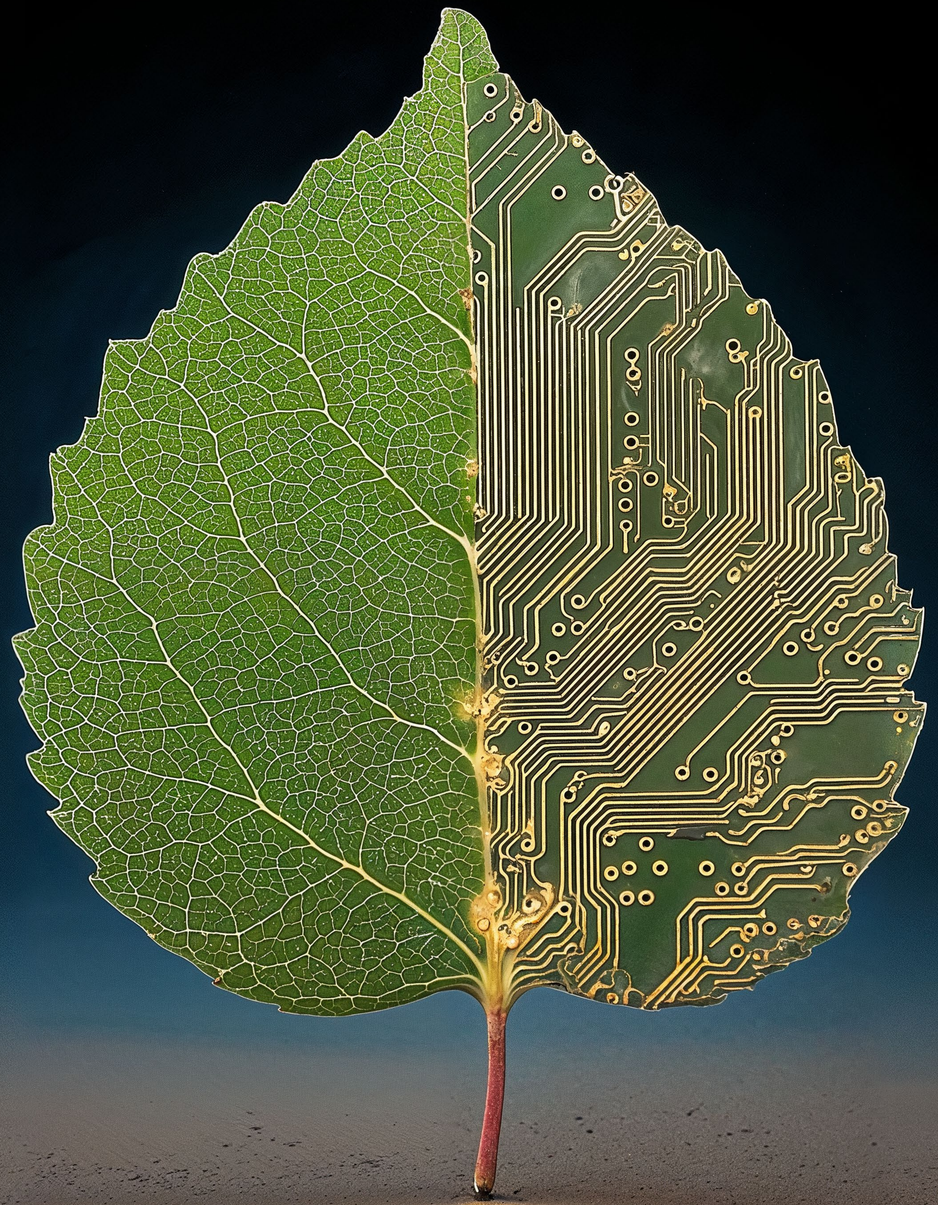
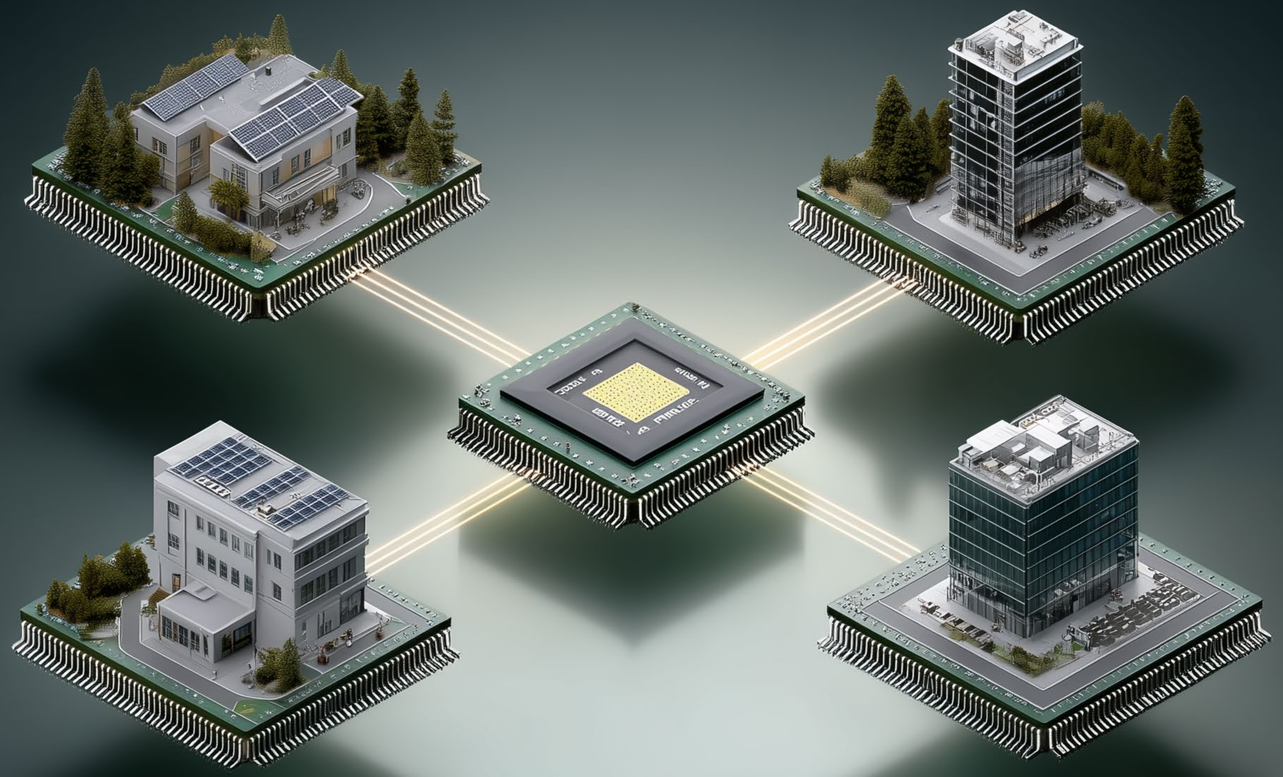
Connected Intelligence



2025 Corporate
Sustainability Report

SILICON LABS
CONNECTED INTELLIGENCE



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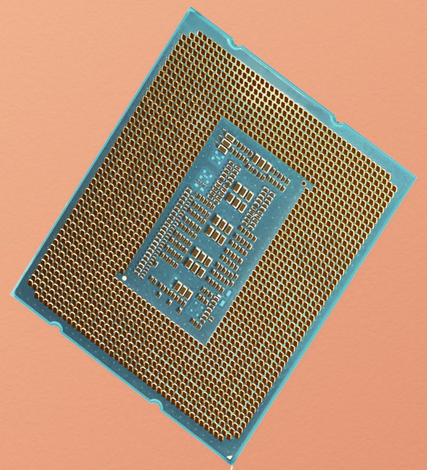


A Message from our CEO

At Silicon Labs, our approach to sustainability has remained consistent over time, shaped by our long-term thinking, accountability, and innovation. This is a journey that's simply part of how we operate — it grows with us, and continues to evolve alongside our business, our industry, and the world around us.

THE SERIES 3 PLATFORM CONSUMES

30% less active power than comparable devices in their class

This year marks an important milestone: it is the sixth publication of our Corporate Sustainability Report. Over the past five years, we have built a strong foundation for responsible growth through clear goals, transparent reporting, and measurable progress. As some of our early commitments have been completed, we are updating and expanding our sustainability goals to reflect our long-term strategy.

Despite some uncertain business conditions, our commitment to sustainability remains unwavering. We continue to deliver products that are both energy efficient and socially impactful to help customers reduce their environmental footprint while enabling positive change in the communities we serve. This consistency reflects our belief that true sustainability endures even in times of uncertainty.

We design smart, energy-efficient products that enable battery-powered, ultra-low-power wireless communications for our customers across industries where technology can meaningfully influence environmental and societal outcomes. Our BG27 wireless SoC—named IoT Evolution's 2024 Asset Tracking Product of the Year—uses innovative, battery-extending technology to help hospitals track and maintain life-saving medical equipment and to support diabetes patients by extending the lifetime of wearable continuous glucose monitors. Our products also play a critical role in green energy solutions, including solar power and EV charging, helping drive the transition to renewable energy. And with our recently announced Series 3 platform—the next generation of our wireless SoCs—we are delivering groundbreaking energy efficiency without compromising performance. Built on Silicon Labs' advanced power architecture, some Series 3 devices are designed to use 30% less active power than comparable devices in their class.

As global regulatory frameworks evolve, we've strengthened our preparedness to meet and exceed emerging requirements, ensuring transparency, accountability, and compliance across our operations. Our sustainability strategy remains aligned with international standards, positioning us to lead responsibly in a rapidly changing landscape.

Our people remain at the center of everything we do. Through the evolution of our employee experience – now proudly known as Life at Silicon Labs – we've redefined what it means to work, grow, and thrive here. This initiative reflects our belief that sustainability begins with our people, empowering every employee to help build a more inclusive and supportive workplace.

We're proud that our commitment to sustainability has been recognized within our industry. Our customers, suppliers, and other external third parties increasingly recognize and appreciate the tangible value of our sustainability programs. We are honored to have been recognized as a sustainable supplier by some of our biggest customers, a distinction that underscores our ongoing efforts to build trust, deliver excellence, and create shared value through responsible innovation.

As we look toward the future, our path remains clear. Guided by a consistent purpose, a willingness to adapt, and a commitment to sustainable innovation, Silicon Labs is well-positioned to remain a trusted partner to our customers and a positive force for people and the planet.

Matt Johnson
President & CEO,
Silicon Labs

About Us

Silicon Labs is the leading innovator in low-power wireless connectivity, building embedded technology that connects devices and improves lives. Merging cutting-edge technology into the world's most highly integrated SoCs, we provide device makers with the solutions, support, and ecosystems needed to create advanced edge connectivity applications. Headquartered in Austin, Texas, we conduct operations in over 16 countries and are the trusted partner for innovative solutions in the smart home, industrial IoT, and smart cities markets.

Our Values

Nurture Greatness

We hire, foster, and empower great talent.

Find Better Ways

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

Walk the Talk

We meet our commitments and hold ourselves accountable.

Do the Right Thing

Lead by example.

Our Business Overview

Commercial

Our ultra-low-power wireless solutions and market-leading software drive seamless performance across electronic shelf labels, commercial lighting, access control, and enterprise access points. As the category leader in ESLs and enterprise APs for Bluetooth and 15.4, we enable reliable, scalable, energy-conscious connectivity that powers asset tracking, building automation, and the shift from wired to wireless intelligent infrastructure.

Industrial

We enable smarter, more resilient infrastructure across metering, automation, renewable energy, EV charging, and agriculture, supporting global electrification and stronger grid reliability. With long-standing leadership in Wi-SUN, Matter, and long-range sub-GHz, our solutions deliver robust networking for mission-critical systems. By advancing industrial efficiency and AI-enabled insights, we empower data-driven industrial ecosystems that optimize resources and accelerate a cleaner, more connected world.

Home

Silicon Labs accelerates the next wave of smart home innovation with more than a decade of leadership in wireless connectivity for security, automation, and energy-efficient lighting. Our solutions ensure seamless interoperability across devices and ecosystems, helping reduce energy use while elevating comfort and safety. As a leader in sub-GHz and key contributor to Matter, we deliver secure, low-power IoT that scales globally.

Life

From medical wearables and drug-delivery devices to fitness trackers, toothbrushes, and smart entertainment, our connectivity solutions reshape how people manage their health and wellness. As healthcare moves from hospital to home, Silicon Labs partners with leading innovators to deliver reliable, application-optimized IoT. With top-tier battery performance, coexistence, and edge AI/ML, we enable more sustainable, connected lifestyles worldwide.

OUR PORTFOLIO

Connect

Low power, robust, and diverse wireless with industry leading performance and range

Compute

Ultra efficient compute with rich peripheral and package combinations

Secure

Industry-leading embedded security that protects from remote and local attacks

AI/ML

Fastest, lowest power AI inference with dedicated AI accelerators

Our Sustainability Strategy

Silicon Labs is building a smarter and more connected world. We are committed to advancing our environmental, social, and governance (ESG) efforts.

Our goal is to be a leader in sustainability in the semiconductor industry. Our core values guide our sustainability strategy, focusing on areas where we believe we can make the biggest impact: creating innovative products with positive environmental and social impact, fostering an inclusive, innovative culture, conducting our business in an environmentally and socially responsible way, and sharing value creation with our stakeholders and communities, now and in the future.

Our ESG Approach

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

1. Product Innovation
2. Environmental Management & Climate Change Mitigation
3. Employee Wellbeing
4. Supply Chain Management
5. Ethics & Governance

Our stakeholders play an essential role in shaping our ESG strategy, providing valuable insights and accountability. We actively seek their feedback to assess and refine our focus areas each year. Oversight of these initiatives is led by our ESG Steering Committee, Executive Management, and cross-functional teams, which collaborate regularly to define strategic objectives, monitor progress, and report on outcomes.

To ensure transparency and comparability, we align our reporting with leading frameworks, including the Sustainability Accounting Standards Board (SASB), the Task Force on Climate-Related Financial Disclosures (TCFD), and the Global Reporting Initiative (GRI). We also disclose our progress through organizations such as the Carbon Disclosure Project (CDP) and the Environmental Protection Agency (EPA). In addition, we have been closely reviewing the Corporate Sustainability Reporting Directive (CSRD) requirements and have begun a soft alignment process, which is reflected throughout this report as part of our ongoing commitment to enhancing disclosure quality and readiness for future regulatory expectations.

Our ESG programs are developed in alignment with the United Nations Sustainable Development Goals (UN SDGs) and the United Nations Global Compact (UNGC) principles. As an official UNGC participant since 2024, Silicon Labs continues to strengthen its commitment to international sustainability standards and to integrate responsible practices across our business and value chain.

> “At Silicon Labs, sustainability is not a destination, but a continuous journey of progress and innovation. By embedding sustainability into our core strategy, we ensure that our business decisions, from leadership vision to product design to program execution, reflect our long-term commitment to people and the planet. Our approach keeps us prepared to meet evolving global sustainability standards while driving meaningful impact through transparency and accountability.”

GREG HODGSON
VICE PRESIDENT STRATEGY & CORPORATE DEVELOPMENT

2025 Highlights

58%

Reduction in scope 1 and 2 GHG emissions versus a 2021 baseline

Great Place To Work. Certified OCT 2025-OCT 2026 USA

For the ninth consecutive year

psacertified™ level four iSE / SE

Silicon Labs achieves first ever PSA Level 4 certification

ISO 27001

In 2025, our Information Security Management System achieved ISO 27001 certification

PCF

In 2025, we developed the Product-specific Carbon Footprint of our major products, supporting customer needs

Stakeholder Engagement

We systematically engage with key stakeholders to capture diverse perspectives that inform our sustainability strategy and decision-making. We recognize that stakeholder priorities and the broader sustainability landscape evolve over time. Through continuous dialogue, we aim to create shared value by understanding their interests and concerns, responding transparently to emerging issues, and integrating their input into our long-term planning and programs.

Our key stakeholders include employees, customers, investors, suppliers, and the communities where we operate through NGOs. Their insights help us align our corporate responsibility goals with the needs of those who are directly or indirectly connected to Silicon Labs. We collaborate through direct engagement, surveys, industry forums, capacity-building initiatives, and other feedback channels, continually seeking new ways to strengthen communication and mutual understanding.

The table to the right outlines examples of our stakeholder engagement practices and the topics we addressed in 2025.

