



Global Inclusion Policy

2025.08 Version 3

Applicability & Scope

The Policy sets out our inclusion principles and requirements implemented throughout the organization. The Policy is applicable—but not limited—to our practices and policies on recruitment and selection; compensation and benefits; professional development and training; promotions; transfers; social and recreational programs; layoffs; terminations; and the ongoing development of a work environment built on the premise of advancing equity and inclusion. The Policy applies to all employees and anyone conducting work on behalf of Silicon Labs.

The Silicon Labs Inclusion Council is responsible for building and leading the Company's global strategy to build inclusion.

Why Inclusion Matters at Silicon Labs

We're building a workplace where **every employee feels they belong and has the opportunity to thrive**. When people are respected, heard, and supported, they do their best work, which leads to stronger teams, smarter solutions, and better outcomes for our customers and communities.

We welcome diverse perspectives and constructive debate. **Different viewpoints fuel innovation**, and inclusion helps us do our best, most forward-thinking work. It's a key part of how we'll achieve our vision of becoming the leader in secure, intelligent wireless technology for the IoT.

Inclusion Activates Silicon Labs Values

Nurture Greatness: We hire, foster, and empower great talent

Inclusion ensures that once we bring in great talent, we also create an environment where they can thrive. It helps every team member feel valued, respected, and supported—so they can do their best work, grow their skills, and lead with confidence.

Find Better Ways: We create customer value and commercial success through innovation

- At Silicon Labs, inclusion is fundamental to who we are. We believe that when people feel valued and respected for their authentic selves, they can achieve their fullest potential. This makes us stronger as individuals, as a company, and as a community around us

Innovation thrives on diverse perspectives and constructive debate. Inclusion helps unlock better solutions by creating space for different ideas, lived experiences, and ways of thinking, making it easier to challenge assumptions and discover new paths forward.

Walk the Talk: We meet our commitments and hold ourselves accountable

We recognize different levels of responsibility and accountability across our many projects and will seek to clarify how people can have their voices heard.

Do the Right Thing: Lead by example

- Inclusion reflects our commitment to doing the right thing—for our people, our customers, and our communities. It means we lead with empathy, ensure fair access to opportunity, and model the kind of culture we want to see across the industry.

Vision & Mission

Vision

Our vision at Silicon Labs is to foster an inclusive culture where connection drives success, where every person contributes their unique experiences, skills, and perspectives together to build a more connected world.

Mission

Through every interaction, we create an environment where everyone can contribute their best. We celebrate the unique skills and perspectives each person brings while supporting one another in delivering on our commitments. Accountability isn't just about what we do—it's about how we show up for one another.

Employee Responsibilities

Every employee is responsible for:

- Respecting the dignity and diversity of all people.
- Creating an inclusive, safe and discrimination-free workplace.
- Enhancing their awareness of personal behavior and bias and how that might hinder our ability to be more inclusive and collaborative with one another.
- Focusing on conscious inclusion to be more intentional with their actions to drive diversity, equity and belonging.

People Leader Responsibilities

Additionally, people leaders are additionally responsible for:

- Making fair employment decisions that are free from discrimination.
- Building diverse and inclusive teams.
- Addressing and mitigating bias in employment decisions and talent practices (including performance and development, compensation, hiring).
- Providing reasonable accommodations for qualified individuals with a disability and for those with needs related to their religious observance or practices in recognition of personal religious expression. What

constitutes a reasonable accommodation depends on the facts and circumstances and is addressed on a case-by-case basis.

- Modeling inclusive leadership and creating environments where all voices are valued. Cultivating a culture that inspires respect for all employees, customers, vendors, contractors and others in the work environment.
- Contacting the People Team when becoming aware of an employee who may be subject to discrimination, harassment or bullying, either by receiving such a complaint or otherwise receiving information about such conduct.
- Appropriately addressing any other behavior not consistent with this or other policies, or with applicable laws relating to equal opportunity, diversity, equity or inclusion.

Discrimination, Harassment and Bullying

Silicon Labs provides equal employment opportunities and base employment decisions on merit, qualifications, and performance. We prohibit discrimination in any form—whether by employees, leaders, or third parties we work with. This includes conduct inside and outside the workplace, as well as online interactions. Reasonable accommodations will be provided in accordance with applicable laws.

For more, please refer to Silicon Labs' Policy against Discrimination & Harassment found in the Employee Handbook.

Reporting Inappropriate Conduct

We encourage employees to speak up if they experience or witness behavior inconsistent with this Policy. An employee may make a report either orally or in writing. Concerns can be raised to an employee's manager, any member of Silicon Labs management, any member of the People Team, or the Chief Legal Officer. As an alternative, [EthicsPoint](#) provides a global, accessible channel for reporting concerns and is available 24 hours a day, 7 days a week. It is independent, secure and confidential, offering a safe mechanism for anonymous reporting (where permitted by local law) of suspected concerns or potential violations of our policies or the law.

We take allegations of discrimination, harassment and bullying seriously and ensure they are appropriately investigated. All reported incidents will be investigated with an effort to keep the source of the report confidential, with the disclosure of information as appropriate to facilitate the investigation or resolution of the matter.

Silicon Labs encourages employees to report in good faith any possible violation of this Policy.

Prohibition of Retaliation

We will not tolerate threats or acts of retaliation of any kind against any individuals because they report conduct reasonably believed to violate this Policy, or in good faith provide information in connection with a report or investigation of any such conduct.

Consequences

Employees who do not comply with this Policy and/or are found to have engaged in discrimination, harassment or bullying, will be subject to appropriate disciplinary action, up to and including termination of employment.

Considerations

Consistent with Code of Business Conduct and Ethics and Business Conduct Standards, Silicon Labs complies with the laws of each country in which our companies do business. It is the responsibility of each company's management and employees to be familiar and comply with the local equal opportunity laws and regulations which govern the business activities that they engage in. Accordingly, to the extent that following local law would conflict with this Policy, local law must be adhered to.

Right to Terminate or Amend Policy



The Company reserves the right to modify, suspend, change or terminate this Policy at any time, in accordance with local law. This Policy does not create any contractual rights or obligations, whether expressed or implied. Subject to local law, the English-language version will prevail.