



2024 Corporate Sustainability Report





Together, we are building a brighter, more sustainable future — for our company, our communities and our world.

Rajesh Vashist

Chairman of the Board | CEO



Message from Our CEO

From high-performance network infrastructure in AI datacenters to low-power, battery-operated devices at the edge, SiTime is revolutionizing the \$10 billion timing market.

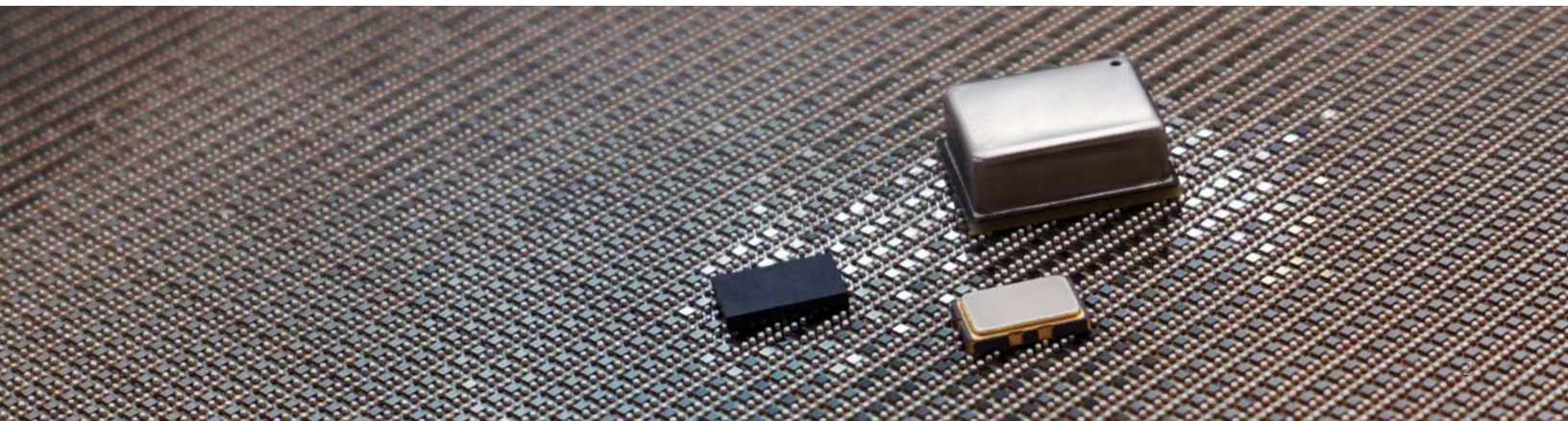
Our innovative products are at the heart of this mission. They enable our customers to design smaller, more energy-efficient and longer-lasting electronics that reduce environmental impact and drive sustainable innovation. From data centers to connected edge devices, SiTime solutions are enabling the green transformation of digital infrastructure.

At SiTime, we understand that sustainability starts from within. We know that a thriving business is enabled by a thriving workforce. We foster a culture of mutual respect that welcomes differences in life experiences, perspectives and identities. SiTime is a place where diverse voices are heard, appreciated and valued, and where people can grow and succeed.

We also engage with our local communities. We are encouraging the next generation of engineers and leaders, teaching science and donating over 500 science kits to promote STEM in education.

As a global fabless semiconductor company, we require that our partners align with our values and uphold the highest standards of ethics and environmental and social responsibility. Our codes of conduct, policies and other initiatives ensure that human rights, dignity and ethical business practices are respected across our value chain.