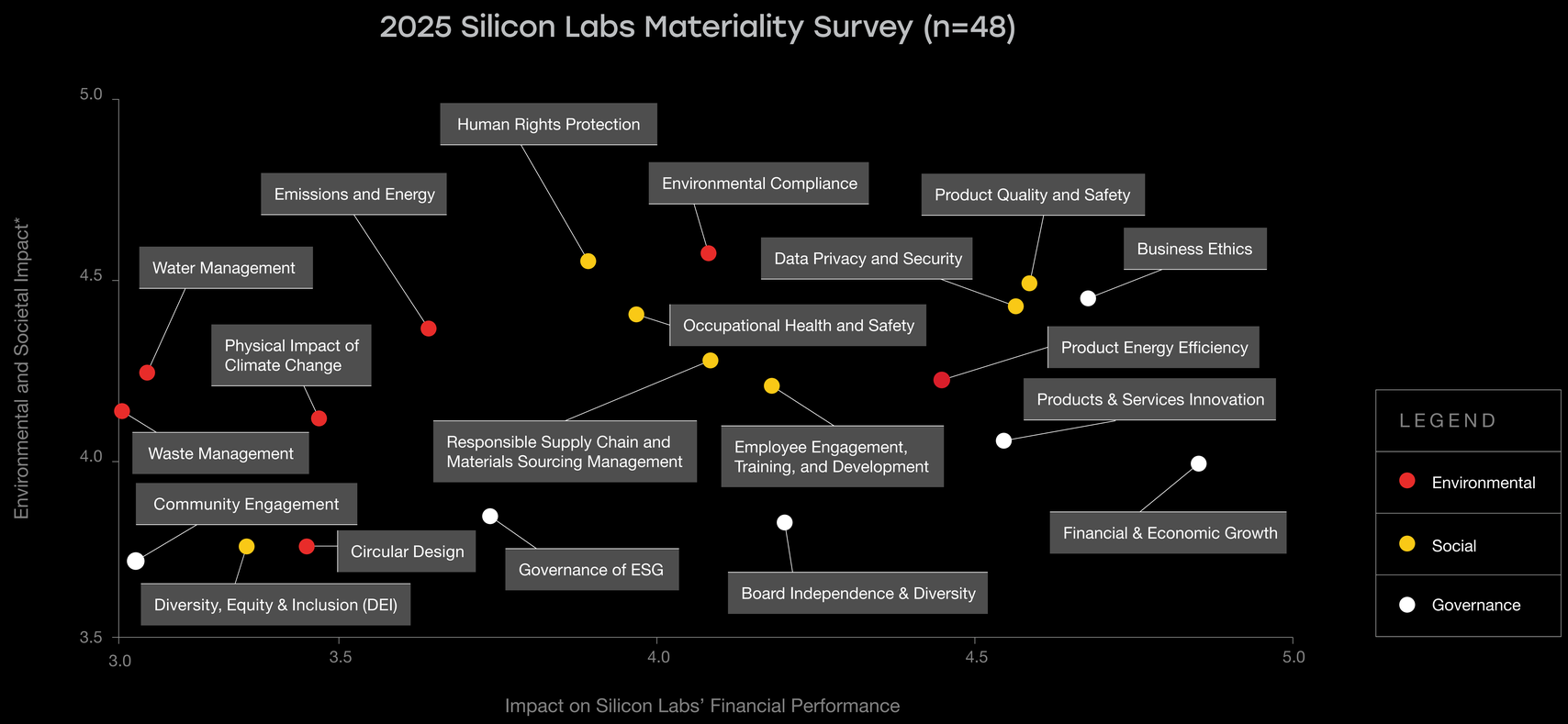
Stakeholder	Employees	Customers	Investors	Suppliers	NGOs
Material Topics	Employee engagement Training and development Diversity, equity & inclusion Occupational health & safety Business ethics	Environmental compliance Product energy efficiency Product quality & safety Data privacy & security	Business ethics Financial & economic growth Board independence & diversity Energy & emissions	Product quality & safety Responsible supply chain & materials sourcing Environmental compliance Human rights protection	Community engagement Human rights protection Diversity, equity & inclusion Energy & emissions
European Sustainability Reporting Standards–Topic	S1 Own Workforce	E1 Climate Change/Energy Use	G1 Business Conduct	S2 Workers in the Value Chain	S3 Affected Communities
Engagement Process	Employee surveys & assessments Live & on-demand seminars, conferences, & workshops Online training platform for formal education and skill-building Recognition, awards, milestones EthicsPoint line Intranet, internet, news, emails, videos Company meetings, town halls, all-hands, offsites Opportunities to build community while supporting flexible work	Conventions, technical seminars, joint seminars Blogs, workshops, internet, news, emails Customer meetings Website – sustainability	Quarterly earnings calls Analyst days Conferences Shareholder outreach Quarterly & annual reports Investor relations website Proxy engagement	Meetings Audits Contracts Surveys RBA tools	Donations Mentorships Partnerships EthicsPoint line NGO meetings Site visits Volunteering, local initiatives
Using the Double Materiality Assessment (DMA) to capture feedback	Reached out to employees on quality & ESG steering committees at a global level Sent materiality survey to capture their values	Selected key customers based on prior engagement in ESG & sustainability Sent materiality survey to capture their values	Selected main investors to provide feedback Sent materiality survey to capture their values	Selected major suppliers based on spend/ESG engagement Sent materiality survey to capture their values	Selected NGOs based on prior outreach/engagement on ESG Sent materiality survey to capture their values

Materiality Assessment

Since 2022, Silicon Labs has conducted regular materiality assessments to identify and prioritize the sustainability topics most relevant to our business and stakeholders. In 2024, we enhanced our approach by adopting a double materiality perspective, integrating both environmental and societal impacts into our evaluation framework.

To ensure a balanced and representative view, we engaged both internal and external stakeholders in the assessment process. The resulting matrix evaluates each topic based on its environmental and societal impact (y-axis) and its influence on financial performance (x-axis). This year, we assessed a total of 20 material topics, including a new topic, Circular Design, added in response to customer feedback. While this topic did not rank among the top priorities, it reflects our commitment to continuous improvement and responsiveness to stakeholder expectations. Each topic was color-coded for clarity; red for environmental, yellow for social, and white for governance, and rated on a 1–5 scale, with 1 indicating the lowest importance and 5 the highest.

The analysis identified Business Ethics, Product Quality & Safety, and Data Privacy and Security as the highest-priority topics. Nonetheless, all material topics are addressed throughout this 2025 Corporate Sustainability Report, with specific goals, programs, and actions outlined to demonstrate our comprehensive approach to sustainable performance.



Note: Government bodies were not included as stakeholders in this year's materiality assessment. However, we continuously monitor emerging public policies and regulatory developments that may influence our operations. We engage proactively with government entities through our annual disclosures, participation in public consultations, and other collaborative forums whenever possible to ensure transparency and regulatory alignment.

*Topics are assessed using a five-point scale, where 1 indicates the lowest level of importance and 5 the highest. The chart axis begins at 3, as no topics were rated below this level in terms of their impact on the company's financial performance

Awards, Recognitions, Ratings & Industry Collaboration

Awards & Recognitions

ABJ CEO of the Year Award

IoT Evolution Smart City Product of the Year Awards: FG23 with Wirepas Mesh Sub-GHz connectivity

Embedded Computing Design's Best in Show Awards: MG26

IOTE Shanghai — 2024 IoT Star Award:
1. Top 100 IoT Company;
2. Innovation Product: BG22L&BG24L

IOTE Shenzhen — Golden Award: SiXG301 w/ PSA level 4

CSHIA — 2025 Smart Home Innovative Products Annual Ranking: SiMG301

Aspencore — 2025 EE Awards Asia & Taiwan

Best Workplace for Commuters 2025

Great Place to Work

Gentex Sustainability Award

Memberships

Responsible Business Alliance (RBA)	Responsible Mineral Initiative (RMI)
UN Global Compact (UNGC)	Semiconductor Industry Association (SIA)
SEMI	World Semiconductor Council (WSC)

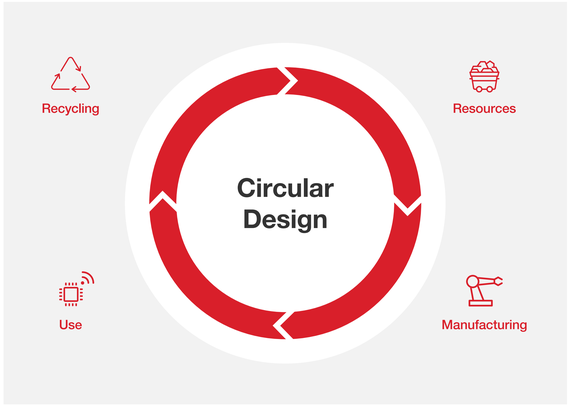
	RANKER/RATER	RATINGS
ISS ESG	ISS ESG	B-
SUSTAINALYTICS	Sustainalytics	Low Risk
MSCI	MSCI	A
CDP	CDP	A-
ecovadis	EcoVadis	Platinum

Product Innovation

Our Approach

Product innovation is central to the Silicon Labs culture and important for our success in the markets we serve. It's a strategic topic that includes product development, manufacturing, safety & quality, distribution, use, maintenance & security, and recycling. Product innovation is the responsibility of all functional teams within the company and is guided by our corporate values and Global Environmental Policy. Our Quality Management System is certified to ISO 9001:2015 and our Environmental Management System is certified to ISO 14001:2015, both by TUV Rheinland of North America. Our ISO 9001 certification can be found in Appendix: ISO 9001 Certificate and our ISO 14001 certification can be found in Appendix: ISO 14001 Certificate. The scope for both certifications is design, development, and test of integrated circuits, and solutions in a fabless semiconductor business model. This certification applies to our Singapore and Austin design, development and test facilities (accounting for 2 of 2, or 100%, of this type of facility) and our Hyderabad design and development facility (accounting for 3 of 11, or 27%, of this type of facility). In 2025, we passed the ISO 14001:2015 and ISO 9001:2015 surveillance audits with 0 non-conformances, and in 2025, 100% of our direct manufacturing suppliers were ISO 14001:2015 certified.

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



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

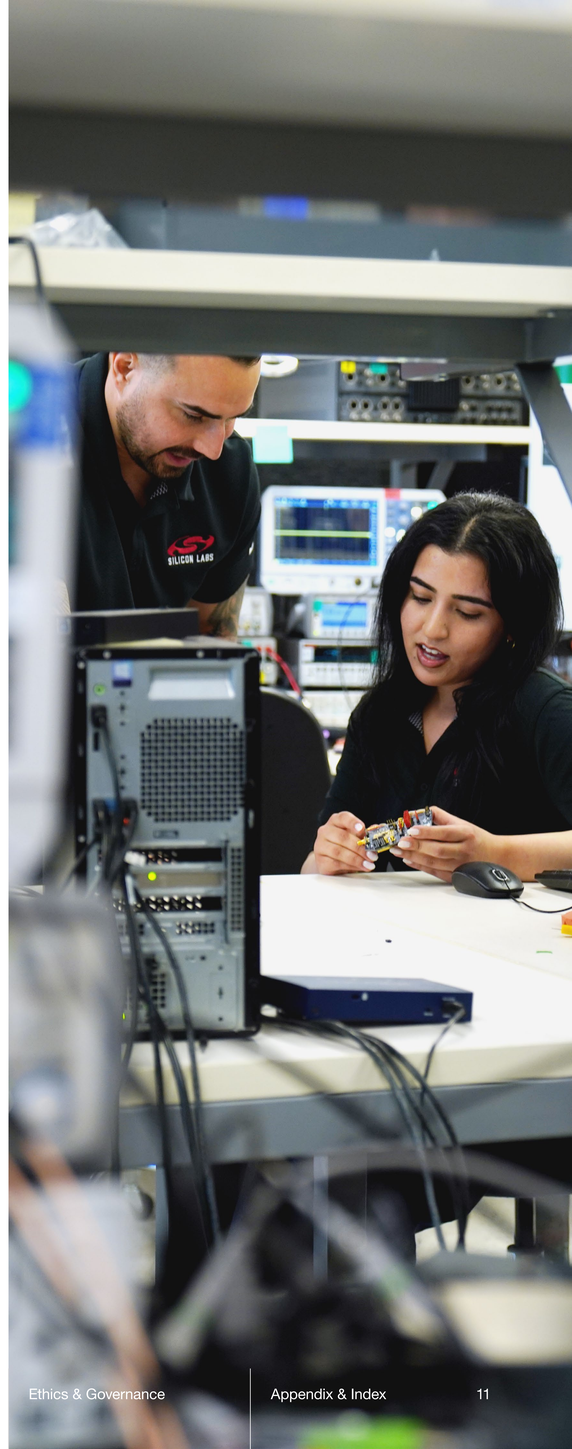
1. **Assessing our product portfolio (covering 100% of products) and carrying out an inventory of raw materials (including hazardous substances), GHG emissions, energy use, water use, and waste generation.**

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

3. **Identifying opportunities for improvement.**

We're currently in the first step of the strategy and have completed inventories of product material use (including hazardous substances), GHG emissions, energy use, water use, and waste generation. We've also prepared Product Carbon Footprint (PCF) reports for many of our products per ISO14067 methodology, accounting for raw material acquisition, upstream and downstream transportation, use of product and disposal of product.
Contact **esg@silabs.com** for more information or a specific product PCF.

Alignment with the UN Sustainable Development Goals



Product Development

Goal	Action	Result
Develop sustainable products in line with Global Environmental Policy requirements.	Develop, market and sell products supporting sustainability focused markets including agriculture, water conservation, energy conservation, sustainable buildings, materials optimization, and climate change mitigation through energy transition.	**ACHIEVED** 47% of our revenues in 2025 came from products designed with features that reduce energy consumption, as compared with a baseline Silicon Labs product offering the same or greater functionality.
In 2026, reduce 3.0 million units of production scrap.	Test and production engineering activities to improve production test yields.	**ACHIEVED** In 2025, we reduced 8.34 million units of production scrap surpassing our 2025 goal.

50%

Reduced the semiconductor die size by approximately 50% from select Series 1 products to Series 2

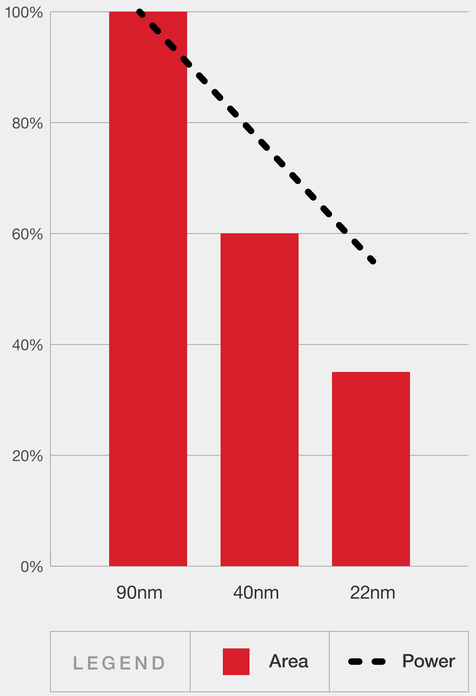
We develop semiconductor products for sustainability-focused consumer and industrial markets, supporting key areas such as agriculture, water and energy conservation, sustainable buildings, materials optimization, and climate change mitigation through energy transition, among others. We sell these semiconductor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

We've taken steps to minimize material consumption and waste in products. Firstly, we adopt smaller process geometries with each generation of product, which in turn allow us to design smaller semiconductor die and use less material per product. As an example, we've reduced the semiconductor die size by approximately 50% from select Series 1 products to Series 2, and continue to take advantage of semiconductor die size reduction with smaller process geometries for Series 3 products. Secondly, we focus on minimizing both the external bill of materials and the amount of space required in our customers' designs. Space that may have been required in past generations of products for crystal oscillators, power amplifiers, and low noise amplifiers is incorporated within these products.

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

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

Relative area and power reduction benefits of smaller process geometries

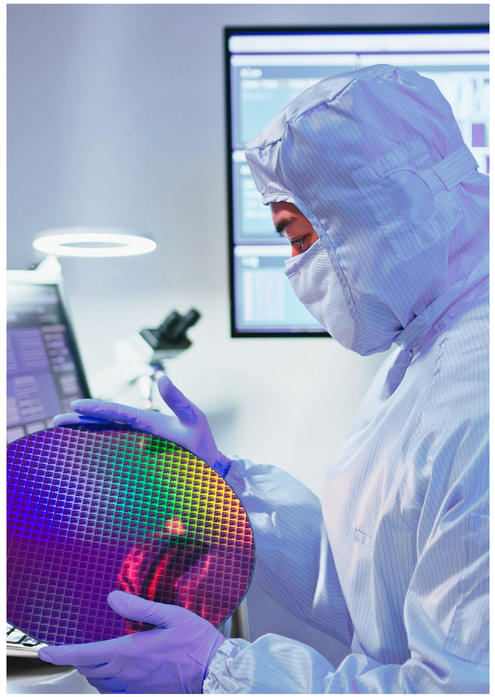


Product Manufacturing, Quality & Safety

Wafer fabrication, assembly, and testing are the three key steps in our manufacturing process, with 100% of the wafer fabrication and assembly and approximately 95% of the manufacturing test performed by our supply chain partners. The portion of manufacturing test performed by Silicon Labs occurs at our Austin and Singapore facilities. See Supply Chain Management for more information about our manufacturing partners. Manufacturing test and yield optimization are key elements of our cleantech and circular design strategy. We're unique in that we not only design for test (DFT), an important step in manufacturing optimization, but we're one of the few semiconductor companies that designs our own manufacturing test systems to optimize the benefits of our DFT. Greenhouse gas emissions associated with our outsourced manufacturing processes are reported under scope 3, category 1: Purchased Goods & Services. See Environmental Management & Climate Change Mitigation: Greenhouse Gas Emissions for an inventory and more information about this category. This table presents quantities of energy, water, and waste (hazardous and non-hazardous) associated with our outsourced manufacturing process. This data is as reported by our major suppliers for 2024, the latest available at the time of publication. The methodology aggregates reported data from major suppliers on a spend basis. Major suppliers account for the top 90% of our manufacturing spending, while the remaining 10% is estimated based on the average of this data.

Outsourced Manufacturing Data

Energy	104 GWh
Water	210 megaliters
Waste (non-hazardous)	2126 metric tons
Waste (hazardous)	1729 metric tons



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

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

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

- Persistent Organic Pollutants (POPs)

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

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

Product Distribution

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

Product Use, Maintenance & Security

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

We classify our wireless and microcontroller products as low carbon if they have been designed with low energy features that reduce power consumption compared to a baseline Silicon Labs product, while offering the same or greater functionality.

In 2025, 47% of product revenue was classified as low carbon. We apply a sustainable classification of low water impact for certain wireless and microcontroller products used in smart water metering and smart agriculture applications. See the Product Spotlight for examples of these applications.

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

Effective security is crucial for product longevity. We were the first semiconductor company to achieve PSA Certified Level 4, the highest level of IoT hardware and software security protection.

