for risks related to corruption	Ensuring Ethical & Responsible Governance: Ethics & Internal Audit Process
	205-2	Communication and training about anti-corruption policies and procedures	100% of employees received communication and training about anti-corruption policies and procedures. Ensuring Ethical & Responsible Governance: Ethics & Internal Audit Process
	205-3	Confirmed incidents of corruption and actions taken	None
GRI 302: Energy 2016	302-1	Energy consumption within the organization	Advancing Responsible & Sustainable Operations: Energy & Greenhouse Gas Emissions
	302-3	Energy intensity	Our energy intensity is based on our revenue Energy and Emissions
	302-4	Reduction of energy consumptions	Advancing Responsible & Sustainable Operations: Energy & Greenhouse Gas Emissions
	302-5	Reductions in energy requirements of products and service	Cleantech Product Design Strategy
GRI 303: Water 2016	303-1	Interactions with water as a shared resource	Advancing Responsible & Sustainable Operations: Water Usage
	303-2	Management of water discharge-related impacts	Advancing Responsible & Sustainable Operations: Water Usage
	303-3	Water withdrawal	ESG Tables- Water Withdrawal and Discharge
	303-4	Water discharge	ESG Tables- Water Withdrawal and Discharge
	303-5	Water consumption	Energy and Emissions
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	Energy and Emissions
	305-2	Energy indirect (Scope 2) GHG emission	Energy and Emissions
	305-3	Other indirect (Scope 3) GHG emissions	Energy and Emissions
	305-4	GHG emissions intensity	Our energy intensity is based on our revenue Energy and Emissions
	305-5	Reduction of GHG emissions	Advancing Responsible & Sustainable Operations: Waste Management
	305-6	Emissions of ozone-depleting substance	To our knowledge, Silicon Labs does not emit ozone-depleting substances
	305-7	Nitrogen oxide, sulfur oxides and other significant air emissions	To our knowledge, air emissions do not exceed local regulation air emission permit limits. Energy and Emissions
GRI 306: Water 2016	306-1	Waste generation and significant waste-related impacts	Advancing Responsible & Sustainable Operations: Waste Management
	306-2	Management of significant wasterelated impact	Waste Management
	306-3	Waste generated	Waste Management
	306-4	Waste diverted from disposal	Waste Management
	306-5	Waste directed to disposal	Waste Management
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	0 New suppliers onboarded in 2023
	308-2	Negative environmental impacts in the supply chain and actions taken	None
GRI 401: Employment 2016	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employee Wellbeing & Benefits
	401-3	Parental leave	Employee Wellbeing & Benefits

Global Reporting Initiative — GRI Content Index

	Disclosure	Disclosure Title	Response- Disclosure location
GRI 403: Occupational health and Safety 2016	403-1	Occupational health and safety management system	Advancing Responsible & Sustainable Operations: Workplace Safety
	403-2	Hazard identification, risk assessment and incident investigation	Advancing Responsible & Sustainable Operations: Workplace Safety
	403-3	Occupational health services	Advancing Responsible & Sustainable Operations: Workplace Safety
	403-4	Worker participation, consultation and communication on occupational health and safety	Advancing Responsible & Sustainable Operations: Workplace Safety
	403-5	Worker training on occupational health and safety	Advancing Responsible & Sustainable Operations: Workplace Safety
	403-6	Promotion of worker health	Advancing Responsible & Sustainable Operations: Workplace Safety
	403-7	"Prevention and mitigation of occupational health and safety impacts directly linked by business relations"	Advancing Responsible & Sustainable Operations: Workplace Safety
	403-8	Workers covered by occupational health and safety management system	Advancing Responsible & Sustainable Operations: Workplace Safety
	403-9	Work-related injuries	Advancing Responsible & Sustainable Operations: Workplace Safety
	403-10	Work-related ill health	Advancing Responsible & Sustainable Operations: Workplace Safety
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	Training and Education
	404-2	Programs for upgrading employee skills and transition assistance	Fostering a culture of innovation-Learning & Development
	404-3	Percentage of employees receiving regular performance and career development reviews	In 2023, all eligible employees received a performance carreer review
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	HR Appendix to Global Workforce Board Diversity
	405-2	Ratio of basic salary and renumeration of women to men	Fostering a Culture of Innovation: Employee Wellbeing & Benefits
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	0 New suppliers onboarded in 2023
	414-2	Negative social impacts in the supply chain and actions taken	None Advancing Responsible & Sustainable Operations: Supply chain Management
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	10-K

UN Global Compact Table

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

United Nations Sustainable Development Goals

The UN Sustainable Development Goals (SDGs) are aimed at stimulating action in areas of critical importance for humanity and the planet, such as gender equality, access to quality health and education, climate change, and much more. We recognize the importance and urgency of this global initiative and how Silicon Labs plays a critical role in infrastructure, advancing quality of life, and furthering global development sustainably. While all the SDGs are vital, we prioritized six goals with their respective targets that are the most relevant to our Sustainability Strategy and will help make the largest global impact.

We see the alignment between the SDGs and the UN Global Compact principles, and in 2023, we took steps further to initiate our commitment process to become officially a UN Global Compact participant.