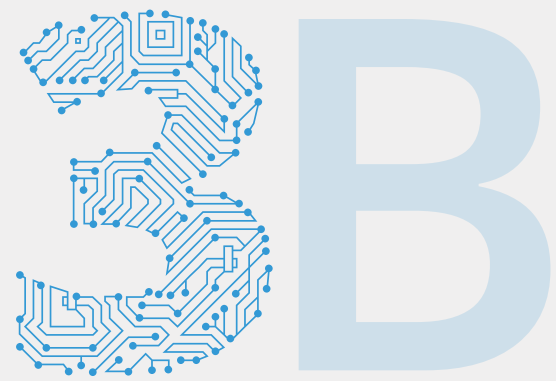
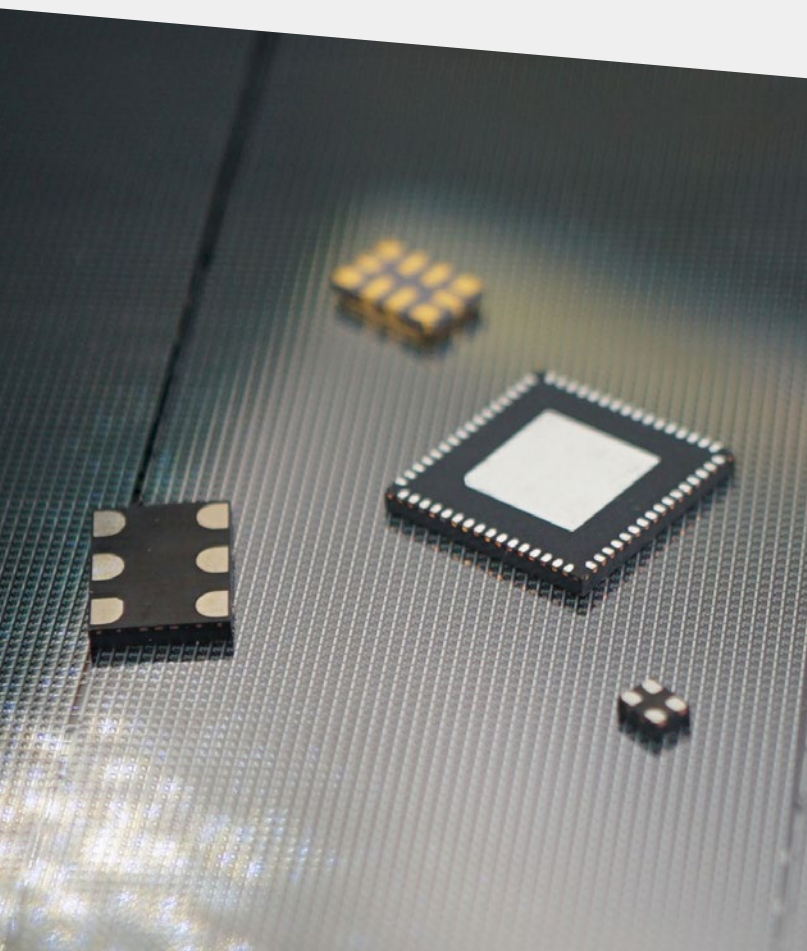
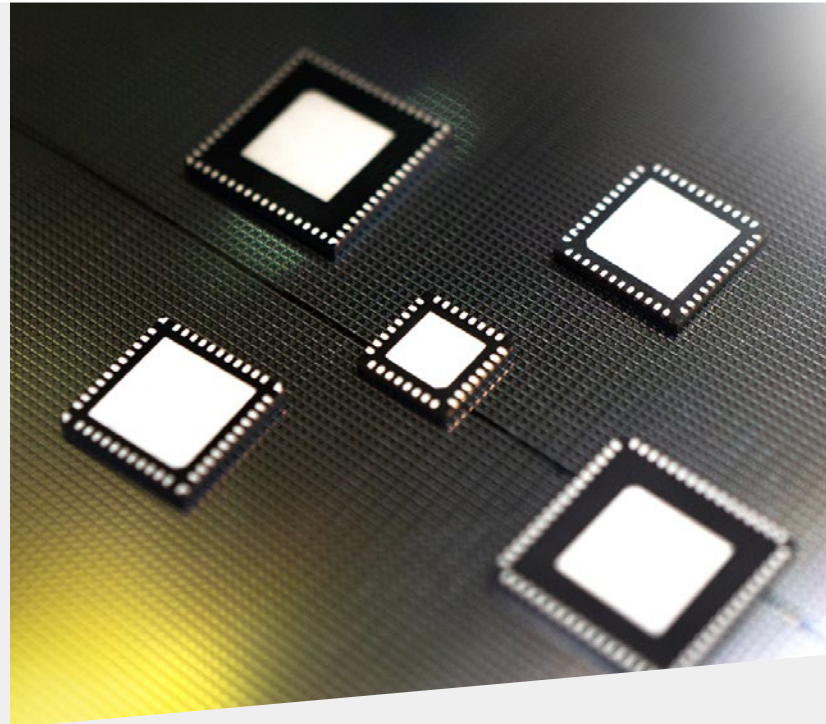
We are strengthening our sustainability practices across all global operations, with ongoing improvements in energy efficiency, water conservation and waste reduction. Together, we are building a brighter, more sustainable future — for our company, our communities and our world.



Transforming the World of Timing

Our people are dedicated to responsible business practices and solving the most difficult timing challenges to enable the AI, datacenter, automotive, industrial, consumer, IoT, aerospace and defense products of today and tomorrow.

SiTime Corporation, headquartered in Silicon Valley, is the leader in Precision Timing. As a fabless semiconductor company, we focus exclusively on delivering the industry's most complete portfolio of MEMS-based oscillators, clocks, resonators, and timing software. Our programmable solutions are the heartbeat of electronic systems — ensuring reliable performance even in the harshest environments. With rich features and exceptional programmability, SiTime enables customers to differentiate their products through higher performance, smaller size, lower power consumption, and greater reliability.



With over 3 billion devices shipped, SiTime is transforming the timing industry.

The background image is a composite. The left side shows a dense, vibrant green forest from an aerial perspective. The right side shows a curved horizon of the Earth from space, with blue oceans, white clouds, and a visible hurricane-like storm system.

We value people, the planet and our community. Our employees, products and technology, as well as our ethical business and environmental practices, are critical to our success.

We focus on the sustainability issues that are most important to our environment, customers and business. This report contains an overview of SiTime's practices and performance regarding our sustainability priorities in 2024. The content of this report has been informed by the [Sustainability Accounting Standards Board's \(SASB\) Semiconductor sector guide](#).

Environmental Sustainability

Creating a more sustainable future depends on a smarter, more efficient use of energy and resources. At SiTime, our Precision Timing solutions help customers design products that consume less power and operate more efficiently. We view environmental sustainability as a shared responsibility and are committed to doing our part in this effort. Through ongoing improvements in how we operate, we aim to improve our environmental footprint and support a healthier planet for generations to come.

Protecting the planet requires action to reduce environmental impact – and at SiTime, we are advancing sustainability by enhancing our products and by refining our policies to optimize energy consumption and water use. Through focused initiatives to monitor emissions and deploy resource-saving technologies, we are building a foundation for long-term, continuous improvement. Across our value chain, including our manufacturing infrastructure, we maintain strong oversight to promote responsible practices.

At the heart of our business is the research, development, design and marketing of Precision Timing devices and solutions. Across all aspects of our operations, the health and safety of our employees remains our top priority. We are dedicated to maintaining strong management systems that support workplace safety, environmental responsibility and regulatory compliance. This includes proactive efforts in pollution prevention, wastewater reduction, water conservation and adherence to all applicable laws and standards.

Policies that guide our approach to environmentally responsible operations:

- › [Environmental, Health and Safety Policy](#)
- › [Global Human Rights Policy](#)
- › [Supplier Code of Business Conduct and Ethics](#)
- › [Conflict Minerals Policy](#)





Environmental Management

As a fabless semiconductor company, without manufacturing facilities or vehicles, the majority of SiTime's scope 1 and scope 2 emissions come from office and lab operations.

In 2024, SiTime made a commitment to expand the scope of environmental management reporting to include all office locations. This effort is another step towards a continued commitment to greenhouse gas (GHG) emissions reporting. SiTime aims to better enhance this understanding over time from scope 1 to 3 emissions. This is to further environmental insights and drive progress in our sustainability journey.