Our Series 3 products have been designed and developed using security best practices and features, making them the most secure IoT solutions on the market.

Our award-winning Secure Vault™ is the industry-leading suite of security features addressing ever-escalating threats to the Internet of Things (IoT), greatly reducing the risk of IoT ecosystem security breaches and the compromise of intellectual property or revenue loss from counterfeiting. Specifically, Secure Vault high technology protects against scalable local and remote software attacks and defends against local hardware attacks.

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

Product Recycling

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

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

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

Sustainable Agriculture
BeeHero

BeeHero turns beehives into low-power environmental sensors to enable precision pollination and more sustainable agriculture. Using Silicon Labs Bluetooth SoCs/modules, hive monitors stream temperature, humidity, motion, and acoustic data to the cloud with minimal energy use. AI analyzes the signals to detect stress early, guiding targeted interventions—feeding, treatment, or requeening—before colonies collapse. Farmers gain visibility into pollination timing and hive performance, improving hive placement and reducing waste. Operationally, remote monitoring cuts unnecessary truck rolls for large fleets, saving fuel and labor. Healthier bees, higher yields, and data-driven management build climate resilience, protect biodiversity, and strengthen a stable, nature-positive food system.

SEE THE FULL PRODUCT SPOTLIGHT

BeeHero Uses IoT Sensor Technology to Save Bees

Smart Electric Metering
Landis+Gyr

Silicon Labs' EFR32FG25 SubGHz WiSUN SoC helps Landis+Gyr build interoperable smart meters that advance sustainable energy management. Moving from proprietary RF mesh to the WiSUN standard improves scalability and avoids stranding existing infrastructure through backward compatibility. The FG25's single chip integration and OFDM support enable long range, low latency networking, while earlier FG12 designs dramatically reduced power consumption—important for meters relying on limited backup power during outages. With more than 96.5 million WiSUN devices deployed, utilities can deliver reliable, secure connectivity that empowers consumers to use resources more efficiently and cities to expand smart grid services without lock-in, supporting resilient, upgradeable, lower impact metering globally.

SEE THE FULL PRODUCT SPOTLIGHT

Wi-SUN Sub-GHz SoC Enables Landis+Gyr Smart Meters

Connecting the Unconnected: Hubble Network

Hubble Network's integration of Silicon Labs' MG24 wireless SoC demonstrates how energy-efficient connectivity can support underserved communities in a sustainable way. By enabling standard Bluetooth Low Energy devices to connect directly to satellites and a global terrestrial network, without additional hardware or cellular infrastructure, this solution expands connectivity to remote regions worldwide. This approach minimizes reliance on energy-intensive cellular towers, reducing infrastructure footprints while supporting scalable, low-power IoT deployments.

SEE THE FULL PRODUCT SPOTLIGHT

Hubble Network utilizes MG24 in its global Bluetooth® LE network — Silicon Labs

Smart Submetering NextCentury

Silicon Labs powers NextCentury's wireless submetering to cut waste and drive equitable conservation. Long range Si4460 radios and FG28 SoCs consolidate subGHz and Bluetooth LE, slashing installation from months to hours and enabling dense, scalable deployments. More than 2.8 million meters in the U.S. and Canada monitor water, gas, and energy. Analytics flag leaks (e.g., toilets) and abnormal usage, prompting fast fixes and fair, usage-based billing. The EPA reports submetering saved tens of billions of gallons of water in 2023. NextCentury now adds about 40,000 apartment units monthly and supports municipal rollouts, advancing resilient, data-driven stewardship of natural resources at scale.

SEE THE FULL PRODUCT SPOTLIGHT

Silicon Labs Enables NextCentury's Wireless Submetering Systems

Environmental Management & Climate Change Mitigation

Our Approach

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

Environmental management & climate change mitigation is the responsibility of all functional teams within the organization, and our approach is guided by our Global Environmental Policy and Environmental, Health, and Safety Policy. Our Environmental Management System is certified to ISO 14001:2015 by TUV Rheinland of North America, and our ISO 14001 certification can be found in Appendix: ISO 14001 Certificate. The scope for the certification is design, development, and test of integrated circuits, and solutions in a fabless semiconductor business model. This certification applies to our Singapore and Austin design, development and test facilities (accounting for 2 of 2, or 100%, of this type of facility) and our Hyderabad design and development facility (accounting for 3 of 11, or 27%, of this type of facility). In 2025, we passed the ISO 14001:2015 surveillance audit with 0 non-conformances, and in 2025, 100% of our direct manufacturing suppliers were ISO 14001:2015 certified.

We're committed to reducing our carbon footprint by focusing on science-based targets. These efforts include reporting a complete greenhouse emissions inventory, reducing energy consumption, and transitioning our global facilities to renewable energy.

We've implemented a dedicated budget to climate change mitigation. See Supply Chain Management: Supplier Engagement for more information about how we've engaged our supply chain partners on these topics. Greenhouse gas emissions inventories have been prepared in accordance with the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard. Our environmental metrics including waste, water, energy, and greenhouse gas emissions are audited with limited assurance by an independent third party. Audit certification can be found in Appendix: 2025 Environmental Metrics and GHG Verification Statement.

Goal	Action	Result
Maintain landfill waste at 2025 baseline level at our Austin facility.	Waste reduction, reuse, and recycling training for the workforce.	**NEW** In 2025, total landfill waste was 36.8 metric tons, reflecting a slight increase driven by operational changes.
Maintain water at 2025 baseline level at our Austin facility.	Water reduction training for the workforce.	**NEW**
100% renewable energy use in all facilities where programs are available by the end of 2025.	Increase use of utility-provided renewable energy, where available.	**ACHIEVED** All facilities have migrated to renewable energy where available, including our Hyderabad (100%), Boston (20%) and San Jose (40%) facilities.
90% absolute reduction in scope 1 and 2 GHG emissions by the end of 2030 versus a 2021 baseline.	Energy reduction training, increase use of renewable energy certificates (RECs).	**ON TRACK** In 2025, we achieved 58% reduction in scope 1 and 2 GHG emissions versus a 2021 baseline.

Alignment with the UN Sustainable Development Goals

Water Management

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

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

In 2024, and again in 2025, we engaged with major suppliers in areas facing water stress or scarcity to assess their water sourcing, policies, restrictions, recycling systems, and response to shortages. We found that all evaluated suppliers have water-use policies and recycling systems in place, with some recycling up to 85% of their water.

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

The table to the right shows our water withdrawal (water use) and discharge (wastewater) for 2021-2025 across our global facilities, with no known exclusions from the reported data. Note that water withdrawal and water discharge are shown to be identical with no significant water consumption. In some cases, data was unavailable from facilities. At our Hyderabad facility, an onsite wastewater treatment facility is in place to recycle water for flushing, cooling systems and landscaping, and the use of recycled water is estimated to be 90%. There is no treatment of discharged water at any of our facilities. Water withdrawal and discharge in 2025 versus 2024 scaled approximately with the size of our global employee population.

Water withdrawal and discharge, global (million liters)	Withdrawal	Discharge
Baseline 2021	8.279	8.279
2023	12.700	12.700
2024	10.534	10.534
2025	11.043	11.043

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

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

Facility	Water Source	Water Discharge	River Basin	Water Stress	Water Scarcity
Austin	Surface	Surface	Lower Colorado	Medium – High	Medium
Boston	Surface	Surface	Charles	Medium – High	Low – Medium
Budapest	Surface	Surface	Duna	Low	Medium – High
Camberley	Surface	Surface	Thames 2	High	Medium – High
Espoo	Surface	Surface	Southern Finland	Low – Medium	Medium
Hsinchu City	Surface	Surface	China Coast 7	Low – Medium	High
Hyderabad	Surface, Ground (reuse primary; surface & ground secondary)	Surface	Musi / Aler	Extremely High	Medium – High
Montreal	Surface	Surface	St. Lawrence	Low	Low – Medium
Munich	Surface	Surface	Danube	Low	Medium
Oslo	Surface	Surface	Scandinavia, North Coast	Low – Medium	Low – Medium
Rennes	Surface	Surface	Vilaine	Medium – High	Medium – High
San Jose	Surface	Surface to Sea	Coyote	Low – Medium	Low – Medium
Shanghai	Surface	Surface	Lake Tai Hu	Extremely High	Medium
Shenzhen	Surface, Sea	Surface, Sea	China Coast 7	Low – Medium	Medium
Singapore	Surface	Sea	Malaysia Coast 1	Low	Medium
Taipei	Surface	Surface	Tamsui River	Low – Medium	High

Waste Management

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

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

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

In 2025, we put in place a goal to maintain waste intensity at our main Austin facility versus a 2023 baseline. To help achieve the goal, we worked to map waste streams to better understand the nature of waste generated and identify opportunities for the increased reuse and recycling of waste.

The table to the right shows our hazardous and non-hazardous waste according to waste streams for 2021-2025 across our global facilities. Hazardous and non-hazardous waste in 2025 versus 2024 scaled approximately with the size of our global employee population.

As we expand our ISO 14001 Environmental Management System to major sites, we're proud to announce that our Hyderabad office earned certification this year—a milestone that demonstrates our commitment to responsible operations and continuous improvement.

Among the initiatives driving this achievement, the elimination of single-use plastics in the cafeteria stands out as a meaningful success. By replacing disposable items with reusable alternatives, the team helped eliminate 90% of plastic consumption in cafeteria areas, representing a significant reduction in single-use plastics. The remaining 10% has been identified for elimination in 2026. Beyond reducing waste, this initiative fostered greater environmental awareness among employees and strengthened our culture of sustainability by promoting responsible consumption and effective waste management practices.

Waste, global (metric tons)	2021 Baseline	2023	2024	2025
Non-Hazardous Waste	249.615	266.711	147.416	231.637
Landfilled	59.883	55.139	25.348	94.614
Incinerated	13.049	8.618	2.198	7.955
Recycled / Recovered	168.403	190.255	119.870	129.069
Aluminum	0.007	0.107	-	0.146
Paper	22.242	4.546	3.007	10.909
Cardboard	-	1.662	0.706	1.575
Plastic	0.147	0.181	0.230	0.341
Glass	0.146	0.145	0.129	0.475
Mixed	137.225	170.831	107.276	114.139
Universal	2.130	2.312	1.634	0.688
E-waste	6.506	10.469	6.888	0.796
Hazardous Waste	-	0.537	0.104	0.080
Total Waste	241.336	254.549	147.520	231.717

Energy Management

Energy consumption includes renewable and non-renewable grid-sourced electricity, district cooling, and district heating. Energy reduction measures within our facilities include deactivating HVAC systems in any unused sections of our facilities, the use of timers and presence detection for office lighting control, and replacing fluorescent bulbs with more energy efficient LED lighting. Expanding renewable energy use is essential to our emissions goals. We've created a global renewable energy plan and set targets to purchase renewable energy from utility providers whenever possible. We're also evaluating the need to buy Renewable Energy Certificates (RECs) in locations where the renewable energy options are limited or unavailable. The table to the right shows energy consumption for our facilities globally between 2021-2025. Energy consumption in 2025 versus 2024 scaled approximately with the size of our global employee population, as did renewable energy in 2025 versus 2024. See Goals, Actions & Results in this section for information about these programs.

Energy consumption, global	2021 Baseline	2023	2024	2025
Total Energy (GWh)	16.713	16.355	15.072	15.804
Percent from Grid	100%	100%	100%	100%
Renewable Energy (GWh)	4.056	5.740	7.680	9.040
Renewable Energy (%)	24%	35%	51%	57%
Hydro-electric (GWh)			1.933	3.431
Hydro-electric (%)			12.8%	21.7%
Wind (GWh)			4.236	4.126
Wind (%)			28.1%	26.1%
Solar (GWh)			1.309	1.142
Solar (%)			8.7%	7.2%
Non-renewable Energy (GWh)	12.656	10.615	7.392	6.763
Non-renewable Energy (%)	76%	65%	49%	43%

Greenhouse Gas Emissions

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

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

Our consolidation approach for greenhouse gas emissions calculation is an operational boundary, and there are no facilities, greenhouse gas emissions, or geographies excluded. In 2025, there were no structural changes from the reporting year, and our accounting methodology was unchanged.

Scope 1 emissions include direct emissions from the stationary combustion of diesel in backup diesel generators and natural gas in boilers at our facilities globally (an office qualifies as a facility when it reaches 10 or more people). Emissions are calculated using the Greenhouse Gas Protocol methodology and emissions factors published by the Environmental Protection Agency (EPA).

Scope 2 emissions include indirect emissions from electricity, district cooling, and district heating purchased for use in our facilities globally. Emissions are calculated using the Greenhouse Gas Protocol methodology and emissions factors published by the EPA, the United Kingdom (UK) Department for Environment Food & Rural Affairs (DEFRA), and the International Energy Agency (IEA).

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

Category 1: Purchased goods and services

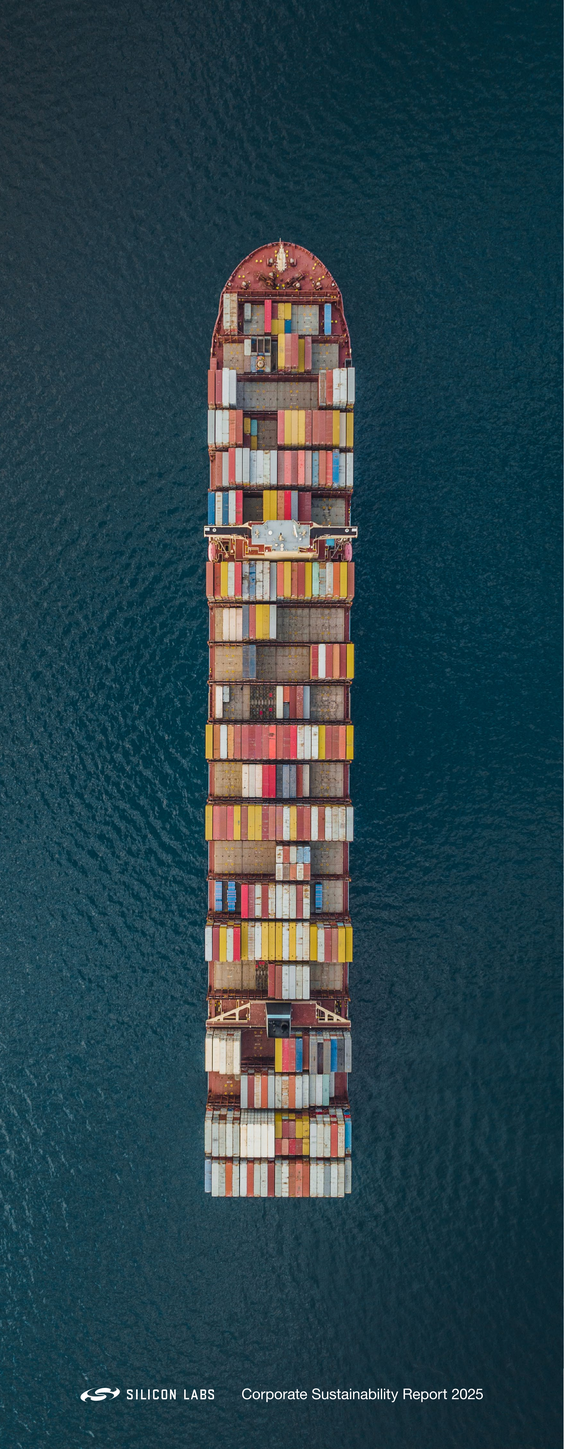
This category includes all upstream (i.e., cradle-to-gate) emissions from the production of products purchased in the reporting year. Products include both goods (tangible products) and services (intangible products). Emissions are calculated using the GHG Protocol spend-based method and emissions factors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

Category 2: Capital goods

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

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

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



Category 4: Upstream transportation and distribution

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

Category 5: Waste generated in operations

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

Category 6: Business travel

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

Category 7: Employee commuting

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

Category 8: Upstream leased assets

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

Category 9: Downstream transportation and distribution

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

Category 10: Processing of sold products

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

Category 11: Use of sold products

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

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

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

Category 13: Downstream leased assets

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

Category 14: Franchises

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

Category 15: Investments

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

Other significant air emissions include fugitive emissions from diesel generators, natural gas boilers and solder usage, and include NOX, CO, VOC, PM, and SO2.

The table to the right shows scopes 1, 2, and 3 greenhouse gas emissions, and other significant air emissions for 2021-2025. A dash indicates data is unavailable, and N/A indicates "Not Applicable." Gross (location-based) greenhouse gas emissions in 2025 versus 2024 scaled approximately with the size of our global employee population and our revenues.