						
UN SDG 3.5	**UN SDG 5.5**	**UN SDG 6.4**	**UN SDG 7.2**	**UN SDG 8.5**	**UN SDG 8.7**	**UN SDG 9.4**

					
UN SDG 11.3	**UN SDG 11.6**	**UN SDG 12.2**	**UN SDG 12.6**	**UN SDG 13.1**	**UN SDG 15.5**

ISO 9001 Certificate

Certificate

Standard **ISO 9001:2015**

Certificate Registr. No. 74 300 4253

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

Scope: Design and Manufacture of Integrated Circuits and Solutions

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

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

2023-12-07

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

www.tuv.com

TÜVRheinland®
Precisely Right.

Certificate

Standard **ISO 9001:2015**

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

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

Scope: Design and Manufacture of Integrated Circuits and Solutions

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

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

2023-12-07

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

www.tuv.com

TÜVRheinland®
Precisely Right.

ISO 14001 Certificate

Certificate

Standard **ISO 14001:2015**

Certificate Registr. No. 74 300 4254

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

Scope: Design and Manufacture of Integrated Circuits and Solutions

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

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

2023-12-07

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

www.tuv.com

TÜVRheinland®
Precisely Right.

Certificate

Standard **ISO 14001:2015**

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

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

Scope: Design and Manufacture of Integrated Circuits and Solutions

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

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

2023-12-07

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

www.tuv.com

TÜVRheinland®
Precisely Right.

2023 Environmental Metrics Verification Statement

ASSURANCE STATEMENT
WATER AND WASTE

To: The Stakeholders of Silicon Laboratories Inc.

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

The determination of the water and waste data is the sole responsibility of Silicon Labs. Apex's sole responsibility was to provide independent assurance on the accuracy of the water and waste data reported, and on the underlying systems and processes used to collect, analyze and review the information.

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

- Operational Control
- Worldwide

Data assured:

- **Water**
  - **Water withdrawal:** 12.7 million liters
  - **Water discharge:** 12.7 million liters
- **Waste by disposal method:**
  - **Landfilled:** 55.14 metric tons
  - **Incinerated:** 8.62 metric tons
  - **Recycled:** 190.25 metric tons
  - **Hazardous Materials:** 0.54 metric tons
  - **Landfill Diversion Rate:** 75%

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

Period covered by water and waste assurance:

- January 1, 2023 to December 31, 2023

Reporting Protocols against which assurance was conducted:

- Internal protocol for water and waste data

Reference Standard:

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

Level of Assurance and Qualifications:

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

WATER RESOURCES • ENVIRONMENTAL SERVICES • HEALTH & SAFETY • CLIMATE CHANGE
Apex Companies, LLC • (800) 733-2739 • www.apexcos.com

Assurance Methodology:

Evidence-gathering procedures included but were not limited to:

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

Assurance Opinion:

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

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

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

Statement of independence, impartiality and competence

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

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

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

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

Attestation:

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

David Reilly, Technical Reviewer
ESG Principal Consultant
Apex Companies, LLC
Santa Ana, CA

February 29, 2024

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

2023 GHG Verification Statement

VERIFICATION OPINION DECLARATION
GREENHOUSE GAS EMISSIONS

To: The Stakeholders of Silicon Laboratories Inc.

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

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

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

- Operational Control
- Worldwide
- Exclusions: Refrigerants

Types of GHGs: CO_2, N_2O, CH_4

GHG Emissions Statement:

- **Scope 1:** 39 metric tons of CO_2 equivalent
- **Scope 2 (Location-Based):** 2,832 metric tons of CO_2 equivalent
- **Scope 2 (Market-Based):** 1,592 metric tons of CO_2 equivalent
- **Scope 3:**
  - **Purchased Goods and Services:** 120,261 metric tons of CO_2 equivalent
  - **Capital Goods:** 3,443 metric tons of CO_2 equivalent
  - **Upstream Transportation and Distribution:** 3,173 metric tons of CO_2 equivalent
  - **Waste Generated in Operations:** 29 metric tons of CO_2 equivalent
  - **Business Travel:** 2,404 metric tons of CO_2 equivalent
  - **Employee Commuting:** 1,395 metric tons of CO_2 equivalent
  - **Downstream Leased Assets (Location-based):** 1,141 metric tons of CO_2 equivalent
  - **Downstream Leased Assets (Market-based):** 650 metric tons of CO_2 equivalent
- **Total Scope 3 (Location-based):** 131,846 metric tons
- **Total Scope 3 (Market-based):** 131,355 metric tons

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

Data and information in Scope 3 GHG emissions statement were in some cases estimated rather than historical in nature.

Period covered by GHG emissions verification:

- January 1, 2023 to December 31, 2023

Criteria against which verification conducted:

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

Reference Standard:

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

Level of Assurance and Qualifications:

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

GHG Verification Methodology:

Evidence-gathering procedures included but were not limited to:

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

Verification Opinion:

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

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

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

Statement of independence, impartiality and competence

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

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

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

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

Attestation:

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

David Reilly, Technical Reviewer
ESG Principal Consultant
Apex Companies, LLC
Santa Ana, CA

February 29, 2024

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