SiTime emphasizes energy efficiency as a key specification in our product development to reduce energy consumption of both our products and our customers' products. By aiming to reduce emissions, lower consumption and proactively work with our suppliers to ensure greater sustainability, we are working towards a better future.

Greenhouse Gas (GHG) Emissions

The majority of SiTime Scope 1 and 2 emissions come from purchased electricity from municipal power grids totaling 1,100 metric tons of carbon-dioxide equivalent (CO₂e) in 2024. SiTime aims to build upon this current analysis to enhance decision making and reduce emissions for Scope 1 through 3 in the future.

Measuring Our Impact

Energy Management

Energy consumption includes both renewable and non-renewable sources used to operate our office and lab spaces in the form of powering equipment as well as lighting, heating and cooling. Energy efficiency measures in our offices consist of updating HVAC and Building Management Systems, replacing fluorescent bulbs with more energy-efficient LED lighting, prioritizing furniture made of recycled materials and pushing for building designs that promote better environmental sustainability, such as a white roof, which reduces energy loss from both heating and cooling.

Energy (Megawatt hours, MWh)	FY24
Renewable	820
Non-Renewable	2,844

In 2023, SiTime reported on energy consumption from our three largest offices including the California headquarters as well as the Netherlands and Ukraine offices. In 2024, we expanded reporting to include all office locations.

Water Management

Water is a vital natural resource. We are committed to using it responsibly. Water is an integral part of semiconductor manufacturing. As a fabless semiconductor company, water consumption in connection with our products is mostly due to our supply chain. Water is also consumed for general hygiene and hydration within our office space. Our Silicon Valley headquarters is in a region increasingly impacted by droughts. Wherever possible, we reduce water use through improved water management practices. Examples of these improvements include motion sensor faucets and recycled water usage for native landscaping, intrinsically requiring less water.

Globally, the majority of our water comes from municipal sources consisting largely of surface, ground and rainwater.

Water (m ³)	FY24
Renewable	3,694
Non-Renewable	198

In 2023, SiTime reported on water usage in our three largest offices including the California headquarters, as well as the Netherlands and Ukraine offices. In 2024, we expanded reporting to include all office locations.

Waste Management

The majority of the waste production at SiTime is the result of our office environment. Where possible, SiTime strives to optimize the utilization of resources and minimize waste, generally adhering to the principles of source reduction and reuse. We are proactive in separating waste into recycling and compost. In 2024, SiTime's Silicon Valley office reduced plasticware for in-office dining and saved over 30,000 bottles through the use of office water dispensers over single-use bottles and cans.

SiTime continues to expand our environmental reporting to more effectively mitigate our impact on the climate, conserve resources, reduce waste and improve operational efficiency. We remain steadfast in identifying and implementing new ways to enhance our sustainability practices throughout our global operations.


Waste (Metric Tons, MT)	FY24
Total Nonhazardous Waste	156.6
Landfill	95.4
Recycle	32.7
Compost	28.5
Total Hazardous*	0.1

*Hazardous waste consists of batteries and fluorescent tubes.



Contributions to Sustainability

SiTime focuses solely on Precision Timing. Because that is all we do, it makes us unique in the timing industry and distinguishes our expertise in this space. Our focus on timing, along with our innovative silicon MEMS and analog technologies and system-level expertise, empowers us to deliver innovative, high-value solutions to our customers. The values behind these solutions enable a more sustainable future.



Our products are smaller and therefore use less resources than traditional timing devices.

Our products are smaller and therefore use less resources than traditional timing devices. In addition to providing smaller products, we also offer options to reduce power consumption in our devices, such as a low operating voltage and the ability to turn output clocks on and off. This lower operating voltage not only decreases system power consumption in customers' products but also enhances the overall energy efficiency of their electronic devices.

For example, our oscillators deliver precise reference clocks that enable power efficiency. Higher accuracy ensures optimized activation and deactivation cycles for power intensive Radio Frequency (RF) interfaces like 5G, WiFi and Bluetooth. This optimization minimizes active, power-consuming periods and significantly reduces overall system power consumption. A more accurate clock signal from our oscillators also enables a faster lock time in GNSS/GPS systems, delivers a better user experience and decreases active time to lower system power consumption.

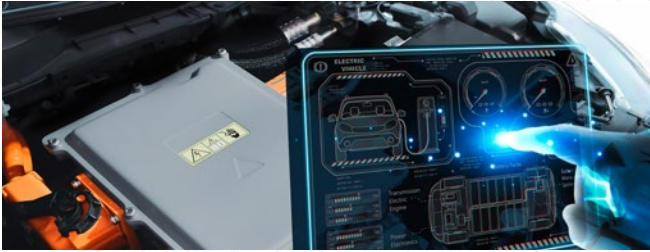
Our products also deliver better timing accuracy, as well as resilience to common environmental disruptors such as shock, vibration and temperature changes. This level of timing precision not only enables lower system power, but resilience eliminates the need for redundant timing components to safeguard against failure. This also reduces the need for troubleshooting and repair visits by equipment owners. This reduction in field visits translates to lower gas consumption and emissions.

Our Precision Timing solutions surpass legacy quartz timing devices in reliability by orders of magnitude. This extended reliability increases mean time between failures (MTBF) and lengthens replacement cycles for our customers' products, enhancing sustainability.

Products Used for Sustainability

SiTime timing products empower customers to design solutions that create a more sustainable future. Examples of customer solutions using SiTime products are:

ELECTRONIC VEHICLES



SMART METERS



DELIVERY DRONE



SMART AGRICULTURE



SOLAR INVERTERS



REMOTE MONITORING SYSTEMS



HIGH SPEED TRAINS (ELECTRIC)



RECHARGEABLE ENERGY STORAGE SYSTEMS



Supply Chain Management

Exceptional product quality and ethical standards are central to our global supply chain — from our foundry partners to assembly and test service providers.