Greenhouse Gas Emissions, Global (metric tons CO2e unless noted otherwise)	**2021 Baseline**	**2023**	**2024**	**2025**
Scope 1	155	39	52	64
Generated Electricity	2	2	2	3
Generated Heat	153	37	51	61
Scope 2 (market-based)	3,810	4,026	2,208	1,597
Purchased Electricity	3,191	3,629	1,777	1,137
Purchased Heating	5	1	7	0
Purchased Cooling	614	396	424	460
Scope 2 (location-based)	4,910	5,284	5,079	5,457
Purchased Electricity	4,290	4,883	4,641	4,042
Purchased Heating	5	4	14	14
Purchased Cooling	614	396	424	1,401
Scope 3	98,706	131,327	88,762	110,394
Category 1: Purchased Goods & Services	92,499	120,261	45,825	61,728
Category 2: Capital Goods	-	3,443	1,133	409
Catgeory 3: Fuel and Energy-Related Activities Not Induded in Scope 1 or Scope 2	-	-	1,061	1,025
Category 4: Upstream Transportation & Distribution	5,154	3,173	1,567	1,718
Category 5: Waste Generated in Operations	57	29	16	72
Category 6: Business Travel	135	2,404	4,068	3,665
Category 7: Employee Commuting	-	1,395	4,117	1,204
Category 8: Upstream Leased Assets	N/A	N/A	N/A	N/A
Category 9: Downstream Transportation and Distribution	-	-	1,488	1,602
Category 10: Processing of Sold Products	-	-	1,995	2,615
Category 11: Use of Sold Products	-	-	27,208	36,162
Category 12: End-of-Life Treatment of Sold Products	-	-	2	2
Category 13: Downstream Leased Assets (market-based)	860	622	927	958
Category 13: Downstream Leased Assets (location-based)	1,135	1,092	1,004	958
Category 14: Franchises	N/A	N/A	N/A	N/A
Category 15: Investments	N/A	N/A	N/A	N/A
Total Scope 1 and 2 (market-based)	3,966	4,065	2,261	1,661
Total Scope 1 and 2 (location-based)	5,065	5,323	5,131	5,521
Total Scope 1, 2 and 3 (market-based)	102,672	135,392	91,667	112,820
Total Scope 1, 2 and 3 (location-based)	104,046	137,119	94,615	116,680
Other Significant Air Emissions (includes NOx, CO, VOC, PM and SO?)	1.085	1.398	0.728	1.335

Biodiversity

Biodiversity is fundamental to the resilience of ecosystems, human well-being, and the long-term sustainability of global economies. Although our operations are not located in high-risk areas for biodiversity loss, Silicon Labs recognizes the importance of protecting natural ecosystems. We are committed to advancing global biodiversity conservation by promoting responsible environmental practices and encouraging sustainable, healthy lifestyles that support a balanced, thriving society. We will continue to share knowledge, raise awareness, and advance initiatives that strengthen biodiversity conservation and enhance the effectiveness of our environmental programs.

This year, for the second consecutive year, we have partnered with the Trail Conservancy to sponsor their Goats on the Trail restoration project. The main objective of this project is to support the use of goats for sustainable vegetation management along the Ann and Roy Butler Hike-and-Bike Trail in Austin, Texas. This initiative helps control invasive and noxious plant species, particularly poison ivy, while improving trail safety by reducing overgrowth and wildfire risks. The goats can access steep or hard-to-reach areas where machinery cannot operate, making them an efficient and low-impact solution. This eco-friendly approach eliminates the need for harmful chemicals or heavy equipment, reduces soil compaction, and naturally fertilizes the cleared land, thereby contributing to a healthier, more resilient local ecosystem.

Employee Wellbeing: Life at Silicon Labs

Our Approach

The success of Silicon Labs continues to rely on the passion, integrity, and innovation of our people. We strive to maintain a safe, healthy, inclusive, and engaging workplace where every employee can thrive and contribute to meaningful progress.

This year, we embarked on a rebranding of our employee experience, driven by feedback from our teams worldwide. This initiative led to the launch of the "Life at Silicon Labs" program, reflecting our renewed focus on empowering employees, enhancing collaboration, and fostering a culture where everyone feels valued, supported, and inspired to do their best work.

Our commitment to our people is also reflected in our comprehensive policies and training programs that promote respect, inclusion, and fairness while preventing harassment, discrimination, and bias across all levels of the organization. These global policies establish clear expectations for employees, contractors, officers, and directors across Silicon Labs and its subsidiaries. They include our Global Human Rights Policy, Anti-Slavery, Human Trafficking, and Forced Labor Statement, and robust internal controls, such as age and documentation verification, to prevent child labor and human trafficking within our operations and supply chain.

Alignment with the UN Sustainable Development Goals

We uphold the highest ethical standards through our Code of Business Conduct and Ethics, which includes an Anti-bribery and corruption policy and mandatory annual training for all employees. Additionally, our Global Inclusion Policy is reinforced through required Harassment and Discrimination Prevention training every two years, ensuring that inclusivity and integrity remain at the heart of our culture.

Health and safety also remain central to the employee experience. Guided by our Environmental, Health, and Safety (EHS) Policy, our workplace programs are designed to protect and support our employees, contractors, and business partners, ensuring that everyone who contributes to our success does so in a safe, healthy, and supportive environment.

Goal	Action	Result
Maintain strong employee engagement, targeting a score of 85% or higher in our annual engagement survey.	Annual surveys to develop multi-year roadmaps advancing key initiatives.	82% employee engagement score in 2025.
90% of our employees to participate in one or more Silicon Labs inclusion initiatives by 2028.	The creation of inclusion goals and roadmaps supported by engagement surveys, employee resource groups, cultural programs, and global learning initiatives, guided by a council that stewards this work.	**ACHIEVED** 94% of employees participated in one or more inclusion initiatives in 2025.
In 2026, all employees will receive performance and career development reviews at least once annually.	These reviews provide employees with resources to enhance their technical knowledge, develop leadership skills, and achieve personal development goals. Our internal training program includes virtual sessions, in-person workshops, and on-demand courses that encourage collaboration and knowledge sharing, helping to strengthen both technical and professional skills.	**ACHIEVED** In 2025, 100% of employees received a career performance review.
Provide a healthy and safe environment to reduce accidents and hazards, as highlighted in our EHS policy.	Monitor and comply with applicable laws, regulations, and established EHS standards, such as providing training and health and safety risk assessments.	**ACHIEVED** 0 recordable incidents in our global facilities.
Expand STEM education and access to technology, providing opportunities for all talent, including underrepresented groups.	Build and track strategic relationships with targeted university and community organizations to create pathways to STEM.	**ACHIEVED** Maintained the partnerships with different organizations focusing on STEM education.
Support projects and initiatives that enable a more environmentally sustainable and energy-efficient world.	Focusing on the restoration of habitats during the global month of service.	**ACHIEVED** 29% of the global month of service activities were focused on an environmental sustainability impact.
Invest in organizations and activities that improve the communities where our employees work and live.	Educating our stakeholders on community issues and engaging with the organizations that can provide solutions to them.	**ACHIEVED** 35% of funding in 2025 was allocated to community projects.

A Culture of Connection: Employee Engagement

With a diverse, multinational workforce spanning more than a dozen countries, we remain committed to fostering an inclusive, equitable, and engaging workplace where exceptional talent can grow and thrive. We believe that embracing a wide range of perspectives, backgrounds, and experiences strengthens our culture, drives innovation, and enables us to deliver better solutions for our customers.

We strive to maintain employee engagement levels at or above industry benchmarks for leading employers. To do so, we measure sentiment at least annually across multiple dimensions, such as well-being, belonging, leadership, and growth, to understand our organizational strengths and identify opportunities for continuous improvement. This commitment helps ensure that every employee feels valued, supported, and empowered to contribute to our success.

Employment Practices

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

We foster transparency by openly sharing employee survey results during town halls and other communication forums, maintaining an ongoing dialogue, and reinforcing our open-door policy for feedback or concerns about working conditions. We primarily hire through regular, full-time employment, underscoring our commitment to long-term workforce stability. We continue to invest in wellness and employee-focused initiatives that contribute to a healthy, supportive, and engaging workplace.

An Inclusive, Connected Culture

We create an environment where people feel valued, respected, and empowered to do their best work. We believe various experiences and perspectives lead to better solutions and are fundamental to innovation. Our programs are rooted in our company values, centered on education, and focus on creating an inclusive environment for every employee around the world. Embedding inclusion principles into the way we work allows us to access the best and brightest from an expanding global talent pool and support them as they grow their careers with us. When every employee feels a strong sense of belonging and can do the best work of their career at Silicon Labs, we all benefit.

The Connected Culture Council

The mission of the Connected Culture Council at Silicon Labs is to help create an environment where every employee feels welcome, that they belong within Silicon Labs, and have an opportunity to grow their career at this organization, wherever they sit in the world. This council serves as a forum to strengthen cross-cultural collaboration and provides a platform for recognizing and valuing the variety of experiences and perspectives that enrich our workplace. The committee meets every other month to advance initiatives that foster connection, understanding, and shared learning across teams and regions. Council activities include:

- Annual engagement and inclusion assessment and action-planning
- Expanded employee resource group (ERG) programming
- The addition of inclusion courses in the Learning Library
- Programs and training to practice “the “way we work”
- The continuation of Cultural Agility and Insights Discovery curriculum to build cultural awareness and inclusion

Objectives & Plans

1. Create education and skill-building opportunities by partnering with external experts and holding regular workshops and events for all global employees on understanding bias and promoting inclusion.

2. Build pathways for talent by partnering with universities and nonprofits to provide financial and volunteer support for equity in STEM initiatives.

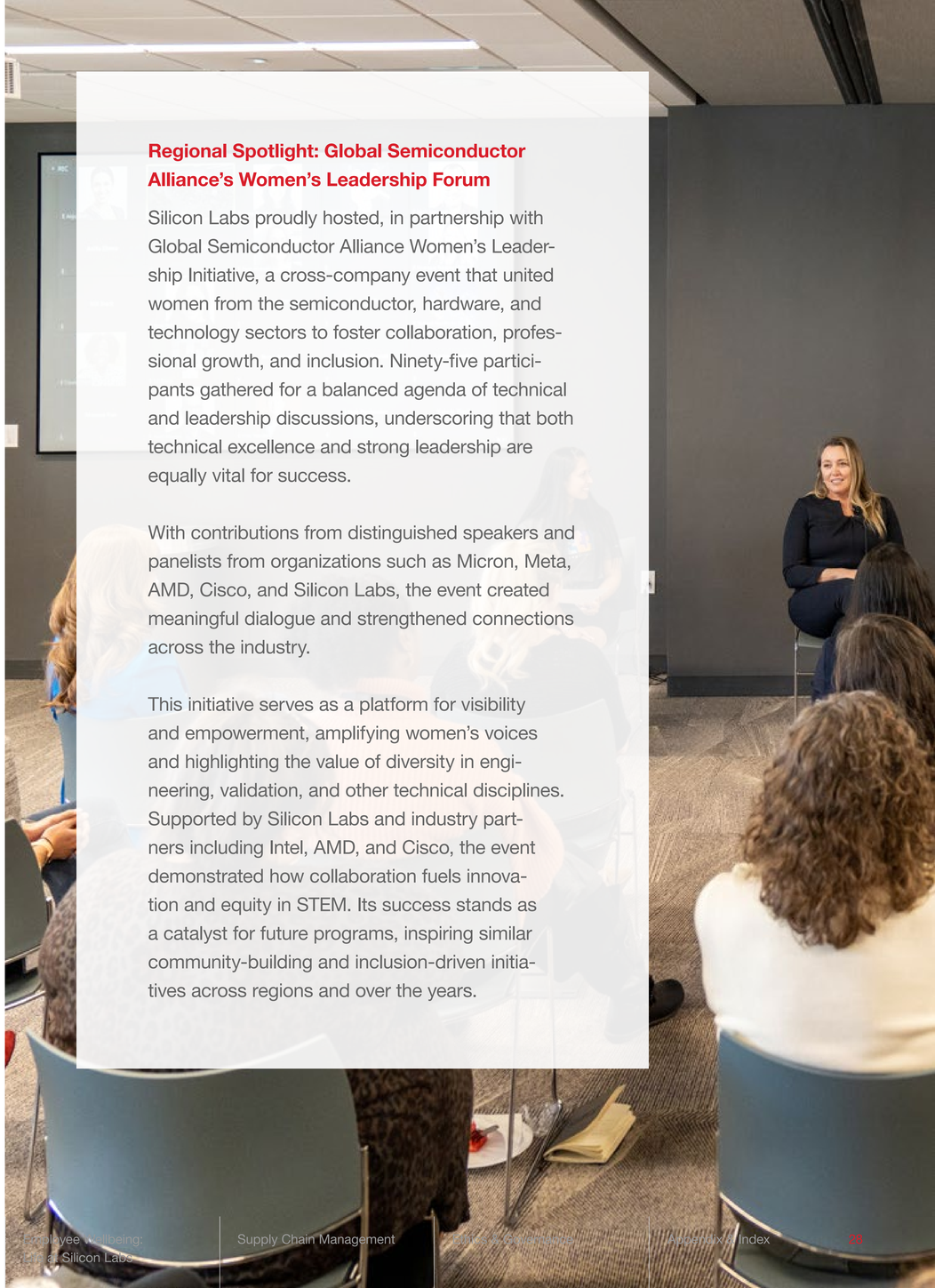
3. Improve talent retention by expanding development opportunities for all through cohort learning programs, 1:1 mentoring, and individual coaching.

Recruitment

The foundation of a culture of innovation lies in hiring and nurturing diverse teams of top talent. At Silicon Labs, we balance our teams with a wide range of experiences to help us better represent the global communities and customers we serve. We provide a world-class internship experience that values intern perspectives and exposes them to new ideas and experiences. All hiring managers are offered training on hiring best practices so that we can attract the best and brightest talent from around the world. We hold ourselves accountable for driving meaningful change within our organization, industry, and communities. Additionally, we collaborate with local universities and early education programs to create pathways into engineering and STEM.

Employee Resource Groups (ERGs)

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



Regional Spotlight: Global Semiconductor Alliance's Women's Leadership Forum

Silicon Labs proudly hosted, in partnership with Global Semiconductor Alliance Women's Leadership Initiative, a cross-company event that united women from the semiconductor, hardware, and technology sectors to foster collaboration, professional growth, and inclusion. Ninety-five participants gathered for a balanced agenda of technical and leadership discussions, underscoring that both technical excellence and strong leadership are equally vital for success.

With contributions from distinguished speakers and panelists from organizations such as Micron, Meta, AMD, Cisco, and Silicon Labs, the event created meaningful dialogue and strengthened connections across the industry.

This initiative serves as a platform for visibility and empowerment, amplifying women's voices and highlighting the value of diversity in engineering, validation, and other technical disciplines. Supported by Silicon Labs and industry partners including Intel, AMD, and Cisco, the event demonstrated how collaboration fuels innovation and equity in STEM. Its success stands as a catalyst for future programs, inspiring similar community-building and inclusion-driven initiatives across regions and over the years.

Pay & Benefits

Silicon Labs provides a comprehensive suite of benefits designed to support employees' health, well-being, work–life balance, and long-term financial security. Our global wellness and benefits programs promote healthy lifestyles and offer confidential mental health support, with details communicated annually through country-specific benefits guides.

Our offerings include medical, dental, and vision insurance; prescription drug and telemedicine services; life and disability coverage; mental health and wellness programs; retirement benefits with employer contributions; an employee stock purchase program; health savings and flexible spending accounts; legal and pet insurance; meal and transportation allowances; gym memberships; and generous paid time off, including vacation, holidays, volunteer time off, and various forms of personal, medical, parental, adoptive, and bereavement leave. We also provide a backup childcare program in our U.S. offices where parents can use it when needed and childcare financial assistance at our India locations.

Silicon Labs recognizes the importance of fair compensation and is committed to offering competitive, market-based living wages at all global locations, ensuring all employees can thrive both personally and professionally.

2025 Benefits Highlights

- **Mental Health Benefit:** Headspace is our global mental health platform, providing employees and their eligible family members and dependents aged 13 and older with convenient access to confidential support. The platform offers 24/7 mental health resources, including text-based coaching, private video sessions with licensed clinicians, and a wide range of self-care tools designed to promote long-term well-being. Headspace is a trusted, evidence-based solution that prioritizes user privacy and ensures a secure, supportive environment for anyone seeking help.
- **Flexible Work Policies:** Silicon Labs recognizes that flexible work arrangements can enhance productivity, improve job satisfaction, and reduce commuting-related emissions. To support both employee well-being and environmental benefits, our teams have the flexibility to offer remote, hybrid, flextime, and part-time work options, tailored to local regulations and cultural expectations. These arrangements help our global workforce stay engaged and productive while contributing to a lower carbon footprint.
- **Quiet Weeks:** In 2025, we continued our Quiet Weeks initiative, designating one week each quarter with limited meetings and reduced email activity to lessen workload and support employee well-being. These intentional pauses help improve work–life balance by giving employees time to reset, focus on strategic work, and manage personal responsibilities without the pressure of an overwhelming inbox. Quiet Weeks also provide space for planning, reflection, or taking time off, contributing to a healthier and more sustainable work environment.

Pay Equity and Gender Pay Gap

Equitable pay remains a central pillar of our compensation strategy. Silicon Labs aims to comply with all pay equity laws and regularly reviews its remuneration practices to identify and address any potential disparities, if needed. We benchmark compensation against market standards, assess individual performance, and ensure that pay reflects market data, experience, and contribution.

To strengthen fairness in our processes, our compensation planning tools include built-in bias alerts that help managers identify and correct potential inequities before final decisions are made. We further support equitable outcomes through inclusive performance management training, which equips managers with the knowledge and awareness needed to make objective, informed compensation decisions. Silicon Labs is committed to fostering an equitable workplace where all employees are recognized and rewarded fairly for their contributions.

Total Rewards	Our total rewards packages include a competitive base salary, bonus programs tied to company performance, long-term incentives where eligible, and comprehensive benefits.
Wellness	Employees and their families have access to local health and welfare services and are provided with 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 paid volunteer time each year to support charitable organizations. In 2025, Silicon Labs also matched employee donations to aid victims of the historic flooding that impacted communities near its Central Texas headquarters.

Learning & Development: Where Bright Minds Build Tomorrow

We foster a curious, high-performance culture by equipping employees with the resources they need to deepen technical expertise, build leadership capabilities, and achieve their personal development goals. Our learning ecosystem includes virtual training, in-person workshops, and collaborative sessions that strengthen both technical and professional skills while encouraging knowledge sharing across teams. In 2025, we offered 37 weekly Lunch & Learn sessions at our Austin headquarters and welcomed 8 university professors and external speakers for global learning events, expanding our collective knowledge, sparking creativity, and inspiring continued innovation throughout the organization.

Silicon Labs University

Since its launch, Silicon Labs University (“SilabsU”) has continued to expand its professional development offerings through live programs and an on-demand learning platform accessible to all global employees. Built around three core pillars—Professional Development, R&D Training, and GenAI—SilabsU is designed to transform our business by creating a world-class training community that enables seamless knowledge sharing and leadership growth. The program features curated content from internal experts and external partners, delivered through a wide range of live and on-demand sessions that support continuous learning across the organization.

Technical Certifications

We offer a variety of technical certification programs, including entry-level and intermediate Python programming, secure software development, and agile and pragmatic marketing training. To further support continuous learning and skill advancement, employees also have access to more than 50,000 courses, live events, and professional certification programs through our global vendor partnerships.

Manager & Leadership Training

We are committed to developing future leaders by equipping employees with the tools and resources needed to prepare for management roles. Our leaders participate in our Ignite and Manager Catalyst programs, immersive, multi-month learning experiences designed to strengthen leadership capabilities, build practical solutions to today’s complex, people-centered challenges, and foster a strong, inclusive leadership culture at Silicon Labs.

Performance Feedback

Silicon Labs is committed to ensuring employees have clear visibility on their performance and growth. To support this, we conduct quarterly performance conversations, encouraging employees and managers to discuss progress, development goals, and career aspirations at least three times per year. These conversations strengthen recognition, enhance job satisfaction, and help build a strong pipeline of future leaders. Our Core Behaviors further guide these discussions by providing a shared language around essential skills such as collaboration, innovation, and decision-making. In addition to ongoing check-ins, 100% of employees receive a formal performance and career development review annually, reinforcing our commitment to transparency, development, and continuous improvement.

Mentoring & Coaching

We are dedicated to expanding development opportunities for all employees by offering a wide range of mentoring and coaching resources, including mentor matching and one-on-one coaching support. Mentorship remains a valuable tool across the organization, and our coaching platform, GrowthSpace, has delivered strong results by providing personalized, skills-based coaching from external experts. Available in more than 200 languages, GrowthSpace enables employees worldwide to access targeted development opportunities that support their professional growth and long-term success.

Training Initiatives

We strive to foster an inclusive, respectful, and harassment-free workplace where discrimination and retaliation are not tolerated. Every employee contributes to building this culture, and we reinforce these expectations through a variety of initiatives and training programs. New hires receive foundational training during onboarding, and all employees have access to an extensive library of online and in-person courses focused on interpersonal skills and inclusive behaviors. Managers are equipped with specialized training in leading inclusive teams to strengthen decision-making and people-management practices.

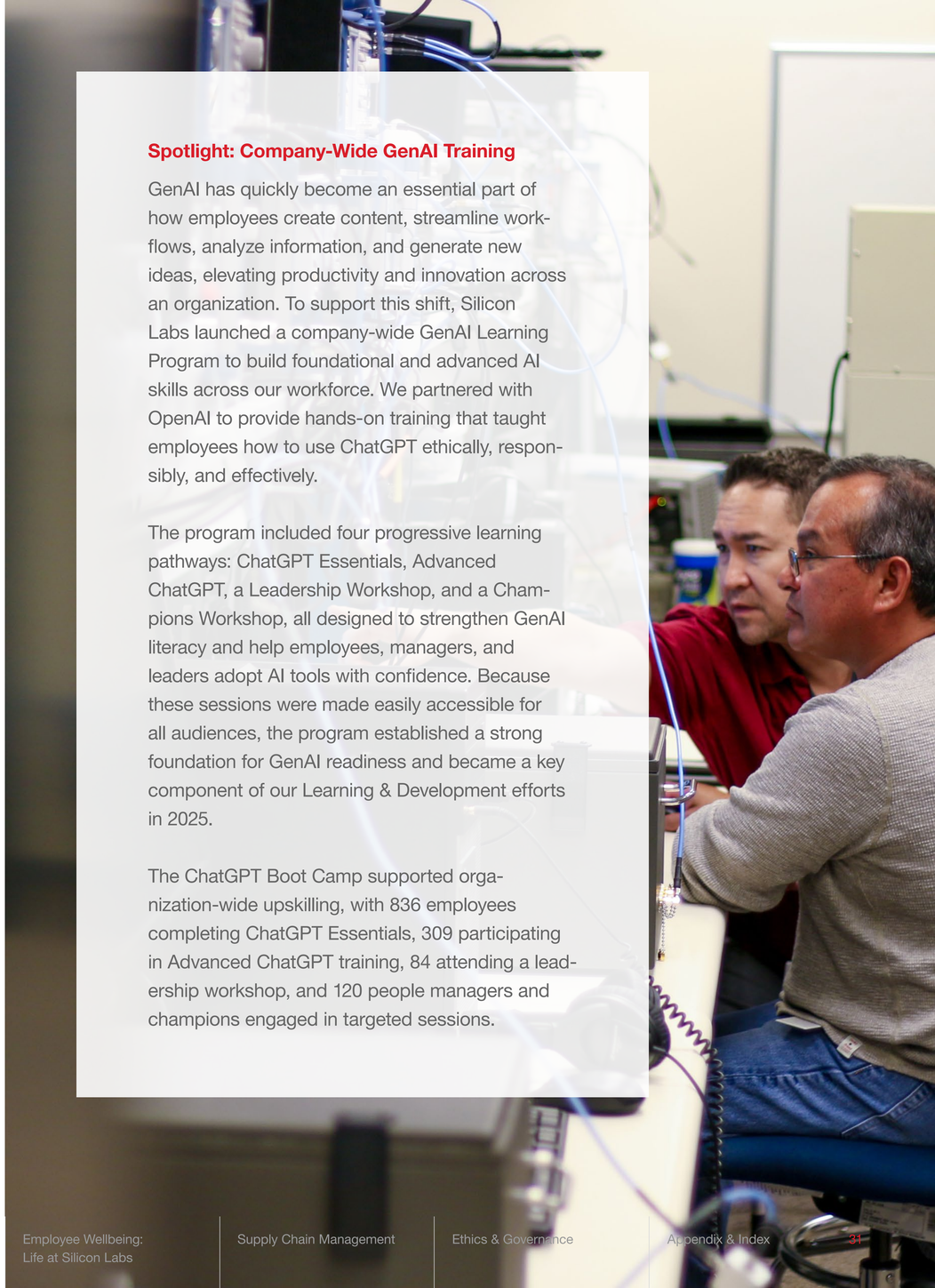
Throughout 2025, we continued to offer programs such as Cultural Agility (through Aperian) and Team Effectiveness (through Insights), helping teams collaborate more effectively across different cultures, perspectives, and working styles, and constantly evaluating feedback from our training programs to identify opportunities for improvement.

Annual Technical Symposium

Silicon Labs' annual Technical Symposium brings together employees from around the world to showcase their best work and explore emerging innovations. This week-long learning event features peer-reviewed presentations and keynote sessions from external experts, sparking new ideas and inspiring creative problem-solving across the organization. In 2025, we held our 19th Technical Symposium, achieving our highest engagement to date with 284 submissions and strong participation across regions and technical disciplines. The most attended sessions focused on high-impact topics such as GenAI, Virtualized Hardware, and Post-Quantum technologies.

Technical Symposium Results

174	Technical Brief Poster Sessions
4	Keynotes
19	Full Papers
105	Speakers



Spotlight: Company-Wide GenAI Training

GenAI has quickly become an essential part of how employees create content, streamline workflows, analyze information, and generate new ideas, elevating productivity and innovation across an organization. To support this shift, Silicon Labs launched a company-wide GenAI Learning Program to build foundational and advanced AI skills across our workforce. We partnered with OpenAI to provide hands-on training that taught employees how to use ChatGPT ethically, responsibly, and effectively.

The program included four progressive learning pathways: ChatGPT Essentials, Advanced ChatGPT, a Leadership Workshop, and a Champions Workshop, all designed to strengthen GenAI literacy and help employees, managers, and leaders adopt AI tools with confidence. Because these sessions were made easily accessible for all audiences, the program established a strong foundation for GenAI readiness and became a key component of our Learning & Development efforts in 2025.

The ChatGPT Boot Camp supported organization-wide upskilling, with 836 employees completing ChatGPT Essentials, 309 participating in Advanced ChatGPT training, 84 attending a leadership workshop, and 120 people managers and champions engaged in targeted sessions.

Workplace Safety

We remain committed to fostering a safe, healthy, and trustworthy working environment for all employees, contractors, and business partners. We maintain a robust EHS management system, led by our Environmental, Health, and Safety policy and procedures, to ensure compliance with our internal standards and applicable regulations across all operations and facilities.

Health and safety expectations are also embedded in our Supplier Code of Conduct, which is communicated to and acknowledged by all suppliers. In addition, all contractors and non-employee workers are required to acknowledge our EHS policy, sign, and adhere to our Health and Safety Waiver before performing work at our sites. These measures are fundamental to preventing unsafe conditions or activities that could pose risks to human health, safety, or the environment, and they reflect our ongoing commitment to operational excellence and responsible business practices.

Safety Committee

Our Headquarters Safety Committee is dedicated to fostering a safe, most-compliant working environment in the industry through continuous training, awareness, and collaboration. The committee comprises representatives from departments such as Test Floor, Device Analysis Labs, Engineering Labs, IT, Legal, ESG, and Facilities, and meets quarterly to review safety protocols, share updates, and identify opportunities for improvement.

The committee serves as a central forum for discussing employee health and safety matters, reviewing changes to equipment, processes, and chemical use, and recommending new or enhanced training programs as needed. Regular site inspections conducted by committee volunteers and on-site security personnel further reinforce our commitment to maintaining a safe, healthy, and secure workplace for all employees and partners.

Health & Safety and Occupational Training

We prioritize proactive safety education to ensure every employee is equipped to respond confidently and effectively in any situation. We provide comprehensive training programs covering a range of safety protocols, including building evacuation procedures, emergency response drills, and simulated exercises for incidents such as fires, tornadoes, active shooter situations, and medical emergencies. Employees also receive guidance on ergonomic workstation setup to promote long-term health and well-being.

Where applicable, specialized laboratory safety training is provided, covering the storage, labeling, shipping, and handling of hazardous chemicals, as well as training for X-ray operations and the safe handling of liquid nitrogen. To further reduce chronic or long-term risks, we continue to strengthen procedures that promote safe work practices. In the U.S., employees can request ergonomic self-assessments, and general ergonomics training is readily accessible to all team members through the Silicon Labs employee intranet.

Lab Safety Procedures, Risk Assessments, and Audits

We remain committed to maintaining a safe and compliant work environment across all operations. Access to device analysis labs and hazardous waste storage areas is strictly limited to trained personnel who receive comprehensive safety instruction and are equipped with appropriate personal protective equipment (PPE). To minimize exposure risks, we apply robust safety controls, including laboratory exhaust ventilation systems and PPE protocols for all tasks involving chemicals and hazardous waste.

Our chemical management program follows a stringent approval process, ensuring that Safety Data Sheets (SDS) are available for every substance, and that proper handling, labeling, and storage measures are consistently implemented. Regular inspections help prevent electrical overloading (known as “daisy chaining”), and all flammable materials are stored in certified safety cabinets.

Before introducing new laboratory equipment, procedures, or process updates, we conduct risk assessments and provide specialized training as needed. Routine health and safety inspections and quarterly internal audits verify compliance and identify opportunities for improvement. In 2024, we engaged an external EHS audit firm to perform a comprehensive EHS Gap Assessment. Following the assessment, in 2025, we worked to address and close the identified gaps and plan to re-engage with the firm in the near future to validate progress and ensure continuous improvement in our health and safety practices.

	2021	2022	2023	2024	2025
Hours Worked	1,742,780	1,460,160	1,270,880	1,123,200	1,050,400
Recordable Incidents	1	0	0	0	0
Total Recordable Injury Rate	0.11	0.00	0.00	0.00	0
Number of Lost Time Incidents	1	0	0	0	0
Lost Time Injury Rate	0.11	0.00	0.00	0.00	0

Community Engagement & Philanthropy

We believe that success extends beyond business performance; it is defined by the positive, lasting impact we create in the communities where we live and work. Our commitment to community engagement and philanthropy is deeply rooted in our values and reflects our responsibility to help build a more equitable and sustainable society.

Through strategic partnerships, volunteer initiatives, and purpose-driven programs, we strive to make a meaningful difference in areas that matter most: education, environmental stewardship, and community resilience. In 2025, we continued strengthening our efforts to align philanthropic initiatives with our sustainability priorities, ensuring that every action contributes to the well-being of people and the planet.

Philanthropic Pillars

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

2025 Highlights

- 61% of all activities were in support of our community pillar
- 423 team members involved in volunteering activities
- 1,658 volunteer hours tracked globally
- 100% participation at Silicon Labs' larger sites

Expanding Access to STEM Learning with the Science Mill

In 2025, we strengthened our long-standing commitment to advancing STEM education by deepening our partnership with the Science Mill, a nonprofit science museum in Johnson City, Texas, dedicated to creating equitable access to STEM programs for students in underserved and rural communities. Silicon Labs continues to play an important role in supporting the Science Mill's mission to inspire the next generation of scientists and innovators through financial support and volunteer engagement.

According to the latest State of Science in America report, the STEM workforce in the United States today includes more than 36 million people and accounts for 23% of the country's total labor pool. As technology continues to evolve at a rapid pace, this workforce must also adapt to keep up with the latest advances in AI, quantum computing, and biomanufacturing. The number of STEM jobs in the United States is expected to grow by 11% between 2024 and 2031, nearly twice as fast as all other occupations. Unfortunately, the talent pipeline is not growing quickly enough to meet such high demand, particularly in the semiconductor industry, which faces a significant workforce gap in the coming years. While the number of semiconductor jobs in the United States is projected to increase by 33% by the end of the decade, the Semiconductor Industry Association predicts 58% of these positions will go unfilled at current degree completion rates.

The Science Mill serves as a hub for creativity and curiosity, having hosted more than 400,000 visitors and 90,000 field trip students since its founding. Programs range from immersive field trips and after-school clubs to the internationally recognized STEM Career Immersion (SCI) Camps that focus on making STEM learning tangible, inclusive, and career-connected. In 2025, the Science Mill organization celebrated its most impactful year yet, delivering classroom programs to more than 1,400 students, with 64% of learners expressing interest in pursuing a STEM career or job, 85% expressing more confidence and excitement for STEM classes, and 100% attending at no cost.

Silicon Labs remains committed to amplifying the Science Mill's mission to empower learners to envision themselves as the innovators of tomorrow.

Fighting Hunger, Fueling Communities

At Silicon Labs, we believe that access to nutritious food is fundamental to thriving communities. Guided by this belief, our employees around the world have united through volunteer events, food drives, and financial contributions to combat hunger and promote food equality in the regions where we live and work.

Since 2017, we have partnered with leading organizations to make a lasting impact:

- Foodbank Singapore — supporting vulnerable families and individuals through essential nutrition programs.
- Central Texas Food Bank — fighting hunger across Central Texas through donations and employee volunteer initiatives.
- El Buen Samaritano — providing healthy meals and critical resources to local families in need.
- Moisson Montréal Food Bank and Anna's House — expanding our reach to strengthen food access and security across North America.

Supporting Communities in Times of Need: Partnering with the American Red Cross

In July 2025, when catastrophic flooding struck Central Texas and devastated communities across the region, Silicon Labs stepped forward to support relief efforts alongside our long-standing partner, the American Red Cross. Recognizing the urgency of the situation, we committed to match employee donations during the months of July and August to the Red Cross for flood relief, ensuring that every dollar given by our people would be doubled and put directly toward helping families and communities recover, in addition to our corporate donation.

"This devastating flood impacted so many communities and families that live in our region, in terrible ways," said Serena Townsend, Chief People Officer at Silicon Labs. "By partnering with the American Red Cross and matching our employees' contributions, we're standing together to support our neighbors in need, and reaffirming our belief in the power of collective action."

With the help of our employees and the matching program, more than $20,000 was raised, directed toward immediate relief, such as shelter, food, and emergency supplies, mental health & grief counseling, and financial aid for families. It also supported longer-term recovery efforts in Central Texas, including reconstruction and community resilience projects. Through this initiative, Silicon Labs reinforced its commitment to being a responsible and responsive member of the communities where we live and work.

Regional Spotlight: CSR Impact Report — Nirmaan & Silabs

Through our partnership with Nirmaan, Silicon Labs has made meaningful progress across education, health, and environmental sustainability. In education, enhanced infrastructure and academic support at ZPHS Kothaguda improved the learning environment for 876 students, contributing to a rise in enrollment over four years. Health initiatives, including multi-specialty medical camps, cancer screenings, HPV vaccinations, and CPR training, reached thousands of people, providing critical care and prevention services to underserved communities.