Our [Supplier Code of Business Conduct and Ethics](#) sets clear expectations for responsible practices. We require all suppliers to align with this code, ensuring they uphold our high standards, meet industry norms and follow globally recognized principles related to:

- › labor and human rights;
- › health and safety;
- › environmental protection;
- › ethical business practices;
- › conflict mineral use avoidance;
- › management systems; and
- › compliance with applicable laws and regulations.

We review and update the Supplier Code as needed in response to regulatory updates, customer requirements and industry best practices. In 2024, SiTime enhanced the auditing of third-party suppliers by expanding the cybersecurity controls of all key suppliers through a Quality Management System Audit Checklist. In 2025, SiTime is in the process of reviewing and expanding requirements to include additional sustainability parameters.

Suppliers providing raw materials, product components or manufacturing services to or on behalf of SiTime are also required to align their own codes of conduct with the standards outlined in the Responsible Business Alliance (RBA) Code of Conduct. SiTime remains committed to supporting the RBA standards and accountability.

Our primary foundry partners include Robert Bosch LLC and Taiwan Semiconductor Manufacturing Company, each of whom are leaders in the semiconductor industry as well as leaders in corporate responsibility and sustainability. We engage consistently with our primary suppliers via scheduled meetings, performance reviews and continuous due diligence processes.

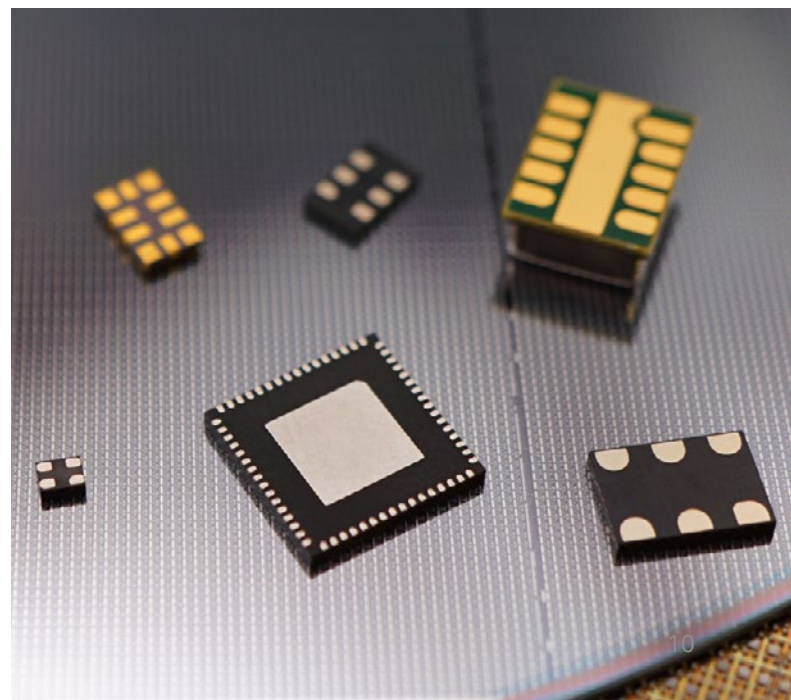
SiTime strives to eliminate the use of any conflict minerals (cassiterite, columbite-tantalite, gold, wolframite, and/or their derivatives tin, tantalum and tungsten) in our products that directly or indirectly finance or benefit armed groups that are perpetrators in the Republic of the Congo or in an adjoining country, while continuing to support responsible

sourcing of these minerals. Our Supplier Code requires our suppliers to do the same.

As we are a fabless semiconductor company, we do not have direct relationships with the smelters and refiners providing conflict minerals to our suppliers. However, we conduct due diligence on our suppliers each year, leveraging the Responsible Minerals Initiative (RMI) resources, regarding conflict minerals in our products. For more information, please see our [Conflict Mineral Policy](#) and [Form SD – Conflict Mineral Disclosure](#) on our [Sustainability webpage](#). The conflict minerals reporting template (CMRT) is available on our website.

We collaborate with our suppliers to meet our standards and comply with the Supplier Code. If a supplier is unable or unwilling to meet our requirements and collaborate on corrective action, we will escalate the matter and evaluate the status of our relationship with the supplier and may terminate the relationship if corrective action is not taken.

In addition to SiTime's Supplier Code and conflict mineral due diligence, we engage with our suppliers in business reviews to discuss our ongoing business and review supplier performance.



Human Rights

Respect for Human Rights is a foundational principle at SiTime — guiding how we operate internally and how we engage with partners and suppliers across our global network. We hold ourselves and those we work with to high standards to ensure dignity, fairness and ethical practices are upheld at every level.

We prohibit forced labor, slavery, child labor and human trafficking, as outlined in our [Global Human Rights Policy](#), [Employee Code of Conduct](#) and [Supplier Code of Conduct and Business Ethics](#).

Anti-Harassment

We are committed to providing a work environment that is free of inappropriate and unlawful discrimination and harassment. We promote a safe and productive workplace free of sexual, physical, verbal and psychological harassment based on, but not limited to, race, color, age, gender, sexual orientation, gender identity and expression, ethnicity or national origin, disability, pregnancy, religion, political affiliation, union membership, covered veteran status, protected genetic information, marital status or any other characteristic provided by applicable law.

Wage, Benefits & Working Hours

We pay wages at or above the legally mandated minimum wage requirements, including the legal overtime rate for hourly employees.

Freedom of Employment

Work is voluntary. We do not use forced, bonded or indentured labor or involuntary prison labor.

Prohibition of Forced Labor

We do not tolerate the use of forced labor, bonded labor, indebted labor, indentured labor, involuntary prison labor, slavery or human trafficking within our own operations or that of our supply chain.

Prohibition of Child Labor

We employ individuals who are at least the minimum age by the first day of employment based on the labor standards of local laws. We expect the same of our labor agencies and suppliers.