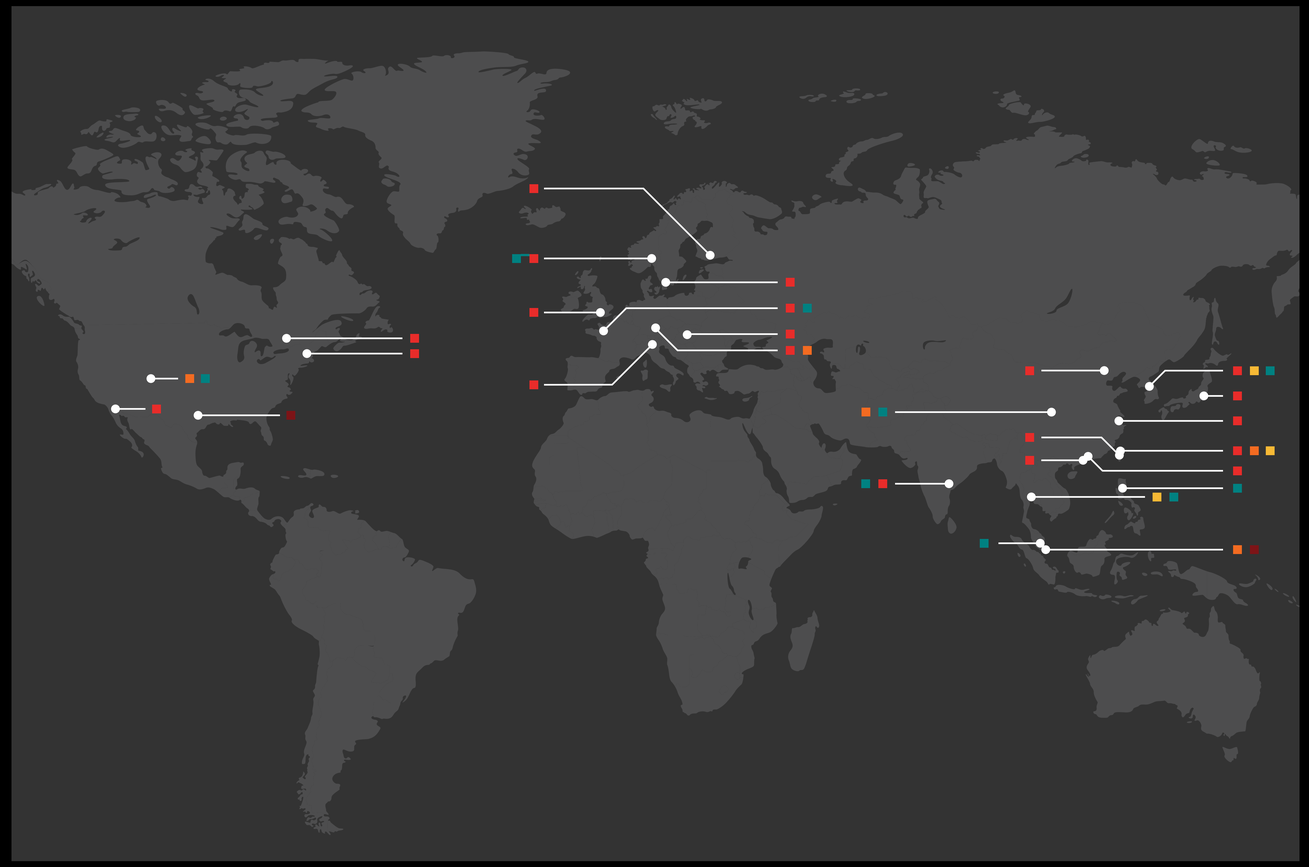
Our environmental programs strengthened biodiversity and community well-being through projects such as the Herbal Medicinal Garden, which now welcomes nearly 4,000 daily visitors, and the restoration of Nerella Lake through desilting, cleanups, and habitat improvements. Employee volunteerism amplified this impact, supporting activities from lake cleanups and Earth Day workshops to blood drives that collected over 110 units of blood. Together, these initiatives highlight our ongoing commitment to improving lives and building more resilient communities.

Global Month of Service

Every September, Silicon Labs hosts a Global Month of Service, giving employees around the world meaningful opportunities to support their local communities. In 2025, every office participated, contributing to a wide range of volunteer activities, from building homes with Habitat for Humanity and mentoring youth, to donating blood and serving meals at community kitchens. This year's program placed special emphasis on our Community pillar, with teams dedicating time to initiatives such as sorting food at local pantries, organizing and donating clothing for families in need, and helping construct homes for vulnerable households. These hands-on efforts demonstrate our continued focus on creating tangible, positive changes and helping build stronger, more resilient communities.

	Activity	Impact Metrics
Austin	Blood Drive	Collected 26 pints of blood from 21 donors including 12 first time donors and 8 Type O donors.
	Central Texas Food Bank	8,300 pounds of food prepped and bagged.
	Lunch & Learn Snack Pack Event with Latinitas	150 girls have received a snack bag.
Boston	Esplanade Association	80 miles of the Charles River in the Emerald Necklace Park were cleaned up.
Budapest	School Yard Renovation	48 volunteers helped in the renovation of one elementary school.
Hyderabad	Clothing and book donation	50 employees supported underprivileged families through donations of clothing and educational materials.
	Hospital Blood Drive	65 units of blood.
San Jose	9/11 National Day of Service Meal Packing	650 volunteers helped pack around 200,000 meals.
Seoul	Anna's House Food & Dish Service	500 people served.
Singapore	Foodbank Singapore	200 goodie bags filled with essential food items and daily necessities.

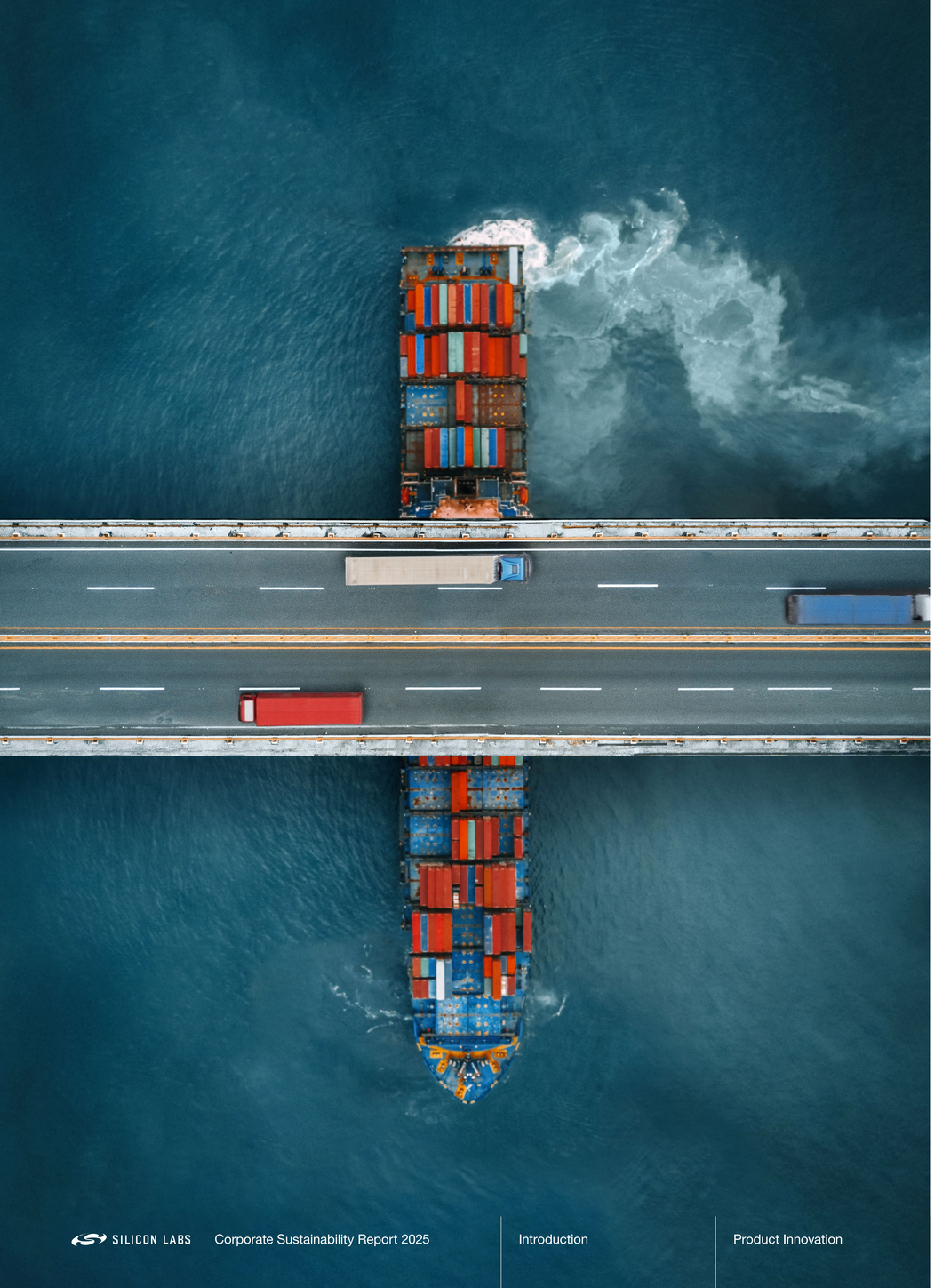
Supply Chain Management



- Major Suppliers OSAT
- Major Suppliers Fab
- Non Major Suppliers
- Silicon Labs Commercial 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.”

Goal	Action	Result
100% of major suppliers (corporate and facilities) to complete SAQs by 2026.	We require our major suppliers to complete annual RBA SAQs at both the corporate and facility levels.	**ACHIEVED** 100% of our major suppliers completed their SAQ surveys in 2025.
By the end of 2026, engage with major suppliers on science-based reduction targets for our scope 3 emissions.	We engage with major suppliers on emissions and energy data through the EMT RBA survey.	**ACHIEVED** In 2025, we have engaged with all major suppliers around this topic.
80% of all suppliers (corporate and facilities) complete SAQs by 2026.	We require all our manufacturing suppliers to complete annual RBA SAQs at both the corporate and facility levels as needed.	**ACHIEVED** 88% of all suppliers completed their SAQ surveys in 2024.
80% of high-risk major suppliers to complete a VAP – with a goal of silver recognition by 2026.	We analyze annual SAQ results from our suppliers to review applicability for high-risk major suppliers.	We did not identify any high-risk suppliers in 2025.
67% of major suppliers by emissions, covering purchased goods and services, capital goods, will have science-based targets by 2030.	We engage and work with major suppliers in setting their own science-based targets for their scope 1 and 2 emissions.	**NEW**



Our Approach

Silicon Labs is committed to maintaining exceptional product quality while upholding the highest ethical standards across our supply chain. Sustainable supply chain management is a core component of our ESG strategy and is overseen by our SVP Global Operations. We ensure safe working conditions, respect for human rights, and environmentally responsible manufacturing practices throughout our global operations.

100% of all our direct suppliers, including major suppliers contributing to Silicon Labs products, are required to comply with our Supplier Code of Conduct, which aligns with the Responsible Business Alliance® (RBA) Code of Conduct. We regularly review and update the Code in response to regulatory changes, industry standards, customer expectations, and audit findings to ensure ongoing alignment with best practices. Suppliers are required to maintain ISO 9001:2015 and ISO 14001:2015 certifications or, in the case of new suppliers, a documented plan to achieve them.

To safeguard human rights, including the prevention of forced, bonded, and child labor, we have implemented a Global Human Rights Policy that applies to all employees, contingent workers, and business partners. This policy is informed by international frameworks such as the United Nations Global Compact, the Universal Declaration of Human Rights, the International Bill of Human Rights, and the ILO Declaration on Fundamental Principles and Rights at Work. Human rights principles are also embedded within our Supplier Code of Conduct to ensure full alignment with RBA standards.

In addition to our Global Human Rights Policy and our Anti-Slavery, Human Trafficking, and Forced Labor Statement, we publish our Norwegian Transparency Act Statement and Human Rights Process document, which provide further detail on how these commitments are operationalized across our business and supply chain.

Alignment with the UN Sustainable Development Goals

Supplier Engagement

At Silicon Labs, we strive for our products to stand out not only for their performance and innovation, but also for the integrity with which they are designed and produced. As a company operating primarily under a fabless manufacturing model, we depend on a global network of trusted suppliers to produce our integrated circuit products. This model allows us to focus on sustainable design, responsible sourcing, and close collaboration with partners who share our commitment to ethical and environmentally conscious manufacturing practices. As members of the RBA, we are committed to abiding by the RBA Code of Conduct and require all our suppliers to follow the same standards. The code ensures we go beyond legal compliance and maintain best practice in all supply chain operations.

We have included additional tools to increase transparency and supplier collaboration, including the Self-Assessment Questionnaire (SAQ) designed to help members identify social, environmental, and ethical risks in their supply chains, the Validated Assessment Program (VAP), the leading standard for onsite compliance verification and effective, shareable audits, and the Emissions Management Tool (EMT) to capture the most relevant supplier data for energy and emissions, in addition to in-house surveys and direct communications with suppliers on environmental and social topics.

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

We prioritize examining suppliers based on our financial investment, the products and services they provide, and their geographic location, using the RBA supplier risk tools for this purpose. In 2025, our major supplier list included direct suppliers for outsourced manufacturing services, such as foundries and outsourced assembly and test services (OSATs), primarily located in our APAC region. 100% of our major suppliers' self-assessments indicated a low risk for non-conformance to the RBA code.

Supplier Engagement Tools

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

- **Sustainable Supplier Engagement program:** We actively engage with our key suppliers to evaluate their environmental, social, and governance (ESG) performance. Through this assessment process, we provide constructive feedback to support continuous improvement, while also monitoring supply chain and quality risks to ensure responsible and resilient sourcing.
- **Assessments:** We assess the risks and management systems of prioritized direct material and service suppliers using the Responsible Business Alliance (RBA) Self-Assessment Questionnaire (SAQ) at both the facility and corporate levels. The SAQ evaluates suppliers across four key categories: Labor, Health & Safety, Environment, and Ethics, with scores ranging from 0 to 100. These assessments provide deeper insight into specific ESG topics and help identify potential ethical, environmental, and social risks, including those related to human rights and forced labor. We monitor all corrective action plans through to their resolution to ensure continuous improvement.
- **Audits:** While Silicon Labs has not identified any suppliers classified as major high-risk, we conduct an annual review of all suppliers' Validated Assessment Program (VAP) audits, which are performed by the RBA and remain valid for two years. This process provides transparency into audit results and related corrective action plans, enabling us to monitor progress and identify higher-risk areas within our extended supply chain.

Training

Silicon Labs provides targeted training to major suppliers through the RBA E-Learning Academy, focusing on environmental and social responsibility topics. Training modules are selected based on supplier assessment outcomes and are designed to strengthen understanding of the RBA Code of Conduct, labor rights, responsible recruitment practices, and other critical ESG issues.

During the reporting year, supplier training emphasized emissions and energy management, including guidance on implementing established protocols for data capture and calculation. These programs support continuous improvement within our supply chain and reinforce our commitment to ethical, sustainable, and transparent business practices.

Grievance Mechanisms

Silicon Labs has established formal grievance mechanisms to promote accountability and transparent communication throughout our supply chain. Our buyers and procurement representatives are available to engage directly with suppliers to address any inquiries or concerns related to business conduct and compliance expectations. Additionally, our supply chain team works to identify and rectify any practices that may conflict with our ethical standards or corporate values.

Suppliers also have access to the EthicsPoint Hotline, a secure and independent channel that enables them to report concerns confidentially or anonymously, or seek guidance on ethical and compliance matters.

In alignment with our Supplier Code of Conduct, suppliers are required to implement and maintain procedures that protect the confidentiality, anonymity, and safety of whistleblowers, except where prohibited by law. They must also provide a clear, accessible process for employees to report concerns without fear of retaliation.

Supplier Environmental Management

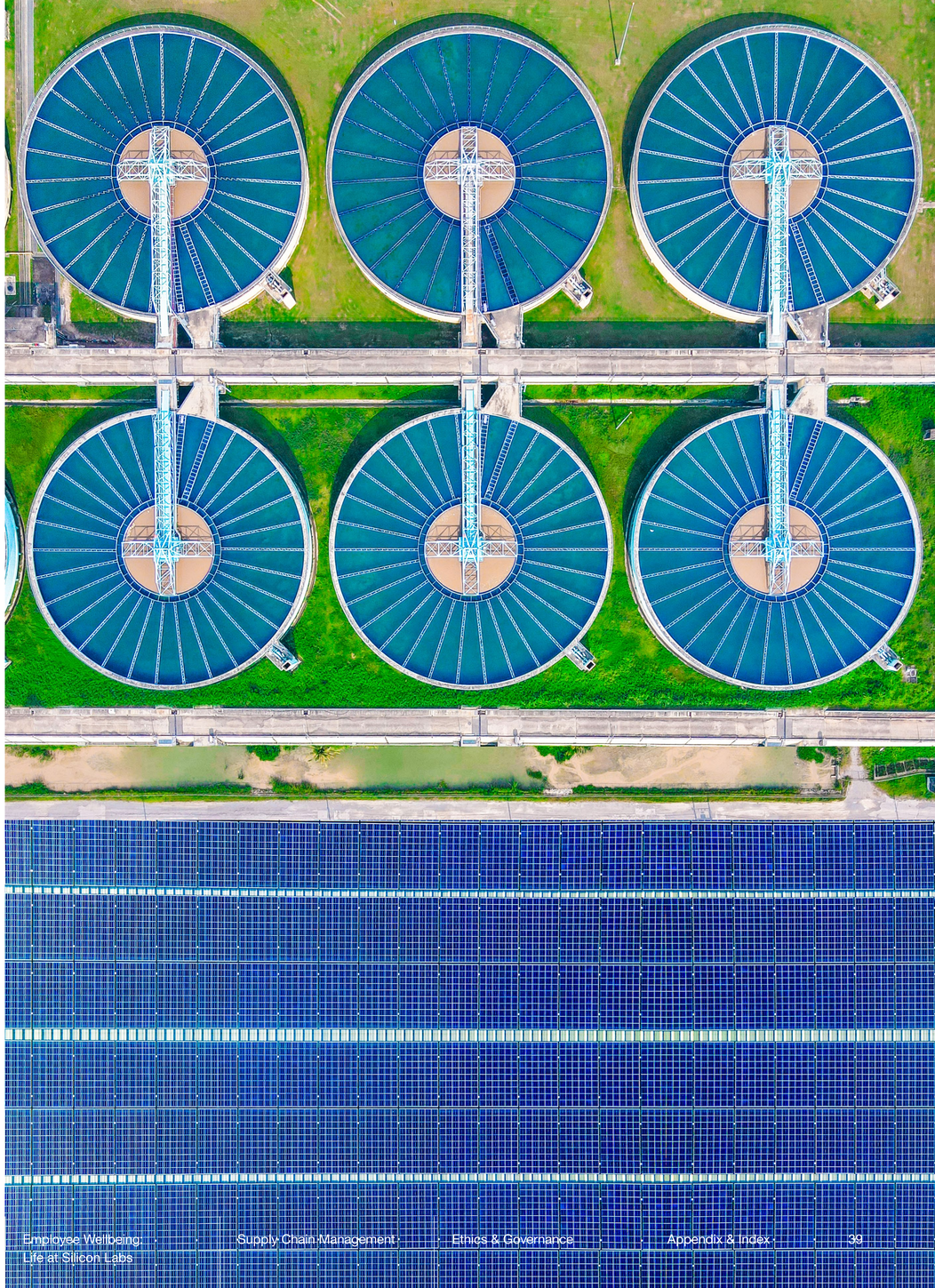
- We're committed to delivering products that meet environmental regulations and requirements and have high standards for our global supply chain partners, prioritizing qualified, environmentally progressive suppliers. In 2025, 100% of our suppliers involved in manufacturing Silicon Labs products were certified to ISO 14001:2015. We work closely with our suppliers to understand their climate-related risks and impacts, as we strive to reduce our carbon footprint and manage our environmental impacts.
- We surveyed our major suppliers this year to gather data on key environmental indicators, including water usage, energy consumption, and other climate-related metrics. These insights support progress toward our Scope 3 science-based target by 2030 and help align supplier performance with Silicon Labs' climate strategy.
- We also assess suppliers' water management practices and engage them on conservation and contingency planning to ensure business continuity and responsible resource use, particularly given that 100% of our major manufacturing partners operate water recycling systems.