Freedom of Association

In accordance with local laws, we recognize the freedom of employees to establish or join an organization of their choosing, to bargain collectively, to engage in peaceful assembly or to refrain from such activities. We respect the right of our employees to associate without fear of pressure, retaliation or reprisal.

Commitment to Respectful Workplace

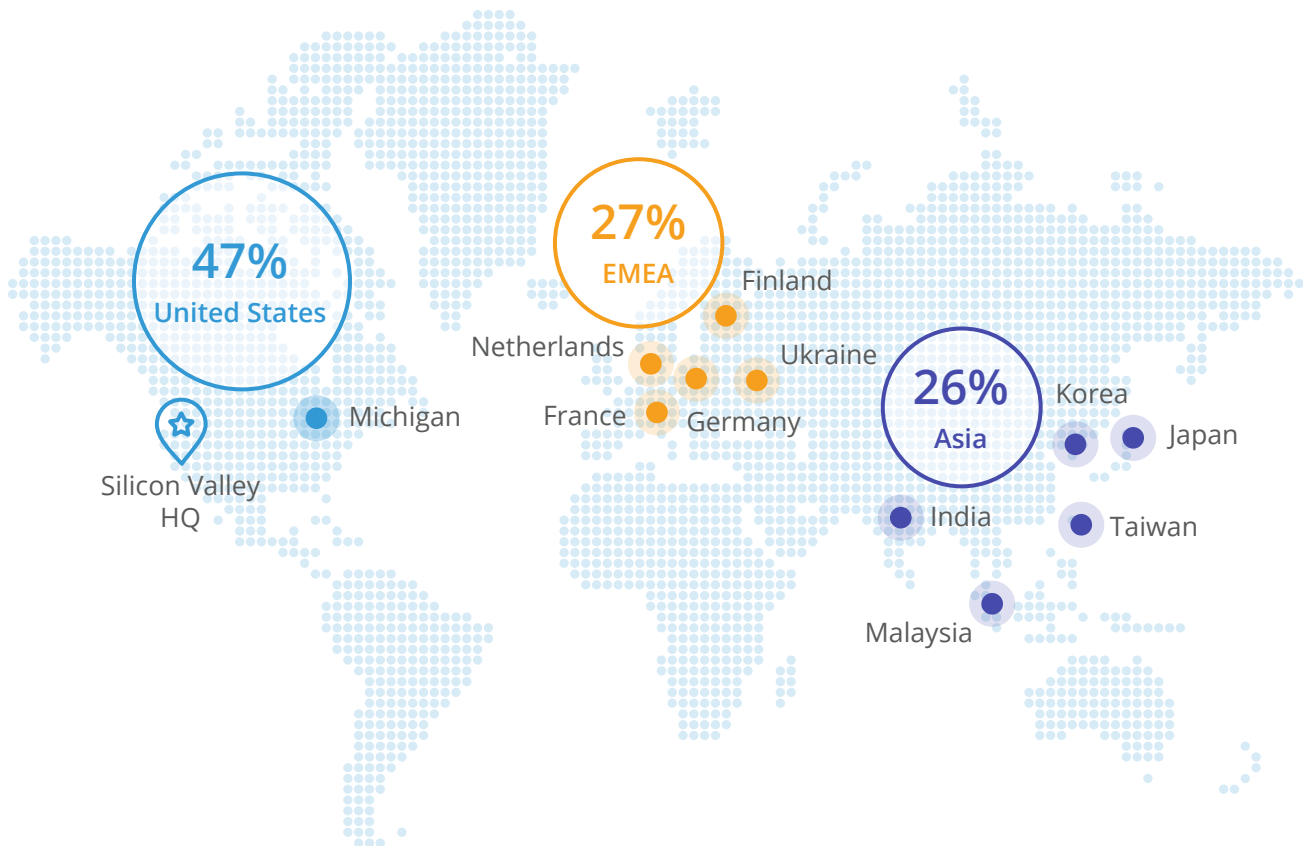
As a company, we celebrate differences and promote an inclusive environment. We are committed to maintaining a workplace free of discrimination. We believe that diversity in all levels of our workforce and board members supports a culture of inclusion and makes the company stronger.

Social Impact

At SiTime, we foster a dynamic environment where bold ideas thrive, and individuals are empowered to reach their full potential. By nurturing talent and championing personal and professional development, we fuel progress and stay ahead in a rapidly evolving market.



Employee Population by Region



Our ongoing success is built on the strength of our people — attracting top talent, supporting their growth and inspiring them to do their best work every day. As of December 31, 2024, SiTime had 395 full-time equivalent global employees located in the United States, Finland, France, Germany, Japan, Korea, Malaysia, the Netherlands, Taiwan, Ukraine and India with 46% in research and development roles.

The above map shows SiTime locations and the employee population as of December 31, 2024.

Culture

We are a global team with a shared mission to build an iconic company that has a lasting impact on humanity. Our culture fuels bold thinking and encourages individuals to step forward, take on challenges and drive meaningful change. We succeed by working together, thinking creatively and solving tough problems, collaborating with determination and skill.

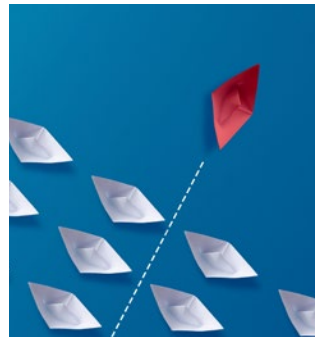
Our core values are the backbone of our identity. They influence every aspect of our business. Our success is built on an inspiring culture where employees are encouraged to lead, take risks and overcome the seemingly impossible. Our team excels through

collaboration, creativity and relentless problem solving. These principles guide both our long-term strategies and daily decisions, shaping how we grow and lead. At SiTime, we believe in the principles of being creative, courageous, relentless, authentic, leaders, and a team.



Creative

We imagine the impossible and thrive on solving problems.



Authentic

We act with genuine intention and aren't afraid to admit our faults.



Courageous

We take risks and believe we can tackle the unknown.



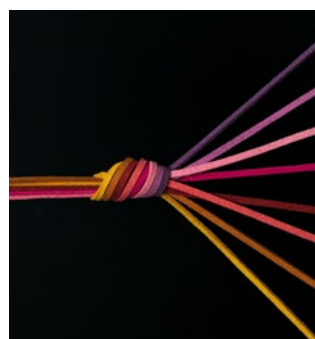
Leaders

We take ownership of our ideas and turn them into opportunities.



Relentless

We are problem solvers that never give up.



Team

We listen and respect each other, while appreciating our differences.

Our Employees

At SiTime, inclusion is part of how we work every day. We strive to create a workplace where every individual feels acknowledged, respected and able to contribute fully. We believe that when people with different perspectives, experiences and cultural backgrounds come together, they spark ideas that lead to smarter decisions and more innovative solutions.

We intentionally seek out diverse voices through inclusive hiring practices and aim to build teams that reflect the richness of the world around us. In 2024, SiTime reviewed and expanded recruiting guidelines to further promote diverse interview panels as we continue to refine our process. Our approach to recruitment, advancement and compensation is grounded in fairness and equality — we do not tolerate discrimination in any form.

As an equal opportunity employer, we are proud of the progress we've made. Still, we know there's more to do. That's why we continue to push for broader global representation across our entire organization.

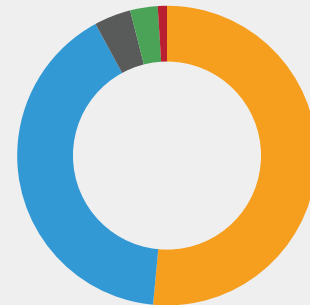
In 2024, the [women@SiTime](#) employee resource group (ERG) met quarterly.

The ERG hosted roundtables and guest speakers, encouraging dialogue and activities promoting leadership, community, team building and innovation for women at SiTime.

25% of management roles in the U.S. are held by women.

SiTime is an equal opportunity employer. We are fully committed to establishing a workforce that fosters a culture of belonging and providing an equal employment opportunity regardless of race, color, creed, religion, sexual orientation, gender, gender identity/expressions, national origin, disability, age, genetic information, veteran status, marital status, pregnancy or any related condition, or any other protected basis.

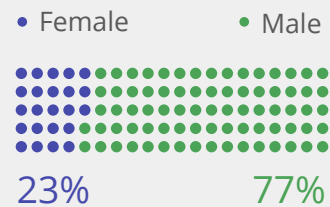
2024 U.S. Racial/Ethnic Diversity



- 52% Asian
- 41% White
- 4% Hispanic or Latino
- 3% Native Hawaiian or Other Pacific Islander
- 1% Two or more races (not Hispanic or Latino)

*Data in the U.S. Racial/Ethnic Diversity chart above is as of December 31, 2024, and includes SiTime's U.S. regular (non-contract, non-intern) employee population. SiTime's last EEO-1 report was certified May 14, 2024.

2024 U.S. Gender Diversity



*The chart above is U.S. data as of December 31, 2024.

Our commitment to diversity remains consistent throughout SiTime. Half of the Board of Directors identifies as part of an underrepresented group and a quarter of the members identify as women.

SiTime Celebrates Diversity

At SiTime, diversity is our strength shown at every level through our products, markets, regions and most importantly, people. To reflect on the rich diversity of our global team, we recognize and honor meaningful cultural and identity-based observances throughout the year, in addition to formally recognized holidays.



Through global office celebrations, employee-driven talent shows, outdoor adventures and shared communal eating, SiTime fosters an environment of collaboration and understanding. Team members celebrate holidays and cultural events of our diverse workforce worldwide to enhance relationships and cultivate connections.

Learning and Development

At SiTime, growth is not just encouraged — it is built into the way we work. From onboarding programs to leadership development, we offer a wide range of learning experiences designed to keep our team informed, engaged and ready for what's next. Our training covers essential areas like ethical conduct, workplace respect, cybersecurity and more. SiTime stresses familiarity with key policies and practices including data security, workplace safety, Human Rights, prevention of human trafficking and forced labor. In addition to core foundational compliance requirements, SiTime promotes continued learning and iteration focusing on growing talent and development.

In 2024, SiTime introduced a new Learning Management System (LMS) that allows employees direct access to a wide variety of training modules covering leadership, technical skills, compliance and personal development. Training courses are regularly reviewed for compliance, general insights, accuracy and to provide the most current and engaging learnings. SiTime increased our total learning hours by 39% in 2024. Employees completed over 1,900 hours of training which included newly introduced, self-directed courses tailored to rising talent and future leaders across the globe. SiTime created structured trainings focused on promoting our global workforce, developing cultural competencies and fostering innovation through diversity.

Managers are encouraged to be active working managers with diverse skillsets, with advanced industry knowledge and expertise, promoting leaders and team players at all levels. SiTime empowers managers to be transparent and challenge employees to seek out new ideas and inspiration driving innovation and a growth mindset.

We've also embedded functional and non-problem solving regular one-on-one conversations into our culture—creating space for meaningful feedback, career guidance and goal setting between managers and their teams. These discussions, along with thoughtful succession planning and a strong focus on internal mobility, help ensure our people have clear pathways to advancement.

We are always exploring new ways to invest in our workforce, creating a workplace where people feel supported, challenged and excited about their future.



Employee Wellbeing

The well-being of our people is central to everything we do. We offer a broad range of health and wellness programs designed to support both physical and mental health — for employees and their families — reflecting our belief that thriving individuals build stronger teams. We remain steadfast in supporting the safety and welfare of our employees and their families based in our office in Lviv, Ukraine due to Russia’s invasion and the ongoing conflict in the region.

Our pay philosophy rewards individual impact while aligning with local market standards. To attract and retain world-class talent, we provide a competitive and balanced compensation package, blending fixed and variable components such as base salary, bonuses, equity awards and performance-based incentives.