Human Rights

- Silicon Labs strongly opposes slavery, human trafficking, child labor, and forced labor, or any kind of human rights violation. 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 demonstrate that their manufacturing and supply chain operations adhere to the most stringent practices for workers and human rights, specifically related to safe working conditions, the absence of forced or child labor, and fair wages for all. We take mitigation actions to prevent human rights violations within our company, including providing training, reviewing basic information on an ad hoc basis, and conducting internal audits. For more information about these actions, visit our Human Rights Process document.

Reporting

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



Ethics & Governance

Our Approach

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

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

Goal
All employees receive annual training in Business Conduct Standards.
All employees receive biennial training on Harassment and Discrimination Prevention.
Zero tolerance for corruption or harassment.
Action
Online training made available, and completion rates reported.
Online training made available, and completion rates reported for the previous two years.
Online and in-person training, leadership team communication and example setting, and ethics hotline availability.
Result
In 2025, 100% of employees completed training.
In the two-year period ending in 2025, 97% employees completed training.
In 2025, we were not aware of any corroborated incidents of unlawful discrimination or corruption and were not found by a court to have unlawfully discriminated against any of our employees.

Alignment with the UN Sustainable Development Goals

Board Oversight

Board and ESG Steering Committees

Independent board committees are responsible for finance, audit, remuneration, nomination, and sustainability. The ESG Steering Committee oversees the company's ESG strategy, goals, results, and disclosures. Committee members also lead the day-to-day management of ESG-related initiatives. The ESG Steering Committee is sponsored by the Chief Financial Officer and led by members of executive and senior management. The CFO and members of the ESG Steering Committee report to the Nominating and Corporate Governance Committee quarterly on sustainability and ESG topics.

The Nominating and Corporate Governance Committee focuses on issues related to the composition, practices and operations of the Board of Directors. In addition, the Nominating and Corporate Governance Committee has the authority to consider candidates for the Board of Directors recommended by stockholders and to determine the procedures with respect to such stockholder recommendations. Each new director search requires the inclusion of women and minority representation in line with our Corporate Governance Policy. The Board of Directors oversees corporate sustainability with specific duties delegated to the Nominating and Corporate Governance Committee.

The Audit Committee is responsible for matters relating to the selection of our independent registered public accounting firm, the scope of the annual audits, the fees to be paid to the independent registered public accounting firm, the performance of our independent registered public accounting firm, compliance with our accounting and financial policies, and management's procedures and policies relative to the adequacy of our internal accounting controls. The Committee also reviews the Company's policies and practices with respect to risk management, including cybersecurity risks.

The Compensation Committee reviews and approves all compensation to be provided to our executive officers and makes recommendations to the Board of Directors regarding the compensation of our directors. In addition, the Compensation Committee has the authority to administer our stock incentive plan and employee stock purchase plan.

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.

Anti-Bribery and Anti-Corruption

We have established a Foreign Corrupt Practices Act (FCPA) audit program that includes both interviews and transactional testing. Interviews are conducted annually with key stakeholders across high-risk functions and regions to evaluate understanding, awareness, and adherence to our anti-bribery and corruption policies. Transactional testing is conducted annually and includes reviews of contracts, invoices, third-party payments, and bank reconciliations to ensure compliance with our policies and identify any potential red flags.

Compliance and Ethics Committee

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

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

Risks and Opportunities

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

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

In 2025, environmental risks, including climate-related risks, water-related risks, and social risks were not evaluated to be financially material to our operations. However, these risks are sufficient to cause us to continue environmental and social initiatives and programs. The table to the right outlines climate-related and water-related risks and their assessment.

Risk	Assessment
Failure to manage physical and transitional climate risks may adversely impact the company's financial performance and cause adverse societal impact. Physical climate risks—including heatwaves, freezes, water stress, floods, storms, and wildfires—can disrupt company or supply chain operations, with potential impacts on revenues, profits, access to capital, and valuation. These risks may also adversely impact social and economic welfare. Transitional climate risks, or the risks of events occurring associated with transitioning to a low-carbon economy, include costs associated with compliance with new regulations, adopting low-carbon technologies, poor environmental reputation, legal action against the company, shifting consumer sentiment toward cleaner technologies, and shifting investor sentiment toward more sustainable companies, potentially impacting revenues, profits, access to capital, and valuation.	**Not Financially Material**
Failure to manage social risks may adversely impact the company's financial performance and cause adverse societal impact. Social risks, or the risks of events arising from inadequate management of key social topics, include failure to manage labor practices and working conditions, human rights, diversity, equity and inclusion (DEI), community relations, supply-chain transparency and ethical sourcing, product responsibility and customer safety, data privacy, or anti-corruption and fair labor representation. These events may adversely disrupt company or supply chain operations, potentially impacting revenues, profits, access to capital, and valuation. These risks may also adversely impact social and economic welfare.	**Not Financially Material**

In 2025, climate-related opportunities and water-related opportunities were evaluated as financially material or with the potential to be financially material to our operations. The table to the right outlines climate-related and water-related opportunities and their assessment.

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

Cybersecurity, Data Privacy and Artificial Intelligence

Information security is a top priority and an important component of our day-to-day operations. We recognize the importance of the secure protection of our employee, customer, supplier and partner data, and are committed to continuously strengthening our technology infrastructure and policies. Under the direction of our Chief Security Officer and Corporate Security team, we follow industry best practices and pursue alignment with standards such as the International Organization for Standardization ("ISO)/ International Electrotechnical Commission ("IEC") 27001 and the 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.

Our Information Security Management System is certified to ISO 27001:2022 with TUV Rheinland of North America, with the scope of all operations globally. Our ISO 27001 certification can be found in Appendix: ISO 27001 Certificate.

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

We have implemented cybersecurity processes, measures, and controls to support management in assessing, identifying, and managing risks associated with cybersecurity threats. Our Security Operations ("SecOps") team monitors events, analyzes threats, and coordinates our incident response pursuant to our incident response plan, which includes the process to be followed for reporting incidents. Our cybersecurity risk management involves identifying information assets and potential threats, followed by assessing and prioritizing risks. We employ various tools and techniques such as threat modeling, vulnerability scanners, and penetration testing. Based on each 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.

We believe Generative Artificial Intelligence (AI) tools should serve and benefit society, be honest and equitable, be traceable and transparent, be respectful of privacy and security, and comply with laws and codes of conduct. We develop leading IoT platforms across a wide range of protocols and ecosystems to facilitate the quick creation of secure, intelligent connected devices. AI has great potential to enhance our development of these IoT platforms, to increase product quality and reliability, and to improve the customer and developer experience.

We're committed to the ethical and responsible application of AI tools, and our cross-functional AI Council investigates the use of AI tools, provides guidance in the applications of AI tools, and reviews and approves AI initiatives.

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Appendix

Environmental

Resource Intensity (per $M revenue)	2021 - Baseline	2023	2024	2025
Energy Consumption Intensity (MWh / $M revenue)	23.183	20.906	25.791	20.138
Water Consumption Intensity (million liters / $M revenue)	11.484	16.234	18.025	14.072
Supplier Emissions (Category 1: Purchased Goods & Services) Intensity (metric tons CO2e / $M revenue)	128.311	153.727	78.414	78.658
Total Scope 1 and 2 Emissions Intensity (metric tons CO2e / $M revenue)	5.501	5.196	3.868	2.116
Total Scope 1, 2 and 3 Emissions Intensity (metric tons CO2e / $M revenue)	142.422	173.069	156.856	143.762

Resource Intensity (per employee)	2021 - Baseline	2023	2024	2025
Energy Consumption Intensity (MWh / employee)	9.528	8.585	8.069	8.188
Water Consumption Intensity (million liters / employee)	4.720	6.666	5.639	5.722
Supplier Emissions (Category 1: Purchased Goods & Services) Intensity (metric tons CO2e / employee)	52.736	63.129	24.532	31.983
Total Scope 1 and 2 Emissions Intensity (metric tons CO2e / employee)	2.261	2.134	1.210	0.861
Total Scope 1, 2 and 3 Emissions Intensity (metric tons CO2e / employee)	58.536	71.072	49.072	58.456

Social

Global Workforce		2025
Total Employees	#of total workforce	1945
Regular Employees	(as percentage of global workforce)	99.28%
Temporary Emplpoyees	(as percentage of global workforce)	0%
Interns	(as percentage of global workforce)	0.72%
Men	(as percentage of global workforce)	77%
Women	(as percentage of global workforce)	23%
APAC	(as percentage of global workforce)	43%
EMEA	(as percentage of global workforce)	22%
North America	(as percentage of global workforce)	36%
Men in Management Level	(as percentage of global workforce)	80.61%
Women in Management Level	(as percentage of global workforce)	19.39%
Men in Technical Level	(as percentage of global workforce)	77.83%
Women in Technical Level	(as percentage of global workforce)	22.17%
Asian	(as percentage of US workforce)	32.35%
Black or African American	(as percentage of US workforce)	2.79%
Hispanic or Latino	(as percentage of US workforce)	9.61%
White	(as percentage of US workforce)	51.52%
Two or more races	(as percentage of US workforce)	1.09%

Social

Turnover and Employee Engagement		2025
New Employee Hires	(as percentage of global workforce)	13%
Employee Involuntary Turnover	(as percentage of global workforce)	3%
Employee Voluntary Turnover	(as percentage of global workforce)	8%
Employees Responding to Employee Survey	(as percentage of global workforce)	89%
Employees Who Are Proud to Tell Others They Work at Silicon Labs	(as percentage of global workforce)	82%

Training and Education (as of December 2025)	
Average Training and Development Hours per Full-Time Employee**	12

** Internal Training Hours

Giving and Volunteering	2025
Donation of Goods (dollar amount)	225,262
Volunteers Hours	1658

Suppliers Self Assessment Questionnaires (SAQ) Results

	SAQ Completion %		Average Score		High Risk	
	Corporate SAQ	Facility SAQ	Corporate SAQ	Facility SAQ	Corporate SAQ	Facility SAQ
Major Suppliers	100%	100%	95.4	79.1	0	0
All Suppliers	86%	90%	93.3	76	0	0

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

Social

	VAP (< 24 months)	
	Facility Completion %	Score >160**
Major Suppliers	55%	94%
High Risk Suppliers	None	None
All Suppliers	43%	95%

**160+ score is VAP Silver award from RBA

2025 Emissions and Energy Management Tool (EMT) Survey	Results
Number of major suppliers submitting the EMT survey in 2025	60%
Number of major suppliers using renewable energy	78%
Number of major suppliers having emissions targets	56%
Number of major suppliers having reductions initiatives	67%
Number of major suppliers who received training* on environmental topics	22%

*Training was provided through the RBA e-learning platform

Social

2025 Supply Chain Operations: High-Risk Areas	Major	Minor	Priority	Grand Total	Action plan in place or closed by December 31st, 2025
Environment		**2**		**2**	**100%**
Risk Assessment		1			
Communications		1			
Health and Safety	**7**	**4**		**11**	**100%**
Control Processes		1		1	
Emergency Preparedness	2			2	
Risk Assessment	1	1		2	
Occupational Health and Safety	3			3	
Communications		1		1	
Performance Review and Continuous Improvement		1		1	
Food Sanitation and Housing	1			1	
Labor	**15**	**7**	**1**	**23**	**100%**
Control Processes	4	1		5	
Wages and Benefits	3			3	
Working Hours	5	4	1	10	
Risk Assessment	1	1		2	
Prohibition of Forced Labor	2			2	
Performance Review and Continuous Improvement		1		1	
SCM		**1**		**1**	**100%**
Supplier Responsibility		1		1	
Grand Total	**22**	**14**	**1**	**37**	**100%**

Governance

	2024	2025
Political contributions by, or on behalf of, Silicon Labs (in dollar amounts)	0	100,000

Employees covered by Collective Bargain Agreements	**2024**	**2025**
Total Workforce %	7.6	9

Sustainability Accounting Standards Board Disclosures

	Accounting Metric	SASB Code	Response
Greenhouse Gas Emissions	(1) Gross global Scope 1 emissions and (2) amount of total emissions from perfluorinated compounds	TC-SC-110a.1	See **Greenhouse Gas Emissions**
	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	TC-SC-110a.2	See **Greenhouse Gas Emissions**
Energy Management in Manufacturing	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	TC-SC-130a.1	See **Energy Management**
Water Management	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	TC-SC-140a.1	See **Water Management**
Waste Management	Amount of hazardous waste from manufacturing, percentage recycled	TC-SC-150a.1	See **Waste Management**
Employee Health & Safety	Description of efforts to assess, monitor, and reduce exposure of employees to human health hazards	TC-SC-320a.1	See **Workplace Safety**
	Total amount of monetary losses as a result of legal proceedings associated with employee health and safety violations	TC-SC-320a.2	0 As of December 31, 2025
Recruiting & Managing a Global & Skilled Workforce	Percentage of employees who are (1) foreign nationals and (2) located offshore	TC-SC-330a.1	See **Global Workforce Appendix**
	Employee engagement as a percentage	TC-SI-330a.2	See **Global Workforce Appendix**
	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	TC-SI-330a.3	See **Global Workforce Appendix**
Product Lifecycle Management	Percentage of products by revenue that contain IEC 62474 declarable substances, arsenic compounds, antimony compounds, or beryllium compounds	TC-SC-410a.1	0% As of December 31, 2025
Materials Sourcing	Description of the management of risks associated with the use of critical materials	TC-SC-440a.1	See our **Conflict Minerals Report**
Intellectual Property Protection & Competitive Behavior	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	TC-SC-520a.1	0 As of December 31, 2025
Data Privacy & Freedom of Expression	Description of policies and practices relating to behavioral advertising and user privacy	TC-SI-220a.1	See **Cybersecurity, Data Privacy & Artificial Intelligence**
	Total amount of monetary losses as a result of legal proceedings associated with user privacy	TC-SI-220a.3	If a disclosure would be needed, it will be reported in our **10-K**
	1) Number of law enforcement requests for user information, (2) number of users whose information was requested, (3) percentage resulting in disclosure	TC-SI-220a.4	If a disclosure would be needed, it will be reported in our **10-K**
Data Security	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of users affected	TC-SI-230a.1	If a disclosure would be needed, it will be reported in our **10-K**
	“Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards”	TC-SI-230a.2	See **Cybersecurity, Data Privacy & Artificial Intelligence**

Task Force on Climate-Related Financial Disclosures

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

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Standard	Disclosure	Disclosure Title	Response- Disclosure location
GRI 2: General Disclosures 2021	2-1	Organizational details	10-K
			Proxy Statement
	2-2	Entities included in the organization's sustainability reporting	Our sustainability reporting covers the same entities as our financial reporting.
	2-3	Reporting period, frequency and contact point	January 1-Dec. 31, 2025, Annually, ESG@silabs.com
	2-4	Restatements of information	Not Applicable
	2-5	External assurance	Appendix-2025 Sustainability Metrics Verification Statement
	2-6	Activities, value chain, and other business relationships	10-K
	2-7	Employees	ESG Tables- Global Workforce
	2-8	Workers who are not employees	ESG Tables- Global Workforce
	2-9	Governance structure and composition	Proxy Statement
	2-10	Nomination and selection of the highest governance body	Proxy Statement
	2-11	Chair of the highest governance body	Proxy Statement
	2-12	Role of the highest governance body in overseeing the management of impacts	Board Oversight & Risk Management
	2-13	Delegation of responsibility for managing impacts	10-K
	2-14	Role of the highest governance body in sustainability reporting	Board Oversight & Risk Management
	2-15	Conflicts of interest	Proxy Statement
	2-16	Communication of critical concerns	10-K
	2-17	Collective knowledge of the highest governance body	Proxy Statement
	2-18	Evaluation of the performance of the highest governance body	Proxy Statement
	2-19	Remuneration policies	Proxy Statement
	2-20	Process to determine remuneration	Proxy Statement
	2-21	Annual total compensation ratio	Proxy Statement
	2-22	Statement on sustainable development strategy	Our Sustainability Strategy

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Standard	Disclosure	Disclosure Title	
GRI 2: General Disclosures 2021	2-23	Policy commitments	Governance Documents
	2-24	Embedding policy commitments	Code of Business Conduct and Ethics Business Conduct Standards Global Human Rights Policy
	2-25	Processes to remediate negative impacts	Code of Business Conduct and Ethics Business Conduct Standards Global Human Rights Policy
	2-26	Mechanisms for seeking advice and raising concerns	Compliance & Ethics Reporting EthicsPoint Line
	2-27	Compliance with laws and regulations	We consider significant fines those that are required to be disclosed in the company's SEC filings, 10-K
	2-28	Membership associations	Awards, Recognitions, Ratings & Industry Collaboration
	2-29	Approach to stakeholder engagement	Stakeholder Engagement
	2-30	Collective bargaining agreements	ESG Tables- Governance Appendix
GRI 3: Material Topics 2021	3-1	Process to determine material topics	Materiality Assessment
	3-2	List of material topics	Materiality Assessment
	3-3	Management of material topics	Materiality Assessment
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	10-K
	201-2	Financial implications and other risks and opportunities due to climate change	Appendix-TCFD Table
	201-3	Defined benefit plan obligations and other retirement plans	10-K
GRI 205: Anti-Corruption 2016	205-1	Operations assessed for risks related to corruption	At least annually, we evaluate our company for risks related to corruption. We also assess additional risk areas on a case-by-case basis.
	205-2	Communication and training about anti-corruption policies and procedures	100% of employees received communication and training about anticorruption policies and procedures
	205-3	Confirmed incidents of corruption and actions taken	No confirmed incident of corruption has been identified as December 31 of 2025
GRI 302: Energy 2016	302-1	Energy consumption within the organization	Energy Management
	302-3	Energy intensity	Our energy intensity is based on our revenue ESG Tables- Energy and Emission
	302-4	Reduction of energy consumptions	Energy Management
	302-5	Reductions in energy requirements of products and service	Product Innovation

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Standard	Disclosure	Disclosure Title	
GRI 303: Water 2016	303-1	Interactions with water as a shared resource	Water Management
	303-2	Management of water discharge-related impacts	Water Management
	303-3	Water withdrawal	Water Management
	303-4	Water discharge	Water Management
	303-5	Water consumption	Water Management
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	Greenhouse Gas Emissions
	305-2	Energy indirect (Scope 2) GHG emissions	Greenhouse Gas Emissions
	305-3	Other indirect (Scope 3) GHG emissions	Greenhouse Gas Emissions
	305-4	GHG Emissions intensity	Greenhouse Gas Emissions
	305-5	Reduction of GHG emissions	Greenhouse Gas Emissions
	305-6	Emissions of ozone-depleting substance	To our knowledge, Silicon Labs does not emit ozone-depleting substances
	305-7	Nitrogen oxide, sulfur oxides and other significant air emissions	To our knowledge, air emissions do not exceed local regulation air emission permit limits Greenhouse Gas Emissions
GRI 306: Waste 2016	306-1	Waste generation and significant waste-related impacts	Waste Management
	306-2	Management of significant waste-related impacts	Waste Management
	306-3	Waste generated	Waste Management
	306-4	Waste diverted from disposal	Waste Management
	306-5	Waste directed to disposal	Waste Management
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	ESG Tables- Global Workforce
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Pay & Benefits
	401-3	Parental leave	Pay & Benefits

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Standard	Disclosure	Disclosure Title	
GRI 403: Occupational Health and Safety 2016	403-1	Occupational health and safety management system	**Workplace Safety**
	403-2	Hazard identification, risk assessment and incident investigation	**Workplace Safety**
	403-3	Occupational health services	**Workplace Safety**
	403-4	Worker participation, consultation and communication on occupational health and safety	**Workplace Safety**
	403-5	Worker training on occupational health and safety	**Workplace Safety**
	403-6	Promotion of worker health	**Workplace Safety**
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relations	**Workplace Safety**
	403-8	Workers covered by occupational health and safety management system	**Workplace Safety**
	403-9	Work-related injuries	**Workplace Safety**
	403-10	Work-related ill health	**Workplace Safety**
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	**ESG Tables- Training and Education**
	404-2	Programs for upgrading employee skills and transition assistance	**Learning & Development**
	404-3	Percentage of employees receiving regular performance and career development reviews	In 2025, 100% of eligible employees received a performance career review
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	ESG Tables- Global workforce Proxy Statement
	405-2	Ratio of basic salary and remuneration of women to men	**Proxy Statement**
GRI 406: Nondiscrimination 2016	406-1	Incidents of discrimination and corrective actions taken	Silicon Labs is not aware of any corroborated incidents of unlawful discrimination and was not found by a court to have unlawfully discriminated against any of its employees in 2025.
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Silicon Laboratories is unaware of any operations in which the right to exercise freedom of association and/or collective bargaining is at significant risk.
GRI 408: Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	Silicon Laboratories is unaware of any operations in which there is a significant risk for incidents of child labor.
GRI 409: Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Silicon Laboratories is unaware of any operations in which there is a significant risk for incidents of forced or compulsory labor.
GRI 415: Public Policy 2016	415-1	Political contributions	**ESG Tables- Governance Appendix**
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data in the company's SEC filings, 10-K	We consider sustained complaints those that are required to be disclosed in the company's SEC filings, **10-K**

ESRS Disclosure Index

Topic	Description	Location
ESRS 2 - General Disclosures		
GOV-1	The role of the administrative, management and supervisory bodies	Board Oversight
GOV-2	Sustainability matters addressed by the undertaking's administrative, management and supervisory bodies	Board Oversight
GOV-3	Integration of sustainability-related performance in incentive schemes	Proxy Statement
GOV-5	Risk management and internal controls over sustainability reporting	Risks and Opportunities
SMB-1	Strategy, business model and value chain	Product Innovation
SBM-2	Interests and views of stakeholders	Stakeholder Engagement
SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	Materiality Assessment
IRO-1	Description of the processes to identify and assess material impacts, risks and opportunities	Materiality Assessment
IRO-2	Disclosure requirements in ESRS covered by the undertaking's sustainability statement	Materiality Assessment
ESRS E1 - Climate Change		
E1 GOV-3	Integration of sustainability-related performance in incentive scheme	Proxy Statement
E1-1	Transition plan for climate change mitigation	Greenhouse Gas Emissions
E1-2	Policies related to climate change mitigation and adaptation	Environmental Management & Climate Change Mitigation
E1-3	Actions and resources in relation to climate change policies	Environmental Management & Climate Change Mitigation
E1-4	Targets related to climate change mitigation and adaptation	Environmental Management & Climate Change Mitigation
E1-5	Energy consumption and mix	Energy Management
E1-6	Gross Scopes 1, 2, 3 and total GHG emissions	Greenhouse Gas Emissions
ESRS E5 - Resource Use and Circular Economy		
E5-1	Policies related to resource use and circular economy	Product Innovation
E5-2	Actions and resources related to resource use and circular economy	Product Innovation
E5-3	Targets related to resource use and circular economy	Product Innovation / Waste Management
E5-5	Resource outflows	Waste Management

ESRS Disclosure Index

Topic	Description	Location
ESRS S1 - Own Workforce		
S1-1	Policies related to own workforce	Employee Wellbeing
S1-2	Processes for engaging with own workers and workers' representatives about impacts	Stakeholder Engagement
S1-3	Processes to remediate negative impacts and channels for own workers to raise concerns	Compliance and Ethics Committee
S1-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	Employee Wellbeing
S1-6	Characteristics of the undertaking's employees	Global Workforce Appendix
S1-9	Diversity metrics	Global Workforce Appendix
S1-14	Health and safety metrics	Workplace Safety
S1-16	Compensation metrics (pay gap and total compensation)	Proxy Statement
S1-17	Incidents, complaints and severe human rights impacts	Compliance and Ethics Committee
ESRS S2 - Workers in the Value Chain		
S2 - 1	Policies related to value chain workers	Supply Chain Management
S2 - 2	Processes for engaging with value chain workers about impacts	Stakeholder Engagement
S2 - 3	Channels for value chain workers to raise concerns	Compliance and Ethics Committee
S2 - 4	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	Supply Chain Management
ESRS G1 - Business Conduct		
G1 GOV-1	The role of the administrative, supervisory and management bodies	Board Oversight
G1 IRO-1	Description of the processes to identify and assess material impacts, risks and opportunities	Materiality Assessment
G1-1	Corporate culture and business conduct policies and corporate culture	Ethics & Governance
G1-2	Management of relationships with suppliers	Supply Chain Management
G1-3	Prevention and detection of corruption and bribery	Ethics & Governance

United Nations Global Compact 10 Principles

		Silicon Labs Alignment
Human Rights		
Principle 1	Businesses should support and respect the protection of internationally proclaimed human rights; and	• Global Human Rights Policy • Supplier Code of Conduct • RBA Membership
Principle 2	Make sure that they are not complicit in human rights abuses.	
Labor		
Principle 3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining,	• Business Code of Conduct • 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.	• Global Inclusion Policy • Transparent Recruitment Process
Environment		
Principle 7	Businesses should support a precautionary approach to environmental challenges;	• Sustainability Strategy • Global Environmental Policy • Environmental Health and Safety Policy • Development of Innovation and Sustainable Technology
Principle 8	Undertake initiatives to promote greater environmental responsibility; and	• Responsible Minerals Initiative Membership • Global Environmental Policy • EMS certified by ISO 14001
Principle 9	Encourage the development and diffusion of environmentally friendly technologies.	• Energy-efficient Products • Global Environmental Policy • Eco-Friendly Packaging
Anti-corruption		
Principle 10	Businesses should work against corruption in all its forms, including extortion and bribery.	• Anti-Bribery and corruption policy Education and training to sensitive groups

Our Sustainability Strategy Alignment with the UN Sustainable Development Goals

PRODUCT INNOVATION

By developing innovative technology that is widely embraced to promote a sustainable future.

ENVIRONMENTAL MANAGEMENT & CLIMATE CHANGE

By actively managing our environmental impacts, setting measurable targets, and conducting a climate risk assessment annually as part of our ERM process.

EMPLOYEE WELLBEING

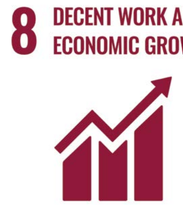
By providing a work-life environment through employee benefits that fosters curiosity and equal growth in the organization.

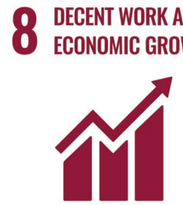
SUPPLY CHAIN MANAGEMENT

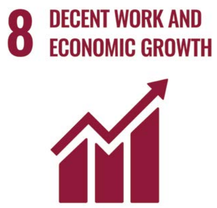
By maintaining adherence to our supplier code of conduct in our supply chain and actively engaging with our major suppliers on environmental and social topics.

ETHICS & GOVERNANCE

By doing the right thing, safeguarding respect for human rights is integrated into all key business decisions and actively engaging with stakeholders.







Certificate

Standard **ISO/IEC 27001:2022**

Certificate Registr. No. 74 300 5083

Certificate Holder:

SILICON LABS
Silicon Laboratories
400 W. Cesar Chavez
Austin TX 78701
USA

Scope: ISMS in support of the Design, development, and test of integrated circuits, and solutions in a fabless semiconductor business model.

SoA Version September 05, 2025; Rev A.

Proof has been furnished by means of an audit that the requirements of ISO/IEC 27001:2022 are met.

Validity: The certificate is valid from 2025-11-14 until 2028-11-13.
First certification 2025

2025-11-17

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

www.tuv.com

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Certificate

Standard **ISO 9001:2015**

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

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

Scope: Design and Manufacture of Integrated Circuits and Solutions

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

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

2023-12-07

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

www.tuv.com

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Annex to certificate

Standard **ISO 9001:2015**

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

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

2023-12-07

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Boxborough, MA 01719 United States

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400 W. Cesar Chavez
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2023-12-07

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Boxborough, MA 01719 United States

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Certificate

Standard **ISO 9001:2015**

Certificate Register. No. **01 100 2437816**

Certificate Holder: **SILABS INDIA PRIVATE LIMITED.**
Salarpuria Sattva Knowledge City Octave-3, Parcel-4,
2nd & 3rd Floor, Raidurgam Village, Ranga Reddy Dist.
Hyderabad- 500081, India.

Scope: Design and Development 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 2025-12-25 until 2028-12-24.
First certification 2025

2025-12-31

TÜV Rheinland Cert GmbH
Am Grauen Stein · 51105 Köln

www.tuv.com

Deutsche Akkreditierungsstelle D-ZM-16031-01-00

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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

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400 Beaver Brook Road
Boxborough, MA 01719 United States

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Annex to certificate

Standard **ISO 14001:2015**

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

No.	Location	Scope
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/01	Silicon Laboratories International Pte Ltd 18 Tai Seng Street #05-01 Singapore 539775 Singapore	Design and Manufacture of Integrated Circuits and Solutions

2023-12-07

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

2023-12-07

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Certificate

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Certificate Register. No. **01 104 2437816**

Certificate Holder: **SILABS INDIA PRIVATE LIMITED.**
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2nd & 3rd Floor, Raidurgam Village, Ranga Reddy Dist.
Hyderabad- 500081, India.

Scope: Design and Development 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 2025-12-25 until 2028-12-24.
First certification 2025

2025-12-31

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Am Grauen Stein · 51105 Köln

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ASSURANCE STATEMENT
WATER AND WASTE

To: The Stakeholders of Silicon Laboratories Inc.

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

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

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

- Operational Control
- Worldwide

Data assured:

- **Water**
  - **Water withdrawal:** 11.04 million liters
  - **Water discharge:** 11.04 million liters
- **Waste by disposal method:**
  - **Landfilled:** 94.614 metric tons
  - **Incinerated:** 7.96 metric tons
  - **Recycled:** 129.07 metric tons
  - **Hazardous Materials:** 0.08 metric tons

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

Period covered by assurance:

- January 1, 2025 to December 31, 2025

Reporting protocols against which assurance was conducted:

- Internal protocol for water and waste data reporting

Reference Standard:

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

Level of Assurance and Qualifications:

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

Assurance Methodology:

Evidence-gathering procedures included but were not limited to:

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

Assurance Opinion:

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

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

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

Statement of independence, integrity and competence

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

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

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

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

Attestation:

Jessica Jacobs, Lead Assuror
ESG Program Manager
Apex Companies, LLC
Cincinnati, Ohio

Mary E. Armstrong-Friberg, Technical Reviewer
ESG Senior Program Manager
Apex Companies, LLC
Cleveland, Ohio

March 5, 2026

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

VERIFICATION OPINION DECLARATION
GREENHOUSE GAS EMISSIONS

To: The Stakeholders of Silicon Laboratories Inc.

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

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

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

- Operational Control
- Worldwide
- Exclusions: Refrigerants

Types of GHGs: CO_2, N_2O, CH_4

GHG Emissions Statement:

- **Scope 1:** 64 metric tons of CO_2 equivalent
- **Scope 2 (Location-Based):** 5,457 metric tons of CO_2 equivalent
- **Scope 2 (Market-Based):** 1,597 metric tons of CO_2 equivalent
- **Scope 3:**
  - **Purchased Goods and Services:** 61,728 metric tons of CO_2 equivalent
  - **Capital Goods:** 409 metric tons of CO_2 equivalent
  - **Fuel- and Energy-Related Activities:** 1,025 metric tons of CO_2 equivalent
  - **Upstream Transportation and Distribution:** 1,718 metric tons of CO_2 equivalent
  - **Waste Generated in Operations:** 72 metric tons of CO_2 equivalent
  - **Business Travel (air, rail, and hotel):** 3,665 metric tons of CO_2 equivalent
  - **Employee Commuting:** 1,204 metric tons of CO_2 equivalent
  - **Downstream Transportation and Distribution:** 1,602 metric tons of CO_2 equivalent
  - **Processing of Sold Products:** 2,615 metric tons of CO_2 equivalent
  - **Use of Sold Products:** 36,162 metric tons of CO_2 equivalent
  - **End of Life Treatment of Sold Products:** 2 metric tons of CO_2 equivalent
  - **Downstream Leased Assets (Location-based):** 958 metric tons of CO_2 equivalent
  - **Downstream Leased Assets (Market-based):** 958 metric tons of CO_2 equivalent

- **Total Scope 1 and 2 (Location-based):** 5,521 metric tons of CO_2 equivalent
- **Total Scope 1 and 2 (Market-based):** 1,661 metric tons of CO_2 equivalent
- **Total Scope 1, 2 and 3 (Location-based):** 116,680 metric tons of CO_2 equivalent
- **Total Scope 1, 2 and 3 (Market-based):** 112,820 metric tons of CO_2 equivalent

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

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

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

Period covered by GHG emissions verification:

- January 1, 2025 to December 31, 2025

Criteria against which verification was conducted:

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

Reference Standard:

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

Level of Assurance and Qualifications:

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

GHG Verification Methodology:

Evidence-gathering procedures included but were not limited to:

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

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

Verification Opinion:

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

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

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

Statement of independence, impartiality and competence

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

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

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

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

Attestation:

Jessica Jacobs, Lead Verifier
ESG Program Manager
Apex Companies, LLC
Cincinnati, Ohio

Mary E. Armstrong-Friberg, Technical Reviewer
ESG Senior Program Manager
Apex Companies, LLC
Cleveland, Ohio

March 5, 2026

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 to the public or other organizations but without accepting or assuming any responsibility or liability on our part to any other party who may have access to this declaration.

Forward-Looking Statements

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