Our benefits are thoughtfully designed to address the full spectrum of employee needs — from health and financial security to emotional resilience. These offerings vary by region to reflect local expectations and ensure a meaningful impact.

SiTime prioritizes mental health in the workplace as a crucial aspect for occupational health and safety by offering pre-recorded and live streaming mental health awareness trainings and monthly health and self-care articles.



In 2024 our Silicon Valley office offered over **650 fitness classes**, resulting in over **2,500 hours** of workouts with employees.



SiTime celebrated StepTember in 2024 uniting employees across the globe with 193 employees stepping out towards a common health and fitness goal. Collectively SiTimers walked **16,879 miles**, more than double that of 2023! In November, SiTime added a Turkey Day Run challenge to employees.

Health and Safety

Safety in the workplace is non-negotiable. Across all our global locations, we maintain rigorous health and safety protocols, backed by standardized processes for reporting and addressing incidents.

Our comprehensive [Environmental, Health and Safety Policy](#), alongside other initiatives, is designed to ensure workplace safety, wellness and compliance with regulations. Through proactive planning, continuous education and strict regulatory compliance, we strive for zero injuries and workplace incidents. In 2024, SiTime had no high-consequence, work-related injuries that resulted in lost time or days away from work nor did it experience any fatalities.

At the heart of our approach is a simple truth: our people are our greatest strength, and we are committed to protecting, supporting and celebrating them at every stage of their journey with us.

U.S. Total Recordable Incidents

	2023	2024
Hours Worked	383,796	376,282
RIR	1.04	0
LITR	0	0
NMFR	0	0

Recordable Incident Rate (RIR): depicts how often an injury or illness occurs at work measured in injuries per 200,000 hours worked as measured by local occupational safety and health reporting requirements.

Lost Time Incident Rate (LTIR): denotes the number of injuries and illnesses per 200,000 working hours that result in time away from work.

Near Miss Frequency Rate (NMFR): tracks how often near misses occur, calculating the number of near miss incidents by the total hours worked, then multiplying by 200,000.



SiTime Promotes Community Engagement Through Active Volunteer Efforts and Local Donations Within Our Community



Over 140 volunteer hours

In 2024, SiTime launched our Volunteer Time Off “VTO” Program demonstrating SiTime’s ongoing commitment to the community in which we live and work. The VTO program creates opportunities for SiTime employees to find meaningful, purpose-driven community engagement. Employees are encouraged to volunteer for causes they are passionate about, volunteering alongside team members, friends and family.

20

elementary students taught through interactive science lessons.

Over 50,000

pounds of food were packed for families at Second Harvest Food Bank, over a 70% increase from 2023.

Over 1,000

pounds of food donated to those in need, a 30% increase from 2023.

500

STEM kits assembled and donated through Science is Elementary to promote STEM education in early child development.

400

toys were donated and delivered to children for the holidays, a 30% increase from 2023.

Over 140

backpacks for children were collected and delivered, over an 80% increase from 2023.

Governance

SiTime's corporate governance framework provides for uncompromising integrity and high ethical standards every day. Our dedication to our employees, community, customers and stockholders includes doing business the right way, honestly, fairly and lawfully.

Board of Directors

SiTime's business is organized under the direction of our Board of Directors (Board), which currently consists of eight members, six of whom are independent. Rajesh Vashist, our Chief Executive Officer, serves as Chairman of the Board and Raman K. Chitkara serves as the lead independent director of the Board. The primary responsibilities of the Board are to provide oversight, strategic guidance, counseling and direction to SiTime's management team. SiTime has a talented and diverse Board of Directors with a variety of relevant skills, professional experience and backgrounds.

The SiTime Board has three standing committees composed of independent directors: the Audit Committee, the Compensation and Talent Committee and the Nominating and Corporate Governance Committee (NCGC). The responsibilities of each committee are set forth in written charters. The Audit Committee reviews our financial reporting and internal controls and oversees our compliance program, which are connected to human capital matters, The Compensation and Talent Committee oversees the development, implementation and effectiveness of SiTime's policies and strategies relating to human capital management, including recruiting, retention,

diversity and employment practices. The Board also regularly reviews executive succession planning and employee attrition.

The NCGC is responsible for overseeing SiTime's policies, programs and goals related to sustainability matters. We have a sustainability committee that consists of employees and business leaders from various departments, including operations, finance, human resources, marketing, and legal. The sustainability committee has responsibility for sustainability matters at SiTime and oversees sustainability initiatives, as well as alignment between SiTime's sustainability efforts and our business goals. The sustainability committee meets regularly and reports to the NCGC regularly on sustainability matters and efforts, and the NCGC reports periodically to the SiTime Board.

A full description of the Board and committee responsibilities, director biographies, as well as nomination and compensation practices are available in our most recent Proxy Statement filed with the U.S. Securities and Exchange Commission. The charters of the Board committees can be found in the [Corporate Governance](#) section of our [investor website](#).



Board of Directors

SiTime is guided by a board that is both diverse in industry and international market perspective. The following table represents the skills and experience that each of our Board members possesses based on each director self-identifying as having those skills or experience.

	<i>Raman Chitkara</i>	<i>Dr. Edward Frank</i>	<i>Christine Heckart</i>	<i>Dr. Torsten Kreindl</i>	<i>Katherine Schuelke</i>	<i>Akira Takata</i>	<i>Rajesh Vashist</i>	<i>Tom Yiu</i>
Diversified Expertise								
Industry Experience	☑	☑			☑	☑	☑	☑
Technologist		☑		☑		☑	☑	☑
Executive Leadership	☑	☑	☑	☑	☑	☑	☑	☑
Public Company Board	☑	☑	☑	☑		☑	☑	☑
Finance or Accounting Experience	☑			☑				
Business Development and Strategy	☑	☑	☑	☑	☑	☑	☑	☑
International Leadership	☑		☑	☑	☑	☑	☑	☑
Information Security		☑		☑				
Regulatory and Compliance	☑				☑			
Corporate Governance	☑	☑	☑		☑	☑	☑	☑
Sustainability	☑	☑	☑	☑	☑			
M&A	☑	☑	☑		☑	☑	☑	
Risk Management	☑				☑			

Stakeholder Engagement

SiTime's success is deeply connected to the people and communities around us — from our employees and customers to investors, suppliers and local partners. We maintain open lines of communication through multiple platforms, allowing us to listen, learn and stay aligned with what matters most to them. These ongoing conversations help shape our perspective on a wide range of priorities, including sustainability issues.

For example, we:

- › Promote an open-door policy and encourage employees to communicate and engage with management;
- › Regularly host global all-hands meetings with employees;
- › Provide virtual and in-person events and team meetings for employees;
- › Supply regular training for employees and comprehensive onboarding for new hires;
- › Regularly meet with customers both virtually and in person;
- › Engage with our customers through our website and SiTimeDirect™;
- › Conduct business reviews and audits with suppliers;
- › Host quarterly earnings calls as well as virtual and in-person meetings with investors; and
- › Attend meetings and events regarding government policies as well as regularly monitor regulations, legislation and reports that are relevant for our business.



Policies

SiTime is committed to conducting its business with the highest standards of integrity and business ethics and in compliance with applicable laws and regulatory requirements.

The SiTime [Code of Conduct and Business Ethics](#) (the Code) and related policies provide the guidelines for conducting SiTime business, including acting with business integrity, personal integrity and respect; caring for SiTime assets; never engaging in corruption, bribery or insider trading; avoiding conflicts of interest; complying with international trade regulations; and maintaining accurate business records. The Code applies to all SiTime employees, officers, consultants, suppliers, members of the Board and others who do business with SiTime. We train all employees on the Code upon hire and then annually thereafter. Reports of violations, or potential violations, of the Code, other SiTime policies or the law can be made using various channels, such as to management, human resources team members, the Chief Legal Officer or confidentially, where

permitted by law, through the speak-up hotline hosted by an independent third party. SiTime does not tolerate retaliation against someone reporting a concern in good faith. The Code of Conduct and Business Ethics can be found in the Corporate Governance section of our [investor website](#).

The [Corporate Governance Guidelines](#) set forth the framework for: Board practices and requirements with respect to Board composition and selection; Board meetings and involvement of senior management; risk assessment; Board and management evaluation; stock ownership guidelines; and Board committees and compensation. The Corporate Governance Guidelines can be found in the Corporate Governance section of our [investor website](#).



Sustainability Accounting Standards Board (SASB) Index

Topic	Accounting Metric	Code	Response
Energy Management in Manufacturing	1. Total energy consumed	TC-SC-130a.1	13 Terajoules of electricity consumed across all office locations in 2024.
	2. Percentage grid electricity		100% of the energy consumed across all our office locations was supplied from grid electricity.
	3. Percentage renewable		1%
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	3,900 cubic meters 2024 across all office locations, combined.
Waste Management	Amount of hazardous waste from manufacturing, percentage recycled	TC-SC-150a.1	As a fabless semiconductor company, SiTime uses third-party suppliers to manufacture our products and therefore SiTime does not generate material amounts of hazardous waste. See page 7 on how we engage our suppliers on their environmental practices.
Employee Health and Safety	Descriptions of efforts to assess, monitor and reduce exposure of employees to human health hazards	TC-SC-320a.1	As a fabless semiconductor company, SiTime uses third-party suppliers to manufacture, assemble and test our products, however see Environmental, Health and Safety Policy for disclosure for our U.S. offices.
	Total amount of monetary losses as a result of legal proceedings associated with employee health and safety violations		\$0 as of December 31, 2024.
Recruiting & Managing a Global & Skills Workforce	Percentage of employees that are: 1. Foreign nationals 2. Located offshore	TC-SC-330a.1	1. We do not disclose this metric. 2. See page 14 .
Product Lifecycle Management	Percentage of products by revenue that contain IEC 62474 declarable substances	TC-SC-410a.1	We do not disclose this metric.
	Processor energy efficiency at a system-level for: (1) servers, (2) desktops and (3) laptops		We do not disclose this metric.
Materials Sourcing	Description of the management of risks associated with the use of critical materials	TC-SC-440a.1	See page 10 and SiTime's filings with the Securities and Exchange Commission.
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, 2024.

Report Boundaries and Forward-Looking Statements

This report was published in May 2025. Unless otherwise noted, this report covers SiTime's 2024 fiscal year and provides qualitative and quantitative information on our approach to managing sustainability issues. References in this report to information should not be construed as a characterization regarding the materiality of such information to our financial results or for purposes of the U.S. securities laws. This report includes information provided by third parties that SiTime has relied on and has not audited. For additional information, visit SiTime's [Sustainability website](#). This report covers our sustainability efforts across our organization, with a primary focus on our activities in the United States. The report does not cover all information about our business.

The information covered by the report contains forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995, including statements regarding our plans, initiatives, goals, commitments and strategies and related business and stakeholder impacts. These statements involve risks and uncertainties, and actual results may differ materially from any future results expressed or implied by the forward-looking statements. These risks and uncertainties include, without limitation, assumptions not being realized, changing government regulations, evolving sustainability strategies, scientific or technological developments, climate conditions, our ability to provide data, the compliance of third parties with our policies and procedures or other changes in circumstances, as well as the factors set forth in the "Risk Factors" section of SiTime's most recent periodic reports on Form 10-K and Form 10-Q and subsequent filings with the U.S. Securities and Exchange Commission. We assume no obligation, and expressly disclaim any duty (including in response to new or changed information) to update any forward-looking statements or information, which speak as of their respective dates. Readers should not place undue reliance on the forward-looking statements made in this report.

Moreover, many of the assumptions, standards, metrics and measurements used in preparing this report are based on assumptions believed to be reasonable at the time of preparation but should not be considered guarantees.



